

2nd Quarter 2020

CEO REPORT

REGIONAL UPDATE ■ CURRENT PROJECTS ■ REGIONAL SPOTLIGHT

LETTER FROM THE CEO

In the nearly three months since our board last met, there have been unprecedented changes in our Region, our State, and our Country. The COVID-19 pandemic has altered how we do business, both internally and externally, as an organization, a region, and a state.

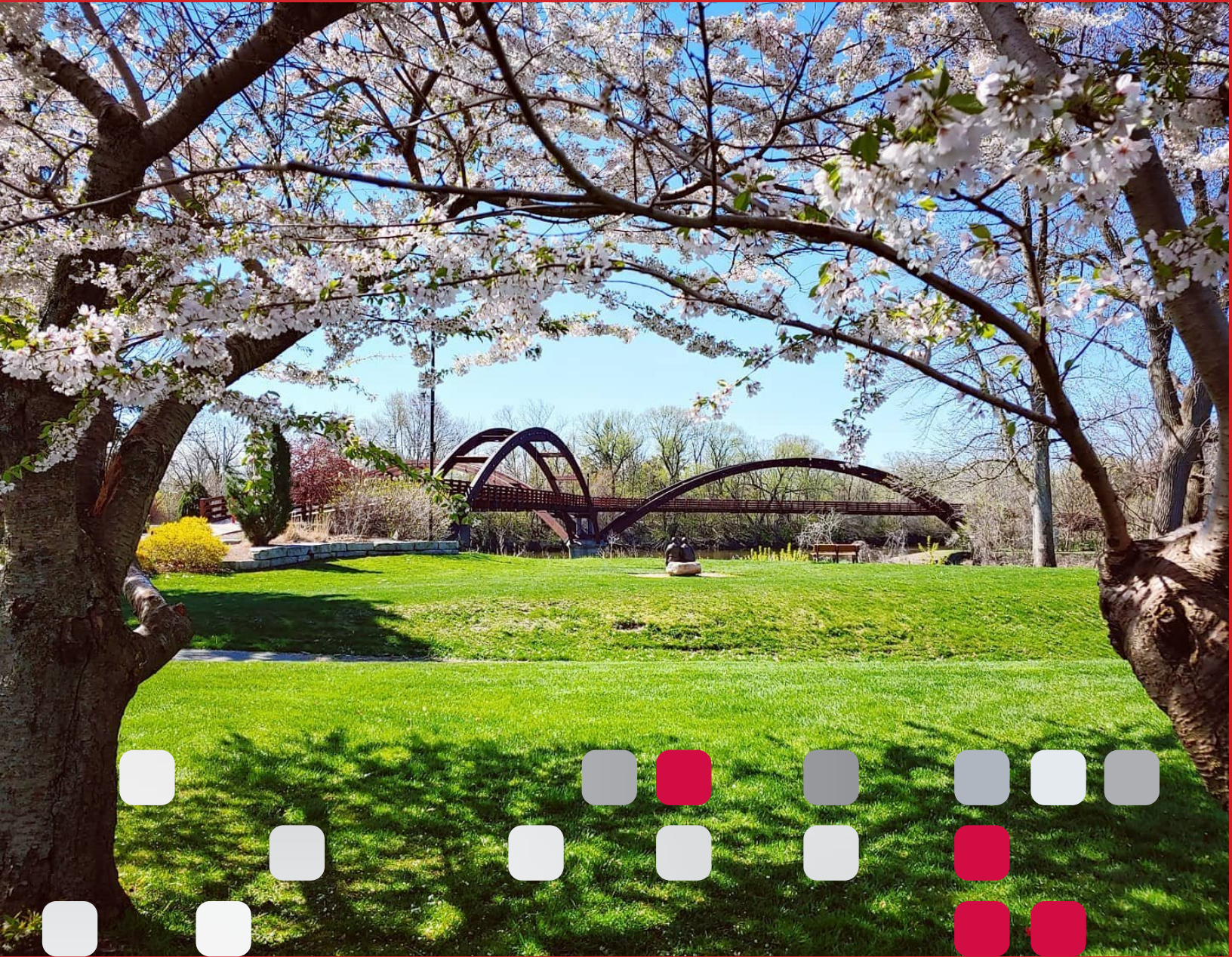
Since March 16, 2020, GLBMW! has significantly altered the way we operate, taking deliberate measures to attend to the needs of our region's employers and job seekers while prioritizing the health and safety of our staff and customers above all else. In late March, the Michigan Department of Labor and Economic Opportunity (LEO), along with the Governor's Office, assigned essential status to the Michigan Works! System, allowing our agency to continue providing services to our Region. Our Service Center doors were closed to the public, but our staff remained on duty (both in the centers and remotely) ready to assist. We instituted virtual meeting technology, web-based training programs, a website chat function and customer drop boxes to make the transformed service delivery as easy as possible for our customers. During this time, we also temporarily modified our normal service menu to include assistance with Unemployment Insurance Claims.

