



ONE
purpose

**CAPITAL AREA
MICHIGAN WORKS!
2014 ANNUAL REPORT**

WORKING TOGETHER AS ONE SYSTEM

As we look back at 2014, we also look forward to a national transformation of the workforce system and all that implies. Our ability to change and evolve is a reflection of a robust and integrated network of employers, education partners, councils, labor partners, economic development, regional planning, subcontractors and leadership boards. The new Workforce Innovation and Opportunity Act, or WIOA, will fundamentally change the national workforce landscape, but here in the capital area, it will only reinforce the best practices of collaboration and partnership we've embraced for more than a decade. And yet, these partnerships are changing—they're being formalized and will continue to evolve as a catalyst in strengthening the region's employers and talent.

Together with our partners, Capital Area Michigan Works! is moving forward with one purpose: to help our community prosper and thrive.



JANE DOTY
Chair
Workforce Development Board



JOSEPH BREHLER
Chair
Administrative Board



EDYTHE HATTER-WILLIAMS
Chief Executive Officer
Capital Area Michigan Works!





MANY SERVICES, ONE UNIQUE SOLUTION

2014 brought a new focus and mindset to Capital Area Michigan Works! – one of a more seamless and comprehensive approach to serving the community. From K-12 to higher education, from businesses to job seekers, we're striving to leverage the many services and programs available to find that one unique solution for each employer and each job seeker.

Whether it's bringing together IT employers to develop a robust training program to get unemployed workers into the industry, consolidating education awareness efforts to have more opportunities to effect change or coming together with other economic development and education organizations to be a catalyst for change in the region, we're staying focused on our one purpose: helping greater Lansing prosper and thrive.

PARTNERSHIP IS THE ANSWER FOR LINN PRODUCTS

Linn Products' team in Charlotte has been working with the Capital Area Michigan Works! Business Services Team for so long they know almost as many acronyms as we do. From OJTs to WorkKeys to Pure Michigan Talent Connect, for more than two decades staff at Linn and the Charlotte Service Center have worked hand-in-hand.

"I've thought to myself, if CAMW! wasn't here, where else would I have the resources," says Denise Hummel, human resource manager at Linn. "I don't know what I would do if CAMW! wasn't here."

The gratitude is mutual.

"It's been a real privilege working with Linn Products over the years," says Capital Area Michigan Works! Charlotte Service Center Director Tim Price.

Julie Wertz feels privileged too. She was out of work and getting discouraged. She loved the idea of working for a hometown company but her skills weren't what the company needed. Through Capital Area Michigan Works!, she was able to upgrade her basic computer skills, and through On-the-Job Training, Linn was able to provide her with additional training to bring her on.

Julie is now a project engineer technician at Linn Products and is bringing all of her skills and experience to the company.

"Never underestimate your worth and what you can contribute to a future employer," she says. "You never know when you have the answers somebody else is looking for."

\$14.92

OR MORE
PER HOUR

TRAINING LEADS TO HIGHER WAGES

In WIA Adult, 172 participants were enrolled in training programs and 148 completed with a credential while 149 participants were placed in employment with an average hourly wage of \$14.92, including some participants carried in from previous years. In WIA Dislocated Worker, 171 participants were enrolled in training programs and 95 completed with a credential while 199 participants were placed into employment with an average hourly wage of \$15.63, including some participants carried in from previous years.

WIA YOUTH PROGRAMS BUILD BRIGHT FUTURES

Capital Area Michigan Works! helped hundreds of youth build brighter futures during Program Year 2013 (PY13). The Workforce Investment Act (WIA) Youth Programs served 726 older and younger youth, including helping 221 students receive credentials from a college, university or training program, or by obtaining their high school diploma or GED.

726
YOUTH

MAKING IT TO THE TOP... AND THEN SOME

Dominique Johnson graduated high school with college credit and went directly into a full-time job, but he still isn't satisfied. The 1st S.T.E.P. (School to Training and Employment Program) graduate and control room operator trainee for the Lansing Board of Water and Light (BWL) wants to make it to the top of the company he loves.

Facing an aging workforce, BWL General Manager Peter Lark thinks that's great news.

"1st S.T.E.P. is the kind of program that is good on a number of levels," says Lark. "It's good for students as they make their way in the world, it's good for the Board of Water and Light as we look for solutions to filling trade positions with qualified talent and it's good for the community as it helps to engage the next generation of the workforce."

Capital Area Michigan Works! collaborates with the BWL to help recruit, screen and hire candidates for 1st S.T.E.P., a hands-on learning program that engages high school students in energy careers. Students receive on-the-job training, an hourly wage and college courses, as well as scholarships and job opportunities post-graduation.

