

Be Proud of Your Contribution to Something Bigger than Yourself

Pride (noun): a feeling of deep pleasure or satisfaction derived from one's own achievements, the achievements of those with whom one is closely associated, or from qualities or possessions that are widely admired

The impact of the equipment produced by members of the IFMC is widespread and enormous. Although you may not always see the end result of the work you are involved in, know that the work you do helps keep the world moving. Products and materials that people need and want are manufactured, delivered and recycled because of your efforts. You help people live better lives. Medicine, food, clothing, batteries, vehicles, healthcare devices, and so much more. The list is long. You deserve to be proud of the part you played in connecting people with the things they need. Your contribution matters.



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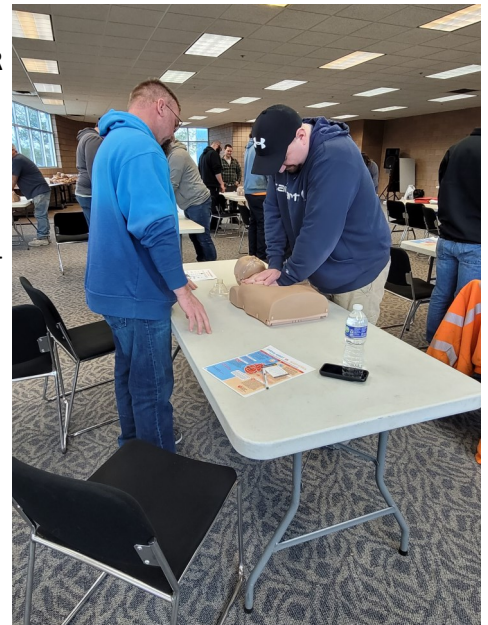
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Safety Training Success

ESI hosted their annual opportunity recently for CPR and First Aid certifications. Two or three people from every ESI client in the Alpena and surrounding areas attended these half day workshops.

Workshops were offered in partnership with American Red Cross certified instructors through MyMichigan Health. For ESI clients outside of the Alpena area, other training opportunities are offered.

Thank you to those who participate in this valuable training.



Upcoming Events

New Employee Orientation

June 29, 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 June 19, 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

Two sessions remain in the leadership series. The sessions will be June 8th and June 14th and will cover the topics of A Leader's Role in the Mission, Vision, and Values and Communication. For details, contact Tom Berriman.

The Center - Up and Running and Adding Value

The February 2023 edition of Equipped included an article about The Center for Competency Development (The Center). In that article, The Center was still at the very beginning stages of development and was running one opportunity for training - training through Reacher Mfg. Corp. that was preparing employees for positions in the greater IFMC, beyond Reacher.

The Center has now grown to offer additional training services as outlined below.

Dalton King and Jeff Piper of Bay Mfg. Corp. (BMG) worked through The Center to engage with Industrial Arts Institute (IAI) in Onaway, MI to learn TIG welding. They started with five weeks but extended their training to continue learning. They visited IAI in person one day a week and practiced what they were learning at BMG and on their own time. Dalton and Jeff (pictured right) both enjoyed the experience, felt it was worth their time, and look forward to continuing to learn the trade.

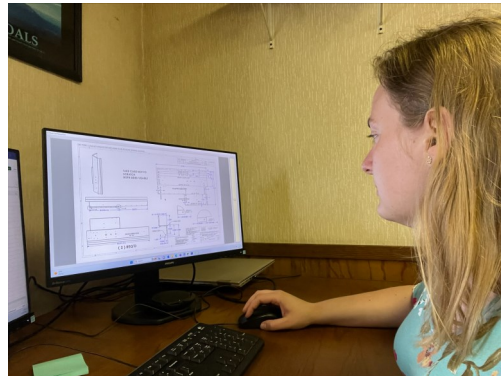
Jessica Clark (pictured below), currently employed at Metal-Tech Industrial LLC(MTL), but also assisting other IBUs is one of six employees employed by members of the IFMC who, through work of The Center, went

to a lab at Alpena High School for a few hours twice a week for several months to engage in self-paced, online modules that taught them Computer-Aided Drafting (CAD). The modules included reading, practice drawings, and quizzes. Jessica said that even though she is not heading into a full-time engineering position for a member company of the IFMC, learning CAD did help her better understand reading prints.

The Center is also currently offering a series of leadership workshops, with more than 100 attending.

Tom Berriman continues to seek input into what training needs exist and how The Center can help address those needs. The ultimate goal is to help people increase competencies to not only add value to the members of the IFMC but to also help individuals grow in their careers.

Interested in learning more about The Center or giving input on training needs? Contact Tom Berriman at tom.berriman@kabu.net / 989.354.1360.



Impact Teams and Skunk Works Divisions

The work of developing new products is very challenging for teams that are focused on efficiently growing a mature business. Lockheed Martin solves that problem with Advanced Development Programs referred to as the Skunk Works Division. These groups have a high degree of autonomy and focus on innovative research and development. The concept has been adopted by many other organizations and industries outside of Lockheed Martin. In the IFMC, independent companies known as Impact Teams perform skunk works type work. Currently Impact Teams G, J, K, P, T, and Y (ITG, etc.) are up and running within the IFMC.

