

MidAmerica INDUSTRIAL PARK

DELIVERS

*Serving the Central United States, MidAmerica
is the largest industrial park in the Midwest.*

MidAmerica
Center of Excellence

Technology - Training - Opportunity

MIDAMERICA'S **CENTER OF EXCELLENCE** SET TO OPEN FEBRUARY 2020

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**Nation's first BMX venue dedicated to,
and built for STEM education, opens**

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INDUSTRIAL PARK

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From the desk of **DAVID STEWART** **OKLAHOMA WORKS TOGETHER**

A revolutionary plan to address the workforce shortage in Oklahoma started here at MidAmerica

As I mentioned in previous issues, I have been asked by the Governor's office to spearhead the state's efforts for our workforce to achieve a top 10 status.

Since January, I have been working with a committee of representatives throughout the state to compile strategies and recommendations designed to streamline connectivity between employer and employee.

Our state has 147,500 unfulfilled jobs. And currently, our labor participation rate is only 61 percent. That means 39 percent of Oklahomans are not actively looking for work.

How do we begin to change those dismal statistics? We have a plan, and it's called "Oklahoma Works Together."



DAVID STEWART

Chief Administrative Officer
Oklahoma Ordnance Works Authority
MidAmerica Industrial Park



**OKLAHOMA
WORKS**

A proud partner of the AmericanJobCenter network

Problem #1: Low workforce participation rate

This can mostly be attributed to our high incarceration rate which makes people less employable when they are released from prison, and the low rate of positive health outcomes in many diseases which also leads to a lower workforce participation.

Solution #1: Work Together to provide solutions for disengaged and underserved individuals

We are beginning to establish statewide industry councils and create centralized institutions of learning. These centralized "Centers of Excellence" will be available to better train potential employees and focus on the population that is considered less employable by connecting them to education and training opportunities.

Problem #2: Available jobs are hard to find

Right now, there is no central location where prospective employees can view available jobs or supportive resources for education and training.

Solution #2: Work Together to improve access

We are working to improve the okjobmatch.com site that

» Orchids Paper Products acquired by Cascade Manufacturing location at MAIP

Cascades, a leader in the recovery and manufacturing of packaging and tissue products, recently completed the acquisition of the assets of Orchids Paper Products, a manufacturer and national supplier of consumer tissue products with a manufacturing location in Pryor, Oklahoma.

Cascades made the acquisition for a cash consideration of \$207 million. The assets include the Barnwell, South Carolina and Pryor, Oklahoma operations, as well as certain other assets, including amended supply and other commercial arrangements with Fabrica de Papel San Francisco, S.A. de C.V. ("Fabrica"), based in Mexicali, Mexico, and certain of its affiliates.

Cascades President and CEO, Mario Plourde, commented, "I am very pleased to welcome Pryor and Barnwell employees to the Cascades family. Without a doubt, this acquisition will accelerate the modernization of Cascades' U.S. tissue platform while strengthening the geographic and operational positioning of the company's retail tissue segment. This transaction creates value for both our clients and for our shareholders with an expected annual EBITDA contribution of approximately \$45 million beginning in 2021."

Cascades Tissue Group President and COO Jean-David Tardif noted, "This announcement highlights our commitment to increase our ability to serve our customers and position Cascades, in the tissue paper segment, with a view to long-term growth. Thanks to

our strong order book, we can quickly take advantage of maximizing the utilization rate of the acquired facilities."

Over the past five years, more than \$240 million has been invested in the plants' modern production and converting equipment. Orchids Paper's integrated plants have an estimated parent roll capacity of up to 114,000 tons and up to an estimated 114,500 tons of converting capacity. The acquisition provides access for up to an additional 20,000 tons of converted products for the Western U.S. market.

"MidAmerica is excited to welcome Cascades as a new tenant at the Park," said MAIP Director of Workforce Development, Scott Fry. "Cascade is a strong company with a long history of success in the paper industry. We look forward to partnering with them in Oklahoma and the regional market they serve. Cascades mission and vision align well with our own and we are certain they will prove to be a valuable part of our community as they grow their business." Founded in 1964, Cascades offers sustainable, innovative and value-added packaging, hygiene and recovery solutions. The company employs 11,000 women and men across a network of over 90 facilities in North America and Europe. Driven by its participative management, half a century of experience in recycling, and continuous research and development efforts, Cascades continues to provide innovative products that customers have come to rely on, while contributing to the well-being of people, communities and the entire planet.



