

Lake Superior State University Career Fair

Fall is Career Fair Season for many colleges and universities. ESI team members recently joined Omni Metalcraft Corp. team members at the Lake Superior State University career fair.

Representatives came back with a folder full of resumes from students interested in internships and full-time careers.

ESI team members will sort through the resumes and send them on as appropriate.

ESI team members will also have attended a career fair at Ferris State University by the time you receive this publication



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More Effective Problem Solving

Can you teach people to problem solve more effectively? And if that can be taught successfully, what could that lead to for the IFMC?

Jon Cox, Keli Werda, and Jeff Giordano are leading an effort to explore and test those exact questions, with the thesis that you can teach people to problem-solve more effectively and if you do, it will create greater value for the businesses of the IFMC.



A team of eight people, a mix of Reacher Mfg. Corp. (RMC) and Metal Tech Industrial Corp. (MTI) employees are currently engaged in a workshop, taught by Consultant Pat Miller, to learn strategic, and deliberate problem-solving techniques ideal for the manufacturing environment. The workshop takes place over the course of several weeks, with the team meeting multiple times each week. In addition to learning the problem-solving principles and how to apply them, the team also

worked to identify, and apply what they are learning, to real problems that exist in the RMC and MTI environments.

The goal is to teach these eight people about the process, turning them into subject matter experts, and then have them teach others. As more people become knowledgeable and competent in this type of problem-solving, there will be more people able to step into leadership roles across the IFMC, and as more problems are identified and solved, lead times will continue to decrease, which will create more success for the IFMC members.

This is part of a bigger initiative RMC is leading the way in – teaching people the competencies needed to succeed in the IFMC. If hiring new people who already have the required competencies is a challenge, then perhaps building those entry-level competencies after the person is hired is a fitting solution. From using basic hand tools and welding to safety and problem solving, RMC is working to equip team members with the competencies needed to fill competency gaps across the IFMC.

This is a long-term effort so look for updates in future Equipped publications.

Upcoming Events

Want to learn more about the IFMC? Interested in the bigger picture of what you are part of? Want to know what other ESI clients are up to? In addition to reading the Equipped Newsletter, you can participate in the following events.

Equipped Live

November 28, 2022

Time: 6:00 p.m.

Location: Microsoft Teams; an email invite will be sent in advance of the event and a reminder the day of

New Employee Orientation

November 29, 2022

Session 1: 8 - 9:30 am

Session 2: 3 - 4:30 pm

Location: Conference room, downstairs 111

Cost: free for new hires (three months and newer); \$40 for others

Space is limited, registration is required by contacting Becca Aikens (becca.aikens@kabu.net; 989.340.6244)

The Battery Initiative

In the summer of 2022, an idea was presented from within the IFMC to further explore a wide variety of opportunities in the electric vehicle (EV) battery market, taking the IFMC's current level of involvement in the industry to the next level. The IFMC is already involved in the EV battery market in ways like testing new compositions of matter in the manufacturing of batteries themselves, recycling existing batteries, and providing material handling solutions.

Since then, a group of team members from the IFMC have gone down the path of developing a plan to further engage with the EV battery industry.

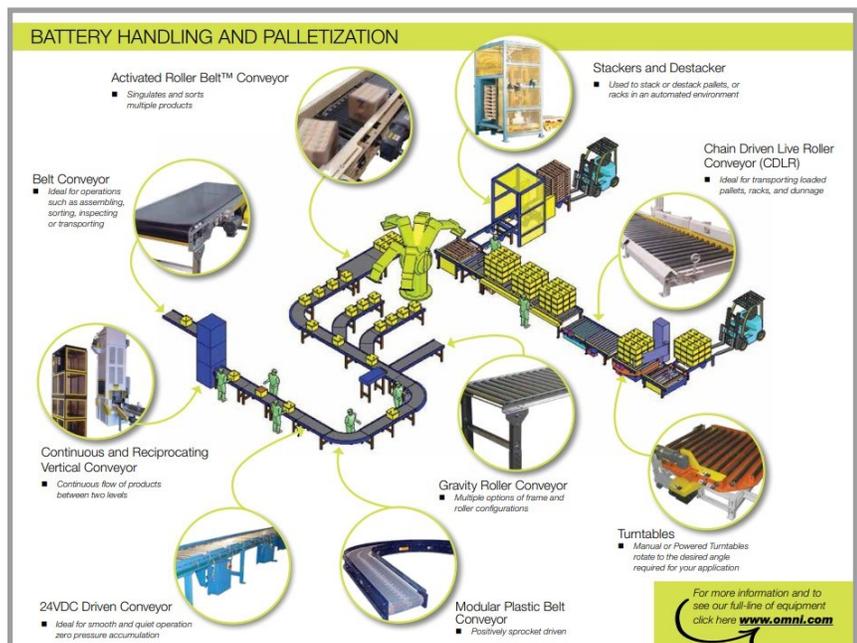
The EV battery market is already a large industry but is expected to gain momentum and grow significantly. Based on an Executive Order signed by the President, projections are that by 2030 40% - 50% of vehicles on the road will be electric.