These teams are focused on developing new product ideas outside of the typical production, sales, or engineering environment. Their goal is to find new ways to improve on product offerings and to improve solutions offered to solve customer problems. With market changes happening increasingly quickly, spanning over a much shorter timeframe, it is important to develop new products and solutions at a pace that keeps up with those changes. The Impact Teams allow that to happen.

Many new product offerings have been successfully developed by IFMC member companies over past decades. I2P (Ideas to Production) standardized the processes and began leasing space intended for skunk works type activity. One example is the 2355 facility (previously Alpena K-Mart) where the tenants grew very rapidly and have since relocated across the street to a more suitable facility. Building 2355 is now being prepped for new tenants. This experience, increasingly rapid changes to markets, and the creation of tax incentives for locating in Qualified Opportunity Zones, have resulted in the Impact Team model.

Skunk Works teams often have the following in common:

- Autonomy
- Secrecy
- Innovation
- Speed and Agility
- Cross-Disciplinary Expertise
- Iterative Prototyping
- Results-Driven Focus

Now when you see anything in the IFMC referring to an Impact Team, you'll have a better idea of what happens within that team as it is different than the more traditional teams that exist within the ESI Client base.

Leadership Brags

The following brags were submitted to ESI for publication.

Hannah Caps at Pike Mfg. Corp. would like to recognize employee Levi Thompson. Levi has been doing an excellent job painting and has been putting in overtime to assist with assembly. Hannah said they are lucky to have Levi on the team.

Hannah also mentioned that Brad Johnson, Bill Miller and Levi all worked diligently to meet a deadline for a project. They came in early one day and had the job completed by that afternoon. Their efforts don't go unnoticed.

Congratulations Levi, Bill and Brad and thank you for adding value to the IFMC and Pike Mfg. Corp.

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



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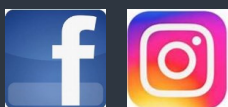
info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions

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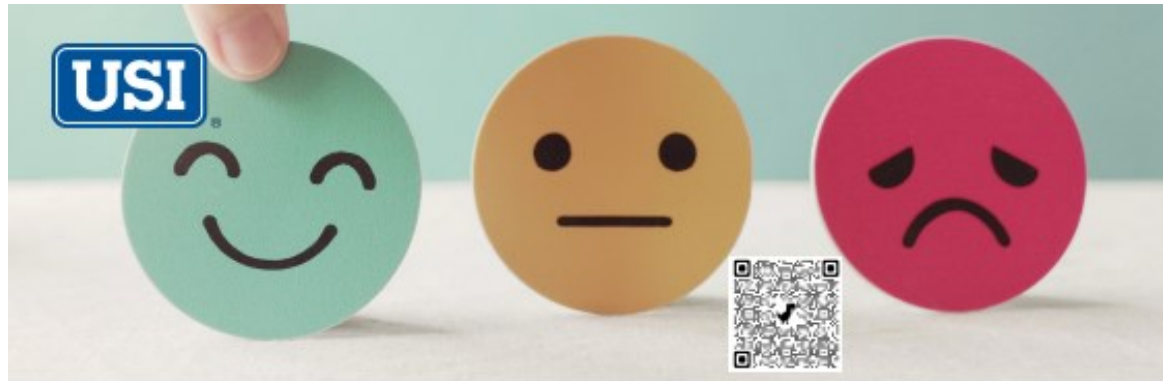
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A message from USI, ESI's health insurance broker.



Mental Well-Being Resources

Mental well-being has risen to the forefront of the zeitgeist over the past few years, and the stigma attached to mental health is decreasing. More individuals are requesting help with struggles such as depression, anxiety, substance use disorder, bipolar disorder, post-traumatic stress disorder, eating disorders, and self-harm.

It's important to understand the signs of mental health issues to help someone seek appropriate care early — before symptoms can become more severe and even life-threatening.

Did you know:

- 1 in 5 Americans will have a mental health condition this year.
- In 2021, depression was ranked 9th out of the top 10 diseases of all USI health plan members.
- On average, there are 123 suicides a day.
- 630,000 people died from drug overdoses between 1999-2016.
- 64.1% of youths with major depression do not receive any mental health treatment.
- Individuals with a chronic condition (e.g., high blood pressure, diabetes, cancer) may also have depression. When depression is present with other conditions, healthcare costs are compounded.

"First aid for mental health" programming has recently surfaced as a corporate trend. More employers are opting to train staff on how to identify, understand and help someone who may be experiencing a mental health crisis.

Employee Assistance Programs (EAPs)

EAPs are employer-sponsored benefit programs that provide access to free and confidential professional mental health support/coaching. Resources include:

Therapy • Counseling • Work-life services • Manager training • Critical incidence support
Medication management • Substance use counseling

EAPs can also offer digital solutions promoting mindfulness and resiliency, health coaching, education, and remote engagement to prevent and manage behavioral health events.

If you or a loved one is feeling distressed, please call or text 988 to reach the National Suicide Prevention Lifeline, available 24 hours a day, 7 days a week.

To get certified in Mental Health First Aid and learn how to help others in crisis, visit mentalhealthfirstaid.org.

Sources:

Mental Health Services (MHS) 10 days (denying) [mentalhealthfirstaid.org]

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