

MiMfg Magazine

Vol. XXXVI Issue No. 3

May/June 2024



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First & Foremost



John J. Walsh
President & CEO
walsh@mimfg.org

1 Intentionally making workforce development a key part of your business development strategy is essential for continued growth. Beginning on page 12, read how members Humphrey Products, Neogen Corporation and Storch Products are utilizing this purposeful mindset to attract and retain talent.

I invite you to join me, along with former Governor Rick Snyder and Nate Weisenburger of General Agency, to a live virtual event on 6/12/24 to learn about our new partnership and member service, the Michigan Cybersecurity Initiative. Coupled with cybersecurity protection from SensCy, this new service provides a comprehensive one-two-punch for the manufacturing industry. Learn more on page 7.

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3 As part of our commitment to streamlining processes and providing you with the best service possible, MMA encourages you to consider paying your invoices via ACH (Automated Clearing House) rather than paper check. ACH is the most secure, efficient and cost-effective method of payment. The MMA team is available to help you get started today!



Mike Johnston
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Join us in person this summer for MMA's Environmental and Air Policy Committee meetings. We will discuss key issues MMA is currently monitoring in the Legislature — learn more about these issues on page 24.



Delaney McKinley
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For more than a century, the manufacturing industry has propelled Michigan forward. To support our members, MMA constantly evaluates and introduces the best services for what your business needs. Learn about our two newest services on pages 7 and 22.



Bill Rayl
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MMA's newest partner Praeco Skills offers customized training solutions for mid-to-high level skilled shop floor occupations. Learn about this new workforce solution aimed at providing members with tools and strategies for solving talent shortages on page 22.



Ashley Wakefield
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MMA is proud to recognize and promote the most innovative, game-changing, groundbreaking, cutting edge products and leaders of the Michigan manufacturing industry. Nominations open this summer for the 2024 Manufacturing Excellence Awards. Learn more at mimfg.org/excellence.

Like, Share and Follow:



Make Your MMA Membership Work for You

Member Advantage

MMA Workers' Comp Partner Announces \$3.25M Dividend

Manufacturing Technology Mutual Insurance Company (MTM), MMA's exclusive workers' compensation partner, has recently announced the approval of a \$3.25 million dividend to be distributed among its policyholders. Explore the range of advantages offered by MTM, including an MMA-exclusive 3% premium discount, at mimfg.org.



Rental Car Savings with Avis and Budget

Renting a car shouldn't be a hassle. MMA offers discounts with nationwide car rental companies Avis Car Rental and Budget Car Rental to offer cost savings for business and family travel. Find out more at mimfg.org.



MMA's trusted service providers are also invested in the Association as Premium Associate Members. Learn more at mimfg.org.

On-Demand Labor Marketplace

MMA partner Veryable is revitalizing the American manufacturing sector by allowing businesses to "variabilize" labor costs in small increments — allowing manufacturers to increase costs as their output increases. Learn how to empower your business, while maintaining a lower and more constant cost structure, at mimfg.org.



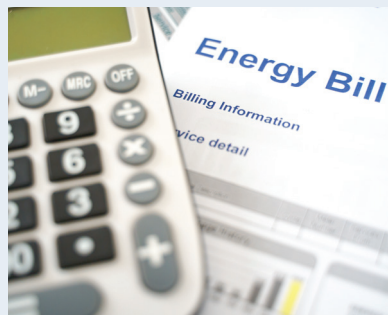
Build Resilience and Protect Your Company

Manufacturing is targeted more than any other industry by threats to cybersecurity. MMA Members SensCy and General Agency offer solutions and empower small and medium-sized businesses to fend off these threats without breaking the bank. Learn about this one-two punch of comprehensive cybersecurity protection and cyber-liability coverage on page 7.



Save on Energy and Be Rewarded

MMA, its energy partner, Enstar Energy and CPower can help you take advantage of recent changes in the Midcontinent Independent System Operator, Inc. (MISO), market through new grant programs in Michigan. Find out how to save on energy with MMA and Enstar at mimfg.org.



Forklift Training & Certificate Solutions

To support members in their quest for enhanced safety and regulatory compliance, MMA offers exclusive member savings in partnership with TrainMOR™, a Michigan-based company with 40-plus years of experience in forklift and aerial lift operator training, safety and certification. Learn more at mimfg.org.



MANUFACTURING Game Changers

Gantec Chemistry-based Plant Solutions

Ric Olson, President and Co-Founder of Gantec Inc., has traveled around the world dozens of times to find the strongest plants on Earth, and then has used their essential elements to make other plants more resilient and sustainable — all while protecting the ecosystem.

Based in Midland, Gantec's goal is to revolutionize how agricultural professionals yield crops. With unique and proprietary sourcing, extraction and formulation processes, Gantec has created more than 12 products designed for specific plants to enable them to grow faster and more fruitfully. Their products include those for animal feed and specific fruits and vegetables, and additional products are under development.

Other businesses have similar products but Gantec's processes and extraction technology are revolutionary in the industry.

"We identify what we call extremophilic plants that thrive in extreme conditions around the world, take those seeds or leaves, extract from them the specific chemistry that we are interested in and then use that to formulate products that can be applied to plants or animals," Olson says.

Gantec's products — which are typically applied through the plant's roots or foliage, by using existing application systems feeds or into the soil — improve a plant's ability to access the nutrients it needs to thrive.

Looking for Gamechangers

Is your company innovating in unique ways? Are your people driving manufacturing solutions? Contact communications@mimfg.org to share your gamechanging strategies.



Comparing turnip plants that have been treated with Gantec products versus those that have not reflects the potential of these innovative solutions.

The fertilizers, micronutrients, concentrates and soon-to-come biopesticides are all-natural, and they offer an economic benefit through more productive, higher-quality crops. They also minimize the use of pesticides and other chemicals, reducing collateral damage in the ecosystem, according to Olson.

As a real-life example, a farmer in Michigan told Olson that he had lost \$300,000 in the past due to bitter pit disorder in his apples. Gantec then developed a solution to essentially "teach" the apples how to protect and nourish themselves.

Plants can't move, so they're stuck with the environments they have, Olson explains.

"Our chemistry allows the apple tree to move calcium to the plant in a more efficient fashion," Olson says. "Now, instead of a 50 percent loss of crop, it's down to 5 percent, and he has held that for five years."

Farmers do still need the traditional products, Olson says, but Gantec's solutions enhance them.