OKLAHOMA WORKS TOGETHER *continued*

is currently run by the Oklahoma Employment Security Commission. Our goal is to have all of the 147,500 jobs listed on this site and make it more user friendly for job seekers.

Problem #3: Lack of workforce resources and infrastructure marketing

Oklahoma actually has a much stronger workforce system than what people from the outside perceive. The problem is, we do not tell our story well enough.

Solution #3: Work Together to better market our state's workforce system

We are working towards a statewide branding of our workforce efforts. With a unified presence statewide, we have a better chance of reaching all Oklahomans so we can work together.

As a committee, our next step is to make detailed recommendations on the strategies listed above by the end of the year.

Yes, this is a big job, but it is very achievable. MidAmerica has already found enormous success addressing these issues on a smaller scale.

With our focused recommendations, Oklahoma Works Together will have a substantial impact on our state and will help companies stay in Oklahoma and continue to grow. Our work is to make recommendations that are sound and based on principles that make sense and will start moving the needle in terms of improving our state's workforce system.

I look forward to sharing our committee's continued efforts as this process moves forward.

MIDAMERICA'S CENTER OF EXCELLENCE SET TO OPEN FEBRUARY 2020

MidAmerica Industrial Park is set up to open its new workforce Center of Excellence on February 25, 2020. The Center, a space dedicated to technology, training and career opportunities, is the product of a vision cast in 2018 after Oklahoma State University Institute of Technology closed its doors to their technology campus located at MidAmerica.

The OSUIT campus provided technology training in industrial maintenance, automation, instrumentation and process control, and maintained a machine shop. The closure created a gap in training that MidAmerica employers need for technically-skilled workers.

That's where MidAmerica's workforce development team comes in. They knew the gap needed to be filled. "Instead of viewing the closure as an unfortunate circumstance, we saw it as an opportunity to do things differently," said Scott Fry, MAIP Director of Workforce Development. "We immediately took steps to implement a plan that would ensure that MAIP employers still have access to high-quality technical training...and more."

Thus, the vision for MidAmerica's Center of Excellence was

born. MAIP already owned the facility and had multiple strategic partnerships in place that would be leveraged to build the foundation of the new concept. MidAmerica took the approach of a multi-tenant facility instead of working with a singular entity. "We wanted a consortium model that leveraged the expertise of our partners that, when working together, created a tailored approach to workforce development," said Dave Stewart, MidAmerica CAO.

STEP 1: CREATE INDUSTRIAL MAINTENANCE TECHNOLOGY TRAINING PROGRAM

MidAmerica approached Northeast Tech's business and industry team to assist with the creation of an Industrial Maintenance Technology training program. Subject matter experts from twelve different MidAmerica companies formed an advisory group to create the new curriculum. The curriculum was built to serve the needs of multiple employers, regardless of their process, product or service. During the advisory process it was also decided to include a Department of Labor Registered Apprenticeship option which was established as a consortium which any MAIP company could sign onto. The training was launched in August 2018 and has had tremendous success to date.

STEP 2: PARTNER WITH ACTION GROUP STAFFING

Twenty percent of the workforce at MidAmerica are employed through a staffing agency. More often than not, these workers begin in entry level positions. MAIP was interested in a partnership with a staffing agency when Action Group Staffing reached out looking for space to open a new office. Another strategic partnership was formed and AGS is the anchor tenant in the Center. The concept is to positively influence those currently in entry-level positions by creating opportunities for growth and promotion

GRAND OPENING

Center of Workforce Excellence

Opening February, 2020

Join us for a grand opening
ceremony and ribbon cutting.

Details to follow.

The Advanced Manufacturing Center
is located in-side the Center of
Workforce Excellence.

through continued training and development. AGS has proven to be an excellent partner providing employment services for high school students in internships and implementing innovative staffing solutions, such as the fair chance re-entry program.

