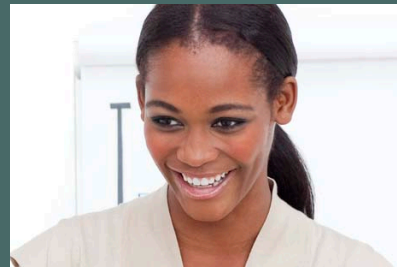
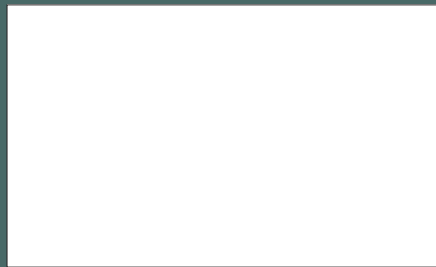


— A —

JOB

WELL DONE

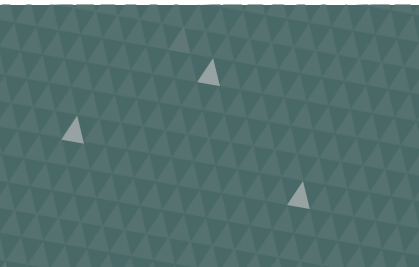
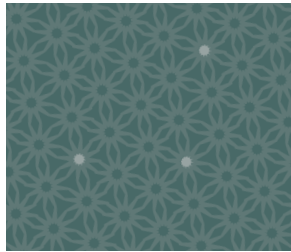


In 2011, Capital Area Michigan Works! helped more than 800 businesses by assisting them with their workforce development needs. From identifying the types of talent needed, to helping recruit, retain and retrain their workforce, the Capital Area Michigan Works! team put forth the programs and solutions needed to ensure a

JOB

**WELL DONE**





**THE REWARD OF A  
THING WELL DONE,  
IS TO HAVE DONE IT.**

— RALPH WALDO EMERSON —



A  
**JOB**  
FOR EVERYONE

As we reflect back on 2011, one of the greatest measures of success in greater Lansing was demonstrated in the region's unemployment rate, which averaged 8 percent—the lowest it's been since 2008.

Through the efforts of our experienced team at Capital Area Michigan Works!, our councils, subcontractors, partners and leadership boards, we provided comprehensive employer and job seeker services to ensure success.

*Jane Doty*

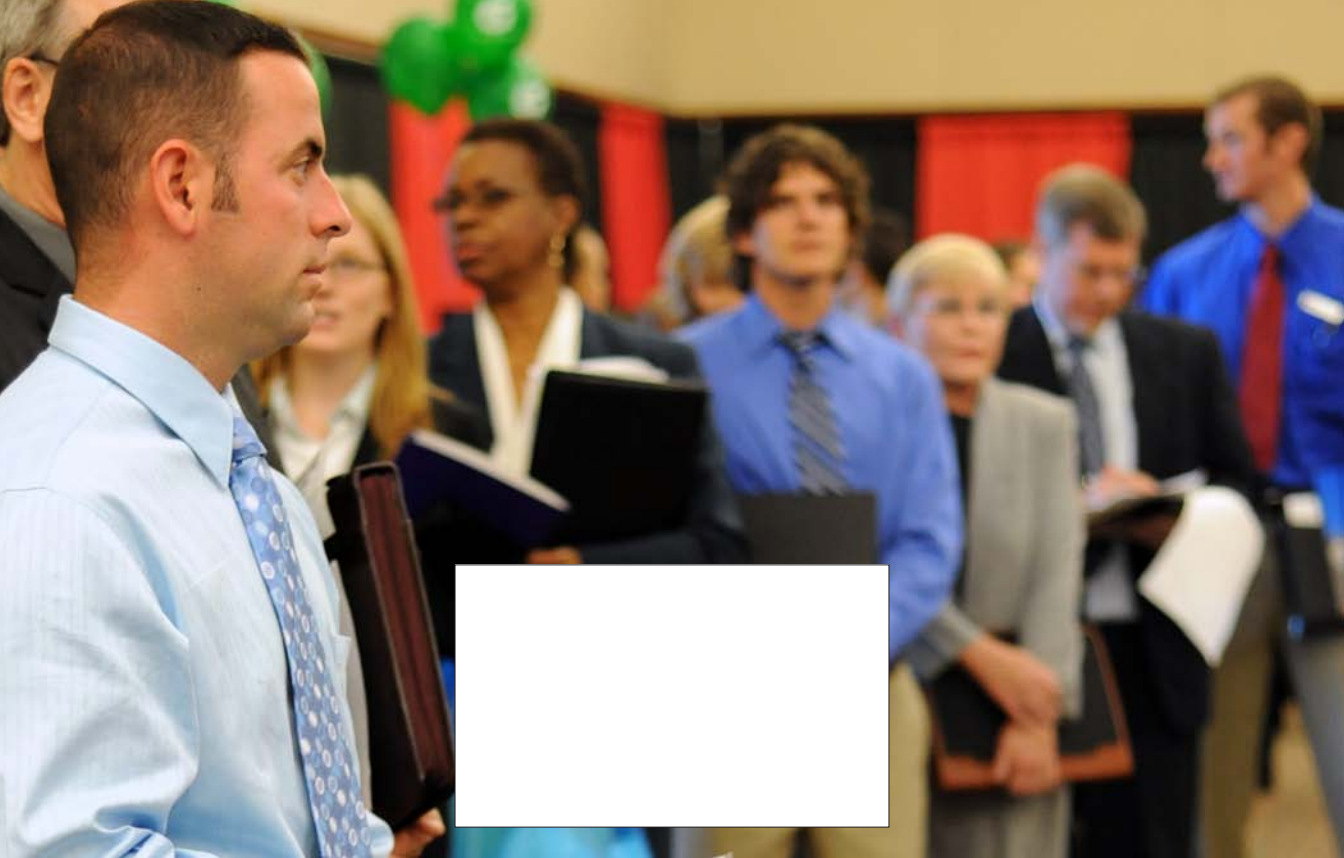
JANE DOTY  
*Chair,  
Workforce Development Board*

*Derrick Quinney*

DERRICK QUINNEY  
*Chair,  
Administrative Board*

*Douglas E. Stites*

DOUGLAS E. STITES  
*Chief Executive Officer,  
Capital Area Michigan Works!*



Partnering with businesses to develop recruiting and retention strategies and partnering with job seekers to enhance education and career opportunities is the core mission at Capital Area Michigan Works!

