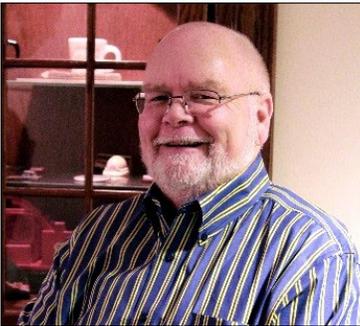


### From the President

*-James Shoemaker, Jr.*

I hope all of you have had a peaceful and fun-filled summer and are looking forward to a spectacular fall.

Thank you for being a part of our growing organization. To date, we continue to recruit and now have 84 members. And, a special thanks to so many of you that joined us for our annual meeting at Bucks Run recently. It was inspiring for me personally to see the great turnout and to talk with many of you.



During the annual meeting, we heard from the chairpersons of each of our Special Interest Groups providing updates on what is going on. Much of their messages will be included further back in this newsletter. I do, however, want to bring special focus to an educational program we are launching in concert with the Society of Manufacturing Engineers (SME) and the Michigan Manufacturers Association called PRIME. It

will enhance our community high schools' career tech programs based on a formal assessment of what our local manufacturers say they need. We held our first membership orientation meeting on September 7th. Fourteen manufacturers along with many others crowded the conference room to learn about PRIME. All were impressed with what they heard and indicated they want to learn more and be involved as the program gets rolled out. Stay tuned for more information as we move forward.

One of the important items that took place at the meeting was the election of four new board members. Please join me in congratulating John Foote of Morbark, Kelly Wehner of Case Systems, Brian Sheets of Avalon & Tahoe, and Amanda Glazier of Padnos, your new CMMA board members. In addition, some changes were made to the bylaws including expanding the board from 9 to 13 members. Two of the positions will be Emeritus and will be held by retiring board members. These Emeritus positions are in place to insure institutional knowledge is passed on. Dawn Thomas and I have both reached the end of our terms, and will remain on the board as Emeritus members. If you have any interest in being on the board in the future, let us know as we prepare for other retirements in the future.

See you at Garr Tool in November.

Regards,

James W. Shoemaker, Jr.

### UPCOMING EVENTS:

#### Best Practices Tour

Mt. Pleasant

*Garr Tool*

**November 9**

#### Assoc. Block Party

Mt. Pleasant

*Bucks Run*

**February 22**

## From the Executive Director

*Harry Leaver*

Since becoming the Executive Director of the CMMA, I have visited with the majority of our manufacturing members and toured many of their businesses. One of the questions I usually ask is, "What is the biggest 'pain point' you have in maintaining or growing the business?" The most consistent answer received is, "We can't find enough skilled workers. Particularly, skilled workers that will fit into the culture of our business." The problem is significant today and we can expect it will only get worse in the future. So....what can we do?



To address the near-term problem, we need to leverage some of the short-term training programs offered through Mid Michigan Community College, the Michigan Manufacturing Technology Center or others. In many cases, either Great Lakes Bay Michigan Works! or Region 7B Michigan Works! may be able to help cover some of the cost. If you are interested in learning more about what is available, contact us and we will get you connected with the appropriate person(s). Please note that, typically these programs are very narrow in focus. As a result, they help to address the immediate problem but may not provide a long-term solution.

A number of steps have been taken to start to fill the pipeline with future skilled employees. Programs such as the Clare-Gladwin Career and Gratiot-Isabella RESD initiatives are gaining traction. The Society of Manufacturing Engineering PRIME program, embraced by the Michigan Manufacturers Association and now by the CMMA, will further enhance these Career Technical Education programs.

The CMMA is also working with Mid Michigan Community College (MMCC) on apprenticeships tied to the new Advanced Integrated Manufacturing (AIM) curricula that launches this fall. Expect to hear more about this as the program evolves. We are very excited about a new Department of Labor approved Advanced Manufacturing Technician Apprenticeship. It takes less than 3,000 hours to complete and it aligns very well with the new MMCC AIM program. And...it can later be applied toward one of the more traditional 8,000-hour to 10,000-hour apprenticeships.

What better way to insure we have a good supply of very talented, skilled trades employees in the future, than to grow them locally!

Harry Leaver

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## 7th Annual Scholarship Golf Scramble—July 13th!



Our 7th Annual Scholarship Golf Outing was a great success. Two scholarships were awarded, each in the amount of \$2,500, to students pursuing studies either in manufacturing or that promote manufacturing.

