



**MICHIGAN
NEW JOBS
TRAINING PROGRAM**
A Community College Initiative

Public Acts 359 and 360 of 2008 created the Michigan New Jobs Training Program (MNJTP). This program, designed as an economic development incentive, authorizes community colleges to create a training pool (financing mechanism is flexible, colleges can issue debt, borrow from reserves, or use a pay-as-you-go model) to support employers that are creating new jobs and/or expanding operations in Michigan. The training for the newly hired workers is paid by capturing the state income tax associated with the new employees' wages and redirecting it to the college, instead of the state.

These jobs must be "net new" to the company, meaning it's not a job of a recalled worker, a replacement job, or any other job that existed in the employer's business within the 1-year period preceding the date of an agreement. These new jobs must result in a net increase in employment in Michigan for the employer, and the wage paid for the job must be equal to or exceed 175% of the state minimum wage.

Benefits of Program

- Employers have "skin in the game", namely they have to **hire employees and create new jobs FIRST**, before getting the benefit of free training.
- Program **eliminates the skills gap**; the training delivered to the new employees is *exactly* what the employers require. Most of the training funded by the MNJTP is contract-based, company-specific training.
- Program allows plenty of **flexibility for the type of training** that is allowable, from basic-skills acquisition to high-tech skill development, to entire programs of study.
- This is a **local program** (individual community colleges work directly with employers and local economic development to support job creation), and there are no restrictions by industry or employer size.

Economic Impact Analysis Study (*Anderson Economic Group, 2013*):

- The MNJTP net economic impact on the State of Michigan in 2012 alone was over \$76 million of additional earnings and 2,266 additional jobs, and in the "steady state" will increase to \$143 million of additional earnings and 4,768 additional jobs annually for the State of Michigan.
- In 2012, the MNJTP generated an additional \$3.3 million of state and local tax revenue and will have little to no net fiscal impact in the steady state. Although \$2.9 million of Individual Income Tax revenue was

MNJTP BY THE NUMBERS

Employers Served by the Program: 83

MNJTP Contracts to Date: 91

Number of Projected New Jobs Supported by Existing MNJTP Agreements: 11,975

Actual Number of New Jobs to Date: 6,828

Actual Number of People Trained to Date: 4,437

Note: MNJTP program data updated on 09.16.2014.

diverted to reimburse colleges for job training expenses in 2012, this revenue loss was more than offset by additional state income tax (\$1.6 million), sales tax (\$1.7 million), and state and local property tax (2.8 million). After the expiration of all existing contracts and as the program operates in a "steady state", the Anderson Economic Group estimates that at least \$12 million (but no more than \$13.3 million) of income tax will be captured annually. This revenue loss will be offset by an equal amount of additional income, sales, and property tax revenue generated by the MNJTP's economic activity.

Sample Industries Supported by the MNJTP: Motor Vehicles & Equipment Manufacturing; Engines & Turbines; Fabricated Rubber Products; Fabricated Metal Products; Plastics & Synthetics Manufacturing; Engineering & Architectural Services; Laboratory, Scientific & Research Instruments; Insurance; Health & Allied Services; Medical & Dental Instruments and Supplies; Data Processing Services Including Accounting, Auditing, and Bookkeeping; Electric Lighting & Wiring Equipment; Agricultural Services

Employers Served by the Program: ACAT Global; ADAC Automotive; ADCO Products, Inc.; AJT Forrest Products, L.P.; Anchor Coupling, Inc.; Autocam Corp; Besser Company; Bleistahl North America; Blissfield Manufacturing; Bradford Company; Brembo North America; Brighton NC Machine; Canal Street Brewing Co. LLC, dba Founders Brewing Company; Cargill Kitchen Solutions; Chagan US Research and Development Center; Cherry Republic; Central Lake Armor Express Inc.; Century Inc.; Commonwealth Associates Inc.; Cosma Casting; Denso International America; Dokka Fasteners; Dow Kokam LLC; Eaton Hydraulics; Eberspaecher North America; Eco Bio Plastics; Eissman Automotive; Electro Optics Technology; EMAG LLC; Farmers Group; General Motors (Lansing Delta Township, Lansing Grand River Assembly, and Flint; Subsystems Manufacturing); Fogg Company; Force by Design; Grace Engineering; Great Lakes Industry of Jackson; Great Lakes Stainless Inc.; Hagerty Insurance Agency; Hanwha L & C; Haworth; Hayes Manufacturing Inc.; Hillsdale Community Health Center; Janesville Acoustics; Johnson Controls SAFT; Kay Premium Marking Films; Life Ways of Jackson & Hillsdale; LGChem; Liquid Web; Mahindra North America Technical Center; Materne North America; Meritor Heavy Vehicle Systems; MFC Netform; Michigan Automotive Compressor Inc.; Moran Iron Works Inc.; NYX, Inc.; Oxus America, Inc.; Plascon Inc; Pridgeon and Clay Inc.; Plymouth Technology; Post Foods; Rapid Fit; Skilled Manufacturing; Smooth Logistics; SMR Automotive Systems USA; Shoreline Power Services; TentCraft Inc.; TG Fluid Systems; Total Quality Logistics LLC; Trans-Matic, Inc.; Trilogy Health Services LLC; Triumph Gear Systems-Macomb; TRMI Inc.; Unique Tool and Manufacturing; United Shore Financial Services; Ventower Industries; WABCO North America; Washers Inc.; Weber Automotive; Weyerhaeuser