Every year, we recognize the achievements of both individuals and organizations whose contributions to the region's success truly represent "a job well done" and 2011 was no exception. Companies like Accident Fund Insurance Company of America, IBM, Research Tool Corporation, Peckham, Inc. and Eaton County Medical Care Facility exemplified a commitment to workforce development and job creation. Additionally, the stories of individuals who overcame great challenges and adversity to achieve their professional aspirations were inspiring.

# JOB SEEKERS

Just like any area in the country, we are experiencing the impact of a shift to a new economy. The Center for Michigan reported national prosperity-driving economic growth has been concentrated in specific sectors, including information technology, healthcare and finance and insurance to name just a few. Capital Area Michigan Works!

councils are aligned with these sectors. In 2011, the Capital Healthcare and Employment Council, Capital Area IT Council, Greater Lansing Insurance and Financial Services Council, Capital Area Manufacturing Council, and Bio Alliance of Mid-Michigan helped more than 800 companies with their employment and training needs.

Greater Lansing's progress also demonstrated "a job well done." This theme was fitting as we reviewed 2011's accomplishments. Despite some of the great adversity we are facing across the country, the state and in our region, there were some remarkable successes to call attention to. For example, the capital region was second in the state in both GDP growth and personal income growth. And Lansing was first in the state and 19th in the country for job growth in medium-sized cities.

Our annual Journey to Jobs career fair was successfully expanded to include college students from the local two and four year colleges. We had more than 100 students participate in a new session presented by the Lansing Economic Area Partnership (LEAP, Inc.). The "Growing Companies Internship Program" paired up students with regional companies who were expanding and looking for entry-level talent through internships.

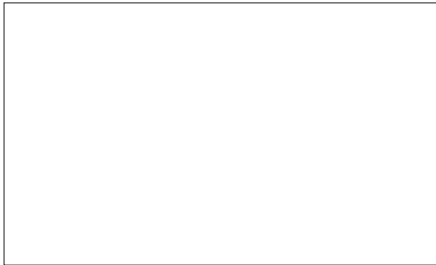


**At Capital Area Michigan Works!, we strive to provide education and training opportunities that empower individuals to retool their skills, expand their knowledge, advance their professional aspirations and secure employment.**

The Capital Area Tech Knowledge E-Pathways Program, a career transition program for computer science training, addresses growing areas in the information technology industry. This new training and education opportunity is due to a

recent grant disbursement by the U.S. Department of Labor. Michigan joined 19 other states in receiving grant funding under the Technical Skills Training Grant Competition and Capital Area Michigan Works! was the only organization in the state to receive the \$4.4 million grant.

Capital Area Michigan Works! introduced another training and education opportunity to job seekers in 2011 through the Utility Worker Training Program. In partnership with Lansing Community College and the State of Michigan Workforce Development Agency, Capital Area Michigan Works! led the efforts to administer a U.S. Department of Energy grant to increase the pool of trained candidates entering Michigan's electrical



utility workforce. The program provides funding to pay the tuition, fees and textbook costs for the Electrical Utility/Line Worker certificate of completion at Lansing Community College.

Greater Lansing's youth took matters into their own hands in 2011 and put their acquired skills into action through the YouthBuild educational program. Sixty-five participants successfully completed whole-house reconstruction on two homes in the community.

The YouthBuild program catered to under-served young people from ages 16-24 and allowed them to work towards earning their GED or high school diploma. They did so by gaining employability skills through paid classroom and worksite hours.

Eighteen participants from the 2011 program found employment opportunities at an average wage of \$9.03 per hour and many have continued their education.

# JOB

## TRAINING

With a shortage of skilled information technology professionals in the region, it is up to business, education and community leaders to fill the gaps by providing employment opportunities, training and development and a great place to live and work.





The Workforce Investment Act programs managed \$15,419,408 in allocations for the year ending June 30, 2011.



Of the 2,729 individuals enrolled in WIA programs, 682 were “Adult,” 924 were “Dislocated Worker,” 885 were “Younger Youth,” and 238 were “Older Youth.” Of the Adults, 253 participants were placed into employment with average wages of \$13.80/hour, while 448 were enrolled in training programs and 151 completed training with an industry recognized credential. Of the Dislocated Workers, 272 participants were placed into employment with average wages of \$15.55/hour, while 592 were enrolled in training. Training was completed by 164 participants with an industry recognized credential. A total of 210 of the Younger Youth received a credential.

Of the 2,469 enrolled in the Jobs, Education and Training program (JET), 971 were in vocational or basic adult education and 778 were placed into jobs. A total of 1,268 JET participants were placed into community service and/or work experience programs, further developing the employability skills employers are looking for and improving their employment opportunities.

In 2011, the Capital Area Prisoner ReEntry (CAPR) program, formerly known as the Michigan Prisoner Re-Entry Initiative, continued its mission to provide resources to parolees coming from Michigan correctional facilities. As a means of keeping the public safe and promoting offender success, CAPR worked closely with local parole offices and the Michigan Department of

# JOB OPPORTUNITY

Corrections to develop a new program model focused on financial accountability as well as overall program success. The CAPR program continues to contribute to a decline in the return to prison rate for clients in Ingham, Eaton and Clinton Counties.

Capital Area Prisoner Reentry contractors continue to work diligently to provide job readiness, job search/development, temporary work opportunities, mentoring, housing, supportive transportation and counseling to the 400 clients serviced in 2011. Highlights this year include another successful community education event: “Breaking the Cycle of Incarceration Part 2.” The event was attended by nearly 500 community members at Lansing Community College’s Dart Auditorium.



