

The Hiring Climate

Hiring is still proving challenging for ESI clients. Following is a snapshot of the current hiring situation.

- There are almost 100 openings across 40 different ESI clients
- The most challenging positions to fill continue to be engineers, welders, and program/project managers
- Some long-standing openings have finally been filled - a chemist for Covaron, and a project engineer for ConveyX, for example
- ESI is seeking to hire another recruiter for the team to focus on more proactive recruiting for positions like engineering, project management, sales, and more

The best hiring comes from referrals and word-of-mouth from current employees so keep that in mind as you visit with friends and family this summer.



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ATL Named as a Top Five Vendor Two Years in a Row

Atlantis Technologies LLC (ATL) recently received recognition, for the second year in a row, as one of the top five vendors for Cisco-Eagle (distributor of material handling equipment). But this prestigious award has a long history behind it, a history worth telling because of the lessons imbedded in it.

In an effort to meet the goal of implementing a client-intimacy protocol, ATL chose to start with Cisco Eagle. After a positive presentation in 2007 to ATL leadership, on what that would look like, the ATL team started down the customer intimacy model with Cisco Eagle. In 2014, however, ATL parted ways with Cisco Eagle because of a conflict of interest. This was a bit of a rocky split and led to a loss of business for ATL. After a period of time passed, Cisco Eagle reached back out to ATL and said that ATL's competitor could no longer meet their requirements for delivery times.

ATL was concerned that because of their focus on a customer-intimacy model of doing business, they still would not be able to meet the mass production demands of Cisco Eagle, but they did not give up and were determined to exhaust all options.

After some research and brainstorming, ATL came across Unex Manufacturing in New Jersey. They contacted them to inquire about a partnership and before long ATL employees were on a plane to meet with Unex. They agreed to a partnership, and it worked. They were able to meet the Cisco Eagle demands.

It didn't stop there. Brian Bates, Heidi Brunner and Mike Baird put effort into growing the relationship between ATL and Cisco Eagle. Their continued communication, desire to add additional value for Cisco Eagle, and by working diligently to keep promises made, they went from their initial product sale of gravity roller conveyor for case flow utilization to skate wheel and flow rail conveyor for carton flow utilization, and then into pallet rail for pallet flow utilization.

The partnership with Unex Manufacturing and their mass production capabilities has allowed the ATL team to grow the relationship with Cisco Eagle, even after a challenging history with the company. The ATL team's resilience and persistence in relationship building has proven effective. By finding a way for ATL to keep the customer-intimacy model but still meet the production demands of Cisco Eagle, ATL has created a winning situation for all parties involved.

From 2019 through today more than 280,000 pieces of conveyor have shipped to Cisco Eagle from ATL and the relationship keeps growing. (view award photos on page two)

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development

July 18, 2023

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

Presentations are scheduled for 90 minutes, and can be attended live or virtually.

Cost to attend, for new or current employees, is \$40.

Registration is required.

Contact Tom Berriman
Tom.Berriman@kabu.net.

Equipped Live

The next Equipped Live will be July 17, 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
jackie.krawczak@kabu.net

The IFMC and SpaceX!

Rack Engineering Division (RED - [Homepage - Rack Engineering Division, LLC \(rack-eng.com\)](http://Homepage - Rack Engineering Division, LLC (rack-eng.com))) had a recent sale that was unexpected but also likely the start of a long-term relationship with SpaceX Corporation.

Through the distributor Warehouse Rack and Shelf, RED provided equipment for SpaceX. SpaceX is Space Exploration Technologies Corporation, started by Elon Musk. It is an American spacecraft manufacturer, launcher, and satellite communication company headquartered in California.

A representative from SpaceX was looking for durable shelving that had pull-out shelves when he came across RED's website. He completed an information request form and the project began to take shape. The SpaceX representative was very easy to work with, and was happy that the product would be manufactured in the United States. The SpaceX contact happened to be an intern for the company and was scheduled to leave so he assured that the project was pushed through to completion. RED received the purchase order for the Press Brake Tool Storage Unit (pictured above) just days before the contact's internship was complete.



The product was delivered and shortly after, RED received an additional quote request from SpaceX for a Crank Out Cantilever (pictured left). That quote has also turned into a purchase order.

The IFMC members have equipment in many interesting places and being utilized by many different end users. IFMC members never know where a request for a quote might lead them.

Atlantis Technology Award Photos See page one for the story

The most recent award was accepted in-person in Texas by Julie VanDePutte.



The Midland Institute for Entrepreneurship's CEO Program is Coming to Northeast Michigan

The Midland Institute for Entrepreneurship is the provider of a program called CEO (Creating Entrepreneurial Opportunities). The Institute partners with businesses, schools, and community leaders to help establish, launch, and operate their own CEO programs. (Learn more: [Midland Institute for Entrepreneurship - Entrepreneurial Education](#)).