To get into an unfamiliar industry takes a tremendous amount of legwork and teamwork. Folks like Mike Smith and Paul Kraft, along with Dan Schultz, Doug Roznowski, Jim Klarich, Shaun Lozen, Jeff Beaudoin, and Wayne Morgan, have dug deep over the last several months, doing research, attending EV battery shows, and seeking answers to their many questions.

Without extensive sales efforts or marketing yet, the interest in EV battery materials and equipment is already steadily increasing, with requests for quotes coming in from across the United States, and concentrations of interest from places like Michigan, and numerous southern and western states. Some of the equipment being requested is very similar to the legacy product offering used in the automotive industry, along with some specialized build-to-order equipment that is required.

Even though there are many unknowns in this industry, getting more involved at this stage is a wise move. Learning along the way as the industry progresses is a great way to learn. It also leads to everyone involved (customers, vendors, suppliers, etc.) helping each other expand their knowledge. There are also various articles and resources that are shared from many others within the IFMC, which helps the team keep up with the growing market.

This market is one more promising area of focus for members of the IFMC.



Ameri-Shred Wants Your Junk Electronics

Ameri-Shred Corp. is seeking to collect a large number of data-bearing devices and E-scrap to prepare for new shredding videos.

ASC can offer free shredding and recycling of these devices to any IFMC employee.

Devices being collected include:

- Cell Phones
- Hard Drives
- Keyboards
- Mice
- Modems
- Routers
- Cable Boxes
- VHS and DVD Players
- Small Radios
- Solid State Drives
- USBs
- Backup Tapes
- CDs and DVDs
- Video Tapes
- Floppy Discs
- Laptops
- Tablets



*Items must be the size of a personal computer or smaller

*No televisions, computer monitors, CRTs, vacuums, or household appliances

ASC has a secure bin set up at building 3490 US 23 North in the engineering area to keep the donated devices secure until shredding. The shredded particles will be sold or given to MI Confidential Document Destruction for proper recycling.

The bin is accessible Monday through Thursday from 8:00 a.m. until 8:00 p.m. and Friday from 8:00 a.m. until 5:00 p.m. This is an on-going effort with no deadline.

This process is secure and confidential.

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

Travis Johnson shared this brag about the glue that holds the Britt, Iowa operations together, Leslie Monson. Leslie has been with the IFMC in Britt for more than 30 years. She spends her time doing work for Smidley Mfg. Inc., Rapid-Pro Mfg. Inc., and Hawkeye Products Corp. and always has all the l's dotted and T's crossed. The Iowa teams cannot thank her enough!

Also of note, Smidley Mfg. Inc. is celebrating 100 years of business this year!

Leaders may submit information for future editions (new hires, promotions, retirements, completed trainings, etc.)

Alpena Community College Students Tour Shops

Students from David Cummins' Manufacturing Class recently toured several ESI clients - learning about the entire process of selling, designing and building equipment. Thank you to the team members who stepped up to represent their employer and share information with the students.



Reacher Mfg. Corp. Representatives Tour AHS CTE Classrooms

Jon Cox, Keli Werda, and Jeff Giordano, all representing Reacher Mfg. Corp., recently toured Alpena High School Career and Technical Education Classrooms in welding and mechatronics to better understand training opportunities that exist. Thank you to Jason Loyer and Ron Cadarette for the tours.





Your Health Matters

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



Musculoskeletal Disorders: What You Need to Know

Musculoskeletal disorders range from conditions that arise suddenly and are short-lived, such as fractures, sprains and strains, to lifelong conditions associated with ongoing physical limitations and disability. They are typically characterized by pain (often persistent) and limitations in mobility, dexterity, and overall level of functioning, reducing people's ability to work or quality of life.

Musculoskeletal disorders can affect joints, bones, muscles, the spine, and multiple areas of the body simultaneously.

Causes of Musculoskeletal Pain		Common Symptoms of Musculoskeletal Pain	
<ul style="list-style-type: none"> ▪ Bone fractures ▪ Joint dislocation ▪ Direct blows to muscles, bones, or joints ▪ Overuse injuries 	<ul style="list-style-type: none"> ▪ Poor posture ▪ Sprains ▪ Lack of exercise and movement 	<ul style="list-style-type: none"> ▪ Aching and stiffness ▪ Burning sensations in the muscles ▪ Fatigue and feeling sluggish 	<ul style="list-style-type: none"> ▪ Muscle twitches ▪ Pain that worsens with movement ▪ Sleep disturbances

How Is Musculoskeletal Pain Treated?

Usually, musculoskeletal pain improves with proper treatment. Your treatment plan will depend on the underlying cause of your pain. If pain interferes with your daily activities or how well you can function, speak with a healthcare provider. Seek immediate medical help if you have severe pain from a sudden injury.

Common treatments include acupuncture, chiropractic adjustment, occupational therapy, pain relievers, physical therapy, splints, steroid injections, therapeutic massage, pain management, and surgery.

The National Institute of Arthritis and Musculoskeletal and Skin Diseases offers free resources about bone, joint, muscle, and skin health. Visit www.niams.nih.gov/community-outreach-initiative for more information.

Sources:
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