

Upcoming Events**New Employee Orientation**

Hosted by The Center for Competency Development

November 21 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
Tom.Berriman@kabu.net.

Equipped Live

The next Equipped Live is scheduled for November 20, 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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Just Kitting, LLC - Storage Solutions, Simplified

Just Kitting, LLC (JKL) has been around for a few years, but unless you are using JKL services directly, you may not be aware of what they offer. We caught up with Matt Gies, VP of Operations and Scott Johnson, Operations Manager for JKL to learn more.

Historically, manufacturing businesses in the IFMC store their own work-in-progress and inventory. This creates several challenges. Weather adds extra work when inventory is stored outside (rain, rust, snow, ice, dirt, dust) due to lack of space inside, there aren't adequate tracking tools available to fully track inventory (although GEM tool JET alleviates some of the issues), and there is an overall lack of space to effectively store inventory and work-in-progress. This leads to extra non-value-added work on equipment, extra time looking for parts, and sometimes inefficient stock rotation.



JKL worked with Sabre Technologies Corp. to build a warehouse management system to better track inventory and allow for JKL customers to easily request items from JKL. JKL is working toward a goal of delivering parts within 30 minutes of when they are needed by their customers.

JKL uses a system referred to as chaotic storage. They track where everything is stored, when it was stored (so they can always go with first in, first out), and what the delivery date is once it is known. Chaotic storage means that although they know exactly where everything is, they don't need to store all similar parts together or all of one customer's parts in one area. They can easily respond when a customer requests parts, using a picking system to pick items from the stored inventory, and then utilize Tran-Sol Corp. for timely deliveries.

In the future, JKL also wishes to get into parts kitting. This means that all parts needed for an equipment build will be together in a kit, or sub-assembly kits, and delivered to the customer so they have everything they need in one place, at one time. As JKL continues to grow, their staff will grow to meet the demands but for now their three employees are operating very efficiently and getting the job done. Questions about JKL can be directed to Scott Johnson.

Financial Matters:

A Message from CAPTRUST, Your 401(k) Investment Advisor

Don't Let Retirement Savings Get You Down

As a retirement savings plan participant, you know that setting an accumulation goal is an important part of your overall strategy. In fact, over decades of conducting its annual Retirement Confidence Survey, the Employee Benefit Research Institute (EBRI) has found that goal setting is a key factor influencing overall retirement confidence. But for many, a retirement savings goal that could reach as high as \$1 million or more may seem like a daunting, even impossible mountain to climb. What if you're contributing as much as you can to your retirement savings plan, and investing as aggressively as possible within your risk comfort zone, but still feel that you'll never reach the summit?

As with many of life's toughest challenges, it may help to focus a little less on the result and more on the details that help refine your plan. **Retirement Goals Are Based on Assumptions:** Whether you use a simple online calculator or run a detailed analysis, remember that your retirement savings goal is based on certain assumptions that will, likely, change over time. Assumptions are made about the following topics:

Inflation. Rates of return. Life expectancy. Salary adjustments. Retirement expenses. Social Security, pension, and other benefits.

All these assumptions point to why it's so important to review your retirement savings goal regularly—at least once per year and when major life events (e.g., marriage, divorce, having children) occur. This will help ensure that your goal continues to reflect your life circumstances as well as changing market and economic conditions.

To read the full article, "Don't Let Retirement Savings Get You Down," and access contact information for Captrust, follow this link: [CAPTRUST Advice](#).

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

Tony Ommani of Employment Services, Inc. sent the following to recognize his team.

"During the months of August, September, and October (through the 18th), ESI received over 2000 applications (2060 to be exact).

The ESI recruiting team logged, reviewed, and screened all these applicants, resulting in presenting over 400 of them to hiring managers for interviews. This led to ESI clients being able to fill 66 open positions (and counting). Yet, we still have just under 50 more that remain open.

The ESI recruiting and human resources teams do a great job managing the human resources, compliance, and administration of a workforce of well over 1200 employees. I would like to recognize the exceptional efforts of the recruiting team as we recently added capacity and trained new personnel to better serve the needs of the IFMC. Erin, Ashley, Becca, and Brandy work hard every day to help make a difference for ESI clients. Likewise, Miranda and Brandi from the human resources team have been working feverishly to make sure that the numerous tasks of making things run are kept up and that the coming open enrollment goes smoothly. This is no small feat as they are one of the teams that has an open position that is yet unfilled."

Well done to the entire ESI team, and thank you for the value you continually add!

One additional note. As things are slowing in some IBU's, others are still very much on the go. If anyone knows someone who might be interested in making a career move or are even just entering the workforce, please have them visit www.358-jobs.com to view available opportunities.

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

Good Luck Hunters!

Deer hunting is a tradition that still runs strong with many who work for companies in the IFMC. Come mid-November, many employees of ESI clients will hit the woods. But what is it about the activity that creates such attraction? Here is what two employees of ESI clients had to say.

