MILWAUKEE COMMERCE

Spring 2012 - Volume 91, No. 1

COMPETING IN THE HUMAN AGE 3

NEW BILL ALLOWS SCHOOLS TO OFFER VOCATIONAL DIPLOMAS 13

HAMMES & JAEHNERT APPOINTED TO MMAC BOARD 17

FEATURING PERSPECTIVES FROM:
Buckley Brinkman, Wisconsin Manufacturers Economic Partnership
Stephanie Borowski, Second Chance Partners
Lauren Baker, Milwaukee Public Schools

Bridging the Manufacturing Skills Gap:

Regional efforts connecting workers to jobs

MMAC
Metropolitan Milwaukee Association of Commerce

ALSO INSIDE: Member Anniversaries | New Members | Upcoming Events

MANUFACTURING SKILLS GAP IS NOT JUST A PROBLEM FOR MANUFACTURERS

FROM THE EDITOR **Julie Granger**
jgranger@mmac.org • (414) 287-4131

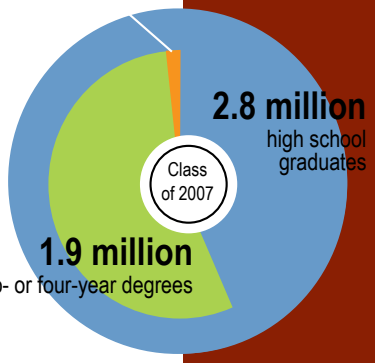
In nearly every media outlet, manufacturing and the lack of skilled workers are receiving a lot of attention. While the Milwaukee Region's business community encompasses much more than manufacturing, the attention is deserved for a number of reasons.

First, manufacturing is leading the national economic recovery. An April 3 *LA Times* article stated that "durable goods…remain some of the main muscle behind the delicate recovery and have seen new orders rise during four of the past five months. In February, they jumped 2.4% to $212.5 billion."

Wisconsin is a manufacturing hub, providing the highest level of per capita employment anywhere in the country. And the impact of our manufacturing firms is realized far beyond those factory floors. Consider the hundreds of suppliers dependent on their manufacturing customers. Then consider the thousands of service industry providers to those suppliers and manufacturers—everything from accountants and IT firms to dentists and restaurants. It adds up to a lot of jobs.

Fixing the manufacturing talent pipeline will likewise have a trickle-down effect. Making sure students are prepared with basic workplace readiness skills benefits all employers. We also need to pay attention to the entire spectrum of talent needed for our manufacturers. Engineers, scientists, researchers and mathematicians are all in short supply.

167,000
degrees in STEM fields



- *NCES Digest of Education Statistics: Science & Engineering Indicators, 2008*

In 2007, there were roughly 2.8 million high school graduates in the U.S. About 1.9 million attended two- or four-year degree colleges. But only 167,000 of those are estimated to graduate with degrees in science, technology, engineering or math (STEM) fields.

As **Jeff Clark**, president of Waukesha Tool & Stamping, recently stated, "What is preventing business [in the Milwaukee Region] from growing? It's not an equipment problem. It's not a capital problem. It's a talent problem."

It is in every business's interests to solve the skills gap challenge.

CONTENTS

WHAT DOES YOUR BUSINESS NEED TO GROW? MMAC President **Tim Sheehy** 3

FOCUS: BRIDGING THE MANUFACTURING SKILLS GAP

MANUFACTURING HELP WANTED 4-7

STUDENTS GIVEN SECOND CHANCE WHILE DEVELOPING TECHNICAL SKILLS 9

PROJECT LEAD THE WAY: HELPING STUDENTS LEARN TECHNICAL SKILLS **Lauren Baker**, Milwaukee Public Schools 11

MARKETING MANUFACTURING CAREERS 12

NEW BILL ALLOWS SCHOOLS TO OFFER VOCATIONAL DIPLOMAS **Steve Baas**, MMAC Governmental Affairs 13

WHERE HAVE ALL THE SKILLED WORKERS GONE? **Kenneth Mall,** EDSI Consulting 14

PLUG THE BUCKET! ONCE YOU'VE FOUND THE RIGHT EMPLOYEES - HOW DO YOU KEEP THEM? **Buckley Brinkman,** Wisconsin Manufacturing Extension Partnership 15

MMAC MEMBERS COMPRISE HALF OF WI WELL WORKPLACE AWARD WINNERS 17

TWO MEMBERS APPOINTED TO THE MMAC BOARD 17

MILWAUKEE 7 @ WORK 19

2012 Sponsorships Still Available! 20

MMAC Programs and Events Photos 21-25

New MMAC Members 26-29

MMAC Member Anniversaries 30

New Member to Member Discounts 31

Volume 91, No. 1 - Milwaukee Commerce (USPS 546-370, ISN 0746-6706) is published four times a year by the Metropolitan Milwaukee Association of Commerce (MMAC), 756 N. Milwaukee St., Suite 400 • Milwaukee, WI 53202-3767 Periodicals postage paid at Milwaukee, WI. Subscriptions $5 per year for members, included in dues. POSTMASTER: Send address changes to: Milwaukee Commerce - MMAC/Kathy Mehling 756 N. Milwaukee St., Suite 400 • Milwaukee, WI 53202-3767

Ulice Payne, MMAC Chairman **Tim Sheehy**, MMAC President
Julie Granger, Editor (jgranger@mmac.org)
Carrie Davis, Creative Director (cdavis@mmac.org)

THE HUMAN AGE: WHAT DOES YOUR BUSINESS NEED TO GROW?

By MMAC President **TIM SHEEHY**

Every CEO who is asked this question responds with a simple answer: talent. The competitive advantage that every business has beyond its capital investments, its patents, and its customer base, is its ability to innovate. That innovation is driven by the ability to hire, grow and attract the best talent.

The same is true for the region's manufacturing firms. Manufacturing, more than any other industry, drives our region's economic prosperity and manufacturers are short of the talent they need to grow their businesses. There are many approaches to address this challenge—but none of them is easy:

- More young people, their parents and career counselors need to be exposed to the diverse career options and good-paying jobs available in manufacturing
- Education and skill building that can lead to certificates, apprenticeships and two-year degrees have to take hold in grade and high school
- Pilot programs that provide a scalable process for getting under-employed, dislocated workers back into the job market
- An all-out effort to graduate more students and prepare them to move beyond high school

There is much work underway in the region focusing on this issue. Our role at the MMAC is to get the policy fixes in place, coordinate the pilot projects and communicate their outcomes, connect manufacturers to what's working and encourage wholesale changes to reinforce the Milwaukee Region as the number one place to manufacture.

Our economic development efforts to grow, expand and attract companies, especially those who make and export products, will be directly tied to our workforce development success. Today 38% of the metro Milwaukee adult workforce has a two- or four-year degree; by 2018, 61% of available jobs will require at least a two-year degree. Many of those opportunities will be in manufacturing, but that also means that 39% will require less than a two-year degree.

> "Our role at MMAC is to get the policy fixes in place, coordinate the pilot projects and communicate their outcomes, connect manufacturers to what's working and encourage wholesale change."

As **Jeff Joerres**, chairman and CEO of ManpowerGroup and MMAC Board member, has stated, we are in the "human age," where talent is your competitive advantage. It speaks not only to the competitive advantage of companies, but also to the competitive advantage of communities.

The MMAC is committed to driving greater Milwaukee forward in this human age, and we will continue to work for solutions that repair and improve our talent pipeline.

MANUFACTURING

MAKING THINGS IS MAKING A COMEBACK.

At the national level, manufacturing is back in vogue. There is a growing recognition that producing goods is vital to a growing economy. Milwaukee knows this all too well. The region is a manufacturing epicenter, both as a supply chain to larger manufacturers and as global exporters. There are more people employed in manufacturing in Wisconsin than in any other state on a per capita basis.

Wisconsin: Highest Concentration of Manufacturing Employment in the USA

HELP WANTED!

The Milwaukee Region is home to

3,530

manufacturing companies employing 160,000 individuals at an average annual salary of

$42,000.

Manufacturing has a ripple effect on the Milwaukee area, helping produce a gross regional product of nearly $100 billion each year. If we lose our manufacturing stronghold, we lose a significant economic base that bolsters our entire community and quality of life.

With massive retirements looming, and few students pursuing manufacturing careers or even attaining basic employability skills, the manufacturing pipeline is nearly dry. The result: a critical mismatch between available jobs in the Milwaukee Region and people who can fill them.

This gap, commonly called the manufacturing skills gap, plays out every day in area manufacturers. **Mary Isbister**, co-owner of GenMet Corp., said last year that her company received more than 1,000 applications for open positions. Of these, 25 were qualified and 15 were ultimately hired. Most unfortunately, at a time when unemployment is running high, GenMet and many companies like them could take on more work if only they had more people.

A recent analysis of manufacturing positions revealed that there are, conservatively, 750 current openings for welders and machinists with 1,800 more openings projected in the next five years in the Milwaukee area.

The root of the problem begins as early as grade school, where few students have any exposure to manufacturing, and continues in high school, where technical education programs have eroded over the past 30 years.

Manufacturing's image as "dumb, dirty and dangerous" coupled with families and educators who discourage these pathways as a fragile future, leave a dearth of options for students who may not want to pursue a four-year degree. In reality, people with a two-year technical degree often earn as much or more than those with higher degrees.

Last fall, the MMAC and the Milwaukee 7 economic development collaboration convened 110 regional manufacturers, educators and community stakeholders

- Continued on page 7

Losing Skilled Workers?

Most manufacturers expect to lose 30-60% of their skilled workforce due to retirement and attrition over the next 3-5 years.

EDSI spotlight in this edition:

Where Have All the Skilled Workers Gone?