STEP 3: IMPLEMENT ADVANCED MANUFACTURING PROGRAM

In creating the Center of Excellence, MidAmerica also wanted to implement an advanced manufacturing program aimed at educating and training workers on high-end manufacturing technology and processes. To do this, MidAmerica formed a strategic partnership with Cherokee Nation Aerospace and Defense. Then they applied for, and received, a USDA grant that assisted in the procurement of equipment for the space (see sidebar). The Resource Center for Advanced Manufacturing will provide education and training but will also be accessible to MAIP tenants to access the equipment for research and development purposes.

STEP 4: CREATE OPPORTUNITIES FOR AREA YOUTH

The facility has been the home of the Mayes County First Robotics team since its formation in 2015. The team has had great success since its inception, serving 25-30 students each season from five area school districts. In the Center of Excellence, McRobo has access to additional space for a playing field they use to practice with their robot, invite other area teams to scrimmage and use as a certification center for area teams. This concept will provide additional exposure to area high school students.

STEP 5: PARTNER WITH PRYOR PUBLIC SCHOOLS ON PILOT PROGRAM

MAIP is also partnering with Pryor Public Schools on a pilot program where selected students spend two and a half hours of the school day at the Center. Students are developing a variety of manufacturing related skillsets including computer aided design, CNC machining, 3D printing and how to use quality measurement tools, including a coordinate measurement machine. The plan is to expand the program for the following school year in order to serve more students.

While the Center is scheduled for its grand opening on February 25, 2020, it is already buzzing with activity on a daily basis. "We are very excited about what the future holds for the new center and the careers that it will impact for local workers," said Dave Stewart. "We will continue to create high-end training programs and form strategic partnerships to further strengthen the opportunities at the Center."



MIDAMERICA INDUSTRIAL PARK RECEIVED A \$497,000 RURAL BUSINESS DEVELOPMENT GRANT from the United States Department of Agriculture for its Advanced Manufacturing Program located in the Center of Excellence. Grant funding is being used to procure equipment and technology for the program, which is a collaboration between MidAmerica and Cherokee Nation Aerospace and Defense.

Highlighted equipment procured for the RMAC include:

- Mitutoyo Crysta Apex Coordinate Measurement Machine
- Haas VF-2SS w/TRT100
- Haas ST-15Y
- Haas ST-10
- Haas Minimill
- Kioke Plasma Cutter
- Markforged 3D Printers
- Big Rep 1 3D Printer

Nation's first BMX venue dedicated to, and built for STEM education, opens



On September 28, MAIP partnered with the USA BMX Foundation to celebrate the official opening of the Mayes County BMX track with a ribbon cutting. Lieutenant Governor Matt Pinnell along with other city and county officials participated, as many community members and BMXers watched eagerly. The track is the first BMX venue in the nation to go through a non-traditional process by building their ridership base on STEM programs and the BMX Racing League which is geared 100% toward introducing new families to the sport in a beginners-only format.

The vision for the track began in November 2014 when John Schaffitzel, Assistant General Manager for MAIP, first learned about the USA BMX STEM Program. He learned that students, through their local STEM Programs, were participating in building not only BMX bikes, but also BMX tracks.

With workforce development in high demand at MidAmerica, and MAIP always looking for creative ways to partner with area schools in teaching and guiding the future workforce—today's students—Schaffitzel and MAIP jumped at the opportunity to take part in BMX STEM which is perfectly in line with MidAmerica's support of STEM education. MAIP has invested more than \$2.5 million to support STEM education in 18 area school districts and the Boys and Girls Club of Green Country.

MAIP started by donating BMX STEM kits, along with Grand River Dam Authority, to area schools. Each kit costs \$2,000.

Schaffitzel worked with students face-to-face as a mentor in the BMX STEM Program at Roosevelt Elementary in Pryor. Schaffitzel said, "Seeing the students' reactions to the curriculum and the overall enthusiasm for learning made me realize we were onto something. The students' faces when they are on the bikes says it all!"

Scott Fry, Director of Workforce Development for MidAmerica has also seen the impact and outcomes as a results of the BMX STEM kits. Fry said, "I am talking with employers every day and they are all facing the same challenges – finding a skilled workforce. The USA BMX STEM Program is the new "TechEd," or metal shop, from when we were kids. It is hands-on learning at its best."