Colleges with Signed MNJTP Agreements to Date: Alpena Community College; Bay de Noc Community College; Delta College; Grand Rapids Community College; Jackson College; Kellogg Community College; Kirtland Community College; Lansing Community College; Macomb Community College; Monroe County Community College; Montcalm Community College; Mott Community College; Muskegon Community College; Northwestern Michigan College; Oakland Community College; Schoolcraft College; St. Clair County Community College

MCCA Position: The MCCA supports three legislative fixes to the enabling legislation: (1) adding clarifying language to ensure existing contracts are not impacted by the increase of the minimum wage; (2) eliminating the 2018 sunset; and (3) eliminating the \$50 million cap. Although the cap was instituted in an effort to minimize the exposure to the General Fund, it is important to note that as of September 10 2014, only \$10,699,788 in income tax withholdings have been diverted in support of ALL EXISTING MNJTP contracts. These contracts are providing the training for 11,975 projected new jobs in Michigan.





September 12, 2014

Senator Phil Pavlov
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909

SMR Automotive Systems USA
1855 Busha Hwy
Marysville, MI, USA 48040
Tel. 810-388-2430
Fax 810-388-0790
www.smr-automotive.com

Dear Senator Pavlov:

Samvardhana Motherson Reflectec (SMR) is a global leader in the production of exterior and interior mirrors, detection systems and related components for the automotive industry. SMR Automotive Systems USA, Inc. entered into a training agreement under the Michigan New Jobs Training Program with St. Clair County Community College in March of 2013, concurrent to a significant expansion of business in St. Clair County. The planned addition of hundreds of new positions was tied to the unique opportunity to train new employees through this innovative program. The ability of our company to work closely with our local community college meant we would have a responsive and relevant training plan to address any skill gaps that might be present in our workforce, while providing an opportunity for a competitive advantage through our highly trained team.

SMR USA is able to train new employees in a wide variety of applications through the Michigan New Jobs Training Program. Since entering the Michigan New Jobs Training Program, our employees have received training in some of the following areas:

- Injection Molding
- Blueprint reading and Geometric Dimensioning and Tolerancing
- Problem Solving
- 5S training (organizing a work space for efficiency and effectiveness)
- Safety and quality training, focusing on certifications in OSHA, PFMEA and ISO/TS
- Leadership skills
- Financial fundamentals
- Intermediate and Advanced Excel training

The broad choices for training under the program allow us to spread educational opportunities to new employees throughout the organization. We appreciate the flexible delivery systems for training, which allow for online personalized instruction to group trainings, both on and off our facilities. We have even purchased supplies, such as laptops and books, under the program to facilitate learning.

The flexibility of the program is exactly what is needed in the fast paced environment in which businesses like ours operate. Rapid response to elevate employee skills is an essential facet of this program. The MNJTP is a critical component in our expansion plan, and we fully support the continued operation of the program to keep Michigan based businesses like ours moving forward.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Costa".

Michelle Costa
Human Resources Director
SMR Automotive Systems USA, Inc.



Central Area Michigan Works! Consortium
904 Oak Drive – Turk Lake
Greenville, MI 48838
616-754-9315 • TTY: 711 • 616-754-9310

September 12, 2014

Michigan Community College Association (MCCA)
222 North Chestnut
Lansing, MI 48933

To Whom It May Concern:

As the organization charged with matching talent with employers in our region, I am writing this letter of support for the Michigan New Jobs Training Program (MNJTP). As we have worked with our economic development and training partners to design a sustainable approach to provide skilled talent, the MNJTP has been deemed an essential component of that strategy.

While we have a variety of tools to meet employer needs, the specific components of the MNJTP that are most attractive include:

- **RELEVANT:** The training delivered to the new employees is *exactly* what the employers require. Most of the training funded by the MNJTP is contract-based, company-specific training.
- **PERTINENT:** MNJTP allows plenty of **flexibility for the type of training** that is allowable, from basic-skills acquisition to high-tech skill development, to entire programs of study.
- **APPROPRIATE:** This is a **local program**, and there are no restrictions by industry or employer size.
- **RESULTS-DRIVEN:** Employers have to **hire employees and create new jobs FIRST**, before getting the benefit of free training.

Not only do we support continuation of the MNJTP, we also concur with the changes suggested by MCCA:

- (1) Eliminate the \$50 million cap.
- (2) Eliminate the “sunset” clause that ends the program after 2018.
- (3) Provide a fix for colleges and employers that signed contracts under the old minimum wage law.

Our Business Services Team is seeing the results of an improving economy every day. The MNJTP is an important part of continuing that recovery and allowing our employers the flexibility to hire and train to their new employees at the speed that this recovery, and their new technology, is moving. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Dan Petersen". The signature is written in a cursive, flowing style.

Dan Petersen
Chief Administrator

Central Area Michigan Works! Consortium is a Michigan Works Agency administered by EightCAP, Inc., an equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities. Supported by the State of MI.

DENSO

DENSO INTERNATIONAL AMERICA, INC.
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Ann Weiss
Manager, Training & Organizational Development
DENSO International America
24777 DENSO Dr.
Southfield, MI 48086

September 10, 2014

Greetings,

It is my pleasure to write this letter of support for the Michigan New Jobs Training Program. The DENSO MNJTP program began in March of 2011. Since that time DENSO has experienced significant growth and has added 170 new associates that are eligible for the training funds. The Michigan New Jobs Training funds have proved invaluable to our ability to support this growth with specific and targeted training for our new associates. The flexibility in the types of training that can be accessed allows the departments and groups to identify and remediate gaps in a wide range of skills areas.

