

## Hiring Scams

Over a year ago, ConveyX Corp. began receiving calls (which were sent to ESI team members as hiring inquiries) about remote positions posted on an app called Upwork. It did not take long to figure out that these were a scam. Actions were (and continue to be) taken to remove the postings but it is proving more difficult than initially thought. Since then there has been an increase in these scams and they have moved from just being on Upwork to now being in multiple other places including sources ESI does use, like Indeed.

Urge your contacts who may be interested in working within the IFMC to use caution. ESI does not communicate about positions through apps, will never send anyone money to purchase equipment for a new job, and will always make initial contact with an applicant via phone or email.



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## The Full Scoop on Powder Coating

Powder Coating is a process that has replaced wet spray painting in many applications. ESI caught up with Ryan Ludwiczak of Coating Concepts, Inc. to learn more about powder coating.

Ryan shares that powder coating has many benefits which include: less handling of the material, faster turnaround time, none of the mess/stickiness of wet spray (over-sprayed powder is drawn into filters), no waiting long periods of time for powder to dry, and excellent durability.

He explains that the process begins with hanging metal material on a rail system so it can be maneuvered through the entire process without being handled repeatedly. Any rust that may have formed on the material must be removed. Once rust is removed, the material is then sprayed with iron phosphate, which aids in the powder bond to the steel.

From there, the material passes through a dry-off oven to ensure any moisture is removed, as water and powder do not mix well. The oven is set between 180 and 190 degrees, Fahrenheit. Then, into the powder booth it goes where it is coated with, on average, three to four mils of powder. The steel on the rails has a negative charge and the powder is positively charged as it is released from the powder gun, causing an attraction between the steel and powder.

Once coated, the steel is then moved into cure oven, where it will spend an average of 20 minutes at 425 degrees, with the goal of getting the internal temperature between 340 and 360 degrees, which is the final step in curing the powder. Once the material is removed from the oven and is cool enough to handle, it is ready to be packed and shipped to its next location.

“There are some important things to keep in mind when working with powder coating,” Ryan said. If you touch a product too soon after it comes out of the bake-off oven, it may not only burn your skin, but it can also ruin the finish. Additionally, the thickness of the steel material impacts the amount of time it needs to be in the oven and the powder color impacts how thick the powder needs to be applied to the steel material.

When three shifts are running, Coating Concepts, Inc. can process up to 45,000 pounds of steel in a day depending on the type of steel and with minimal powder color changes. Prior to adding additional powder coating capacity at Garison Coatings, LLC, CCI had sprayed 110,000 lbs of powder in its most productive year. In 2022, to date, over 6,000,000 pounds of steel have been processed, using over 84,000 pounds of powder. The daily average of powder sprayed is around 330 pounds.

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## Upcoming Events

### New Employee Orientations

January 17, 2023

8:00 a.m.

3:00 p.m.

Each presentation is scheduled for 90 minutes, and can be attended live or virtually.

For new employees (on the job four months or less), there is no cost. For employees who have been with the IFMC for more than four months, there is a \$40 fee.

Registration is required. Contact Becca Aikens at [Becca.aikens@kabu.net](mailto:Becca.aikens@kabu.net)

### Equipped Live

These broadcasts are typically the third Monday of the month from 6:00 - 6:15 p.m. Each one has it's own topic and it's own link that is emailed in advance. Dates and topics are subject to change. Details of these broadcasts are shared in Equipped when possible. At this time, the January event details have not been finalized. Look to your email for an announcement of the date and topic.

## The IFMC Offers Opportunities for Many

\*This was originally submitted as both Leadership Brag and a highlight for the December, 2022 Equipped Live but the story deserves to be told in full as shining example of the type of dedicated person who can thrive within the IFMC

Janelle Trepanier has an Associate Degree in Computer-Aided Drafting from Alpena Community College. She was laid off in 2008 from her role as an Assistant Project Manager at a previous employer. She knew an IFMC employee who recommended she apply for a position at Industrial Air Technology Corporation.

Janelle worked on the Engineering Jobs Team (EJT) for about six years, during which time she grew her skills, learned the product line and the manufacturing capabilities of the supply chain. She became known for producing a high-quality product, in a timely fashion, with minimal errors, so, in typical IFMC fashion, as a top producer she was considered for a leadership role which was ultimately offered to her.

