

Each Piece of Equipment Takes Many Hands

Depending on which ESI client you work for, you may not see the big picture of what it takes to deliver a whole piece of equipment to a customer. You may be responsible for a portion of the equipment, providing your customer what they need. Every step along the way contributes to something bigger. Building equipment takes people in engineering, sales, metal work, welding, coatings, assembly, testing, supply chain, shipping/receiving, finance, marketing, HR, legal, and technology to make it a reality. You are contributing to something greater than any one person can do alone.



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To the Team Members of ESI Clients

It is half-way through another year that is marked by both extreme challenges and incredible successes in both personal and work lives. The last 18 months have caused difficulties and added stress for individuals and businesses.

Within the ESI client base, there have been challenging experiences like employee shortages and supply chain disruptions. The impact that those, and other, challenges have had on the team members is understood and not glossed over.

ESI clients have also experienced record sales and record production weeks. It is no surprise that the teams of ESI clients have persevered through these turbulent times, causing ESI clients to remain successful and growing. ESI teams are made up of valuable individuals who work hard to achieve success, having great pride in what they do. Those efforts are recognized and appreciated.

The United States was built with perseverance, a strong work ethic, positivity, and innovation. These are the same qualities that have made ESI clients successful. These are the same qualities that the more than 1,000 team members of ESI clients bring to work every day.

As a gesture of appreciation for you and inspired by the 245th birthday of the United States of America, on July 4th this year, you will receive an extra \$245 in your first paycheck in July. This does not replace the annual bonus distribution that will occur in the fourth quarter of 2021 but is an added gift to help show how much you are valued.

Thank you for your hard work, commitment, positive attitude, and resilience. You are appreciated and your contributions do not go unnoticed.

More on the Hiring Climate

It should be no surprise to anyone by now that the current hiring climate is incredibly difficult. To help put it into perspective, consider the following numbers.

- From June 1st through June 21st, ESI received approximately 250 applications; by the end of the month, ESI estimates receipt of another 100
- Of those applicants, 36 were hired
- That is a slightly higher percentage than previous months of number hired per total received, and is likely a result of the referral program currently in place (see page four for a referral program update)
- Each applicant receives a minimum of one phone call; many receive two or more
- The vast majority (more than 90%) of applications came through Indeed.com
- From June 1st through June 20th, 16 employees vacated positions

Internships and Career-Related Summer Work

Many high school and college students work summer jobs. Some might work in seasonal positions like lawn care or a business that is busier in the summer because of tourism. Other times, you may find students working in jobs that complement their career path. Several ESI clients consistently hire interns or summer help, which has proven a successful move for the students and the businesses. To help illustrate the value of internships and summer help, we've talked with three current full-time employees who started their journey with ESI clients, as students.



Patrick Kelley currently works for Sigma Industrial, LLC in Engineering. He began as an intern in 2017 while on summer break from Lake Superior State University. He worked additional school breaks as an intern as well. He came to work full-time for SIL after completing a Master's Degree in Aerospace Engineering, and realizing during that process that he did not want to live in a large city and that Aerospace Engineering was not what he expected.

Kiegan McNamara started as an intern in the summer of 2016 while between semesters at Lake Superior State University and returned on subsequent school breaks. Although he had career opportunities outside of Michigan, he knew he liked the work he had done as an intern, and he felt comfortable in this area, because he knew people and because of the lifestyle it offers him. He now works for Industrial Air Technology Corp. in Engineering and Project Management.

Bryan Abram is currently employed as an Engineer for Innova-Tech Solutions Corp. The initial plan was for him to intern for an ESI client during the summer of 2020 but COVID-19 halted that plan. Instead, he secured work at Reacher Mfg. Corp., in assembly. Although not an Engineering internship, Bryan said the experience was valuable for his career.

These are just three of the many full-time team members of ESI clients who began as interns or summer help. Although internships were not required for these three to graduate, they all agree that their internships and summer work were a valuable experience. Bryan appreciated his hands-on work in manufacturing because it allowed him to see first-hand what it is like in the shop. Instead of a tour or learning about it in a classroom, his experience let him more fully experience it before going into a career designing the equipment others were building.

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Ren-Tech Industrial Corp. - Doing the Things We Don't Always Realize Need Doing

Who handles mowing the lawn at the facility where you work? Plowing the snow? Fixing a broken lock? Moving heavy furniture? Fixing the leaky restroom faucet? Reviving a tired air compressor?

The Ren-Tech Industrial Corp., (RTI) team!

RTI provides complete maintenance, repair, improvement, and renovation solutions for their clients when it comes to machinery, equipment, and real estate. It is often a group that goes unnoticed until something breaks and needs fixing, even though the RTI team stays busy with preventative maintenance as well.

