



## MARCH 2021 NEWSLETTER



### Introducing CMTC's New *HR Boot Camp*

Complex HR issues confront companies daily—enroll in CMTC's new Human Resources subscription service, [HR Boot Camp](#), and get the help you need. CMTC's HR Boot Camp annual membership offers live and on-demand training sessions with subject matter experts and provides tips, checklists, and templates to help you tackle today's evolving HR landscape.

**Session topics will include but are not limited to:**

*Coping with COVID while Returning to Work • Successful Hiring During a Pandemic •  
HR Health Check & Compliance • Diversity, Equity, & Inclusion •  
On-Boarding New-Hires for Maximum Effectiveness • Unconscious Bias in the Workplace •  
Motivating Employee • Legal Updates as California & Federal HR Laws Change*

[Click here to enroll today.](#)

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### CA Relief Grant Program: Round 5

The [California Small Business COVID-19 Relief Grant Program \(the "Program"\)](#) provides micro grants ranging from \$5,000 to \$25,000 to eligible small manufacturers impacted by COVID-19. The Program is being administered by the California Office of the Small Business Advocate (CalOSBA) at the Governor's Office of Business and Economic Development (GO-Biz). Lendistry, a CDFI and CDE small business lender, has been

designated by the state to act as the intermediary for the Program to disburse the grant funds. And, while application for previous rounds have closed, Round 5 is right around the corner, [opening Thursday, March 25th and closing Wednesday, March 31st.](#)

*Have questions?* CMTC, in partnership with Imperial Valley Economic Development Corporation and Imperial Valley Small Business Development Center, is hosting two informational webinars on [March 18th @ 11 AM PT](#) and [March 25th @ 11 AM PT.](#)

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## CMTC Spotlight



Sewing Incubator provides PPE manufacturing, wholesale specialty product design and manufacturing for direct to consumer brands, and education for individuals interested in garment design and manufacturing using more efficient techniques. When the COVID-19 pandemic hit the U.S. in March 2020, Sewing Incubator had just begun operations. Faced with product cancellations, Sewing Incubator quickly realized the need to diversify manufacturing and establish sound financial reporting systems in order to survive. The owners knew they had the ability to provide Personal Protective Equipment (PPE), particularly face masks, to essential workers but weren't sure how to enter the market. They also realized they needed to find and implement a formal financial accounting system. CMTC partnered with Sewing Incubator to help them register with the System for Award Management (SAM), obtain a CAGE Code, connect with government PPE purchasers, create a formal accounting system for the company, and evaluate a comprehensive list of the company's existing accounting practices to identify opportunities for process improvement.

Sewing Incubator credits its survival through the pandemic to CMTC, and estimates **\$1,000,000 in sales revenue, cost savings of \$50,000 in labor, and an investment of \$100,000 in new products.** In addition, the increased visibility due to increased financial reporting is expected to lead to **\$50,000 in avoided investments.**

Find Out How We Did It

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## Made in California Showcase



Today's customers are looking for American-made products because they associate them with quality. In fact, recent reports reveal that 60% of Americans are willing to pay more for products made here at home. So, adding a Made in CA logo to your website and marketing and packaging materials can really pay off. There's no cost to join the other 2,000-plus Made in CA members, just [click here to sign up](#).

## This Month's Featured Manufacturers

**COLENZO, INC. | WICKED COURSING**  
**GREAT RIVER FOOD | VINTAGE MILL WERKS**

Every month, CMTC is proud to showcase manufacturers participating in the Made in CA program. Featured companies appear in order from when they qualified for and joined the program. Each week, a single featured manufacturer is promoted on the Made in CA social media sites, giving that company even more visibility. Check out our featured manufacturers:



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## Latest Blog Posts

## LEAN & SIX SIGMA

### CYBERSECURITY



## Six Sigma Principles and Tools

Welcome to the third installment of our series on Lean and Six Sigma. As we saw in the first post, Lean and Six Sigma are complimentary continuous improvement methodologies that reduce the overall waste and variability in production processes respectively. The second post went into some depth on a few of the key principles, tools and methodologies in Lean. The focus here is to discuss the statistical realities that make Six Sigma effective.

[Read more...](#)

## Workloads of Counting Queries: Enabling Rich Statistical Analyses with Differential Privacy

*Brought to you by NIST*

In this post, we will look at answering a collection of counting queries—which we call a *workload*—under differential privacy. This has been the subject of considerable research effort because it captures several interesting and important statistical tasks. By analyzing the specific workload queries carefully, we can design very effective mechanisms for this task that achieve low error.

[Read more...](#)[CLICK HERE TO VIEW OUR BLOG](#)

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## Events



### Guidance on Cal/OSHA's Emergency Temporary COVID-19 Standard for Manufacturers

**Wednesday, March 24th**  
11:00 AM – 12:30 PM PT

*During this webinar, Cal/OSHA's Carmen Cisneros and Dan Leiner and CMTC's Eliot Dratch will provide guidance to and answer questions for manufacturing business managers regarding new COVID-19 compliance obligations.*

[Register Now](#)

[View All Webinars](#)

**We have other informative webinars scheduled throughout the year.** Get valuable guidance and help from CMTC and our guest speakers. [Register now.](#)

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## Clients in The News!



[Click here](#) to read the article.

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CMTC's new podcast [\*Shifting Gears\*](#) covers the latest news, trends, technology, and expert insights with the sole purpose of helping manufacturers recover and thrive in today's economy. Season One ([available now](#)) deep-dives into the [challenges of the pandemic](#), [workplace safety](#), [virtual selling](#), [cash flow](#), [apprenticeships](#), and [reshoring](#).

California State Bill (SB) 1343 mandates that all employers with five or more employees must provide Harassment Avoidance Training to fulfill all CA requirements. CMTC offers

web-based 'live' sessions supporting State and Federal regulations and facilitated by a Harassment Avoidance trainer. [For a complete list of scheduled Harassment Avoidance Training Webinars, click here.](#)



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