

KRETZ LUMBER COMPANY FINDS SKILLED WORKERS THROUGH MICHIGAN WORKS!



From L to R: Pete Dishaw of Michigan Works! Service Center in Dickinson County, and from Kretz Lumber: Lloyd Godell, Human Resource Manager and Maurice West of Antigo, Wisconsin.

Recently, the Michigan Work's office in Dickinson County had the pleasure of meeting with Lloyd Godell, Human Resource Manager from Kretz Lumber Company headquartered in Antigo, Wisconsin. Kretz Lumber produces a variety of wood products including, rough, green, and kiln-dried lumber and veneer concentrating on the hardwood species of timber.

Many of the logs that are used in the Antigo sawmill are procured from forestland throughout the Upper Peninsula of Michigan. Therefore, the management group at

Kretz felt it would be more efficient and effective to build a small sawmill in Quinnesec, Michigan, (just outside of Iron Mountain) providing a more central location for log haulers in the Upper Peninsula. The management group at Kretz Lumber stated that the sawmill operation in Quinnesec will save both fiber and transportation costs. The green lumber produced at this mill will either be shipped to Antigo to be kiln-dried or sold to customers directly from the Quinnesec operation.

For the past few weeks, Mr. Godell has been accepting applications and conducting interviews at the Dickinson County Michigan Work's Service Center located in Iron Mountain. Mr. Godell commented that he was very pleased with the skills and abilities of the applicants and appreciated the work performed by the staff at Dickinson County Michigan Works. The new facility will begin operation during the week of deer season. Kretz Lumber is a most welcomed addition to the economic community in Dickinson County.



J.B. STITCHES EMBROIDERY SHOP: "WHERE OUR NICHE IS YOUR STITCH"

broidery shop located in the Penstar office Center

in Escanaba.

When asked what moved her to open an embroidery shop, she



From L to R: Julie Johnson, Manager, and Julie Bishop, Owner of J.B. Stitches.

explained that she felt there was a "niche" business opportunity that showed promise, so she kicked her entrepreneurial spirit into high gear and invested a sizable amount of capital to purchase a state of the art embroidery machine. Along with the capital investment, Julie has staffed J.B. Stitches with a veteran to the embroidery business, Julie Johnson. "It is simply not enough to buy a piece of equipment and hang a sign out, it takes someone like Julie (Johnson) with her knowl-

edge and background to be able to make the venture viable. The machinery and techniques involved in this industry are fairly technical in nature. Without someone like her, we would not get off of square one," says Bishop.

J.B. Stitches opened the doors on May 17, 2004, and celebrated with an official ribbon-cutting ceremony on August 24, 2004. Since opening, the shop has been steady with orders. "We have been keeping a fairly decent pace since May, but we are not where we want to be, not yet," said Bishop with a smile that tells you she has plans that will ramp-up orders.

The entrepreneurial spirit is clearly alive and well within Julie Bishop. As well as being the impetus behind the opening and expansion of ProServ, she sees an opportunity and is not afraid to take the gamble. While talking about this Bishop says, "It is not easy to start out on your own. My staff and I have learned a lot of lessons about what to do and what not to do. As you get into the next venture, it is easier and many of the hurdles that were difficult the first time around seem somehow smaller and less daunting."



Above the J.B. Stitches computer controlled high speed stitching machine center where all the sewing, embroidery and stitching takes place.

When asked what is the key to making a small business go, Julie answered, "You have to find the right niche in the marketplace, some hole to fill, something relatively few organizations are tending and then hit it with everything you have."

If you want to find out more about J.B. Stitches you can contact them at 906.233.1794, or check them out at their website at www.jbstitches.com.

If you are interested in starting your own business or expanding your current business call your local Michigan Works! Service Centers at 1-800-285 Works to take advantage of the Business Resource Centers that are dedicated to building the entrepreneurial spirit in you.

You met Julie Bishop in an article in the August 2004 Michigan Works! Business is UP-Date. She was the entrepreneur who planned and brought the business community in the Upper Peninsula an employment agency called ProServ. Well, she is at it again. Julie was found recently enjoying the grand opening of her latest venture, J.B. Stitches. J.B. Stitches is a small specialties em-

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PROFESSIONAL NUMBER SKILLS WORKSHOP OFFERED AT BAY COLLEGE'S M-TEC



Bay College's Michigan Technical Education Center (M-TEC) is offering an eight hour workshop that will focus on improving accuracy and speed in number-transfer operations. The workshop, Number Skills, helps individuals who perform any function

that requires working with numbers or large amounts of data. Using exercises and techniques, participants work to achieve measurable increases in number accuracy, perception, retention, patterns, and checking. Six skills are addressed in the areas of perceiving, hearing, grouping, remembering, transferring, and proofing numbers. Upon completion of the four session workshop, participants will be able to reduce errors by over 50%, increase speed by 20%, build up to 12 digits, build up in groups of three and learn accurate transfer and

correct placement. Past participant Maggie Anderson of Great Lakes First Federal Credit Union says, "After attending this workshop, my ability to accurately retain and transfer numbers increased tremendously. It is an excellent workshop for anyone who works with numbers on a daily basis.

