



GREATER LANSING
ON TOP

**2010 CAPITAL AREA MICHIGAN WORKS! ANNUAL REPORT**
MOVING THE CAPITAL AREA FORWARD

IT'S BEEN A BIG YEAR FOR
PARTNERSHIPS HAVE BEEN F
HAVE MATURED. THE REGION
NATIONAL AND LOCAL RECOGN
AT TIMES, IT FEELS AS IF WE
CAPITAL AREA MICHIGAN
PLAYING A SIGNIFICANT ROLE
CHANGE HAPPENING IN MID
THROUGH THE HARD WORK
OUR BOARDS, OUR SUBCOM
PARTNERS, WE ARE HELPING
ON TOP BY CREATING A WOR


R GREATER LANSING. NEW
FORMED, OLD PARTNERSHIPS
N HAS RECEIVED REGIONAL,
NITION FOR INNOVATION, AND
'VE HIT THE TIPPING POINT.
WORKS! IS PROUD TO BE
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D-MICHIGAN. WHETHER IT'S
OF OUR SEVEN COUNCILS,
NTRACTORS OR OUR MANY
G TO PUT GREATER LANSING
LD-CLASS WORKFORCE.



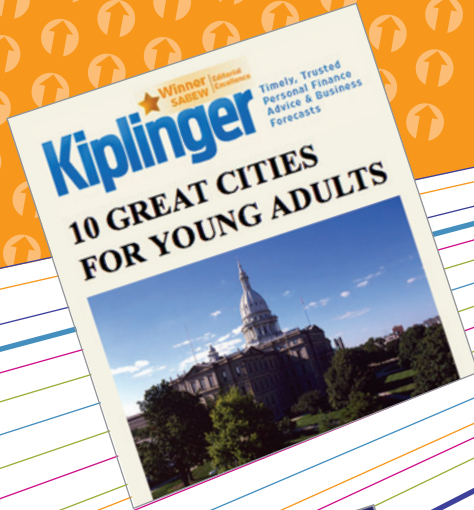
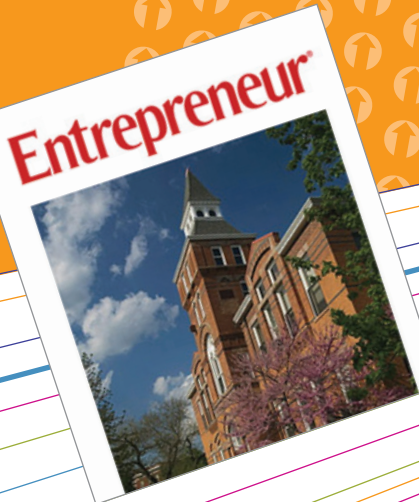
Jane Doty
Chair, Workforce Development Board



Joseph Brehler
Chair, Administrative Board



Douglas E. Stites
Chief Executive Officer





GREATER LANSING ON TOP: PEOPLE ARE TAKING NOTICE

For years, Capital Area Michigan Works! and our partners throughout the region have focused on infusing emerging talent, creating a place we all want to live and work in and creating a culture of risk, learning and entrepreneurialism. And it looks as if others are starting to take notice.

Perhaps the biggest of these was Kiplinger's designation of greater Lansing as one of 10 Great Cities for Young Adults. Groups such as Accelerate Lansing, Leap's Talent Strategy Team and YSG Lansing celebrated the recognition, and saw it as a sign that efforts such as Earn, Learn and Intern, Extreme Entrepreneurship Tour, Next Bright Idea and more are making a real impact.

In 2010, Capital Area Michigan Works! took a deeper look at this impact on greater Lansing's Creative Class. In partnership with Leap, Inc., Capital Area Michigan Works! released its ninth labor market information study: Creative Thinkers: The Future of Greater Lansing's Creative Economy. The report found that the future is bright for the regional economy, with Professional, Technical and Scientific Careers—those making up the Creative Economy by most definitions—serving as the region's fastest growing sector from 1990 to 2008, and projected to grow well above average through 2016.

 GREATER LANSING ON TOP:
HELPING BUSINESSES GROW, LAUNCH





CAPITAL AREA MICHIGAN WORKS! has spent more than a decade focusing on helping businesses develop recruiting and retention strategies, and in 2010, we took it to a new level by adding an unprecedented seventh Michigan Regional Skills Alliance, this time in bio-manufacturing and in partnership with [Prima Civitas Foundation](#).

The [Greater Mid-Michigan Bio-Manufacturing Alliance](#) joins the [Capital Area Manufacturing Council](#), [Capital Healthcare and Employment Council](#), [Michigan Construction Career Council](#), [Capital Area IT Council](#), [Capital Area Insurance and Financial Services Cluster](#) and the [Capital Area Business Leadership Network Disability Council](#) in serving more than 800 businesses throughout greater Lansing. The Capital Area Insurance and Financial Services Cluster also launched an exciting partnership with Leap, Inc., with staff housed at Leap to serve the industry's employers.

The Capital Area IT Council completed a regional IT training project with Michigan State University and the WIRED Collaborative to fund local companies more than \$350,000 to support more than 75 new hires, while the Capital Healthcare and Employment Council helped local companies grow and launch by recruiting more than 100 individuals to staff new business locations such as [Lansing Urgent Care](#), the [Healing and Recovery Center at Eaton Rapids Medical Care Facility](#) and [Okemos Health and Rehabilitation](#). The

Capital Area Manufacturing Council's scope was more international, assisting companies from China, India, Vietnam and Canada that were seeking to move foreign production to mid-Michigan. In 2011, the council will launch a \$280,000 grant project to assist manufacturers in training more than 300 workers in green technologies.

[Career Connections Educational Advisory Group](#) focused its year on connecting with the private sector, adding new members and working closely with the councils. It also leveraged its continuing education partnerships to show members of the business community what's happening in education in the capital area.

Capital Area Michigan Works! also promoted, supported and encouraged the region's growing position as an entrepreneurial hub on the heels of *Entrepreneur* naming East Lansing as one of the 10 best college towns to start a business. Between workshops, events, mentoring, social media and good old fashioned networking, Capital Area Michigan Works! connected with entrepreneurs throughout the region and helped them connect with the resources they needed. In 2011, Capital Area Michigan Works! will be a partner in the [Regional Entrepreneurship Collaborative](#), a \$200,000 grant headed up by Leap, Inc. to continue streamlining and improving local services for entrepreneurs.