Learn More About Gantec

Headquarters: Midland


Phone: 877-816-9300

Web: gantecinc.com

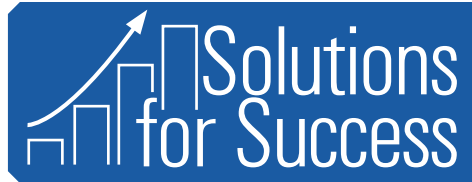
"It's sort of an actuator for the plant to be able to capture the nutritional value it needs to produce the nutrients that it's meant to produce," Olson says. "There's a lot we still don't know about this, but what we do know is that we are changing the plant's capacity to produce what it needs to be fruitful."

Olson says they will continue to innovate in this space and that they already have many ideas for businesses both inside and outside of the agricultural field.

"It took us 20 years to get to where we are, but we can also see 20 years down the road," he says. "We have several generations of improvements in our heads and under development that should keep us growing ahead of the curve for the next two decades."

When it comes to Gantec, innovation is its foundation, and the company continues to lead the way toward revolutionary changes in agriculture. 

Michigan Cybersecurity Initiative Multi-faceted Cybersecurity Solution



As automation and digitization continues to transform the manufacturing industry, advanced cybersecurity protocols are increasingly essential. In fact, manufacturing is targeted more than any other industry, accounting for nearly 25 percent of the attacks worldwide in 2022, according to Statista.

“It’s something that you hear about on the news almost every day,” says Nate Weisenburger, Principal of General Agency Company in Mount Pleasant. “Cyberattacks are imminent, and manufacturers are a very highly targeted class.”

To help MMA members identify risks, enhance their cybersecurity, and protect the future of their businesses, General Agency Company has partnered with Ann Arbor-based SensCy to provide the Michigan Cybersecurity Initiative, which offers members with an exclusive and unprecedented opportunity to obtain industry-leading cyber security insurance paired with proactive cyber hygiene to protect your company like never before. In a streamlined and efficient process involving a single application, MMA members will be assessed for cyberhealth and paired with a dedicated cybersecurity professional to establish a proactive plan of action. Simultaneously, General Agency Company will provide a quote for industry-leading monoline cyber-liability insurance with robust coverage and pre-determined premiums.

“A lot of carriers write cyber-liability insurance but, with SensCy’s mitigation and action plan, MMA members gain a more comprehensive, end-to-end solution to protect their businesses and their



MMA’s Michigan Cybersecurity Initiative provides a comprehensive cybersecurity plan along with cyber-liability coverage. Learn more at mimfg.org and join MMA, Governor Rick Snyder and General Agency’s Nate Weisenburger for a live virtual event on 6/12/24.



customers,” Weisenburger says. “It’s a different dynamic because it’s not just us providing insurance for the customers. We build it up with SensCy by determining a business’s risk and then flowing it in with the insurance carrier.”

Launched in 2023, MMA partner SensCy provides a “wrap-around solution” designed to help businesses improve their cyberhealth, mitigate risk and prepare to respond should an incident occur. Short for Sensible Cyber Solution, SensCy provides a suite of services beginning with the proprietary “SensCy Score” cybersecurity assessment. Through this assessment, businesses receive a score on a 1,000-point scale that identifies the strength of their security, and then SensCy provides a customized Cyberhealth Plan, incident response plan and other related services.

However, cybercriminals are exceedingly savvy and, despite extensive forethought, technological advancements and implementation of advanced protections, cyberattacks continue to cause extensive damage to businesses every day.

The second half of this initiative, therefore, is the cyber-liability insurance coverage through General Agency Company. The initiative also assists clients with legal fees, public relations and marketing campaigns related to a breach,

Through this new initiative, MMA members gain insights and protections through SensCy, as well as an exclusive insurance product with competitive rates, broader coverage, and higher insurance limits through General Agency Company.

By combining industry-leading cybersecurity solutions with robust cyber-liability insurance coverage, members can take proactive steps to safeguard company’s assets, reputation, financial liability and future growth.

For more information about the Michigan Cybersecurity Initiative contact Nate Weisenburger with the General Agency Company, at nweisenburger@ga-ins.com, or MMA’s Brenda Nalett, at 517-487-8512 or nalett@mimfg.org, or see mimfg.org. 



Member since December 2003 • Learn more at frontlineon.com

Attracting and retaining talent remains one of the greatest challenges for manufacturers — but it doesn't have to be. Businesses that can navigate these challenges by adapting to the needs of workers in today's world can create environments that are desirable to both new and seasoned employees.

Career expectations have changed drastically in recent years. Employees want to work somewhere where they feel valued, where they have opportunities for training and career advancement and where the management team understands the importance of work-life integration, says Janis Petrini, Founder and Co-Owner of Grand Rapids-based Frontline Training Solutions.

“Companies that do that well are going to win the battle for retention because they become what we call ‘destination employers,’” says Petrini, who also owns an Express Employment Professionals/Specialized Recruiting Group franchise, all three of which fall under the Express Employment International umbrella.

Frontline Training Solutions provides essential resources that develop the skills of managers as well as cultivate employees into high-functioning leaders — a key building block for employee engagement and business growth. Frontline provides solutions via leadership development, team development and one-on-one coaching through programs such as a Supervisor Boot Camp, Operations/Lean Consulting and Human Resources Consulting.

“Companies that invest in training and development have higher performing employees,

higher engagement and higher retention rates,” Petrini says. “Companies are making a commitment to invest in leaders in all levels — and that includes frontline leaders. How a company manages the employee experience from the time they fill out an application all the way through the lifecycle of an employee's time in that company is so critical.”

Many times, high-performing employees become leaders but they aren't equipped with all of the relevant technical skills or core competencies, especially in very niche manufacturing businesses. Petrini says some of the core competencies that employers are promoting and that Frontline helps to nurture include:

- High levels of emotional intelligence
- Creating a culture of accountability
- Being a leader who can give and receive feedback effectively
- Being a leader who can be a culture ambassador for the company
- Being able to assess effective relationships

“We're seeing a lot more attention on those types of things today than in the past, especially in that frontline leader,” Petrini says. “We're seeing some really high levels of care coming into the workplace. It creates a sense of



Best Advice I Ever Got

Never give up. As a business owner, your employees count on you to lead with everyone, in everything, everywhere with this mindset.

Best Part of My Job

Helping people reach their potential — it is very rewarding to see people thrive in work and life.

Janis Petrini

Frontline Training Solutions
Founder/Co-Owner and Express
Employment Professionals/Specialized
Recruiting Group Franchisee

belonging that employees need to be able to thrive at work and home.”

In Michigan, the 25 Express Employment Professionals offices employed almost 19,000 people at 1,670 companies. An additional part of the enterprise's value, therefore, is that clients can work with a nearby business owner who has local expertise, while also staying informed about pertinent workplace and workforce trends from around the world via a global network of experts, Petrini says.

Through insights gained over more than 40 years, Express Employment Professionals has assisted countless manufacturers in advancing their recruitment, retention and workforce development efforts.