Previously, Michigan Works! Employment Services program delivery (Wagner-Peyser and Trade Adjustment Act Programming) has intentionally remained outside of the Unemployment Insurance Agency's (UIA) scope of work, but with Unemployment Insurance claims at a record high (1.3 million claims submitted since March 16), help was needed. Across the state, Michigan Works! agencies pledged nearly 400 personnel to act as UIA augmentees providing limited assistance to their respective Region's workforce. In that time, GLBMW! personnel have taken over 15,000 calls providing our Region's workforce with the high level of service our region is known for. Simultaneously, our Business Service Team has been working constantly to assist employers from across the region navigate the Workshare Program, SBA Loans, connecting them with resources for PPE and with other resources they need to reopen when it's safe. They have done all this while posting positions on PMTC and social media and learning new ways to connect employers with the talent that they are seeking.

In early March, unemployment rates were approaching record lows. Our Region's workforce was at full employment and opportunity was high. Within four weeks, unemployment rose to levels not witnessed since the Great Depression of the 1920's and 1930's. As our economy begins to open, those numbers will improve, but the effects of this pandemic are going to be wide-spread and felt for years to come. No model currently exists that can accurately predict what the "new normal" will look like for our Region's workforce. Michigan Works! is tirelessly striving to not only meet the needs of our Region now, but to proactively develop programs with the embedded flexibility to meet the needs of our Region's workforce in the future. Our teams are working on Virtual Job Fair platforms, enhanced FAST START programs, modified Summer Youth Programs, revised employer service delivery techniques, and marketing campaigns to invigorate our workforce once the environment supports reopening. Michigan Works! will be there!

Respectfully,
Chris Rishko

regional UPDATE



National Employment Situation Summary, UIA Claims Update,
Real Time Intelligence Report, Legislative Update



EMPLOYMENT SITUATION SUMMARY

Total nonfarm payroll employment fell by 20.5 million in April, and the unemployment rate rose to 14.7 %, the U.S. Bureau of Labor Statistics reported May 8, 2020. The changes in these measures reflect the effects of the coronavirus (COVID-19) pandemic and efforts to contain it. Employment fell sharply in all major industry sectors, with particularly heavy job losses in leisure and hospitality.

This news release presents statistics from two monthly surveys. The household survey measures labor force status, including unemployment, by demographic characteristics. The establishment survey measures nonfarm employment, hours, and earnings by industry.

Household Survey Data

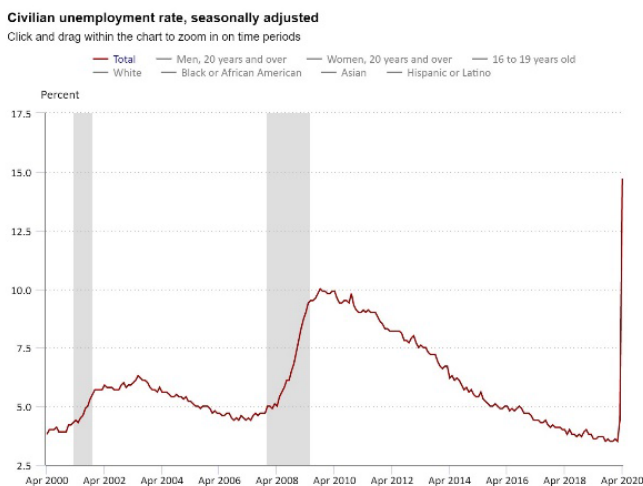


Figure 1: National Civilian unemployment rate for April 2020.
Source: www.bls.gov

In April, the unemployment rate increased by 10.3 percentage points to 14.7 %. This is the highest rate and the largest over-the-month increase in the history of the series (seasonally adjusted data are available back to January 1948). The number of unemployed persons rose by 15.9 million to 23.1 million in April. The sharp increases in these measures reflect the effects of the coronavirus pandemic and efforts to contain it. The number of unemployed persons who reported begin on temporary layoff increased about ten-fold to 18.1 million in April.