I also want to take this opportunity to recognize Oakland Community College as DENSO's MNJTP administrator. They have been an excellent partner and OCC is surely one of the reasons that we have been able to implement a successful program with results that we are enjoying.

Sincerely,



Ann Weiss
ann_weiss@denso-diam.com
(248) 372-8875

September 12, 2014

To Whom It May Concern,

Dokka Fasteners Inc. was started up in January of 2011. Michigan, along with Auburn Hills, was picked as the location due to programs our employees, as well as the company, could benefit from. One such program was the Michigan New Jobs Training Program with MNJT funding.

This program was vital to our success as we were bringing jobs to Michigan and needed to bring a skill set to the employees. These skills will benefit the State of Michigan.

Benefits of the program:

- Program eliminates the skills gap. The training delivered to the new employees, as well as seasoned employees, is exactly what we require. The training funded by the MNJT is company-specific training.
- Program allows plenty of flexibility for the type of training that is allowable, from basic-skills acquisition to high-tech skill development, to entire programs of study.
- We have been able to work with Oakland Community College and the Department of Labor to initiate an Apprenticeship Program. These skills will stay in Michigan and benefit our development as a Manufacturing state.
- This is a local program (individual community colleges work directly with employers and local economic development to support job creation), and there are no restrictions by industry or employer size.
- Employers have to hire employees and create new jobs FIRST, before getting the benefit of free training.

Kind regards,

A handwritten signature in blue ink that reads "Kellie Jankowski".

Kellie Jankowski
Director of HR



6026 S. Lake St * Glen Arbor, MI 49636

Phone: 231-334-3150 * Fax: 231-334-6425 * <http://www.cherryrepublic.com>

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
PO Box 30036
Lansing, MI 48909

September 10, 2014

Dear Senator Pavlov,

As a small business in Northern Michigan the Michigan New Jobs Training Program (MNJTP) has been invaluable to Cherry Republic. The program allows us to hire new employees that fit our culture but may not have all the necessary skills. They can acquire these skills through the MNJTP. This program eliminates the skills gap. The training delivered to the new employees is exactly what employers require. The majority of the training funded by the MNJTP is contract-based, company-specific training. The program allows plenty of flexibility for the type of training required. At Cherry Republic we have various skill levels required to complete tasks and the MNJTP gives us the ability to chose the right people for the job knowing they will get the proper training through the program. The MNJTP community driven program and there are no restrictions by industry or employer size. The local community colleges work directly with employers and local economic development to support job creation.

Thank you for taking the time to read this letter and I hope you consider the small businesses when deciding on the fate of the Michigan New Jobs Training Program.

Sincerely,

Christina Gray
Human Resources Manager
Cherry Republic

You can see the difference in a



Fogg Company
3455 John F. Donnelly Dr.
Holland, Michigan 49424

Phone: 616.786.3644
Fax: 616.786.0350
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foggusa@foggfiller.com

September 12, 2014

Senator Pavlov
Senate Education Committee
Re: Michigan New Jobs Training Program

Dear Senator:

We are a manufacturing employer in Western Michigan and have been involved in the Michigan New Jobs Training Program over the last year. We have found this program to be very successful for us.

1. All of our new hires are going through orientation training and job specific training, which has shown us to be highly effective in making sure the employees have the required jobs skills to be successful in the positions they have been recruited for. The feedback from our employees is that they have never had this type of training before and really feel it is beneficial in learning their new jobs.
2. As a company we feel our new employees have a better understanding of how the company works as a whole and that our vision and mission statement work together for the good of the company and the employee.
3. Our company manufactures and builds custom equipment built to customers specifications, so our job positions can be difficult to fill and it takes time to get the employees up to pace with building and servicing the equipment we manufacture. This program allows us plenty of flexibility in getting the type of training our employees need for our specialty niche.

We would like to see this program continue and not be eliminated. We feel this type of funding availability will help us to continue to grow and create new jobs. We were very lucky to be able to get the funding and would like to see more employers in the area be able to take advantage of this resource. We support all the proposed changes that have been requested and hope that you will work diligently to keep and improve the Michigan New Job Training Program.

Sincerely
Jean Fryer
Fogg Filler
3455 John F. Donnelly Dr.
Holland MI 49424



Senator Phil Pavlov
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909
September 9, 2014

Eco Bio Plastics Midland Inc. currently holds a Michigan New Jobs Training Program contract with Delta College Corporate Services. This contract was effective in December 2012.

MNJTP has benefited our business by providing a cost effective option for training new employees. We hired the new employees and are able to identify skills gaps. The MNJTP ensures we can close those gaps by providing customized training to fit our needs.

The MNJTP is a cost effective way for us to remain competitive in the market. We are able to work with Delta College Corporate Services to train our employees. People are our most valuable asset and we need tools to make them produce the best possible results. MNJTP is a significant tool. Our ability to hire and train has also stimulated the local economy and benefited our community.