It's an innovative effort, but Dallas Burdick, who coordinates the program at BWL, thinks there's even more potential to engage and grow young talent.

"Can you imagine the potential for exponential growth in the Lansing area if more and more businesses did something similar to the 1st S.T.E.P. program?"

Dominique agrees.

"I want to make sure that every kid out there who is like me—kids who don't know what they want to do when they grow up—has an opportunity like I've had to do something positive with their lives."



E-PATHWAYS DRIVEN BY EMPLOYER DEMAND

When we think of IT workers, many of us picture young guys on scooters flying down the halls of Google. Steve Demeulenaere doesn't quite fit that description. After years of working in the semiconductor industry and then as a personal trainer, he found himself unemployed.

His wife heard of a program called Capital Area Tech Knowledge E-Pathways and suggested he consider training for a career in IT.

Now he encourages others to do the same.

"I was 39 when I started the program, so you can't say you're too old for this."

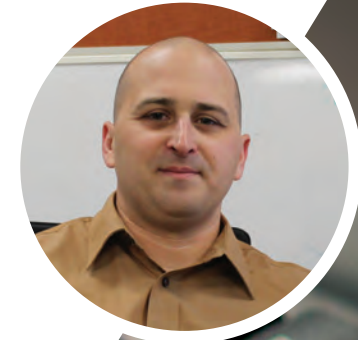
The Capital Area IT Council launched the program with a \$4.4 million federal grant to help council members who consistently struggled with having enough talent to fill job openings.

"E-Pathways is here to address workforce retraining needs by taking the IT positions we know are very high in demand and taking professionals and retraining them for those IT careers," says council Executive Director Andrea Ragan.

"It's really about the connections," says Todd Vanhouten, Vertafore's software development manager. "We're not necessarily a household name and don't ever expect to be. That's where the IT council really comes in big for us."

And E-Pathways delivered with Steve. He is now a software engineer at the company and has already doubled his programming languages. He's so passionate about his new career he regularly encourages others to head into the classroom and get some new skills.

"It's great whenever someone can find value in a program so much they're willing to give back," says Traci Munson, who coordinates the E-Pathways program for Capital Area Michigan Works! "With Steve, it was like, 'Thanks for the opportunity, now I want to help somebody have the same experiences and successes I've had.' It's a great outcome."



270

IT WORKERS

MORE THAN 250 NEW IT WORKERS ENTER LOCAL JOB MARKET

Since its inception, the Capital Area Tech Knowledge E-Pathways program has provided 270 individuals services including training, certification and degree programs such as computer science, programming and software testing.

COLLABORATION LEADS TO TECH SUCCESS

When Michigan State University began building a cyclotron more than 50 years ago, few could have predicted the true impact it would have on the region, and the unique challenges that would come with building a high-tech business inspired by it.

Niowave, which designs and builds superconductor accelerators, knows this challenge all too well. As a growing company, it participates in the Capital Area Manufacturing Council to connect with its peers and increase competitiveness.

“It’s beneficial to hear about what other organizations are doing. It helps us and the community take it to the top and remain cutting edge in manufacturing,” says Jerry Hollister, chief operating officer at Niowave.

“As we’re trying to build up manufacturing in the state, these councils allow for synergistic collaborations that you wouldn’t otherwise be aware of.”

One of those collaborations is Niowave’s use of Capital Area Michigan Works! On-the-Job Training (OJT), a program to help unemployed workers get on-the-job skills to fill today’s jobs,

while helping fund the training period wages for the employer.

“It’s special to be a part of getting talent retrained while simultaneously meeting the needs of the employer,” says Jim Bunn, Business Services Team liaison at Capital Area Michigan Works!

Xee Thor, now a machinist at Niowave, is one of those given a chance through an OJT.

“Looking for work is hard, but having the right people there helping you makes it so much easier. I didn’t realize my skills were sought after. I’m glad I took the opportunity to grow with Niowave. This job means everything to me.”



39

JOBS

ON-THE-JOB TRAINING HELPS EMPLOYERS GROW, THRIVE

Capital Area Michigan Works! funded 31 On-the-Job Trainings (OJT) through its PY13 WIA Adult and Dislocated Worker (DW) programs. That means 31 jobs were filled at local companies by unemployed individuals who would not otherwise have had the needed skills. An additional eight OJTs were provided through the DW training National Emergency Grant.