The number of permanent job losers increased by 544,000 to 2.0 million. The **labor force participation rate decreased by 2.5 percentage points over the month to 60.2 %**, the lowest rates since January 1973 (when it was 60.0 %). Total employment, as measured by the household survey, fell by 22.4 million to 133.4 million.

Establishment Survey Data

Total nonfarm payroll employment fell by 20.5 million in April, after declining by 881,000 in March. The April over-the-month decline is the largest in the history of the series and brought employment to its lowest level since January 2011 (the series dates back to 1939). Job losses in April were widespread, with the largest employment decline occurring in leisure and hospitality. In April, employment in **leisure and hospitality** plummeted by 7.7 million, or 47 %. Almost three-quarters of the decrease occurred in food services and drinking places (-5.5 million).

Employment also fell in the arts, entertainment, and recreation industry (-1.3 million) and in the accommodation industry (-839,000). Employment declined by 2.5 million in **education and health services** in April. In health care, employment declined by 1.4 million, led by losses in offices of dentists (-503,000), offices of physicians (-243,000), and offices of other health care practitioners (-205,000). Employment also declined in **social assistance** (-651,000), reflecting job losses in child day care services (-336,000) and individual and family services (-241,000). Employment in **private education** declined by 457,000 over the month. **Professional and business services** shed 2.2 million jobs in April. Sharp losses occurred in **temporary help services** (-842,000) and in services to buildings and dwellings (-259,000).

Employment in retail trade declined by 2.1 million. Job losses occurred in clothing and clothing accessories stores (-740,000), motor vehicle and parts dealers (-345,000), miscellaneous store retailers (-264,000), and furniture and home furnishings stores (-209,000). By contrast, the component of general merchandise stores that includes warehouse clubs and supercenters gained 93,000 jobs.

In April, manufacturing employment dropped by 1.3 million. About two-thirds of the decline was in durable goods manufacturing (-914,000), which saw losses in motor vehicles and parts (-382,000) and in fabricated metal products (-109,000). Nondurable goods manufacturing shed 416,000 jobs.

Employment in the other services industry declined by 1.3 million in April, with nearly two-thirds of the decline occurring in personal and laundry services (-797,000).

Government employment dropped by 980,000 in April. Employment in local government was down by 801,000, in part reflecting school closures. Employment also declined in state government education (-176,000).

Construction employment fell by 975,000 in April, with much of the loss in specialty trade contractors (-691,000). Job losses also occurred in construction of buildings (-206,000).

Source: U.S. Bureau of Labor Statistics (www.bls.gov)

UNEMPLOYMENT INSURANCE CLAIMS REPORT

Typically, the Unemployment Rate is reported as a preliminary snapshot of the health of an area's workforce. The unemployment rate is a percentage of the number of individuals actively looking for work as compared to an area's Labor force (individuals 16 and over). The data point is taken on the 12th of every month and a formal report is released around the 20th of the following month (April's unemployment rate report, released on or around May 20th, will reflect the unemployment rate for April 12th).

During a time of relative steady job trends this method is sufficient. But in our current situation driven by the incredibly dynamic and unprecedented nature of our economy, the inherent lag in the unemployment rate reporting process presents a significant dilemma; the data reported is obsolete before it is published.

A recognized substitute for a timely indicator of the status of the workforce is the UI Claims rate. This rate, derived in a similar way as the unemployment rate, is a ratio of UI claims as compared to the Laborforce. Usually this data is not readily available, but during the COVID-19 pandemic, these figures are being provided by Michigan's UIA on a weekly basis. The data reported for the week of April 28th can be found below and reflects a relatively timely indicator of the health of the Region's Workforce. For comparison, unemployment rates during the Great Recession (2008-2010) topped out at 13%. The Great Depression (1929-1932) saw rates above 25%.

	Unemployment Claims (4/28)	Labor force	Unemployment Claim Rate
Bay	10,870	49,150	22.1%
Gratiot	3,625	17,350	20.9%
Isabella	5,570	34,700	16.1%
Midland	6,646	40,050	16.6%
Saginaw	19,634	84,825	23.1%
GLBMW!	46,345	226,075	20.5%
Michigan	1,051,906	4,867,400	21.6%

Table: Unemployment claims reported on 4/28/2020.

