

Leadership Series

A four-part leadership series will begin in May.

May 23: Introduction to Leadership

May 30: The Emotionally Intelligent Leader

June 6: A Leader's Role in the Mission/Vision/Values of an Organization

June 14: Communication: Interpersonal and Organizational

Workshops are from 8 a.m. until 10 a.m., held at the APlex in Alpena. A virtual option is available for those who are not in the Alpena Area.

Workshops will be presented by Jackie Krawczak (jackiekrawczak.com)

Cost: \$55 per session or \$200 for all four

To register, or to ask questions, contact Tom Berriman at 989.354.1360 or tom.berriman@kabu.net



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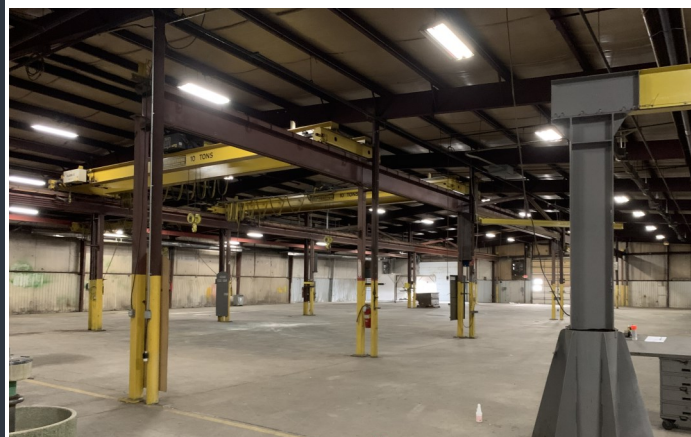
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Expanding IFMC Opportunities in Cheboygan, MI

Recently the IFMC added a multi-tenant industrial facility in Cheboygan, MI that has some unique capabilities.

The facility offers multiple ten-ton and five-ton bridge cranes, extremely thick concrete floors up to 36", and adequate electrical service to support heavy steel manufacturing. The facility is comprised of approximately 24,000 square feet of industrial manufacturing space, along with approximately 2,000 square feet of commercial office space.

Currently there is a new startup business unit that has signed a letter of intent to lease space for the purposes of heavy structural metal and thick plate manufacturing, welding, and assembly. The addition of this new work will enhance the IFMC offerings and will lead to further economic growth for Northern Michigan.



The new startup business is currently hiring new employees and will continue to seek out highly competent, highly skilled welding and assembly personnel for heavy structural metal products for the region.

Keep an eye on this publication for updates and other new happenings regarding this facility in the future!

Upcoming Events

New Employee Orientation

May 16, 2023

8:00 a.m. - 9:30 a.m.

Presentations are 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.

Equipped Live

The next Equipped Live will be May 22, 2023 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live topic suggestions are always welcome and can be submitted to Jackie Krawczak at jackie.krawczak@kabu.net

Leadership Series

See page one for details about a four-part leadership training series. Topics include: Introduction to Leadership, The Emotionally Intelligent Leader, A Leader's Role in the Mission, Value and Values, and Communication.

Product Positioning an Important Consideration

Uni-Craft Corp. (UCC) and Uni-Craft Mfg. Corp. (UCM) are in the business of product positioning equipment with the goal of positioning products in a way that is safer and more efficient for their customers' team members. This also encompasses equipment that assists with ergonomics, or the process of fitting the job to the worker, helping to create a more comfortable work environment and decrease impacts on the body.

Examples of work UCC and UCM have been involved in include many industries. A handful of examples follow.

Furniture assembly – creating equipment that would allow furniture store employees to assemble legs on heavy pieces of furniture, like couches, without moving the heavy furniture, bending, or lifting excessively.



Cutting insulation – cutting insulation at the height needed instead of moving the insulation repeatedly or more than necessary.

Casket loading – loading caskets into an incinerator without manually lifting the heavy casket from the ground to the height of the incinerator opening.

Tractor tires – bringing the tractor to a more appropriate position to install tires so employees are more comfortable with the installation.

UCC and UCM have equipment around the world in many other countries including, but not limited to

Poland, Russia, Mexico, Chile and the United States. Ergonomics and product positioning considerations can make significant differences to the employee experience and UCC/UCM are happy to help make those considerations a reality for their customers.

Reacher Mfg. Corp. Receives a Lesson in Creating a Strong Team

Team members of Reacher Mfg. Corp. recently took part in a workshop about creating an effective team. They learned about the importance of delivering their mission, vision and values every day on the job. Their three-hour workshop included individual assessing, group activities, and a final team competition to tie it all together.



Leadership Brags

The following brags were submitted to ESI for publication.

I-Sigma Impact award for Data Destruction was given to Ameri-Shred Corp. for their newly designed SSD cutter head options. This design stemmed from listening to their customers and creating a solution that solved not only their immediate issue, but one experienced by many in the industry. As data storage devices get smaller, Ameri-Shred continues to adapt and create equipment to help their customers destroy it and ensure the protection of the information it contains. This award was a team effort from the Ameri-Shred Corp. sales team relaying customer feedback to the Amos Mfg. Inc. engineering team who worked with the Ameri-Shred Industrial Corp. manufacturing team as well as many other IFMC processes involved to make this offering a reality.



