

Reminder: Ameri-Shred is Seeking Electronics for Shredding

ASC is offering free shredding and recycling of devices to IFMC employees until December 31, 2022.

Eligible devices 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

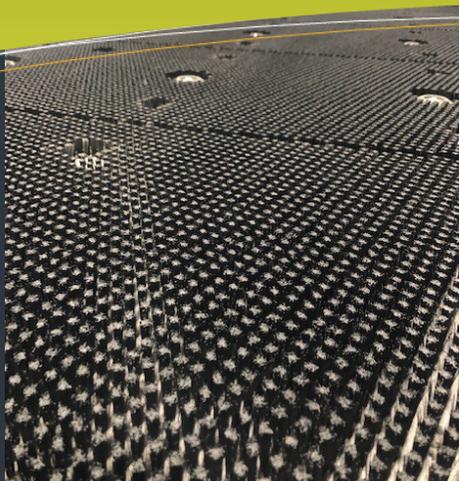
*Items must be no larger than the size of a personal computer

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

A secure bin is at building 3490 US 23 North in the engineering area.

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 process is secure and confidential.



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The Gantt Chart

There are plenty of terms used within the IFMC that not everyone uses regularly. It depends what your role is in the organization. Gantt Chart is one term used within the IFMC that, although not unique to the IFMC, is frequently used by some within the IFMC.

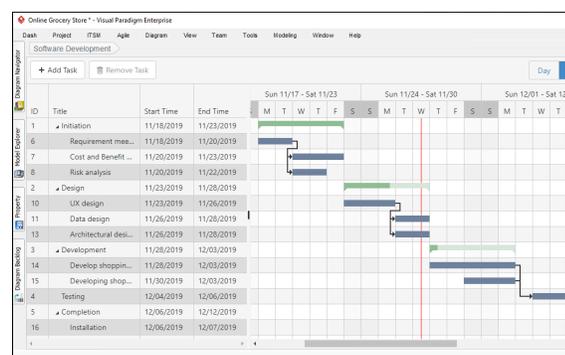
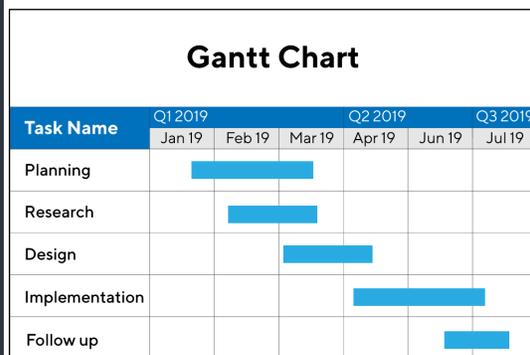
But what is it?

A Gantt Chart is a project management tool that uses a horizontal bar chart to visual a project plan. Gantt Chart usage dates back to the late 19th Century, but wasn't officially called the Gantt Chart until 1910 when Henry Gantt used a chart to show manufacturing schedules and employee performance.

Gantt Charts can be very effective in managing project milestones and deadlines, breaking projects into smaller tasks, visualizing task dependences (interlinking tasks), and monitoring project progress.

The benefits of a Gantt Chart are numerous. Benefits include easier time management for those involved in the project, a strategic view of dependencies, simplifying project planning, increasing project transparency, increasing project accountability, improving resource allocation, increasing flexibility, and creating greater productivity and improved communication with remote teams.

Two examples of Gantt Charts are below, one simple and one more complicated. Could use of a Gantt Chart assist you in project planning?



Upcoming Events

New Employee Orientations

Due to requests from ESI clients, we are re-evaluating the offerings of these events to include a consistent virtual option.

The new schedule will be released soon.

Dates for December events will be the week of December 19, 2022.

All employee orientations require advanced registration. Please contact Becca Aikens at 989.340.6244 or becca.aikens@kabu.net

Equipped Live

December 19, 2022
6:00 p.m. - 6:15 p.m.
Topic: IFMC Highlights of 2022

Open Enrollment

November 21, 2022 through
December 5, 2022
Look to the rest of this page for details!

Open Enrollment and Health Insurance for 2023

It's an annual thing - health insurance considerations. ESI is pleased to report that, for 2023, there are minimal changes to what was offered in 2022.

Effective January 1, 2023, the Priority Health company-sponsored health insurance plan for employees will be subject to a deductible of \$1,500 for an individual and \$3,000 for a family, increased from \$1,400/\$2,800. This modification is required by the IRS so the plan continues to meet the qualifications of a high-deductible plan. With the increased deductible limits established and set for 2023, the HSA contribution provided by your employer for a single benefit plan will increase from \$27 a week to \$28.85 a week.

For those who choose to, "Opt Out" of company-sponsored coverage, they will receive a gross-up in their weekly pay of \$28.85/week, up from \$27/week.

The premium share paid by the employee for dependent coverage will remain as it is today at \$28 each week per dependent.

The Open Enrollment process is currently active and will remain open through December 5, 2022. All employees who are eligible for company-sponsored benefits must participate in this process.

Employees should have received an email to their personal email address on file to log into a portal account with all current health insurance details loaded for ease in reviewing their current dependents.

The portal will also include step-by-step instructions for completing the Open Enrollment process, Benefit Guides for the Priority Health insurance and multiple resources related the health benefit plan.

Did not receive the email, or deleted it before participating? Look to the right, or in common areas of your facility for a poster with information on how to engage in the process and a QR code to access the information.

Questions about this can be directed to Employment Services, Inc. See page four for contact information.

