

Upcoming Events**New Employee Orientation**

Hosted by The Center for Competency Development

December 19, 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 December 18, 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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The Value of CPR/First Aid Training Hits Close to Home

Three Omni Metalcraft Corp. employees jumped into action and likely saved the life of a fellow co-worker earlier this fall. Jason Banny, Peter Gilbertson, and Thomas Krist received Lifelong Lifesaving Citations from The City of Alpena for their efforts in performing CPR and first aid for Keith Becker.

The following was taken from an Alpena News article on November 7, 2023:

"To me, they are the greatest people in the world," Becker said Monday. "When I was going through recovery, the doctors made it sound like I was a walking, talking miracle, but I'm not. I'm just the product of these three gentlemen who are the real walking, talking miracles, because they stepped up and did what needed to be done."



The ESI team is proud of these three individuals for taking life-saving CPR and First Aid courses and calling upon their knowledge to step in when needed. ESI team members are also overjoyed that Keith has made a recovery. He is a valuable member of the Omni team.

As a reminder, ESI, in partnership with American Red Cross, offers CPR and First Aid training annually. The goal is to have a minimum of two or three people on every team who are CPR and First Aid certified. Training will be offered again in spring of 2024. Questions about the training can be directed to Leslie Davis who encourages people to, "take the couple of hours to do this training as you truly never know when it will be needed."

Financial Matters:

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

Eight Smart Ways to Protect Your Retirement Savings - written by Nanci Hellmich

Making smart money decisions before and during retirement can help protect your nest egg for years to come. That may mean avoiding some typical pitfalls, such as trying to time the stock market or not paying enough attention to your investments. "Some common mistakes that people make have very simple solutions, which often just involve taking a little time and effort," says Mike Gray, a CAPTRUST financial advisor in Raleigh, North Carolina.

With some careful planning, "you can find the right balance between enjoying your life now and feeling confident that your investments will last for the rest of your life," says Ellen Crowley, also a CAPTRUST financial advisor in Raleigh.

Gray and Crowley offer their ideas for protecting your retirement savings:

- Don't try to time the stock market
- Keep an emergency fund
- Get professional help on a regular basis
- Reevaluate your financial goals at least once a year
- Set realistic financial expectations with your adult children
- Use target funds appropriately
- Have a withdrawal plan
- Withhold federal and state (if applicable) income taxes

To read more about each of these items and the rest of the article, follow this link: [Eight Smart Ways To Protect Your Retirement Savings | CAPTRUST Advice | Wealth and Retirement Planning](#)

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

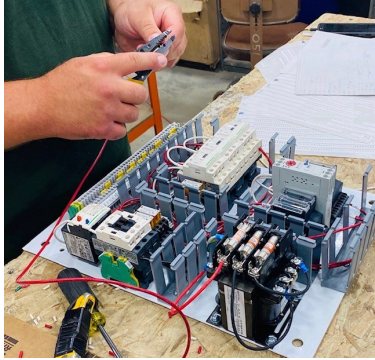
Hannah Capps of Pike Mfg. Corp. would like to give a shout out to Pike team member Daniel Myers. The following was submitted by Hannah. "Daniel's willingness to take initiative is one of his strongest attributes. He is an innovative thinker who I frequently reach out to for assistance with challenges that arise. He is a dedicated team member who is always willing to lend a helping hand and wants nothing more than to see his coworkers succeed. Daniel is a valuable member of our team, and we are fortunate to have him at Pike Mfg."

Jason Wrobel shared this brag about Megan Cramer, "Megan is the perfect example of what opportunities can present themselves to you in the IFMC when you work hard and with a positive attitude. She came from an industry completely unrelated to manufacturing but very quickly developed new competencies and it wasn't long before she found herself in a leadership role. She is the employee everyone wishes they had and continues to add value to Nova-Tron Mfg. Corp. and Nova-Tron Controls Corp."

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

Nova-Tron's Role in Material Handling Equipment

If you've seen the real thing, or even photos or videos of material handling equipment, you may notice that most of them now include utilization of electrical controls. This is becoming increasingly common and more complicated as the future becomes more about technology. In the IFMC, the businesses responsible for the bulk of the work in controls for the equipment they sell are Nova-Tron Mfg. Corp. and Nova-Tron Controls Corp. (NTM and NTC, respectively).