However, to ensure we can continue to train all of the new workers currently covered under our contract, we are asking for your support. The new minimum wage legislation puts our MNJTP contract at risk. Existing contracts are being executed with 175% of minimum wage jobs being eligible for training. With the minimum wage increase, we anticipate that our existing contract will be affected. Meaning fewer jobs will be eligible for training dollars.

We strongly recommend the MNJTP provides that agreements entered into prior to the effective date of the May 27, 2014 minimum wage legislation be valid using 175% of the \$7.40 wage. Doing this will ensure Delta College is able to deliver training per the training contract. It will provide our businesses the training resources we need. We are asking you to provide a solution for colleges and employers that signed under contracts dated prior to May 27, 2014.

Additionally, we ask you to consider removing the 2018 sunset clause so that other businesses may be able to train their newly hired employees using the MNJTP.

The MNJTP has helped our business, along with 83 other businesses in the state of Michigan who also currently hold contracts. We ask you to take action immediately so we may continue to provide customized quality training for our new employees.

Sincerely,

Lisa Ann Wright
Office Administrator



Weber Automotive

Weber Automotive Corporation
1750 Summit Drive
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USA

Phone: +1 248 393-9025
Fax: +1 248 393-5522

E-Mail: D.Messina@weber-automotive.com
Internet: www.weber-automotive.com

Date: September 12, 2014

Dear Sir and Madame,

The Michigan New Jobs Training (MJNT) Program provides Weber Automotive the opportunity to prepare over 100 employees with the proper skills to meet our Company's mission and vision of providing quality products to our customers. The Weber Automotive workforce has increased by over 200% since May 2012. Assisted by the MNJT Program, our employees will benefit from not only the technical training they require, but also the additional development opportunities to improve quality and workmanship.

The greatest benefit of this program's structure is the flexibility. Weber Automotive employees in all departments with a wide range of job descriptions are eligible for free training through the MNJT Program. This allows our Human Resources Department and Continuous Improvement Department to develop both short-term and long-range employee development programs to ensure that all departments are reaching their goals, together.

Weber also finds great value in the fact that local community colleges work with us to provide training through their own organizations, as well as provides these same services to also secure external vendor training.

Weber feels that the sunset clause should be eliminated so that this valuable program is still available after 2018. In addition, a solution must be found that addresses those companies and colleges that signed these contracts under the previous minimum wage laws.

I am happy to answer any questions about Weber's experience in the MNJT Program; please contact me at any time.

Sincerely,

David M. Messina
Director, Human Resources
Weber Automotive Corporation



September 14, 2014

**Senator Phil Pavlov
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909**

Dear Senator Pavlov:

XALT Energy currently holds a Michigan New Jobs Training Program contract with Delta College Corporate Services. This contract was effective in March 2011 and has benefited our business in numerous ways.

The MNJTP has provided a way for us to provide targeted, technical training for Michigan workers entering our workforce. Many of our new employees come with both technical and non-technical skills developed in our region's existing manufacturing base. However, new technologies being introduced to the workforce require an additional set of high tech skills focused on chemistry, automation, and electro-mechanical manufacturing. The training provided by Delta College delivers exactly what our business needs for these workers to be efficient and effective.

The MNJTP is also flexible, and is delivered locally using Delta College. Delta College has a reputation for innovating new high quality training programs to meet our needs, and they partner with us to ensure the training produces desired results.

This flexibility allows us to quickly hire Michigan's best and brightest workers, independent of their specific technical skills (or lack thereof). Once on board, we identify skills gaps and close those using the MNJTP. This has proven to be quite a cost effective and efficient option. Without the MNJTP, our business would struggle to eliminate the skills gaps because our focus is developing new technologies to compete in the global lithium battery market. We need the right people, the right skills at the right time, all of which MNJTP helps provide.

However, to ensure we can continue to train all of the new workers currently covered under our contract, we are asking for your support. The new minimum wage legislation puts our MNJTP contract at risk. Existing contracts are being executed with 175% of minimum wage jobs being eligible for training. With the minimum wage increase, we anticipate that our existing contract will be adversely affected. Greater than 50% of our new jobs would be ineligible for training dollars. This will greatly impact our competitiveness and responsiveness in the marketplace.



We strongly recommend that MNJTP agreements entered into prior to the effective date of the May 27, 2014 minimum wage legislation remain valid using 175% of the \$7.40 wage, and not the proposed higher minimum wage. This will allow us to continue with the flexibility and effectiveness necessary to be competitive.

In summary, We are asking you to provide a solution for colleges and employers that signed under contracts dated prior to May 27, 2014.

Thank you for your consideration of this urgent matter.

Sincerely,

A handwritten signature in cursive script that reads "Bill Money Penny".

Bill Money Penny
Director of Manufacturing



2700 S Saginaw Road, Midland, MI 48640
Office Phone: 989.486.8523



Plymouth Technology, Inc.
2925 Waterview Dr.
Rochester Hills • MI • 48309 USA
(248) 537-0081 • Fax (248) 537-0088
www.PlymouthTechnology.com

September 15, 2014

To Whom It May Concern:

It is with enthusiasm that I write this letter in support of the Michigan New Jobs Training Program. The MNJT funding has allowed our organization to bridge the training gap for our Michigan new hires, and new positions created. Specifically, this funding has directly supported Plymouth Technology's strategic 3 year goal, which began in 2013 to double the number of employees.

The MNJT funding assists in allowing Plymouth Technology to stay focused on job creations and increased sales to support the new hires. The funding allows Plymouth Technology to provide new hires with industry specific training to shorten the new hires learning curve and bring them up to speed sooner in support of compressing the sales cycle.