With the combination of the students' excitement towards the program and workforce development needs, MAIP realized they needed to get the students on-site at the Park. The closest BMX

track is nearly 90 miles away and with all of the BMX STEM kits in area schools, MAIP wanted the students to participate in what they were building first hand.

The students quickly got to work through BMX's Track Modeling Program. The program, exclusively for fourth graders, is aligned with Next Generation Science Standards and uses the Three-Dimensional Learning Model framework allowing students' creativity to flow as they conceptualize, design and build a BMX track to scale. And that's exactly what they did, right here in Mayes County.

The actual track, was sanctioned by USA BMX and was built by certified track builder, Billy Allen, who has constructed many tracks across the country.

The track is 1,100 feet and features lighting for night racing, paved turns along with a magnetic ProStart gate. In addition to the track, MAIP created a full-on BMX STEM Education Center. Students are able to perform various experiments on the track or indoors in the 2,000 square foot center. The facility opened with a BMX STEM Camp in June 2019 and then in August, began hosting up to 500 students per day with field trips and after-school programs.

"It is an unbelievable opportunity for everyone involved. First and foremost, students are learning 21st century job skills at a world-class facility, all on a BMX bike," said USA BMX Foundation Executive Director Mike DuVarney. "When I designed the BMX program, I never imagined it would grow to one day have a dedicated educational facility provided by such amazing partners. It is a dream come true."

The track will continue to be used to support STEM programs provided through the USA BMX Foundation and purchased by MAIP,

the Grand River Dam Authority and a recent grant awarded to Mayes County HOPE Coalition through a Google grant.

"We are thrilled to be a part of making BMX more accessible to our surrounding community," said Schafitzel. "This track is top of the line and will change the game for BMX in Oklahoma as we host competitors from across the nation."

The BMX STEM Program is currently used at more than 600 locations across the country. Currently, 33 student participants are distributed throughout schools in Oklahoma.

Mayes County BMX is located at 5162 Webb S, Pryor OK, 74363. For more information, visit <https://www.usabmx.com/tracks/2003> or email Track Operator, Dale Riley at mayescountybmx@yahoo.com.

"It is an unbelievable opportunity for everyone involved. First and foremost, students are learning 21st century job skills at a world-class facility, all on a BMX bike," said USA BMX Foundation Executive Director, Mike DuVarney.



» Manufacturing Week



MIDAMERICA HOSTS 6TH ANNUAL MANUFACTURING WEEK

For the past six years, during the first week of October, the MidAmerica team and businesses host Manufacturing Week—a week dedicated to inspiring and recruiting the next generation of manufacturers.

Manufacturing Day addresses common misperceptions about manufacturing by giving manufacturers an opportunity to show, in a coordinated effort, what manufacturing is – and what it isn't. By working together, during and after MFG DAY, manufacturers are addressing the skilled labor shortage they face, connecting with future generations, taking charge of the public image of manufacturing, and ensuring the ongoing prosperity of the whole industry.

This year, Manufacturing Week included students touring companies located in the Park, two hiring events, the first-ever Women in Manufacturing Luncheon, a chili cook-off, and more.

STUDENT TOURS

Over 200 students from surrounding high schools had the opportunity to tour American Castings, RAE Corporation, and Grand River Dam Authority to learn about automation, robots, engineering and more.

CAREER FAIRS

The week also included two career fairs & hiring events focused on manufacturing careers at Action Group Staffing Pryor & Oklahoma Works – Pryor Center – American Job Center.

WOMEN IN MANUFACTURING LUNCHEON

Northeast Tech's Business and Industry team partnered with MidAmerica to host the first Women in Manufacturing Luncheon where over 70 women were in attendance.

ROGERS STATE UNIVERSITY'S 6TH ANNUAL BUSINESS & INDUSTRY CHILI COOKOFF

Businesses and industries competed for the best chili, best presentation and "Dollars for Scholars" awards. This year's winners were: Best Chili went to MidAmerica, Best Presentation and the Dollars for Scholars award went to Cherokee Nation Career Services raising over \$5,000 for RSU student scholarships.