Kenneth Mall
Managing Director, EDSI Consulting

It's no secret that human capital is the most important asset in your organization. But it's also not a secret that defining, measuring and increasing the productivity and skill sets of your workforce is no easy task.

Let us help, and together we'll bridge the workforce gaps and help both your organization, and your employees, to reach their full potentials.

Focusing on the critical positions where knowledge loss is the greatest threat

Identify

Identifying and prioritizing the specific knowledge and skills at risk

Capture

Capturing processes, responsibilities and tasks of subject matter experts

Communicate

Analyzing and communicating areas of risk and skill gaps within the organization

Connect

Developing concrete, actionable responses to mitigate this loss and connect people, tools and resources to ensure future success

Helping people and companies in transition.

For more information, please contact:

Karin Knutson
Midwest Account Executive
KKnutson@EDSIsolutions.com
630.470.2300

EDSI Consulting

EDSI Consulting
15300 Commerce Drive North
Dearborn, MI 48120
800.225.3374
www.EDSIconsulting.com

According to a 2007 study by Deloitte, among 18-24 year olds, **MANUFACTURING RANKS LAST AMONG INDUSTRIES IN WHICH THEY WOULD CHOOSE TO START THEIR CAREERS**. At the same time, they found that manufacturing job creation tops the list of most desired jobs by communities, recognized for its importance to the economy for offering higher-wage jobs.

- Continued from page 5

to inventory the types of manufacturing jobs available, the skills needed for those jobs, and ideas to address the skills gap.

Participants identified priorities they believe can make a difference in filling the pipeline of talent:

1. Focus on employability skills development in K-8 schools
2. Increase opportunities for work experience through youth jobs programs and internships
3. Increase experiential learning, making manufacturing more tangible
4. Establish more partnerships between manufacturing-focused K-12 schools and workforce development entities
5. Develop a targeted message to promote the reality of manufacturing today as more technology-focused
6. Leverage a wide variety of marketing avenues—from career days and career fairs, to field trips for students, parents and teachers

SOLUTIONS BEING DEVELOPED

Throughout the region, manufacturers and educators are beginning to develop innovative solutions, sometimes one school, one student at a time.

- The MMAC is working with a consortium of educational organizations to raise achievement across choice, charter, public and private schools.
- Milwaukee Public Schools and other area school districts are implementing Project Lead the Way to introduce more students to the types of skills involved in fields related to science, technology, engineering and math (STEM).
- Second Chance Partners is opening centers on-site at manufacturers that allow at-risk students to complete their high school education and gain work skills.
- A campaign to market manufacturing to young people, called Dream It. Do It., is just getting off the ground.

None of these efforts alone can solve what has become an overwhelming challenge, not just in the Milwaukee Region, but throughout the U.S. But as more organizations and individuals take up the cause, we can begin to answer the pleas for help wanted with help found.

TAKE ACTION!

The MMAC is forming a Manufacturing Careers Partnership (MCP) to bring together manufacturers, educators, workforce and community development organizations to grow a pipeline of manufacturing talent and career opportunities.

Meeting four times per year, the Partnership will provide needed cross communication and facilitation among all the stakeholders to build and advance:

- A common understanding of needed skills and positions
- Common development of career pathways
- Common understanding of resources available or being developed/elevated
- Common set of actions to gain better cooperation and collaboration to advance efforts

Announcing the

Sales Management Executive Roundtable Program

The role of a sales manager is exciting and challenging.
Here's your chance to learn best practices and discuss issues
in a confidential setting of your peers.

Program Benefits:

- Make better decisions
- Improve communications skills
- Gain a safe outlet for confidential issues
- Build relationships

Do you have?

- Authority to manage and change the company sales structure
- Five or more direct sales reports
- Responsibility for defined revenue contributions
- Report directly to the CEO or local top executive

Take the first step toward improving your performance as a sales executive! Contact Stephanie Hall at 414.287.4124.

PAID ADVERTISEMENT

QPS EMPLOYMENT GROUP®

Staffing Solutions at Work.

Last year alone, QPS made over 15,000 successful matches between Wisconsin employers and job seekers.

www.qpsemployment.com

STUDENTS GIVEN SECOND CHANCE AT EDUCATION WHILE DEVELOPING TECHNICAL SKILLS

by **STEPHANIE BOROWSKI**, Executive Director, Second Chance Partners for Education

Second Chance students learn hands-on skills while competing their high school degrees.

There are a growing number of academically disengaged high school students in southeastern Wisconsin—students who are frustrated and bored with the traditional educational process. Many of these students struggle in the classroom and frequently are funneled into GED programs or even drop out of school.

There is also a mounting challenge in the manufacturing sector in finding qualified workers. That challenge is enhanced by the aging Baby Boomer generation, which is now beginning to enter the retirement age.

Second Chance Partners for Education, a nonprofit that runs an alternative high school program based in the manufacturing environment, aims to address both problems by giving academically disengaged students an opportunity to learn in a hands-on environment that prepares them for successful careers and productive lives.

Students are able to earn their high school diplomas, youth apprenticeship certificates and almost two years of work experience through the Second Chance program.

Founded in 2000, the Second Chance program has education centers (classrooms) that are based inside of manufacturing companies. Students spend portions of their days learning core academics in these education centers and then apply much of that learning to their jobs in the manufacturing environment.

The Second Chance program is designed for students in their junior and senior years of high school. The program runs for 21 consecutive months—uniquely on a business calendar vs. a traditional school calendar. Students spend an average of 40 hours per week working and learning, with an average eight hour day in the education center and job setting.

Students work in fields such as welding, metal fabrication, injection molding, quality inspection, maintenance, packaging, assembly and more.

Second Chance students have an average graduation rate of 90% and an average 98% attendance rate. About 60% of our graduates enter the workforce immediately after graduation, another 35% go on to post-secondary education, and 5% enter the military.

Today, the Second Chance program operates eight education centers in Waukesha, New Berlin, Oconomowoc, Burlington, Menomonee Falls, Germantown and Green Bay. This fall, the program will open new centers in West Allis/West Milwaukee, South Milwaukee/Oak Creek, West Bend, Appleton and a possible second location in Green Bay.

In 2013, Second Chance plans to expand to Ozaukee County, the cities of Milwaukee, Kenosha, Racine and Sheboygan and continue its expansion in the Fox Valley. The program expects to operate statewide in the next three to five years, offering an innovative model for the future of education.

COSBE CAMPAIGN TO SUPPORT A NEW SECOND CHANCE EDUCATION CENTER

The Council of Small Business Executives (COSBE)—the small business division of the MMAC—has launched a campaign to raise $75,000 for Second Chance Partners for Education (SCP). The funding will be used to help open an education center at member firm Lakeside Manufacturing Inc. in West Milwaukee this fall.

COSBE adopted SCP last year as its educational nonprofit partner to support educational reform while helping to produce the talent pipeline that's so critical to area manufacturers.

The $75,000 campaign will fund books, computers, technology, transportation and other needed materials during the center's first year at Lakeside Manufacturing. The company makes mobile and storage equipment for various industries.

"Supporting SCP is a great way for the small business community to make a meaningful impact on an issue that's important to the health and vitality of the region," sai**d Mary Scheibel,** president of Scheibel Halaska and COSBE's chair.

TAKE ACTION! Donate today at
mmac.org/secondchance

For more information, visit
secondchancepartners.org

PAID ADVERTISEMENT

For more than 170 years, Foley has been proud to work as an economic and strategic partner in all areas of the Milwaukee business community. We work with our clients to move "beyond the billable hour" and tailor pricing solutions that align with their unique business objectives.

We welcome the opportunity to talk to you about flexible and creative billing alternatives to provide cost predictability and recognize efficiency, merit, and results.

For more information, contact Milwaukee Office Managing Partner Linda E. Benfield at lbenfield@foley.com.

Foley.com

FOLEY
FOLEY & LARDNER LLP

©2012 Foley & Lardner LLP • Attorney Advertisement • Prior results do not guarantee a similar outcome
777 E. Wisconsin Ave., Milwaukee, WI 53202 • 414.271.2400 • 12.8442

BOSTON • BRUSSELS • CHICAGO • DETROIT • JACKSONVILLE • LOS ANGELES • MADISON • MIAMI
MILWAUKEE • NEW YORK • ORLANDO • SACRAMENTO • SAN DIEGO • SAN DIEGO/DEL MAR • SAN FRANCISCO
SHANGHAI • SILICON VALLEY • TALLAHASSEE • TAMPA • TOKYO • WASHINGTON, D.C.

PAID ADVERTISEMENT

Think You're Getting the Best Value For *Your* Scrap Materials?

414-449-4410 • www.umswi.com

UNITED
MILWAUKEE SCRAP LLC

SCRAP REDEFINED.

United Milwaukee Scrap serves the recycling needs of industrial scrap metal generators and consumers across the U.S. Using state-of-the-art processing equipment, we maximize the value of your scrap while maintaining environmental responsibility.

PROJECT LEAD THE WAY

HELPING STUDENTS LEARN TECHNICAL SKILLS

By **LAUREN BAKER**, Coordinator of Career and Technical Education, Milwaukee Public Schools

Through the MPS Project Lead the Way programs, students gain hands-on technical skills through project-based courses.

Project Lead The Way (PLTW) is a nationally established program focused on preparing the future technical workforce in America. PLTW offers a middle school "Gateway to Technology" curriculum and an eight-course high school curriculum. The program offers project-based courses meeting national science, math and literacy standards, tremendous support and a proven track record of performance.

The network of PLTW schools now exists in all 50 states and is promoted by many state and federal agencies, which are all acutely aware that the United States cannot stay competitive in the global marketplace without a well-trained technical citizenry.