The funding is being used to develop both Industrial Sales & Technical training specific to water treatment, in support of the Company's 3 year strategic growth objectives. Additionally, we are able to continue hiring local, create new jobs and provide training in areas which a new employee may have a developmental need in.

Since the program, Plymouth Technology has created 10 new Michigan jobs. Being able to deliver training to the new employees on specific training objectives, not only benefits our Company, but communicates to our employees we are invested in their growth potential and development at Plymouth Technology.

We truly value the Michigan New Jobs Training Program, along with those who administer this program and believe this allows Michigan Businesses to focus their growth efforts & being able to create new positions. The support from the MNJT programs have given us the opportunity to assist in the funding and sustainability of the new growth & newly created positions. We are confident that we will have best in class training for our Employees in direct support of the newly created jobs, thanks to the direct assistance of the MNJT program.

Thank you very much for your time and future consideration of this program. Please feel free to contact me directly for any additional information at 248-537-0081 ext. 110.

Sincerely,

A handwritten signature in blue ink that reads "Stacey Simms".

Stacey Simms
Human Resources
Plymouth Technology, Inc.



Meritor, Inc.
2135 West Maple Road
Troy, Michigan 48064-721 USA
800-535-5560 Tel

meritor.com

September 15, 2014

To Whom It May Concern:

Meritor has participated in the Michigan New Jobs Training Program since 2011. The program has benefited our company and employees in qualifying new positions, by allocating funds for training in a wide range of skills ranging from basic to high-tech, leadership and management , to complete degree programs.

We value the flexibility of the MNJTP in that it allows us to identify the *best* available training, certificate or degree programs, to meet job specific skill development needs of employees in new positions. Without the MNJTP funding, we would not have this level of resources available.

We support the MNJTP because it has been a valuable resource, enabling employees in new positions to participate in top quality training programs, build required job skills, and contribute to the success of Meritor.

Sincerely,

Elaine Torossian
Senior Training and Development Specialist
Talent Management



EMAG L.L.C.

38800 Grand River Avenue
Farmington Hills, MI 48335
Phone: (248) 477-7440
Fax: (248) 477-7784

September 15, 2014

To Whom It May Concern:

I am writing this letter to convey EMAG L.L.C.'s support of the Michigan New Jobs Training Program. EMAG L.L.C. has held an MNJT contract since 2012. Since that time, we have used MNJT funds to train our eligible employees in the areas of Proposal Engineering, Finance, Computer Skills, Human Resources, Project Management, Leadership, Six Sigma, Technical Writing, Engineering and Programming. The most beneficial part of the program is that we are able to customize training that exactly fits the needs of our organization.

Whether it involves training at our corporate headquarters, at a college or through a training provider, MNJTP funds help to facilitate these activities. With the exception of the training that occurs at EMAG's German headquarters, all training has been local. Also, it has been most beneficial to work with our local community college, Oakland Community College, for the administration of the program. Oakland Community College has provided outstanding support to EMAG.

The MNJTP program has encouraged job growth at EMAG L.L.C. After hiring our eligible employees, the training program has allowed us to ensure future success and retention of our hired employees. This in turn promotes the success of EMAG L.L.C. in the State of Michigan. We would hope that this program continues and grows so that more companies can be as positively affected as we have.

Best regards,

A handwritten signature in blue ink, appearing to read "Peter Loetzner".

Peter Loetzner

CEO, EMAG L.L.C.

To Whom It May Concern:

Total Quality Logistics ("TQL") is a newer member of the MNJT but we are already very pleased with the program to date. Training and development are paramount at TQL as we operate in an industry that commands attention to detail, interpersonal skills, and systems knowledge. All three of these success factors are covered in our comprehensive training program.

The funding we receive for the MNJT helps us improve our training processes across the board. We will need to create new jobs for our company to grow. But for our company to succeed, we must have effective training to eliminate the skills gap. The MNJT provides us with the necessary flexibility in our training program to accomplish our training goals, increase the skillset of our employees, and provide growth to all parties involved.

At TQL, we have experienced tremendous growth in the last 5 years, and located our first office in Michigan in February 2014. As we continue to grow and evaluate our options for further expansion, we view the MNJT as a differentiator when comparing Michigan to other states. We are grateful to be a part of the MNJT and very excited about what the program will mean to us this year, next year, and each year in the future.

Thanks,

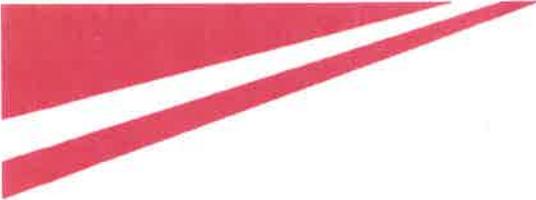


Andrew Denman

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INTEGRITY, DISCIPLINE, EXECUTION AND COMMUNICATION - OTHERS SAY IT; WE LIVE IT.





Mahindra North American Technical Center, Inc.
1055 West Square Lake Road
Troy, MI 48098-2523
Phone: (248) 268-6600

September 12, 2014

To whom it may concern:

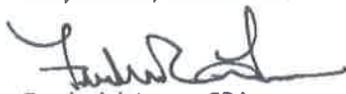
Our company has recently located into the Troy, Michigan area primarily because we were able to find comparably competitive incentives for doing business in Michigan. We examined numerous countries and other States and decided to grow our roots in this area for specific reasons, one of which is the Michigan New Jobs Training Program (MNJT) as it exists in law and is administered today.

