

A Day in the Life: Truck Driving and Courier

Tran-Sol Corp. employs two different positions that include a whole lot of driving. First is a courier position and second is a truck driver position.

Each is valuable, but what is a day like for a team member in each of those positions? ESI connected with TSC to find out.

Courier

Beginning their day at 6:00 a.m., the courier (currently Lance Kendzior-ski) picks up each location once, then meets with the truck drivers to organize courier-related deliveries. The courier starts another route that takes them to their customers (ESI clients) in the Alpena area. The route also includes a post office stop and sometimes additional stops, depending on anything out of the ordinary that might happen. The courier puts on about 100 miles a day in the pickup truck.



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Shop Tours - A Valuable Experience

Metal-Tech Industrial, LLC (MTI) employees are being given the opportunity to tour other ESI clients - building 167 (Conveyor Systems, Inc., Coating Concepts, Inc., NovaTron Controls Corp., Wilco Mfg., Inc., and Yukon Mfg. Corp.), and building 2355 (Reacher Mfg. Corp., and ConveyX Corp.).

Their first opportunity was held in May, with a dozen MTI employees joining the tours. The purpose of the tours is for MTI employees to gain a better idea of what happens with parts after they make them during their sheet metal processing. During the tours, conversations were heard among the MTI employees about the experience being a positive one for them, and of value to their future work. Throughout the tours, MTI team members asked excellent questions.

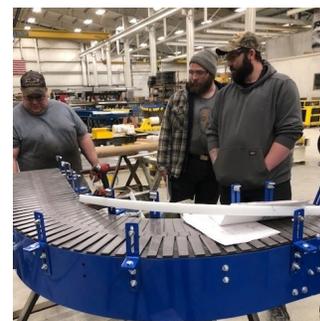


At Reacher Mfg. Corp., MTI employees were shown the storage area for parts that are defective and not utilized in building conveying equipment. Although there were not many parts from MTI on the shelves, the MTI team members were very interested in learning about the few that were there, and how they could improve them.

These tours are a great opportunity to help connect the dots between what happens in the day-to-day work of someone who never sees the whole picture of the equipment they have a hand in making. Understanding the bigger picture is important to employee morale, quality of work, and employee pride.

Kudos to MTI for being active in creating opportunities for their team to expand their knowledge of their work.

During the tours, several MTI staff members questioned ESI about moving from shop work to a different career within the IFMC. This is a great time to remind everyone of the internal job board on ESI's website as one of the goals of that website is to assist in connecting current team members with career growth opportunities.



They loop through the route four times a day. The courier picks up mail, timecards, and small packages typically under 40 pounds, and sometimes goes and skids if they fit in the truck. Their day ends between 2:00 and 3:00 p.m.

Truck Driver

To gain a better understanding of a truck driver's day, ESI met up with Cody Saddler. A truck driver's day starts at 5:00 a.m., with the truck drivers meeting in a central location (US23 North) to organize deliveries for the day. They leave Alpena by 7:00 a.m., each one heading out on a different route to other Northeast Michigan locations (Gaylord, Lewiston, Atlanta, Posen, Ossineke, Lachine, Alpena). Their daily trip involves stopping at several shops to pick up/drop off materials and equipment. The drivers load their own trucks, regularly using forklifts and sometimes cranes. The drivers have a CDL-A license, and drive a Conestoga, curtain-side or step-deck truck. Days typically end between 3:00 and 6:00 p.m. and sometimes stops outside of their usual route are required.

Magnum Roller Corp...or Magnum Roller, LLC?

The end of most years for the IFMC usually comes with a flurry of activities. In addition to things like financial reports and inventory, 2021 saw the creation of several new businesses that joined the ESI client list. In many cases, what looked to be just names changes, Magnum Roller Corp. to Magnum Roller, LLC, for example, were actually creation of entirely new businesses. Why?

The short answer is to chase opportunities to benefit stakeholders. (Stakeholders being customers, employees, owners, vendors, and community - which includes government). The variety of opportunities included things like operational effectiveness, financial, risk management, and tax planning.

One example of one of those opportunities is something called Opportunity Zones. An Opportunity Zone is an economic development tool, created by government, that allows for investment in distressed areas. (learn even more here: [Opportunity Zones | Internal Revenue Service \(irs.gov\)](#)).

With government being one of the many stakeholders for the IFMC, engaging in the Opportunity Zones is one way of cooperating with that particular stakeholder, as well as continue to provide value to the other stakeholders. In order to participate in the Opportunity Zones, many requirements must be met. Creating new businesses allowed those IFMC members to meet the requirements and engage in Opportunity Zones.

Another example is the target size of each organization, which means creating teams of around seven people, a number that has proven to be most efficient and effective as a team. Within the IFMC, smaller teams means more teams, which allows for more team members to develop into leadership roles. Smaller teams are also more agile and adaptable, which benefits customers and employees, while at the same time lowering risks.

These changes are resulting in success thus far in 2022, which means happier stakeholders - from customers and employees to owners, vendors and the community.

Leadership Brags

The following brags were submitted to ESI for publication.