“Deer season is bar none my favorite time of year. Better than Christmas, birthdays or vacations. I realized a long time ago that deer



Pictured above: Al Kaschner of Innova-Tech Solutions, Corp. with his 2022 season buck.



Pictured above: Brian's son in front of the Polish Hilton with his first deer (2020).

season isn't really about the deer. It's about camaraderie, spending time with family and friends, and temporarily forgetting about your day-to-day worries. Getting a deer is just a small bonus. What I look forward to most during deer season is spending time at the Polish Hilton (our hunting camp) with family, friends, and neighbors, many of whom I only get to see during this time of year. Our camp is a revolving door of guests for that entire first week and we wouldn't have it any other way. Nobody who stops by ever leaves hungry or thirsty either.” - Brian Konieczny, Impact Team K, LLC

“Deer season for me is all about creating traditions and memories with my two boys who are 14 and 16 years old (pictured, right). The excitement of being with them when they shot



their first deer, to them now hunting alone, makes for some great stories to share. It is probably one of our favorite times of the year.” - Kris Eades, Yukon Mfg., LLC

Good luck to the hunters this year. As you can see, hunting is about much more than bagging a prize buck. And the bonds created during this time spill over into the workplace as employees share stories of their hunting adventures and use hunting as a way to connect with coworkers.

Fall Career Fair Season is in Full Swing

ESI team members have been busy with career fairs this fall. In September they were at Saginaw Valley State University and in October they attended career fairs at Central Michigan University, Lake Superior State University, and Ferris State University. The next career fair will be in January, again at Saginaw Valley State University but this time specifically for manufacturing and technology majors.



Health Insurance Open Enrollment Coming Soon

Open enrollment for health insurance (to make changes or enroll for a January 1, 2024 start) is coming soon. Keep an eye on communications from ESI for the dates and additional details.

Bonus Distribution

Bonus distribution was Friday, October 27th. It is exciting for many but beyond the excitement that comes with receiving a bonus, there is something bigger at play that day.

Bonus distribution is symbolic of a lot of hard work by many for a significant duration of time.

Some teams use this time as a time of reflection and celebration, with some even hosting team meals or other events.

Beyond a team celebration, many individuals use this time to reflect on the value they are adding to their employer.

Bonus time is a great time for celebration and reflection, both individually and as a team. Congratulations on another successful year!



Your Health Matters

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



USI is ESI's Health Insurance Broker



Contact ESI

Newsletter:

Jackie Krawczak

989.358.6175

jackie.krawczak@kabu.net

Benefits:

Brandi Anderson

989.278.3136

brandi.anderson@kabu.net

Career Opportunities:

Ashley DeFisher

989.358.6289

Ashley.defisher@kabu.net

Misc. HR Questions:

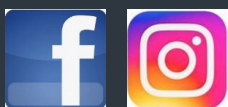
info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)

jobs@358-jobs.com

Find ESI on



The Wealth of Preventive Health



With our busy schedules and endless to do lists, it is easy to put preventive health on the back burner. Why should you go to the doctor if you aren't feeling sick?

This is one of the many reasons Americans miss their annual preventive health screenings. In fact, only one in five adults—less than half the population—gets an annual physical every year! Yet preventable medical conditions cause 7 out of 10 U.S. deaths.

Why is Preventive Care so Important?

Preventive screenings are designed to prevent disease and catch things early, when chances of treatment and cure are better. Almost half of America's population has been diagnosed with a chronic condition including heart disease, cancer, diabetes, asthma and AIDS. Keeping up with the recommended health screenings can help you to better manage or reduce the risk of developing one of these diseases.

Cost of Preventive Care

Thanks for the Affordable Care Act, health insurance plans are required to cover most preventive healthcare at 100% when performed as part of an annual physical by an in-network provider. With no out-of-pocket cost, finances should not be a barrier to maintaining your annual preventive health checkup.

Recommended Screening by Age and Gender

✓ Men

✓ Women

Age	Annual Physical Exam	Dental Visit	Colon Cancer Screening	Lung Cancer Screening	Cervical Cancer Screening	Breast Cancer Screening	Prostate Cancer Screening
21-29	✓✓	✓✓			✓		
30-39	✓✓	✓✓			✓		
40-49	✓✓	✓✓	✓✓		✓	✓	✓
50-64	✓✓	✓✓	✓✓	✓✓	✓	✓	✓
65+	✓✓	✓✓	✓✓	✓✓	✓	✓	✓

Source 1: <https://www.cdc.gov/family/checkup/index.htm> 2: <https://www.publichealth.org/publicawareness/preventive-care-schedule/> 3: <https://www.cancer.org/healthy/find-cancer-early/cancer-screening-guidelines/screening-recommendations-by-age.html> Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. © 2023 USI Insurance Services. All rights reserved.