We have a work force particularly rich in automotive experience and they require the latest equipment and knowledge to perform their jobs. Ongoing, on-the-job and institutional training is a critical component in keeping our new workforce familiar with our tools and the business. As an off-shore manufacturer, those that design our automobiles must be educated in the latest global automotive standards but also in the capabilities of Indian based manufacturers and this can only be achieved via a rigorous training policy.

The MNJT program allows us to customize our training by providing the necessary referent expertise in planning training programs and linking those programs to local Community Colleges. These colleges provide us with a venue for drawing on both academic as well as business environments to support that effort.

At Mahindra North American Technical Center we believe that a continuing professional education is the bedrock for maintaining the highest levels of competence that we seek, to allow our customers, stakeholders and the communities where we locate to *RISE*.

Respectfully submitted,



Frederick Laws, CPA
Chief Financial Officer
Mahindra North American Technical Center
248-268-6630



September 12, 2014

To whom this may concern:

As a new Human Resources Business Partner representing WABCO, I was recently introduced to the Michigan New Jobs Training Program (MNJT). During the overview of this program, I was informed that one of the factors to locating WABCO to Michigan was due to the benefits gained through the MNJT program.

The direct access to qualified trainers for fundamental trainings, such as, Forklift Safety, Understanding Sexual Harassment, CDL Class A Training Program and Fire Extinguisher Safety training is needed for a growing company servicing the automobile and commercial vehicle industries. These are just a few examples of trainings that the MNJT program has provided to contribute in making WABCO a safer and more productive work environment.

When discussing the possibility of losing the funding of the MNJT program with the WABCO Management team, it was expressed this could reduce additional companies relocating to the state of Michigan, which impacts the local economy. These few examples support that WABCO would agree with continuing the MNJT program beyond 2018.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rebecca Guilliams".

Rebecca Guilliams
Human Resources Business Partner

September 15, 2014

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909

Dear Sir:

Great Lakes Stainless, Inc. strongly supports the Michigan New Jobs Training Program (MNJTP) and its continuence. This program, MNJTP, is a multi beneficial program for our company that has both short tem and long term positive impact on our competitiveness and growth as well as our local community. The following are just some of the benefits of this valuable program:

- 1) To get any benefit a company must hire new employees in new positions. This specific carrot goes directly toward job creation and is a significant positive when businesses discuss expansion.
- 2) Being able to hire an employee who can get trained in the skills the employer needs. The program allows training that can directly and immediately bring positive results to a company. That allows the company to be more successful, have the ability to compete globally and plan on long term stability/growth knowing the employer can get much needed trained employees going forward.
- 3) The flexibility of the MNJTP program provides a wide range of skill acquisitions from basic to high-tech skills, the latter ever increasing difficulty to find and a major reason business relocate or move manufacturing overseas. Being assured that the community we are located will have the opportunity to have skilled labor in up to date techniques and in new technology is vital to any employer.
- 4) Design of the MNJTP program being local and the scope being large with no restrictions on industry or company size provides a fantastic opportunity for local communities to not only stay competitive but be attractive for all types of new businesses.
- 5) This program is specifically designed to create jobs and for employers to increase competitiveness but also has tremendous positive impact in the community. The more your local population has skills required in today's economy the more likely the community will prosper and attract new businesses.

It is Great Lakes Stainless, Inc. belief that this program is important to us and our community. Because of this, we urge everyone involved in keeping this program going.

Sincerely,



David L Wigton
Controller



SHORELINE

POWER SERVICES INC

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
PO Box 30036
Lansing, MI 48909

Dear Senator Phil Pavlov,

I am writing to you in support of the Michigan New Jobs Training Program (MNJTP). Our company, Shoreline Power Services, Inc., is just over two years old. Last spring, our company met with representatives for the MNJTP and they explained how the program worked and how it would help us as a new company and help our community.

One of the stipulations of the MNJTP is that we need to hire new employees and start them off at a minimum wage of \$12.95 in order to help pay our training. We have hired more than 30 new employees who qualify for the MNJTP which means this program has allowed us to create jobs for our community, the employees we hire make well above minimum wage required by the program, and we are able to provide them with the training necessary to strengthen their skills and move them forward in their careers.

The MNJTP has allowed us to train our employees in first aid, CPR and AED training for on the job purposes as well as off the job safety purposes. Our employees have participated in infrared scanning classes, FLIR training, OPTO 22, Lead and Asbestos training, OSHA 10 and 30, Arc Flash, PPE, Lock Out-Tag Out, Identocard and NEC Code Updates along with many others. Many of these classes and conferences would not have been possible without the aid from the MNJTP program. These trainings, classes and conferences improve our employees' skills and knowledge as well as help us as a company out. We are able to strengthen and define certain skills because of this program which helps keep us in business and that allows us to hire more employees and reduce our unemployment rate.

There is a lot of flexibility in the program which is beneficial to us, our employees and our customers. If one of our customers requires certain training before working on a project, we are able to provide that training because of the funds from the MNJTP. The trainings can include basic skills like first aid training and more high-tech skills like infrared training or Wonderware Software conferences.