Milwaukee Public Schools (MPS) has the largest footprint of PLTW with 28 schools and 5,500 students. Of the MPS students in PLTW, 85% are children of color and 45% are female—numbers we are very proud of. Several studies of MPS students in PLTW have been conducted and show that PLTW students take more math classes, have higher attendance rates, show more interest in STEM (science, technology, engineering and math) fields and score significantly higher on state standardized tests than their non PLTW peers.

> "MPS students in PLTW take more math classes, have higher attendance rates, show more interest in STEM fields and score significantly higher on state standardized tests."

STUDENTS GAIN PRACTICAL EXPERIENCE

Students in PLTW learn many of the skills long associated with "shop" classes. Students do fabrication, work with tools and machines, build electronic circuits, learn computer aided drafting and, in high school classes, can get deeply into robotics and controls, civil engineering, bio-technology and other fields.

In high school, PLTW students visit local manufacturers, attend career fairs and participate in co-op and youth apprenticeship employment linked to their classes. High school PLTW students also compete in after-school robotics contests. This year, MPS had six high schools competing in the FIRST Robotics Competition in March at the US Cellular Arena.

BUSINESS INVOLVEMENT IS KEY

Business partners play a major role in PLTW students' success. P & H Mining employees work in the classrooms at Bay View Middle and High School. Rockwell Automation hosts groups of students to visit its facilities and see advanced manufacturing first-hand. GE Healthcare partners with schools all over the city, linking the work of its technical and engineering staff to the classroom activities of our students. Johnson Controls, Time Warner Cable, Brady Corp., Harley-Davidson, Veolia Water, the National Action Council for Minorities in Engineering, and foundations, including the Kern Foundation, Greater Milwaukee Foundation, Faye McBeath Foundation and the Bader Foundation, all support PLTW's growth and development. Caterpillar and Johnson Controls are both starting new partnerships with MPS and PLTW.

PLTW in MPS has re-built our technical education programs and created new opportunity for our students to succeed in our highly technical world.

DREAM IT. DO IT.® MARKETS MANUFACTURING CAREERS

NATIONAL INITIATIVE HELPS ALIGN, STRENGTHEN LOCAL EFFORTS

In the manufacturing sector, the skills gap is widened by negative, outdated perceptions about factory jobs. That's the impetus for Dream It. Do It.®—a national manufacturing careers initiative that's now getting under way in Wisconsin.

Wisconsin is the 20th state to implement the program, which aims to create a single, powerful brand for manufacturing careers in support of local talent development efforts.

EMPHASIZING HIGH-PAYING, HIGH-QUALITY CAREERS

Targeted at the Millennial generation, ages 17 to 27, Dream It. Do It. creates messaging that emphasizes high-paying, high-quality careers and builds career pathways connecting young people with educational programs and area manufacturers.

The program is being managed by the Waukesha County Business Alliance, in partnership with the Wisconsin Technical College System. The initial pilot implementation of Dream It. Do It. is in the Milwaukee 7 region. Plans are to ultimately take the program statewide.

To bring Dream It. Do It. to Wisconsin, Waukesha County Technical College provided a $50,000 grant. Initial oversight is being provided by Waukesha County Business Alliance's Manufacturing Alliance Steering Committee, chaired by MMAC member Dickten Masch Plastics CEO **Steve Dyer**. The implementation team also includes representatives from the Milwaukee 7 Regional Economic Development Advisory Council, MMAC and Regional Workforce Development Centers, as well as from the Milwaukee Area, Waukesha County and Gateway technical colleges.

WEBSITE IS FIRST STEP

Member firm Scheibel Halaska is developing an initial website that will speak to next-generation workers while providing access for manufacturers, educational institutions and others who want to participate.

TAKE ACTION!
For more info, contact Mary Baer at mbaer@waukesha.org

Dream It. Do It. is designed to support local recruiting initiatives like this recent Schools2Skills bus tour, which provided students from Kettle Moraine High School with an inside look at state-of-the-art manufacturing facilities.

Office DEPOT
Taking Care of Business
National Chamber Program

This National Discount Program is available to both your company AND your employees to use on business or personal purchases.

Sign up for this free program at
mmac.org/officedepot

A member service of the
MMAC
Metropolitan Milwaukee Association of Commerce

NEW BILL ALLOWS SCHOOLS TO OFFER VOCATIONAL DIPLOMAS

by **STEVE BAAS**, MMAC Vice President of Governmental Affairs

Mmac successfully lobbied for the Vocational Diploma Bill (AB447/SB335), which would authorize school districts to create a separate curriculum for students seeking a "Technical Skills Diploma." The curriculum for this diploma option would supplement existing graduation requirements with courses providing an emphasis on vocational skills and technical trades. By offering this option, students who may or may not be on a college track can learn work-ready skills in vocational areas that are in high demand in Wisconsin.

The Vocational Diploma Bill was first forwarded by **Governor Scott Walker** as part of his September 2011 Special Session on Jobs. When it failed to pass in Special Session, state Representative **Mark Radcliffe** (D-Black River Falls) and state Senator **Van Wanggaard** (R-Racine) joined forces across partisan lines to reintroduce the bill and shepherd it successfully through the Legislature.

"There are a lot of good-paying, family-supporting jobs in the manufacturing and skilled trade sectors of our economy that are currently going unfilled because of a lack of trained workers," said **Tim Sheehy**, MMAC president. "Creating a stronger linkage between the curriculum options available to our students and the workforce skills needs of our employers is crucial to getting Wisconsin back to work."

The bill was approved by the state Assembly on a bi-partisan voice vote. The legislation had previously been passed by the state Senate. Gov. Walker signed the bill on March 26 at Multi Products, Inc. in Racine.

Gov. Walker signed the Vocational Diploma Bill at Multi Products, Inc. in Racine. (L to R): Mary Isbister, GenMet; Gov. Scott Walker; State Senator Van Wanggaard and Steve Baas, MMAC.

WHERE HAVE ALL THE SKILLED WORKERS GONE?

By **KENNETH MALL**, Managing Director, EDSI Consulting

Over the past three months, the U.S. economy has gained an average of 200,000 net jobs per month—this means 200,000 more people are going to work each month than those who lose their jobs. At this rate, the recession-related unemployment could be eliminated in less than three years—*if* every person was matched to a job.

In reality there is a significant skills mismatch in the U.S.; jobs are going unfilled because employers are unable to find people with the skills they need. Many jobs have been replaced by technology, increasing the complexity and skills needed.

MORE WORKERS REACHING RETIREMENT AGE

In addition to jobs going unfilled, many companies are reporting their most skilled workers, the ones with enough seniority to survive the recession, are now contemplating retirement. One large manufacturer in the Midwest expects more than 30% of its skilled trade employees to retire by 2014; that's more than 125 people, representing more than 3,000 combined years of experience and institutional knowledge, at just one factory!

This phenomenon is not confined to manufacturing; the demographics are similar in the utility industry and the transportation and logistics industry. Each of these industries saw significant growth in the 1970s; many of the workers received their initial training in the military, at vocational education programs in high school or through apprenticeship programs.

POPULATION GROWTH NOT KEEPING PACE

Replacing these workers will not be easy. The population in the U.S. is not growing fast enough to support future workforce needs. The U.S. Census Bureau predicts that between 2000 and 2040, the number of Americans age 65 and older will more than double to 77 million, while the number of prime working-age adults between the ages of 25 and 54 will increase by only 12%. The traditional training programs for these industries have long since been dismantled, in part due to limited hiring over the past 10 years, and because many of the jobs in these industries are blue collar and suffer from a poor perception among younger workers searching for opportunities.

> "As business owners and operators, we need to parlay the experiences of our current workforce to help train the future workforce and continue to expand our industrial and professional expertise."

TRAINING PROGRAMS BEING DEVELOPED

There is hope. The education system is starting to see the need for education programs in these industries. Industry associations are also developing training and certification programs to serve their members' needs. Industry associations are also working to raise awareness of jobs in these industries and describe how they use technology, moving away from the blue collar image to attract younger workers. Companies can also help by working with associations and educators in their regions to identify current, and project future, skill gaps by area and across industries; providing data to inform regional education and training policy; and identifying their needs accurately to aid workforce development professionals.

Politicians will continue to debate the resurgence and long-term prospects of American industry. But we, as business owners and operators, need to parlay the experiences of our current workforce to help train the future workforce and continue to expand our industrial and professional expertise.

"Great employees are tough to find. Make sure you keep them in your company by giving them higher purpose, engaging everyone in that mission, and rewarding their success."

PLUG THE BUCKET!

ONCE YOU'VE FOUND THE RIGHT EMPLOYEES—HOW DO YOU KEEP THEM?

By **BUCKLEY BRINKMAN**, Executive Director, Wisconsin Manufacturing Extension Partnership

Finding good employees is one of the toughest challenges we all face. The market is getting tighter and skills are more specialized than ever. You work hard to find the right people. Are you working as hard to keep them in your company? Running a company without a retention strategy is like hauling water with a leaky bucket: it creates a mess and nothing is really accomplished.

Three elements are usually present in any company with a great retention record. Those companies:

- Operate with a purpose higher than mere profits;
- Engage all their employees in the mission; and
- Share the wealth with everyone participating in the success.

These elements breathe life into a company's processes and procedures to provide a real soul to the operation.

COMMUNICATE A HIGHER PURPOSE

Good employees relate to that soul and want to be involved with something great. Given a choice, people rarely waste their time with something mediocre, but many companies don't take advantage of this fact. It reminds me of the classic Monster ad where kids are sharing their dreams and one says, "When I grow up I want to climb my way up to middle management." It's a funny ad because it can be so true.

Great people want to be part of great causes. Give them one! At the Wisconsin Manufacturing Extension Partnership (WMEP), we strive to make the Wisconsin manufacturing environment the best in the world. It's our way of aiming higher and doing our best work so that our mission is achieved one partner at a time. A great cause energizes people.

