



Thursday March 29, 2018  
McCormick & Company Inc.  
11100 McCormick Road, Hunt Valley, MD 21031  
8:00am – 11:00am

### **Meeting Minutes**

#### **Attendees:**

Brian Briggs, Chair  
Loretta Eggleston  
Suzy Ganz  
Jim Strong  
Saundra Lamb  
Christine Ross  
Scott Simmons  
Phil Tulkoff  
Dr. Willie E. May  
Bobby Patton

#### **Company**

TIC Gums  
Boilermakers Local S 50  
Lion Brothers  
United Steelworkers District 8  
Semforex  
Maryland Chamber of Commerce  
McCormick & Company  
Tulkoff Food Products  
University of Maryland College Park  
Orbital ATK

#### **Ex-Officio Members:**

R. Michael Gill, Secretary, Department of Commerce

#### **Commerce Staff:**

Kris Shock  
Todd Sabin

Prior to the Call to Order, a tour of McCormick & Company's Hunt Valley plant was conducted by our host.

#### **I. Call to Order**

At 9:30 Chairman Brian Briggs called the meeting to order and welcomed members and guests.

#### **II. Review and approval of December 12, 2017 minutes**

Upon motion duly made and seconded, the minutes of December 12, 2017 meeting were approved.

### **III. Chairman's Updates**

Chairman Briggs noted the gap between awareness of the information provided during the December 12, 2017 MMAB meeting by the Workforce Resources Panel and delivery of critical workforce support needed by the industry. He proposed the MMAB identify by consensus three (3) to five (5) workforce issues to address, as well as the discuss the potential of the MMAB hosting 20-30 guidance counselors to discuss their challenges in advising manufacturing as a career path.

### **IV. New Business**

#### **A. Review List of Potential Top Talent Acquisition**

Ms. Sandy Chronister, Human Resources, Business Manager of McCormick & Company, presented the company's top talent acquisition issues for non-exempt positions. Ms. Chronister provided unique technical skills that are in high demand and a challenge to acquire at their facility. These skills include: math and measurement, analytical skills, and a lack of understanding of overall manufacturing processes.

The floor was then open for MMAB members to discuss their company's related workforce issues and suggestions to overcome them. These suggestions included not only giving tours to students, but also incorporating hands-on learning experiences in these environments. Mr. Tulkoff volunteered to take the lead in organizing a schedule of manufacturing plant tours for teachers and guidance counselors. The perception of manufacturing as a viable career choice to students was also presented as a concern. It was suggested that October's designation as "Manufacturing Month" be used as a kick-off to a manufacturing image campaign. The Board would support this endeavor by organizing a coordinated message amongst the State's various manufacturing related groups.

#### **B. Review Board Member Recommendation Letter**

Mr. Briggs introduced a letter submitted by Ms. Lamb at the December 12, 2017 meeting to be reviewed by the MMAB. In her letter, she proposed adding a component to the goals for this term of the MMAB to support burgeoning small, manufacturing businesses. Businesses would be evaluated based on the criteria established by the MMAB. Mr. Briggs suggested the possibility of an advisory board for a handful of manufacturers. Mr. Patton noted that there are small business resources, but not specific to manufacturing. Ms. Ganz mentioned the Technology Development Corporation (TEDCO) provides local advice to serious start-ups. Ms. Lamb supported Ms. Ganz statement by suggesting the TEDCO model be used, but be less technology focused and more manufacturing focused. Secretary Gill suggested manufacturing be part of the Maryland story as much we currently tout biotechnology and information technology. Secretary Gill supported the idea of the TEDCO model and an advisory board for small to mid-size companies.

Mr. Briggs asked the MMAB members for approval for Sandra's letter to be used as a goal of the MMAB. This was approved by the Board.

## **V. Discussion - June Meeting Agenda**

Dr. Willie May reviewed the proposed agenda and discussed Manufacturing USA, Fraunhofer and Industry 4.0, the Maryland Manufacturing Summer Institute, and suggested a tour of the University of Maryland Virtual Augmentarium.

Mr. Briggs confirmed that date of the next MMAB meeting at the University of Maryland for June 29, 2018.

## **VI. Commerce Updates**

Secretary Gill reported on MJM and how well it had been received in the past 12 months. He reported on MJM 2.0 where a jurisdiction can add up to three (3) industries to receive the programs incentives and is not restricted to only manufacturing.

Secretary Gill provided an update on the Maryland Marketing Partnership, a public/private partnership which supports funding for a marketing and advertising campaign. He reported that the campaign is expanding into 10 other States for business attraction. He concluded by promoting the Governor's Business Summit scheduled for September 12, 2018 and recommended featuring manufacturing at the Summit.

## **VII. Closing Remarks**

Chairman Briggs kept closing remarks brief and recommended the MMAB concentrate on the manufacturing message.

## **VIII. Adjournment**

There being no further discussion, the meeting was adjourned at 10:45am by Chairman Briggs.