Congratulations to Benjamin Cull and Alex Wehner!



## Best Practices Tour: Burch Tank & Truck—August 24th!



## CMMA Annual Meeting—September 21st!

The Annual Meeting held on September 21<sup>st</sup> was an excellent event. Bucks Run, once again, did a great job with the room accommodations, the food, and the service. A lot of great information was shared by our guest speakers, Ed Oberski of the Great Lakes Bay Michigan Works, Chuck Hadden of the Michigan Manufacturers Association, and Congressman John Moolenaar.

There was a lot of business covered, as well. Board President, Jim Shoemaker, provided an overview of the status of the CMMA. Harry Leaver shared information about membership growth, premier sponsors, activities conducted since our last annual meeting, and shared information about plans for activities over the next year.

Each Special Interest Group (SIG) provided an update on what is going on within their groups. Special thanks to Jeff Clark, chairperson of the Human Resources SIG, Rocky Dowell, chair of the Safety SIG, Bill Henderson and Dawn Thomas, co-chairs of the Education SIG, and Jim Shoemaker, facilitator of the Executive Roundtable. A consistent message that came across is that all of the SIGs are making things happen that will improve our organization, our individual member businesses, and the overall business community.

By-law changes were introduced, voted on, and passed. The most significant one addressed growing the board of directors from 9 to 13 members.

Three new board members were elected as well. They include John Foote of Morbark, Kelly Wehner of Case Systems, Amanda Glazier of Padnos, and Brian Sheets of Avalon & Tahoe. Each was elected to a three-year term.

Several attendees commented on how they enjoyed the networking opportunities this meeting provided. There were approximately 120 people in attendance.



# From Our Premier Sponsors

## Consumers Energy

### Committed to Michigan's Prosperity

Consumers Energy is committed to Michigan's prosperity. Working together for the betterment of Michigan has helped us accomplish goals we couldn't have imagined 130 years ago.

In 2011, our commitment to supporting local business strengthened as one of the first companies to work with the Michigan Economic Development Corporation (MEDC) to create [Pure Michigan Business Connect](#) (PMBC) – an initiative to connect buyers to suppliers of Michigan goods and services. We achieved our target to increase spending with Michigan businesses by \$1 billion by 2015. Since then, we've pledged to spend \$1 billion annually for the next five years. Through July 2017, we've surpassed \$2.5 billion – more than halfway to goal.

### Helping Power Success in Central Michigan

Consumers Energy is stimulating economic growth in Clare, Gladwin, Gratiot, and Isabella counties:

- \$9.5 million in purchases with area businesses in 2016
- \$8.5 million paid in property taxes in 2016
- \$600,000 contributed to non-profit organizations since 2010

Our original commitment in PMBC created 5,000 jobs across the state within Michigan-based suppliers and vendors, and we estimate our most recent pledge will create thousands more. Through Pure Michigan Business Connect, we encourage our contractors to “pay it forward” and also do business with Michigan-based suppliers. The resulting “domino” effect is helping drive the state's economy. In fact, Michigan's economy, as measured by inflation-adjusted personal income, grew 2 percent in 2016. Looking to do business with Consumers Energy? Visit [ConsumersEnergy.com/procurement](http://ConsumersEnergy.com/procurement).

Additionally, we offer services to help businesses 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. We have helped Michigan homes and businesses save more than \$1 billion since our energy efficiency programs began in 2009. Today, we offer 40 prescriptive energy efficiency measures. [See the May 2017 article in the CMMA Newsletter.](#)

### Energy Rate Reviews

We'll review your electric and natural gas costs and recommend the best rate option. New in 2017, you may qualify for a more economical rate based on how much natural gas you use each year. Learn more at [ConsumersEnergy.com/ratesbiz](http://ConsumersEnergy.com/ratesbiz). Eligible rates are General Service (GS) 1, 2 and 3.

- GS-1 is best for annual gas use up to 1,000 Mcf.
- GS-2 is best for annual gas use from 1,000 Mcf to 10,000 Mcf.
- GS-3 is best for annual gas use greater than 10,000 Mcf.

### Energy Engineer Services

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

### Utility Infrastructure Mapping

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### New Construction Incentives

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## From Our Premier Sponsors

### General Agency

## Who is an Insurance Agent and Who is an Insurance Advisor?

What separates an insurance agent and an insurance advisor? Is it their Services that are offered, the capacity for handling claims, Risk Management assistance, HR compliance, Service Contract review, Third Party Administration Services, or perhaps their Employee Benefits capabilities? There are many independent agents out there and there is one thing that we can guarantee – there are the Agents and there are the Advisors!