- KIPLINGER NAMED LANSING ONE OF THE 10 GREAT CITIES FOR YOUNG ADULTS
- ENTREPRENEUR MAGAZINE RANKED EAST LANSING ONE OF THE 10 BEST COLLEGE TOWNS TO START A BUSINESS



**GREATER LANSING ON TOP:
EDUCATION IS THE KEY**





AS THE ECONOMY HAS SLOWLY IMPROVED in 2010, so have the perceptions of education in our region, in part, we hope, to the efforts of Keep Learning... Our Future Depends On It and dozens of education-focused partners. The startling statistic that spurred Keep Learning to be formed in 2005—that only 27 percent of Michigan parents think getting a good education is essential to getting ahead in life—moved to 38 percent in 2010, according to Your Child and the Detroit News. While still woefully inadequate, public sentiment is shifting, and Keep Learning has stepped up efforts, securing dollars to develop a business pledge and run a successful summer learning program called Passport to Adventure thanks to generous contributions by the Jackson National Community Fund and Capital Region Community Fund. More than 250 businesses have taken the pledge to date and 6,100 passports were distributed to students in Ingham, Eaton and Clinton Counties.

Another education program in greater Lansing, YouthBuild, completed its first house, and transformed the lives of students in the process. The first class of YouthBuild students “graduated” and many have gone on to paid internships, further college coursework and jobs.

The Capital Area IT Council also emphasized education in its efforts, partnering with Michigan State University, Lansing Community

College and other colleges and universities throughout Michigan to help IBM recruit recent college graduates for its new Michigan Application Services Delivery Center. In 2011, it will launch a \$270,000 training project with IBM to create further IBM job opportunities in greater Lansing.

The Michigan Construction Career Council hosted the third annual Michigan Construction Career Days, with more than 1,700 Michigan middle and high school students connecting with hundreds of construction professionals to show young people how they can change the world with a career in construction. The MC3 also participated in a collaboration to revise Michigan’s high school construction trades standards, expanding the education opportunities of students.

And the Capital Area Business Leadership Network Disability Council participated in the Case Cares fundraiser to raise money for an accessible playground for all children in Clinton County, while the Capital Area Michigan Prisoner ReEntry Initiative hosted a community forum with more than 500 youth talking directly via live feed to inmates at the Bellamy Creek Correctional Facility. The powerful evening was about choices, regrets and the importance of staying on track in school and in life.

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- NEWSWEEK RANKS EAST LANSING AND OKEMOS HIGH SCHOOLS AMONG THE BEST IN THE NATION
 - LANSING WON THE IBM AND TUMBLR SMARTER CITIES CHALLENGE AND DESIGNATION OF “NEXT AMERICAN CITY”



GREATER LANSING ON TOP:

THE SKILLS TO SUCCEED



LANSING COMMUNITY
COLLEGE





WITH CONTINUED HIGH VOLUME of visitors at our Lansing, St. Johns and Charlotte Service Centers—upwards of 1,500 visitors daily—contractors worked together to keep greater Lansing on top by unifying, streamlining and improving our communications with customers. By launching a uniform way of informing customers of services, and pointing them to new and creative resources like social media and Career Networking Groups, we worked to continue to maintain a high level of service during tough times.

Capital Area Michigan Works! also partnered with Leap, Inc.; the [Lansing Regional Chamber of Commerce](#) and Lansing Community College, as well as more than a dozen education partners, to host [Journey to Jobs](#), an innovative regional recruiting event unlike anything the region had seen before. Job seekers experienced workshops and business panels in a professional setting, then talked with more than 60 hiring companies and networked with employers.

The [National Career Readiness Certificate](#) played a big role in helping greater Lansing job seekers demonstrate they have the skills to put greater Lansing on top. More than 5,000 individuals in the region now have the certificate, with all customers enrolled in Capital Area Michigan Works! programs having the opportunity to sit for the certificate. Capital Area Michigan Works! in partnership with its councils, also launched employer education about the National Career Readiness Certificate to help employers understand how the certificate can help them find the right fit in their hiring.

And in 2010, Capital Area Michigan Works! helped thousands of individuals rebound and retrain through its programs.

JET Program (as of September 30, 2010)

Of the 2487 enrolled in services and 994 enrolled in vocational or basic adult education, 717 were placed into jobs.

The JET Program managed \$3,470,847 in allocations for the year ending September 30, 2010.

The Workforce Investment Act programs managed \$12,813,713 in allocations for the year ending June 30, 2010, including American Recovery and Reinvestment Act funds. Of the 3,487 individuals enrolled in WIA programs, 757 were “Adult,” 908 were “Dislocated Worker,” 1,358 were “Younger Youth,” and 146 were “Older Youth.” Of the Adults, 202 were placed into employment with average wages at \$12.47/hour, while 95 graduated from training with an industry recognized credential and 520 were enrolled in training programs. Of the Dislocated Workers, 167 were placed into employment with average wages at \$16.45/hour, while 131 graduated from training with an industry recognized credential and 711 were enrolled in training. Forty-five of the Younger Youth received a credential.

Capital Area Michigan Works! also continued its partnership with the [Michigan Department of Corrections](#) to manage the Michigan Prisoner ReEntry Initiative for greater Lansing. The primary goal of MPRI is to promote public safety by increasing the success rates of prisoners transitioning from prison to the community. Of course, jobs play a huge role in this transition. The capital area program provided services to more than 500 returning citizens during the 2009-2010 fiscal year.

FINANCIAL SUMMARY

For the year ended June 30, 2010

TOTAL EXPENDITURES	\$20,014,345	100%
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WIA (includes No Worker Left Behind funding)

Adult	\$1,544,756	7.7%
Adult: ARRA (Stimulus)	\$726,982	3.6%
Youth	\$2,402,572	12.0%
Youth: Summer ARRA	\$2,215,744	11.1%
Dislocated Worker	\$1,546,447	7.7%
Dislocated Worker: ARRA	\$1,382,491	6.9%
Dislocated Worker: NEG	\$1,174,561	5.9%
Statewide Activities	\$1,519,071	7.6%
MSU: Wired Grant	\$301,089	1.5%

Work First

TANF FY10	\$2,476,019	12%
General Fund/General Purpose FY09	\$994,828	5%

Other Expenditures

PY09 Programs

Wagner Peyser Employment Services	\$760,670	3.8%
Wagner Peyser: RES-ARRA	\$598,362	3.0%
Disability Navigator	\$60,000	0.3%
YouthBuild: Federal Dept of Labor	\$451,342	2.3%

