

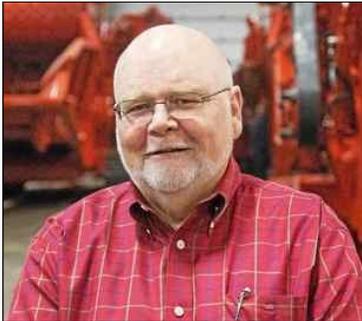
MAY 2016

From the President

-James Shoemaker, Jr.

Greetings! I'm pleased to welcome you to our first CMMA newsletter. Our intention is to provide the newsletter to our membership on a quarterly basis. In it you will find information about upcoming CMMA tours, training opportunities, seminars on topics of interest to the manufacturing community, and more.

The CMMA has entered a new era. We have a new director in Harry Leaver, and exciting partnerships with MMCC, MMTTC, and MIOSHA. In the coming months, CMMA will ramp up its efforts to influence the community to become more aware and receptive to the manufacturing community's needs, project a more accurate image of the benefits manufacturing brings to the community, and continue to market to our community's youth the message that manufacturing offers a wide variety of viable careers. We will continue to expand collaboration among the membership on training, sharing best practices, consulting, and any other activity that benefits us all.



One topic that the CMMA Board and I are especially passionate about is preparing our youth for solid, viable careers in manufacturing. As you know, a common theme among manufacturers is the need for skilled talent, and that need will only increase in the coming years. If we're to remain productive, it's in all our best interests to do whatever we can to inform and influence local politicians to support funding directed at preparing students for careers in the skilled trades. We also need to continue with efforts to make our local youth and their families aware of the opportunities available that do not require a 4-year college degree.

By now, you've probably picked up on our mantra: "*Business is easier when we work together.*" I can't emphasize it enough—let's work together, collaborate, and see what we can achieve!

James W. Shoemaker, Jr.

President

UPCOMING EVENTS:

CMMA Golf Outing
Shepherd
Maple Creek
July 14

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

It's great to be part of this very dynamic group. In this, our first newsletter, I would like to touch on a few observations about this organization made since taking on the Executive Director role.

How did we get to where we are today?

It was a result of the vision and commitment of a handful of business leaders. Individuals that are passionate about manufacturing. Individuals that clearly recognize that working together and supporting each other allows the entire manufacturing community to benefit. Your board of directors all have this passion and commitment. Most of them were involved in the creation of the CMMA. And, all of them are involved in setting the course for where we go in the future.



If you are talking to a board member, make sure you share your thoughts and ideas about future programs you would like to see, tell us how you like (or don't like) any program or training we are currently offering, and make sure to thank each of them as they continue to commit time, energy, and expertise to the organization. Oh Yeah, did I mention, all of these folks have real day jobs?

All of you engaged members are a key to the CMMA historic, current, and future success. Your support, your commitment of time and resources, and your willingness to be actively involved is, has been, and will continue to be crucial.

Where are we going?

Tours: We will continue to host "Best Practices" tours which are regarded very highly by most members. The traditional approach has been for a single business to host the event. The drawback to this approach is that many of our member companies do not have space to accommodate a group of 80+ attendees. Our most recent tour, held on May 12th, featured a new approach. Three companies, Alro Steel, JD Metalworks, and Advanced Battery Concepts co-hosted the event. This worked well because all of them were in close proximity to each other and, in fact, are on the same block. So... we decided to refer to it as a "Block Party". While Mother Nature threatened to make it a very wet evening, she finally relented and more than 140 attendees got a chance to network, enjoy some food and beverages, listen to updates on CMMA activities, participate in the Safety Award presentation, and tour all three businesses. If you were one of the attendees, we would appreciate getting feedback from you. Tell us what you liked or did not like. Our intention is to use a similar format for some future tours.

SIGS: Currently, we have four special interest groups (SIGs). Areas of focus are Education, Safety, Quality, and Human Resources. While each of these groups are doing some great things, we believe there is still a need to expand and add some additional SIGs. New SIGs will be starting soon focusing on Accounting, Purchasing/Material Procurement, and Information Technology.

Future: A number of other ideas are being considered and we will be unveiling them as concepts solidify. Give us your thoughts on other areas that you think would be of interest and have appeal to other members.

Harry Leaver

Executive Director

Special Interest Groups (SIGs)

Safety SIG

The Safety SIG currently has ten full-time participants. We meet each month at one of the member facilities. The normal agenda starts out as networking. As an example, we may talk about implementation of the new SDS requirements implemented by MIOSHA. This is a great time to pick each other's brain on how they are doing, what works, and what doesn't. This new rule takes place on June 1, 2016.