NEW



SKILLS

**With a shortage of skilled information technology professionals in greater Lansing, it is up to us to fill the gaps by providing employment opportunities, training and development.**

Business, community and organizational leaders continue to discuss the impending crisis that companies are experiencing in finding skilled workers to fill their technology-related jobs. The Capital Area IT Council hosted two Tech Tours in 2011 specifically aimed at connecting with students. The Capital Area IT Council rolled out the red carpet for dozens of college students, showcasing local companies with available IT jobs like Accident Fund Holdings, Spartan Internet, TechSmith, Sircon and Delta Dental. Attendees were also taken on a tour of downtown Lansing to see first hand what life outside of campus looks like.

Once again in 2011, Capital Area Michigan Works! and Leap conducted a Labor Market Index (LMI) study to assess a topical issue impacting the local market. It didn't take long to identify an issue that demanded evaluation—the region's talent base. Hence, our 2011 LMI report focused on the trends in young talent, defined as 25-34 year-olds, and how our region measured up when compared to other similar markets. The report's findings delivered

some eye-opening results. For example, when measured against markets like Lexington, Kentucky; Tallahassee, Florida and Madison, Wisconsin, the greater Lansing area fell behind in its share of the young talent population. Further, when looking at graduation rates at a bachelor's degree level or higher, it was discovered the region is highly educated.

The findings in this report led to the creation of an action plan to attract and retain talent. Capital Area Michigan Works! worked in partnership with the Lansing Economic Area Partnership, Prima Civitas Foundation, Michigan State University and the Ingham Intermediate School District to implement programs and initiatives to engage this very important population segment. Some encouraging outcomes included the following events: Next Bright Idea; Earn, Learn & Intern; Classrooms to Companies; and Sector Market Tours, as well as multiple networking opportunities made available through Linking Lansing and U and Grand River Connection.

**Keep Learning...**  
OUR FUTURE DEPENDS ON IT.

Research shows there is a direct correlation between graduation rates and the health and prosperity of a community. Which is why five years ago a coalition of businesses, government, media and educators formed Keep Learning...Our Future Depends On It coalition to support the common goal of supporting an educated future and encouraging lifelong learning. Five years later with more than 30 partners and hundreds of pledges made by local employers, the message is clear the region is on the path to a prosperous future. Generating a higher knowledge-based economy will produce the best and brightest talent—the young professionals that will advance our companies and our community.

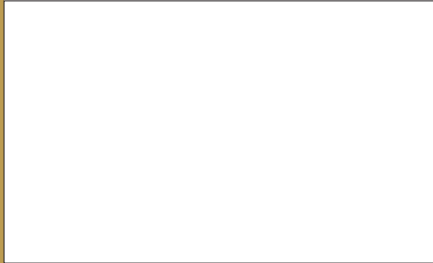
**PY09 PROGRAMS**

Wagner Peyser Employment Services	\$742,473	4.8%
Wagner Peyser—RES-ARRA	\$97,744	0.6%
Disability Navigator	\$74,745	0.5%
YouthBuild—Federal Dept of Labor	\$534,234	3.5%

**FY10 PROGRAMS**

Food Assistance	\$233,347	1.5%
TAA/NAFTA-TAA	\$744,712	4.8%
Michigan Prisoner Re-entry Initiative	\$1,320,904	8.6%