NTC is responsible for the sales, engineering and ordering workload while NTM is responsible for the assembly and installation work. We spoke with Jason Wrobel, Vice President of Operations for both organizations, and Megan Cramer, Supply Chain Manager for both organizations to learn more about the businesses.

NTC and NTM focus on internal sales and support of electrical controls throughout the IFMC. The work they do used to be done as part of Omni Metalcraft Corp. (Omni Electrical Group) but in 2005 they became an independent business member of the IFMC. Their specialty, electrical controls, has evolved tremendously over time as their customers' needs have grown and changed. They must work proactively to keep up with industry changes and advancements, which often means taking additional classes, learning from their vendors, and doing research on their own. They have also transitioned from staying local to going into the field to assist with installations and integration work.

Their biggest hurdle to meeting these demands is finding people with appropriate competencies for the required work. To begin to address this demand, they have developed strong training resources internally, and work hard to grow people from within into having the competencies to fill the more challenging-to-fill positions. They have also invested in additional equipment to assist in production work.

Jason and Megan are proud of having a team that is willing to grow and continue to learn, both included in that growth mindset. Jason said Megan is the perfect example of someone who can come from a completely different industry and grow an incredible career at NTC and NTM (see the leadership brag about Megan on page two of this publication). Jason said it is shown to him on a regular basis how much he doesn't know, while Megan said the industry is continually, "adjusting sails and switching through gears."

Looking to the future, NTC and NTM are adopting a stronger customer-intimacy model of work and will be aligning people with specific customers so they can become more specialized in areas of need.

The companies have evolved significantly and will continue to evolve to stay relevant as trends change. Automation is the future and electrical controls work is a key part of that.

Fun fact about NTC/NTM: Year-to-date in 2023, 52,500 feet of machine tool wire has been utilized by NTC/NTM in the control panels, which is nearly ten miles of wire!

401(k) Retirement Savings Plan Changes

The 401(k) Retirement and Savings Plan transitioned from EPIC to John Hancock effective November 3, 2023. To register your 401(k) account, visit johnhancock.com/myplan and click on Register Now.

Still need to enroll in the plan? If you haven't enrolled, you will be prompted to do so after the registration process.

For additional information please click the following link: [Accessing John Hancock](#)

The AED Goal is On Track!

We have kept you informed on the progress toward the goal of having an AED (automated external defibrillator) in every building by the end of 2024 and we are pleased to update that the goal is well within reach.

An AED is a portable device used in the event of a sudden cardiac arrest to analyze the heart's rhythm, and, if needed, deliver defibrillation to help the heart re-establish an effective rhythm. Although not required by any safety oversight organization, ESI has chosen to work toward every facility having one, starting with locations furthest from medical care.

Once the goal of an AED in every facility is achieved, ESI will continue to earn points that translate to dollars toward purchase of replacement batteries and pads to keep the devices in

good working condition.





Your Health Matters

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



USI is ESI's Health Insurance Broker

Are Your Habits Hurting Your Sleep?

Sleep experts say most adults need between seven and nine hours of sleep each night for performance, health and safety. Below are some common habits that you may not be aware of that could be disrupting your sleep.



Caffeine too late in the day

Six hours after caffeine is consumed, half of it is still in the body. It can take up to ten hours to completely clear caffeine from the bloodstream, so avoid a late afternoon or evening cup of coffee (or opt for decaf instead).



Drinking alcohol

Having a cocktail before bed may make you feel drowsy, but the quality of sleep after alcohol consumption is not the deep, restorative sleep that you need.



Skipping exercise

People who exercise tend to fall asleep faster, sleep longer and have higher quality of sleep than people who do not exercise.



Using electronics in the bedroom

Light or noise from your TV, laptop, tablet, or phone may keep you awake. The bright lights that screens emit can block the production of melatonin, which helps you fall and stay asleep.



Napping at the wrong time of day

Keep your bedtime snack small. Eating a big meal before getting into bed could leave you restless as your body works to digest it.



Sleeping in

Having a regular sleep schedule, even on weekends, could increase the quality of your sleep. It may be tempting to catch up by sleeping in, but doing so can throw off your body's internal clock.



Sources: <https://my.clevelandclinic.org/health/articles/15496-caffeine-tips-for-breaking-the-habit>, <https://www.sleep.org/articles/seven-worst-sleep-habits/>, <https://www.nia.nih.gov/health/good-nights-sleepgood>, <https://www.sleepfoundation.org> 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. ©2020 USI Insurance Services. All rights reserved.

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