Northwestern Michigan College has worked with us and other companies in the surrounding areas to help support job creation as well as improve job skills and developments. This training program is important for our local and state economies. We have been able to add 30 plus additional jobs in just over a year and plan on creating more jobs for our economy, and this training program has made it all possible. We are able to train and teach our electrical apprentices by following a state approved apprenticeship program as well as different types of safety and skills training.

The Michigan New Jobs Training Program has been tremendously beneficial to our success as well as other companies. Please consider this before making any changes that may hurt this program. \

Thank you,



Amanda Nickerson

HAYES®

6875 US 131, Fife Lake, MI 49633 ♦ Phone: (231) 879-3372 ♦ Fax: (231) 879-4330 ♦ www.hayescouplings.com

September 15, 2014

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909

Dear Mr. Pavlov,

I am writing to convey my support for the Michigan New Jobs Training Program. As an employer and manufacturer in the State of Michigan, I am enthusiastic about any assistance available for employee training.

As you're probably well aware, manufacturers are struggling to find trained machinists. Due to the shortage of qualified prospects, we have been forced to hire untrained people and train them on the job. This is not the best option for a lot of reasons having to do with time and money. Luckily, we are very close to Northwestern Michigan College in Traverse City and they have given us hope regarding new training options available through the MNJTP.

The flexibility of the program is a major benefit. It allows for a tailored approach to training and makes it that much more appealing to us. NMC has taken the time to get to know our business (as well as our challenges) and can assist us in devising a training program that will benefit both our company and the prospective employee.

It is my hope that you can see the importance of supporting and promoting the MNJTP to your colleagues in the state senate. It's a program that offers much needed assistance to employers in Michigan as well as providing jobs for your constituents.

Best Regards,



Penny Challender
Owner/Partner



Electro-Optics Technology, Inc.

September 11, 2014

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48909

Dear Senator Pavlov,

Electro-Optics Technology, Inc. is fortunate to participate in the Michigan New Jobs Training Program (MNJTP) as a partner with Northwestern Michigan College in Traverse City, Michigan. This program has assisted us with the educating of our newly hired employees and allowing us the benefit of training and eliminating the skills gap without incurring the cost that typically would come with educating new employees in our industry. Most of the training enabled by this grant has been very industry and company specific, as we are a high tech company in Northern Michigan with very specific training and education needs.

The MNJTP program allows us the flexibility for the types of education and training necessary to assist our employees in acquiring basic skillsets, as well as more highly developed skillsets. We work closely with, and appreciate, our partners at Northwestern Michigan College, as they assist us with our education and training needs so that we may continue to grow and prosper.

Sincerely,

A handwritten signature in black ink that reads "Katie M. Corona".

Katie M. Corona, SPHR
Human Resources Manager, Electro-Optics Technology, Inc.



September 10, 2014

Senator Phil Pavlov (Chair)
Senate Education Committee
905 Farnum Building
P.O. Box 30036
Lansing, MI 48009

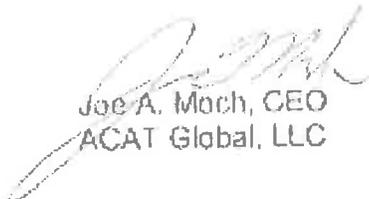
Dear Senator Pavlov:

I am writing this letter of support for the MNJTP. This program should be continued for the following reasons:

- The MJTP program eliminates the skills gap; the training delivered to the new employees is exactly what employers require. Most of the training funded by the MNJTP is contract-based, company-specific training.
- The program allows plenty of flexibility for the type of training that is allowable from basic-skills acquisition to high-tech skill development to entire programs of study.
- This is a local program (individual community colleges work directly with employers and local economic development to support job creation) and there are no restrictions by industry or employer size.
- Employers are required to hire employees and create new jobs first before receiving the benefit of no-cost training.

Our company has utilized the diverted MNJTP tax funds, administered through Northwestern Community College in Traverse City, to train several of our employees taking CNC classes at Charlevoix High School through a Baker College curriculum. The flexibility of this program has enabled us to provide extended training in critically-needed job skills. The MJTP funds have helped support this program, which otherwise may not have been possible. Many local manufacturers here are participating in the program and have hired students based on the skills they acquired from the program.

Sincerely,



Joe A. Moch, CEO
ACAT Global, LLC

9/16/2014

Mary Hofstra
Customized Training Manager
Grand Rapids Community College
Leslie E. Tassell M-Tec
622 Godfrey SW
Grand Rapids, MI 49503

Dear Mary,

LG Chem Michigan wanted to write a letter to express our support for the Michigan New Jobs Training Program. We have and will continue to utilize the training grant to further develop our team members' capabilities. The education programs and training courses that our employees have attended have helped us to create the high-tech skilled workforce that our business needs.

This program has allowed us flexibility for the type of training and there are no restrictions by industry or employer size. This is helpful because the training delivered to our employees is able to meet our company-specific training requirements, while fostering the use of local providers whenever possible.

After reviewing the MNJTP briefing document, we believe the proposed changes would benefit the grant program and our organization greatly. With the increase of the state minimum wage, there needs to be a plan and solution for employers that have signed contracts under the old minimum wage rate. The proposed changes would do just that.

Sincerely,



Beomgi David Lee
Treasurer
LG Chem Michigan Inc.