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While working for a beverage company in 1964, Leonard Bugajewski Sr. told his boss that the future was in restaurants and bars having bar guns and soda “on tap.” His boss thought it was a “fad” and didn’t want to invest in it.

But a determined Bugajewski conceived of Leonard’s Syrups shortly afterward — growing into a third-generation company servicing all of Michigan.

Starting out with nothing but a father, a son and a delivery truck, the company primarily serviced restaurants, bars and other establishments as a manufacturer of syrup for beverages but later invested heavily into CO₂. Today, that business employs 120 people, has a 250,000-square-foot facility in Detroit, has distribution facilities in Saginaw and Grand Rapids and has 100 vehicles in its fleet featuring one of the most recognizable logos on the road.

“Just look for the rainbow. You’ll see us,” says Vice President Sherri Iskra, granddaughter of Leonard Bugajewski Sr.

Through the Generations

Prior to their investment in bulk CO₂, Leonard’s only provided businesses with CO₂ in high-pressure cylinders — which regularly need to be replaced. With bulk CO₂, businesses can have a constant, reliable stream of beverages. After the initial investment for the equipment, businesses end up saving time and money, according to Iskra.

Over the years, Leonard’s Syrups has evolved to provide businesses with additional efficient and cost-effective solutions, including soft drink and draft beer equipment installation and maintenance, life safety equipment, ice services and customized solutions for grow facilities.

CEO Leonard Bugajewski Jr., who built the company alongside his father, developed the company’s iconic syrup flavors. Now, his children — Iskra and Leonard’s Syrups President Leonard Bugajewski III — are leading the company into the future.

One of the company’s most recent investments was for “Steve,” a robot that has significantly accelerated production and has helped ease the strain on workers. Steve can fill 55-pound syrup bags, make boxes, place the bags into the boxes and then lift and move these boxes to set them up for the next steps. Humans no longer need to be involved in this strenuous process, so the company has been able to move skilled workers to other areas of the business.

“It’s hard to lift 55 pounds repeatedly throughout the day,” Iskra says. “Stevie took the back-breaking work out of it.”

The robot was named Steve in honor of their brother, who died 10 years ago.

“My brother was always trying to move us into the next century,” she says. “Getting a robot and naming it after him was a fitting tribute to his memory.”

Community Involvement

Leonard’s Syrups is committed to giving back to the community.


Bugajewski Jr. has been a Macomb County Sheriff’s Mounted Division Commander, Selfridge International Guard Base member and past president of the Northeast Detroit Lions Club.

Iskra has been a supporter of the Detroit Police Department in many capacities, for which she received an honorary resolution in 2016.

This innovative, family owned organization has certainly contributed to greater efficiency for restaurants, bars and many other businesses in Michigan, all while remaining dedicated to supporting their communities. 



Leonard’s Syrups CEO and Co-founder Leonard Bugajewski Jr. is a flavor chemist who developed all of the company’s flavors and continues to do so today.



Sherri Iskra
Leonard's Syrups
Vice President

Best Part of My Job

Seeing my family every day — that includes my blood relatives and the 117 non-blood relatives that feel like family!

If I Weren't Doing This

I'd be working for Disney — being curious, being creative and having fun!

My Next Goal

Seeing Leonard's successfully transition from the third to the fourth generation!

The Best Advice I Ever Got

Stay curious and never stop learning. Curiosity fuels innovation.

Leonard's Syrups Vice President Sherri Iskra says one of her proudest moments was the purchase of a robot that has tripled their production capacity and takes care of the heavy lifting. It was named after her late brother, Steve, who loved technology and envisioned moving the company forward through innovative solutions.

After connecting with Storch Products through local schools and community programs, several graduates are now full-time employees at the Livonia-based engineering magnetic solutions company. In this photo, Storch President and CEO Matt Carr (fourth from left) is shown with employees Madison Lohr (left), from the MIAT College of Technology; Trevor Bonifield from Schoolcraft College; Greyson Jimenez from MIAT; Claire Kelly from MIAT; Luke Cable from Schoolcraft; Alexis Zukowski from MIAT; and Harlenn Kapsa from Goodwill of Greater Detroit



COLLABORATION
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Michigan manufacturers continue to find creative solutions to the talent crisis by implementing transformational strategies and gaining deeper insights into workers' expectations.

Intentionally making workforce development a key part of your business development strategy is essential for continued growth, says Neogen Corporation Chief Human Resources Officer Julie Mann, and many manufacturers have seen firsthand how much this purposeful mindset can contribute to attracting and retaining talent in the industry.

This approach, according to Mann and other industry leaders, has led to mentoring programs, more collaboration, regional partnerships, training centers and so much more.

Developing the Workforce through School Partnerships

Matt Carr, President of Livonia-based Storch Products, is passionate about the need for manufacturers to get into schools to provide their expertise, train future employees and make the profession "real" in students' eyes. By serving as a mentor in local schools and by offering a "nonofficial apprenticeship program," he has seen how much of an impact such an investment can make in attracting future workers.

"When I say I'm hiring, hands go up immediately. There are people waiting on standby who would like to come," Carr says. "Just get straight into the skilled trade schools and try to hire those kids when they're halfway through their program."

By doing so, the company can coach these students as they work part-time while they finish their schooling. Once the students graduate, business leaders can feel confident in offering them full-time positions, a natural next step.

David Maurer, President and CFO of Kalamazoo-based Humphrey Products, agrees.

"We need those individuals coming out of high school with aspirations for those careers, along with some introduction to them through real-life experiences," Maurer says. "If we're not offering the appropriate curriculums for that, we can't hope to ever get caught up."

Maurer says that a key to moving the needle forward is for manufacturing leaders to participate in local organizations that aim to strengthen the industry, such as Career and Education Advisory Councils (CEACs), workforce development boards and economic development agencies.

The Storch team is so dedicated to these concepts that the business has formed partnerships with local schools and organizations to nurture students interested in skilled trades. The MIAT College of Technology in Canton now has a Storch-themed classroom on site where Carr is immersed in designing the curriculum

“[Manufacturing] executives need to just get a truck and show up. Be a part of their skill development. Offer to talk to the students in a formal class setting and talk about their path, not only your company. Don't show up with cozies and ink pens — show up with some metal.”

— Matt Carr • Storch Products

with other Weld Program Advisory Committee members, as well as mentoring students in applicable skills. Storch also has begun working with the Schoolcraft College Manufacturing and Engineering Center as well as Goodwill of Greater Detroit.

"It's all about long-term seed planting," Carr says. "We reap what we sow, and we have to be planting seeds. We haven't been out farming enough, in my opinion, across the country and across the state."

One thing he has found helpful is to donate drops/scrap metal materials that may not be useful to them but are perfect for schools for use in welding or other trade programs, he says.