The Economic Generator Network (Learn more: [Economic Generator Network Inc.](#)), has committed to working with the Institute to bring the CEO program to Northeast Michigan students.

The CEO program is a community-driven model of entrepreneurship education that brings schools and business leaders together to transform high school students into the community's business and thought leaders of tomorrow. The year-long program that meets for 90 minutes each day, Monday through Friday currently exists in ten states and has more than 4,700 hundred graduates.

Program participants (juniors and seniors in high school) visit area businesses, learn from guest speakers (30 to 40 a year!), participate in a class business, write business plans, and start and operate their own businesses. Concepts taught in the CEO classes include critical business skills of problem-solving, self-motivation, responsibility, higher-order thinking, communication, critical thinking, leadership, and inquiry.

How will this benefit ESI clients? The competencies that participating students learn in the CEO Program are consistently many of the competencies that ESI clients say are their greatest needs, and difficult to find. For ESI clients to be successful well into the future, they need entrepreneurial minded employees with the competencies listed above.

Questions about this program can be directed to Economic Generator Network Director, Tom Berriman at director@economicgenerator.org.

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

Quade Kimball would like to recognize Rebekah Matuzak for the quickness she has added significant value to the IFMC. Having been in project management for just over one year with the IFMC, Rebekah is exceeding expectations. She quickly became a go-to person for project management, has drastically improved marketing methods and has proactively made sales calls without prompts. Her positive attitude shines every day. Way to go Rebekah, and thank you for choosing a career with the IFMC!

Don Barth submitted a congratulatory message for Pat Hantz on his retirement. Pat Hantz has had a long and dedicated career within the IFMC. He has decided that it is now time to move on and find out what's next in life. It has been a pleasure to know and work with Pat over the years. His vast experience, knowledge, influence, and contribution to the success of the IFMC and the people within will be greatly missed. We wish him the very best!

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



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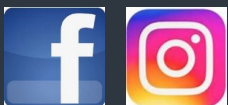
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Your Health Matters

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

Employment Services, Inc

Skin Health and Prevention



More people are diagnosed with skin cancer each year in the U.S. than all other cancers combined. Nearly all skin cancers are associated with exposure to radiation from the sun.

- ✖ One in five Americans will develop skin cancer by age 70.
- ✖ Although less common, melanomas are the most dangerous, estimated to kill approx. 7,230 people this year.
- ✖ In the past decade, the number of new melanoma cases diagnosed annually has increased by 53%.
- ✖ Basal cell cancer is the most common form of skin cancer. An estimated 4.3 million cases are diagnosed in the U.S. each year, resulting in over 3,000 deaths.
- ✖ Squamous cell cancer is the second most common form of skin cancer with over 1 million cases diagnosed in the U.S. annually, causing more than 15,000 deaths.

Reducing Risk and Increasing Detection

On average, a person's risk for melanoma doubles if he or she has had more than five sunburns. Reduce your risk of skin cancer by:

- ✖ Avoiding direct sunlight between 10 a.m. and 4 p.m.
- ✖ Using physical barriers to protect skin, such as wide-brimmed hats, sunglasses, long-sleeved shirts and pants
- ✖ Protecting exposed skin. Use a broad-spectrum, water-resistant sunscreen with SPF 30 or more
- ✖ Applying sunscreen 30 minutes before going outside and reapplying every two hours

Indoor tanning is NOT a safe alternative. More people develop skin cancer because of indoor tanning than develop lung cancer because of smoking.

- ✖ Tanning beds carry the same cancer risk as plutonium exposure.
- ✖ Tanning bed users have a nearly 70% increased risk of developing squamous cell or basal cell cancer.

Know the "A,B,C,D,E" of skin cancer. Freckles and moles are high risk and if they have the below characteristics should be checked out. If you suspect you have skin cancer, see a dermatologist.

- ✖ Are **A**symmetrical
- ✖ Have irregular **B**orders
- ✖ Have different/unusual **C**olors
- ✖ Have a wide **D**iameter
- ✖ **E**volve in shape, size color, etc.

Sources: <https://www.skincancer.org/skin-cancer-information/skin-cancer-facts>

Treatment Disclaimer: This poster is for education purposes, not for use in the treatment of medical conditions. It is based on skilled medical opinion as of the date of publication. However, medical science advances and changes rapidly. Furthermore, diagnosis and treatment are often complex and involve more than one disease process or medical issue to determine proper care. If you believe you may have a medical condition described in the poster, consult your doctor.