LEADERS DRIVE A COMPANY'S MISSION

It's leadership's duty to engage every employee in specific actions that clearly tie back to the mission. Great causes require everyone's contribution in practical and real ways. One manufacturer I know has a principle that says, "Just Get Dirty." That means getting out from behind your desk, out of your office, and moving to the action. It's critical that leaders personally engage everyone – especially the critics. Their opinions are strong (and sometimes tough to hear), but they can provide great insights. Addressing those critics respectfully demonstrates your commitment to help everyone fight for the cause.

RECOGNIZE AND REWARD

Finally, great leaders share the wealth. That means giving the credit, taking the blame and making sure everyone has a financial stake in the organization's success. When goals are aligned and people are engaged, money and glory supercharge the performance of any system. Cement your successes with meaningful incentives that truly reward great outcomes.

All of these actions require leaders to be genuine in their recognition and interactions. Everyone knows phony and hates it. Make sure you only take action that comes from the heart. Anything less will blunt your effectiveness and destroy your credibility. Stretch yourself, but know your limits. Be sure you can genuinely and cheerfully deliver on your word.

Great employees are tough to find. Make sure you keep them in your company by giving them a higher purpose, engaging everyone in that mission, and rewarding their success. Executing these three principles effectively will enable you to keep your team intact and functioning at an extremely high level.

Madison Night in MILWAUKEE

@ MILLERCOORS STABLES
THURSDAY, MAY 31, 2012
in Milwaukee,WI

5:00 -7:00 pm
$10 per person

Help showcase the Milwaukee business community to state lawmakers.

Register at mmac.org/calendar

THANK YOU to our SPONSORS

MMAC Metropolitan Milwaukee Association of Commerce

Milwaukee County

City of Milwaukee

Allergan, Inc.
American Transmission Company
AT&T Wisconsin
Baptista's Bakery, Inc.
Beer Capitol Distributing Co., Inc.
Buddy Squirrel
The Business Journal Serving Gtr. Milw
Children's Hospital & Health Systems, Inc.
Fiduciary Management, Inc.
The Firm
Fred Usinger, Inc.
Greater Milwaukee Assn. of Realtors
Harley-Davidson, Inc.
Marquette University
Medical College of Wisconsin
MillerCoors
Milwaukee Police Association
Music on the Move Plus
Northwestern Mutual
PhRma
Potawatomi Bingo Casino
Sportsservice Corporation
Sprecher Brewing Co.
University of Wisconsin-Milwaukee
Waukesha Metal Products
We Energies
Zeppos & Associates

TWO MEMBERS APPOINTED TO MMAC BOARD

JON HAMMES

Chairman/CEO, Hammes Company

Jon Hammes is the managing partner of Hammes Company, a private investment and real estate development firm. Headquartered in Brookfield with a network of 20 regional offices, Hammes Company provides strategic planning, facility development, project management, and real estate acquisition and advisory services to clients nationwide. Hammes Company serves major hospitals, health care systems and physician groups across the country. In addition, Hammes Company Sports Development was responsible for the development of numerous stadiums, including Lambeau Field in Green Bay, Wisconsin; Ford Field in Detroit, Michigan; and The Meadowlands stadium in East Rutherford, New Jersey. Prior to forming Hammes Company, Jon Hammes was a Midwest Regional Partner for Trammell Crow Company. He earned a B.S. and Master of science, real estate appraisal and investment analysis from the University of Wisconsin. He serves on the boards of several organizations, including the YMCA of Metropolitan Milwaukee and the Medical College of WI.

FRANK JAEHNERT

President/CEO, Brady Corporation

Frank Jaehnert joined Brady Corporation (NYSE:BRC), a leader in identification solutions, in 1995 and was named president and CEO in April 2003. Prior to joining Brady, Jaehnert served in various financial positions in Germany and the United States for Robert Bosch GmbH. A native of Stuttgart, Germany, he holds the equivalent of a master of business administration degree from the University of Stuttgart. He currently serves on the Board of Directors of Nordson Corporation, the Board of Regents of the Milwaukee School of Engineering, the Board of Trustees of the Manufacturers Alliance/MAPI, and the Business Advisory Council of the Sheldon B. Lubar School of Business at the University of Wisconsin-Milwaukee. In 2008, Jaehnert earned the Ernst & Young Entrepreneur of the Year Award for the Upper Midwest region in the manufacturing category, and served as a national judge for the 2010 and 2011 Ernst & Young Entrepreneur of the Year programs.

MMAC MEMBERS COMPRISE HALF OF WI'S WELL WORKPLACE AWARD RECIPIENTS

MMAC members are leading by example, comprising half of Well City Milwaukee's Well Workplace Award recipients. The Wellness Council of Wisconsin (WELCOA) helps drive local employers in both the public and private sectors through the rigorous set of criteria required to be recognized among America's healthiest companies. The award recognizes organizations for their commitment to the health and well-being of their employees.

The MMAC holds the nationally recognized Well Workplace Award designation in the small business category, most recently joined by Aurora Health Care, among the first to obtain the Gold award level in 2012. Milwaukee ranked as the largest U.S. city to receive a Well City-Silver designation in 2010 and is embarking on a campaign to achieve Gold status by 2014. In order to reach its goal, Milwaukee must increase its accredited worksite wellness programs from 30% to 50% of its workforce. The MMAC is a founding partner in Well City Milwaukee, along with the Greater Milwaukee Committee, and the City of Milwaukee, the YMCA of Greater Milwaukee and The Wellness Council of Wisconsin.

MMAC MEMBERS/WELL WORKPLACE AWARD WINNERS

GOLD

Alverno College
American Family Insurance
ASQ
Assurant
Aurora Health Care
Children's Hospital and Health System, Inc.
Creation Technologies
Froedtert Hospital
Goodwill Industries of SE Wisconsin
M&I Corporation/BMO Harris
M3 Insurance Solutions for Business
ManpowerGroup
The Mark Travel Corporation
Marquette University
Medical College of Wisconsin
MGIC
P&H Mining Equipment
Park Bank
Pyramax Bank
Robert W. Baird & Co. Inc.
United Healthcare of Wisconsin

SILVER

Actuant Corporation
City of Milwaukee
Columbia St. Mary's
Independence*First*
Rockwell Automation
Werner Electric Supply
Wheaton Franciscan Healthcare of Southeastern Wisconsin
YMCA of Metropolitan Milwaukee

SMALL BUSINESS DESIGNATION

The Business Journal
Concentra Medical Centers
Frett/Barrington Ltd.
Greater Milwaukee Committee (GMC)
Metro. Milwaukee Assoc. of Commerce (MMAC)
Sensia Healthcare
The Starr Group

APPLY TODAY FOR THE 2012 MMAC/ COSBE Future 50 AWARD

Mmac.org/f50

If your company meets four basic criteria, complete the online application and put your company in the running for the 2012 Future 50.

Criteria

1. **Headquartered in the 7-county region** (Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington and Waukesha)
2. **Independent, private ownership** (not a subsidiary, franchise or division)
3. **Growth of sales and employment** (averaged over the past three years)
4. **In business for at least three years**

Benefits

- The prestige and credibility of one of the region's most recognized awards.
- Free newspaper and online publicity
- Use of Future 50 logo for your marketing efforts
- The spotlight at the Future 50 Awards Luncheon
- One award on the way to earning the Master Mettle award – given to three-time winners

DON'T DELAY.

Extended Deadline! Monday, May 14th

Winners are based on objective criteria and all information is kept strictly confidential.

For more information,
contact JULIE GRANGER at (414) 287.4131 or jgranger@mmac.org.

Presenting Sponsor

PARK BANK *first* IN LASTING RELATIONSHIPS

Gold Sponsors

Findorff

University of Wisconsin PARKSIDE

Media Sponsor

BizTimes MILWAUKEE

MMAC • COSBE FUTURE 50

Being a bright spot in the Milwaukee regional economy has its rewards!

MILWAUKEE 7 AT WORK

(Above:) Giacomo Fallucca, president/CEO of Palermo's Pizza, serves as one of three co-chairs of the Food and Beverage Advisory Council. (Left) Advisory Council Co-chairs Eric Olesen, O&H Danish Bakery, with Cathy Henry, Sysco Food Services, and council members Dr. Rich Busalacchi, MATC, and Tom Timm, Birds Eye.

FOOD & BEVERAGE INDUSTRY NETWORK AND WEBSITE LAUNCHED

To grow, expand and attract jobs and companies in southeast Wisconsin, Milwaukee 7 has launched FaB Milwaukee, an industry network and dedicated website (**fabmilwaukee.com**) to support the food and beverage cluster in the region. More than 150 people attended a kickoff event on March 15 at Discovery World on Milwaukee's lakefront.

The cluster is an outgrowth of an Advisory Council that has been meeting for the past year, led by **David Carpenter**, president of Chr. Hansen; **Cathy Henry**, president and COO of Sysco Food Services; **Giacomo Fallucca**, president and CEO, Palermo's Pizza; and **Eric Olesen**, president and co-owner, O&H Danish Bakery. The food and beverage cluster aims to leverage the region's diverse industry leadership, a high concentration of industry talent —including food scientists—and production and manufacturing prowess to grow, expand and attract companies in the food and beverage industry and its supply chain network. Milwaukee 7 Vice President **Shelley Jurewicz** is serving as executive director of FaB Milwaukee.

"Our mission is to make the Milwaukee region an easy choice to innovate, start, expand or locate your food or beverage operation and enjoy a rewarding industry career," said Shelley Jurewicz. "Ultimately, our success will be measured by job creation in food and beverage manufacturing."