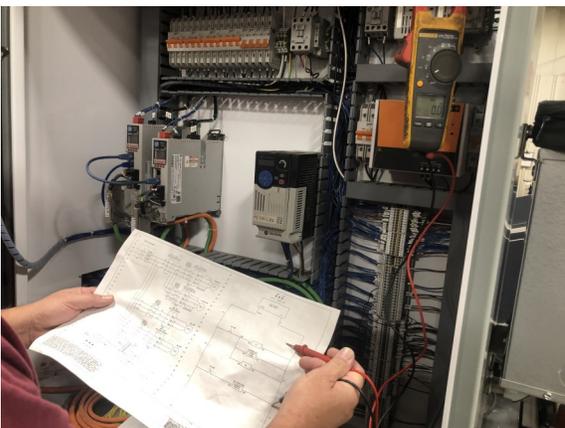
The RTI team consists of twelve people in Northeast Michigan. Together they manage the preventative maintenance at nearly 30 facilities. Examples of the work they might be involved in at any given time include maintenance and repairs on production machines including cranes, hoists, air compressors, forklifts, hydraulic presses and welders. You might find their team working on vehicles like semis and trucks of their customers. Or, you might find them working on real estate maintenance (commercial office space or manufacturing facilities) doing things like fixing overhead doors, working on HVAC systems, or even fixing drinking fountains.

RTI is composed of a team that offers extensive industry experience, highly-skilled and trustworthy employees, and a network of trusted vendors and resources that allow them to provide effective solutions for their customers. They are built to be agile and can respond to the rapidly changing needs of their customers.

With all of the experience the RTI team has, and all of the different requests they have received, they have a long list of advice for people when doing building maintenance. One of

the most valuable they say is when replacing a ceiling tile, always lift the one next to the one with the stain on it first, you never know what might be up there.

Ren-Tech will continue providing value to their clients and appreciate the on-going opportunity to be of assistance to so many, taking great pride in their work and customer service.



Your Health is Important

Having a healthy team matters, but an organization can only do so much for its team to keep them healthy. The rest is up to the team member. This portion of Equipped will be used to share health reminders, suggestions and resources so it is easier for you to make healthy choices.

This month is about the value of fresh air. A HuffPost article updated in 2017 shares the following benefits of fresh air:

- It can boost your immune system
- The smells in fresh air promote relaxation and boost happiness
- Fresh oxygen energizes (in ways that are better than caffeine)

Even better for you than just sitting outside with a book or taking a nap, is exercising in fresh air. Even a short walk can prove beneficial to your immune system, mood, and energy.

When you do spend time outdoors, don't forget to protect your skin with sunscreen and your eyes with sunglasses.

Add some outdoor time to your schedule and experience the difference it makes for you.



Internships and Career-Related Summer Work

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Patrick agreed with that sentiment and shared that he also had an opportunity during one of his summer internships to assist a shop that was behind in production. That experience stands out to him as incredibly valuable.



Kiegan and Patrick agree their internships gave them insight into what their career would be like, and appreciate having had the opportunity to dip a toe in before starting their full-time careers. Kiegan appreciates that the team he interned for invested in him, trusted him, and gave him higher-level projects to work on that he knew were valuable to the company. He believes quality projects make the internship experience more valuable.

Looking to the future, the three are excited to be part of the growth their employer is experiencing and projecting. They know there will be opportunities to be part of interesting and fun experiences that will add to their depth and breadth of knowledge.

When asked what advice Patrick, Kiegan and Bryan would offer to other students regarding internships, their advice was similar. Seek to learn as much as possible. Push yourself. Be outgoing and ask questions. Ask for more work or more variety. Don't sit idly by. Try to understand as many aspects of the business as you can.

ESI encourages more clients to take on interns or summer help. It is great for the students and a great pipeline for talent. The ESI clients who currently accept interns and summer help do a great job mentoring the students and would likely be happy to assist other clients in learning best practices.

After considering the value of their own internship experiences, all three of the team members agreed they would be willing to accept and mentor interns in the future. They understand and appreciate the value it gave them and would like to see others receive the same valuable experiences.

Contact ESI

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Referral Incentive Update

Who will receive \$2,500 for the most referrals? It's anyone's game at this point!

As of midnight on June 20th, the referral program could still be anyone's game!

39 total referrals (who have subsequently been hired) have been made (way to go!).

One person has referred three individuals.

Two people have each referred two individuals.

34 people have each referred one person.

Remember, the referral program runs through July 31, 2021, with the person who has the most hired referrals by that date receiving \$2,500! Full details of the referral program can be accessed by requesting a flyer from your leader.

