

Medical Coverage Open Enrollment Reminder

The Open Enrollment deadline for Medical Coverage changes/enrollments for 2022 has passed. All full-time eligible employees must complete the 2022 Benefit Election Worksheet.

If you did not complete the worksheet by the November 30, 2021 deadline, team members from ESI are actively tracking you down to help you complete it as soon as possible.

Open Enrollment is the period of time you can make changes to your benefits selection unless you had a qualifying event outside of that time. In those cases, you have 30 days to notify ESI about the change. Qualifying events include: marriage/divorce, death, birth/adoption of a dependent, change in employment, and more.

Questions can be directed to Leslie Davis at ESI. See page four for her contact information.



this issue

On the Topic of Bonuses **P.2**

New ESI Clients **P.3**

Why All the New ESI Clients? **P.3**

Leadership Brags **P.3**

Internal Job Board: It Still Exists

The internal job board was introduced nearly one year ago. When introduced, the following goals of the internal job board were shared:

- Help grow competencies of team members of ESI clients
- Share opportunities for advancement/growth of ESI clients' team members
- Share knowledge/advance understanding of competency needs of ESI clients
- Better match competencies of current team members to the needs that exist
- Assist with retention of talent as people who feel "stuck" without opportunity for growth often leave for work outside of the ESI client base

The internal job board is still available on the ESI website, www.358-jobs.com, and has seen a number of current employees register on it. It has not received many applicants.

When pondering the reasons there have not been many internal applications, the following are considerations:

- There is a known stigma that surrounds applying for other jobs within the ESI client base - the internal job board was an effort to help break that stigma.
- Along with the stigma, some who may want to grow in their career have a fear of what will happen if they let their current leader know they are exploring growth opportunities. There is not a single leader within the ESI client base who does not want their employees to grow and learn more.
- New products/services sometimes take a while to catch on.
- It is not of interest to employees within the ESI client base.

The internal job board is not going away anytime soon. It has been of great interest for job postings but of less interest to potential internal applicants. This is simply a reminder that it exists and is a resource available to you as a team member of an ESI client.

Orientation Program: Your Input is Requested

ESI team members are currently developing a proposal for an on-boarding/orientation program for new employees of ESI clients. The program will go a step beyond completing new-hire paperwork and is proposed to be offered a few times each month for leaders to send new employees.

The program would cover high-level information about ESI clients, where to find certain information, what competencies tend to lead to success, and more. The program would not get into details of a specific position - like SOLID-WORKS or GEM Tools training, or machine operating instructions.

If you had received an on-boarding or orientation program when you were new to your career with an ESI client, what kind of information would have been useful?

If you have input on this topic, please send it to jackie.krawczak@kabu.net.

Thank you in advance for your input, it is much appreciated!

On the Topic of Bonuses

How does a business leader know what someone's work input is truly worth? What is a person's actual monetary value to an organization? That's a tough question with many factors that play into that number. One of the biggest factors is what a customer is willing to pay for a product or service. Included in the amount of what a customer will pay must be compensation for the time it takes a team member (or multiple members), to complete that project. But even if you know that number, there are many intangibles when it comes to employees and their work. A team may have gotten a project done together but some may have put more time into it. Some may have taken a leadership role, while others completed a singular task and moved on to something else. Some may have worked on it with a positive attitude and willingness to learn, while others may have done the bare minimum, complaining the entire time. Others were likely engaged in problem-solving for the project, while some stepped aside until the problem was solved and then went to work. Those are the intangibles. Even if everyone is being paid per hour, their value truly is different.

For ESI clients, that is where the bonus comes in. It helps address compensation for the differences in intangibles. In good years, when there are dollars available for bonus distributions, leaders can use the bonus dollars allotted to their team to make up the differences between those who add greater intangible value to the team and those who do the minimum.

A positive attitude, hard work, going above and beyond, growth in competencies through a willingness to learn, and showing up on time, every time, are all things that add value above and beyond the base wage, and should be rewarded when there are funds available to do so. The discretionary bonus is the best way that leadership has found to do that.

COVID - 19 Isn't Gone Yet

Covid - 19 is still hanging around. ESI clients experienced an uptick in positive cases on their teams recently, but after peaking at around 100 people out at one time, the numbers are now decreasing. The battle isn't over yet, though. You are encouraged to continue to take extra precautions to stay healthy.

Continue to:

- Wash and sanitize your hands regularly
- Sanitize common surfaces/tools
- Stay home if you are not feeling well
- Keep physical distance from one another

ESI team members are paying close attention to the Emergency Temporary Standard, which would be overseen by OSHA (Occupational Health and Safety Administration), and will alert teams when/if changes are implemented that impact them. Your attention to on-going precautions is important and valued.

Why all the New ESI Clients?

You're likely starting to hear names of new ESI clients (look to the right). If all goes as planned, there are more to come. Buy why? The short answer is because new businesses help ESI clients continue to succeed.

