

## Metallon Industrial, LLC is Settling In

Metallon Industrial (MIL) is settling in to its home in Holland, MI.

Currently 13 individuals are employed and working on equipment assembly. It shouldn't be long before more businesses and variety of work are added to the 35,000 square foot facility.

Once the building is purchased instead of leased, equipment will be ordered, more businesses will be formed, and the work in the facility will begin to resemble the work that is happening in Evert, MI, Standish, MI, and some facilities in Alpena, MI, with a combination of sheet metal processing, welding and assembly, and powder coating.

Information about the additional new businesses will be included in future editions of Equipped.



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## Standish, MI Welcomes QTM

Actions toward opening Q-Tech Mfg., LLC (QTM) began immediately after three buildings on one property were acquired in Standish, MI. Two of the buildings are just over 70,000 square feet, and the third has a smaller footprint. QTM is the only business in the buildings so far, but that will likely change in the near future.

QTM is similar to PCI Mfg. Inc. in Alpena, MI, with plans for a machining center, a saw, and lathes. Some equipment has already arrived and the installation process has begun, while the rest of the initial equipment is scheduled to arrive in May.

QTM will handle a lot of work from ProCal Innovations, LLC (PCL) to start, but as QTM grows, they may take on additional work. One goal of QTM is to bring work back that PCL has had to outsource.

The first QTM employee, a Plant Manager, has been on board for more than two months and has been assisting with the start-up efforts. Employees two and three started in mid-February. As the equipment is received and installed, the goal will be to have ten team members by the time all initial equipment is ready to go.



QTM will likely be joined in the facilities by additional businesses that may include assembly, steel processing, and powder coating.

## ESI Hosts Virtual Tours

COVID has created many obstacles in education, one of which being restrictions on touring companies. Alpena Community College's manufacturing class turned this into an opportunity by offering introduction to manufacturing as a remote class, available to dual enrolled high school students. This gives students in schools across the region an opportunity to learn about manufacturing and associated careers even if their schools do not offer traditional shop or drafting classes. ESI helped showcase the opportunities through virtual tours of manufacturing facilities, and a look into sales and engineering (thank you John Dietlin and Blake Brancheau, of Omni Metalcraft, Corp. for their assistance).

Instructor David Cummins had this to say about the experience, "ESI gave our students the opportunity to experience what our local manufacturers do through creative use of videos and employee presentations when a physical tour was not possible."



## Hiring Report: The Struggle Continues

It is at the top of the list of needs for most ESI clients: NEW HIRES.

Finding applicants doesn't seem to be a problem but it is still a significant challenge to find suitable applicants. In January of 2020, ESI logged 97 applications into their applicant management system. January of 2021 brought 150 applications. January of 2022 saw 362 applications. That's serious growth in number of applicants.

So why are there still over 125 opportunities available with ESI clients?

Part of the need is to keep up with growth of ESI clients, while the general population in areas where ESI clients are, is not growing. But even taking the growth into account, it would seem that having that many applicants for that number of openings would lead to more hires.

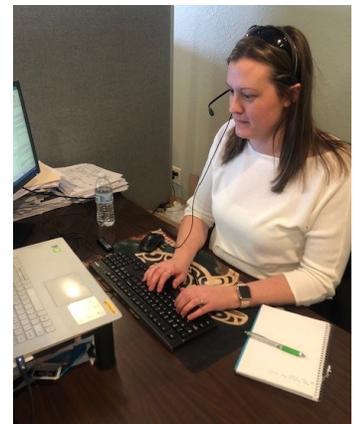
Why isn't it?

In that area, not much has changed from ESI's last few reports.

The top issue with applicants is that they don't return phone calls. Often times as many as three calls are made for an applicant. Messages are left whenever possible. Many don't respond to an email either. Or a text. That leads ESI to believe those applicants don't actually intend to work in the positions for which they are applying and are applying for other reasons.

Other common issues include the inability and unwillingness to pass a drug test, a severe/recent criminal history, or a negative history with one or more ESI clients.

The best applicants still consistently come from referrals from current team members of ESI clients. ESI is aware that the need is great and will continue to leave no stone unturned.



## ESI Makes a Donation to the Atlanta Huskies Robotics Team

On behalf of their clients, ESI recently made another donation to support high school robotics programs. This time a donation was made to the Huskies Robotics Team 7244 from Atlanta Community Schools. The robotics programs consistently add value in preparing students for a career in manufacturing.



