

The Alpena Mall: A Great Purchase for Growth Goals

With the official closing of the 2380 property in November, work began to transition the space into suitable space for i2P (Ideas to Production) client needs. Immediately upon closing, the JCPenney space was cleared and prepared for use as storage space for i2P clients in need. Catch basins were repaired in the front and rear parking lots, and attention was given to an existing perimeter fence in back. An occupancy permit was granted and the space was very quickly ready to be put to use. The work was done by the Ren-Tech Industrial, Corp. team. Plans are moving forward to continue to utilize vacant spaces for i2P client needs. Several previous tenants are still leasing space inside the facility and will into the foreseeable future.



this issue

welcome to Equipped **P.1**

COVID-19 Impacts **P.2**

M2M: An Association **P.3**

Welcome to EQUIPPED, a New Communication Tool to Keep you Informed

While it is great that the client base of Employment Services, Inc. (ESI) has grown, it also presents challenges when it comes to keeping all team members informed on, and connected to, what's happening. ESI has developed this resource to help address the communication gap. Your leadership has chosen to subscribe your team to this monthly publication.

The goals of this publication are to:

- Communicate regularly with team members of ESI clients
- Distribute valuable information on a variety of topics that may impact team members of ESI clients
- Promote good news, success stories, and accomplishments that happen within the ESI client base
- Share challenges that exist for ESI clients
- And more!

It is the hope of ESI that you find this resource a valuable way to stay connected to the bigger picture of what is happening in your industry and place of employment.

Your feedback or questions about the publication can be directed to Jackie Krawczak. 989.358.6175 or jackie.krawczak@kabu.net.

Competencies – the Challenge of Finding Good People and How You Can Help

Throughout 2020, ESI has struggled to fill the competency needs of their clients. There were times that there were more than 130 open positions listed. ESI is taking steps to improve their recruiting efforts, but the lack of competencies is not a problem unique to ESI clients. The struggle goes beyond finding people who can perform technical aspects of a job. It is also a struggle to find people who want to work, will show up on time, every time, who want to learn, and who have a positive attitude.

How can you help?

Share with others your experience with finding success in your job. Tell them what it takes. Help teach basic skills needed to work in manufacturing. Share job postings with contacts of yours. Share posts ESI publishes on social media. Talk about the work you do and what you like about it.



COVID-19: Impacts and Status

COVID-19 has had an impact on everyone. Read below to learn more about how it impacted ESI Clients and the current status of COVID in your workplace.

COVID-19 questions can be directed to Leslie Davis at ESI

There is no doubt that COVID-19 has changed things for everyone. From the beginning, ESI clients were considered essential businesses. That is because the products ESI clients make help get necessary products into the hands of consumers. This includes things like food, medicine, medical equipment, and so much more. ESI is, and has been, diligent in tracking updates on the ever-changing regulations. With each update, ESI carefully determines what that means for their clients and assists them in compliance.

The current processes/procedures that ESI clients have in place include:

- Wearing a mask or face shield when inside an enclosed space
- Doing their best to remain greater than six feet distanced at all times
- Health screening procedures for anyone going on-site, including employees and visitors
- Extra sanitizing and cleaning
- Travel guidelines and kits
- Protocol for exposure to a positive case

Although these steps are different processes than what team members are used to, they are important steps to assuring that the spread of COVID-19 is limited as much as possible within ESI client facilities.

ESI and some of their clients have had MIOSHA inspections for COVID preparedness/response and have done well in those instances.

How has COVID-19 affected the business side of things? It has added expenses, and consumed the resource of time. It has led to more people working from home, whenever possible. In some cases it has led to additional shifts being created to help with social distancing. It has not had a major impact on sales numbers for ESI clients. It has had an impact, especially in the beginning, on supply chains, but that seems to be straightening out in most cases.

ESI will continue to closely monitor the COVID situation and will recommend changes to procedures as appropriate and required. Your help is greatly appreciated in following the guidelines. Businesses are being watched closely for compliance with regulations designed to keep employees and customers safe and healthy.

M2M: Manufacturers to Manufacturers

A Manufacturing Association

Talk of, and planning for, a manufacturer's association has been on-going for the past several months and is in final stages of development. An association is a private group of businesses or individuals that have something in common and can achieve goals better together than individually. You may have heard of a realtors association, a human resources association, a restaurant association, or others. There are many.