**WE'RE STAYING
FOCUSED ON OUR
ONE PURPOSE:
HELPING GREATER
LANSING PROSPER
AND THRIVE**

to evolve. And, we don't
just build cars anymore.
We provide products to
the defense, aerospace,
medical, automotive,
energy, and
transportation
industries.





DIVERSE PROGRAMS SHARE ONE PURPOSE

THOUGH ITS PROGRAMS ARE AS DIVERSE AS THE PEOPLE AND EMPLOYERS IT SERVES, CAPITAL AREA MICHIGAN WORKS! IS COMMITTED TO ONE PURPOSE FOR EACH INDIVIDUAL TOUCHED: PROSPERITY.

There were 1,424 individuals enrolled in Workforce Investment Act programs for the year ending June 30, 2014, including 320 in the adult program, 378 in the dislocated worker program, 608 in the younger youth program and 118 in the older youth program, as well as some participants carried in from previous years.

The Partnership, Accountability, Training and Hope program, or PATH, enrolled 1,307 individuals. More than 530 were placed into full-time jobs, 180 were placed into part-time jobs, 572 participated in community service and work experiences and 589 received vocational and adult education services. The Food Assistance Employment and Training Program served 69 individuals.

The Capital Area Prisoner Reentry program served 575 participants. Capital Area Michigan Works! continues its partnership with the

Michigan Department of Corrections to operate the Jackson, Hillsdale, Lenawee and Monroe Counties Prisoner Reentry Program, which served 475 participants, until the department brings the program geography into alignment with the Prosperity Regions.

Capital Area Michigan Works! wrapped up its Workforce Development Agency Electric Power Sector Grant in 2014. The more than \$1.3 million partnership with the Lansing Board of Water and Light, Consumers Energy and Lansing Community College provided more than 150 workers with utility lineworker training, apprenticeship training and more to serve growing demands in the energy sector.

In late 2014, Capital Area Michigan Works! received \$179,173 in Job Driven National Emergency Grant (JD NEG) funds to serve a minimum of 39 dislocated workers through

June 30, 2016. JD NEG funds are to be used to implement new or expanded local and regional job-driven partnerships that provide workers opportunities to participate in work-based or occupations training that result in an industry-recognized credential as well as other non-training reemployment services.

Capital Area Michigan Works! also received \$152,488 in Dislocated Worker Training National Emergency Grant (DWT NEG) funding in order to provide workforce development services to a minimum of 38 dislocated workers through June 30, 2015. Capital Area Michigan Works! will work with the Capital Area Manufacturing Council and Capital Area IT Council to strategically identify current and projected employment hiring trajectories to ensure classroom training paths funded through the grant are tied directly to the needs of local employers.



69

FOOD
ASSISTANCE

1,307

PATH

PROSPERITY AND
OPPORTUNITY FOR
3,781 PEOPLE

1,424

WIA

1,050

PRISONER
REENTRY

eg
JOB FAIR HERE!
now.com

MERGER ALLOWS FOR ONE FOCUS ON EDUCATION

In 2014, Capital Area Michigan Works took a significant step toward reinvigorating its efforts to create an educated and prosperous community.

Members of its Career Connections Educational Advisory Group and local nonprofit Keep Learning... Our Future Depends On It voted to merge into one board with one focus: helping greater Lansing become more prosperous through a better educated community.

Together under the already established umbrella of Keep Learning, the leaders launched Keep Learning Week, a back-to-school celebration encouraging local businesses to get involved with local schools and help spread the message education is not only important, it's essential for the jobs of tomorrow.

STUDENTS REPRESENT REGION IN WASHINGTON D.C.

More than 52 students participated in the Jobs for Michigan's Graduates programs through the Eaton Regional Education Service Agency at Lansing Community College's West Campus and the Lansing School District. The programs are a part of the national Jobs for America's Graduates program, dedicated to preventing dropouts among young people who are most at-risk. Twenty-five of the "JAG" students graduated this year and many will return to the program next year.

Several student leaders from each of the region's Jobs for Michigan's Graduates programs represented greater Lansing at the National Student Leadership Academy and other national Jobs for America's Graduates activities in Washington D.C.

One of these students is Le'Trece Gonzales from Lansing's Woodcreek Achievement Center. When asked what she liked about Jobs for Michigan's Graduates, she simply shares, "It's why I come to school."



KEEP LEARNING STEERING COMMITTEE AND CAREER CONNECTIONS EDUCATION ADVISORY GROUP

BOB TREZISE | Lansing Economic Area Partnership

BRENT KNIGHT | Lansing Community College

CAMRON GNASS | Traction

CHRIS HOLMAN (CO-CHAIR) | Michigan Business Network

CHRISTINE BEARDSLEY | Eaton Regional Education Service Agency

DAVID HOLLISTER | Hollister Solutions

DAVID SUCH | Such Video

DENNIS THEIS | Maner Costerisan

EDYTHE HATTER-WILLIAMS | Capital Area Michigan Works!