Source: Michigan Department of Technology, Management and Budget. www.milmi.org

The CARES Act, as well as Governor Whitmer's Executive Orders, opened significant numbers of the population to Unemployment Insurance benefits. Since mid-March 2020, over 1.3 Million Michiganders have filed for unemployment (compared to ~390,000 in all of 2019). That being said, many of the filed claims were for temporary layoffs. As Michigan companies return to work, we should get a better estimate of the overall health of Michigan's workforce this summer.

REAL TIME INTELLIGENCE REPORT

As the COVID-19 pandemic evolves and its effect on Michigan's Workforce is highlighted, it is important to recognize that even with unprecedented unemployment rates, over 1,600 employers around the region are actively searching for talent. Currently, there are over 6,190 active job postings in our Region (117,860 state-wide). Nearly 2,000 of those positions are full-time. Saginaw County is currently advertising 2,879 job postings followed by Bay (1,805), Midland (1743), Isabella (966) and Gratiot (583) Counties.

Every day, our Business Services Team is actively engaging with regional employers to help identify their current and future talent needs, posting positions on Pure Michigan Talent Connect, assist employers with access to State and Federal programs, as well as connecting them with Economic Development Agencies, Chambers of Commerce, Small Business Development Center (SBDC), Small Business Administration (SBA) and the Unemployment Insurance Agency (UIA).

A snapshot of the leading Occupations currently advertising positions in our Region can be found below.

Occupation	Total Ads	
Retail Salespersons	520	
Combined Food Preparation and Serving Workers, Including Fast Food	392	
First-Line Supervisors of Retail Sales Workers	386	
First-Line Supervisors of Food Preparation and Serving Workers	251	
Registered Nurses	229	
Customer Service Representatives	174	
Social and Human Service Assistants	148	
Driver/Sales Workers	131	
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	112	
Nursing Assistants	101	

The table above illustrates the top 10 active postings by Occupation in the GLB Region. Positions are a combination of full and part-time employment and represent postings active as of 5.13.2020. **Source:** JobsEQ

LEGISLATIVE UPDATE

Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act (H.R. 6800)

On 5.12.2020, the House of Representatives released the ["Health and Economic Recovery Omnibus Emergency Solutions \(HEROES\) Act"](#). In its entirety, this Act would appropriate more than \$3 trillion in Emergency Funds to various sectors of the economy. This Act was crafted and introduced by the House Majority (Democrats) and it is not necessarily indicative of where priorities may lie in the Senate Majority (Republicans). The National Association of Workforce Boards (NAWB) anticipates the House will convene to vote on this legislation Friday (5/15), but is unsure how soon the bill will reach the Senate floor.

This is the first COVID-19 response legislation to directly target WIOA formula programs and the workforce development system. HEROES proposes to appropriate \$2.04 billion to the workforce development system. This legislation would relax eligibility requirements from WIOA to include all those described as a "covered individual" under the CARES Act. HEROES also proposes that priority of services in local one-stops be given to those directly impacted by COVID-19 economically, including those seeking employment, dislocated workers, individuals with barriers to employment, and individuals who are unemployed or underemployed. This money is proposed to be allocated as follows:

- **\$485 million** for grants to States to be used for Adult Employment and Training Activities.
- **\$518 million** for grants to States to be used for Youth Activities.
- **\$597 million** for grants to States for Dislocated Worker Employment and Training Activities.
- **\$400 million** for the Dislocated Workers Assistance National Reserve.
- **\$25 million** for Migrant and Seasonal Farmworker Programs.

Additionally, there is a proposed **\$500 million** to be appropriated to establish a contract tracing system in the United States (Sec. 30561, Pg. 515-554). This proposal names local workforce boards as a key eligible partner in preparing a contract tracing workforce. HEROES proposes that, of the funds eligible to local boards, that 10% be used for administrative costs and 60% must be used for recruitment and training for COVID-19 testing, contact tracing, surveillance, containment and mitigation. However, this legislation proposes that 30% of allocated funds be kept in reserve to support the transition of individuals hired as contract tracers and related positions into education or training program, or un-subsidized employment upon the completion of these positions. (Source: www.nawb.org)

This bill represents a 55% increase over prior funding for Workforce Programs. Latest narratives from Congress indicated that although this bill will reach the House floor in the near future, the Senate has indicated the bill may not reach the Senate floor until mid-summer.

