



May 13, 2019

The Honorable Gretchen Whitmer  
Governor  
P.O. Box 30013  
Lansing, MI 48909

Dear Governor Whitmer:

Royal Technologies is an advanced engineering and manufacturing company serving industries as diverse as automotive, furniture, and consumer products. Ottawa County Michigan Works! Business Solutions Representative Jeremiah Hill has been our contact.

This training benefited our new apprentices by providing accredited education prior to working independently in the maintenance area. Apprentices are trained on safety guidelines, trouble shooting and expectations. These apprentices are the bench for future maintenance positions.

The new training consists of the Standards of Apprenticeship requirements for the Mechatronics Technician occupation. We have partnered with Grand Rapids Community College for the required coursework. Mentors support the new apprentices by overseeing their work and meeting routinely to track and monitor the training hours requirements.

The amount awarded to Royal Technologies was \$12,000. There were 4 new apprentices placed in this program and all remain employed. The impact and results will be highly trained maintenance employees that ensure that high quality products are produced, a safe work environment, machines and equipment are properly maintained and repaired in a timely manner, and reduced turnover. Without the training, we have proven that turnover is higher which may lead to reduced morale with current maintenance employees working more hours to meet the department's needs. Also without the training, there is risk of new maintenance hires not supporting quality and delivery expectations that could affect our customers.

The program is working well as it allowed Royal to commit to structured classroom curriculum and exercises which trains and develops maintenance employees effectively vs on the job training with various current maintenance employees. It also has reduced turnover. New apprentices are properly trained on expectations consistently therefore providing confidence. Based on these reasons we would apply again for Going Pro Training Funds.

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On behalf of Royal Technologies, thank you for the training funds to support our new apprentices!

Sincerely,

A handwritten signature in black ink that reads 'Linda Holtrop'.

Linda Holtrop  
Director, Human Resources