

## Thank You for Your Patience

ESI team members are grateful for your patience regarding the search for employees. It is an incredibly time consuming role to contact applicants, screen them, and send them to an ESI client for consideration. The back and forth phone calls, applicant research, and coordination of details for hundreds of applicants every month takes time.

During times of high application activity it can take a bit longer than usual to connect with applicants and fully screen them. To find the best applicants, this complete process is necessary.

Your patience with the process is noticed, valued and appreciated!



## this issue

More About the New Employee Orientation pg.1

Retirement Planning pg.2

More AEDs pg.3

The Signs of Stroke pg.4

## New Employee Orientation - Why Bother?

In the fourth quarter of 2022, ESI rolled out a program to offer an orientation program for new hires of ESI clients. The program has been offered at least once every month for six months now with positive feedback from those who have attended. Nearly 60 people have attended the event, some new and others having been at the IFMC for many years.

Some comments heard from participants include:

- “This event was so helpful in giving me the big picture.”
- “I learned more about the IFMC at this event than I did my entire six years here.”
- “This should be required for new hires.”

This orientation program was developed as a piece of the effort to increase retention rates. Research shows that an effective and robust on-boarding process leads to a more positive initial experience for new hires, therefore leading to a higher likelihood of that employee remaining part of that team.

The orientation program also helps increase retention rates by helping employees understand the big picture of what they are involved in. Again, research shows that employees are happier when they see the part their work plays in achieving the bigger picture.

The orientation program offers value but it is just one piece of the picture to creating a place where people want to work. Other efforts are in the works and will be shared as they become available.

Want to send new employees (or even current employees) to an orientation program? Details for the March event are below. Additional monthly events will be shared as details become available. Reach out to Becca Aikens with questions or to register.

New orientation event:

March 21, 2023

8:00 - 9:30 a.m. (that leaves plenty of time for questions)

Location: 111 conference room or via Microsoft Teams

Registration: required by contacting Becca Aikens

Cost: Free for attendees who have been with the IFMC for less than four months; \$40 for others

## Building Tours

Since the last edition of Equipped, ESI team members have hosted several more building tours.

They gave a group of current IFMC employees a two-hour tour of eleven different ESI manufacturing clients including Mid-West Mfg., Inc., Specialty Pulleys, Inc., KTM, Inc., Metal-Tech Industrial, LLC, Bay Mfg. Corp., Conveyor Systems, Inc., Wilco Mfg., Inc., Yukon Mfg., LLC, Coating Concepts, Inc., Nova-Tron Mfg. Corp., and Uni-Craft Mfg. Corp.

ESI team members also joined forces with John Dietlin (Sales, Omni Metalcraft Corp.) and Blake Brancheau (Engineer, Omni Metalcraft Corp.) to present a virtual tour to Alpena Community College students in David Cummins' Manufacturing class. In this class, students learn about what manufacturers do and what opportunities exist in manufacturing.

The two virtual tours consisted of an overview of the sales and engineering careers and processes, and video tours of several ESI manufacturing clients.

ESI is available for tours to groups to help spread the word about opportunities within their client base.

## Are You All Set With Your Retirement Plan?

Did you know one of your employer-provided benefits is access to complimentary independent advice from industry leading retirement counselors? Your employer has partnered with CAPTRUST to provide you with independent investment advice to help you make progress toward your retirement saving goals. You're just a phone call away from a personal consultation to discuss your financial goals.

Call the CAPTRUST Advice Desk at 800.967.9948.



Employment Services, Inc. & Northwood University

### Partnership Announcement

*A Business Degree that Provides a Lifetime of Returns*

Employment Services, Inc. (ESI) has partnered with Northwood University to provide tuition reductions to employees/team members of ESI clients to help them reach their educational and professional goals. Employees will receive a **10% tuition discount** on undergraduate programs through the Adult Degree Program and a **15% discount** on a graduate program. Financial aid and scholarships are also available to students who qualify.

**\*\*Discount cannot be combined with other Northwood discounts or scholarships**

#### Associate's and Bachelor's Options for Working Adults:

Northwood offers opportunities to start – or finish – what you may have already started with [flexible options for busy lifestyles](#). Northwood's community college partnership makes transferring easy, and academic advising support throughout Northwood's programs will ensure you have the support and resources you need to succeed:

- [Earn up to 30 credits for your prior work and life experiences](#)
- Transfer up to 92 previously earned credits
- [Choose from more than 15 specialty concentrations](#)
- Utilize Northwood's flexible onsite and online programs to set a schedule that works for you
- [Military – friendly designation for both active and non-active \(including immediate family\)](#)

#### Graduate Degree Options

Equip yourself with leadership essentials to transform into a standout thinker and problem solver with competitive business insight. If you're ready to take your career to the next level, Northwood's DeVos Graduate School of Management offers a variety of graduate programs:

<a href="#">Master of Business Administration (MBA)</a>	100% Online
<a href="#">Master of Science in Business Analytics (MSBA)</a>	100% Online
<a href="#">Master of Science in Finance (MSF)</a>	100% Online
<a href="#">Master of Science in Human Resources (MSHR)</a>	100% Online
<a href="#">Master of Science in Organizational Leadership (MSOL)</a>	100% Online
<a href="#">Doctor of Business Administration (DBA)</a>	100% Online



[Apply Online](#) or learn more by contacting Steve at the information below.