FY10 Programs

Food Assistance	\$267,751	1.3%
TAA/NAFTA-TAA	\$447,710	2.2%
Michigan Prisoner Re-entry Initiative	\$1,143,950	5.7%

ADULT

7.7%

ADULT: ARRA (STIMULUS)

3.6%

YOUTH

12%

YOUTH: SUMMER ARRA

11.1%

DISLOCATED WORKER

7.7%

DISLOCATED WORKER: ARRA

6.9%

DISLOCATED WORKER: NEG

5.9%

STATEWIDE ACTIVITIES

7.6%

MSU: WIRED GRANT

1.5%

TANF FY10

12%

GENERAL FUND/GENERAL PURPOSE FY09

5%

WAGNER PEYSER EMPLOYMENT SERVICES

3.8%

WAGNER PEYSER: RES-ARRA

3.0%

0.3%

DISABILITY NAVIGATOR

YOUTHBUILD: FEDERAL DEPT OF LABOR

2.3%

FOOD ASSISTANCE

1.3%

TA/NAFTA-TAA

2.2%

MICHIGAN PRISONER RE-ENTRY INITIATIVE

5.7%

PARTNERS AND PROGRAM OPERATORS

Advent House Ministries	City of Lansing	Ingham Intermediate School District	Michigan Department of Energy, Labor & Economic Growth—Employment Services
Bethlehem Temple Church	Clinton County	Lansing Community College	Michigan Department of Energy, Labor & Economic Growth—Labor Market Information & Strategic Initiatives
Bio-Manufacturing Alliance	Clinton Task Force on Employment	Lansing Economic Area Partnership, Inc.	Michigan Department of Energy, Labor & Economic Growth—Rehabilitation Services
Capital Area Business Leadership Network Disability Council	Community Mental Health Cognitive Consultants	Lansing School District	Michigan Laborers Apprenticeship Training Institute
Capital Area Insurance and Financial Services Cluster	Cristo Rey Community Center	Lovejoy Special Needs Center	New Horizons Computer Learning Center
Capital Area IT Council	DCFU Financial	Michigan AFL-CIO Human Resource Development, Inc.	Peckham Inc.
Capital Area Manufacturing Council	Eaglevision Ministries, Inc.	Michigan Commission for the Blind	Potterville School District/NEC
Capital Area Michigan Works! Administrative Offices	Eaton Intermediate School District	Michigan Construction Career Council	
Capital Healthcare and Employment Council	Gateway Community Services	Michigan Department of Corrections	
Career Quest Learning Centers, Inc.	Greater Mid-Michigan	Michigan Department of Human Services	
Carefree Medical	Housing Services for Eaton County		
	Ingham County Land Bank		

CAPITAL AREA MICHIGAN WORKS! ADMINISTRATIVE TEAM

Rosanne Allen <i>Executive Assistant</i>	Betsy Hood <i>Computer Technician</i>	Greater Mid-Michigan Bio-Manufacturing Alliance	Ellen Russell <i>Receptionist</i>
John Baynes <i>Construction Supervisor YouthBuild</i>	Carole Hoyt <i>Staff Accountant</i>	Lisa Oberlin <i>Accounting Assistant</i>	Bob Sherer <i>Executive Director Capital Area Manufacturing Council</i>
Brindley Byrd <i>Executive Director Michigan Construction Career Council; Program Director YouthBuild</i>	Tekea Jackson <i>JET Coordinator</i>	Alicia Paterni <i>Executive Director Capital Area Business Leadership Network Disability Council</i>	Douglas E. Stites <i>Chief Executive Officer</i>
Amy Covert <i>Service Coordinator Michigan Prisoner Re-entry Initiative In-Reach</i>	Derrick Jones <i>Executive Director Michigan Prisoner Re-entry Initiative</i>	Becky Powers <i>Chief Financial Officer</i>	Bob Thelen <i>Chief Training Officer</i>
Diane Durow <i>Quality Assurance Officer</i>	Andrea Kerbuski <i>Assistant Communications Officer</i>	Debbie Rose <i>Grant Financial Analyst</i>	Kate Tykocki <i>Chief Communications Officer</i>
Edythe Hatter-Williams <i>Chief Operating Officer</i>	Chris Knapp <i>Executive Director Capital Area IT Council</i>	Julianne Rose <i>Executive Director Capital Healthcare & Employment Council</i>	Tyler Wysong <i>Chief Information Officer</i>
	Tracey Maroney <i>Executive Director</i>		

ADMINISTRATIVE BOARD

Jerry Ambrose City of Lansing	Dale Copedge Ingham County Commissioner	Diane Goddeeris East Lansing City Council	A'Lynne Robinson Lansing City Council
Joseph Brehler Eaton County Commissioner <i>Chair</i>	Debbie DeLeon Ingham County Commissioner	Larry Martin Clinton County Commissioner <i>Second Vice Chair</i>	Robert Showers Clinton County Commissioner
Victor Celentino Ingham County Commissioner	Kathie Dunbar Lansing City Council	Derrick Quinney Lansing City Council <i>First Vice Chair</i>	
	Glenn Freeman III Eaton County Commissioner		



WORKFORCE DEVELOPMENT BOARD

Paula Cunningham
Capitol National Bank

Tim Daiss
Magnesium Products of America

Jane Doty
H&H Restaurants
Chair

Jim Dravenstatt-Moceri
Greater Lansing Labor Council

Harold Halstead
Halstead Realty

Lawrence Hidalgo
Lansing Electrical JATC
Alternate

David Hollister
Prima Civitas Foundation

Chris Holman
Greater Lansing Business Monthly

Shirley J. Hyde
Eyde Company

William Kimble
C2AE

Mike King
WILX-TV 10
1st Vice Chair

Andy Kotarba
Dewpoint
2nd Vice Chair

Carol Landis
General Motors

Kevin McFatridge
Lansing State Journal, *Alternate*

Paul McNamara
Clinton County Commissioner

Andrew Mosser
IBEW Local 665

Dean Poggiali

Local 724 UAW
President

Brian Priestler
Lansing State Journal

Thomas Ostrander
Sparrow Health System
Alternate

Robert Proctor
Lansing Community College
Board of Trustees

Randy Rauch
Ingham County Department of Human Services
Alternate

Rosanne Renauer
Michigan Rehabilitation Services

Edith Suttles
Diversified Environmental Services Inc.