"That's what galvanizes relationships. That's when they see you as a partner," Carr says. "Executives need to just get a truck and show up. Be a part of their skill development. Offer to talk to the students in a formal class setting and talk about their path, not only your company. Don't show up with cozies and ink pens — show up with some metal."

Creating Advanced Education Opportunities Earlier

Giving students the opportunity to experience the joy of manufacturing firsthand is a key to attracting them to these jobs after graduation. That is the story behind what is currently underway in Kalamazoo County.

Recognizing gaps and stumbling blocks in training opportunities in the county, Humphrey Products became involved in a steering committee that led to the pending development of a world-class career and technical high school.

Operational costs for this initiative, led by Southwest Michigan First and Kalamazoo Regional Educational Service Agency (KRESA), will be funded by a millage that voters passed in 2019. An anonymous benefactor donated the land and \$100 million for the initial development of the facility.

During the planning phases, committee members visited career and technical education centers across the country to inspire their vision for a world-class center that would attract not only



Neogen breaks ground on a \$100 million facility development in Lansing that will be used for additional manufacturing space and for educational programs for current and future manufacturing professionals.

students but also their parents, as parents' support is key to encouraging careers in the skilled trades, Maurer says.

The development of the nearly 102,000-square-foot center is expected to be completed by the fall of 2025. It will feature realistic work environments that mirror real-world work experience. Many CTE centers provide stellar educational opportunities for students across the state but this is the first of its kind in terms of design, size and classroom and lab features in mid-Michigan.

Empowering the Workforce

While developing advanced education centers and programs is fundamental, the need for manufacturers to have specific goals in mind is also essential.

Mann says that to develop your workforce, you must

Get More!

To help manufacturers navigate the gaps between workforce supply and demand, MMA is working with quality and experienced partners on collaborative solutions to help you develop the strongest and most competitive manufacturing workforce in the world. Learn more at mimfg.org.



have a talent strategy based on three key components: assessment, development and creating movement.

“We need [graduates] coming out of high school with aspirations for those careers, along with some introduction to them through real-life experiences. If we're not offering the appropriate curriculums for that, we can't hope to ever get caught up.”

— Dave Maurer • Humphrey Products

“If you don't know your current workforce or understand where the business is going, then you're just developing people without having a clear vision of the goals you want them to achieve,” Mann says. “The critical part of growth is aligning the business from a workforce development perspective.”

Human capital is an asset for a business, she says, so it should be continuously nurtured and optimized.

When it comes to talent development, businesses are stronger when they join forces —



JON HALL, KIM NORRIS, TODD HALL
Glastender (Rehmann client)

LOUISE CAROLL-HOWARD, DEVIN PITKOWICZ
Rehmann Advisors

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even if they are competitors, Mann adds. Competitors have the same goals when it comes to workplace environments and skill development. Working together to develop good leaders can be advantageous because, even if an experienced professional leaves one company to work for a competitor, that individual's skills benefit both companies at some point.

“Collaboration with other regional employers is foundational to the success of the industry and creates a powerful opportunity for leadership development and employee retention. It's not about the individual; it's about working together.”

— Julie Mann • Neogen Corporation

“Collaboration with other regional employers is foundational to the success of the industry and creates a powerful opportunity for leadership development and employee retention,” Mann says. “It's not about the individual; it's about working together.”

Whether you're in human resources or driving the business, the goals are to stay relevant and make sure you're always contemporizing your workforce development approaches to grow the business, she says.

“Workforce development is not an event,” Mann says. “It's a cycle. It's circular. Your business doesn't stop. Your workforce development needs don't stop. You have to stay in sync with where the business is going.”

For manufacturers looking to enhance their workforces, devising bigger solutions can make a significant positive impact. Business leaders who work together to create innovative ideas, maintain strong relationships with community organizations and reach students earlier in their career journeys may find themselves reaping the rewards. ⚙️

Have a manufacturing story to tell? E-mail communications@mimfg.org.



Kalamazoo County's annual Career Quest Southwest Event features "pavilions" for career paths in health services, agri-science, manufacturing/engineering, professional trades and information technology. In this photo students wait in line at the Humphrey Products booth to launch balsa gliders they first built following precise work instructions using custom pneumatic catapults.

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or visit Crystal-Clean.com



MMA excellence **AWARDS** **WINNER** spotlight

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A64 HD Water Cannon

Between 2017 and 2021, there were 542 fatalities in the mining, quarrying and oil and gas extraction industries, according to the U.S. Bureau of Labor Statistics.

With its unique A64 HD Water Cannon product, Getman Corporation has been able to drastically reduce the dangers associated with a specific and potentially dangerous mining task through their revolutionary design solution. Because Getman mining machines can be found around the world, its footprint has put Michigan on the global map as an influential manufacturer of safe, durable and modern machinery for that industry. Because of this and several other reasons, Getman's A64 HD Water Cannon was recognized as the first ever Michigan Manufactured Export of the Year for 2023.

"Getman's company mission is Helping Miners Work Safely, and we're reminded of that every day when we walk into our building," says Desiree Saxman, Fabrication Supervisor. "When our machines go into these mines, they are put in very severe conditions, so they need to be designed and built robust enough to withstand those environments. We strive to produce a product that is not only going to be able to stand the test of time, but also provide a safe experience for the operators every time they step onto that machine."

A Revolutionary Solution

In some underground mines, ore material is gravity fed into funnels that are known as draw points, which occasionally become clogged, explains Product Manager Chris Warner.

"In the past, they would use something as simple as a long pole or later, explosives to try to knock that material loose," he says. "As you can imagine, hundreds of tons of material may be held up, so it's extremely dangerous to put somebody in that type of situation."

Recognizing the need for a simpler and safer solution, Getman developed the A64 HD Water Cannon product, which uses high-volume, high-pressure water to loosen those draw points.

"What's nice is that the machine can be easily backed into a draw point," Warner says. "The machine has a 6-meter boom that can be extended, allowing the operator to use that high-pressure, high-volume water to knock that material loose. In addition, the machine can be operated completely by remote, so we can remove the operator from that dangerous situation entirely."

Saxman says Getman invests an extraordinary amount of effort into their fabrication department personnel and processes to reduce the chance of machine failures in the field.

"The equipment is expected to be ready to work the moment it shows up on site and continue working hard all the way through its entire life, which in some cases can be 30 years," says Manufacturing Director Travas Reniger.

Company Values and Support

Through a combination of distributor networks and direct customer support across the world, Getman's solutions for the underground mining industry are hard at work on six continents.