Nearly everything has a natural life cycle - organisms, humans, schools, careers, businesses, for example. That life cycle typically starts with a learning phase, moves into a growth phase, and then enters into a decline phase. That's called a Sigmoid Curve. Research shows that the way to be most successful is to jump from one Sigmoid Curve to another, from the high point in the growth phase back to the bottom of a new Curve.

Starting new businesses is the new Curve. To survive, new businesses force development of efficiencies and processes to get to the growth phase. That continuous re-design is healthy for business.

Since Northeast Michigan does not have enough people to start new endeavors, many times these new businesses must be located elsewhere in communities that can support the new Sigmoid Curve. These clusters of business start-ups are loosely being referred to as, "villages," similar to what exists in Northeast Michigan.

Evert, MI was one of the first locations with a new, "village". Holland, MI is another target location. Work is being done to bring several others to reality. If more manufacturing and engineering is achieved, the growth for existing ESI clients and need for new ones will continue.

Leadership Brags

The following was submitted to ESI for publication.



Pike Mfg. Corp. Recognizes Ashley Goehl

PMF leadership wishes to recognize Ashley Goehl (pictured). She began at PMF in early 2020, in packing and painting. She then moved to the laser, and is now operating the CNC mill. She visited Alpena for training and worked, along with Daniel Myers (pictured), with a controls expert to learn more. PMF appreciates Ashley's drive to keep learning, and wishes to thank Scott Bishop and his team, and James Winningham for their assistance in Ashley's training.

Tran-Sol Corp. Congratulates Retirees

TSC leadership congratulates two recent retirees: Karen Fras and Mark Aube. Both added tremendous value to the TSC team during their careers.

Pictures include one of Karen and one of Mark "passing the torch" to TSC team member, Ben Boyd.



This section is reserved for leaders to submit work-related brags about their team. Promotions, retirements, earned credentials, and more are welcome. Please send information to jackie.krawczak@kabu.net.

Welcome, New ESI Clients

New ESI Clients are popping up quickly lately, a trend that should continue into the foreseeable future. The reason (which you can read more about to the left of this column) is because of a strategic effort for ESI clients to continue on a growth path.

Newest to the client list include:

Metallon Industrial, LLC (MIL): welding and assembly in Holland, MI

Accumetal Solutions, LLC (ASL): sales and estimating (for custom work) in Southwest Michigan and work distribution in Alpena, MI

Midwest Advanced Materials, LLC (MWA): sleeve operations - install urethane /other sleeve types onto conveyor/other rollers, install lagging and bond elastomers in Alpena, MI



Your Health Matters!

A message from USI, ESI's health insurance broker.



Mental Health: Find the Treatment That Works for You

One in 5 Americans experience mental illness each year. Mental health conditions can be occasional or long-lasting and affect someone's ability to relate to others and function day to day. Poor mental health affects work performance and productivity, communication skills and engagement.

It's important to manage your mental health in the ways that work best for you, from mindfulness practices to seeking professional treatment. Ways to help boost your mental health include:

- | | | | | |
|---|---|---|---|---|
|  |  |  |  |  |
| Practice mindfulness and resiliency | Eat well-balanced meals | Exercise regularly | Confide in trusted family or friends | Seek professional treatment |

Various professionals can help in-person or virtually if you are experiencing mental health issues:

- **Psychiatrist:** Medical doctors (MDs) who specialize in mental health, including substance use disorders. Qualified to assess both mental and physical aspects of psychological problems. Can prescribe medication if needed.
- **Psychologist:** Trained in a variety of approaches to help assess, diagnose and treat mental, emotional and behavioral disorders.
- **Licensed Clinical Social Worker (LCSW):** Can assess, diagnose and treat mental health conditions and substance abuse through direct clinical counseling and more traditional human services work. An LCSW is not licensed to prescribe medication, but may work with another provider who can.
- **Licensed Mental Health Counselor (LMHC):** Can treat by using psychotherapy and individual interventions to help patients through mental wellness issues.

If you would like to find a mental health professional in your network, refer to your medical carrier's website to locate an individual close to you. You can find a variety of professionals and specialists to talk to about your specific concerns.

Sources:
www.ada.gov/medicaid/healthcare.html
www.psychiatry.org/patients-families/what-is-psychiatry
www.nrcsdc.org/the-5-ways-to-mental-health-101/mental-health-providers-in-2018/01
www.treatmentoptions.com/healthcare/

Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. ©2021 USI Insurance Services. All rights reserved.



Contact ESI

ESI contacts

Newsletter: Jackie Krawczak
989.358.6175
jackie.krawczak@kabu.net

Benefits: Leslie Davis
989.358.7181
leslie@kabu.net

Career Opportunities:
Ashley DeFisher
989.358.6289
Ashley.defisher@kabu.net

Misc. HR Questions:
info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions
989.358.JOBS (5627)
jobs@358-jobs.com