FaB Milwaukee's mission, focusing primarily on economic expansion and job creation, will also leverage Wisconsin's unique position to support the farm-to-table movement. "While our primary goal is to grow jobs in food and beverage manufacturing," remarks Jurewicz, "we are working our way out across the food system, from farm to factory to fork, from executives to those working in the industry to students and educators—all will be critical to our success." FaB Milwaukee founding sponsors are Baptista's, Grant Thornton, MMSD and Milwaukee Water Works.

M7 PART OF PARK EAST ADVISORY TEAM

Milwaukee County Executive **Chris Abele** and Milwaukee Mayor **Tom Barrett** are assembling a task force to guide city and county efforts to sell land in the Park East for redevelopment. The planned Park East advisory team will include 15 to 20 members from the real estate industry, state government agencies including the Wisconsin Economic Development Corp., and the Milwaukee 7. The advisory group is charged with establishing goals for development of the county's Park East land and a strategy to market the corridor, said **Brian Taffora**, Milwaukee County economic development director.

2012 Sponsorships are still available!

Sponsoring a MMAC event offers a unique opportunity to increase your visibility among top decision makers at leading companies throughout the four-county metropolitan area.

1. The MMAC produces 6-8 **BUSINESS AFTER HOURS** events throughout the year. These casual, social events are held in a variety of interesting locations throughout the metro Milwaukee area and regularly attract 100-200 business people.

2. **THE EXECUTIVE ROUNDTABLE GOLF OUTING** is a popular social gathering for CEOs, CFOs and senior executives. All sponsors receive prominent visibility at the event.

3. **MILWAUKEE NIGHT IN WASHINGTON D.C.** brings members together with local, state and federal officials and highlights the contributions of the Milwaukee business community to the strength and vitality of the entire state.

Every sponsorship package is designed to maximize your exposure.
Contact **KAREN POWELL** at (414) 287.4166 or kpowell@mmac.org for details.

events

Jackie Mohammed and Helen Austin, co-founders of Solutions Associates Consulting, Inc., delivered the keynote address at The Business Council's annual Strategic Partnership Luncheon on February 16. The luncheon stresses that opportunities are made possible through business alliances.

1 **Chuck Srinivasan, Daryl Stewart, Adonica Randall and Norb Kopka** from ABAXENT LLC.

2 Keynote speaker **Helen Austin**

3 **Regina Blair** and **Cassandra Walls** from ManpowerGroup

4 **Clifton Crump** and **Martha Brown**, Milwaukee Department of City Development

5 Keynote speaker **Jackie Mohammed**

6 **Gloria Miller**, African American Chamber of Commerce of Greater Milwaukee, and **Debra Avery,** M&I-BMO Financial Group

7 Lou McGlothian Memorial Scholarship recipient **Kermiath McClendon** with his mother.

View upcoming events at **mmac.org/calendar**

MMAC members and guests took their networking up a notch to the 23rd floor of the Pfister Hotel at Blu in February.

1 **Sharron Harring**, Wisconsin Center District; **Ryan Konicek**, Turn the Page - Online Marketing; **Emily Zager**, Ewald Automotive Group

2 **Tim and Nancy Rigsby**, Rigsby Group, Inc.

3 **Michele Ripp** and **Stephanie Tweit**, ipic Theaters

COSBE members met face to face to learn more about social media and its business applications at a Forum event in February.

4 **Cara Cassens**, Ozaukee County, and **Ana Schwager**, Southwest Airlines

5 **Mike Carroll**, Intelligent Conversations; **Judy Shortridge**, Living Dimensions Real Estate; and **Dawn Miller,** Z2 Marketing

6 **Brenda Borgman**, Batzner Pest Management; and **Anna Tiry**, FirstEdge Solutions

1

2

3

4

5

6

events

Representatives from Milwaukee Public Schools, and charter and choice schools, shared their strategies for closing the achievement gap for low-income students in Milwaukee at the Blueprint Briefing on education on March 14.

1 Audience members listened to a candid discussion of the challenges facing the various school systems.

2 **Rob Cowen,** Badger Alloys

3 **Jodi Weber,** Seeds of Health

4 **Richard Diaz,** chair of the Milwaukee Charter School Association; **Denise Calloway,** MPS; **Henry Tyson**, St. Marcus Lutheran School

Four times a year members are invited to an open dialogue with MMAC President Tim Sheehy to share concerns and ask questions.

5 **Tim Sheehy,** MMAC President; **Jim Schlater,** Secure Fire & Safety; **Patty Tobin**, Accenture

View upcoming events at **mmac.org/calendar**

Companies that are doing an outstanding job of implementing wellness programs and engaging employees were recognized for their efforts at the Well City Celebration on March 15.

1 **John Pauly,** Marquette University; and **Mary Meehan**, Alverno College

2 **Karen Timberlake**, Population Health Institute at the University of WI; and **Dick Tillmar**, Tillmar Connect

3 **Janine Bamberger** and **David Smith**, Aurora Health Care; **Jessica Radderman**, Wellness Council of Wisconsin; and **Sue Wick**, Aurora Health Care

4 Award recipients and attendees networked before breakfast at the Wisconsin Club.

At the Executive Roundtable Forum, nationally acclaimed speaker Tommy Spaulding shared insightful stories with audience members to demonstrate the value of investing in relationships.

5 **Joe Skotarzak**, River Run Computers

6 **Guy Ouellette**, Harrigan Solutions; **Cathy Harrison,** MMAC; and **Ruth Oehme**, Harrigan Solutions

7 **Keith Coursin**, Desert Aire Corporation; **Les Tarjan**, Kolb+Co.; **Mike Malalesta,** Advanced Waste Services

1

2

3

4

5

6

7

events

The MMAC held its largest trade show to date, including 50 exhibitors and more than 200 attendees at the Pritzlaff Building in Milwaukee's Third Ward.

1 **Tim Bell**, Secure Fire & Safety, demonstrates his company's product.

2 **Cory Carlson**, **Gabe Vidal** and **Scott Smith,** Verizon Wireless

3 **Kelly Pederson** and **Jason Schmitt,** Technology Resources Advisors

4 **Nikki Lemler** and **Nick Otis;** from Welke's House of Roses

5 **DJ "Q"** and **Renee King**, Music on the Move Plus

6 **Stephanie Puisfus**, Veterans Industries, and **Mark Schaling,** P&N Promotions

7 **Chad Shultz**, Innovative Signs

View upcoming events at **mmac.org/calendar**

NEW MMAC MEMBERS (OCTOBER 2011 - FEBRUARY 2012)

Support your fellow members by doing business together.

Ace Distribution Services Inc.
Bill Wood - Human Resource Manager
5600 S. Moorland Rd. • New Berlin, WI 53151
(262) 796-1200
Logistics
www.acedsi.com

Acevedo PC Services LLC
Enrique Acevedo - Owner
8301 S. 36th St. • Franklin, WI 53132
(414) 241-4481
Information Technology Consultants
www.acevedopcservices.com

Acme Supply (Div of Premier Alternative Resources LLC)
Rick Schuster - General Manager
5101 W. State St. • Milwaukee, WI 53208
(414) 476-3003
Plumbing Fixtures/Supplies-Wholesale/Manufacturers
www.acme-supply.com

Advertising Art Studios Inc.
Tom Jahnke - Owner
4120 N. Calhoun Rd. - Ste. 200
Brookfield, WI 53005
(262) 439-9708
Advertising Agency/Counselors
www.adarts.com

Affinity Inc.
Steve Schmidt - President
2600 N. Mayfair Rd. - Ste. 400 • Milwaukee, WI 53226
(414) 258-0200
Technology Professional Services
www.affinityit.com

All Modes Inc.
Dave Eggleston - President
1700 Leider Dr. • Union Grove, WI 53182
(262) 558-1024
Transportation & Logistics
www.allmodes.com

Allied Glove Corporation
Sarah Cunningham - Controller
433 E. Stewart St. • Milwaukee, WI 53207
(414) 481-0900
Safety Equipment & Clothing
www.alliedglove.com

American Pasteurization Company
Scott Kossoris - CFO
2675 N. Mayfair Rd. - Ste. 680
Milwaukee, WI 53226
(414) 453-7522
Food Processing/Manufacturing
www.pressurefresh.com

Amerigraphics Group Inc.
Beverly Giannattasio - CEO
4601D W. Greenfield Ave.
Milwaukee, WI 53214
(414) 643-2123
Printers
www.amerigraphicsgroup.com

Andretti Sports Marketing
John Lopes - President
7615 Zionsville Rd. • Indianapolis, IN 46268
(317) 872-2700
Sports Marketing
www.andrettisportsmarketing.com

Anthony Corona State Farm Agency
Anthony Corona - President
N86 W14041 Beacon St.
Menomonee Falls, WI 53051
(262) 255-0400
Insurance
www.coronaagency.net

Antigua Latin Restaurant LLC
Citlali Mendieta-Ramos - Owner & Catering Director
5823 W. Burnham St. • West Allis, WI 53214
(414) 321-5775
Caterers
www.antiguamilwaukee.com

Berg Corporate Interiors
Christy Hartling - Sales Manager
461 River Crest Ct. • Mukwonago, WI 53149
(262) 363-3150
Office Furniture/Equipment-Dealers
www.bergcorporateinteriors.com

Best Group
Aaron Vargas
2266 N. Prospect Ave., Ste. 415
Milwaukee, WI 53202
(414) 469-5598
Computer Software/Service
www.bestgroupworks.com

Blommer Peterman S.C.
Deborah Blommer - Senior Partner
165 Bishops Way • Brookfield, WI 53005
(262) 790-5719
Attorneys
www.blommerpeterman.com

BOOST Associates
David Hildreth - President
10726 84th Place • Pleasant Prairie, WI 53158
(262) 697-9460
Executive Coaching
www.boostassociates.com

Cancer Treatment Centers of America
Steve Baer
Regional Manager - Strategic Markets
1336 Basswood Rd.
Schaumburg, IL 60173-4544
(847) 342-7400
Hospitals – Specialty
www.cancercenter.com