September 12, 2014



To Whom It May Concern:

Re: Michigan New Jobs Training Program

Founders Brewing Company is proud to partner with GRCC for the MNJTP. Within this past year and a half, we have hired an additional 150 employees at a very rapid pace. As we look to our next expansion, we are slated to add at least another 50, mostly working in MI.

Training is critical to our company's success and to our culture. We have very specific training needs within our industry and a lot of our training is company – specific training ranging from basic skills training to higher level skills training.

Working with GRCC through this training program has proven to be flexible for our needs. Due to our fast pace growth that we have experienced and will continue to experience, our top priority is to hire key personnel at a rapid rate. Once hired, we want to continually train and educate our new workforce and the MNJTP has helped us accomplish this.

We are pleased with this program and we look forward to continue training our current and future work force.

Regards,

Michelle Stevenson
Human Resources
Founders Brewing Company
616/776-3526
michelle@foundersbrewing.com

BREWED FOR US.
EST. 1997

235 GRANDVILLE AVE SW, GRAND RAPIDS, MICHIGAN 49503
616.776.2182 FOUNDERSBREWING.COM

September 16, 2014

To Whom It May Concern:

I am writing this letter on behalf of Trans-Matic Mfg. Co. Inc., to show our support for the changes to the Michigan New Jobs Training Program (MNJTP) requested by the Michigan Community College Association (MCCA). Those changes are (1) Eliminate the \$50 million cap (2) Eliminate the "sunset" clause that ends the program after 2018 (3) Provide a fix for colleges and employers that have signed contracts under the old minimum wage.

This program has helped us recover from the market down turn and grow jobs over the last four years. We are proud to stay we have been able to create 74 new jobs since joining the program. The MNJTP has been a key factor in allowing us to afford the creation of those new jobs as it has enabled us to divert \$249,709.84 over the last four years

We appreciate the flexibility in the design of the program which allows us to provide various levels of training that address the specific needs of our organization. We have a very effective partnership in place with Grand Rapids Community College and appreciate their support in the administration of the MNJTP and the delivery of some of the training solutions we use under the program.

We hope that you make the decision to endorse the changes to the Michigan New Jobs Training Program as requested by the Michigan Community College Association.

Please feel free to contact me with additional questions. I may be reached at 616-820-2540 or rchabot@transmatic.com.

Sincerely,
Rebecca Chabot



Director of Human Resources
Trans-Matic Mfg. Co. Inc.



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09/16/2014

RE: Michigan New Jobs Training Program

To: Michigan Senate Education Committee

As you consider the recommendation of proposed changes to the Michigan New Jobs Training Program, Autocam Precision Components would like to advocate to the benefits of the program for the future development of our talent in Michigan.

We have utilized the funding to secure training for highly skilled and competent machinists and technicians at Autocam. This programming has been coordinated through the joint efforts of Grand Rapids Community College and our Autocam training department to efficiently and effectively meet the future demand requirements of skilled employees adding value to our manufacturing capabilities. The flexibility of this program has allowed Autocam to train entry level machinists to "re-skilling" industry veterans. This has been valuable to ensure consistency of skillset across our operations.

While Autocam Precision Components continues to expand our capabilities, having the flexibility to have training that is company specific and leading edge is critical to our success. We have been able to utilize talented industry professionals to train and guide our developing workers through the community colleges.

Please support the efforts of Senator Pavlov and before the Senate Education Committee on the proposed changes to the Michigan New Jobs Training Program.

Sincerely,

Steve Heethuis
Autocam Precision Components
Training Director



September 16, 2014

To whom it may concern,

Johnson Controls Power Solutions is the global leader in lead-acid automotive batteries and advanced batteries for Start-Stop, hybrid and electric vehicles. Our 50 manufacturing, recycling and distribution centers supply more than one third of the world's lead-acid batteries to major automakers and aftermarket retailers. Through our innovations we are building the advanced battery industry for hybrid and electric vehicles. We were the first company in the world to produce lithium-ion batteries for mass-production hybrid vehicles. Our commitment to sustainability is evidenced by our world-class technology, manufacturing and recycling capabilities.

In late 2009 Johnson Controls started work on a Lithium Ion Battery manufacturing facility located in Holland Michigan. Early on, we were made aware of the Michigan New Jobs Training Grant. We applied and were grateful for the approval of \$1,047,690.00 dollars to better equip our employees as they learned the production methods for the Lithium Ion Battery.

We currently have 167 employees that are certified to use the Michigan New Jobs Training Grant. The grant has helped Johnson Controls as we developed local West Michigan talent to build and design the Lithium Ion Battery systems for a number of applications. We have also attracted employees from outside of Michigan, who now call West Michigan their home.

The grant has been mentioned in every new employee interview as a valuable benefit to working at the plant. This has been an incentive to many applicants who see the opportunities that are opened up to better themselves in their particular field of interest. The grant accommodates production employees to the highest level salary employee. We have found the grant to be a key in our success in training our employees.

The program is managed by Grand Rapids Community College. They have been very helpful in guiding us through the guidelines of the grant. They understand the West Michigan community and are always willing to come out to visit the plant to explain the program.

The Michigan New Jobs Training Grant is utilized almost every day and has helped the Johnson Controls Meadowbrook plant as we continue to develop and produce Lithium Ion Batteries. I believe this grant has been a key to our training and development success.

Please feel free to contact me if you have any questions.

Sincerely,

Doug Bartman

Human Resources Manager

Johnson Controls Power Solutions