

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development

August 15, 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 is tentatively scheduled for August 21, 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



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Robotic Welder Finds a Fitting New Home in Atlanta

In a 15' x 16' space in Husky Products, LLC in Atlanta, MI a piece of equipment has found a new home. The robotic welder has been in the IFMC for several years, but it was not utilized



effectively. It now has a home with HPL where it is gearing up to be used with greater frequency.

The goal for the welder is to use it to weld 100% of the 2.5" pitch steel belting. Much of this steel belting is used for conveyors sold by Endura-Veyor Inc. (another ESI Client) which are used in the recycling industry. Right now, HPL has someone who can run the machine but is working on securing someone on-staff who can program it – whether that happens through hiring or training is yet to be seen. To get the equipment to this point took some time as they ran into a few snags with building fixtures and addressing an issue with the power source, but the welder is now being utilized and is ready to take on more!

Eric Naffien of HPL tracked use of the welder and compared it to doing the same exact job without the robotic welder. HPL recognized a 45% savings in time when the robotic welder was used. This is incredibly valuable, especially in a time when people with appropriate welding competencies are difficult to find.

The Husky team is looking forward to increased utilization of this piece of equipment.



A Blossoming Relationship Between Redivivus and AMOS

Recycling Inside (a publication that shares industry innovations, case studies, and an equipment guide in recycling technology) recently published an article about Redivivus (a leading innovator in battery recycling technology) and AMOS Mfg. Inc. (An ESI client in the business of reduction and recycling solutions), partnering on battery recycling initiatives. We spoke with Jeff Beaudoin and Kim Stevens to get more details.

AMOS reached out to Redivivus after discovering the company through proactive research, and immediately began cultivating a relationship. AMOS appreciated that the Redivivus team was coming from a sincere place and really cared about people and the environment. Through continued conversations the two organizations came to a collaborative agreement for AMOS to build equipment that will go into one of Redivivus' cryogenic on-site battery recycling systems, with each business maintaining ownership of their own intellectual property.

The collaborative relationship has been productive and has led to additional connections and business. Upon visiting AMOS in Alpena, MI, representatives of Redivivus have been impressed with the entire structure of the IFMC. (Pictured are members of the Redivivus team and AMOS team when Redivivus representative visited Alpena.)



Battery recycling is a highly safety-sensitive industry as batteries of various charges respond differently to shredding so continual research and development is occurring to test possible solutions. With limited natural resources and precious metals available to manufacture batteries, recycling is key to the continuation and growth of the battery industry. The safety-sensitive nature of the industry combined with the great need to recycle battery components are the reasons why it is vitally important not to throw batteries into regular household trash but to dispose of them properly.

The relationship between Redivivus and AMOS has already led to great value for both organizations and their customers and the future for the relationship is promising.

Read the Recycling Inside article here: [Redivivus and AMOS Join Forces to Revolutionize Battery Recycling \(recyclinginside.com\)](https://www.recyclinginside.com)

*An additional note about AMOS: they are accepting hard drives for shredding. If you have hard drives to be destroyed and disposed of, you may drop them off to AMOS.

Leadership Brags **The following brag was submitted to ESI for publication.**

Pete Nowak, VP of Operations and Technology for MWI, MWM, CCI, GCL, and MWA submitted the following.

"I am pleased to take this opportunity to recognize some team members who recently went above and beyond the normal expectations to assist a team in need. Earlier this month, during the 4th of July holiday week, Garison Coatings, LLC (GCL), due to unexpected circumstances, fell behind on the processing of powder coating orders and needed labor assistance. Realizing the urgency of the situation, I asked for three volunteers from Coating Concepts Inc. (CCI) who would be willing to travel to Evart, MI to help an IFMC team in need for a few days. Without complaint or hesitation, Cameron Wilk, Jason Wirgau and Dylan Cook stepped up with a team-first attitude, rolled up their sleeves and worked three 12 to 13 hour days, Saturday included, to help gain some ground.

Continued on page three...

Systems Integration - Valuable Work by CXC

Systems Integration is not a new concept to the IFMC, but it is a newer function of an IFMC business. ConveyX Solutions, LLC (CXL) is in the business of Systems Integration, which is different from the work of other businesses within the IFMC.

To learn more about Systems Integration work, ESI caught up with Jacob Kuznicki and Brad Matuzak.

Systems Integration, in the field of engineering, is bringing together component sub-systems into one whole system, ensuring that all component sub-systems will function effectively together as one system. The focus is on increasing value to the customer through efficiencies and improvements within the system and providing a turn-key solution for the customer. An example might be a material handling system that includes transitioning products from one type of conveyance system to another, turning different sections on and off at different times, utilizing scanner technology, and sending items from the conveyance system to the appropriate dock doors. It is complex and requires a perspective of the overall system and not one component sub-system at a time.

CXL has project teams composed of a Project Manager, who manages the entire installation schedule and details like permitting, timeline details, and communicating with the site, a Project Engineer who works to assure all components will function appropriately together, a Senior Controls Engineer who manages the system electrical engineering, and an Installation Manager who oversees details of the installation itself.