Steve Genschaw

Admissions Representative – Alpena/Gaylord (989) 590-1399

[genschaw@northwood.edu](mailto:genschaw@northwood.edu)



## More Robotics Support From Employment Services Inc.



ESI delivered a donation to the Rogers City High School Robotics Team: Double Negative 7823. (pictured left)

An ESI donation was also made to Alpena High School Robotics Team 5505. (pictured below)



FIRST Robotics Teams are already in full swing building their robots, and by the time you read this some teams will have started competing in week one, which begins March 1, 2023.

The competitions happen over the course of six weeks, before moving into championship competitions in mid to late April, 2023.

This year's game is CHARGED UP. For more information about the game, visit this link:

<https://youtu.be/OzpflsYc4PA>

## Leadership Brags

The following brags were submitted to ESI for publication.

Congratulations to Matt Haske on his recent decision to retire. Matt has been with the IFMC for over 28 years, starting at PCI then moving to Omni and the OM5 team. His dedication and commitment to the team and their customers will be dearly missed. Matt is looking forward to spending more time with his family, especially his grandchildren. Congratulations Matt! (submitted by Larry Kamyszek)

Congratulations are also in order for Dave Ciarkowski, who recently retired from Uni-Craft Mfg. Corp. Dave has been employed at the IFMC since 1990 and has added tremendous value every step of the way. His positive attitude and infectious can-do attitude will be missed. Congratulations Dave! (pictured, right; submitted by Keith Hartman)



Congratulations to Cathy Idalski, who will be retiring March 31<sup>st</sup> from Northwood Solutions, Inc. with over 34 years of service to the IFMC! Cathy has been an integral part of the growth of the IFMC and her contributions will continue to be felt long after her retirement. Her dedication and commitment to excellence are an example for all of us to follow. Best wishes to Cathy for an enjoyable and well deserved retirement! (pictured, left; submitted by Shelly Brink and Regina Franklin).

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

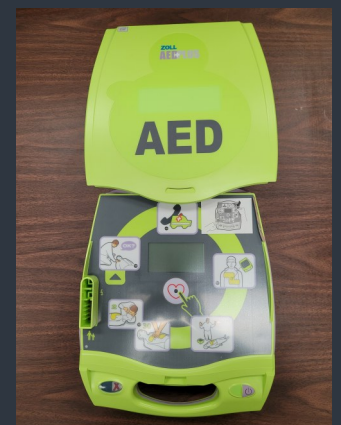
## Six Additional AED's Have Been Acquired!

In April, 2022, we shared with you ESI's goal to have an Automated External Defibrillator (AED) in every building. ESI is one step closer to that goal!

An AED is a device used in the event of a sudden cardiac arrest. The portable device is used to analyze the heart's rhythm, and, if needed, can deliver defibrillation to help the heart re-establish an effective rhythm.

Through participation in safety trainings and quizzes, Leslie Davis from ESI earned enough points to acquire six new AEDs.

These will be distributed to businesses within the IFCM that don't already have an AED, focusing on facilities furthest from emergency health care first. Once these six are distributed, all outlying businesses in the IFMC will have one and within the next year, every facility will have one.





## Contact ESI

### Newsletter:

Jackie Krawczak

989.358.6175

jackie.krawczak@kabu.net

### Benefits:

Leslie Davis

989.358.7181

leslie@kabu.net

### Career Opportunities:

Ashley DeFisher

989.358.6289

Ashley.defisher@kabu.net

### Misc. HR Questions:

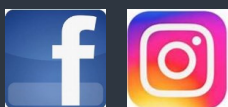
info@358-jobs.com

### Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)

jobs@358-jobs.com

Find ESI on



## Your Health Matters

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



## Know the Signs of Stroke

Did you know that someone in the U.S. dies from a stroke every three and a half minutes, and that stroke is a leading cause of disability? A stroke is when blood flow to the brain is blocked, which can lead to severe brain damage or even death.

### Think **FAST** when stroke signs and symptoms occur:

- Face drooping or numbness on one side is a very common first sign of stroke. Ask the person to smile and if they have difficulty doing so, especially on one side, they may be experiencing a stroke.
- Arm weakness is another common sign of stroke. Ask the person to raise both arms. Do you notice one arm drifting downward?
- Speech difficulty is the next symptom to look for. Is the person's speech slurred?
- Time. If the person is experiencing any of the above, call 911 immediately. Don't wait!

### Other Signs of Stroke

These less-common symptoms tend to occur suddenly. You should also call 911 immediately if the person is experiencing any of these listed below. It's common for a person to experience multiple symptoms simultaneously.

- Numbness
- Confusion
- Difficulty seeing
- Difficulty walking
- Severe headache

### Risk Factors for Stroke

Having one or more of the following risk factors can increase your risk for stroke. Speak with your physician about your risk for stroke if any of the below apply to you.

- High blood pressure
- Smoking
- Diabetes
- Obesity
- Physical inactivity
- High cholesterol
- Heart disease
- Atrial fibrillation
- Peripheral artery disease
- Sickle cell anemia

SOURCES:  
Stroke Family Handbook: 1-800-4-A-STROKE or 1-800-476-7610 (Monday through Friday 9 a.m. - 5 p.m. EST)  
and/or: [www.stroke.gov](http://www.stroke.gov)  
Source: American Heart Association

This material is for informational purposes and is not intended to be and should not be construed as legal advice. Contact your broker for insurance advice, the 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.