As part of our deliverables, the SIG has developed a "Safety Toolkit" that contains sample procedures and forms that can be used for safety assessments. Safety assessments can be done by companies that need help establishing a safety program or by using the SIG as a resource to help establish or improve member companies' safety programs. A safety assessment is really just about how your company's safety program stacks up to the MIOSHA requirements. All member companies have to do is ask and they will be given access to the toolkit to help them walk through the process. Within the next few weeks the Safety SIG will assist a member company with a hazard assessment to help enhance their safety program. This will be our first assessment and we are looking forward to the opportunity.

Crane Maintenance Training:

The SIG sponsored Crane Maintenance Training done by Crane Training USA. Crane maintenance is a requirement of MIOSHA. Only certified people can do maintenance. The SIG put together a plan involving member companies to have their maintenance staff trained and certified. By getting over 12 companies involved with the training were able to get the training done onsite versus sending employees to Ohio. This was a considerable cost savings versus paying the bill for a week in Ohio to complete the training. The other cost savings was by getting many people in the same room a substantial cost reduction was realized to the tune of around eight hundred dollars per attendee. The other benefit was now member companies have certified employees on staff to do their crane inspections. The plan moving forward is to organize the training again when recertification is due. Certifications are due every three years.

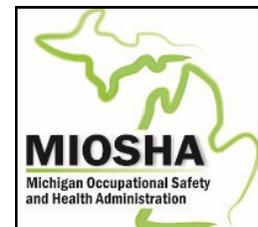
Hazard Awareness Training:

The Safety SIG sponsored a Hazard Awareness Training last fall. There were 90 participants from CMMA member companies. Training was done by MIOSHA CET as part of the Safety SIG's alliance agreement with MIOSHA. The Safety SIG plans more functions like the Hazard Awareness Training because of the overwhelming positive response.

Eldon Sprague

Chair, Safety Special Interest Group

CMMA Sponsors



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.

Past accomplishments:

Increased local Junior Achievement participation in Gratiot and Isabella counties significantly (over 40%). Facilitate a successful Career Fair annually concurrent with the Mt. Pleasant CTE Open House. Completed a manufacturing career video, which has received positive reviews. Conducted a "mini" career fair in conjunction with Alma High School's Eighth Grade Orientation.

Clare/Gladwin RESD Career Technical Education Millage: The Education SIG worked with Sheryl Presler, Clare/Gladwin RESD Superintendent, to promote the successful passing of the May 3rd millage request. This initiative is vitally important to the future of Career Technical Education in Clare and Gladwin counties. SIG used the successful millage campaign by the Gratiot/Isabella RESD as a model, and held up their results to demonstrate the vision for Clare/Gladwin.

We've received attention from the Forestry Products Council, meeting with representatives from as far away as the nether regions of the U.P., and have presented at the Governor's Forestry Products Summit.

Education SIG co-chair Bill Henderson is the recipient of the District 4 Michigan Association of School Administrators' 2016 Champion for Children award, which recognizes an individual who has shown outstanding leadership and dedication to enriching the lives of children, and who has enhanced children's opportunities for success and achievement in school. Bill pointed out that this award is really an honor which is shared by all the members of the Education SIG, as it would not be possible without the activities and projects conducted by the group.

Current projects:

Rotating industry tours/open houses: J. Ranck Electric had a successful event on March 9th, and Aircraft Precision hosted one on April 14th. Morbark will conduct one in late September/early October to coincide with Manufacturing Day.

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

MMCC Pre-Apprenticeship Program: The SIG is 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.

Future projects:

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.

Skilled Trades Promotional Video: The video is complete, and attention is turning to compiling promotional flyers.

Early Childhood Development: Move some of our proven initiatives (industry tours, classroom visits, trade shows) to younger students.

Morey New Tech School: Work with Morey Foundation personnel to facilitate the New Tech project. Harry Leaver, CMMA Executive Director, has offered to assist the Morey Foundation with the SVSU charter approval process (he was previously director of the Center for Business and Economic Development at the University). As the planning process proceeds, the CMMA group will form a project team to act in an advisory capacity for the school.