"The U.S. market is really strong for us, but most of our equipment goes overseas to other markets," Reniger says. "It's a challenge exporting around the world but, for us, we think it makes us smarter. Our customers expect us to be experts in just about everything: their mine methods, the layouts, the safety regulations, all while providing exceptional aftermarket parts and technical service support. Being able to build those standard products while also incorporating those specific regional needs and ultimately delivering a product that meets the customer's needs is key."

Reniger says Getman aims to react quickly to their customers' ever-changing needs and make optimal equipment that suits their purpose. To meet these goals, Getman maintains an internal culture where employees are focused on supporting their customers and each another.

"I have been here almost seven years and, over the course of that time, I was able to start out on the floor as an entry-level welder and work my way up into the manager position I'm in now, thanks to the support of multiple leaders," Saxman says. "Now as a leader in the organization, it's my goal to create an environment that is welcoming and where people feel valued and appreciated."

As a result of this passion and dedication to keeping miners safe, Getman's A64 HD Water Cannon provides miners around the world with the security and peace of mind they need.



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Workforce Solutions

Approaching Talent Challenges Through a Sustainability Lens

Talent remains a significant hurdle to growth in the manufacturing sector. Despite facing and responding to numerous challenges in recent years, there's still a shortage of workers interested in and prepared for manufacturing careers. Michigan is feeling the pinch as global competition intensifies and the demand for skilled workers who can handle new technologies has reached a critical juncture.

To address this gap, MMA is taking historic action and making record investments with focus on connecting member needs with training programs and youth pipelines to fill thousands of vacant manufacturing jobs across our entire state.

MMA's approach is focused on collaboration. We work with well-vetted, high-quality and experienced partners to develop and deliver practical solutions that meet industry demands. The goal isn't just to fill immediate vacancies but also to build a strong workforce that can keep Michigan competitive in the long run.

MMA's strategy is both practical and diverse, designed to meet the needs of Michigan's diverse manufacturing sector. We recognize that the manufacturing landscape is changing, and workers need to keep up with new technologies. By investing in training and partnerships, MMA is not only helping its members but also ensuring that Michigan remains a leader in manufacturing. By working together, we will secure the industry's future in an increasingly competitive global market. ⚙️



Bill Rayl is MMA's Executive Director of Workforce Solutions. He is widely regarded as one of the most successful creators of manufacturing talent programs and is developing talent partnerships to empower Michigan manufacturers to thrive. He may be reached at 517-487-8513 or rayl@mimfg.org.



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MMA members receive a FREE 2-hour Talent on Purpose self-assessment (\$500 value) and save 10% on standard courses!



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Powered by The Luminous Group

As senior operators retire, many companies struggle to maintain strong output on their lines with inexperienced operators and without a comprehensive operator training program.

Exclusive to MMA members and provided at a 5% discount, Training Enhancement and Mentoring System (TEAMS) teaches manufacturing leaders how to effectively train operators.



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MMA partner Praeco Skills specializes in providing talent development for mid-to-high level skilled shop floor occupations such as CNC machinist, Tool & Die maker, machine builder, maintenance technician, process technician, mechatronics technician and more.

Praeco Skills offers customized training solutions for the industry that drives our economy. If you are in the business of making things, Praeco is an integrator of the best-of-the-best training resources and will provide you with tools and strategies for solving the talent shortage at your company. Combining time-tested methods with modern technology, Praeco's customized approach will ensure you are able to find, train and retain top-end talent for years to come.

Talent on Purpose

Praeco Skills has developed a proprietary model that allows you to assess the health of your talent value stream. The Talent On Purpose model provides you a score, then a "road map" to start proactively addressing your talent value stream using industry best-practices. To support the development of your talent value stream, Praeco Skills offers fractional talent management services using our proven systems.

MMA members receive a FREE 2-hour Talent on Purpose self-assessment led by Praeco Skills! (\$500 value)

Customized Training Programs

Effective training is a process. It is not just a class or a series of classes. Effective training program development involves the ability to look at past successes, current trends and future needs to create a process of employee development that will sustain your company for a generation.

The most effective training programs are built from the ground floor. Praeco Skills uses scientifically proven methods for developing fully customized training programs that are 100% value-added. They work with your people to create a program using your processes, software and equipment that will serve as the talent development foundation for years to come.




“Cameron Tool has partnered with Praeco Skills for many years to provide onsite training to our employees. Praeco brings to our next generation CNC Machinists and Tool & Die Makers the opportunity to work on projects together that help develop communication, team building, and process development skills that they can put to work right away. Praeco provides an effective way for employees to grow with a company that combines on-the-job training and classroom instruction.”

— Carey Combs-Oberlin, HR Manager
Cameron Tool Company, Lansing

Standard Courses

Praeco Skills offers a variety of standard courses across dozens of topics that are designed to develop the whole worker, both technical and personal. Courses are offered onsite, via live webinar and on-demand online.

MMA members save 10% on Praeco Skills standard courses!

Learn more about Customized Technical Training Solutions — including what manufacturers have to say about Praeco Skills — at mimfg.org 



Contact Brenda Nalett
MMA Director of Insurance & Services
nalett@mimfg.org
517-487-8512



Contact Ryan Pohl
Praeco Skills Founder
ryan@praecoskills.com
616-951-2133

See Your Company Featured

Your company could be featured in an upcoming magazine issue and on social media! Contact ask@mimfg.org to make arrangements.

Members in Action



Sen. Kristen McDonald Rivet visited Case Systems



Members from across the state joined MMA in Lansing for the annual Legislative Day on Apr 30



Follow MMA on social media for even more member photos and news!



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MMA participated in 2024 Rosie the Riveter Day at the State Capitol to celebrate past, present and future Rosies.



MMA's Elissa Olson catches up with new member Detect-It LLC...



...and 75th Anniversary member Meier Screw Products



Mike Johnston
Executive Vice President
of Government Affairs &
Workforce Development



Caroline Liethen
Director of Environmental
& Regulatory Policy



David Worthams
Director of
Employment Policy

Your MMA Government Affairs Team at Work

Opportunities and Threats Ahead for Michigan Manufacturers

Manufacturers are powerful forces in communities across Michigan, making significant capital investments, providing high wage jobs and accelerating the state's economic engine. The impact of the industry on Michigan's economy is undeniable; it's the largest sector of the Michigan economy, employing over 600,000 people and supporting strong communities in every corner of the state. It is critical to our state's future that we outperform other states to attract and retain manufacturing talent and capital investment, because other states want our manufacturing assets and they actively work every day to acquire our assets. Making sure our members can compete effectively

in the global economy from their Michigan-based location is the MMA's primary reason and founding purpose. Together with our members, we evaluate every new legislative and regulatory proposal by one standard: whether it supports or diminishes Michigan's business climate. Tax policy, environmental policy, workforce policy, economic development policy — they all must increase our competitiveness.

