

NEW! Automatic Savings on Prescriptions



Your pharmacy coverage makes it easier for you to save on your prescription costs in 2022 and beyond. No more tracking down a coupon or discount card to save on your prescriptions. You'll always get the lowest price for your prescriptions! *not applicable to specialty medications including generic specialty medications

- Use your Priority Health insurance to fill a prescription at any in-network retail or mail-order pharmacy (excludes specialty pharmacies)
- The discount is automatically applied and you will receive the best available price
- When you fill prescriptions using the pharmacy benefit, the amount spent is tracked against your deductible and out-of-pocket maximum spend



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Another Leadership Workshop In the Books

Everyone, including leaders, who work within the IFMC is encouraged to continually increase their competencies. Recently, Lou Rabaut presented another workshop for leaders in the IFMC, with the goal of creating more positive environments to work that are free from harassment and discrimination. Topics included harassment and diversity, interviewing guidelines and competency based interviewing.



Some key take-aways:

- During interviews, don't ask only questions that can be answered with a yes/no. Ask questions that require the applicant to explain their experience and their competencies.
- If you are a bystander (you know about or see) to harassment or discrimination, you have a responsibility to report it.
- We all have implicit biases and judge others quickly, we must work to overcome those.
- We may think the majority of our team members are engaged but the reality is many are coasting or actively disengaged.



During the workshops, several volunteers engaged in role plays to help demonstrate harassment and interviewing. Thank you to Megan Cramer (NTC), Jessica Dietlin (TSC), Michael Furtaw (PCI), Earl Lewandowski (RMC), Garrett Naffien (HPI), and Matthew Wiedbrauk (OMC) for assisting with the role plays and adding value to the event!

Familiarize Yourself with Equipment: the 24-Volt Conveyor

More than a decade ago, Quest Industrial Corp. started making a new addition to the material handling family of equipment – a 24-volt conveyor. Soon after, this product really started to take off.

But why 24-volt? The unique benefits are a great fit for many customers' needs.

The 24-volt conveyor is very efficient regarding power consumption. It can be zoned which means that if there is nothing on the conveyor in a zone, that zone can turn itself off, therefore using less power throughout the day. The zones also eliminate packages from hitting other packages. As a package is detected, they can be slowed down or stopped based on what else is on the conveyor.

This equipment is very quiet, relatively easy to maintain with basic tools, and can be configured for a variety of uses and package/product weights.

The 24-volt conveyor grew to the point that it was large enough to be its own company. About seven years ago, NorthAmCon, Inc. (NAC) and NorthAm Mfg., Inc. (NMI) generated further growth of the 24-volt conveyor, building several different styles including the Flex Conveyor.

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The Current Hiring Climate - An Update

It still isn't easy to find employees. That's the bottom line.

In a previous Equipped edition, ESI shared the breakdown of an Indeed ad for shop positions. Not much has changed, as you can see from this breakdown of a recent ad.

The following are results from an ad for *Machine Operators, Assembly and General Labor* in a manufacturing environment. The ad ran for two weeks, 23 applications were received.

- Six of those have a significant criminal history with recent criminal activity. Having a criminal record does not automatically exclude an applicant from being considered for hire, but having a pattern of activity, not accepting responsibility, having very recent activity, or the nature of the incident(s) all play a role.
- Three have not yet returned a phone call (multiple messages were left).
- Three admittedly cannot pass a drug test and have no interest in being able to.
- One provided a discontinued phone number; another did not provide a phone number
- Three are previous employees who are not eligible for re-hire.
- Two did not do well on their phone screen (attitude, blame, know-it-all, entitled, etc.).
- Two are possibilities for hire and have (at the time of writing this) shop walk-throughs scheduled.
- One had a walk-through but was not offered a position by the leader; is being considered for something more entry-level.
- One was not interested for the position to which they applied.

This is the typical response received for manufacturing positions, across all locations of ESI clients. No matter how the ad is written, the results are similar to this. This hiring climate will not last forever, so patience is key. In the meantime, your ESI team will not give up trying different avenues, resources, job ad wording, hiring events, and more. The best applicants continue to be those referred by current team members. Keep sending great people to ESI!

Leadership Brags

The following brag was submitted to ESI for publication.



Congratulations to Larry Suszek and Mike Stoinski on their retirement from the IFMC!

Both retired from Steel Craft, Inc., after a combined more than 75 years of service! The team at SCI wishes Larry and Mike well in their retirements and appreciates the value they gave for so many years. Their work ethic, dedication, and contributions over the years made a significant and positive impact on the success of the IFMC through their work at SCI.

Leaders may submit information for future editions (new hires, promotions, retirements, completed trainings, etc.) to Jackie: jackie.krawczak@kabu.net.