CXL has a focus on retail distribution arenas at this time, but the future may include expanding from that focus. One area of growth CXL is exploring is the potential of having their own installation team instead of using an outside vendor for installers.

This is a new endeavor for the IFMC but as other businesses within the IFMC need to find partners for Systems Integration work, CXL can be considered for that work, along with the usual partners who are external to the IFMC.

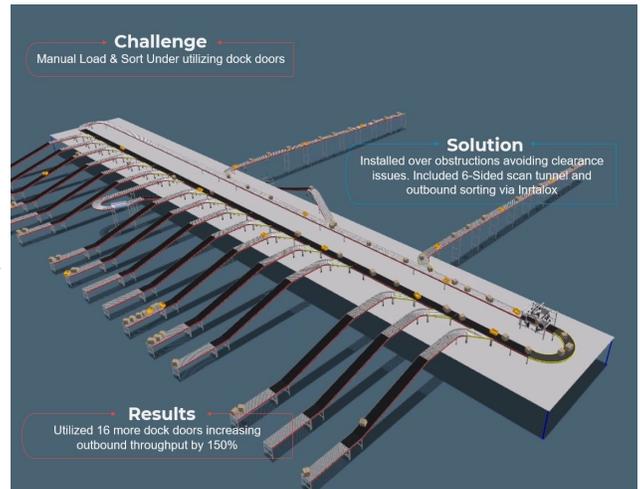
Leadership Brag...continued from page two...

The following week, Dylan and Jason were able to return with Ryan Ludwiczak, also from CCI, to complete the orders that were behind and leave GCL in great shape moving forward. This team of exemplary, dedicated gentlemen not only assisted in getting GCL caught up, but also pulled from their combined experience and shared some best-practice improvements that will have a positive impact on GCL's efforts in the future.

I would like to share the spotlight and extend my sincere thanks to the team members of Mid-West Manufacturing (MWM) and Mid-West Advanced Materials (MWA), who also stepped up, juggled their hours and willingly went to CCI to fill the gaps while they were short-handed due to the absence of those who went to Evert to assist GCL. Additionally, many thanks to the CCI team members who kept the momentum going in their shop during this time. Thanks to each team's commitment, CCI did not miss a beat during this very busy time, displaying yet another example of IFMC Teamwork!

The comments I received from each team were extremely positive and they can be proud of the character they displayed and their dependability when it comes to getting the job done and working together to accomplish a goal. I am proud to work with each of the team members who went above and beyond to keep the wheels turning and jobs on schedule. Their efforts are appreciated and it's my honor to recognize them for their reliability and dedication. Great work!"

Leaders may submit brags 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.

ERGO TOPIC:

Don't Baby Your Back

Guide to Back Health



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If discomfort does not improve or worsens, contact your health care provider.

Most of us will experience at least one episode of back discomfort in our lifetime. Many factors can contribute to back discomfort including awkward postures, excessive stresses, strenuous activities, and muscle imbalances. With early treatment and proper self care, most discomfort will resolve quickly.

Follow these tips to prevent and care for discomfort:

Limit bed rest and stay active

- Continue activities as tolerated to improve function.
- Walk to reduce discomfort.
- Exercise should never be painful.

Avoid aggravating activities

- Limit strenuous tasks like heavy lifting or carrying.
- Avoid excessive forward and backward bending at the waist.

Maintain good posture

- Poor posture places stress on the spine and soft tissues.
- Maintain a neutral spine: a straight line from ears to shoulder to hips

Avoid back braces

- Unless prescribed, avoid braces which provides a false sense of security.
- Use proper lifting techniques.

Ice and heat (10-20 minutes)

- Ice within the first 48 hours.
- Heat after 48 hours or as tolerated.

Quit smoking

- Smoking reduces blood flow to soft tissue and delays healing process.

Improve Flexibility

- Decreases muscle tension.
- Improves muscle imbalances.
- As tolerated, try these stretches for 20-30 seconds.

Hamstring

Straighten leg with toes pulled up. Keep back straight, gently lean forward, hinging at hip, feeling for stretch in back of thigh.



Hip

While seated, bring one ankle across opposite knee. Use arms to pull knee towards opposite shoulder, feeling for stretch in glute.



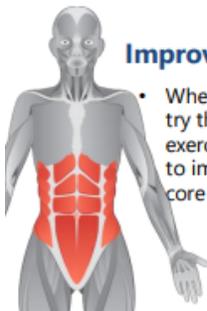
Hip Flexor

Step into a lunge position. Drive front knee forward, maintain upright posture, feeling for stretch in front of back hip.



Improve Strength

- When tolerated, try these exercises to improve back and core stability.



Glute Bridge

Lie on back with knees bent and feet flat on floor. Lift hips off the floor, tightening glutes and core. Start gradual with small lifts. As tolerated, raise to position shown. Hold 10-30 seconds.



Quadruped

On hands and knees, lift one arm or one leg straight out in front/back. When tolerated, advance to raise one arm and opposite leg (as shown). Return to base and repeat 10-15 times on each side.



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