Relaunching America's Workforce Act (H.R. 6646)

On May 1st, 2020 House Committee on Education and Labor Chairman Robert C. “Bobby” Scott (VA-03) and Senate Committee on Health, Education, Labor, and Pensions Ranking Member Patty Murray (D-WA) led House and Senate Democrats in introducing legislation to invest \$15 billion in America’s workforce training infrastructure as well as career and technical education. The Relaunching America’s Workforce Act authorizes funding to help workers sharpen their skills and quickly re-enter the workforce as the economy emerges from the deepest decline since the Great Depression.

The House bill is co-led by Reps. Andy Levin (MI-09), Suzanne Bonamici (OR-01), Susan Davis (CA-53), Joaquin, Castro (TX-20), Marcia Fudge (OH-11), Lucy McBath (GA-06), Susie Lee (NV-03), Haley Stevens (MI-11), and Joe Courtney (CT-02).

The Senate bill is co-led by Sens. Tim Kaine (D-VA), Tammy Baldwin (D-WI), and Tina Smith (D-MN).

Program	Amount
National Dislocated Worker Grants	\$500 Million
State Dislocated Worker Grants	\$2.5 Billion
Youth Workforce Investment Activities	\$2.5 Billion
Adult Employment and Training Activities	\$2.5 Billion
Wagner-Peyser/Employment Service	\$1 Billion
Job Corps	\$500 Million
Native American Programs	\$150 Million
Migrant and Seasonal Farmworkers	\$150 Million
YouthBuild	\$250 Million
Reentry Employment Opportunities	\$350 Million
Registered Apprenticeships	\$500 Million
Adult Education and Literacy	\$1 Billion
Community College and Industry Partnership Grants	\$2 Billion
Department of Labor Administration	\$90 Million
Career and Technical Education	\$1 Billion
Department of Education Administration	\$10 Million
Total	\$15 Billion

The Relaunching America’s Workforce Act increases support for layoff aversion strategies that allow employers to receive partial funding to keep workers on the payroll while employees improve their job skills through training. The bill also restarts a grant program supporting partnerships between and community colleges implemented during the Great Recession and is geared toward getting workers skills for in-demand jobs.

Table: An allocation summary of H.R. 6646. Source www.edlabor.gov

The Relaunching America’s Workforce Act is endorsed by National Association of Workforce Boards, Jobs for the Future, Center for Law and Social Policy (CLASP), Advance CTE, Association for Career and Technical Education (ACTE), Association of Farmworker Opportunity Programs, National Association of Counties, National League of Cities, National Job Corps Association, National Network for Youth, Coalition on Adult Basic Education, American Association of Community Colleges (AACC) and Association of Community College Trustees (ACCT), NETWORK Lobby for Catholic Social Justice, Goodwill International, National Council of State Directors of Adult Education, Results for America, and United States Conference of Mayors.

current PROJECTS



Lets Get Back to Work GLB, Summer Young
Professionals, MiCareerQuest Middle Michigan, WIOA
Combined Plan



LETS GET BACK TO WORK GREAT LAKES BAY!

As the economy begins to reopen, it is important for our Region's workforce to remember the staff at Great Lakes Bay Michigan Works! is ready and able to assist employers and job seekers get back on track. The virtual/ remote workplace which has become the momentary "new normal" for much of our region's workforce has created an opportunity for our organization to capitalize on to remind our Region's employers and labor force that GLBMW! is ready to help now!

Soon you will see the "Let's Get Back Work Great Lakes Bay" marketing campaign popping up across the region. This is an initiative targeted specifically at employers to get them thinking about coming back to work.