6TH ANNUAL MIDAMERICA'S MANUFACTURING AND WORKFORCE DEVELOPMENT AWARDS

This year's winners include: Partner in Workforce Development – Darryl MacKay of American Castings, Innovation of Workforce Development – Action Group Staffing Pryor and Champion of Workforce Development – Grand River Dam Authority

Chief Administrative Officer of MAIP, David Stewart, said, "It was an honor to host Manufacturing Week for the sixth year in a row right here in our park. Our team and the businesses we work with recognize the impact manufacturing makes not only on our community here in Northeast, Okla., but on our state and our country. We're truly honored to show students, parents and teachers how they can be a part of making all of our futures brighter."



» To learn more about the nationally recognized Manufacturing Day visit www.mfgday.com.

WHAT'S SO COOL ABOUT MANUFACTURING?

ROGERS STATE UNIVERSITY TV PARTNERS WITH AREA SCHOOLS TO HIGHLIGHT CAREERS AT MIDAMERICA

The businesses located in MidAmerica Industrial Park offer a plethora of jobs. We know that, but does the community?

To help convey this message, Rogers State University is partnering with area schools—Pryor, Salina, Locust Grove, Adair and Inola—to create videos that highlight companies and careers right here at MAIP.

The program is called What's So Cool About Oklahoma Manufacturing. It is dedicated to changing the perceptions and attitudes about manufacturing jobs and careers by showcasing real people and giving a visual representations of 21st century manufacturing employees, jobs and careers.

What's So Cool About Oklahoma Manufacturing aims to



create a globally accessible peer-to-peer marketing strategy and raise awareness of job search, application and employment resources. The program will provide professional development for STEM teachers and engage local manufacturing company leadership with the partner schools' teachers and students.

This project will result in student-produced, both junior high and high school, video series designed to engage the emerging workforce at a critical decision-making point in their school-life experience. The students will produce two-to-three-minute interstitial videos showcasing a MAIP company and/or its employees talking about the workplace environment, their educational and training background and the personal

life impact of working in manufacturing. At the end of the project, they will produce a 30–60 second promotional video showcasing the student team members and what they learned about manufacturing at their assigned company. The students will film and edit the videos themselves which will be judged during a contest in February to select the best produced video.

"Our objective for this project is to result in a student-produced narrative about hometown manufacturing jobs that speaks to peers, teachers, parents and the greater community in an honest and informative voice," said David Stewart, Chief Administrative Officer at MidAmerica Industrial Park. "The ultimate goal being to destigmatize manufacturing jobs – adjust a



prevailing and erroneous attitude by providing a first-hand, insider perspective of the value of work and opportunities in the Park."

The program is set to launch in fall 2019/spring 2020 and begin engaging up to 10 teams. The teams will be matched with MAIP manufacturers and businesses while using existing STEM Lab teachers and equipment.

RSU TV will provide the media training and curriculum for MAIP STEM Lab instructors who will lead the student teams, as well as the professional production and final review of the student films. MidAmerica school and company liaisons will assist RSU TV and student teams in obtaining all necessary

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MIDAMERICA COMPANY HIGHLIGHT

TACK Designs – Big hearts, big brands, lead to big business



TACK Designs, one of Oklahoma’s largest screen-printing companies and located in MidAmerica Industrial Park, has seen exponential growth since moving their business to the Park in 2015.

Starting with 10 employees and one press line, in 2015 TACK was printing 1,000 to 1,500 shirts per week. Today, TACK has 35 employees (that’s a 350% growth rate), five press lines and now prints 15,000 to 20,000 shirts per week. Their growth has led to a much-needed facility expansion, growing out of their 9,000 square foot facility located on a

In addition to servicing national brands, TACK services Northeast Oklahoma businesses, churches, schools and organizations, including MidAmerica Industrial Park. Through this facet, the company sponsors local athletic teams, events, runs, and other community initiatives. TACK is in the process of launching an initiative called “TACK Gives Back” where employees will have the opportunity to serve some of the charities and organizations, they have the privilege of working with.

Since moving to MAIP in 2015, TACK has experienced exponential growth.

half-acre. They’re currently expanding to 26,000 square feet with a new office complex and warehouse on more than three acres of land.