Bill Henderson & Dawn Thomas

Co-Chairs, Education Special Interest Group

Special Interest Groups (SIGs)

Human Resources SIG

HR Special Interest Group Activities

A number of CMMA member company HR representatives met recently to discuss and plan the HR SIG initiatives for 2016. In attendance were Kristen Strauch and Brian Pickelman (Morbark), Tom Perreault (CME), Karen Schluckebier (Stage Right), Jill Gross (AirCraft Precision), Jeff Clark (Case), Jennifer Crystal (JD Metalworks), Kristine Stevens (MMCC), Nicole Dicken (D&W Fine Pack), Deanna Fountain (JRanck), Rod Reid (GIRESD), and Harry Leaver (CMMA).



The team reviewed and decided to focus their attention on the following HR Initiatives:

1. Internships, co-ops, and apprenticeships. The team will reach out to our Education SIG and work towards collaborating with them on establishing guidelines for companies to engage in supporting our future workforce.
2. Supervisor Development is also a very important initiative to continue with. We will continue to provide the Supervisory Skills Training we've been conducting that have received rave reviews. We will also look into providing training that will enhance skills in providing performance feedback and dealing with difficult employee situations. We're also going to research Supervisor Certification programs and begin having discussions on how to possibly establish a Supervisor Network for CMMA manufacturing supervisors to continue the relationships being built through our training programs.
3. There was support for development of a HR Hotline where HR leaders in CMMA companies would pose a question on a topic they could use advice on and the rest of the HR CMMA community could weigh in on supporting the question. We're also going to establish a schedule of get-togethers for our CMMA HR professionals to offer a quick seminar on HR topics and at the same time share with each other how we approach these topics in our organizations.
4. We're going to work on ensuring we have the correct HR contacts for our CMMA companies as well as look into offering Identity Theft and Legal Shield as a voluntary benefit for member companies.

We're very excited about these activities and feel they will be very beneficial for our member companies. If you have any questions, please contact Harry Leaver at hleaver@centralmichiganmanufacturers.org or Brian Pickelman at brian.pickelman@morbark.com.

Brian Pickelman

Chair, Human Resources Special Interest Group

Some photos from May 2nd's Block Party in Clare



MEMBER SPOTLIGHT:

ALRO STEEL

Dawn Thomas, General Manager of Alro Steel's Clare facility, views every day as an opportunity to help a client business, an employee, or other businesses within the Central Michigan region. Her typical day starts early and runs late. When not in the office or on the manufacturing floor, you will often find her involved with many groups around the region. Here are a few examples:



- Very engaged with the Industry/Education Roundtable which includes organizations from Clare, Gladwin, Gratiot, and Isabella counties
- Board member of the CMMA
- Involved with the Career Technical Education programs in Gratiot and Isabella and promoting the millage proposal for Clare and Gladwin counties.
- Board member of MTEC at Mid Michigan Community College
- STEM steering committee

Offering state of the art metal processing and next day delivery, Alro Steel has embedded the idea of treating all customers with the same level of care and respect into every aspect of the corporate culture. This is seen in their mission statement "to ensure the long-term success of Alro and its people by exceeding our customers' expectations." Since 2007, the plant in the South Clare Industrial Park has contributed to the company's numerous quality awards and excellent reputation for on-time delivery. This plant is just one of a growing family of facilities that currently includes about 60 locations in 12 states.

The Clare plant is a proud member of a strong central Michigan supply chain. Steel sheets and tubes are received from the mills. A variety of lasers, saws, and press brakes are used to cut and bend steel to order. Blueprints provided by the customer are used to guide the process and to ensure area manufacturers and fabricators have exactly what is needed. Alro's philosophy of excellence in service extends to their vendors and employees as well. Costs are cut through cooperative relationships with vendors. Employee input is valued on everything from facility expansion to improvement of operations to purchases of new equipment. The 99 employees of the Clare plant include Clare Public High School students who are receiving experience through a 6 week co-op program. Operations run 24 hours a day, 7 days a week.

Dawn serves on multiple executive boards. She is free to spend as much time as she does volunteering because she has a great staff at Alro and she is supported by her corporate management team in her efforts to encourage careers in manufacturing.



[More photos from May 2nd's Block Party in Clare](#)

Morbark President Wins Manufacturing Honor

(Morning Sun article by Rick Mills)

Morbark President James W. Shoemaker Jr. has been honored by a trade organization with its top award for his dedication to community service, issue advocacy and positive work being done by the manufacturing industry.

Shoemaker is the recipient of the 2015 John G. Thodis award as Michigan Manufacturer of the Year, an annual honor given by the Michigan Manufacturers Association.

“While the president of Morbark may not have discovered the secret to adding more hours in the day, he continues to put every second to good use,” the MMA said in announcing the award. “He is a founder of one of Michigan’s most respected regional industry associations, an advocate for promoting a positive image of manufacturing careers and a voice on top economic issues impacting businesses across the state.”