After a long career with ESI clients, Jerry Grabow has retired and will certainly be missed. The celebration (organized with the help of Jerry's long-time co-worker, Sue Richard) held at Metal Tech Industrial, LLC (MTI) saw many people gather to wish Jerry well - he certainly had a positive impact on many during his time within the IFMC. As shared in the comments made at the event, "Jerry may have a tough-guy act, but we all know he has a heart of gold. His work ethic and knowledge will be missed and the value he poured into the IFMC is priceless." MTI, and all ESI clients wish Jerry the best in retirement.



Congratulations to Gary Konieczny who has retired after more than 11 years with Coating Concepts, Inc. (CCI) and the IFMC. Gary's service, dedication, passion, accomplishments and leadership to the IFMC and CCI, in particular, are exemplary and he will be missed by many. Gary started his career working for Alpena Wholesale Grocer Company in the 10th grade, and then worked at Baker Enterprise and Besser Company, ending his time there after more than 30 years. In 2011 he made a career move to join the IFMC (Yukon Mfg. Corp. and CCI). Shortly after, he settled in to manage the powder coat operation at CCI. Gary has done a tremendous job growing CCI, improving throughput, increasing efficiencies and building a great team



during his tenure. Best wishes for an incredible retirement, Gary, and thank you for more than 11 years of leadership!

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

ESI Awarded Alpena High School Welding Students Gift Certificates to Airgas

Annually, Career and Technical Education (CTE) teachers at Alpena High School choose



students to recognize with awards. Traditionally, ESI recognizes the welding students who were given awards by their teacher, with gift certificates to Airgas in Alpena. The reason? ESI wants to support the welders in their careers with the hope that perhaps they will join the team of an ESI client one day.

Congratulations to this year's students, Colyn Hansen and Michael Hart, pictured above with their teacher Ron Cadarette (middle).

Local High School Students Tour Atlanta Facility

Students from the seventh grade career class at Atlanta Community Schools recently toured Triad Industrial Corp. and Husky Products, LLC, in Atlanta, MI.

Exposing students to careers in manufacturing is important to the future of the industry. In addition to learning in-person about the variety of careers available to students, they gain value from learning the pathway it takes to get to their careers of choice, and what careers are available right where they live.

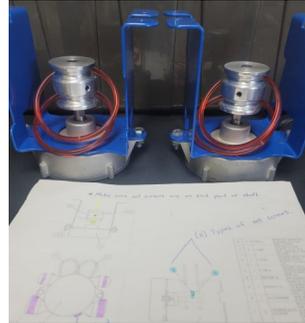
ESI and clients are happy to assist with those efforts. The students were very attentive and got to see first-hand what it is like to work in the industry of manufacturing material handling equipment.



ESI Attended Career Exploration Event in Onaway, MI

Hosted by Northeast Michigan Works!, My Career Quest ([A Unique Career Exploration Experience | Mi-CareerQuest](#)) is an opportunity for students to explore different professions in a hands-on environment.

ESI team members attended, prepared with a video loop of equipment ESI clients build, and two different



types of assemblies that students could try their hand at building.

Thank you to NorthAm Mfg., Inc. and Reacher

Mfg. Corp. for preparing and offering the equipment for students to explore.

Upcoming Leadership Training

Mark your calendar for June 7, 2022. Lou Rabaut will be back for additional leadership training. He will be presenting on topics different from his most recent trainings including interviewing dos/don'ts, competency based interviewing, harassment, and discrimination.

Two identical sessions will be offered to accommodate schedules. One from 7 a.m. to 11 a.m. and the other from 1 p.m. to 5 p.m.

The training events will be held at the APlex in Alpena.

Cost is \$60 per person.

Register by contacting Becca Aikens at

Becca.aikens@kabu.net

Or

989.340.6244

A flyer has been distributed soon with additional details on the content. If you'd like a copy of the flyer or if you have questions, please contact Becca.



Your Health Matters

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



Contact ESI

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Stress Management Tips

Life can get challenging sometimes, and it's normal to feel anxiety, grief and worry in reaction to difficult or stressful situations. Therefore, it's important to develop coping strategies.

Here are **3 things you should know about stress** and how it effects your daily life.



1. Stress affects everyone.

Everyone experiences stress from time to time. A stressor may be a one-time occurrence or can happen repeatedly over time. Some people may cope with stress more effectively and recover from the event more quickly than others.



2. Not all stress is bad.

Good stress is the type of stress we feel when we are excited. Our pulse quickens but there is no threat or fear. We feel this type of stress when we ride a roller coaster, try a new adventure, or start a new job.



3. There are healthy ways to cope with stress.

- **Unplug.** Take breaks from work, social media and your daily tasks to let your mind rest.
- **Fuel your body.** Eat healthfully, exercise and get plenty of sleep.
- **Take a breather.** Make time to unwind and do activities you enjoy. Try meditation or breathing exercises.
- **Reach out.** Talk and connect with others who can relate or listen to your feelings.
- **Seek professional help if you need it.** Despite your best efforts, you may find yourself feeling persistently sad or anxious, unable to sleep, irritable, and unable to face routine chores. If these feelings persist, talk to your doctor or a mental health professional.

Source:
[https://www.verywellmind.com/healthy-ways-to-cope-with-stress-2786161](#)

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