

Upcoming Events**New Employee Orientation**

Hosted by The Center for Competency Development

October 17, 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 is \$40 per person.

Registration is required.

Contact Tom Berriman
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Equipped Live

The next Equipped Live is scheduled for October 23, 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
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Creating Entrepreneurial Opportunities**A New Program in the Works**

The Economic Generator Network (EGN) has partnered with the Midland Institute for Entrepreneurship to establish the Northeast Michigan Creating Entrepreneurial Opportunities (CEO) program for the upcoming Fall 2024 school year (and beyond).

The CEO program is designed to teach high school students the skills they need to start and manage their own businesses while providing real-world experiences in entrepreneurship. Students will have the opportunity to visit businesses and hear lectures from experts on entrepreneurship, business, and life success. Students will also create and operate both a class business and their own individual businesses throughout the academic year.

The CEO program is an excellent resource for high school students in Northeast Michigan who want to learn about entrepreneurship and build their own businesses. This program also connects students to the community and local opportunities, cultivating future business owners and growing the entrepreneurial ecosystem.

The Northeast Michigan CEO program is the first of its kind in Michigan and is part of a network of 62 CEO programs operating in 300 schools across seven states, with over 3400 alumni and growing. Testimonials highlight the CEO's benefits for workforce development, innovation, and economic growth. In fact, 60% of students see themselves working at a company they engaged with, and 70% plan to stay or return to the community after high school. The CEO program is funded by community business investors and has a rigorous application process to select students who are cut out for the class.

Tom Berriman, EGN Executive Director, notes that, "A struggle we have in Alpena is developing homegrown leaders who have the skills to help grow our local economy. The CEO program challenges students to think outside the box and turns them from a high school student to a young professional."

Keep an eye out for more information on this program. It is our hope that many IFMC business team members are willing and eager to be part of shaping future entrepreneurs.

Composite Work has a New Home

Composite material work has a new home in the IFMC. After moving to at least three different buildings and being handled by several different businesses, work on materials like UHMW (ultra-high-molecular-weight) Polyethylene Plastic and other composite materials is now being handled under the new business Poly-Tech Mfg., LLC (PTM) in the 820 building (820 West Long Lake Avenue) in Alpena, MI.

This composite material work is not new to the IFMC, but prior to earlier in 2023, the work was limited in scope within the IFMC, with many needs being outsourced to other vendors. Now, with space available, an increase in need, and the purchase of new equipment, this work can be done at Poly-Tech Mfg., LLC, a member of the IFMC.

The numbers of jobs that require parts with this type of material have increased, as well as the amount of this type of material going into various equipment. Orders used to require one or two parts made from composite material as guards or to help silence equipment, but those demands are increasing with some jobs as of late requiring up to 3,000 pounds of composite material. What used to be processed by hand makes more sense now to utilize CNC router tables to produce more parts more efficiently. As the work continues to grow, so too will the PTM team.

Orders for this work should be sent to Machining Solutions Group, LLC (MSG), where they will be distributed appropriately.



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

The following was submitted by Tim Dowd, VP of Operations for Covaron. New products are not easy to come by, but the team at Covaron Advanced Materials in Ann Arbor has created the most novel new product we've seen so far. Imagine putting a 3,000 degree flame on a 1 mill aluminum plate. It melts in 40 seconds. (photo one below)

Now take that same aluminum plate and coat it with Covaron's HDC-1 (InfernoWare) and through dissipation of the heat, nothing happens! For hours, nothing happens to the aluminum. (photo two below)

Covaron is ready to find the right sales opportunity and are exploring multiple areas, including potentially working with other IFMC teams.

Congratulations and special thanks to the team at Covaron Advanced Materials!



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

The World of Rollers

Roller sales sounds self-explanatory but there is more to it than most would expect. OM5 (Omni Metalcraft Corp. – Roller Division) and RSL (Revup Sales, LLC) are in the business of selling rollers to OEMs (original equipment manufacturers) and distributors.