Opportunity: Real and Accessible - Harman's Story

Harman Saini is a Manufacturing Engineer within the IFMC. But that is far from where his career began.

After traveling for college and living in several different countries, Harman found himself as an over-the-road truck driver in the United States. After meeting his wife, he moved to Alpena but was unable to find an over-the-road trucking position based out of Alpena.

He accepted a position as an entry-level assembler with Reacher Mfg. Corp., expecting to be there for only a short time. He set a goal for himself – he wanted to match or exceed the amount of money he was able to make as a truck driver in a certain amount of time, but he realistically did not expect that to happen. It didn't take him long, however, to realize that there were opportunities and that if he kept learning and aligned himself to his leader's/the organization's vision, he could move up quickly.

He did.

Relatively quickly he surpassed the salary he was making as a truck driver and advanced in his IFMC career. From assembler to floor supervisor, to the manufacturing engineer role, Harman had the drive and desire to succeed. He also had leaders who believed in him and helped show him the right path for his career growth.

This part of Harman's story is not uncommon around the IFMC. Many of the people who are in leadership positions, or advanced manufacturing positions began their career in entry-level roles. So why doesn't everyone end up advancing like Harman and others?

It's a choice. Those who have a strong work ethic, continually want to learn, can learn, add value, have a positive attitude, want to work, are clear about their goals, and are good communicators, are the ones who typically advance. Those who choose things other than those actions will not advance as far, if at all.

But there is something about Harman that makes his situation even more unique and impressive. Harman was born in India. He explains India as a country that is not ripe with opportunities and is very difficult to get ahead financially. He left India for school, with goals to provide for himself and his family back in India. He has achieved that and continues to grow in his career.

In ESI's conversation with Harman, he shared that of all the countries in which he has lived, the United States is the absolute best place to live because of the incredible opportunities and the supportive people. When he discovered that, he knew he wanted to live and work in the United States and is also planning for some family to legally join him in the United States as well. That is how much he believes in the opportunities that exist in the US.

There are great opportunities within the IFMC. It just takes a proactive, motivated, and resilient person like Harman to seek and embrace those opportunities.



...24-Volt Conveyor, Continued from Page Two

Although NMI still builds 24-volt conveyors, other ESI clients such as ConveyX Corp. and Reacher Mfg. Corp. also play in the 24-volt arena.

24-volt conveying equipment has been shipped from Michigan to places across the United States as far away as Alaska. Many food products you would find in most kitchens, including butter and coffee brands, have taken a ride on 24-volt conveyors designed and built by ESI clients.

There are many different types of conveying equipment built by ESI clients. Each one is unique with its own useful applications. Keep an eye to future Equipped publications to learn about other equipment.





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Your Health Matters

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



Diabetes is the seventh leading cause of death in the U.S. Thirty-four million adults live with diabetes, and 1 in 5 of them don't know they have it. These numbers have more than doubled over the past 20 years. Unfortunately, diabetes can lead to other health conditions if not properly managed.

Types of Diabetes

- **Type 1:** Individuals are typically diagnosed in childhood or their teen years, though Type 1 can occur at any age. Symptoms can include thirst, frequent urination, blurred vision, tiredness, dry skin, nausea, vomiting or stomach pains.
- **Type 2:** Sometimes hard to diagnose due to symptoms being difficult to pinpoint, Type 2 diabetes affects insulin levels and can be extremely dangerous, causing other serious health problems if not managed.
- **Gestational:** Occurs when the body can't make enough insulin during a pregnancy. Typically develops around the 24th week of pregnancy, has no symptoms, and is diagnosed through testing by a healthcare provider. It's crucial to manage the condition, as about 50% of individuals diagnosed with gestational diabetes go on to develop Type 2 diabetes, but there are ways to lower that risk.

Be Prepared

Diabetes can be managed through regular exercise, proper nutrition, managing blood sugar and understanding what the numbers mean, proper foot exams, maintaining a healthy weight, and continual education on effectively dealing with the condition.

As with any medical condition, planning is key to success. It's important to have essential supplies of any and all necessary items on hand in case of an emergency. If you have diabetes, create a care kit that includes a checklist of necessities, as well as your medical information in a sealed bag. It should have:

- | | |
|---|--|
| ▪ Your full name, age, address and diagnosis | ▪ Pharmacy name and phone number |
| ▪ Emergency contact person(s) name(s) and phone number(s) | ▪ Physician's name, address and phone number |
| ▪ List of prescriptions and times you take medications | ▪ Health insurance card |
| | ▪ A1C meter |
| | ▪ Testing supplies |

Lastly, remember to check dates on everything every few months, to ensure nothing has expired.

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