\$15,419,408



TOTAL

TO GET THE



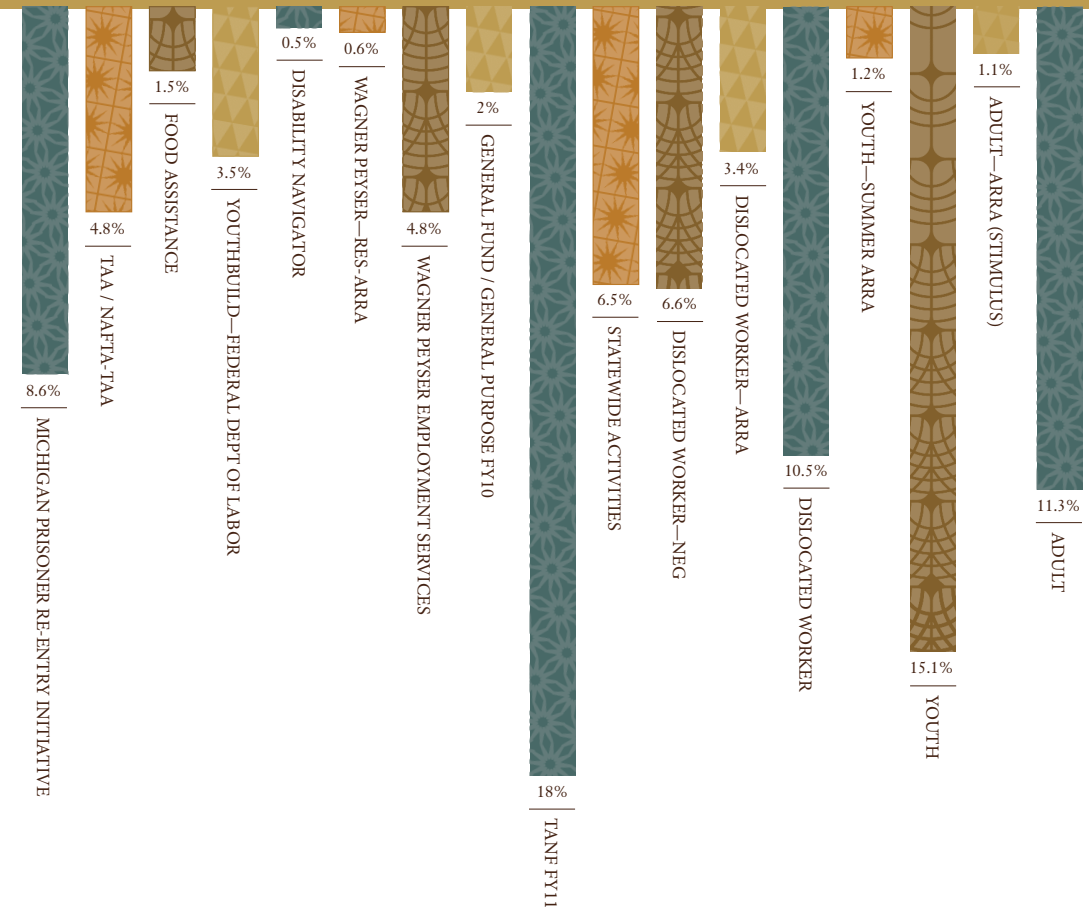
DONE

**WORKFORCE INVESTMENT ACT**

Adult	\$1,749,447	11.3%
Adult—ARRA (Stimulus)	\$165,087	1.1%
Youth	\$2,335,689	15.1%
Youth—Summer ARRA	\$184,841	1.2%
Dislocated Worker	\$1,617,468	10.5%
Dislocated Worker—ARRA	\$518,566	3.4%
Dislocated Worker—NEG	\$1,023,429	6.6%
Statewide Activities	\$1,004,034	6.5%

**WORK FIRST**

TANF FY11	\$2,702,652	18%
General Fund/General Purpose FY10	\$370,036	2%





## CAPITAL AREA MICHIGAN WORK! ADMINISTRATIVE TEAM

<b>Rosanne Allen</b> , Executive Assistant	<b>Tekea Jackson</b> , JET Coordinator	<b>Lisa Oberlin</b> , Accounting Assistant	<b>Bob Sherer</b> , Executive Director, Capital Area Manufacturing Council
<b>Brindley Byrd</b> , Executive Director, Michigan Construction Career Council	<b>Pam Jodway</b> , Interim Communications Director	<b>Becky Powers</b> , Chief Financial Officer	<b>Debbie Sight</b> , Grant Financial Analyst
<b>Amy Henderson</b> , CAPR In-Reach Service Coordinator	<b>Derrick Jones</b> , Executive Director, Capital Area Prisoner Re-Entry	<b>Julianne Rose</b> , Executive Director, Healthcare and Employment Council	<b>Douglas Stites</b> , Chief Executive Officer
<b>Edythe Hatter-Williams</b> , Chief Operating Officer	<b>Chris Knapp</b> , Executive Director, Capital Area IT Council	<b>Carrie Rosingana</b> , Quality Assurance Officer	<b>Bob Thelen</b> , Chief Training Officer
<b>Carole Hoyt</b> , Staff Accountant	<b>Tracey Maroney</b> , Executive Director, Bio-Alliance of Mid-Michigan	<b>Ellen Russell</b> , Receptionist	<b>Tyler Wysong</b> , Chief Information Officer

## CAREER CONNECTIONS EDUCATION ADVISORY GROUP

<b>Diane Allen</b> Auto-Owners Insurance	<b>Tim Daman</b> Lansing Regional Chamber of Commerce	<b>Owen Johnston</b> Bekum America Corporation	<b>Dean Poggiali</b> Local 724 UAW	<b>Edith Suttles, Chair</b> Diversified Environmental Services, Inc.
<b>Christine Beardsley</b> Eaton Intermediate School District	<b>Jeff Dettloff</b> Providence Consulting	<b>Stan Kogut</b> Ingham Intermediate School District	<b>Rosanne Renauer</b> MI Department of License and Regulatory Affairs—Rehabilitation Services	<b>Dennis Theis</b> Maner, Costerisan
<b>Jennifer C. Bucinski, SPHR</b> Hayes Green Beach Memorial Hospital	<b>John Hagel</b> Clinton County RESA	<b>Catherine Matthews</b> Lansing Urgent Care, PLC	<b>Sagar Sheth</b> Moebius Technologies	<b>Dr. T. C. Wallace</b> Lansing School District
<b>Dale Copedge</b> Ingham County Commissioner	<b>Paul Jaques</b> Michigan State University Career Services and Placement	<b>Larry Meyer</b> Lansing Community College Board of Trustees	<b>Douglas Stites</b> Capital Area Michigan Works!	



MORE THAN A



TITLE

## PARTNERS AND PROGRAM OPERATORS

Advent House Ministries	Career Quest Learning Centers, Inc.	Housing Services for Eaton County	Michigan Commission for the Blind	New Horizons Computer Learning Center
Bethlehem Temple Church	Clinton Task Force on Employment	Ingham County Land Bank	Michigan Department of Corrections	Peckham, Inc.
Bio-Alliance of Mid-Michigan	Community Mental health	Ingham Intermediate School District	Michigan Department of Human Services	Pottsville School District/NEC
Greater Lansing Insurance and Financial Services Council	Cognitive Consultants	Job Corps	Michigan Department of Licensing and Regulatory Affairs-Rehabilitation Services	Workforce Development Agency, State of Michigan
Capital Area IT Council	Cristo Rey Community Center	Lansing Community College	Michigan Department of Technology, Management and Budget-Bureau of Labor Market Information	Workforce Development Agency, State of Michigan-Veterans' Services Division
Capital Area Manufacturing Council	Disability Appeals Advocates	Lansing Economic Area Partnership, Inc.		
Capital Area Michigan Works! Administrative Offices	Eaglevision Ministries, Inc.	Lansing School District		
Capital Healthcare and Employment Council	Eaton Intermediate School District	Lovejoy Special Needs Center		
	Gateway Community Services	Michigan AFL-CIO Human Resource Development, Inc		