With customers in the United States, Canada, Puerto Rico, and Mexico, and with sales increasing year over year, OM5 and RSL team members certainly stay busy. It is common to think of rollers used behind the scenes in warehouse settings, manufacturing conveying equipment, or racking in distribution centers, but often there are rollers right in front of us at places we visit regularly. Consider the belt at the grocery store or displays in retail settings that delivers the next product in line when one is removed.



With so many different applications for rollers, they must vary greatly in size and design to meet

the demands of the use. Factors like equipment fit, weight of product the roller will carry, the speed at which the product must move, and the environment in which the roller is in all matter when selling a roller to a customer. OM5 and RSL sell sizes from ¾" outside diameter to 12" outside diameter. They also sell different styles of rollers, including standard chain driven, sprocket, grooved, coated, stainless, aluminum, urethane, and so many others.

Roller sales is a fast-paced selling environment, with each team member processing 100 or more quotes and orders each week, and often turning an order around while the customer is still on the phone. Larry Kamyszek describes roller sales the "cash and carry" of Omni Metalcraft Corp. because of the rate at which orders are taken, shipped, invoiced, and paid for.

Not many people have previous experience selling rollers, so when the OM5 and RSL teams look for a new hire, they find someone interested in fast-paced sales and put them through a robust 30-day

training program that Patty Kamyszek was largely responsible for developing to help new team members get up to speed. It is a great career for someone who likes things fast paced, who can manage multiple things at one time, and who likes to see results quickly.

According to the three people ESI met up with for this article, Larry Kamyszek, Billie Johnson, and Tonya Geister, one of the most rewarding things about working in roller sales are the personal relationships that develop with customers and how loyal customers become to their roller salesperson.

Learn more about the rollers on the Omni Metalcraft website: [Conveyor Rollers - Omni Metalcraft](#)



A Roller or a Pulley?

Do you know the difference between a roller and a pulley or do you tend to use the terms interchangeably?

For the IFMC, there are very real differences.

Rollers are typically used to move product (picture product touching the rollers and moving along) but may also provide functions like belt tension. They usually have internal ball bearings.

Pulleys are used mainly for head, tail, and center take-ups on belt conveyors (picture the pulley moving the belt, with product on the belt) and instead of internal ball bearings, have things like keyways, welded-in shafts, crowns, and keyed hubs.

Photos in the story to the left are rollers, the photo below is a pulley.





Your Health Matters

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

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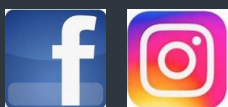
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Cancer is consistently a top 3 cause of death in the U.S., killing more than 500,000 people each year. Screening, early detection and accurate diagnosis can significantly improve patient survival rates and quality of life, while also greatly reducing the cost and complexity of treatment.

When cancer is detected early and treated appropriately, the 5-year cancer survival rate is increased. In the U.S., the 5-year survival rate for a woman diagnosed with cervical cancer at an advanced stage is 15%, compared to 93% if diagnosed before the cancer has spread.

Treatment costs for patients diagnosed at an early stage may be 2 to 4 times less expensive than for those patients diagnosed with advanced-stage cancer.

At the end of the day, screenings are an essential part of your health and wellbeing regimen. Be sure to schedule your Annual Preventive Exam, especially if you have a family history of cancer – it could save your life. In addition to the exam, your medical practitioner will perform recommended screenings according to your age, gender, and other risk factors based on the U.S. Preventive Services Task Force (USPSTF) screening guidelines:

Breast Cancer (mammograms)



Screening mammography for women aged 50-74 years every 2 years

Cervical Cancer (pap smear)



Women aged 21-65 years should be screened with cytology (commonly known as a pap smear) every 3 years

Colorectal Cancer (colonoscopy)



Screenings should start at age 50 years and be performed once every 10 years until age 75 years

Prostate Cancer (prostate exam)



Men aged 55-69 years should discuss the benefits and concerns regarding this screening with a medical professional

SOURCES:
2018/2019
https://www.uspreventiveservicestaskforce.org
https://www.cdc.gov/cancer/000000.htm

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