
MICHIGAN ECONOMIC
DEVELOPMENT CORPORATION

Executive Committee Minutes

March 8, 2022

1 pm to 3 pm

Amway Grand Plaza - 187 Monroe Ave NW, Grand Rapids, MI 49503

Grandview Room

Or Virtually via Zoom

Members Present & Location of Virtual Attendance:

Beth Ardisana, Dearborn, Wayne County, MI	Fay Beydoun
Awenate Cobbina	Krista Flynn
Bobby Hopewell	Chris MacInnes, Whistler, British Columbia, Canada
April Clobes, East Lansing, MI	Mike McLaughlan, Detroit, Wayne County, MI
Dave Meador, Oakland County, MI	
Scott Newman-Bale, Negril, Jamaica	Bill Pink
Phil Shaltz, Flint, MI	

Members Absent:

Tom Lutz	Fritz Erickson
Kyle Caldwell	Sheldon Neeley
Ryan Waddington	Bob McMahan

Staff Present:

Quentin Messer, Jr.	Amiee Evans
Lynne Feldpausch	Christin Armstrong
Jill Trepkoski	Michele Wildman
Josh Hundt	Linda Ascitutto
Steve Bakkal	Greg Bird
Aileen Cohen	Bradley Heffner
Jennifer Nelson	Amy Parker
Lindsay Kirchinger	Michelle Grinnell
Kerry Ebersole	Amy Lum

I. Call to order

Mr. Cobbina called the meeting to order at 1:09 p.m. He requested that Ms. Armstrong provide any necessary communications, there were none. A roll call was performed to determine attendance and a quorum was not present. The meeting was in the Grandview Room at the Amway Grand Plaza Hotel at 187 Monroe Ave. NW, Grand Rapids, MI 49503. Members of the Executive Committee, MEDC staff, and the general public could also participate virtually via Zoom due to the COVID-19 pandemic.

Mr. Cobbina invited public comment, there was none.

II. Chairman's Report

Mr. Cobbina asked if there were any questions, changes, or corrections regarding the February 15, 2022 minutes. There were none. *Ms. Ardisana moved to approve the minutes of the February 15, 2022, meeting and Dr. Pink supported the motion. A roll call vote was taken with 11 aye votes, 0 nay votes. The motion passed unanimously.*

Mr. Cobbina thanked everyone that was able to join in person and for traveling to Grand Rapids for this meeting. He noted that this Committee and the team at the MEDC are making long and lasting impacts for all Michiganders.

At 1:22, Ms. Fay Beydoun joined the meeting.

III. CEO Report

Mr. Messer thanked the women leadership throughout the organization in light of International Women's Day.

He reported that international conflict, continued supply chain issues, and the ongoing epidemic continue to create challenges and will have lasting consequences, but throughout all of the challenges the team continues to work exceedingly hard for the people of Michigan. He reported that our legal team has been working tirelessly to finalize the first Legislative Transfer under the new SOAR legislation with hopes that Appropriations Committees will approve the Transfer this week. He noted that this tool is a piece in a larger approach and that work would need to continue to make not only the MEDC the best economic development organization in the country but create lasting impact for all Michiganders.

Mr. Pink requested that Mr. Messer consider how the Executive Committee can provide support and capacity to continue to strive toward alignment across all partners and stakeholders across the state.

Mr. Messer requested Ms. Nelson provide an update on the implementation of the recently adopted strategic plan. Ms. Nelson reported that the organization is focused on people, processes, metrics, and tools as the areas of focus when implementing the updated strategic plan. She noted that she has met with every manager within the organization to understand the needs, pressures, and common areas of alignment. She reported that the implementation will focus on a phased approach with phase one including the realignment of people, a customer mapping, strategies for regional collaboration, and a review of the end-to-end deal process. Within phase two the organization will focus on implementation of the small business, talent, and site development areas, the organizational scorecard, optimization of legal services and program evaluation. Within phase three the organization will evaluate individual and team metrics as well as human resources.

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Next, Mr. Messer introduced Kerry Ebersole-Singh, the Chief Talent Solutions Officer to provide an update on the engagement recently completed with the Boston Consulting Group to best identify needs and areas of focus within the talent focus area.

Ms. Ebersole-Singh provided an update on the engagement findings and next steps. She noted that ongoing challenges include retaining, recruiting, and upskilling continues to lack coordination to achieve larger scale results, there is a focus on unemployed worked and access to education, leaving a gap of priority sectors and deep engagement of employers, partnerships with education and employers need to be expanded and more innovative, and additional resources and funding are needed to support enabling conditions.

She reported that she is focused on investing in tailored solutions for employers, expanding educational opportunities to build competitive, cross industry talent for the future, and investing in ed-employment partnerships that create early exposure and better feedback loops between employers and educators.

Within this fiscal year, she noted that she is focused on operationalizing the tailored talent solutions and convening stakeholders to push other priority programs forward.

At 2:22 pm, Ms. Krista Flynn left the meeting

At 2:30 pm, Mr. Phil Shaltz, Mr. Bobby Hopewell, Mr. Scott Newman-Bale, and Ms. Ardisana left the meeting.

A quorum was no longer present.

Mr. Cobbina noted there was no longer a quorum present. He requested to move forward with the Personnel and Compensation Subcommittee report on the compensation structure and that a special meeting would be held to consider the recommendation on the corporate compensation structure.

IV. Personnel and Compensation Subcommittee

Mr. Cobbina commented that considering Mr. Noel's resignation, he has been attending the Subcommittee meetings to review and discuss the compensation structure and the recent biennial compensation market assessment. He requested Ms. Lynne Feldpausch provide an overview of the market assessment and recommendation.

Ms. Feldpausch provided a review of the recent third-party assessment that was completed by Crowe Global that was a comprehensive review and market pricing of positions within the organization, representing 51% of job titles. She noted that based on the assessment and market conditions an adjustment of the range spread should be made. She added, in addition to the range spread the compensation structure should

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utilize a two-track system, address internal alignment with the strategic plan updates to create a flatter, more agile organizational structure.

The meeting was adjourned at 2:45 p.m.