EDITH SUTTLES (CO-CHAIR) | Diversified Environmental Services, Inc.

ERIK LARSON | Impression 5 Science Center

GARY REID | WKAR

GENE SHANAHAN | WLNS TV 6

HIRAM FITZGERALD | Michigan State University

JANE DOTY | H & H Restaurants

JASON VANDERSTELT | Adams Outdoor

KATE SNYDER | Piper & Gold Public Relations

KAREN STEFL | Such Video

KIRK RILEY | Information Technology Empowerment Center

LAWRENCE HIDALGO, JR. | Lansing Community College

MAUREEN HIRTEN | Capital Area District Library

MELISSA LORD | Comcast Spotlight

MIKE KING | WILX Media

NARDA MURPHY | Williamston Community Schools

OWEN JOHNSTON | BEKUM America Corporation

PAT JACKSON | Clinton County Regional Education Service Agency

RALPH HANSEN | Eaton Regional Education Service Agency

ROSANNE RENAUER | Michigan Rehabilitation Services

SAGAR SHETH | Moebius Technologies

STAN KOGUT | Ingham Intermediate School District

SUE PIGG | Tri-County Regional Planning Commission

SUSI WILKINS | WKAR

TERESA KMETZ | Capital Area United Way

TIM DAMAN | Lansing Regional Chamber of Commerce

VICTORIA MORRIS | Michigan State University

YVONNE CAAMAL CANUL | Lansing School District



CATALYST UNITES REGION

In 2014, Capital Area Michigan Works! formalized its partnerships with regional leaders Lansing Economic Area Partnership (LEAP), Lansing Community College, Lansing Regional Chamber of Commerce, Michigan State University and the Tri-County Regional Planning Commission through the Regional Prosperity Initiative, a voluntary competitive grant process spearheaded by Michigan Governor Rick Snyder to encourage local private, public and non-profit partners to create vibrant regional economies.

The Greater Lansing Regional Prosperity Initiative got right to work. It hosted CATALYST: Capital Region Prosperity Project, a full-day summit bringing together entrepreneurs, business owners, young professionals and community activists from Ingham, Eaton and Clinton counties to be a catalyst for positive, rapid and sustained progress toward prosperity for the region. Insights gathered at the event will become a part of the prosperity initiative's five-year Economic Prosperity Plan.

MICapitalRegion.com, a regional dashboard, was also launched by the initiative. The effort showcases community progress in the tri-county area through four pillars: Economic and Financial Health, Education and Talent, Health and Environment and Culture and Lifestyle. Information under each pillar will help guide the work of the region's key organizations which work to build prosperity.

Capital Area Michigan Works! CEO Edythe Hatter-Williams was presented with a Special Tribute from Governor Snyder for the alignment of Capital Area Michigan Works!' efforts with the region's prosperity initiatives.

EVERYONE WINS WITH INTEGRATED APPROACH

After half a year searching for a job, Alicia Flegel was discouraged.

She came to the Capital Area Michigan Works! St. Johns Service Center. With some help focusing her search and polishing her skills, Alicia connected with a vibrant, growing local company.

Agro-Culture Liquid Fertilizers in St. Johns has been a family-owned business for more than 30 years. A few years ago, the company embarked on a program to build a new, state-of-the-art corporate headquarters that would reflect the innovative culture.

“As our company continues to grow, the need for different types of human resources is continuing to evolve,” explains Albert Bancroft, marketing department manager at the company.

“Alicia’s case is one that really exemplifies how the service center can operate. Working in conjunction with management, the Business Services Team, case managers and local employers, we teamed it all together for a great result,” says Nick Chaffin, manager of WIA programs at the St. Johns Service Center. “All of us won when Alicia was hired.”

Alicia agrees.

“This job means opportunity. I never thought I’d work for a company that offered so many opportunities to move up and to further my education. I’m optimistic I’ll be here for a long time to come.”

NEARLY 7,000 UNEMPLOYED WORKERS RECEIVE HELP AT SERVICE CENTERS

At its Charlotte, Lansing and St. Johns Service Centers, Capital Area Michigan Works! assisted 6,663 individuals in completing their Emergency Unemployment Compensation services through the Wagner-Peyser Act during PY13.

