

Equipped Live May/June/July: MISSION VISION VALUES

A three-part series of Equipped Live was completed recently on the topic of the IFMC's Mission, Vision and Values.

Did you know you can view all previous Equipped Live events on ESI's YouTube Channel? Just search for, "Employment Services, Inc." on YouTube and choose the correct option (you will see ESI's logo).

A copy of the Mission, Vision and Values of the IFMC was distributed with each email announcement of the previous three Equipped Live events, but if you would like an emailed copy, please email jackie.krawczak@kabu.net.



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A Day in the Life...Supply Chain Operations

Employment Services, Inc., caught up with Felicity Zbytowski, Joel Nowak, (both of Omni Metalcraft Corp.) and Scott Spomer, (pictured, of Magnum Roller Corp.), all in Supply Chain Operations, to learn more about the career of Supply Chain Operations for ESI Clients. The three of them have a combined total of nearly 55 years in the supply chain field with ESI clients.

All three agree that a career in Supply Chain Operations is for someone who can keep up in a fast-paced environment with many things happening at one time. On any given day they might deal with tracking down parts, scheduling orders, addressing discrepancies between a bill of materials and a drawing, assisting sales teams with quotes, dealing with freight/shipping issues, working in inventory, or any number of other responsibilities.

On most days they need to address needs impacting the manufacturing process first, so they can keep production from slowing to a stop. Then they move into the other areas, often dealing with unexpected tasks that arise throughout the day.

Their roles frequently require creativity. If a usual vendor does not have a part, they then have to look elsewhere. Sometimes even resorting to places like eBay to order necessary parts. This out-of-the-box creativity has always been part of their roles, but the need for it has increased in the last few years with the current, challenging, state of supply chains across the globe.

"This career can be overwhelming to a newcomer," shared Joel, "but if someone has a strong desire to learn and can learn quickly, can build relationships and trust, has excellent communication skills, and is organized, then this career could be a great fit!" Also helpful to success in a Supply Chain role is manufacturing knowledge or even experience with one or more ESI clients.



Ren-Tech Industrial Corp.: The Numbers

Ren-Tech Industrial Corp. (RTI) stays very busy! Take a look at the following numbers that show just how much work they accomplish.

500 - a conservative number of calls they receive annually to help repair equipment in shops (emergency repairs that keep shops up and running)

2,000 - labor hours per summer to mow lawns

10 - hours of labor spent PER INCH of snow received, to clear snow

83 - the number of overhead commercial doors they maintain/repair

25 - the number of industrial air compressors they maintain/repair

80 - the number of forklifts they maintain/repair

26 - the number of facilities in Northeast Lower Michigan for which they are responsible for repairs and maintenance

That is a lot of work accomplished by a team of less than 15 people!

A New IFMC Facility in Hastings, MI

216,000 more square footage has been added to ESI Client manufacturing floor space.

Hastings, MI is the location of the newest space addition. Of the 216,000 square footage available, 180,000 will be utilized by ESI clients while the remainder is being leased by the previous owner of the building. The previous-owner and now-tenant of the building is in the industry of manufacturing parts for stamping presses (BCN Technical Services, Inc.).



The building comes with the unique features of a 40 foot ceiling height, a 16 foot pit, and crane ability to lift up to 100 ton in one lift, which may not be utilized immediately but adds a unique capability to the IFMC. The facility also has a large wet spray paint booth and wash bay that has already been utilized for some work for Omni Metalcraft Corp.

Employees of the new business Altus, Mfg., LLC (AML), are working in the facility on projects similar to what Uni-Craft Corp. does in Alpena, MI (weld, paint, assembly). The first few employees were initially employed by Metallon Industrial, LLC (MIL) until AML was formed.

Future plans for the facility include incorporating additional businesses to create another IFMC village, similar to what happened in the Standish and Evert facilities.

Hastings is the only city in Barry County, Michigan, and is located approximately 40 miles south east of Grand Rapids, and 40 miles south west of Lansing. Hastings is a small, rural community with a population of 7,500 residents.

Michigan Works! West Central Career Fair

Team members for Employment Services, Inc. (ESI) spent a day in Reed City, MI at a career fair hosted by Michigan Works! West Central. The event was held outdoors and saw several applicants looking for a new career or to re-enter the workforce. ESI is committed to doing what it takes to find suitable applicants for their clients - a tall order to fill these days!



Recruiting Questions, Answered

ESI knows it is difficult to find good people. ESI team members are equally as frustrated (or perhaps even more as the team makes hundreds of phone calls that never get returned) as you!

The question has been asked more than once about the different marketing methods utilized to attract applicants. Keep reading to learn more about the various avenues available, researched, and utilized.