Cancer Treatment Centers of America
Steve Baer - Regional Manager Strategic Markets
2610 Sheridan Rd. • Zion, IL 60099
(847) 746-4230
Hospitals - Specialty
www.cancercenter.com

Canon Business Solutions Inc.
Craig Bulluck - Sales Manager
20800 Swenson Dr. • Waukesha, WI 53186
(262) 785-4301
Office Equipment & Multifunctional Printers
www.solutions.canon.com

Caritas For Children Inc.
Christopher Hoar - President
7400 W. National Ave. • Milwaukee, WI 53214
(414) 771-7030
Foundations
www.caritas.us

Carlisle IT
Tom Antczak - Director of Operations
5300 W. Franklin Dr. • Franklin, WI 53132
(414) 421-5300
Electronic Controls/Components
www.carlisleIT.com

Cedarburg Pharmaceuticals Inc.
Randy Fortel - Vice President of Finance
870 Badger Circle • Grafton, WI 53024
(262) 376-1467
Pharmaceuticals
www.cedarburgpharma.com

Cohen Fund Audit Services
Marcy Conklin CPA - Audit Manager
735 N. Water St. - Ste. 610 • Milwaukee, WI 53202
(414) 203-6340
Accountants/CPA
www.cohenfund.com

>> View the full membership directory and market your company at **mmac.org/directory**

Corix Infrastructure US Inc./ Corix Utilities US Inc.
Kevin Meagher - Vice President/COO
11020 W. Plank Ct., Ste. 100 • Wauwatosa, WI 53226
(414) 203-8700
Utility Company
www.corix.com

Dascom Systems Group LLC
Bryan Scharpf
Regional Sales Manager - WI
555 W. Estabrook Blvd.
Milwaukee, WI 53029
(262) 623-4870
Audio Visual Systems/Equipment
www.dascom-systems.com

Datastore
Greg Jeske - President
5255 International Dr.
Milwaukee, WI 53110
(414) 489-9100
Business Documents & Records - Storage & Management
www.datastoreweb.com

Dynamic Innovative Solutions LLC
Scott Cross - CEO
10437 Innovation Dr. - Ste. 414
Wauwatosa, WI 53226
(414) 255-2265
Document Imaging
www.dynamic-innovative-solutions.com

Earthlink Business
Jon Dickey - Director of Sales
744 N. 4th St. - Ste. 255
Milwaukee, WI 53203
(414) 431-7344
Technology Professional Services
www.earthlinkbusiness.com

East Bank Storage
Seth Watters - Manager
2025 N. Martin Luther King Dr.
Milwaukee, WI 53212
(414) 271-3600
Storage - Household & Commercial
www.eastbankstorage.com

East Bank Wine Storage
Sherry Minerath - Marketing
2136 N. Prospect Ave.
Milwaukee, WI 53202
(414) 271-3600
Storage - Household & Commercial
eastbankwine.com

Eco-Shred LLC
Ron Sanfilippo - President
1205 W. Mount Vernon Ave.
Milwaukee, WI 53233
(414) 491-3488
Shredding Service
www.ecoshredwi.com

Eggers Imprints
Dan Eggers - Owner
5221 Beaver Creek Way
Milwaukee, WI 53223
(414) 365-5514
Screen Printing
www.eggersimprints.com

Elite Environmental Corp.
Kevin Crosby - President
360 S. Curtis Rd.
West Allis, WI 53214
(414) 507-4060
Waste Reductions/Disposal/Recycling Service
www.eliteenvironmentalcorp.com

Expansion Funding Partners
Kathy Walley - President
18 S. Northwest Hwy., Ste. 200
Park Ridge, IL 60068
(312) 235-6752
Investment Banking
www.expansionfunding.com

Extraordinary Occasions
Marissa Weaver - Owner
3952 N. 76th St., Ste. 221
Milwaukee, WI 53222
(414) 466-4386
Event Planning
www.extraordinary-occasions.com

Fiddleheads Coffee Roasters
Jovana Cubric
Director of Business Development
120 N. Main St.
Thiensville, WI 53092
(262) 242-1137
Coffee & Tea Retail/Wholesale
www.fiddleheadscoffee.com

Fiserv Inc.
Brenda Potter - Vice President Public Affairs
255 Fiserv Dr. • Brookfield, WI 53045
(262) 879-5000
Financial Services
www.fiserv.com

Fitness for EveryBODY LLC
Amy Friese - President/CFF
2915 S. Kinnickinnic Ave.
Milwaukee, WI 53207
(414) 840-7276
Health & Fitness Program Consultants
www.fit4ebody.com

Florentine Opera Inc.
Catherine Kiekhofer
Human Resources Manager
700 N. Water St. - Ste. 950
Milwaukee, WI 53202
(414) 225-1956
Opera Company
www.florentineopera.org

Fullhouse
Glenn Kleiman - CEO
207 N. Milwaukee St. • Milwaukee, WI 53202
(414) 271-4001
Communications Consultants
www.fullhouseinteractive.com

GE Energy Waukesha Gas Engines
Brian White - President
1101 W. St. Paul Ave.
Waukesha, WI 53188
(262) 547-3311
Manufacturers
www.ge-energy.com

Gladwin Machinery Supply Co.
Dave Hintze - Sales Manager
W167 N5905 Greenway Circle
Menomonee Falls, WI 53051
(262) 703-0400
Industrial Equipment Wholesalers
www.gladwinmachinery.com

Goldman Sachs & Co.
Eric Hirschfield - Managing Director
71 S. Wacker Dr., Ste. 500
Chicago, IL 60606
(312) 655-5175
Investment Banking
www.gs.com

Gorman & Co.
Joshua Pluer - Senior Manager
2100 W. Pierce St.
Milwaukee, WI 53204
(414) 333-4980
Real Estate Developers
www.gormanusa.com

HierComm Inc.
Jason Zehrung - Vice President Operations
W233 N2080 Ridgeview Parkway
Waukesha, WI 53188
(262) 347-3094
Communications Equipment
www.hiercomm.com

Historic King Dr. Business Improvement District
Jerome Knapp - Executive Director
2212 N. Martin Luther King Jr. Dr.
Milwaukee, WI 53212
(414) 265-5809
Business/Trade Organizations
www.kingdrivebid.com

Hudson Business Lounge
William Waldren - CEO
310 N. Broadway
Milwaukee, WI 53202-5808
(414) 614-2814
Business Incubators
www.thehudson.org

Institech
Liz Fuller - Manager
12521 W. Hampton Ave.
Butler, WI 53007
(262) 252-8484
Employment Agencies
www.institech.com

Integrated Time Systems
Chris Kapenga - CEO
740 N. Plankinton Ave. - Ste. 730
Milwaukee, WI 53203
(414) 727-7800
Payroll Preparation Services
www.integratedtime.com

Interactive Health Solutions
Brett Hutter
National Account Regional Manager
N65 W1326 Marach Rd.
Menomonee Falls, WI 53051
(414) 526-7459
Programs
www.interactivehealthsolutions.com

J.F. Cook Co. Inc.
Benjamin Engel - President
7830 S. 10th St. • Oak Creek, WI 53154
(414) 762-4000
Windows - Commercial/Aluminum
www.jfcookco.com

Komisar Brady & Co. LLP
Kathryn Bennett - Managing Partner
135 S. 84th St., Ste. 200
Milwaukee, WI 53214
(414) 271-3966
Accountants/CPA
www.komisarbrady.com

Lanex LLC
Matt McCoy - President
250 Bishops Way, Ste. 100
Brookfield, WI 53005
(262) 789-0966
Web Site Design
www.lanex.com

NEW MMAC MEMBERS (OCTOBER 2011 - FEBRUARY 2012)

Support your fellow members by doing business together.

Malleswari Inc.
Trinadha Pattem - President
10202 N. Hayden Ct. • Mequon, WI 53097
(262) 308-3480
Computer System-Designers/Consultants
www.malleswari.com

Materion Inc.
Mark Curran - Vice President Operations
407 N. 13th St. • Milwaukee, WI 53233
(414) 289-9800
Manufacturers
www.materion.com

MCSM Services
Roland Van Marlen - President/CEO
Vlierlaan 63 • Netherlands
011-31-13850-0810
International Business Consultants
www.mcsmservices.com

Merit Title
Beth Rummel
Business Development Director
13700 W. Greenfield Ave.
Brookfield, WI 53005
(262) 432-3524
Title Companies
www.merittitle.com

Merton Auto Body
Paul Schiellack - Owner
W275 N6683 Moraine Dr. • Merton, WI 53056
(262) 538-1319
Automobile Repairing/Service
www.mertonauto.com

Mertz Associates Inc.
Linda Mertz - CEO
N1629 County Rd. P • Rubicon, WI 53078
(262) 523-4200
Consultants
www.mertz.com

Milwaukee Forge LLC
David Mesick - President/CEO
1532 E. Oklahoma Ave. • Milwaukee, WI 53207-2433
(414) 489-7040
Manufacturers
www.milwaukeeforge.com

My Dwelling LLC
Chris Muellenbach - Owner
316 N. Milwaukee St., Ste. 100 • Milwaukee, WI 53202
(414) 935-4500
Real Estate Management
www.my-dwelling.com

Nagel Services LLC
Greg Nagel - President
13100 Watertown Plank Rd., Ste. 200
Elm Grove, WI 53122
(262) 641-0746
Architects
www.nagel.us

National Technologies Inc.
Tom Harrington - President
7641 S. 10th St. • Oak Creek, WI 53154
(414) 571-1000
CNC Machining
www.nationaltechnologies.com

Networkers Funding LLC
Joyce Dieck - President/Managing Member
2200 S. Main St. 2nd Floor • West Bend, WI 53095-0614
(262) 334-6000
Payroll Preparation Services
www.networkersfunding.com