FINANCIAL SUMMARY

For the year ended June 30, 2014

TOTAL EXPENDITURES: \$10,176,496

WORKFORCE INVESTMENT ACT

Adult	\$1,002,134	9.8%
Youth	\$1,256,949	12.4%
Dislocated Worker	\$868,591	8.5%
Dislocated Worker-NEG/OJT	\$21,546	0.2%
Dislocated Worker-NEG	\$63,965	0.6%
Statewide Activities	\$153,923	1.5%

PARTNERSHIP, ACCOUNTABILITY, TRAINING & HOPE (PATH)

TANF FY14	\$1,860,683	18.0%
General Fund / General Purpose FY14	\$441,129	4.0%

OTHER EXPENDITURES

PY13 PROGRAMS

Wagner-Peyser Employment Services	\$524,623	5.2%
Reemployment Services-EUC	\$96,577	0.9%
Incumbent Worker-CNC	\$43,613	0.4%
Workforce Training-Electrical Power	\$311,811	3.1%
H1-B Technology Skills Training	\$962,359	9.5%

FY14 PROGRAMS

Skilled Trades Training Funds (STTF)	\$476,802	4.7%
Food Assistance	\$151,608	1.5%
TAA/NAFTA-TAA	\$524,682	5.2%
Michigan Prisoner Reentry	\$1,376,885	13.5%
Foster Care Summer Youth-DHS	\$38,616	0.4%

DHS: Department of Human Services | **EUC:** Emergency Unemployment Compensation

NEG: National Emergency Grant | **OJT:** On-The-Job Training

TAA: Trade Adjustment Assistance | **TANF:** Temporary Assistance for Needy Families



BUSINESS SERVICES TEAM HELPS EMPLOYERS GROW, PROSPER

The Capital Area Michigan Works! Business Services Team helped more than 600 employers with recruiting and retention strategies in 2014.

The Business Services Team also nominated two Capital Area Michigan Works! employers, F.C. Mason Company and Lansing Board of Water and Light, who were recognized with Prosperity Awards from the Michigan Works! Association.

Nineteen companies in the region received nearly \$1 million in Skilled Trades Training Fund dollars to train almost 700 workers to help them retain jobs and grow.

The Capital Area Manufacturing Council and Capital Area IT Council both experienced growth and worked with employers to connect high school and college students, as well as jobs seekers, with the region's in-demand careers.

MORE THAN 600

employers partnered with Capital Area Michigan Works! to develop recruiting and retention strategies in 2014.

1-800 Hansons • 21st Century Plastics • 4Th and Inches Landscape & Snow Removal

A. J. Boggs • A&D Repair • Abbott Road Animal Clinic • ABF Freight • Able & Affordable Towing & Repair • Accident Fund Holdings, Inc. • Acorn Stairlifts • Advance America • Advance Employment • Agate Software Inc • Agro-Culture Liquid Fertilizers • Air Lift Company • Airway Oxygen, Inc • ALDI, Inc. • Allegra Print & Imaging • Allergy and Asthmas Consultants of Mid Michigan • Alliance Interiors LLC • Alliance Obstetrics & Gynecology • Allied Cash Advance (S. Cedar) • Alpine Tree Service • Alro Steel • Alta Equipment Company • Altarum Institute • American Legion Department of Michigan • American Metal Roofs • American Red Cross- Central and Northern Michigan Region • Amerisource Bergen • Anderson Economic Group • Animal Blood Resource International • APEX Precision Solutions • Applegate Insulation Manufacturing, Inc. • Arctic Glacier • Artemis Solutions Group • Arthritis Care • ASK • AT&T / Solcomm Sales • ATCO Industries • At Home Doctors Pc • Automated Precision Equipment • Automotive Quality & Logistics (AQL) • AutoNetTools.Com • Auto-Owners Insurance Company • Autoport • Avadhi Finance & Technology • Axson Technologies US, Inc. • Ayers Basement Solutions • Azzi Jewelers

Baker Drivetrain • Balance Concierge • Bannasch Welding • Barnard Manufacturing Company, Inc. • Barnes Aerospace • Battery Giant • Bay Human Services • Beacon Sales • Bechtel Dentistry • Beck's Propane • Becks Trailerstore • Bekum America Corporation • Belflex Staffing Network • Biggby • Biggby Coffee Corporate • Blue Cross Blue Shield of Michigan • Boji Group • Bradford Printing • Bradhart • Briarcliffe Apartments/Element National Management • Bridgewater Interiors LLC • Bruce Daavetila Insurance Agency, Inc. • BS&A Software • Building Services Company • Burcham Hills Retirement Community • Byrum Builders