## WORKFORCE DEVELOPMENT BOARD

<b>Mark Burnham</b> Michigan State University Office of Governmental Affairs	<b>Glenn Freeman III</b> Greater Lansing Labor Council	<b>William Kimble</b> C2AE	<b>Dean Poggiali</b> Local 724 UAW	<b>Edith Suttles</b> Diversified Environmental Services, Inc.
<b>Paula Cunningham</b> Capitol National Bank	<b>Harold Halstead</b> Halstead Realty	<b>Mike King</b> WILX TV-10	<b>Brian Priestor</b> Lansing State Journal	<b>Dennis Swan</b> Sparrow Health Systems
<b>Tim Daiss</b> Magnesium Products of America	<b>Su A'lyn Holbrook</b> Ingham County Department of Human Services	<b>Andy Kotarba</b> Dewpoint	<b>Robert Proctor</b> Lansing Community College / Board of Trustees	<b>Ryan Vartoogian</b> Spartan Internet Consulting
<b>Jane Doty, Chair</b> H & H Restaurants	<b>David Hollister</b> Prima Civitas Foundation	<b>Paul McNamara</b> Consultant	<b>Rosanne Renauer</b> MI Department of License and Regulatory Affairs—Rehabilitation Services	<b>Larry Winkler</b> Millbrook Printing Company
<b>Jim Dravenstatt-Moceri</b> IBEW Local 352 / Greater Lansing Labor Council	<b>Chris Holman</b> Greater Lansing Business Monthly	<b>Carol Parr</b> General Motors	<b>Wendy Sadowski</b> Michigan Department of Corrections	
	<b>Shirley J. Hyde</b> Eyde Company	<b>Sandra Pearson</b> Habitat for Humanity of Michigan		

## ADMINISTRATIVE BOARD

<b>Jerry Ambrose</b> City of East Lansing	<b>Kathie Dunbar</b> Lansing City Council	<b>John Forell</b> Eaton County Commissioner	<b>Robert Showers</b> Clinton County Commissioner	<b>Dale Copedge</b> Ingham County Commissioner
<b>A'Lynne Robinson</b> Lansing City Council	<b>Joseph Brehler</b> Eaton County Commissioner	<b>Diane Goddeeris</b> East Lansing City Council	<b>Rebecca Bahar-Cook</b> Ingham County Commissioner	<b>Debbie DeLeon</b> Ingham County Commissioner
<b>Derrick Quinney</b> Lansing City Council	<b>Victor Celentino</b> Ingham County Commissioner	<b>Larry Martin</b> Clinton County Commissioner		

## CAPITAL AREA PRISONER RE-ENTRY INITIATIVE STEERING COMMITTEE

<b>Brian Peacock</b> Eaton County Sheriff's Department	<b>Gary VanNorman</b> Mid-South Substance Abuse Commission	<b>Kenneth McKee</b> Bellamy Creek Correctional Facility	<b>Su A'lyn Holbrook</b> Ingham County Dept. of Human Services	<b>Tim Bynum</b> Michigan State University, School of Criminal Justice
<b>Dale Copedge</b> Ingham County Commissioner	<b>Jeff Padden</b> Public Policy Associates	<b>Len Hill</b> New Directions Inc.	<b>Teresa Szymanski</b> Lansing Police Department	<b>Wendy G. Sadowski</b> Michigan Department of Corrections
<b>Douglas Stites</b> Capital Area Michigan Works!	<b>Joan Jackson-Johnson</b> Human Relations and Community Services, City of Lansing	<b>Maria Valayil</b> Ingham County Prosecutor's Office	<b>Thomas Roys</b> Eaton County Parole/Probation	<b>Yvette Harris</b> SoM WDA—State of Michigan Workforce Development Agency
<b>Gary Baxter</b> Fox WSYM 47				

## In 2011, Capital Area Michigan Works! partnered with more than 800 Clinton, Eaton and Ingham County employers to develop talent recruiting and retention to keep greater Lansing workers “on the job!”

**NUMERIC, A:** 1910 Meat Market · 21st Century Plastics Corp. · 4th and Inches · 621 Bar A-1 Mechanical · A-1 Rental · A.J. Boggs & Company · A&W All-American Food · Able & Affordable Towing & Repair · AC Electric · Accident Fund Insurance Company of America · Account Receivable Solutions, Inc. · Aco Hardware · ADM · Admiral Gas · Advance Employment · Advanced Employment Services · Advanced Energy Options LLC · Advanced Infusion Specialist · Advent House Ministries · Advisa-care · Aerotek · AFL-CIO · Agape Total Healthcare · Agro-Culture Liquid Fertilizers · Air Lift Company · Airport Lighting, LLC · AIS Construction Equipment · Albin Hengesbach Carpentry & Custom Cabinets · Aldi Grocery Store · Alf Insurance · All Seven Express · Allegra of Lansing · Allergy Asthma Consultant of MidMichigan; Dr. Ridhu · Alliance Interiors · Allstate Insurance · Alro Steel in Potterville · Alta Equipment Company · American Cancer Society · American Eagle Super Center · American Green Careers · American Legion Post 42 · American Red Cross · Andrews Hooper & Pavlik · Android Industries · ANM Quality-Bridgewater · Ann Taylor · Any Occasion Catering · Anytime Hydroexcavation · Apollo Retail Specialists · Applegate Heating & Insulation · Aramark · Aramark School · Arcadia Healthcare · Arch Physical Therapy · Architectural Metals, Inc. · Arctic Glacier Ice · Arialink · ASAP Medstaff · ASAP Staffing · ASK · ASPPIRE of Mid Michigan · Associated Builders and Contractors of Central Michigan · Associated General Contractors of Michigan · Association for Child Development · Athena Laser & Skin Institute · Autoport Limited · Avatech · Avery Clean (formerly Jazz-Tina Cleaning Services)

**B; B & L** Janitorial & Carpet Cleaning · B/A Florist · B&L Janitorial · Babcock Clutch Brake · Babies R US · Baker Builders · Barber's Floors and More · Barnard Manufacturing Company, Inc. · Barnes Aerospace · Baryames Dry Cleaners · Baumstark & Vincent · Beginnings Child Care · Bekum America Corporation · Bellevue Place Apartments · Benson Hills Apartments · Bernick Radner & Ouelette · Best Buy · Best Friends Pet Care · Bharat Forge · Bharat Forge America · BIGGBY Coffee Home Office · Bio-Chem Labs · Biophotonic Solutions · Blue Gill Grill · Bob Evans · Bob's Auto Body · Bobby D's Super Clean & Landscape · Boling Brahmaiah P. Rajesh, MD PLLC · Bridgewater Broadstripe · Bruegger's Bagels · Buddies Grill · Burcham Hills Retirement Community · Burger King ·