MMA's voice is strong, especially when our members bring their full geopolitical footprint to bear. With members in almost every community in the state and driving local economies, when manufacturers speak with a collective voice, policymakers listen.

With the Spring special election to fill vacancies in two Michigan House districts behind us, the stage is set for a flurry of legislative activity that's been held up because the House has been frozen at 54-54 since two members of the Democratic party took local office earlier this year.

Annual budget bills and a long list of threats and opportunities for Michigan manufacturers will top the docket as the House returns to a full, though slim, Democratic majority. MMA remains optimistic about talent development, tax policy and economic development but, nevertheless, remains vigilant on blocking a long list of proposed threats to Michigan's business climate.

Tax Policy/Economic Development

Opportunities

- **R&D Tax Credit**
A state-level, broad-based tax credit built into the tax code.
- **High Wage Incentive for Regional Employment (HIRE)**
A tax capture incentive for mid-sized companies.

Threats

- **Make it In Michigan**
An attempt to reform and replace the successful Strategic Outreach and Attraction Reserve (SOAR) fund, which draws large-scale manufacturing investment, and divert funding to community development projects.

“State tax policy must reflect the manufacturing sector's need to compete successfully in the global economy from a Michigan location. It must be competitive, efficient, understandable and reliable as companies make business decisions every day.”

— *Kelli Murphy, State & Local Tax Attorney, Office of Tax Counsel, Ford Motor Company, Detroit*

Make Your Voice Heard

Support a strong MMA-PAC to lead the way for a competitive business environment for MMA members and the manufacturing industry. A strong MMA-PAC:



Builds strong relationships with lawmakers to ensure MMA's pro-manufacturing agenda is heard.

Ensures a voice for a revolutionary talent development system to meet the skills needed to power manufacturing and keep Michigan thriving.

Helps facilitate and establish members as industry experts on all issues affecting Michigan manufacturers.

Promotes streamlined, stabilized and properly balanced employment and workforce regulations.

Environmental Policy

Threats

- Threat to Brownfield Remediation (“Polluter Pay”)**
 Legislation that would upend Michigan’s successful environmental cleanup policies established to incentivize reuse of brownfields, in favor of stricter standards and increased opportunities for litigation.

Stay Informed!
 Sign up or learn more at mimfg.org.



- Panel Repeals**
 Elimination of three panels previously established to increase transparency and stakeholder engagement on environmental matters before EGLE.
- Lead Abatement**
 An excise tax on architectural paint that is being pushed to fund lead abatement, despite the use of lead-based paint in homes has been banned since 1978.

“Michigan’s legislators and MMA are critical partners in reaching our goals, and the priorities outlined by MMA provide a great framework for doing so. Hemlock is serious about being good stewards of the environment through innovation and sustainability while being economically competitive on a global scale. It is imperative that new rules and regulations balance these goals as they are not mutually exclusive.”

— *Steven Holty, Sustainability Leader, Hemlock Semiconductor, Hemlock*

Workforce and Employment Policy

Threats

- Mothering Justice v. State of Michigan (Paid Leave Initiative Case)**
 The future of Michigan’s paid sick leave and minimum wage laws will be decided this summer by the Michigan Supreme Court.
- UI Benefit Increase & Extension**
 Early talks on increasing employer-paid unemployment benefits by \$200 per week and extending eligibility by six weeks.
- Optimal Family Leave Legislation**
 A \$1.5 billion tax on employers and employees to pay for a mandated 15 weeks of paid family leave.
- Prescription Drug Affordability Board (PDAB)**
 Government price controls on prescription drugs.

- Local Government Labor Regulatory Limitation Act Repeal**
 A repeal of current law which prohibits each of the 1,800 local governments throughout Michigan from adopting independent labor standards.
- Insurance Policyholder Bill of Rights**
 Aggressive insurance reforms that would lead to increased rates for every insurance policy sold in Michigan (with the exception of health insurance).
- Workers’ Compensation Reform**
 A dramatic change in Michigan’s Workers’ Compensation system, potentially leading to a doubling or tripling of workers’ compensation insurance premiums.

“Two years after the COVID-19 pandemic subsided, one of the biggest lessons we’ve learned is the heightened value of the relationship between employers and their employees. The stronger we allow that natural relationship to be, without interference, the more successful individual manufacturers, individual employees and the Michigan economy will be.”

— *AnnMarie Treglia, Global Manager, Government Affairs & the Environment, Dart Container Corporation, Mason*

- Agricultural Right-to-Repair**
 A reduction in intellectual property rights for agricultural products which could easily be extended to automotive or other Michigan-manufactured products.

Choose your level of investment.



Electing pro-manufacturing candidates ensures our business climate remains favorable to success.

Donate now!

Consider spreading your investment throughout the year. Contact Jacob Duberville, at 517-487-8523 or duberville@mimfg.org, to find out what regular contributions to the MMA-PAC would look like.





We Need Confident Leaders!

By Julie Mann • Neogen Corporation and Phil Zeller • Dale Carnegie SW Michigan

What comes first, people or process?

Thankfully, this is a much easier question to answer than the one about the chicken and the egg!

Using simple root cause analysis, we can answer this quickly — people created the processes we are currently using, and they will create the processes we will use in the future.

So, the answer is PEOPLE!

To be clear, people and processes are both incredibly important when it comes to running a profitable business. However, it is crucial that you consider how much time your organization is losing because you are not maximizing the efficient productive engagement of your workforce. Every moment of disengagement hits the bottom line and costs you, your workforce and the shareholders in the end.

W. Edwards Deming, often called the father of total quality management (TQM), knew that people were the driving force behind whether processes would be created and/or followed. He shared, “The most valuable ‘currency’ of any organization is the initiative and creativity of its members. Every leader has the solemn moral responsibility to develop these to the maximum in all his people. This is the leader’s *highest* priority!”

We have had several great leaders here in Michigan successfully prove this, including Alan Mulally, Lee Iacocca, Dick Dauch, Rich DeVos, Jay Van Andel and Al Glick. These leaders knew that, to create better outcomes, you must constantly help develop the people around you.

True inspirational, accountable leadership goes well beyond book knowledge — you must have the confidence and the willingness to build others, and the passion and commitment to make it a priority every single day.

Organizations must realize that their leaders play a critical role in achieving sustainable success, and they must be a foundational element of the company culture.

Developing future leaders is a constant daily activity. There is no finish line — in the same way that a company’s strategic plan is always developing and ever-changing, upgrading talent never stops. The leadership landscape must evolve to reflect what the business needs to accomplish.

Get More!

Utilize MMA-exclusive savings on leadership training through Dale Carnegie at mimfg.org.



So, how do we foster successful leaders in the VUCA (i.e., volatile, uncertain, complex, and ambiguous) environment that organizations operate in today?