C. L. Moore & Associates • C & E Pipeline • C2AE • Cakes A Bloomin' • Caliper, Inc. Staffing • Camelot Hills Apartments • Cameron Tool Corporation • Campus Cab Company • Candlewood Suites • Capital

Area Community Services • Capital Area District Library • Capital Area Health Alliance • Capital Area Pediatrics • Capital Area Transportation Authority • Capital Region Airport Authority • Capital Steel & Builders Supply, Inc • Capital Steel & Wire • Capitol Bedding • Capitol National Bank • Capitol Supply & Service • Cardinal Staffing • Career Quest Learning Centers • Caring And Compassionate Healthcare Agency LLC • CASE Credit Union (Main Office) • Cashland • Center for Business Innovation • Center for Optimal Health • Centerline Drivers LLC • Central Michigan Graphics (CM Graphics) • Centurion Medical • Challenge Manufacturing • Charlotte Shoe & Leather Repair • Chassis • Check 'n Go (S. Cedar) • Cherry Capital Foods • Cintas Corporation • Cintas Corporation • City of East Lansing • City of Lansing • City of Pottsville • Clark Construction • Classic Auto Care • Classic Pool & Spa • Clean Team USA • Clinton Machine Inc • Coca-Cola Bottling Company of Michigan • Comcast Cable • Comerica Bank • Comlink • Community Mental Health (CMH) • Companion Senior Care • Comprehensive Logistics • Consumers Energy • Continental Services • Control System Integrators, Inc. • Convertex, Inc. • Cornerstone Construction • Cornerstone University • Country Mill Farms • Cracker Barrel • Craigs Auto Body • Cravings Popcorn • Creative Wellness Holistic Health Center • Cricket Wireless • CSI Utility Sales • CSX Transportation • Custom Maintenance • Cypress Home Care, Inc.

D's and C's Barbecue • D & D Maintenance • D&G Equipment, Inc. • Dakkota Integrated Systems, LLC • Dan Henry Distributing Co. • Dart Bank • Dart Container Corporation • Dart Container Corporation • Dart Oil & Gas Corp. • Davey Tree • Davis Pontiac • DBI Interiors • Dean Transportation & Dean Trailways of MI • Del Rio Solutions • Delta Dental • Demmer Corporation • Denny's • DeWitt Moose Lodge • Dewpoint • DexSys • DFCU Financial • Dible Glasser Landscaping • Digital Direct Advantage • Dimondale Nursing Care Center • Direct Mail Advantage • DMS [Dynamic Marketing Solutions] Midwest • Platinum Advertising • Doberman Technologies LLC • Dobson Healthcare Services, Inc. • Dol-Jac Enterprises Inc. • Dollar Tree, MLK • Dorsey Schools • Doty Mechanical • Doty Mechanical • Dowding Industries • Dr. Energy Saver • Drain Works Inc. • Dukes Spraying Service • Dutch Hills Manufactured Housing Community • Dynamic Data

Eagle View Golf Club • Eastside Marketplace LLC • Eaton County Medical Care Facility • Eaton Rapids Casting • Eatran • Eckhart & Associates, Inc. • Ecosynthetix • Educational Tours Inc. • Edward Jones Investments • Elder Law of Michigan • Electric Appliance Parts • El-Hajj Malik El-Shabazz Academy • Elite Home Healthcare Inc. • Elite Marketing Interactions • Elwood Staffing • Emergent

BioSolutions • Employment Plus • Eng. • English 119 • Enprotech Mechanical Services, Inc. • Entrepreneur Institute of Mid-Michigan • Essential Personnel • E-T-M Enterprises, Inc. • Express Employment Professionals • Extencicare Health Services, Inc. • Eyde Company

F.C. Mason Company • Famous Taco • Farm Bureau Insurance Company • Feldpausch Cleaning Service • Ferrall's Tree Trimming & Removal Inc • Fetter Management • First Call Quality Services • First Contracting Inc • Fitness U.S. • Fitzpatrick Farms • Fleet Image of Lansing • Fluid Chillers, Inc • Foliage Design Systems • Force by Design • Foresight Group • Franchino Mold and Engineering • Freight Handlers Inc • Fresenius Medical Care North America • Friends Who Care Inc • Future Tool

G & F Tool Products • G4S Secure Solutions • GA Hunt Excavating; GA Hunt Septic Svc • Galaxy 1 Marketing, Inc. • Gary's Automotive • GC Services • General Motors • Gerdau • Gestamp Mason, LLC. • GF Superior Services • Giving Tree • Goodwill Industries • Gorman's Food Market • Grace Haven Living Center • Grace Management Services • Grand Limousine • Granger Construction • Gravity Works • Great Clips Salon • Greater Lansing Food Bank • Greenstone Farm Credit Services • Griff & Vicki's Child Care Center • GSE Machining & Fabrication, Inc. • GTECH