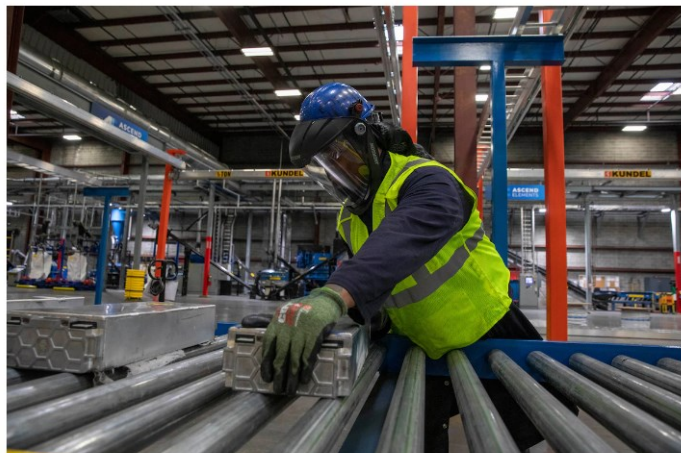
Wayne Morgan would like to give a huge shout out to Larry Kamyszek and Patty Kamyszek of OM5 for their assistance in setting up a new sales office in Sarasota, FL. The opportunity was presented in late 2022 and Larry and Patty were both quick to agree to help. Since then they have been integral in setting up the new office with new, trained, staff. Larry and Patty have been adding value to the IFMC for many years, with Larry starting in 1986 and Patty in 2002. They continue to be great mentors and role models for many in the IFMC.

Cindy Szydowski shares her appreciation for her accounts payable groups. Cindy has been in IFMC accounts payable for almost 18 years and has worked with many good purchasers, but some groups stick out to her. The UCC/UCM/RTI group of purchasers are some of the best she has worked with. They are always prompt with their responses, always courteous, and always willing to help her figure things out. They are very knowledgeable about their orders and issues and are quick to get them corrected with their vendors. Keith, Brendan and Rick with UCC/UCM and Justin, Brian and Dave at RTI, thank you for always going above and beyond to do your job well! Cindy truly appreciates it and says it makes her job so much easier. Well done teams!

The unlikely center of America's EV battery revolution

Georgia is gaining thousands of jobs from electric vehicle manufacturing. But lawmakers are hesitant to fully embrace EVs — or the fight against climate change.

By [Shannon Osaka](#)
April 17, 2023 at 6:30 a.m. EDT



Quatavius Rushin places batteries on a conveyor belt last month at the Covington, Ga., Ascend Elements recycling plant, which was drawn to the state's booming electric vehicle industry. (Alyssa Pointer for the Washington Post)

There was an article in the Washington Post recently (pictured) that featured photos with equipment built by members of the IFMC. In addition, when the customer sent a link to the article to Omni Metalcraft Corp. team members, they also included the following statements from various members of their team:

"I thought I would share this photo with my friends at Omni-Metalcraft showing product on your equipment and how great things are working out."

"All is well at [company name]! Your CDLR is installing perfectly! I will stay in touch on any new developments."

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



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

USI

**Substance Use Disorder:
An Overview**

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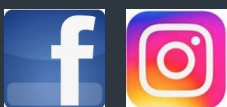
Misc. HR Questions:

info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions

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Substance use disorder (SUD) is a disease that affects a person's brain and behavior and can lead to the inability to control their use of legal or illegal drugs or medicine.¹ The most common illegal substances used are marijuana, heroin, cocaine, and methamphetamine.

SUD may also be the risky or harmful use of legal substances such as alcohol, nicotine or prescription medicines.² Alcohol is the most common legal drug used in a harmful manner.²

In the U.S., 40 million people are currently living with SUD, and 70% of people with addictions are in the workforce. Only about 10% of these individuals access treatment, due to things such as access to care (out-of-network providers, long wait times, and limited capacity), cost of inpatient and outpatient treatments, and high recidivism rates. Unfortunately, traditional employee assistance programs are not designed to treat addiction.

When an individual seeks treatment, it may come in several forms, including cognitive behavioral therapy, counseling, medications, remote monitoring, and social support. Holistic therapy can also aid in recovery.³ A few of these complementary therapies are:



Exercise



Mediation



Yoga



Massage

Physician-led clinical care and prevention are the best ways to reduce the risk of drug addiction. Contact your healthcare provider about precautions if you are prescribed a drug that's potentially addictive in nature, or if you are concerned with your behavior or think you may have a substance use disorder.

Sources:
[https://www.samhsa.gov/2k16/2k16-top-10-illegal-drugs-used-in-us](#)
[https://www.samhsa.gov/2k16/2k16-top-10-legal-drugs-used-in-us](#)
[https://www.samhsa.gov/2k16/2k16-top-10-illegal-drugs-used-in-us](#)

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