When choosing someone to handle your insurance program your goal is to make sure you are getting preferred pricing on your program, getting coverages that address your exposures, and then making sure the agent has the capacity to service your account. Every agent can say “Oh, we can do that,” but what is their systematic approach for accomplishing that and how is it communicated to you the business owner? There are so many agents that give you a policy at renewal and you do not see them but once or twice or not at all. For some that is exactly how you want it. For others, they want to know how the agent will service the account other than dropping off a policy. If your agent hasn't provided you with a service plan for the year, how do you know what you're paying for other than getting handed a policy? Dropping off that policy is the easy part. The value that an insurance advisor brings to the table is working on your account with the full resources of an agency and an entire team behind them.

The point of this article is to provide you, the business owner, the knowledge you need to assess if the commission you are paying your agent is worth the services you are getting, regardless of how small or large your business is. You should absolutely ask questions, like I mentioned above, and if you hear “Oh, I can do that,” it would be nice to know where they have been all this time. Find an advisor who will ask you “How would you like your insurance program serviced?” If you read this article and are not sure how your agent is servicing your account, pick up the phone and ask them how they are working for you! I bet for some of you it will be a short conversation. Please remember – an Advisor's job doesn't stop when he delivers your policy and that is how you separate an agent from a True Advisor!

Stay Safe Everybody and God Bless!

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Central Michigan Manufacturers Association

**CMMA SIGS**

**GET INVOLVED!**  
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## From Our Premier Sponsors

### Mid Michigan Community College

## MMCC Launches New Manufacturing Program

Harrison, MI August 13, 2017 – Mid Michigan Community College (MMCC) is excited to announce the launch of the Advanced Integrated Manufacturing (A.I.M.) Program, which functions as apprenticeship preparation for current or future manufacturing employees wishing to increase wages and skills. Students can enroll in A.I.M now and begin their degrees in August 2017.

A.I.M. students will learn effective professional skills, gain workplace expertise, and achieve a high level of proficiency in a specialized sector. Students will complete an eight-course core sequence in which they will be introduced to a variety of manufacturing applications such as basic engineering, industrial safety and quality, welding, machining, CNC set up and operations, plastics manufacturing processes, and standard industrial materials. After gaining a basic knowledge of manufacturing applications, students select a specialization to complete their associate degrees: Plastics Engineering Technology, Welding, or Metal Machining.

Richard Greenleaf, newly hired lead faculty member for MMCC's A.I.M. program, has a depth of knowledge in a variety of fields such as CNC, machine tooling, welding, and pipefitting. Richard gained this experience during his career at General Motors from which he retired in 2005

"I'm eager to get into the lab and share the knowledge I gained in the industry with students," noted Greenleaf. "I built my education step-by-step, and that is what the A.I.M. Program will do for MMCC students."

A.I.M. courses are built around an open lab concept, allowing students to complete their coursework when it fits their schedule. The program also features beta credentialing, in which students earn badges for skills that they bring into the program from previous work experience or earn on-the-job while they complete the program.

"This is particularly important to students who are working," noted Shawn Troy, Dean of Tech & Trade Programs at MMCC. "We also give students with career experience the opportunity to gain college credit for skills they have already mastered. We wanted to ensure that the program was flexible and relevant, which is why we developed it in conjunction with area employers."

For more information about MMCC's A.I.M. Program, visit [midmich.edu](http://midmich.edu) or contact Shawn Troy at [stroy@midmich.edu](mailto:stroy@midmich.edu) or (989) 386-6622 extension 658.



**Morgan Arnold and Katie Money**, Plastics Engineering Technology students, operate advanced thermoforming equipment in the plastics lab on the Harrison Campus

## MEMBER SPOTLIGHT:

### STAGERIGHT—THE ROGERS GROUP



In the midst of the Great Depression, Orley Rogers desperately sought an answer to the question; “how can I provide for my family?” Responding to the need of budget-strapped coaches to repair damaged football equipment, this opportunistic shoe cobbler set in motion the enterprise we see today as the Rogers Group. Orley would gather the dirty, worn protective gear from high schools across the state of Michigan and then clean and repair it for the next season.

A decade later, his son Orley W. returned from WW II and joined the business to provide for his wife and child doing what he had been taught by his father. Father and son labored side by side for 15 years until the founder’s death. Orley W (Bud) purchased the business and moved forward with a determination to make the best of things. He developed a key account with the Detroit Lions that opened the door for his sons several years later.