Dennis Swan
Sparrow Health System

Raymond Tadgeron
C2AE
Alternate

Amanda VanderMeulen
Biggby Coffee

Ryan Vartoogian
Spartan Internet consulting

Steven Webster
Michigan State University, Office of Governmental Affairs

Warren Wilson
Michigan Department of Corrections

Louise Wing
Ingham County Department of Human Services

Larry Winkler
Millbrook Printing

CAREER CONNECTIONS BOARD

Dianne Allen
Auto Owners Insurance

Glenn M. Bivins
United States Department of Labor Bureau of Apprenticeship and Training

Jennifer C. Bucienski
Hayes Green Beach Memorial Hospital

Dale Copedge
Ingham County Commissioner

Tim Daman
Lansing Regional Chamber of Commerce

Jeff Dettloff
Providence Consulting

John Hagel
Clinton County RESA

Ralph Hansen
Eaton Intermediate School District

Paul Jaques
Michigan State University Career Services and Placement Center

Owen F. Johnston
Bekum America Corporation
First Vice Chair

Stan Kogut
Ingham Intermediate School District

Larry Meyer
Lansing Community College Trustee

Dean Poggiali
Local 724 UAW

Rosanne Renauer
Michigan Rehabilitation Services

Douglas Stites
Capital Area Michigan Works!

Edith Suttles
Diversified Environmental Services Inc.
Chair

Dennis Theis
Costerisan & Ellis, PC
Maner

Mitch Tomlinson
Peckham, Inc.

Dr. T. C. Wallace
Lansing School District

MICHIGAN PRISONER RE-ENTRY INITIATIVE STEERING COMMITTEE

Gary Baxter
Fox TV Channel 47

Tim Bynum
Michigan State University

Dale Copedge
Ingham County Commissioner

Yvette Harris
Michigan Department of Energy, Labor & Economic Growth

Len Hill
New Directions Inc.

Joan Jackson-Johnson
Human Relations and Community Services City of Lansing

Kenneth McKee
Bellamy Creek Correctional Facility

Frank Medrano
Lansing Police Department

Jeff Padden
Public Policy Associates

Brian Peacock
Eaton County Sheriff's Department

Thomas Roys
Eaton County Parole/ Probation

Jeff Sauter
Eaton County Prosecuting Attorney

Doug Stites
Capital Area Michigan Works!

Maria Valayil
Ingham County Prosecutor's Office

Gary VanNorman
Mid-South Substance Abuse Commission

Warren Wilson
MDOC

Louise Wing
Ingham County Department of Human Services

In 2010, Capital Area Michigan Works! partnered with more than 800 Clinton, Eaton and Ingham County employers to develop recruiting and retention strategies to keep greater Lansing on top.

NUMERIC: 21ST CENTURY PLASTICS CORP • 33 1/3 STREET SOUND

A: A WRIGHT FACILITY MANAGEMENT A. • KING INC. • A.J. BOGGS & COMPANY • A1 MEDICAL • AAJAY SHAW • ABLE & AFFORDABLE • ACCIDENT FUND INSURANCE COMPANY OF AMERICA • ACCOUNT RECEIVABLE SOLUTIONS INC. • ACCUTEST DISTRIBUTING • ACD.NET • ACRTIC GLACIER ICE • ADAMS OUTDOOR ADVERTISING • ADVANCE EMPLOYMENT • ADVANCED IMAGING SERVICES • ADVANCED INFUSION SPECIALISTS • ADVENT HOUSE • AFLAC • AGATE SOFTWARE • AG-CO. INC • AGRO-CULTURE LIQUID FERTILIZERS • AIR LIFT COMPANY • AIRPORT LIGHTING • AIRE SERV OF MID-MICHIGAN • AIS EQUIPMENT • J JANITORIAL SERVICES • AJ WRIGHT • AJAY BADHWAR & ASSOCIATES • ALDI FOODS • ALDINGER INC. • ALLEGRA OF LANSING • ALLIANCE INTERIORS • ALLIED RING CORPORATION • ALLSTATE INSURANCE • ALRO • ALTA EQUIPMENT COMPANY • AMERICAN LEGION POST 42 • AMERICAN ROOFING CONTRACTORS • AMERISOURCE BERGEN • ANDREW'S MATERIAL TESTING • ANDREWS, HOOPER & PAVLIK PLC • ANDROID INDUSTRIES • ANDY T'S FARM MARKET • ANTHONY M. SNYDER & ASSOCIATES, PLLC • APPLEBEE'S NEIGHBORHOOD GRILL & BAR • ARBY'S • ARCADIA HOME HEALTH AND STAFFING • ARCHITECTURAL METALS, INC. • ARIALINK • ART CRAFT SIGNS • ARTEMIS SOLUTIONS • ARTS COUNCIL OF GREATER LANSING • ASAP MED STAFF • ASAP MEDICAL SERVICES • ASAP PRINTING • ASK • ASPPIRE • AUTO-OWNERS INSURANCE • AUTOPORT

B: B & L JANITORIAL AND CLEANING • BABCOCK CLUTCH BRAKE • BABIES R US • BACKBONE CHIROPRACTIC • BARBER'S FLOORS AND MORE • BARNARD MANUFACTURING COMPANY, INC. • BARNES AEROSPACE • BARNHART AUTO ELECTRIC • BARTON MALOW • BATH COMMUNITY SCHOOLS • BAYMONT INN AND SUITES • BEKUM AMERICA CORPORATION • BELL INDUSTRIES • BELLEVUE PLACE APARTMENTS • BEST FRIENDS PET CENTER • BHARAT FORGE • BIG RAPIDS LIONS CLUB • BIGGBY COFFEE - ST. JOHNS • BIGGBY COFFEE HOME OFFICE • BILL'S FURNACE SERVICE • BLUE CROSS BLUE SHIELD OF MICHIGAN • BOB'S AUTO BODY • BRD PRINTING INCORPORATED • BRIDGEWATER • BRIDGMAN PUBLIC LIBRARY • BRIGHT BEGINNINGS • BROADSTRIPE • BROOKSOURCE • BRUEGGER'S BAGELS • BS & A SOFTWARE • BUILDING SCIENCE ACADEMY • BULL SERVICES • BURCHAM HILLS • RETIREMENT CENTER • BURGER KING • BUSINESS FOR KIDS • BUSINESS SOLUTIONS 21, INC.