H&H Mobil • H & R Block • Habitat for Humanity Lansing • Habitat for Humanity of Clinton County • Habitat for Humanity of Michigan • Hack's Key Shop • Hanneman & Fineis Concrete Constructon Inc • Hantz Group • Harris Rebar Inc • Haven House • Hayes Green Beach Memorial Hospital • Hazel Findley Country Manor • Helping Hands Christian Learning Center • Historical Society of Michigan • Hitching Post Restaurant • Hogan Motor Leasing • Holiday Inn Express • Holt Auto Service & Machine Shop • Holt Products Company • Holt Senior Care & Rehab Center • Home Depot (Okemos) • Home Health Care Angels, LLC • Home Instead Senior Care • Hospice of Lansing • HRU Technical Resources • Hubbard Law Firm • Huntington Bank • Huron Technologies, Inc.

IBM Global Business Services • IDV Solutions • IMPCO Machine Tools • Independent Bank • Informatix Inc. • Ingham County • Ingham Intermediate School District • Innovative Polymers • Inovalon (Formerly Medassurant Inc.) • Inspired Green • Irish Developments • ITEC

Jackson National Life Insurance Company • JD Byrider • JD Norman Industries • Jeff Brown Handyman • JH Construction • J L Handyman • Joe's Construction • John-Boy Electric • Jones Lang Lasalle • Jon P. Kaufmann • Journal Broadcast Group WSYM Fox 47 • Journey Federal

Credit Union • JP Morgan Chase • JWR Enterprises LLC

Kamps Pallets, Inc. • Katie's Kleaning • KB-Solutions • Kebs Inc. • Kelly's Consignments • Kelly Services • Kentwood Office Furniture-Lansing • Keystone Millbrook • Konnech • Koszegi & Ramirez, LLC dba "Driver On Tap" • KTM Industries, Inc. • Kurncz Farm

L & S Associates Inc • L & W Engineering • LAFCU (Main Office) • Lafontaine Ford • Lajoy Group • Lake Trust Credit Union (Main Office) • Landuse/Usa, LLC • Lansing Board of Water & Light • Lansing Community College • Lansing Economic Area Partnership (LEAP) • Lansing Forge, Inc. • Lansing School District • Lansing State Journal • Lansing Transmission • Lansing Urgent Care • Lapienski Package Services Inc. • Lap Respite Center • Layne Christensen • Legal Services of South East Michigan • Leightonix, Inc. • Leisure Living Grace Haven • Liberty Tax Service (MLK Location) • Linger Holdings Sign*A*Rama • Linn Products • Liquid Automation • Liquid Web • Louis Padnos Iron and Metal • Lovejoy Rehabilitation (Michigan Ave Residential Care Inc) • Lowe's • Luxury Janitorial

Macdonald Broadcasting • Madison Property Management • Magna • Magna Powertrain • MAHLE Engine Components USA • Main Lawn & Landscape LLC • Manpower • Martin-Brower Company • Mason First Presbyterian Church • Masterbilt Products Corporation • Master Mowing LLC • Matrix Quality Services • Maurer's Textiles • Maximus • MAYOTTEgroup Architects • MBI International • McLaren Greater Lansing • M C Molds Inc • MDOT (MI Dept of Transportation) • Medical Management Systems • Medical Staffing Network (MSN) • Meijer (Okemos) • Meijer #52 (Lake Lansing Rd) • Meijer DC • Mercantile Bank of Michigan • Meridian Charter Township • Meridian-Magnesium Products of America, Inc. • Meridian Township Economic Development Corporation • Merindorf Meats • Meritain Health • Merithall • Merit Laboratories, Inc. • MESSA • Message Makers • Metalist International, Inc. • Metasys Inc. • MICHCO • Michelle Matt Family Day Care • Michigan Association of CMH Boards • Michigan Association of Insurance Agents • Michigan Beef Industry • Michigan Center for Truck Safety • Michigan Community Action Agency Assoc. • Michigan Creative • Michigan Credit Union League & Affiliates • Michigan Economic Development Corporation • Michigan Energy Options • Michigan Milk Producers Association • Michigan Millers Insurance • Michigan Packaging Mason • Michigan Polymer Reclaim Inc • Michigan Public Health Institute (MPHI) • Michigan State Police • Michigan State University • Michigan State University Health Team • Michigan Supreme Court • Michigan Virtual University • Michigan Works! Association • Mid-Michigan Physicians PC (MMP)