Great Lakes Bay

- Assign employers to a professionally certified, industry specific Business Services Team representatives.
- Work side-by-side with employers to understand their unique hiring needs and to develop a customized plan for moving forward with recruiting and hiring.
- Write the most effective job descriptions for the positions employers need to fill.
- Post those jobs for employers on Michigan's Pure Talent Connect, other online sites, and on our widely followed Facebook page to recruit qualified candidates.
- Alert our internal Talent Experts of open positions when consulting with perspective job seekers looking for work.
- Collect and sort resumes, presenting employers with the ones that meet employer's qualifications.
- Offer Michigan Works! facilities as application drop-off points and ~ as our service center re-opening allows ~ several safe, socially-distance-friendly locations for interviews. We call these single company job fairs and many of the region's employers use us in this way.
- Offer a virtual space for job seekers to interview from our location, allowing employers access to a safe working environment.
- For "hard to recruit" positions, we can tap into our statewide network of Michigan Works!colleagues to reach beyond our region for possible recruits.
- Help employers access cost effective solutions for recruiting and retaining talent through our Work Experience program.
- Provide employee assistance programs through our membership-based Business Resources Network to help remove barriers and improve employee productivity and retention.
- Link employers with specialists for those looking to hire veterans or other special populations.
- Provide employers with labor market information and "safe back to work" resources.
- Connect employers with other employers in their industry to collaborate on unique, industry-specific hiring challenges and potential on-demand training needs.

Our website and campaign specific email is live at www.michiganworks.com and back2work@michiganworks.com.



After the outstanding response from students, educators, and exhibitors around the 2019 event, the MiCareerQuest Team was eager to start planning the 2020 event. The official date was announced and initial exhibitor meetings were held in early March. Then COVID-19 hit. Spring events state-wide were canceled and the entire Michigan Works! system took an in-depth look at the intricacies of holding such an event during this time of unprecedented uncertainty.

After a great deal of deliberation, the MiCareerQuest Middle Michigan Executive Team decided that we will cancel the 2020 MiCareerQuest event. The level of uncertainty associated with the future of school schedules combined with the cost and potential liability of such an enterprise represented a level of risk our team was not willing to assume. Both Regions (GLBMW!, MW! Region 7B) have decided to investigate alternate career explorations events that may be held on a virtual platform that will still provide an opportunity for students to explore potential career pathways and for employers to showcase their industries.

Planning for the 2021 MiCareerQuest Middle Michigan event will resume in January of 2021.

WIOA COMBINED PLAN

The Workforce Innovation and Opportunity Act (WIOA) presents an extraordinary opportunity to improve job and career options for our Nation's workers and job seekers through an integrated, job-driven public workforce system that links diverse talent to businesses.

The WIOA supports the development of strong, vibrant regional economies where businesses thrive, and people want to live and work. This revitalized workforce system will be characterized by three critical hallmarks of excellence:

- (1) The needs of business and workers drive workforce solutions.
- (2) One-Stop centers provide excellent customer service to workers, job seekers, and employers, and focus on continuous improvement.
- (3) The workforce system supports strong regional economies and plays an active role in community, economic, and workforce development.

As part of the planning cycle outlined in the WIOA plan, 2020 represents the start of the new production cycle for the Regional and Local plans for the GLB Region. Beginning in April of 2020, the Michigan Works! administrative team started data collection and development of the new combined plan. Changes from last year include a single planning region representing the GLB Region (Region 5) and a statewide requirement for a complete rewrite of the plan. The administrative team will present the plan during the Executive Committee Meeting on **June 29th**. Once approved, the plan will be opened for public comment for 30 days. The deadline for submission of the complete plan is **August 31, 2020**.

SUMMER YOUNG PROFESSIONALS PROGRAM



This summer, GLBMW! will be launching a youth summer work experience initiative called the Summer Young Professionals Program. This program will target youth from Midland, Bay, and Saginaw counties and is specifically designed to provide career preparedness by introducing young adults aged 16-24 to the world of work while also providing an income to help support them and their families.

Activities will support career exploration and preparedness. A blend of learning experiences will mix virtual platforms with talent tours designed to introduce employment and other career and educational opportunities to program participants.

The Summer Young Professionals Program is aiming efforts at multiple industries from around the region. Our contracted service providers are currently enlisting employer partners to participate in the program. The open period for accepting student applications will begin shortly. This initiative is planned to last up to eight weeks and is scheduled to start on or around July 1.



regional SPOTLIGHT



SUCCESS STORIES



SUCCESS STORIES

When “CAN'T” Turns to “CAN With Help of Michigan Works!

A Bright Future

Tanya Thompson came into the WIOA Young Adult program in the fall of 2015. She had recently escaped from a life of being subjected to human trafficking. She was also self-educated when she entered the program; i.e., she had no formal education.

WIOA Young Adult coaches connected her with several alternative educational facilities until she found the best suited place for her to study for her GED. As English was Tanya's second language, it became apparent that one on one tutoring with The Legacy Center was the best fit for her to study for her GED, improve her language skills and meet basic skill requirements.