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D: D & D MAINTENANCE SUPPLY • DAKKOTA INTEGRATED SYSTEMS, LLC • DANFORD CLEANERS • DART BANK • DART CONTAINER CORPORATION • DATA DESIGN PROS • DAVENPORT • DAVENPORT MASONRY, INC • DAVENPORT UNIVERSITY • DAYS INN • DBI WE DO OFFICE • DEAN TRAILWAYS OF MICHIGAN • DEAN TRANSPORTATION • DEANO'S PIZZA • DELPHI GLASS • DELTA DENTAL OF MICHIGAN • DELTA TOWNSHIP • DELTA TOWNSHIP DISTRICT LIBRARY • DEMMER CORPORATION • DENNY'S • DETROIT ELECTRICAL JATC • DEPARTMENT OF PUBLIC WORKS- ST. JOHNS • DEWITT CHRISTIAN CHILDCARE • DEWITT PUBLIC SCHOOLS • DEWPOINT • DIAMOND AUTOMATION, LTD. • DICKINSON WRIGHT • DIGITALACTIVE • DIVERSIFIED ENVIRONMENTAL SERVICES, INC. • DIVERSIFIED SERVICES • DONATO ENTERPRISES • DONOVAN & SMITH • DOTY MECHANICAL • DOUG'S VENDING • DOWDING INDUSTRIES, INC. • DR. GIORA ADAM • DR. RIDHU BURTON • DRM INTERNATIONAL LEARNING CENTER • DRM PRIVATE HOME HEALTH • DTE ENERGY • DUNHAM'S SPORTS • DUNKIN DONUTS/BP

E: EAGLE AERIE • EAGLEVISION MINISTRIES • EATON COUNTY MEDICAL CARE FACILITY • EATON COUNTY UNITED WAY • EATON INTERMEDIATE SCHOOL DISTRICT • EATON RAPIDS MEDICAL CENTER • EATON RAPIDS SCHOOLS • EATRAN • ECLIPSE ADVANTAGE • EDUCATIONAL CHILD CARE CENTER • EFFICIENCY PRODUCTION • ELECTRONIC SPECIALISTS • ELITE MARKETING • EMPLOYMENT GROUP • ENERGY SYSTEMS GROUP • ENLIVEN SOFTWARE • ENPROTECH • ENTREPRENEUR INSTITUTE • EPIPHANY SOUND PRODUCTIONS • EQUITY PLUS • E-T-M ENTERPRISES, INC. • EVENT DEPOT • EXCELLENCE BY DESIGN • EXECUTIVE OFFICE PARK & CONFERENCE CENTER • EXPERIENCE WORKS • EXTENDICARE • EYDE COMPANY • EYE CARE ASSOCIATES/CHARLOTTE

F: F & J TRUCKING • F C MASON COMPANY • FALCON TAX SERVICE • FARM BUREAU INSURANCE • FAST EDDIES • FAVORITES CAFE • FED EX HOME DELIVERY • FENNER NATURE CENTER • FERRIS ORGANIC FARM • FERRIS STATE UNIVERSITY • FERRIS STATE UNIVERSITY / LANSING • FIFTH-THIRD BANK • FILM IT STUDIO • FINCOR HOLDINGS, INC. • FIRE HOUSE NEON • FIRST IMPRESSIONS TRAINING • FORCE BY DESIGN • FOSTER SWIFT LAW FIRM • FOSTER, SWIFT, COLLINS & SMITH, PC • FOSTER'S PUB • FOWLER PUBLIC SCHOOLS • FOX 47 LANSING • FRANCHINO MOLD & ENGINEERING • FRANKLIN ENERGY • FRASER, TREBILCOCK, DAVIS & DUNLAP, PC • FRIENDS WHO CARE • FSD GLOVES

G: GC SERVICES • GENERAL MOTORS • GENESEE DISTRICT LIBRARY • GENUINE PARTS COMPANY • GEORGIO'S GOURMET PIZZERIA • GERDAU MACSTEEL ATMOSPHERE ANNEALING, INC. • GESTAMP US HARDTECH, INC. • GILLESPIE GROUP • GLADSTONE PRINTING • GLASSEN RHEAD LAW FIRM • GLPS-TRANSPORTATION • GM--GRAND RIVER ASSEMBLY • GM-LANSING DELTA TWP • GM-LANSING METAL CENTER • GOLDEN KNOB HOLSTEINS • GOOD FRUIT VIDEO • GOODWILL INDUSTRIES- CLINTON COUNTY • GOODWILL INDUSTRIES OF MID-MICHIGAN, INC. • GRACE BOUTIQUE OF OLD TOWN • GRACE HAVEN LIVING CENTER • GRACE PORTA BENEFITS • GRACIE STYLES TRAINING & CALL CENTER • GRAND RAPIDS BUILDING SERVICE • GRAND TRAVERSE PIE COMPANY • GRANDHAVEN LIVING CENTER • GRANGE ACRES • GRANNY BEE'S SOUL & CREOLE • GRAVITY WORKS DESIGN + DEVELOPMENT • GREAT CLIPS • GREAT LAKES BREAST CARE • GREAT LAKES ENGINEERING GROUP LLC • GREAT LAKES QUIK LUBE • GREATER LANSING BUSINESS MONTHLY • GREATER LANSING CONVENTION & VISITORS BUREAU • GREEN SIDE SERVICES • GREENSTONE FARM CREDIT SERVICES • GTG INC. • GYPSUM SUPPLY CENTRAL

H: H & H INC. • H & H RESTAURANTS, INC. • HABITAT FOR HUMANITY OF CLINTON COUNTY • HANNEMAN & FINEIS • HANSONS WINDOWS • HARRIS DEVELOPMENT CENTER • HASLETT CHILD DEVELOPMENT CENTER • HAYES GREEN BEACH MEMORIAL HOSPITAL • HAZEL I FINDLAY COUNTRY MANOR • HDHAT.COM • HERITAGE FLOORING • HERITAGE PARK CREATION FUND • HICKS & MULLETT, PLLC • HITCHING POST • HOME CARE ALTERNATIVES • HOME DEPOT • HOME HELPERS • HOMETOWN HOME HEALTH AND HOSPICE • HOPE NETWORK • HOSPICE OF LANSING • HOTWATER WORKS • HOUSE OF THREADS • HRU TECHNICAL RESOURCES • HSS • HUNGRY HOWIE'S PIZZA • HUNTSMAN ADVANCED PRODUCTS