**C:** C2AE · Cable Acres Dairy Farm · CACS · Cakes a Community Services (CACS) · Capital Area Humane (CATA) · Capital Area United Way · Capital Capital Landscape · Capital Steel & Wire, Inc. · Capitol Contracting · Car Audio and Accessories · Carpets Galore and More · CarQuest, (Clover Technologies Group) · Case Credit Union · Bay Hotel · CBI Rehab Services · CBI Rehabilitation Central Solutions · Central State Communication

Public Schools · Chase Bank · Chick'N & Fix'N · Children's Thrifty Store · Citadel Broadcasting · Citizens, LLC · City of East Lansing · City of Lansing · City of Mason · CJS Commercial Janitor · Clark Construction Company · Clean Team USA · Clear Water Home · Clearwater Home Health Services, L.L.C · Clearwater Homes · Clinic Pro Software · Clint's Building & Home Repair, Inc. · Clinton County Chamber of Commerce · Clinton County Parks & Green Space · Clinton County RESA · Clinton Machine · Clinton Task Force on Employment, Inc. · CLS Mechanical · Coffee Break · Coffee Break for Literacy · Comfort Keepers · Commercial Blueprint · Commercial Janitor Services Inc · Commercial Landscape · Community Mental Health · Community Resource Management · Complete Compassionate Care · Complete Staffing · Comprehensive Logistics · Construction Association of Michigan · Consumer Services · Consumers Energy · Continental Rental · Control System Integrators · Coolant Chillers · Cooper Auto Body · Cornerstone University · Country Mill · Cracker Barrel · Cravings Gourmet Popcorn · Creative Concepts in Communication · Creative Staffing LLC · Crippen Auto Mall · Cristo Rey Family Health Clinic · Crossmark · CRS Marketing · CSL Plasma Services · CSS USA · Custom Electric · Cut-N-Tease

**D:** D & B Favor LLC · D. Diversified Services · D'Valentine Tile Company · Dairy Queen · Dakkota Integrated Systems, LLC · Dallas Chiropractic Clinic · Dart Bank · Dart Container Corporation · Datacom Group · Datapak Service · Davenport Masonry · Davenport University · Davis Pontiac · Days Inn Lansing · Dean Transportation · Defense Contract Management Agency · Defye · Del Rio Solutions · Delhi Township · Delta Dental · Delta Township · Demmer Corporation · Designer's Choice Landscape · DeWitt Public Library · Dewpoint · Diamond Automation, Ltd. · Dick's Sporting Goods · Dickinson Wright · Dirty Girls Cleaning · Discount Drain Cleaners · Dobson Home Health · Dollar General · Doty Mechanical · Dowding Industries, Inc. · Dr. Ridhu Burton · Draths · DRM Genesis Home Health Care · DRM Int'l Learning Ctr · DSN Satellite · Dunkin' Donuts Frandor

**E:** E-T-M Enterprises, Inc. · Eagle Eye Group · Eagle's Nest Cafe · Eaglevision Ministries · Early Childhood Investment Corp. · East Lansing OB-GYN · East Lansing Orthopedic Association · East Lansing Post Office · East Michigan Family Care · Eaton Clothing & Furniture Center · Eaton County Medical Care Facility · Eaton County MSU Extension · Eaton County United Way · Eaton Intermediate School District · Eaton Rapids Medical Center · EATRAN · Eby-Brown · Eckhart & Associates · Eclipse Advantage, Inc. · EcoSythetix · Edgewood Retirement Care · El Shabazz Academy · Eldorado Golf Course · Elite Home Health Care Inc. · Elsie Public Library · Emerald BioAgriculture Corp · Emergent Biosolutions · Employment Group · Employment Plus Inc. · Energy Systems Group · Engineered Quality Solutions · Enprotech · Entrepreneur Institute · Envision Remodeling · Equity Plus · Eric's Specialty Market · Eric's Specialty Food Products · ESI Heating · ETM Enterprises · Exotic Automation · Express Delivery · Express Employment Professionals · Extencicare · Eyde Company · Eye Care Associates of Charlotte

**F:** Faith Lutheran Church · Family Dollar · Farm Bureau Insurance · Fast Eddie's Oil Change · Favorites Cafe · Federated Group Services · Ferral's Tree Trimming & Removal, Inc. · FiberClass Contracting · Financial Independents Inc. · FinCor Holdings · First Advantage · First Choice Lawn & Snow LLC · First Christian Church · First Contracting, Inc. · First Presbyterian Church of Mason · Foot Locker, Inc. · Forward Air · Foster Swift Law Firm · Fourth & Inches · Fox 47 WSYM · Franchino Mold and Engineering · Franklin Energy · Fraternal Order of Eagles · Fred Motz Builder, Inc.

**G:** G & W Maytag · Gabriel's Cleaners · Garb-Ko, Inc. · GC Services · Genesis Home Healthcare · George R Schneeberger DDS · Gerdau MacSteel Atmosphere Annealing, Inc. · Gestamp US Hardtech, Inc. · Give Inc. · GM-Lansing Delta Twp. · GM-Lansing Metal Center · GM-Grand River Assembly · Go Workout! · Goodwill Industries International, Inc · Gordon Food/GFS Marketplace · Gorman's Food Market · Gracehaven Assisted Living (Leisure Living Corp.) · Grand Ledge Public Schools Transportation · Grand Rapids Building Services, Inc. · Grandhaven Living Center · Gravity Works Design & Development · Great Clips · Great Lakes Caring · Great Lakes Connet · Great Lakes Quick Lube · Greater Lansing Home Builders Association · Green Carbon Enegy · Green Side Services · Greenstone Farm Credit Services · Guys & Dolls Salon · Gypsum Supply Central, Inc.