The purpose for the development of M2M is to allow the businesses (M2M members) to continue operating as independent businesses, but to give them added value from a larger manufacturing network. While each member of M2M is busy running the ins and outs of the business, the M2M team can advocate on behalf of the collective membership to help them realize a variety of benefits. Potential areas of benefits include supply chain efficiencies, buying power savings, identifying and communicating common needs to business services providers, training needs, competency needs, and much more.

One example of something that has already come from the work of the M2M development team is the internal job board, which you can read more about below.

These kinds of behind-the-scenes efforts are always at play to add value that has real, positive, and lasting impacts.

Pike Mfg. Corp. – a New ESI Client

Pike Mfg. Corp., located in Pittsfield, Illinois, is one of ESI's newest clients.

Pike Mfg. (PMF) is in the business of designing and building agricultural equipment, with their most common product being the Bale Bandit (view www.balebandit.com). The Bale Bandit helps eliminate the extensive manual labor involved with handling square bales of hay.

It has been a flurry of activity at PMF lately with efforts on-going to grow the team with machine operators, an engineer, and other manufacturing roles, as well as plan for the future of the business.

Pike Mfg. faces similar competency struggles that many ESI clients face – the difficult climate that currently exists when it comes to finding competencies needed for business success.

The New ESI Website and an Internal Job Board

www.358-jobs.com has changed to offer more value

Employment Services, Inc. rolled out a new website in 2020. The content is similar to the previous website, but the overall site received a bit of makeover. The site has a new theme – open the door to opportunity. It also now includes a blog. The biggest change is the opportunities page. Every available opening now has its own posting and application, with a general application available for the person who might not know what he/she wants. The opportunities page is also set up to integrate an internal job board function. ESI is still working through the details of how the internal job board will operate so keep an eye out for more information. An internal job board will allow some opportunities to be shared with current employees of ESI clients only, through a password protected site, before being released to the public.



Contact ESI

ESI contacts

Newsletter: Jackie Krawczak

989.358.6175

jackie.krawczak@kabu.net

Benefits: Leslie Davis

989.358.7181

leslied@kabu.net

Career Opportunities: Ashley

DeFisher

989.358.6289

Ashley.defisher@kabu.net

Misc. HR Questions:

info@358-jobs.com

Misc. Opportunities /

Competencies / Careers

Questions

989.358.JOBS (5627)

jobs@358-jobs.com

Benefits: The Behind the Scenes Component of Compensation

Whether hourly or salary, you likely know what your wages are. If you are hourly, you know how your pay will change when you work overtime. You might even remember when, and how much, your most recent raise was. But when it comes to your compensation, do you know as much detail about your benefits as you do your salary? Benefits are often overlooked when it comes to a total compensation package. Your employer is providing you greater value than the number in your paycheck. For full-time employees who participate, your employer is also providing you health insurance. They are paying a monthly premium and contributing to your HSA (Health Savings Account). For full-time employees who have been with their ESI client employer for over a year and meet required criteria, your employer is also matching a portion of your 401(k) contributions. You may also have participated in the tuition reimbursement program and you get paid time off and holiday pay. Lastly, you are eligible for the discretionary bonus program – a great program that rewards those who provide value.

These extras can add up to a significant contribution by your employer. Not all businesses offer benefits to this degree, making your employer unique. When you think about your compensation, consider the full package and remember it isn't just about the base wage.

*please note: not all benefits apply to all employees of all ESI Clients as situations vary

Tips from ESI: Make your benefits work better for you

• Utilize the Priority Health APP

Download the Priority Health app for easy access to your health plan information and your plan ID, anywhere, anytime. The same information can be accessed at www.priorityhealth.com.

• 401(k) Questions?

Access your information at www.wrightchoice401k.com or 1-877-401-5972. Have your social security number and the name of your employer ready. Distribution and contribution forms are available at the ESI office. Stop by or give them a call.

• Utilize the Benefit Resource Center

USI, the agency ESI contracts with to assist with management of health insurance, has a Benefit Resource Center available to you. They can help with benefit and policy questions, claim problems and questions, allowable family status election changes, and more. Email them at BRCMidwest@usi.com or call 855-874-0829 between 8 a.m. and 5 p.m., Monday through Friday.

• Health Savings Account Uses that are Often Overlooked

Your health savings account is a valuable resource for you to use, but there are uses for it that are often overlooked or forgotten. You can pay for dental visits, vision care, and chiropractic visits from your HSA account. Although these may not help you reach your deductible (chiropractic does), they are a valid use of your HSA account dollars. Additional information on HSA's can be found at bankbank.com, or the IRS website at www.healthcare.gov.

• Guardian Short-Term Disability

Access information at www.guardianlife.com/disability-insurance/short-term.