The Number Skills workshop will be held in two locations. Marquette's session will be held on December 6 through 9 at the Michigan Works! Service Center. The program fee of \$145 covers eight hours of instruction and a participant's workbook.

Susan Roll, a former engineer with Intel Corporation, will be the instructor. Susan's engineering work involved recording and transferring numbers for the installation of multi-million dollar pieces of equipment and calculating work standards for the manufacturing operation. She has been a trainer for most of her career and currently is principal at Coaching for Results, a personal and executive coaching firm in Escanaba.

For more information contact Lori Shea at 786.5802, ext. 1212 or by email at sheal@baycollege.edu.



NORTHERN INITIATIVES: GETTING THE PULSE ON ISO INTERNAL AUDITOR TRAINING NEEDS IN THE U.P. Forming an on Line Quality User Group

According to Joe Boyle of Northern Initiatives,

not only has an auditor training topic changed but also methods of delivery. Due to travel costs, training tends to be delivered in two day intense sessions where participants go home with information overload. This is typical of remote locations such as the Upper Peninsula. In most cases people do not know, what they don't know, and are not prepared to ask the right questions. Auditing is a learn by doing process. Joe has found coaching to be much more effective. "It's like learning to play a piano- you

don't become proficient in a two day class- you need to practice to become proficient," adds Boyle.

New technologies are changing the way we do things. Northern Initiatives has seen great success using web cast technology and lunch and learn formats to help improve effectiveness and reduce cost for several companies. EMP was one of the first to test web technology with NI to deliver GD&T training over several weeks with short 2 hour deliveries. Other successes included MAPICS implementation at Pettibone, and ArchiCAD design solutions at Hiawatha Log Homes. Training becomes coaching and implementation and you get a better value.



Joe Boyle Manufacturing Consultant for Northern Initiatives.

Northern Initiatives plans to set up new ISO Auditor sessions that lead to auditor professional develop-

ment and certification starting this December. Please contact Joe Boyle if your firm would like to participate in an introductory webcast session. Some of the topics will include:

- ISO 9000 Management Overview
- Steering Committee Training
- Quality Auditing TO ISO 9000
- Employee Awareness of ISO 9000
- ISO 9000 Implementation
- ISO 9000 Documentation
- ISO 9000 Clerical Support Skills

Contact Joe Boyle at NI for more information at:

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phone: 906-226-1658
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Mike Flanagan, Exec. Director for Michigan's Assoc. of School Administrators and the Assoc. of Intermediate School Board Administrators.

At its November meeting, Bay Area Economic Club featured speaker was Mike Flanagan, Executive Director for Michigan's Association of School Ad-

ECONOMIC SPEAKER SUPPORTS CHANGES IN EDUCATION

ministrators and the Association of Intermediate School Board Administrators.

Advocating changes in education, Flanagan said that fundamental changes in educational systems such as changing the hours of the traditional school day and teaching children how to become good business owners makes good educational sense and will help the United States retain its superpower status. "I do believe that to still be a future power, we've got five years to dramatically change the system or we will become a second rate power... We didn't become the great power we

are without a strong public education system..."

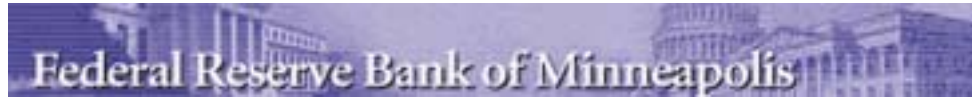
Recognizing that children learn differently, Flanagan proposes that educational systems offer students multiple learning styles. Proposing that technology, choice and brain research are today's essential components in education, he supports non-traditional school hours and increasing use of technology to afford students a much broader spectrum of education and exposure to business. The more students are introduced to business and how business operates the better prepared they will be to en-

ter the workforce. As business thrives, so will local communities, such as the Upper Peninsula.

Mr. Flanagan supports continuous improvement in public education. He founded the Jefferson Center at RESA, in Wayne County, as an educational think tank to "stimulate thought provoking discussions and research reflecting diverse views on the education of the public and its role in preserving our democracy.