**H:** H & H Auto Care · H & R Block · Habitat for Humanity ReStore · Hair Creations · Hannerman & Fineis · Hansons Windows · Harris Development Center · Haslett Child Development Center · Haslett Public Schools · Hayes Green Beach Memorial Hospital · HDnat.com · Head Start · Health Care Alternatives · Health Staffers · Heartwood Schools · Hedberg Homecare Services Inc · Hedgeburg Home Care · Helping Hands · Henderson Glass · Heritage Systems · Hettlers Towing / K P Autobody & Collision Repair · Hi Tec · Hill Career Academy · Hobbs & Black · Home Care Alternatives · Home Depot (Waverly) · Home Helpers (Grand Ledge) · Hometown Home Healthcare · Hospice of Lansing · House of Threads · Housing Services of Eaton County · HR on Demand · HSS · HTA Companies · Human Services Agency · Human Services Associates LLC · Hunt Club Apts c/o Concert Mgt · Huntsman Advanced Products · Huron Valley Ambulance

**I:** I.B.E.W. Local 58 · IBM · IMPCO Machine Tools Corporation · Independence Village E Lansing · Infinity Staffing Services · Ingham County · Ingham County Medical Care Facility · Ingham County Road Commission · Ingham Intermediate School District · Ingham Regional Medical Center · Inspired Green · Intelligent Solutions · Intercept Security · Internal Medicine Associates · International Cleaning · International Trucking School · Inventure Enterprises · Irish Construction Company · Irish Developments · ITEC

**J:** J D Fletcher & Assoc. · J L Handyman Service · J. America · Jackson National Life · Jadian Enterprises · Jamerica · Jason's Painting · Jessi Kay Home Care · Jewelry World · JMH Cleaning Service · JoHo Technologies · Jon Anthony Florist · Jones Lang LaSalle · JR Neely Inc. · JWR Health Services

**K:** K&H Concrete Cutting, Inc. · Katie's Kleaning · Katranji Hand Center · Katren Industries · Kebs Inc · Kellogg Hotel & Conference Ctr · Kelly Services · Kendall Electric · Kewpees · KFC · KI Technology Group · Kincaid Building Group · King Venture Inc. (Burger King) · Kirby Company · Kohl's · KTM Industries, Inc. · Kwik Car Wash

**L:** L & F Transport · L & S Associates · L Town Cab · L&S Services · Labor Law Poster Service · Lake Trust Credit Union · Lansing Anesthesiologists · Lansing Board of Water & Light · Lansing Center · Lansing Community College · Lansing Housing Commission · Lansing Recycling · Lansing Regional Chamber of Commerce · Lansing School District · Lansing State Journal · Lansing Urgent Care · LAP Respite · Lapienski Package Services, Inc. · Launsteins Hardwood · Leak Petroleum Equipment, Inc. · Lear Corporation · Ledy Design Group · Legend Manufacturing · Len Industries, Inc. · Lentz USA Automotive Service Centers · Leo's Coney Island · Lester Bros. Excavating · Letavis Enterprises · Life Journeys · Lime & Gypsum Products Inc. · Linn Products · Liquid Web · Little Ceasar's Pizza · Lovejoy Rehabilitation Centers · Loving Hands Homecare Agency LLC · Luna Trucking · Luxury Janitorial

**M:** M-Cab · MacDonald Broadcasting · Maco Tool & Engineering, Inc. · Macy's · Magnesium Products of America, Inc. · MAHLE Engine Components USA, Inc. · Maid Brigade · Main Street Cafe · Maloney Carpet One · Mama Bear Primary Daycare · Maner, Costerisan & Ellis, P.C. · Manpower · Mantissa Industries, Holt · Maple Valley Schools · Mark-Pack Inc. · Mason Christian Child Care Center · Matsch Systems · Mayberry Homes, Inc. · McCardel Restoration · McDonalds · McMathis Counseling Services · Meals on Wheels · Mechanical & Industrial Insulation · Meijer · Meijer Distribution Center · Meijer Warehouse · Meritain Health · MERS of Michigan · MESSA · Metalist International, Inc. · Metro Development · MI Department of Technology, Management & Budget · Miars Electric · Michaels · Michigan Access Center · Michigan Athletic Club · Michigan BAC Training Ctr · Michigan Bricklayers and Allied Craftworkers Local 9 · Michigan Dept. Civil Service · Michigan Department of Human Services · Michigan Energy Options · Migcan Farm Bureau Insurance Corporate · Michigan High School Athletic Association · Michigan ICS · Michigan Laborers' Employers' Cooperation and Education Trust Fund · Michigan Manufacturers Association (MMA) · Michigan Milk Producers Association · Michigan Millers · Michigan Packaging Company · Michigan Polymer Reclaim Inc. · Michigan Primary Care Association · Michigan State Univ. Communication & TISM · Michigan State Univ. Custodial Svcs. · Michigan State University · Mid Michigan Radio Group · Mid-Michigan Health Care Associates · Mid-Michigan Mortuary ·



Mid-Michigan Physicians, PC · Midway Rotary Die Solutions · Mies Roofing · Millbrook Printing · Millwrights Inst. of Tech. · Mint City Carpet Cleaning · Modern Woodmen of America · Modernistic Carpet Cleaning · Moore Living Connections · Moore's Security Services Inc. · Motion Marketing & Media · Mott Community College · Motz Homes · Mourer Foster Ins. · MPC Cashway Lumber Company, Inc. · MPI Research · MSC Industrial Supply · MSU Housing & Food Service · MSU Trans. Service · MSU-Campus Dining · Mt. Hope Church (St.Johns) · Multi-Packaging Solutions · Multibrand · Munchies · My Chores are Your Chores · My Neighborhood Cleaners · My Neighbors Cleaning Service

**N:** National Association of Women In Construction · Local Chapter 177 · Neogen Corporation · New Hope Medical Center · New Life SIWD · New York Life Insurance · Niowave · Nobis Dairy Farm · North Grand River Co-op · Northwest Initiative, Lansing · Nova Vida Inc · NuWave Technology Partners