Their client list perfectly showcases TACK’s success and growth. They do screen printing for national brands such as Bass Pro Shops and Cabela’s—over 300 stores nationwide; the Oklahoma City Thunder; Meijer, a Midwest supermarket chain with over 200 stores; Gameday Couture, a booming business based out of Jenks, Okla. that was featured and funded on the hit TV show Shark Tank; and amusement park owner Herschend Family Entertainment, the owner of Silver Dollar City.

TACK is at the forefront of the screen-printing industry by purchasing and implementing the newest state of the art technology to help increase production. They’ve also added two additional revenue lines through their “Value-Added Services Department” where they now bag, tag and fold products; and their “Fulfillment Department” where they manage all of the handling logistics of receiving and shipping goods for their clients.



COMPANY HIGHLIGHT: TACK DESIGNS

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"We recognize how blessed we are and want to give our employees the chance to serve with wonderful ministries and organizations who are truly impacting our world," said TACK owner Todd Fannin.

TACK Designs was founded in 2006 when owners Todd and Aimee Fannin printed their first shirts as a means to raise money to adopt from China. After just one year, the Fannin's raised enough money to adopt Deacon from Hangzhou, China. Three years later, they added Zoe Kate from Hepu, China to their family.

TACK Designs—the name deriving from Todd, Aimee and their two biological children's names, Colter and Kennedy Grace—was run from the Fannin's home from 2006 until 2010. In 2010, TACK hired its first employee and by 2015 they were large enough to move the business to MAIP. Since moving in 2015, they have seen an annual growth of \$1.5 million.

Owner, Todd Fannin, could not say enough good things about his relationship with the staff at MidAmerica. He commented, "The MAIP staff have been tremendous to work with. They initially provided us a cost analysis of doing business in the park versus moving elsewhere. They helped us process how the move could benefit us and genuinely wanted to help us save money. MAIP has allowed us to buy additional land for our second expansion and have bent over backwards to help us be successful. Larry Williams and John Schaffitzel have personally acted as our business consultants and I cannot thank them enough for all the time and effort they have put into TACK."

MAIP is proud to have a company like TACK Designs call the Park home. MAIP Assistant General Manager, John Schaffitzel said, "It has been an absolute pleasure working with Todd and Aimee the past four years. I'm thrilled to see the growth they're experiencing, and we will continue to help them in whatever way we can."

TACK Designs recently started a clothing line, Zoe Kate Apparel, named after the Fannin's adopted daughter. They donate 20% of proceeds to help families adopt. Zoe Kate Apparel gives back in a way that matches their loving mission. Learn more about Zoe Kate Apparel at www.shopzoeKate.com. To learn more about TACK Design, visit their website at www.tackdesigns.com.

WHAT'S SO COOL ABOUT MANUFACTURING?

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access for project success, support, authorizations, approvals and waivers. Finally, RSU will provide MAIP and the participating companies with a combination of all the student films for the final broadcast program which will air on RSU TV.

Royal Allis, General Manager at RSU TV said, "RSU TV is happy to be the driver of this new exciting program and wants to be a solutions provider for the ever-growing workforce needs. Since Public TV is educational based, engaging with students in the Pryor area will generate excitement that draws students

We will ask the students to share their videos with each other creating a peer-to-peer marketing strategy that will create awareness of opportunities for students who want to find a job.

towards many manufacturing career paths, technical training and STEM education. We will ask the students to share their videos with each other creating a peer-to-peer marketing strategy that will create awareness of opportunities for students who want to find a job. It's simply students telling students what's so cool about manufacturing jobs. That's what get me excited."

Keep up with this project and the progress of the students via the existing MidAmerica Delivers web portal, RSU Public TV Broadcast, and social media resources to see the showcased work of the students.

MAIP Plant Managers Meeting

MidAmerica Industrial Park hosted its bi-monthly Plant Managers Meeting on Wednesday, October 16. The group discussed legislative related topics and how they affect MAIP and its businesses, workforce development updates and the success of the 2019 Manufacturing Week. **The next Plant Managers Meeting will be held in December.**

MidAmerica
INDUSTRIAL PARK