

## We Don't Know What We Don't Know

The title of this article sounds silly but it's true - and it is why ESI needs your help.

ESI team members are responsible for drafting this publication and for keeping the social media pages for ESI up-to-date with interesting and helpful information.

The information is not about ESI, but is about ESI clients.

ESI captures as much information and as many photos as possible, but your input is priceless when it comes to content for these areas.

Don't hesitate to send us photos and content ideas. Or let us know when to be somewhere to snap photos.

Simply reach out to [jackie.krawczak@kabu.net](mailto:jackie.krawczak@kabu.net) or 989.358.6175.



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## A Day on the Job With an Estimator

An estimator, what is that? You may never have heard of an estimator position in manufacturing before, or maybe you heard of it but never thought about what it entails.

Employment Services, Inc. met up with Jim Schultz who has been an Estimator with Omni MetalCraft Corp. for approximately 15 years (prior to that he was in engineering) to try and shed some light on the role of an estimator.

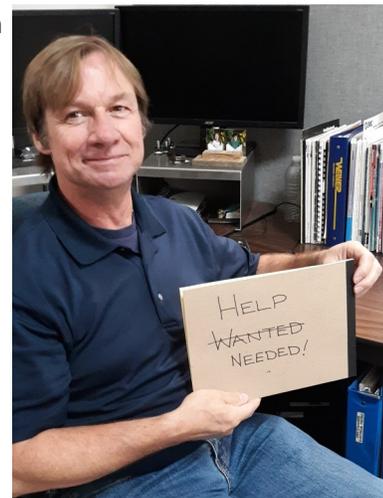
To sum it up simply, an estimator works to provide a minimum sell price for a part or a piece of equipment to team members. Supplying the right solution at the right price.

Daily, estimators work with sales teams, project managers, and engineers. They help determine if the application of the equipment being requested by a customer is appropriate, and help establish the proper equipment if necessary. Then help with pricing and descriptions for a quote.

In order to do this job effectively, in addition to working with their own team members, estimators also spend a considerable amount of time communicating with various vendors. This work is different from the work of someone in a supply chain career because estimators tend to get more into the details of the design of the equipment while supply chain team members focus on the availability of parts and pieces needed to build the design.

Essential for success in this role is excellent communication skills and great relationship building skills. Someone with a background in engineering or mechanics (working on vehicles or agricultural equipment, or work in manufacturing) will likely find it easier to get up-to-speed in a role of estimator. Jim also shared the importance of asking questions of the people around you because it is likely someone has been down a similar road before and can help with the problems you are trying to solve.

Jim said the work is great because of the variety it delivers, and owes his success in this role to the years of experience of the people with whom he works.



## Equipped Live Recap: Succession Planning for the IFMC

The August Equipped Live event was on the topic of IFMC succession planning. Looking 10+ years out, the bottom line is that there is a lot of opportunity for IFMC team members to grow into leadership roles that will be available.

Because of technical glitches at the August event, and questions posed after the August event, a part two of the succession planning topic will be held at the September 19, 2022 Equipped Live event.

An email announcement and calendar reminder has already been emailed.

Included in that email was a request for any questions on the topic of IFMC succession planning .

Questions on the topic can be submitted to [jackie.krawczak@kabu.net](mailto:jackie.krawczak@kabu.net) or 989.358.6175 before September 14, 2022.

## A New Employee Orientation Opportunity

According to Tinypulse.com, “Disorganization from the beginning of an employee’s experience can only impact their work negatively — think: poor communication, how they perceive company culture, and time lost, to name a few.”

Another study by Dr. Jac Fitzenz contained in his book titled, “The ROI of Human Capital,” established a distinct link between staff onboarding and employee retention.

In an effort to better serve their clients and improve the orientation of new employees, Employment Services, Inc., will begin a new orientation option for new employees.

The hour-long program will include the presentation of information on: defining the IFMC, relationships between the different ESI clients, defining business service units, success and opportunities for employees of ESI clients, and more.

Orientations will be held on the third Tuesday of every month. There will be one offered at 8:00 a.m. and another at 3:00 p.m. Each orientation will be one hour plus time for questions, lasting no longer than 90 minutes total.

These events will be free for ESI clients to send new employees (less than three months on-the-job) and there will be a small fee of \$40 for employees who have been employed with an ESI client for more than three months.