She also attended many workshops, college and talent tours to expand her world view and to improve her skills in areas such as: interviewing skills, financial literacy, and understanding what opportunities were available to her for career pursuits.

Tanya obtained her GED with the provision of WIOA OSY funds. She determinedly studied each subject until she was ready to first take a practice test. After passing the practice, she proceeded to take the official GED test for that subject. Although she struggled, she was persistent until she finally passed all four subjects and obtained her GED certificate.

Tanya is currently enrolled at Delta College, studying general studies with the intention to transfer to MSU to pursue a major in Russian Translation. She has an apartment with a roommate and owns her own vehicle. She is employed and is thriving today as a GED graduate working towards a bright future.



Back on Track



Michael Young came into the Gratiot County Michigan Works! office back in January 2019. He was recently released from prison and was looking to get his life back on track. He was a participant in the Food Assistance Employment and Training (FAE&T) Program as well as the Offender Success Program. To meet his program requirements, Michael spent many hours in the service center using the computers to job search, apply for jobs, and using the fax machine to send job applications and resumes. FAE&T program funds assisted Michael with removing barriers to him obtaining employment. Michael received assistance with acquiring his driver's license, work clothes and steel toe boots. Employment Services assisted Michael with every facet of his job search from resume writing assistance to completing online job applications.

Michael's hard work and determination paid off as he was hired by Robinson Industries, a plastics fabrication company located in Coleman. Michael is working full-time as an Assembler and earning \$12.00 per hour. Michael said, "Michigan Works! staff were very helpful in assisting me in my job seeking pursuit and helping me get back on track."

Credentials to a Career



Justice Gray came to Great Lakes Bay Michigan Works! hoping to get assistance so she could earn a credential and get a better job, with higher wages, to support herself and her two children. She was a Direct Support Care worker earning \$10.25 per hour working full-time.

Through the WIOA Adult program Justice was able to get enrolled in an 8-Week Phlebotomy Class at Heart to Heart Training in Essexville, MI and have all of her Tuition, Books, Supplies, and Testing costs all paid in full. Her hard work and dedication to a better future began the day she walked into the Bay City Service Center.

Justice attended Workshops and received the one-on-one assistance necessary to be certain her resume' was professional and effective and her interviewing skills were polished. She completed all of the pre-training requirements and started her Phlebotomy class on September 16, 2019.

After Justice had her first day of Clinical training she emailed: "I did my first successful blood draw yesterday! This career path is definitely for me. I love it!" On November 7, 2019 she received her Phlebotomy Technician Certificate and then passed her AMCA (American Medical Certification Association) Exam.

Success Equals Happiness

Samuel (Michael) Benjamin came to Michigan Works! in Gratiot County in March of 2019 seeking his GED. Michael had left school after his freshman year and though having strong basic academic skills, had not completed his diploma.

He began attending tutoring classes for GED preparation at the service center on Monday and Thursday afternoons from 1:00 – 3:00 p.m. Michael worked on PLATO online courses provided through Great Lakes Bay Michigan Works! in class and occasionally at home. He worked on basic math functions and developed study skills to undertake GED testing. In July of 2019 he took a practice test on www.ged.com that predicted that he would pass his math exam. Between July and December Michael passed all four GED tests, earning his Graduation Equivalency Diploma.



Michael took part in GPS Life Skills classes that discussed goal planning, work readiness, employer expectations and financial literacy. He joined classmates from Gratiot and Isabella County Youth Programs on Talent Tours exploring career options. Talent Tours took place between March and June of 2019 and visited or received presentations from 14 different businesses.

From a Career Coach perspective, Michael was an excellent candidate to provide services to. Michael was willing to learn, accepted guidance and correction when needed. He enjoyed the group classes and activities, making friends with other participants. He is grateful for the opportunities he has been provided, and readily acknowledges the assistance of others. Upon receiving a print out of his GED Certificate, Michael stated, "I can't remember a time I have been happier."

Michael was hired on at Shiloh industries and reports that he is loving his new job and is presently working seven days a week and an occasional 12 hour day. He states that he has learned to operate every machine and has even trained a few people in machine processes. He is eager to learn and to prove himself. He anticipates a raise and promotion in the very near future.



A report by
Great Lakes Bay Michigan Works
CEO Christopher Rishko

MICHIGAN
WORKS!
Great Lakes Bay Region