Like a lot of new leaders, Janelle had concerns. She was friends with the EJT members on the team, was afraid that she would not know what to do with different situations, and she had doubts of being able to do a good job. In the end, she decided to continue to climb the ladder she was told early on that she would never climb.

Starting in elementary school Janelle had difficulty with short-term memory and comprehension. After testing to determine the specific issues, a plan was developed to address her needs. This testing also found she had strengths in math and pattern recognition. She received help from both the teachers and her parents. Unfortunately, a school administrator told her and her parents that she was unlikely to ever graduate high school, would never attend college, and would never hold down a successful career. He suggested she look for an entry-level job in the fast-food industry.

When Janelle attended Alpena Community College, she had learned enough about herself and what she needed to do to be successful. She did not accept any subsequent resources from the college to help her succeed, inspired to do it on her own because she was told she would never graduate, let alone attend college.

This publication of Janelle's story starts in the middle. Since 2014, Janelle has been the EJT Leader for IATC. At the start, she acted in a leader/producer role, as workload increased, she continued to build the team and took on more project-based tasks like automated manufacturing drawings, faster preliminary drawings and the ability to offer preliminary drawings with every quote if desired, manage product test reports for customer service, and checklist development.

This is not the end or pinnacle of her career as she will accomplish more great things. She is in an ideal position to grow given the opportunities available within the IFMC.



## Additional Support for Robotics Programs

Alpena All Saints Catholic School started a robust Robotics program this year and included all students in all grades. ESI Representative Jackie Krawczak presented some of the students a donation from ESI and said one student excitedly asked, “Are we going to get more robotics stuff?” and then shouted, “Yay!” when the response was YES!



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

Gary Stevens, VP of Customer Experience for Amos Mfg., Inc., Ameri-Shred Corp., and Ameri-Shred Industrial Corp., wishes to thank and recognize Jeff Beaudoin, VP of Operations for Amos Mfg. Inc., Ameri-Shred Corp., and Ameri-Shred Industrial Corp. for his very professional and impressive representation of Ameri-Shred Corp. on “The Shred Coach” podcast. Jeff’s knowledge and experience shined as he discussed the topic of shred plant optimization. The podcast immediately became a valuable promotional tool for the shredder teams. [Shred Plant Optimization with Jeff Beaudoin – The Shred Coach](#)

Keith Hartman of Uni-Craft Corp. and Uni-Craft Mfg. Corp., would like to give a big shout out to the UCC and UCM teams. They successfully grew beyond 35% over 2021 with inter-IFMC order dollars at Uni-Craft Corp. setting a record year! Keith said, “The UCC and UCM teams worked hard throughout 2022 to satisfy their customers as they surpassed their 2021 results.” Way to go, UCC/UCM team members!

Jeff Beaudoin of Ameri-Shred Industrial Corp. (ASI) would like to share that starting in January Ben Jamrog will be stepping into the Operations Manager role at ASI, taking the reins from Todd Konieczny. The entire ASI team would like to thank Todd for a job well done, and they wish Ben great success in his new role!

The shredder team businesses, Amos Mfg. Inc. and Ameri-Shred Corporation, also received a shout out from Jeff Beaudoin on their successful 2022 year. They surpassed their 2022 order goal and had an all-time record sales year! Way to go, AMI and ASC team members!

Wayne Morgan shared an email sent by a customer. Although the email is too long to publish in its entirety, the general sentiment of it can be understood with this outtake, “Thank you for the rapid response, as always! I appreciate greatly OMC support on this compressed schedule around the Holidays. My instincts led me to the right company!” Well done, OMC Integrator 1 Division team members!

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

## Powder Coating Continued from page one...

There are countless color options, but different-colored powders cannot be mixed like wet paint to form new colors. CCI currently has over 200 colors in stock. Some of the most common colors include Omni Blue, Yellow, Orange, Black, and Gray, while less common colors include metallics, pink and purple.

Customers that are not working on equipment for the IFMC can contact Midwest Innovators, Inc. to inquire about powder coating services. Ryan recalls having worked on many different items for area businesses and organizations including a bar and barstools, ice skating aids, part of a lighthouse, hand railing, bike racks, bleachers and more.