The answer is surprisingly simple — we build their confidence!

Dale Carnegie’s research proved it all starts with confidence! His friend Henry Ford echoed this same thinking when he shared, “Whether you think you can or think you can’t, you’re right!” We know that confidence in oneself builds confidence in others. Warren Buffet shared that the Dale Carnegie course helped him build this skill, though where are our leaders learning it? How is it learned?

Ask yourself: Does your company provide enough feedback for one to develop this critical skill? Knowing that confidence is necessary for leaders to navigate ambiguity and enable a high-performing workplace, we can assuredly say that we must focus on developing and fostering confidence!

With confidence comes the ability to become engaged, become a trusted leader, be empathetic and face the challenges before us with a better outlook. ⚙️



Julie Mann is the Chief Human Resources Officer for Neogen Corporation. She may be reached at jmann@neogen.com.

Neogen Corporation is an MMA Industry Member and has been an MMA member company since February 2017. Visit online: neogen.com.



Phil Zeller is the Owner/CEO Dale Carnegie SW Michigan. He may be reached at phil.zeller@dalecarnegie.com.

Dale Carnegie Training offered by Ralph Nichols Group Inc. is an MMA Premium Associate Member and has been an MMA member company since November 2021. Visit online: dalecarnegie.com/en/locations/sw-michigan.

An Inside Look at MMA's Lawyers Committee and Amicus Brief Program


While the bulk of MMA's advocacy efforts focus on the State Legislature and regulatory agencies, the third branch of government, the judiciary, is equally important to maintaining manufacturing competitiveness.

To create and maintain a statewide business climate that allows Michigan manufacturers to thrive in a global scale, MMA's Lawyers Committee has engaged in key cases that involve the misapplication of a law, rule or regulation for nearly 40 years.

- Learn what an *amicus* brief is and why they have been a critical tool in ensuring that gains earned

in the legislative or regulatory process are not lost in the courts.

- Discover the core issues of pending cases and potential implications for manufacturers.
- Find out how you can take a proactive role in advocating for the interests of manufacturers before both state and federal courts.

For more information at mimfg.org or contact MMA's Dave Worthams at worthams@mimfg.org or 517-487-8511. 

Get More!

Watch this 10 minute video featuring MMA Director of Employment Policy Dave Worthams and MMA Executive Vice President of Operations Delaney McKinley discussing the MMA Lawyers Committee and several impactful cases before the member-driven body.



Stay Informed:

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Don't miss important content if it's mistaken as spam. Connect with your IT team to add MMA to your company's safe sender list and never miss out on much-needed information. See the tips below and make sure important e-mails find their way to you.

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The Value of Vision Insurance for MMA Members

Seventy-nine percent of adults in the U.S. depend on vision-correcting lenses to see clearly.¹ For the vast majority of the country, prescription glasses and contacts are not only essential elements of daily life — they also keep vision sharp on the job.

But the costs of these corrective lenses and annual appointments can add up, especially for families. As a result, some employees may not seek out the vision care they need.

Manufacturers can ensure their employees have access to the essential vision services necessary to thrive at home and on the job — while providing a much sought-after benefit² — by offering vision insurance.

What is Vision Insurance?

A vision insurance plan makes annual eye exams and prescription eyewear, such as contacts and glasses, more affordable than you may think for your employees and their families.

Vision insurance works similarly to other types of insurance: your company pays a monthly premium to the insurance provider in exchange for coverage. Monthly premiums can vary, but the cost per employee is typically less than the average price of a regular cappuccino.³

What Does Vision Insurance Cover?

Most vision insurance plans cover annual eye exams and reduce the costs⁴ of prescription glasses and contacts. Depending on your plan, employees may pay a copay for certain services but this amount will typically be far less than the cost of an out-of-pocket service. Some plans offer additional discounts on services like scratch-resistant and anti-reflective lens coatings⁵ and even laser corrective surgery.⁶

Most plans will not cover treatments for certain eye diseases, like glaucoma, that are considered

Get More!

93 percent of employees want vision insurance — learn about your options through MMA at mimfg.org.



medical issues — these are under the jurisdiction of your employee's medical insurance plan.

Why Invest in Vision Insurance?

Offering vision insurance is a simple way to improve the overall health of your business and boost employee satisfaction.

For one thing, it can help your employees make important health decisions. Regular eye exams not only detect vision changes — they can also help detect conditions like glaucoma, heart disease and diabetes.⁷ Detecting these health conditions early can help employees avoid serious side effects, missed work days and more costly treatments later.

Vision insurance can also help your business attract and retain high-quality talent. According to MetLife's *2023 Annual Employee Benefits Trends Study*, **93 percent of employees want vision insurance**. Including vision insurance in your benefits package makes your company more attractive to current and potential employees.

MMA members can offer vision insurance to their employees through our 28-year partnership with MetLife. Choose between two robust plan options that give your employees access to a strong vision provider network with over 90,000 access points, including both private practice and retail center locations. No ID cards or in-network claim forms are needed to access benefits.

Visit mimfg.org or contact MMA's Brenda Nalett, at 517-487-8512 or nalett@mimfg.org, to learn more.

Benefits are underwritten by Metropolitan Life Insurance Company, New York, NY (MetLife). Certain claim and network administration services are provided through Vision Service Plan, Rancho Cordova, CA (VSP). VSP is not affiliated with MetLife or its affiliates. Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, reductions, limitations, waiting periods, and terms for keeping them in force. Please contact MetLife or your plan administrator for costs and complete details.

¹ *The Consumer inSights Q1 2022 Report*, The Vision Council. Accessed 2/2/24.

² *2023 Annual Employee Benefits Trends Study*, MetLife. Accessed 4/5/24.

³ *Cost of Living in the United States*, Numbeo, updated Feb 2024. Accessed 2/2/24.

⁴ Your actual savings from enrolling in the MetLife Vision Plan will depend on various factors, including plan premiums, number of visits to an eye care professional by your family per year and the cost of services and materials received. Be sure to review the Schedule of Benefits for your plan's specific benefits and other important details.

⁵ All lens enhancements are available at participating private practices. Maximum copays and pricing are subject to change

without notice. Please check with your provider for details and copays applicable to your lens choice. Please contact your local Costco to confirm the availability of lens enhancements and pricing prior to receiving services. Additional discounts may not be available in certain states.

⁶ Custom LASIK coverage only available using wavefront technology with the microkeratome surgical device. Other LASIK procedures may be performed at an additional cost to the member. Additional savings on laser vision care is only available at participating locations.

⁷ "Systemic Conditions with Ocular and Visual Manifestations," American Optometric Association. Accessed April 5, 2024.



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September 2024



MMA's annual summer golf outing is held in the summer at one of Michigan's prestigious golf courses and benefits the MMA ImPACT Fund.