I: I2 INTEGRATION • I3 STRATEGIES • IBEW LU 352 • IBM • ICS MARKETING • IDEAL MORTGAGE • IES TECHNOLOGY • IMPCO MACHINE TOOLS CORPORATION • IMPRESSION 5 SCIENCE CENTER • INFORMATION TECHNOLOGY EMPOWERMENT CENTER • INGAGE NETWORKS • INGHAM CO. FARM SVC. AGENCY • INGHAM COUNTY • INGHAM INTERMEDIATE SCHOOL DISTRICT (ISD) • INGHAM PAINTING • INGHAM REGIONAL MEDICAL CENTER • INSURANCE INSTITUTE OF LANSING • INTELIGENTE SOLUTIONS • INTERCEPT SECURITY • INTERDEPENDENCE • INTERLOCHEN PUBLIC LIBRARY • INVENTURE ENTERPRISES • IRISH DEVELOPMENTS • IRRER SEED CO. • ITEC LANSING

J: J JINKLEHEIMER & COMPANY • JACKSON NATIONAL LIFE INSURANCE COMPANY • JADIAN ENTERPRISES, INC. • JANICE PUGH • JAZZ-TINA CLEANING • JD FLETCHER • JEPHTHAH/BREAD HOUSE COMMUNITY OUTREACH • JL HANDYMAN • JMANN CONSULTING GROUP LLC. • JO-ANN FABRICS • JO-BUCK ELECTRICAL • JOB 1 USA • JOHNNY MAC'S SPORTING GOODS • JON ANTHONY FLORIST • JUNIOR ACHIEVEMENT OF MID MICHIGAN • JUST B YOGA



K: K 2 BOUTIQUE • K C CONTRACTING • KANGEN WATER • KATRANJI HAND CENTER • KATREN INDUSTRIES • KELLY SERVICES • KEMA • KEN YOUNG INSURANCE STATE FARM • KENDALL ELECTRIC • KENTWOOD OFFICE FURNITURE • KEWPEE'S • KI TECHNOLOGIES • KI TECHNOLOGY GROUP • KING MEDIA • KINGSMAN CONSTRUCTION • KOENIGSKNECHT FAMILY DENTISTRY PLLC • KONNECH INC. • KROGERS OF ST. JOHNS • KTM INDUSTRIES

L: L & F TRANSPORT • L & S ASSOCIATES • L TOWN CAB • LABOR READY • LABORERS TRAINING AND APPRENTICESHIP INSTITUTE • LANSING PUBLIC SCHOOLS • LAKE TRUST CREDIT UNION • LAND O LAKES PURINA • LANSING BOARD OF WATER & LIGHT • LANSING COMMUNITY COLLEGE • LANSING COMMUNITY COLLEGE ST. JOHNS BRANCH • LANSING DESIGN • LANSING ECONOMIC DEVELOPMENT CORPORATION • LANSING ENTERTAINMENT & PUBLIC FACILITIES AUTHORITY • LANSING GLASS, INC. • LANSING IT • LANSING OPHTHALMOLOGY • LANSING REGIONAL CHAMBER OF COMMERCE • LANSING SANITARY SUPPLY • LANSING SCHOOL DISTRICT • LANSING STATE JOURNAL • LANSING TOTAL CARE • LANSING TOWERS • LANSING URGENT CARE • LANITZ COMMUNICATIONS • LAWRENCE MEMORIAL PUBLIC LIBRARY • LAWRENCE TECHNOLOGICAL UNIVERSITY • LEAK PETROLEUM EQUIPMENT INC. • LEAP, INC. • LEAR CORPORATION • LECTRONIX • LEDEBUHR • LEHMAN, WESLEY & ASSOCIATES • LELAND TOWNSHIP LIBRARY • LEN INDUSTRIES, INC. • LEN'S CARPET CARE • LEROY'S CLASSIC BAR & GRILL • LEVINE • LEZOTTE MILLER INC. • LIBRARY OF MICHIGAN • LIFE JOURNEYS • LIME AND GYPSUM • LIQUID WEB • LOGISTICS CONTROL • LOOMIS EWERT LAW FIRM • LOVE JOY SPECIAL NEEDS CENTER • LOVING HANDS HOMECARE • LSJ MEDIA • LUXURY JANITORIAL

M: MAC • MACDONALD BROADCASTING • MACKINAC SOFTWARE • MADEIRA NETWORKS • MADISON PROPERTY COMPANY • MAGNA POWER TRAIN • MAGNESIUM PRODUCTS OF AMERICA, INC. • MAHLE ENGINE COMPONENTS USA INC • MAIN STREET CAFÉ • MAMA BEAR'S LLC • MANCINOS PIZZA AND GRINDERS • MANER, COSTERISAN & ELLIS, PC. • MAPLE LEAF BUILDERS • MAPLE VALLEY SCHOOLS • MARIO'S • MARK KAMAR LAW FIRM • MARO • MARSHALL DISTRICT LIBRARY • MASON AREA CHAMBER OF COMMERCE • MASON CHRISTIAN CHILD CARE • MATSCH SYSTEMS • MC SQUARED TECHNOLOGY, INC. • MC2 • MCCARDEL RESTORATION • MCDU-SUPPLIER DIVERSITY PROGRAM • MCLEAN LANDSCAPE • MCMATHIS COUNSELING • MCSQUARED TECHNOLOGY, INC. • MEDICAL ADVISORY GROUP • MEDICAL MANAGEMENT SYSTEMS • MEDICAL STAFFING NETWORK • MEIJER-DEWITT • MEIJER WAREHOUSE • MELALEUCA • MERIDIAN PLUMBING • MERITAIN HEALTH • MERRILL LYNCH --- SMITH STILES GROUP • MESSA • MESSAGEMAKERS • METALIST INTERNATIONAL, INC. • MI BUSINESS LEADERSHIP NETWORK • MICHIGAN ACADEMY OF FAMILY PHYSICIANS • MICHIGAN ARMY NATIONAL GUARD • MICHIGAN AVENUE RESIDENTIAL CARE • MICHIGAN CAT • MICHIGAN COUNCIL ON CRIME & DELINQUENCY • MICHIGAN DEPARTMENT OF TECHNOLOGY, MANAGEMENT AND BUDGET • MICHIGAN FITNESS FOUNDATION • MICHIGAN FOUNDATION FOR EDUCATION LEADERSHIP • MICHIGAN HEALTH AND HOSPITAL ASSOCIATION • MICHIGAN HEALTH COUNCIL • MICHIGAN MILK PRODUCERS ASSOCIATION • MICHIGAN MILLERS MUTUAL INSURANCE • MICHIGAN PACKAGING COMPANY • MICHIGAN PLUMBING • MICHIGAN POLYMER RECLAIM INC. • MICHIGAN PRIMARY CARE ASSOCIATION • MICHIGAN REHABILITATIVE SERVICES LANSING DISTRICT OFFICE • MICHIGAN SMALL BUSINESS & TECHNOLOGY DEVELOPMENT CENTER • MICHIGAN STATE UNIVERSITY • MICHIGAN STATE UNIVERSITY - COMMUNITY EVALUATION AND RESEARCH COLLABORATIVE • MICHIGAN STATE UNIVERSITY - UOE COMMUNICATION AND INFORMATION TECHNOLOGY • MICHIGAN STATE UNIVERSITY - COLLEGE OF NURSING • MICHIGAN SUPREME COURT • MICHIGAN THERAPY CENTER • MICHIGAN WORKS! ASSOCIATION • MICHIGAN WORKS! BERRIEN CASS VAN BUREN • MICHIGAN MANUFACTURERS ASSOCIATION (MMA) • MIDEASTERN MICHIGAN LIBRARY COOPERATIVE • MID-MICHIGAN SURGEONS • MIDWAY ENGRAVERS • MIDWAY ROTARY DIE SOLUTIONS • MILLBROOK PRINTING COMPANY • MILLWRIGHTS INST. OF TECHNOLOGY • MINDFUL ENTERTAINMENT • MINT CONDITION CLEANING SERVICE LLC • MISSION CRITICAL COMPUTING • "MLBA MUTUAL INSURANCE COMPANY • " • MODERN DESIGN ELECTRICAL • MODERN WOODMEN OF AMERICA • MORRISON MANAGEMENT SPECIALISTS • MOTION MARKETING & MEDIA • MPT LANSING • MSAE/MALPH • MICHIGAN STATE UNIVERSITY - DEPARTMENT OF COMMUNICATIONS AND TELECOMMUNICATIONS • MULTI PACKAGING SOLUTIONS