“I’m deeply honored,” said Shoemaker.

“More importantly, this award really belongs to the great team here at Morbark who are truly committed to what we do. These Morbark men and women are proud to be manufacturers and demonstrate that passion each and every day. I’ve been privileged to help promote their efforts.”

Shoemaker joined Morbark in 2003 as director of operations before being promoted vice president of operations, and then president in 2011.

“Jim Shoemaker is a great example of what it means to be a Michigan manufacturer, and he has helped position Morbark as a top manufacturer in the state,” said Chuck Hadden, president and CEO of the Michigan Manufacturers Association.

Every recipient of the Michigan Manufacturer of the Year Award carries on the memory of John G. Thodis, MMA’s longest-serving CEO. John believed that manufacturers were more than just innovators within their facilities; they are also leaders in their community. He would be proud to see Jim carrying on that great tradition.”

Shoemaker, who was recognized with the “Large Tier Award” given to companies with 200 or more employees, is one of three to be honored May 10 at the 2016 Manufacturing Forum at the Cobo Center in Detroit.

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Shoemaker will be joined by Ronald E. Geisman, president of Lomar Machine and Tool Co. in Horton, winner of the Small Tier Manufacturer of the Year, and Emanuel Z. Manos, president of the Detroit Salt Co., who won the Special Achievement Award for Dedication to Community Progress.

“Talking to families about the value of a manufacturing career is a personal passion of mine,” said Shoemaker. “Manufacturers are Michigan’s top job creators.”

Shoemaker’s honor comes as Morbark and its workforce adjust to recent changes that include the sale of the company to a New York-based investment firm and a naming of a new chief executive officer.

Dan Ruskin is the new chief executive officer of Morbark, the sixth-largest employer in Isabella County, after its sale to Stellex Capital Management, a private equity management firm.

Morbark, founded by local inventor and entrepreneur Norval Morey in 1957, employs more than 600 in a 1.1 million square foot facility just south of Winn.

Morbark produces a full line of whole tree and waste wood chippers, flails, brush chippers, horizontal and tub grinders, sawmill equipment, material handling systems and more for the forestry, recycling, sawmill, biomass, landscaping/irrigation, rental and tree care markets.

Stellex Capital Management is a private equity manager that invests in and oversees U.S. and European corporate assets. Stellex’s focus is on middle-market companies going through business or industry transitions, as well as special situation opportunities.

To view this article online, visit:

<http://www.themorningsun.com/general-news/20160425/morbark-president-wins-manufacturing-honor>



Henderson Receives Champion for Children Award

(Alma, MI) – Region 4 of the Michigan Association of School Administrators (MASA) has announced their Regional Champion for Children Award recipient. **Mr. William Henderson** received a Regional Champion for Children Award May 4, 2016 at the Central Michigan Manufacturers Association and Gratiot Chamber of Commerce Industry-Education Roundtable Meeting, held in Shepherd, MI.

The Regional Champion for Children Awards are presented to those who have shown tremendous effort and dedication to enriching the lives of children and the community as a whole by each of the 10 regions in the MASA organization. Mr. William Henderson is being recognized as a community leader who has contributed to the lives of children by being an advocate for Career Technical Education.

Bill Henderson, President and CEO of Aircraft Precision Products in Ithaca, has done a LOT of the “right things” for children. As the chair of the Industry-Education Roundtable, he has inspired me to find new ways to prepare our students for post-graduate work. Bill has inspired alliances between the manufacturing community and the educators in our region. He is a vocal advocate on issues important to the Michigan manufacturing industry. He has shared his business expertise with schools and established apprenticeship, job shadowing, and mentoring programs for students. In 2013, the Gratiot-Isabella RESD put a 1M Vocational Millage request before the voters. Bill Henderson was influential at encouraging support in our two county region. He has been instrumental at organizing and participating in the Central Michigan Manufacturing Association Career Fair, held concurrently with the GI-Tec Center Open House. Bill Henderson is truly engaged on many fronts, creating a positive image of manufacturing for students looking for a post-graduate career in a STEM field. He strives to break down barriers and make his community stronger for children. Bill has influenced so many individuals who in turn are creating avenues for students to be better informed about successful careers in manufacturing. He is a true *Champion for Children*.



MASA is a statewide association that represents the superintendents and first-line administrators of Michigan’s local and intermediate school districts. The mission of MASA is to develop leadership and unity within its membership to achieve the continuous improvement of public education in Michigan.

Sonia Lark

Michigan Association of School Administrators

*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