## Leadership Workshops Content Reminders and Highlights

After Covid added some challenges to completing the final session of the four-part leadership training series, the series was concluded with a final session via Microsoft Teams in early February. The workshops, presented by Lou Rabaut, had great attendance. A total of 123 people attended at least one session, with 68 people attending all four.

Below are some highlights from the workshops. These highlights are not only good reminders for those who attended the workshops but are also good for anyone to consider for self-improvement whether in a leadership role or not.

- An emotional (psychic) paycheck is important to an employee's job satisfaction.
- It isn't always what is said, but how it is said that influences your team.
- Emotional intelligence is something that can be learned and developed, and will add value to anyone's leadership and other relationships.
- People who are more emotionally intelligent tend to be more self-aware, self-confident, empathic, curious, passionate, optimistic, adaptable, grateful, and balanced. They also tend to be deeper thinkers, change agents, and can discern wants from needs.
- You cannot influence people unless they trust you; trust happens when a person is competent, acts with character, and connects with others.
- When engaged in conflict resolution with your team members: define the conflict as us versus the problem, identify shared values/beliefs/concerns, separate opinions from facts, and actively listen.
- Consider using an O3 (one-on-one) meeting with your team members: a regularly scheduled meeting between the employee and the leader, is managed by the employee, sticks to an agenda, keeps alignment/focus, and helps prevent emergencies.
- Remember that not everyone learns the same way you do.
- An effective on-boarding process for a new hire leads to greater probability of retention.



## Leadership Brags

The following brags were submitted to ESI for publication.

ProCal Innovations, LLC (PCL) would like to recognize the following team members for recently earning promotions into leadership roles. Dennis Vesotski is now PCL's Customer Service Manager and has been with the team since 2006. Eliza Brock is now PCL's Operations Manager, having joined the team in 2017. Tyler Orban is now PCL's Aggregate Market Manager and also joined PCL in 2017. Ian Kamyszczek, a member of the team since 2015, is now PCL's Sales Manager. These new positions and subsequent promotions are a reflection of PCL's unprecedented growth and are investments in achieving sustainable growth into the future. Congratulations!

Jackie Krawczak is proud to introduce a new hire to the recruiting side of ESI, Erin LaFave. Erin has joined the team of Jackie, Ashley DeFisher and Becca Aikens to assist with recruiting, screening, and placing applicants. Welcome, Erin!

## Microsoft Teams Helpful Hint

Microsoft Teams users, did you know you can chat with external individuals even if their employer doesn't use Teams?

Here's how:

Start a new chat conversation in Teams.

Enter the person's email address and the message you'd like to send.

Teams will tell you that person cannot be found and will give you the option to send an invite to that person to join the chat.

Let the person know that you've invited them to chat so they follow instructions on their end.

Then you can chat with that person instead of having to email or call.

This is a great option for someone you communicate with frequently outside of the ESI client base.

If you discover any helpful tricks within Teams, let Jackie Krawczak know so it can be shared with others via Equipped.





# Your Health Matters!

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



## Keep Up With Your Preventive Care for Better Health



### Contact ESI

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Misc. HR Questions:  
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Misc. Opportunities / Competencies / Career Questions  
989.358.JOBS (5627)  
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**When was the last time you had an annual checkup?** Utilizing preventive care increases the odds of catching illness or disease early, which can lead to better outcomes and overall health.

### Establish Your Physician Relationship

A primary care physician, or PCP, may come from a family practice or internal medicine group, and specializes in diagnosing, treating and preventing a wide variety of conditions. Establishing a relationship with a PCP brings consistency and efficiency to your healthcare.

It's important to find a PCP who is qualified, fits your needs, and accepts your insurance plan. To help locate a PCP:



Ask for referrals from people you trust, such as family members, friends and other healthcare professionals.



Ask your health insurance company to help you find an in-network provider.



Be wary of online reviews. While a physician might not be a great fit for one person, that doesn't mean they won't work for you.

**When choosing a PCP, you may schedule an interview to learn about the provider. Ask questions to ensure a good fit for your needs:**

- What are the PCP's qualifications?
- Do they focus on disease prevention or treatment?
- Do they have a more conservative, or more aggressive, approach to treatment?
- How long does it typically take to get an appointment? Are they reachable by email?
- Does the practice have a patient portal to review test results and doctor's notes, and to request prescription refills?

### Schedule an Appointment Today

Preventive care plays a vital role in our long-term health. Take control of your health and schedule your appointment today!

Sensation  
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