For more information about the Bay Area Economic Club and upcoming events, please call Linda Hirvonen at 906.789.2192.

UPPER PENINSULA NEWS FROM THE FEDERAL RESERVE BANK OF MINNEAPOLIS --FEDGAZZETTE



A dip into the pool

Upper Peninsula (U.P.) counties are breathing easier now that the state Legislature has authorized a new revenue sharing pool that involves early payment of county property taxes.

State revenue sharing dollars had traditionally come from state sales tax revenue, but \$183 million in revenue sharing was eliminated from the state's 2005 budget, compelling local governments to find another way to maintain a steady revenue stream.

State revenue sharing constitutes major funding for most mu-

nicipal governments; for example, the city of Marquette receives \$2.1 million; Marquette County, \$1.1 million; and city of Negaunee, \$600,000.

By moving up the county property tax collection date, the state will create a reserve fund for municipal governments to tap into. Property owners will pay one-third of their county property tax next summer, with the rest due after the December bills go out. In 2006, two-thirds of the tax bill would be due in the summer and the remaining one-third in winter of that year. And by 2007, the entire amount would be collected in the summer.

While the fund is not meant to be a long-term solution to balancing the state budget, it will keep distribution levels at the current rate and allow communities to budget better.

Plant to reduce pollutants in the works

WE Energies will begin work on a facility that will reduce mercury and sulfur dioxide emissions at their power plant in Presque Isle by 70 percent.

Part of a test program in the Bush administration's Clean Coal

initiative, the plant is expected to be completed by January of 2006 at a cost of \$50 million, with up to half the funding coming from the U.S. Department of Energy. Presque Isle has a 618-megawatt capacity and provides electricity to tens of thousands of homes and businesses across the U.P. and northern Wisconsin and employs about 200 people.

No new permanent jobs are expected when the plant is finished, but during the construction period about 100 workers will be hired.

—Kathy Cobb

Federal Reserve Bank of Minneapolis

EULA AND YOUR RIGHTS OF USE TO ALL SOFTWARE APPLICATIONS

Short for *End-User License Agreement*, the type of license used for most software. An EULA is a legal document that governs the use of all software applications. It's probably the last thing on your mind when you're itching to install your new software purchase, but if you want to know what you're *really* getting, you need to read the EULA. Many people don't realize that when software is purchased, you do not "own" the software itself; you've actually purchased a license to *use* that software. The software publisher retains all rights, including copyrights, to the software and accompanying media. The EULA document outlines the terms of the software license, spelling out all rights and restrictions relating to the ownership, use, distribution, and warranty of the software product. Not every EULA is the same.

For most software, the EULA goes into effect the moment the software is installed, copied, or distributed. Unfortunately, much of today's software is packaged in such a way that the End User License

Agreement is not available for review until the package is opened. Quite often it is not made available until the software installation is initiated. This poses a problem since the majority of stores do not accept returns on opened software packages. If you are concerned about licensing issues, I suggest you search the Web or contact the software publisher's customer service department to ask for a copy of the EULA before making a purchase.



In all instances, the user has the option of not accepting the EULA, subsequently surrendering the rights and ability to use the software.

The EULA answers many common questions regarding software

usage, such as:

- Can I legally sell an unwanted software program to another person?
- Can I use the graphics, fonts, and other stock files included with a software program in my commercial designs?
- Can I purchase software under an educational license and later use it in a business or for commercial use?
- Can I install a program on more than one computer?
- Can I sell my older version after purchasing a newer version of the software?
- Can I distribute works created with the software without paying additional license fees?

Although it is usually fairly straightforward, it *is* a legal document, and therefore some of the language may be unclear to a lay person. If you don't understand the EULA, it is best to consult the customer service department of the software publisher or an attorney

for clarification.

The first step in protecting your computer against spyware is to read the end-user license agreement thoroughly before installing any software.

Scrolling past the legal jargon and clicking on the [I Accept] button is what most any user normally does. But descriptions of the way the application collects data are often buried there, so take the time to read the EULA thoroughly and see what data the application collects and how it uses it.

Many programs get you on a "free" hook, only to piggyback spyware on their software. That is how they are able to make up for offering something for free. They collect data on your Internet habits or bombard you with ads. This is huge part of the spyware problem, as most people don't pay attention to the "free" software they install.

If you don't read what you are agreeing to, you have no idea what spyware or adware may be included in the application you are installing. The Eula is designed to protect the end user as much as the owner.

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- Post your job openings on the Michigan Talent Bank, where it is possible to job seek from across the United States

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