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November 6, 2024

Recognizing and promoting the products and leaders of the Michigan manufacturing industry.

Learn more





5 Common (Avoidable) Forklift Operator Mistakes

By Russell Niedzwiecki • TrainMOR

Forklifts are potentially dangerous pieces of industrial equipment and, unfortunately, even the best forklift operators make mistakes. Some are relatively minor errors, like forgetting to check the battery's charge. However, some errors are very serious, risking the safety of pedestrians and operators, as well as damage to equipment and products.

Most forklift accidents can be avoided by following basic rules and using common sense. This article will describe five common — but more serious — and avoidable forklift mistakes.

5 Common Forklift Operator Errors

1. Not being aware of surroundings

Forklifts are not only dangerous to the operators but to nearby pedestrians and workers too. One of the most common forklift accidents is a pedestrian being struck by a moving vehicle. The best way for operators to ensure this doesn't happen is to be aware of who and what's around and to clearly communicate intended moves, whether it's backing up, rounding a corner, or lifting a load. Horns and lights are excellent warning systems. Caution and common sense are equally important.

2. Not asking for help

Tasks can be made safer and simpler by teaming up. A partner (like another experienced forklift operator) can direct you through blind spots and let you know if you're approaching a hazard. Working with a knowledgeable partner can enhance your safety and the safety of those working around you.

3. Not doing a thorough inspection at the start of a shift

Every forklift operator needs to do a thorough inspection of their truck before operating it. It's a basic OSHA regulation.

Before beginning work, the operator should check all lifting equipment, and ensure it is functioning properly. This includes inspecting the lifting chains, forks, mast, tires, brakes and controls.

4. Careless operation

It's unfortunate but carelessness seems to increase as forklift operators gain experience. Operators can get too comfortable with the equipment, leading to speeding, not following safety guidelines (like using



a seat belt and keeping all body parts within the operator compartment), and rushing through tasks.

Forklifts should be driven at a responsible speed for the conditions. The unstable nature of the forklift, especially with a heavy load, means it can easily tip over if driven too fast. It can be tempting to speed up to get jobs done quicker, but haste definitely makes waste when it comes to forklift operation and safety.

5. Not knowing the truck's capacity

Operators should check that the forklift they're using is fit for the task and most importantly, that it has the weight capacity to handle any loads encountered. It's easy to overload a forklift, resulting in the truck tipping or dropping the load. This risks the safety of the operator and those working nearby. It can also damage stock, the vehicle, and the surroundings.

Avoid errors with forklift operator training from TrainMOR

Forklifts are crucial yet perilous tools in industrial settings. Minor oversights, like neglecting battery checks and severe blunders jeopardize lives, machinery and products.

The best way to guard against these errors is with comprehensive and engaging operator training. To support MMA members in their quest for enhanced safety and compliance, TrainMOR has partnered with MMA, offering a 20 percent savings on TrainMOR™ quality, memorable and effective training programs to prevent common forklift accidents from occurring.

Learn more online at mimfg.org.



Russell Niedzwiecki is a Corporate Trainer with TrainMOR. He may be reached at 616-550-8102 or training@TrainMOR.com.

TrainMOR is an MMA Premium Associate Member and has been an MMA member company since May 2022. Visit online: trainmor.com.

Get More!

Enhance your safety and compliance with quality, memorable and effective forklift training at mimfg.org.



MMA Calendar of Events



ImPACt Summer Golf Classic

September 2024 • Southeast Michigan

Support the MMA ImPACt Fund at the annual summer golf outing at one of Michigan's prestigious golf courses.



Manufacturing Excellence Awards

November 6, 2024 • The Lansing Center

Celebrates and elevates the significant contributions manufacturers make to their employees, their communities and the state economy.

Nominations for the 2024 Manufacturing Excellence Awards, including the Coolest Thing Made in Michigan People's Choice Contest, open June 2024.



MMA Ballots & Brews Regional Meetings

Fall 2024 • Gaylord, Marquette Grand Rapids, Jackson, Frankenmuth, Southeast Michigan

Connect with manufacturing and community leaders at regional events focused on the impact of the 2024 Election and local networking.



MMA-PAC Winter Golf Classic

Winter 2025

Supports the MMA-PAC at the annual inaugural winter golf "outing" at an indoor simulator golf facility.



Clearing the Air in 2024

April 2025 • MMA Headquarters

MMA and the Environmental Law Section of the State Bar of Michigan present a must-attend half-day event on air quality issues.



MMA Operations Conference

April 17, 2025 • The Lansing Center

Brings together manufacturers with operational issue specialists to tackle operational roadblocks and leap forward on industry trends.



MMA Legislative Day

May 14, 2025 • MMA Headquarters and Capitol Complex, Lansing

Connects manufacturing leaders, legislative decision makers and regulatory officials in Lansing for hands-on lobbying experience.



MMA Workforce Solutions Regional Meetings

Fall 2025 • Statewide

Connect and network with localized talent resource professionals and manufacturing peers to learn ways to bridge your own workforce talent gap.

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AT AN UPCOMING
MMA EVENT?

Learn more about MMA
events at mimfg.org



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Questions

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517-487-8523
wakefield@mimfg.org



For Event
Questions

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Maciejewski
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Dental solutions designed for MMA members

At MetLife, we know that dental health can be a key part to overall health.¹ That's why we've designed a modern approach to our dental plans, ensuring that we help care for Michigan Manufacturers Association members while offering great value.

- **Large Dental Network, Potential Savings:** MetLife offers one of the largest dental networks along with experience deep discounts that exceed the industry average by 0.7%.²
- **Dental Plans that Help Support Holistic Wellness:** Our dental plans incentivize healthy behaviors with increased benefit levels.
- **Strong Dental Track Record:** With over 60 years of dental experience, MetLife insures over 20 million individuals under our dental plans.
- **Exceptional Service Experience:** Our full-service solution, digital service experience, and fast and accurate claims processing provide the exceptional dental experience MMA members need.

Deliver the dental benefits your employees want.

Contact your MetLife representative today for more details.

Like most group benefits programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions, limitations and terms for keeping the in force. As your MetLife representative for costs and complete details.

1. American Dental Association, Oral - Systemic Health, <https://www.ada.org/resources/research/science-and-research-institute/oral-health-topics/oral-systemic-health>, accessed 3/12/24.
2. Milliman 2022 Dental Analytics, Dental PPO Network Study, June 2023. Industry refers to other study participants, reflective of the commercial dental industry. In-network utilization statistic is based on the actual benefit mix. Savings from enrolling in a dental benefits plan will depend on various factors, including the cost of the plan, how often participants visit a dentist and the cost of the services rendered.



In collaboration with