The untimely death of Bud at the age of 49 evoked in his wife and sons the same emotion both he and his father felt, take care of the family. David who had just returned from a two-year mission for his church joined with his 19-year-old brother Richard and their mother to move forward, much as their handcart pulling forbearers did 100 years before.

In the winter of 1968 the Lions head coach, Joe Schmidt, asked for help to develop a new dummy, a request that was met with optimism. It was certainly more exciting to make a new dummy than to repair the old smelly ones the boys reasoned. The dummy was a perfect solution to teach the new, heads-up blocking scheme being used by the pros. Joe licensed Rogers to use his patent and the business transitioned from providing service to a manufacturing operation with a national sales opportunity. For the next 5 years, the business grew exponentially.

In 1976 football coaches were coming under fire from critics that challenged the ‘head-up’ blocking technique, which caused a pause in the sales growth for Joe’s dummies. An engineer working on a new concept in outdoor staging invited Rogers to prototype his design. This led to a manufacturing relationship for several years with Aztec Staging, until they went out of business. In 1983 Rogers launched StageRight with a newly designed portable staging system. They secured a contract with a major international organization that provided critical volume for the start-up.

For the next 30 years, the list of innovative products that were generated by the product development team at StageRight included; composite stage panels, bridging major event staging, multiple level understructures for deck sharing, adjusting stairs, powered telescopic risers with a guidance system, and composite sound shell systems. Award winning designs for fold-n-roll risers were a part of this library of products that positioned StageRight as a leader in the market place. Over 21 utility and design patents have been issued to protect its intellectual property.

Seizing opportunity was second nature to the Rogers business team. In 1979 they became aware of a contract opportunity with the Dow Chemical Company to process and package Saran film that is used primarily for food storage. This evolved into FILCON business unit which today produces and packages films under its own brand.

Al Glick, owner of Alro Steel, introduced Rogers to Tyler Hobson, proprietor of Pendulum Strength, which led to the acquisition of this boutique equipment line in 2008 and the beginning of Rogers’ serious reach into the elite strength training market. The redesigned Pendulum products, added to the emerging line of power racks, put the Rogers brand on a winning lineup for the football strength coach.

Years have passed, but the same pioneering spirit is present in the growing enterprise. Richard and David play a less active roll, but the Rogers legacy continues to be written by the decedents of Orley Rogers. Today six of his great-grandchildren contribute to growing the enterprise, with Nathan Rogers serving as President and Chief Operating Officer.

Under the leadership of this 4th generation of Rogers, the enterprise continues to move forward with the launch of Tranquil Systems in 2013, a business unit that produces demisable wall systems to compete in a multibillion-dollar market.

On a typical fall weekend it is common to see a Rogers’ product during a college football game, recognize a stage or riser at a NBA/ NHL venue while enjoying a sandwich that has been protected with Saran wrap, all products that have made their way from the Rogers Group to markets throughout the world.

# CMMA Special Interest Groups (SIGs)

## Education SIG

The CMMA Education Special Interest Group's (SIG) vision 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. Our overriding goal is to increase the availability of skilled workers to meet the demand of regional businesses.

To that end we have launched several successful programs, including industry/educator tours, multiple career nights held at local manufacturers, and Career Technical Education (CTE) Career Days in Mt. Pleasant. Additionally we have worked to support and pass CTE millages in Gratiot, Isabella, Clare and Gladwin counties, effectively reinvigorating these important programs. Enrollment in CTE has been growing considerably in all four counties.

Simultaneously the SIG has been looking for ways to align our initiatives with similar programs state and nationwide, and found a unique model developed by the Society of Manufacturing Engineers (SME) and promoted by the Michigan Manufacturers Association (MMA): Partnership Response In Manufacturing Education (PRIME). After interviewing the Executive Director of the Jackson Area Manufacturing Association, where a PRIME program was recently installed, it became apparent SME had what we needed to further our goal of developing future skilled employees.

The PRIME program develops talent pipelines by enhancing career tech programs in the high schools by creating customized curriculum for local schools, based on the skill sets local manufacturers say they need. This ensures local schools, ISD's and RESA's are delivering the job skills to students, so manufacturers can find people with the right skills.