Space is limited for these sessions and registration is required.

The first orientations will be held on September 20, 2022, one at 8:00 a.m. and the second at 3:00 p.m. These will be held at the 111 downstairs conference room.

Subsequent orientation events will be the third Tuesday of every month, one at 8:00 a.m., and one at 3:00 p.m.

Leaders can register their team members by contacting Becca Aikens at [becca.aikens@kabu.net](mailto:becca.aikens@kabu.net) or 989.340.6244.

## ESI Attends Another Recruiting Event

ESI team members Erin and Becca (pictured) recently enjoyed a beautiful day in Hillman, MI at a community event that included a recruiting component.

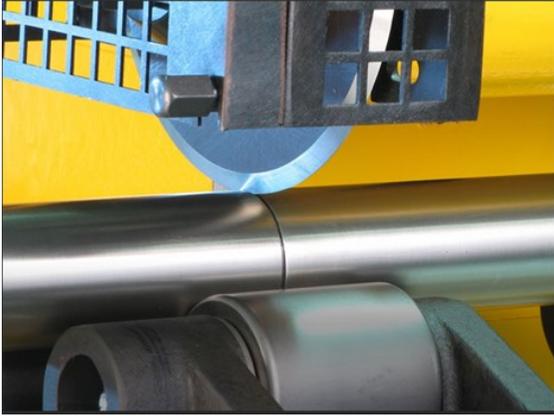
Fall is heavy with recruiting events around the state and ESI team members plan to attend many of them.



## Purchase of New Equipment Helps Achieve Roller Goals

Increase roller capacity, create redundancy, address space issues, and upgrade machines are all goals the new machines in Standish and at Via-Tech Corp. were purchased to help achieve. Rollers are a common and integral part of the equipment that ESI clients design, engineer and build.

Two new Tube Cutoff machines were purchased and installed one each at the Standish and Lachine facilities. The machines are used to cut tube to length and are newer versions of machines that already exist at Triad Industrial Corp. and Gran-Tech Mfg., LLC.



Although the four Tube Cutoff machines will not run at full capacity all the time, they will add value by helping with the need for redundancy (if one machine goes down, there are others that can be utilized), space issues (the space in which the current machines exist cannot hold enough stock material to run the machines at capacity), and productivity (the new machines can get through material in half the time as some of the previous machines/methods). The investment in

this equipment will help to maintain short order cycle times and allow for growth at the same time.

Continued investment in equipment is important to the successful future of ESI clients and the addition of these new machines is sure to add long-term value.

## Leadership Brags **The following brags were submitted to ESI for publication.**

Travis Johnson would like to recognize newer office hire at Rapid-Pro Mfg. Inc., in Britt, Iowa, Crystal Marciniak. Crystal has been incredibly quick to learn the job, adding value immediately after her first day. She even learned much of the office job for Hawkeye Products Corp. so the office person there could take a vacation! Crystal is a great addition to the RPM team and a true team player!

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Tim Dowd and Rob Frantz both submitted a brag about Gerry Zigman and Duram Mfg., LLC in Evart, MI. Gerry wanted to build a more cohesive team so he (with the help of his wife) found an activity the crew could do during lunch. The activity involved using supplied household items to build something. The activity went over well, the team had fun engaging in it, and it allowed the leaders to more clearly see some teamwork dynamics. DML plans to do a different team activity each month. Great work, Gerry and team!

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

## Alphabet Soup

You are likely aware that ESI clients have corresponding three-letter acronyms, but how many full business names can you identify?

ASL	ITS	QIC
API	JKL	RED
ASI	KTM	RPM
AMI	LCI	RMC
ATL	LMC	RTI
ARC	LPC	R4U
BMG	MRL	STC
CCI	MIL	SIL
CSI	MTI	SMI
CXC	MWA	SPI
CXL	MWI	SIC
CML	MWM	SCI
DVC	NTI	SMC
DML	NMI	TSC
DSL	NAC	TIC
EVI	NSI	TIL
GCL	NTC	UCC
GTM	NTM	UCM
HPC	NZL	VSL
HTC	OMC	VIL
HPI	PSW	VTC
I2P	PMI	WMI
IAT	PMF	YMC
III	PMC	
ITG	PCL	
ITK	PCC	
	QTM	