Nistler Law Office S.C.
Kimberly Nistler - Business Manager
3235 N. 124th St. • Brookfield, WI 53005
(262) 373-1420
Attorneys
www.nistlerlaw.com

Oak Hill Business Partners
Erik Owen - President
P. O. Box 2128
Brookfield, WI 53008-2128
(414) 852-0015
Management Consultants
www.oakhillbp.com

P&N Promotions LLC
Peter Nys - President
305 N. Plankinton Ave., Ste. 100 • Milwaukee, WI 53203
(414) 376-9100
Promotional Products
www.pnpromo.com

Panalpina Inc.
Stanley Chelsea - Business Unit Operations Manager
6229 Ace Industrial Dr. • Cudahy, WI 53110
(414) 570-2600
Freight Forwarding
www.panalpina.com

Park Meadows Homes Association Inc.
Kaye Hernon - Office Manager
4163 W. College Ave. • Milwaukee, WI 53221
(414) 421-0061
Condominiums
www.parkmeadowshomes.webs.com

Rebuilding Together Greater Milwaukee
Lynnea Katz-Petted - CEO
700 W. Virginia St., Ste. 221 • Milwaukee, WI 53204
(414) 704-1581
Social Service Organizations
www.rtmilwaukee.org

River Revitalization Foundation
Kimberly Gleffe - Executive Director
1845 N. Farwell Ave., Ste. 100 • Milwaukee, WI 53202
(414) 271-8000
Foundations

Robert Foster & Associates
Robert Foster - President/CEO
5817 Magnolia Ln. • Falls Church, VA 22041
(202) 679-8428
Government Relations Consultants
www.usteta.org

Savory Catering & Events
Anne Zube - Director of Sales
2301 W. Wisconsin Ave. • Milwaukee, WI 53233
(414) 342-9909
Caterers
www.savorycatering.com

Second Chance Partners for Education
Stephanie Borowski - Executive Director
892 Main St. - Ste. E • Pewaukee, WI 53072
(262) 695-7981
Educational Services
www.secondchancepartners.org

Secure Fire & Safety LLC
Jim Schlater - Managing Member
160 Bishops Way • Brookfield, WI 53005
(262) 641-0493
Fire Protection Equipment/Supplies
www.securefireandsafety.com

Sherman Park Community Association Inc.
Fred Curzan - Executive Director
3526 W. Fond du Lac Ave.
Milwaukee, WI 53216-3749
(414) 444-9803
Associations

SilverWater Productions LLC
J.J. Burkart - Co-Owner
118 Stafford St. • Plymouth, WI 53073
(920) 893-2200
Video Taping/Production Services
www.silverwaterproductions.com

Site Personnel Services Inc.
David Aragon - President
N92 W17420 Appleton Ave., Ste. 200
Menomonee Falls, WI 53051
(262) 345-9933
Employment Agencies - Temp - Permanent
www.sitepersonnel.com

>> View the full membership directory and market your company at **mmac.org/directory**

Sosh
Michelle D'Attilio - President
306 N. Milwaukee St., Ste. 100
Milwaukee, WI 53202
(414) 220-4340
Social Media
www.getsosh.com

Southeast Sales Corporation
John Erdmann - Vice President
6930 N. 76th St. • Milwaukee, WI 53223
(414) 463-2540
Motorcycle Dealers

Spectrum Capital
David Griffith - President
8636 Talamasca Dr. • Franksville, WI 53126
(262) 456-7613
Financial Services
www.spectrumcapitalsolutions.com

Stat Health Services Inc.
Chip Flesher - Midwest Regional Sales Director
4N 386 Edna Ferber Cove • Saint Charles, IL 60175
(630) 561-9393
Health Care Consultants
www.statdoctors.com

Stephen L. Werner CLU & Associates Inc.
Rachel Eixenberger
Vice President
5555 N. Port Washington Rd. #303
Milwaukee, WI 53211
(414) 962-7776
Insurance Agents/Brokers

Sterling Engineering Inc.
Paul Russo - Vice President
125 N. Executive Dr., Ste. 101
Brookfield, WI 53005
(262) 432-0024
Employment Agencies
www.sterling-engineering.com

TBJ Consulting LLC
James Oryszczyn - President
S92 W34655 Joshua Way
Eagle, WI 53119
(414) 303-2182
Computer Consultants
www.jsotechnology.com

Team Inc.
Rebecca Fisher - President
W175 N11117 Stonewood Dr. Ste. 204
Germantown, WI 53022
(262) 532-2440
Management Consultants
www.teamwi.com

Tech By Design
Bernard Gomez - Director/President
131 Seeboth - Ste. 301
Milwaukee, WI 53204
(414) 431-0800
Digital Agencies
www.techbydesign.com

Teklynx Americas Inc.
Laura Henderson - Managing Partner
409 E. Silver Spring Dr.
Milwaukee, WI 53217
(414) 837-4800
Software Publishers & Developers
www.teklynx.com

Telsmith Inc.
Matt Haven
Executive Vice President/General Manager
10910 N. Industrial Dr.
Mequon, WI 53092
(262) 242-6600
Manufacturers
www.telsmith.com

The Cellular Connection
Jason Ciesiolka - Regional Manager
8301 W. Brown Deer Rd.
Milwaukee, WI 53223
(414) 354-5697
Cellular Mobile Telephone Service
www.ecellularconnection.com

The Starr Group
Timothy Starr - CEO
5005 W. Loomis Rd.
Milwaukee, WI 53220
(414) 421-3800
Risk Management Consultants
www.starrgroup.com

United Milwaukee Scrap LLC
Daniel Arnstein
3027 W. Concordia Ave.
Milwaukee, WI 53216
(414) 449-2121
Recycling Centers
www.umswi.com

Verduras Tea House & Cafe'
Jennifer Nowicki - Owner
181 N. Broadway • Milwaukee, WI 53202
(414) 224-6144
Restaurants
www.verdurastea.com

Vetransfer
Ted Lasser - Executive Director
161 W. Wisconsin Ave., Ste. 2100
Milwaukee, WI 53203
(414) 502-8387
Business Startup Services
www.vetransfer.org

W2EXCEL LLC
Wallace White - Principal/CEO
P. O. Box 240317
Milwaukee, WI 53223
(414) 232-3774
Business Consultants
www.w2excel.com

WCF & Associates Inc.
William Farmer - President
N8921 Stone School Rd.
East Troy, WI 53120
(262) 662-4029
Computer System-Designers/Consultants
www.wcfa.com

WIPage One LLC
Victoria Hargis - Owner
8326 Schaal Rd • Burlington, WI 53105
(262) 757-8723
Internet Marketing & Advertising
www.wipageone.com

Women's Fund of Greater Milwaukee
Margaret Henningsen - Executive Director
316 N. Milwaukee St. - Ste. 215
Milwaukee, WI 53202
(414) 290-7350
Foundations
www.womensfundmke.org

YWCA Greater Milwaukee
Rebecca Beres
Employment Services Manager
1915 N. Dr. Martin Luther King Jr. Dr.
Milwaukee, WI 53212
(414) 374-1800
Social Service Organizations
www.ywcamilw.org

Zacher Truck Service
Jillian McNulty - Business Manager
929 W. Waterford Ave.
Milwaukee, WI 53221
(414) 482-4010
Truck Repair & Service
www.zachertruckservice.com

MMAC MEMBER MILESTONES

Congratulations to these companies celebrating membership anniversaries (Sept. 2011 - Feb. 2012)

NINETY FIVE YEARS
Rockwell Automation Inc.

NINETY YEARS
Caterpillar
Schwaab Inc.
Sensient Technologies Corp.
Viking Electric
Wetzel Brothers

EIGHTY FIVE YEARS
Jacobus Energy
Ryerson Inc.
Wisconsin Center District

SEVENTY FIVE YEARS
KPMG LLP

SEVENTY YEARS
Layton State Bank
Superior Die Set Corporation
Ward & Kennedy Company

SIXTY YEARS
Catholic Financial Life

FIFTY YEARS
Assoc. General Contractors of Gtr. Milw.
Jorgensen Conveyors Inc.
Western Products

FORTY YEARS
BiltRite Furniture Inc.
The Marcus Corporation
Zilli Hospitality Group

THIRTY FIVE YEARS
Hydrite Chemical Co.
Office Copying Equipment Ltd.

THIRTY YEARS
Amato Automotive Group
Anderson Laboratories
Friebert Finerty & St. John S.C.
Heritage Credit Union
J.H. Findorff & Son Inc.
Junior Achievement of Wisconsin Inc.
The Dieringer Research Group Inc.
Towers Watson
United Way of Greater Milwaukee Inc.

TWENTY FIVE YEARS
Ace World Wide Moving & Storage Co.
American Society for Quality (ASQ)
Andrew Chevrolet/Toyota
Bentley World Packaging LTD
EMCS Inc.
McKey Perforating Company
Plumbing & Mechanical Contractors Assn
Speed Queen Barbeque Inc.
Theiss Interior Design Ltd.
Victory Tool Company Inc.

TWENTY YEARS
Anguil Environmental Systems Inc.
Creative Business Interiors Inc.
Mandel Group
Mueller Communications Inc.
Principal Financial Group
Universal Removable Insulation Products
Victory Personnel Services Inc.

FIFTEEN YEARS
Axcesor Inc.
Buca di Beppo
Compuware Corporation
Discovery World At Pier Wisconsin
Environmental Innovations Inc.
Epilepsy Foundation of SE Wisconsin
First Edge Solutions Inc.
Freedom Physical Therapy Services S.C.
New Horizons Computer Learning Center
North Milwaukee State Bank
Pilot Air Freight
QPS Employment Group
Quorum Architects Inc.
Schlitz Park
Sensia Healthcare Inc. - Park Place
The Boerke Company
The Rauser Agency Inc.
Tushaus Computer Services LLC
Verizon Wireless
Wild Impact Marketing
WI Manufacturing Extension Partnership
Wismarq Corporation
Zerrecon Inc.

