



13 August, 2018

The Honorable Rick Snyder  
Governor  
P.O. Box 30013  
Lansing, MI 48909

Dear Governor Snyder,

On behalf of Challenge Manufacturing Company, I would like to express our gratitude for the workforce development services provided by Michigan Works! of Kent and Allegan Counties.

Challenge Manufacturing is a Tier 1 supplier for General Motors, Honda, Tesla and PACAR. We have experienced exponential growth in recent years as we continue to grow our production to meet the new needs of our customers. More than half our our production is based on automation welding. We have expanded our existing plants and continue to build new plants to supply new products. We have recently invested in new equipment at each of our Michigan plants, focusing on the latest in robotic welding of mixed metals and fabrications.

I connected with Michigan Works because I needed assistance with hiring new employees to meet our growing needs. These employees all go through a intensive in house training program once hired and receive on everything from safety to gauging parts for accuracy and OEM compliance.

Michigan Works helped us reach our goal of increasing our skilled trades base further. We have a successful DOL apprenticeship programs for Electricians, Die Repair, and Maintenance/Machine Repair. These positions are increasing the skilled trades in our facilities by internal growth and education. Our apprentices are able to attend classes at Grand Rapids Community College and maintain their normal work schedules resulting in great successes at work and on GRCC campuses. We are seeing our productivity increase as a result of these apprentices doing their part to ensure that the skilled trades are functioning at peak readiness. The mentors are very proud of their efforts and we see them making their mark in each facility they work in. It's good to know the next generation is getting ready.

Our company has benefited greatly from our partnership with MiWorks! They have provided us with the tools to provide our team members and customers with ways to succeed and methods of finance that encourage our company to keep hiring and training new talent, and most importantly developing that talent to become the best they can be. What we find most valuable about partnering with Michigan Works is the numerous functions that they provide; hiring candidates, grants, workshops, training and guidance.

Sincerely,

Aaron Combs  
Director of Training  
Challenge Mfg.  
616 735 6721