**O, P:** O'Dell's Snacks & Vending · Oakland Community College · Odd Fellows Contracting, Inc. · Office Team · Old Town Commercial Association · Omni Technical Services, Inc. · Online Employment Services, Inc. · Operating Engineers Local 324 · Orhid Stealth · Origami Brain Injury Rehabilitation Center · OSR Rearch Lab-MSU · Outshiner · Ovid-Elsie Animal Clinic, P.C. · Ovid-Elsie Public Schools · Owosso Memorial Hospital · P. I. E. Management · Panda Express · Parker Company · Parker Hannifin Corp.-Hose Products Division · Party City · Pat An Lounge/Pizza Revere's · Pearson · Peckham, Inc · Peebles · Penske Truck Leasing · Pepsi Bottling Group · Personnel World · Petsmart · Phoenix Employment · Phone Bank Systems · Pinebrook Manor · Pizza Hut · Plante and Moran · Playhouse Child Development Center · Popeyes · Potterville Public Schools · Pratt & Whitney AutoAir, Inc. · Precision Tool · Premier Salon · Premier Solutions, Inc · Prestige Delivery Systems · Preuss Pets · Primerica · Property Management · Providence Consulting · Prudential Processing Services LLC

**Q, R:** QCI Healthcare Staffing · QSkilled Staffing Inc. · Qualified Staffing · Quality Dairy · Quality Inn · Quality Nursing Services · Quest Software, Inc. · Rainbow Child Care · Rainbow Childcare Center · Rainbow International Restoration & Cleaning of Mid-Michigan · Rally's · Rapid Green IT Services · Red Cedar Solutions · Reliable Management Systems · Renhill/HR on Demand · Research Tool Corporation · Rex Materials Group · Richard Kopitsch · Rieth-Riley Construction Company Inc. · Right at Home Healthcare · RJ Schinner · Roberts Sinto Corporation · Rock'n Oak Dairy Farm · Rocket Learning · Rocky's Roadhouse · Rod's Plumbing and Heating · Rodney Clark Vinyl Siding · Romanow Building Service · Ross Medical Education Center · RSDC of Michigan · RSI Home Improvement / Wayne Door · Rudino's Pizza & Grinders · Ryan Company · Ryder

**S:** S & S Contracting · Sabido Industries · Salvation Army · Sam's Cafe · Sam's Club · Save-A-Lot · Save-A-Shake · Saylor-Beall Manufacturing Company · Schertzing Development, Inc. · Schuler Books & Music · Schwan's Home Service Inc. · Searles Construction, Inc. · Sears Holdings Dept. Store · Self Serve Lumber and Home Center · Seniors are Special Homecare LLC · Servpro of East Lansing Haslett · Shafer Redi Mix, Inc. · Simon Brothers Inc. · Singh Insurance Agency · Siren Shelter · Smitty's Place · Soap Slingers · Sohn Linen Service · Soil and Materials Engineers, Inc. · South Cedar Osteopathic Services, P.C. · Southeastern MI Health Association · Sparrow Health System · Spartan Chassis · Spartan Internet Consulting · Spartan Motors, Inc. · Spartan Net · Spartan Printing · Sparty's Retail Culinary Svc MSU · Speedway · Spirit Halloween · St. Johns Public Schools · St. Johns Recycling Center · St. Martha Parish · St. Regis Culvert Inc. · St. Vincent DePaul Store · Stahl and Sons Inc. · Standard Parking · Staples · State of Michigan · Staybridge Suites · Steak 'n Shake · Sterling Financial · Subway · Sundance Chevrolet Buick Pontiac GMC · Sunny Day Auto Repair · Sunoco Gas Station · Sunrise Cleaning & Construction · Super 8 Motel (Charlotte) · Swany's Pub and Grub · Swift Motors · Swift Towing · Symmetry Medical Jet

**T:** T & C Taxi · T.C. Masonry · T.H. Eifert Mechanical Contractor · Taco Bell · Tallis & Associates · TDS Metrocom · TechSmith · Tee's Salon · Tendercare West · TesTech, Inc. · That Little Mexican Place · The Back Edge Salon, St. Johns · The Basic Needs Store · The Datacom Group, Inc. · The Inspirational Center · The Meadow's of St. Johns · The PIC Group · The Rehmann Group · The Teachers Store · The Thrifty Children's Store · TIC International · Tim Horton's · Timber Ridge Senior Assisted Living Facility · Tina S. Gray PC · TLC Acres · TMN Builders, Inc. · Tool Craft Corporation · Toshiba · Towing Co. · Toziers Chimney Sweeping · Trainco · Tri County Community Advocates · Trillium Staffing · Trinity Lutheran Child Care Center · TRW Automotive, Inc. · Turning Leaf Residential Rehabilitation Services · Turning Point Youth Center · Twig's Welding · Twin Oaks Meadows

**U, V:** Unishippers of Michigan · Universal Forest Products · Upper Level Construction · UPS · USA Insulation · UZoom Media · Vanerman Commercial Development · VerdeTurbo Technology · Vertafore · VFW National Home for Children · VFW Post 2406 · Victoria's Secret · Villa Pizza · Village of Elsie · Village of Maple Rapids DPW · Village of Stockbridge · Virtual Innovative Marketing · VisionCare Associates · Villa Pizza · Volunteers of America Thrift Store · Voyss Solutions

**W, X, Y, Z:** Wacker Chem Corp · Walgreens- St. Johns · Walmart · Warner B. Trucking · Washington Apts. · Waterfront · Wendy's · Westaff Employment · Westside Car Care · Williamston Products · Willow Creek Farms Trucking, LLC · WLX · Wireless Developer · Woldumar Nature Center · Wolverine Water Treatment · Wood's Okemos Marathon · Woodbridge Group · Working Bugs · World Mission Thrift Store · WSI Staffing Agency · XG Sciences · Xiao · XYZ Machining · YMCA-Haslett · YMCA-Westside · Younkens · Youth Build · Yurple & Jo Jo's Funtime · ZZ Scuba



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