N: NAMI MICHIGAN • NATIONAL ASSOCIATION SOCIAL WORKERS • NEIGHBORHOOD AMERICA • NEOGEN CORPORATION • NETVANTAGE MARKETING • NEW HORIZONS COMPUTER LEARNING CENTERS • NEW YORK LIFE • NIOWAVE • NOBIS DAIRY FARMS • NORTHSTAR COOPERATIVE • NORTHWESTERN MUTUAL FINANCIAL NETWORK • NORTHWOOD UNIVERSITY • NORTHWOOD UNIVERSITY - DEVOS GRADUATE SCHOOL OF MANAGEMENT • NOVA VIDA • NUWAVE TECHNOLOGY PARTNERS

O: OAKLAND COMMUNITY COLLEGE • O'DELL'S SNACKS • OFFICETEAM • OKEMOS HEALTH & REHABILITATION CENTER • OLD SKOOL TAXI • OLD TOWN BUSINESS & ART DEVELOPMENT ASSOCIATION • OLD TOWN COMMERCIAL ASSOCIATION • OLIVET COLLEGE • OLYMPIAN TOOL COMPANY • ONE LOVE GLOBAL • ONLINE EMPLOYMENT SERVICES, INC. • OPERATING ENGINEERS LOCAL 324 • ORCHID STEALTH • ORIGAMI BRAIN INJURY REHABILITATION • ORTMAN MARKETING LLC • OUTSHINER CAR WASH • OVID ELSIE ANIMAL CLINIC • OVID ELSIE AREA SCHOOLS

P: P I ENGINEERING • P J'S 25 HOUR TOWING • PARAGON GREEN • PARKER HANNIFIN CORP - HOSE PRODUCTS DIVISION • PASCHAL SECURITY • PATIENT IN CHARGE • PATTEN ID • PAULI FORD MERCURY SALES INC. • PAYCHEX • PDS SERVICES • PEARSON • PECKHAM INC. • PEEBLES • PENSIONTREND, INC. • PENSKE • PERSONAL HOME CARE • PHELPS AGENCY • PHOENIX QUALITY • PILLAR TECHNOLOGY • PINEBROOK MANOR APTS. • PLANTE AND MORAN • PLAYHOUSE CHILD DEVELOPMENT CENTER • PLUMLINE LANDSCAPE & DESIGN • POP-A-LOCK LANSING • POPEYE'S CHICKEN & BISCUITS • POTTER PARK ZOO • PRATT & WHITNEY AUTOAIR, INC. • PRECISION TOOL • PRIMA CIVITAS FOUNDATION • PRIMERICA • PROFESSIONAL CONTRACTING SERV. • PROJECT HELPERS • PROSECUTING ATTORNEYS • PRO-SOIL LANDSCAPE • PROTECH • PROVIDENCE CONSULTING • PURITY FOODS

Q: QD SCRUBS • QGATE SOFTWARE • QUALITY DAIRY • QUEST SOFTWARE, INC.

R: RAGHA SYSTEMS • RAPID GREEN IT SERVICES, INC. • RECRUITMENT MGT CONSULTANTS • RED CEDAR ANIMAL HOSPITAL • RED CEDAR SOLUTIONS GROUP • REDDAGW MOBILE MARKETING SOLUTIONS • REDHEAD DESIGN STUDIO • REED CITY PUBLIC LIBRARY • RELIEF AFTER VIOLENT ENCOUNTER INC. • REMAX • RENHILL STAFFING • RESEARCH TOOL CORPORATION • RIGHT AT HOME IN HOME CARE & ASSISTANCE • RISE AND SHINE CHILDCARE • RISK MANAGERS INC. • RITE AID ST. JOHNS • RIZZI DESIGNS, LLC • ROBERT E. PROCTOR, ATTORNEY/ARBITRATOR • ROBERTS SINTO CORPORATION • ROCK'N OAK DAIRY • ROMANOW BUILDING SERVICES • RONALD MCDONALD HOUSE OF MID-MICHIGAN • ROSENBAUER • ROSS MEDICAL SCHOOL • ROSSMAN GROUP • RSDC OF MICHIGAN • RSI HOME IMPROVEMENT/WAYNE DOOR OF ST. JOHNS • RYAN'S ROADHOUSE • RYDER