The PRIME program provides five unique benefits:

- A shared goal. CMMA and SME members include manufacturing leaders, world-renowned researchers and educators, who all want to share their knowledge and experience through PRIME mentorship opportunities.
2. National manufacturing events and networking. PRIME students can attend student summits held across the country. These summits connect students, parents and educators to interact face-to-face with representatives of the very companies who utilize revolutionary technologies and create business-changing innovations.
  3. Training materials and curriculum. Resources from Tooling U-SME, the industry leader in manufacturing training, is available to designated PRIME schools. Working with more than half of all Fortune 500 manufacturing companies and several hundred community colleges and high schools, there are training and certification options available in almost every area of manufacturing.
  4. Digital and print publications that share vital information. PRIME students and manufacturing professionals benefit from Advanced Manufacturing Media, which produces relevant industry news, technology and advances. This information can improve students' ability to make decisions in an intensely competitive global environment.
  5. SME student membership. PRIME students receive complementary SME membership, providing access to technical information on state-of-the-art manufacturing processes and applications and networking opportunities to help them land their first job.

Most significantly for our area, the program is scalable, starting with a gap analysis comparing needs of local manufacturers to what the CTE system currently provides. PRIME personnel develop a customized action plan, recruiting manufacturing partners who are willing to invest money, time or both, with the goal of improving the available workforce.

"We are meeting with manufacturers to demonstrate how PRIME can effectively prepare their future workforce through an educational model that is uniquely tailored to local communities based on the express needs of local industry," says Brian Glowiak, vice president of the SME Educational Foundation. "By investing in PRIME, manufacturers can influence the educational process by offering insight into the technological and curricula requirements to train future qualified workers."

Bill Henderson  
Aircraft Precision Products  
Education SIG Co-Chair

## Executive Roundtable SIG

This year, two meetings were held to get this very important SIG moving forward. The challenge has been in trying to pick meeting dates that will fit most of our interested members' schedules. Our approach is changing, with hopes of better results. We are targeting a date in December and ask that anyone interested in being part of this group clear their schedule and join us. Watch for a separate e-mail on this subject.

James Shoemaker, Jr  
Executive Roundtable Co-Chair

# CMMA Special Interest Groups (SIGs)

## Safety SIG

Greetings from the Safety SIG. We have 4 new members on the Safety SIG. We are now 15 members strong. We have also had three more companies join our Safety SIG. We are now 13 companies strong. Our August meeting was spent doing a Safety Audit in a new building for one of our Members. We all learned a lot during this Audit. We're working on making documents that will make the next Audit go even better. Feel free to contact us and let us know how we can help meet your Safety needs.

Safety Awards for 2016 were presented at the Annual Meeting at Bucks Run. Congratulations to the winners:

- "No Lost Time Injuries" presented to Aircraft Precision Products and to Melling Products
- "Safety Leader" presented to Morbark
- "Safety MVP" presented to Garr Tool

Safety is critical to all of our businesses. If you are not part of our SIG yet, please join us as we continue to grow and make positive impacts.

Rocky Dowell  
American Mitsuba  
Safety SIG Chair

## HR SIG

Here are some bullet points of what the HR SIG has been up to:

- The wage survey was completed and released in mid-July to the 19 member companies who participated. We're considering doing this every two years, so the next one is planned for 2019.
- We've had two HR SIG meetings since the last Newsletter – one on May 25<sup>th</sup> (16 attendees) and another on July 27<sup>th</sup> (16 attendees again). Interest and participation in the SIG remains high.
- An HR SIG listserv was developed (and graciously hosted by Mid Michigan Community College on their email system). This is allowing us to request and share best practices information. It has been used for such topics as electronic submission of OSHA 300 logs, vacation pay, pre-employment drug screens and background checks, call-in pay, disposal of biohazard materials, employee assistance programs, profit sharing and various training.
- We are working with Mid Michigan Community College to identify potential leadership training they can provide to members. A list of potential training topics has been shared with members for consideration.
- We reached out to Michigan Manufacturing Technology Center about having another round of Supervisor Skills Training. That class finishes up this week.
- We are working with VSHRM to identify ways in which our two groups can collaborate and share programming opportunities.
- Mid Michigan Community College hosted a job fair at its Harrison location on October 6<sup>th</sup>.
- The most recent meeting occurred on September 28<sup>th</sup> and was hosted by Mid Michigan Community College at their Harrison campus.

We are looking for input from all CMMA members. Please share with us any areas of concern that the group can discuss. Or...better yet, come and join our group where your concerns can be openly discussed along with those of the other committee members.

Jeff Clark  
Case Systems  
HR SIG Chair