The poster features the ESI Employment Services, Inc. logo on the left and an "OPEN ENROLLMENT" sign graphic on the right. Below the logos is a button that says "Click the links and QR codes below". To the right of this button, the text reads "Employment Services, Inc Annual Open Enrollment Monday 11/21 through Monday 12/5". A green banner contains the instruction: "Go to www.employeenavigator.com/benefits/account/login then follow the instructions below in the green box". At the bottom, there are three sections: a yellow section with a QR code labeled "Benefit Guide", a teal section with text: "To enroll in your benefits, type in your browser the URL above then Register as New User and put in the Company ID employmentserv", and a brown section with a QR code labeled "Brainspark".

Applicant Pool is Increasing; Applicant Fit is Not Following Suit

A consistent increase in outreach efforts has led to the number of applications received continually increasing. Unfortunately the fit of the applicants is not improving ... much.

2020		2021		2022	
Jan	97	Jan	150	Jan	362
Feb	103	Feb	140	Feb	279
Mar	79	Mar	143	Mar	345
Apr	45	Apr	139	Apr	315
May	92	May	162	May	241
Jun	142	Jun	342	Jun	312
Jul	161	Jul	334	Jul	452
Aug	206	Aug	225	Aug	471
Sept	214	Sept	270	Sept	463
Oct	230	Oct	335	Oct	264
Nov	93	Nov	229	Nov	
Dec	134	Dec	240	Dec	
Total	1596	Total	2709	Total	3504

Although ESI does not have hard data to back up reasons why more qualified people are not applying for the open positions, there are a few likely explanations for what ESI is seeing in applicants.

First, those who are fit and competent for the open positions are already working and are not applying for work with the IFMC, or elsewhere. To recruit those people they would have to be attracted to something that is better than what they currently have. Pay, schedule, working conditions, culture, or something else.

Second, some of the increase in applicants is coming from those re-entering the workforce after COVID stimulus dollars, extended unemployment, or other forms of support, have ended. In many cases those are people who have a negative history with the IFMC, have a history of job-hopping, have a negative referral, cannot pass a drug test, or have an extensive criminal history and take no responsibility for what happened. Those items make them unfit for a position within the IFMC.

Stay patient. Stay the course. Keep an open mind. ESI team members will continue to screen every applicant that comes their way. This will not be the hiring climate forever.

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

Wayne Morgan is giving a shout of appreciation to all OM3, OM4, and OM5 team members. He shared that these teams have reached and then exceeded their sales goals for 2022. They have also set new sales records for their teams. Like others, they have been faced with many supply chain interruptions and other delays but the team members do what it takes and put in the extra effort to meet their commitments to their customers. No matter their role on the team, Wayne wants them to know their contribution matters and is part of their recipe for this success.

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

Looking to Further Your Education?

Don't forget about the resources available to you!

If you are considering further education to help you in your career, do not forget that your employer, through ESI, has resources available to you.

Tuition Reimbursement

Employees who meet the criteria are eligible for the following levels of reimbursement:

Level 1: 50% reimbursement for 80% or better attainment in the training

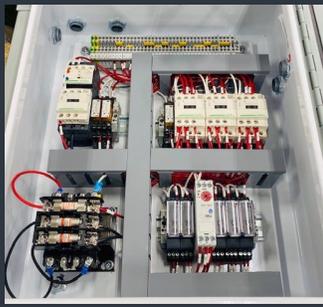
Level 2: 75% reimbursement for 80% or better attainment in the training and a course report

Level 3: 100% reimbursement for 80% or better attainment in the training, regular course reports, and mentorship of other employees*

Northwood University Partnership Agreement

Northwood offers 10% reductions on tuition for undergraduate programs and 15% on graduate programs for employees of ESI clients.*

*for full details of either program, please reach out to an ESI team member



Your Health Matters

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



Resilient people “bounce back” from life’s difficult experiences. Resilience can be learned and strengthened through changes in our behavior, thoughts, and actions. Here are some tips for improving your resilience:

- 1. Embrace change.** Flexibility is an essential part of resilience. By learning how to be more adaptable, you'll be better equipped to respond when faced with adversity. While some people may be crushed by change, resilient individuals are able to adapt and thrive.
- 2. Prioritize relationships.** Connecting with others can remind you that you're not alone amid life's challenges. Resilient people are constantly building and maintaining their social networks, so when difficult times arise, they know they can weather the storm with people they trust.
- 3. Be confident.** Self-esteem plays an important role in recovering from difficult events. Be consistent about reminding yourself of your strengths and accomplishments. Becoming confident in your ability to respond to adversity is a great way to build resilience.
- 4. Be optimistic.** Maintaining a hopeful outlook is an important part of resiliency. Being optimistic means you understand setbacks are transient and you're able to combat the challenges you face.
- 5. Self-discover.** Resilience can be strengthened by comparing how you responded to hardships in the past and how you would respond now. Times of vulnerability, tragedy and struggle often result in growth.
- 6. Set goals.** Crisis situations may sometimes seem insurmountable. Resilient people can view these situations in a realistic way and set reasonable goals to deal with the problem. When you find yourself becoming overwhelmed, take a step back to assess the situation and identify manageable steps toward a solution.
- 7. Seek expert help.** Sometimes, the strategies above may be all you need for becoming more resilient. But life can get overwhelming at times and stall your progress. Reaching out to a licensed mental health professional can offer an unbiased support system to help you identify and navigate personalized coping strategies.

Resilience may take time to build, so do not become discouraged.

Practice the common characteristics of resilient people and remember to build upon your existing strengths.

SOURCES:
<https://www.verywellmind.com/what-is-resilience-2796264>
 ABC: November January 2018

Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. ©2022 USI Insurance Services. All rights reserved.

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