TEN YEARS
2 Story Creative
CC&N
Clearwing Productions Inc.
Core Health Group
Curley Communication
Duncan Solutions Inc.
Eli Lilly and Company
First Business Bank - Milwaukee
Harrington Daniels Advisors LLC
IBC Engineering Services Inc.
KLH Industries Inc.
Medical College of Wisconsin
Organizational Design Corp.
Realty Executives Integrity
SVA Certified Public Accountants
The Merco Group Inc.
Weas Development Company
Wesley Insurance Agency Inc.
Wheaton Franciscan Healthcare
Wisconsin Athletic Club

FIVE YEARS
Badger Alloys Inc.
BDO USA LLP
Brass Light Gallery
G & G Specialized Carriers LLC
Global Precision Industries
Great Lakes Insurance Consultants
Hispanic Chamber of Commerce of WI
InvestorsBank
Lake Express High Speed Ferry
Lubar & Co.
Port of Milwaukee
Terra Nova Inc.
Veterans Industries
Weyco Group Inc.

ONE YEAR
360 Direct
A Great Scape Inc.
Able Access Transportation LLC
Allergan Inc.
Allied Consulting Group Inc.
Ampco Pumps Company
Ann's Italian Restaurant
Asia Region Development
Boyd Excavating Inc.
Burke Properties
Candy Bouquet
Canteen Vending
Cedar Creek Securities
Compressed Air Systems Inc.
Courtyard By Marriott
Dairy Business Association
Dave & Buster's Wauwatosa
DC Workfinders LLC
Desco Dental Systems LLC
Diversified Benefit Services Inc.
Employer Support of the Guard and Reserve
Entercom Milwaukee LLC
Enterforce
Executive Commercial Cleaning LLC
Facility Futures Inc.
Harrigan Solutions
Harvest Community Church
Health Payment Systems Inc.
Holland Beauty Flower & Bulb
Ideal Masonry Services of Wisconsin
Infinity HealthCare Inc.
Ingeteam Inc.
J.F. Ahern Co.
Just Service Inc.
Kilpatrick Engine & Transmission
Laundry At Linens Limited
Lawnscapers Inc.
Legacy Wealth Management LLC
M P On Brady
Maaco Collision Repair & Auto Painting
Madisen Architects
Madison Medical Affiliates
Mendota Investment Corp.
Messier-Bugatti-Tracer
Midwest Iconic Services LLC
Milwaukee Job Corps Center/MINACT Inc.
Milwaukee Machine Works
Nicolet Natural Water SE Wisconsin
Pawn America
Payroll Control Systems
Quest CE
Remedi Creative Inc.
Schuster Mansion Bed and Breakfast
Shorehaven Behavioral Health Inc.
Skyline Southern Wisconsin
Solly's Grille
SPiN Milwaukee
Superior Equipment & Supply
SynerComm Inc.
Telcom & Data Inc.
The Firm LLC
Tom's Dependable Heating
TopLine Results Corporation
Transportation Development Assoc. of WI
University of Wisconsin-Parkside
Villani Landshapers
Vincent Plumbing & Heating
W. T. Walker Group Inc.
Waukesha Sprinkler
Winghart Inc.
Winter Services Inc.
Wisconsin Therapy Service
Z2 Marketing

New MEMBER-TO-MEMBER DISCOUNTS!

Are you looking for new customers in the Metropolitan Milwaukee area? Want to give your business an extra edge and enhance your sales efforts? Join the MMAC Discount program. Visit

www.mmac.org/m2m

to sign up or view all the offers available.

Acevedo PC Services LLC

CONTACT: Enrique Acevedo • (414) 241-4481

Acevedo PC Services would like to make this introductory offer to new customers: **50% off all service charges.**

Affordable Mediation & Arbitration Services

CONTACT: Dawn Drellos-Thompson • (262) 641-1846

Mediation & Arbitration, LLC (AMA) assists individuals, businesses and government entities with budgetary constraints in finding the best solutions to reconcile their business (professional) and personal disputes through mediation. AMA helps create an environment where disputing parties feel empowered to structure solutions. Our services are confidential and extremely economical. **In addition to a FREE 30 minute overview session, AMA offers MMAC members a 20% discount off their first hour of mediation with a signed agreement and two hour minimum.**

Ajilon, Account Principals, PARKER + LYNCH

CONTACT: Patrick Dermody • Patrick.dermody@ajilon.com

We specialize in matching top talent with great opportunities at leading companies. MMAC members can receive: **10% off Staffing Services, including temporary and permanent hiring.** New clients only.

Ideal Energy Concepts

CONTACT: Corey Calvert • (888) 391-5827 ex 101
ccalvert@idealenergyconcepts.com

Ideal Energy Concepts provides quality custom energy efficient solutions by way of power factor optimization, guaranteeing 6% to 25% savings. **MMAC members receive 10% off all commercial and industrial applications** (Install not included). **MMAC members can take also advantage of $97 Residential Units** (Regularly $399).

Integrated Time Systems

CONTACT: Chris Kapenga • ckapenga@integratedtime.com

MMAC members receive 10% off one of our time tracking solutions. Our clients range from 50-employee single location businesses to 3,000 employee multi-location, multi-country manufacturing facilities requiring complex pay rules and barcode tracking of labor to jobs. We customize a solution that meets your needs and maximizes your ROI.

Nistler Law Office, S.C.

CONTACT: Brent Nistler • (262) 373-1420
bnistler@nistlerlaw.com

Nistler Law Office, S.C. practices business and individual litigation and criminal defense. The types of cases we handle include, but are not limited to: Bankruptcy Litigation; Breach of Fiduciary Duty Claims; Unfair Competition; Contract Disputes; Copyright and Trademark Litigation; Dealership and Supplier Disputes; Shareholder Disputes. **MMAC members are eligible to receive 15% off hourly rates**.

Sales Progress

Jessica Trzcinko • jessicahoelz@yahoo.com

Sales Progress would like to offer **MMAC members a 40% discount off all webinars.** Contact us on Linkedin at www.linkedin.com/in/jatrzcinko for the promo code.

Verduras Tea House & Café

CONTACT: Jennifer Nowicki • (414) 224-6144
verduras@gmail.com

The perfect spot for a leisurely lunch meeting or a quick bite between classes. Verduras would like to offer **MMAC members and their employees a free cup of soup with the purchase of any sandwich.** Mention the MMAC to receive your free soup.

Interested in advertising in the next issue of Milwaukee Commerce?

Visit **mmac.org/advertising** for full details or contact Karen Powell at (414) 287.4166 or kpowell@mmac.org

Milwaukee Commerce newsletters are printed by:

diversified printing services, inc.

W237 N2889 Woodgate Rd.
Unit A
Pewaukee, WI 53072
(262) 544-8888
www.diversifiedprinting.com

MMAC
Metropolitan Milwaukee Association of Commerce

Periodicals Postage
PAID
Milwaukee, WI

756 N. Milwaukee St., Suite 400 • Milwaukee, WI 53202-3767

MMAC UPCOMING EVENTS

Get connected to the region's best business network.
Learn more or register at **www.mmac.org/calendar**

MMAC Blueprint Briefing Series presents:

When Education Works, so Does Milwaukee:

SCHOOLS PRODUCING RESULTS

Wednesday, May 9 • 7:30 am - 9:00 am
University Club of Milwaukee

In just six years, an estimated 61% of jobs in Wisconsin will require higher education. Today, only 38% of our workforce has a post-secondary education. Without an educated population how will Milwaukee—and your business—work?

Unique models are creating more high-performing schools. Hear what's working in these schools and how their methods can be replicated to expand educational options.

Speakers will include:

- Robb Rauh, Milwaukee College Prep
- Patricia Hoben, Carmen High School of Science and Technology
- Jamie Luehring, HOPE Christian Schools

BIZEXPO 2012

Thursday, May 17 • 9:00 am - 5:00 pm
Potawatomi Bingo Casino - Expo Center

Grow your business and your customers' interest and loyalty and demonstrate your expertise to the market. Learn first-hand what your customers are searching for and what you'll need to do to stay ahead of the competition this year. Connect with the best business minds in southeast Wisconsin to discuss the most important issues and business strategies for 2012. This one-day, three events, 20 seminars expo will be the largest business-to-business expo in the area.

MMAC MEMBER ORIENTATION

Tuesday, May 22 • 7:30 am - 9:00 am
MMAC Offices • 756 N. Milwaukee St., Ste 400, Milwaukee

Take a customized journey through the MMAC and learn how to maximize your membership. This briefing shows you what tools are available to help your business grow and provides opportunities to become involved.

COSBE's Executive Roundtable Program presents:

MMAC/COSBE BREWERS OUTING

Wednesday, May 23
10:30 am - 3:00 pm
Miller Park, Milwaukee

Whether you're a sports fan or not, you'll enjoy the Gehl Club experience at Miller Park! It's the perfect location to network while watching the game! Located on the Club Level, the Gehl Club offers modern furnishings with an indoor and outdoor bar along with 17 LCD televisions. The Gehl Club also offers a spectacular view of Miller Park's field.

MADISON NIGHT IN MILWAUKEE

Thursday, May 31 • 5:00 pm - 7:00 pm
MillerCoors Stables
4251 W. State St., Milwaukee

Meet and mingle with elected officials while enjoying great food, drinks and products unique to Milwaukee. The event also provides an opportunity to thank the many legislators, staff members and administrators who help us achieve our goal of making the Milwaukee Region a world-class location.