When it comes to job search sites like ZipRecruiter, Indeed, and CareerBuilder, the ESI recruiting team finds that they all bring in the same applicants with Indeed consistently bringing in the highest number of applicants. Indeed is also the most user-friendly when it comes to the structure of ESI doing the recruiting work for many different clients.

Regarding social media, Facebook sees the highest number of views and/or interactions for a boosted (paid) posting of an open job but it is difficult to measure the direct value as applicants do not apply directly through the site like they would on a job search site. LinkedIn seems to work only when someone posts about openings to their personal network. Paid LinkedIn job postings have not delivered results.

Other sites that are free but not incredibly effective include Handshake (many colleges and universities use this for their students and alumni) and Pure Michigan Talent Connect (the State of Michigan's talent site).

ESI periodically tests different methods to make sure they are still using the top-producing options for ESI clients, and are always willing to try something new.

Leadership Brags

The following brag was submitted to ESI for publication.

Jon Cox of Reacher Mfg. Corp. (RMC) would like to recognize Keli Werda for the tremendous value she is adding for RMC after moving into an Operations role, in addition to her Supply Chain roles with ConveyX Corp. and RMC. Congratulations, and thank you, Keli, for your passion and dedication!

Ron Siegel would like to give a shout-out to Brian Pleiness for the value he adds every day to the IFMC. Ron says Brian has years of valuable experience, is in early every day, has a great attitude, and is well-liked. Thank you, Brian, for being a positive force in the IFMC.

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

Little Known Facts About Steel

ESI Clients use a whole lot of steel to build equipment but how much do you really know about steel? Keep reading for some intriguing steel facts.

The iron and steel industry in America accounts for more than \$520 billion in economic output annually.

American workers in this industry collectively earn more than \$130 billion in wages and benefits, annually.

The industry generates more than \$56 billion in wages and revenue for those supporting the industry.

80 million tons of steel are recycled in North America every year.

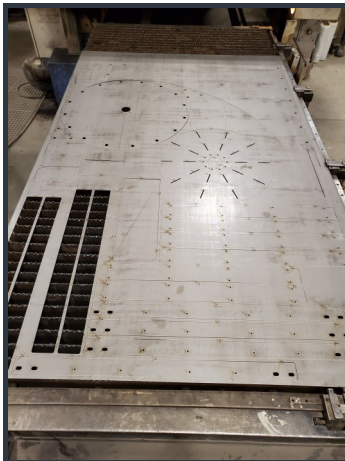
Approximately 25% of a computer is made of steel.

51% of steel produced is used in building and infrastructure.

There are more than 3,500 grades of steel.

Steel is 2.5 times more dense than aluminum.

(data is from the American Iron and Steel Institute and chooseamericanmetal.com)



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Your Health Matters

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



Skin Cancer: Reduce Your Risk & Increase Detection



More people are diagnosed with skin cancer each year in the U.S. than all other cancers combined. Unfortunately, 20% of us will develop skin cancer by the age of 70, but, **when it's discovered early, there is a 5-year survival rate of 99%.**

Nearly all skin cancers are associated with exposure to radiation from the sun. It only takes one blistering sunburn in childhood to double a person's chances.



Sunscreen is the best way to protect yourself from exposure to UV rays, the main cause of skin cancer.

Types of Skin Cancer

- **Basal cell cancer:** Most common, with 3.6 million cases diagnosed in the U.S. each year.
- **Squamous cell cancer:** Second most common, with 1.5 million cases diagnosed in the U.S. annually, causing more than 15,000 deaths.
- **Melanoma:** Most rare but most dangerous, estimated to cause 7,130 deaths this year (64% men, 36% women). In the past decade, the number of new invasive cases diagnosed annually increased by 44%.

Ways to Reduce Your Risk

- See a dermatologist at least once a year for your preventive skin exam.
- Check moles and growths frequently. Look for the "ABCDEs": Asymmetrical, irregular Borders, different/unusual Colors, Diameter (>6mm), Evolving (change in shape, size, or color).
- Avoid tanning booths — more people develop skin cancer because of indoor tanning than develop lung cancer from smoking.
- Avoid direct sunlight between 10 a.m. and 4 p.m., and wear a hat, sunglasses, and protective clothing.
- Protect exposed skin by using a broad-spectrum, water-resistant sunscreen with at least SPF 30, and reapply every two hours.

Pick a Safe Sunscreen

- ✓ Sunscreens that contain zinc oxide or titanium dioxide are recognized by the FDA as safe and effective for protecting against sun exposure.
- ✗ Sunscreens that contain oxybenzone are no longer recommended by the American Academy of Pediatrics for use on children due to possible negative side effects.

Source:
American Academy of Dermatology
https://www.aad.org/skin-cancer/skin-cancer-prevention/sun-protection
and
https://www.aad.org/skin-cancer/skin-cancer-prevention/sun-protection

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