Coating Concepts, Inc. in Alpena is not the only business within the IFMC that performs powder coating services. Husky Products, LLC in Atlanta, Garison Coatings, LLC in Ewart, Summit Mfg. Corp. in Gaylord, and Pike Mfg. Corp. in Southern Illinois also offer powder coating services.

Powder coating makes a great career for someone who likes to stay busy and active, who enjoys seeing the results of their work immediately, and who pays close attention to quality.



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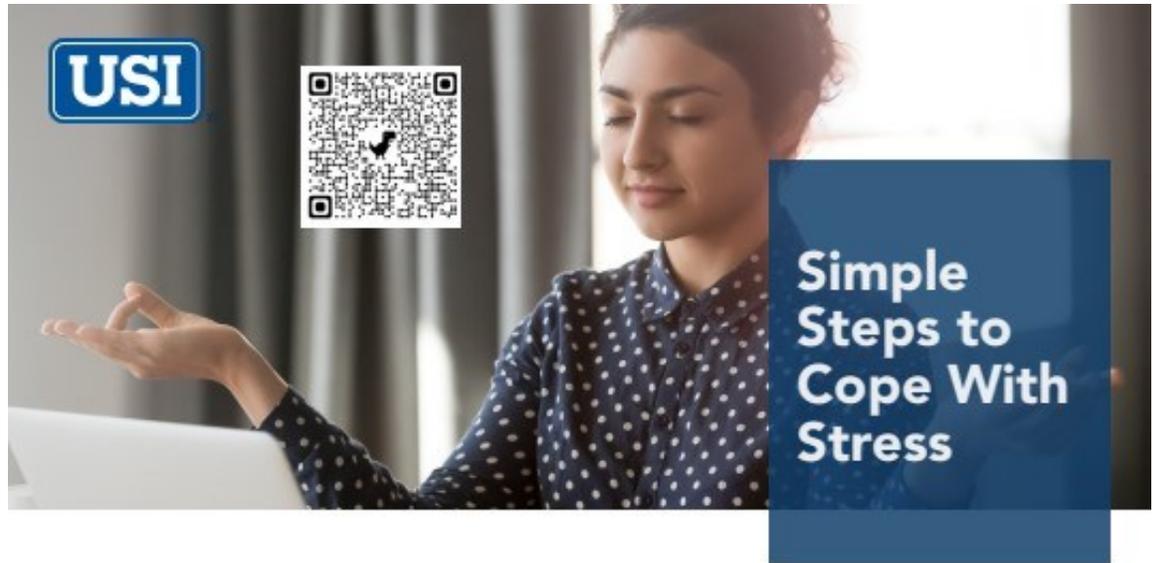
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# Your Health Matters

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



Everyone experiences stress, and many of us have experienced it more frequently and severely since the COVID-19 pandemic. It's important to take care of your family and friends, but it should be balanced with care for yourself.

### Find What Makes You Happy

Daily responsibilities can be overwhelming. Taking time for yourself is important. Identify the self-care you need by asking yourself: What do you enjoy most? What makes you feel accomplished? What helps you relax? Build a self-care routine to address these needs.

### Make Small Goals

Changes take time! Relieve the pressure of perfection by being patient with yourself. Set small, daily or weekly self-care tasks that are attainable and experiment with new ideas until you find the routine that makes you most happy. Small habits can result in big changes!

### Take Breaks From News and Media

It's good to be informed, but hearing about tragedy or misfortune can be upsetting. Limit how often you check the news and try to disconnect from your phone, TV and computer screens.

### Take Care of Your Body

- Meditate, take deep breaths and stretch.
- Try to eat healthy, well-balanced meals.
- Exercise regularly.
- Get plenty of sleep.
- Avoid excessive alcohol, tobacco, and substance use.
- Continue with routine preventive measures (such as physical exams, vaccinations, cancer screenings, etc.) as recommended by your healthcare provider.

### Make Time to Unwind

Be intentional about scheduling activities you enjoy, and saying "no" to the ones you don't (or asking for help with less enjoyable tasks).

### Connect With Others

Talk with people you trust — family, friends, your primary care provider, or a mental health practitioner — about your concerns and how you are feeling.

Sources:  
[https://www.healthyworkplaces.com](#)  
[https://www.healthyworkplaces.com/healthy-workplaces-2021-report](#)  
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