S: S & J HEATING & COOLING • S & S CONTRACTING • SAFE RIDE TAXI • SCHWANN'S • SCHWAN'S HOME SERVICE • SEARLES CONSTRUCTION INC. • SEARS • SENOR GEORGIO'S • SHINBERG AGENCY • SHINN MARKETING COMMUNICATION • SHORTDWARF.COM • SIENA HEIGHTS UNIVERSITY • SILVER SERVICE CATERING • SIMPLIFIED BOOKKEEPING • SIRCON CORPORATION • SLEEPY HOLLOW STATE PARK • SMALL BUSINESS ASSOCIATION OF MICHIGAN • SMILE BY STONE COSMETIC DENTISTRY • SMITH FLORAL & GREENHOUSES • SOUTHSIDE AUTO SERVICE • SPARROW HEALTH SYSTEM • SPARROW PHYSICIANS HEALTH NETWORK • SPARTAN HEALTHCARE • SPARTAN INTERNET CONSULTING • SPARTAN MOTORS, INC. • SPARTAN TIRE • SPEEDWAY • SPEEDWAY OF ST. JOHNS • SPORT MAGAZINE • SPRING ARBOR UNIVERSITY • SPS • ST. JOHNS PUBLIC SCHOOLS • ST. JOHNS RECYCLING CENTER • ST. JOHNS REMINDER • ST. MARTHA PARISH/SCHOOL • ST. REGIS CULVERT • ST. VINCENT DEPAUL STORE • STAHL AND SONS • STAR ASSOCIATES • STATE FARM INSURANCE • STAYBRIDGE SUITES • STERLING FINANCIAL • STOKOSA PROSTHETIC CLINIC • STRATEGIC PRODUCTS & SERVICES • SUBWAY • SUBWAY ST. JOHNS • SUCH VIDEO • SUNDANCE BUICK-PONTIAC-GMC • SUNRISE CLEANING AND CONSTRUCTION • SUNSHINE CENTER • SWANSON DESIGN STUDIOS • SWANY'S PUB AND GRUB • SWEETIE-LICIOUS BAKERY CAFÉ • SWIFT MOTORS • SYMBIOSIS INTERNATIONAL • SYMMETRY MEDICAL INC. • JET • SYNERGY SOUP INTERACTIVE

T: TACO BELL ST. JOHNS • TAIKAT DESIGN • TALKLANSING.NET • TC MASONRY • TDS METROCOM • TDS TELECOMMUNICATIONS • TEAM INDUSTRIAL • TECHNOLOGY INNOVATION CENTER • TECHSMITH • TENDERCARE WEST • TESTSOURCE • THE CHARLOTTE CHAMBER OF COMMERCE • THE GREATER LANSING BUSINESS MONTHLY • THE JANITORIAL AGENCY • THE OLDHAM PROJECT • THE PLANT PROFESSIONALS • THE RATHBUN INSURANCE AGENCY • THE REHMANN GROUP • THE SOUP SPOON CAFE • THE SUTTONS BAY BINGHAM DISTRICT LIBRARY • THE TEACHERS STORE • THERAPISTS ON THE MOVE • THOMAS M. COOLEY LAW SCHOOL • TIEBER LAW OFFICE • TMN COMMERCIAL • TOMIE RAINES • TOP NOTCH CARPENTRY • TOZIER CHIMNEY SWEEPING • TRACTION • TRACTOR SUPPLY COMPANY • TRAINCO • TRAINCO, INC. • TRI AREA TRUCK DR SCHOOL • TRI COUNTY REGIONAL PLANNING • TRIA DESIGN & MARKETING • TRI-COUNTY COMMUNITY ADVOCATES • TROUBLESHOOTERS TECHNICAL SUPPORT • TRUCK COLLISION SERVICE • TRW AUTOMOTIVE, INC. • TSC • TURNING LEAF RESIDENTIAL REHAB • TURNING POINT YOUTH CENTER • TWICHELLS DRY CLEANING • TWIG'S WELDING

U: U OF M - FLINT • U S ARMY • U S CENSUS BUREAU • ULTIMATE SOLUTIONS • UNION MISSIONARY BAPTIST CHURCH • UNITED PARCEL SERVICE (UPS) • UNITED STATES ARMY • UNITED STATES MARINES • UNITY OF GREATER LANSING • UNIVERSAL FOREST PRODUCTS • UNIVERSITY OF PHOENIX • UPPER LEVEL CONSTRUCTION • USDA CLINTON COUNTY FARM SERVICES • UZOOM MEDIA

V: VELOCICODE, INC. • VETERANS ADMINISTRATION • VFW POST 2406 • VILLAGE OF WEBBERVILLE • VILLEGAS GROUP • VISIONCARE ASSOCIATES • VISIONIT • VOICES FOR HEALTH

W: WADELL FARMS • WALGREEN'S ST JOHNS • WAL-MART ST. JOHNS • WARMELS & COMSTOCK PLLC • WASHTENAW COMMUNITY COLLEGE • WEB ASCENDER • WEST BRANCH DISTRICT LIBRARY • WESTERN MICHIGAN UNIVERSITY • WESTIN PULVER • WHISPERING RIVER • WHITE PINE LIBRARY COOPERATIVE • WIENER ASSOCIATES • WILLIAMSTON PRODUCTS • WILX TV 10 • WINGZONE • WJC (CNI PLASTICS) • WLN5 TV 6 • WOLVERINE ENGINEERS • WOODBRIDGE GROUP • WOODS CONSTRUCTION, INC. • WYCOFF WELLNESS

X, Y, Z: XANTERRA SOUTH RIM • XYZ MACHINING • YARD MAINTENANCE • ZEPHYR PARTNERS

Thanks to the strong leadership of our Administrative and Workforce Development boards, our contractors, our councils, Career Connections, Keep Learning... and our countless partners throughout the community, we have made clear and tangible strides to help put greater Lansing on top.

An aerial night view of a city, likely Lansing, Michigan, showing a dense urban area with numerous lit-up buildings and streets. The scene is illuminated by city lights, with a prominent tall building on the left and several industrial smokestacks in the background. The overall atmosphere is vibrant and modern.

**NATIONAL RECOGNITION IS OUR
REGION'S BRIGHT FUTURE.
WORKS! AND OUR STAKEHOLDERS
TO HELPING CONTINUE TO
WORKFORCE FOR THIS WORLD.**

An aerial night view of a city skyline. The scene is dominated by numerous multi-story buildings, many of which are brightly lit from within, creating a warm glow against the dark night sky. A prominent feature is a large, illuminated dome structure, likely a state capitol building, situated in the upper right quadrant. To the left, a tall, slender tower with a distinctive red-lit top section stands out. The foreground shows a mix of modern and older architectural styles, with streets and parking areas visible below. The overall atmosphere is one of a vibrant, active urban center.

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HOLDERS ARE COMMITTED
CREATE A WORLD-CLASS
WORLD-CLASS COMMUNITY.**



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