• Mid-state Automotive Warehouse • Midway Rotary Die Solutions • Midwest Communications • Midwest Press And Automation • Millwrights Institute of Technology • Minimum Impact Logging • Miracle Recreation Equipment Co • Modernistic • Modern Woodmen of America • Monarch Community Bank • Moore Living Connections • Mourer Foster Insurance • MPC Cashway Lumber Inc • Mr. P's Wash World • Mr. Pot • MSUFCU (MSU Federal Credit Union) • Muffler Man • Multiband • Multi-Packaging Solutions • Murray Painting Co.

National Superconducting Cyclotron Laboratory • NBS • Neogen Corporation • New Horizons • Newton International • New York Life Insurance • Niowave, Inc. • Northstar Cooperative • Northwood University • NTH Consultants • NuWave Technology Partners

O'Reilly Auto Parts • Okemos Health and Rehabilitation Center • Okemos Public Schools • Olympian Tool, LLC • Omnitec Solutions • OneMain Financial • Option1 Credit Union • Option 1 Home Health Care • Orchid Orthopedic Solutions • Origami Brain Injury and Rehabilitation • Outshiner Car Wash • Overhead Door Co. of Lansing • Overland Solutions • Ovid-Elsie Animal Clinic • Ovid Healthcare Center Panchero's

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Maintenance, LLC • Shear Spirit • Sherriff Goslin • Shirey's Seasonal Services • Shrontz Trucking • Simplified Bookkeeping & Tax Service • Sinas Dramis Law Firm • Smith And Derosé Insurance • Smith Lawnsapes • Smith Tree & Landscape • South Riley Grocery Tavern • Spartan Healthcare • Spartan Motors, Inc. • Sparty's Coney Island • Specialized Staffing • Spectrum Health • Speedway SuperAmerica LLC • Spherion Staffing • Spoke8 Marketing • Spring Lake Landscaping • Square One Transport Inc. • St. Johns Public Schools • St. Mary Child Care • Standard Parking • State of Michigan • State Side Deli • Steak 'N Shake • StraMetrics • Streamline Enterprises Inc • Street Rod Foundation • Strength in Numbers Studios, Inc • Student Painters • Successful Corporation • Summit Community Bank • Superior Growers Supply/Hydrodynamics International • SuperNova • Swift Motors & Swift Towing • Symmetry Medical, Inc. • Systems In Motion LLC.

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Van-Rob • Vertafore

Walker's Truck & Trailer Service • Walmart • Warner B Trucking • Weather Gard • West Side Beer Distributing • WetFusion Creative • Wieland-Davco Corporation • Williamston Products, Inc. • Willow Creek Farms Trucking LLC • Willow Wood Manor • Wilson Homes Inc. • WILX • Wingfoot Commercial Tire Systems • Woldumar Nature Center • Wolverine Engineers & Surveyors • Wood's Okemos Marathan • Woodbridge Group • WOW Cable

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ONE PURPOSE

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AUBRI ANDERSON | In Reach Service Coordinator,
Prisoner Reentry

AZUCENA AREVALO | Talent Specialist Assistant

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DEBBIE SIGHT | Grant Financial Analyst

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Capital Area Manufacturing Council

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Catholic Charities

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EagleVision Ministries

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Lansing School District

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National Council on Alcoholism

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Peckham, Inc.

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State of Michigan Veterans Services Division

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DOUG CLARK | Ingham County Parole Office

EDYTHE HATTER-WILLIAMS | Capital Area Michigan Works!

GREG STRAUB | Ingham County Parole Office

JAMEE BABBITT | Clinton County Parole Office

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JOAN JACKSON-JOHNSON | City of Lansing Human Relations and Community Services

KEN VANELLS | Eaton County Parole/Probation Department

KENNETH MCKEE | Bellamy Creek Correctional Facility

LEN HILL | New Directions Inc.

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YVETTE HARRIS | Michigan Workforce Development Agency

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ASHLEY LANG | Catholic Charities Monroe County

BRAD HEIPLE | Michigan Rehabilitation Services

CHERYL WASSUS | Southeast Michigan Community Alliance

CONNIE CARROLL | United Way of Monroe

DAN MARTINEZ | Southeast Michigan Community Alliance

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HERB PRICE | Michigan Department of Corrections

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JENNIFER WALSH | Michigan Department of Corrections

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WENDY KLINSKI | Catholic Charities Monroe County



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