

Upcoming Events**New Employee Orientation**

Hosted by The Center for Competency Development.

January 16, 2024
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 January 22, 2024 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 Hedgehog Theory

In his book, *Good to Great*, Author Jim Collins introduced a concept called The Hedgehog*. You may have heard this around the IFMC. The Hedgehog concept is having a deep understanding of the intersection of three circles, each representing a different perspective for a business. Circle one: what you are deeply passionate about. Circle two: what you can be the best in the world at. Circle three: what best drives your economic or resource engine.

The idea is to focus on what you could truly do better than anyone else, making strategic decisions that lead to the intersection of those three circles, and not get distracted by anything else.

This concept doesn't just apply to businesses. Individuals can also apply it to their careers.

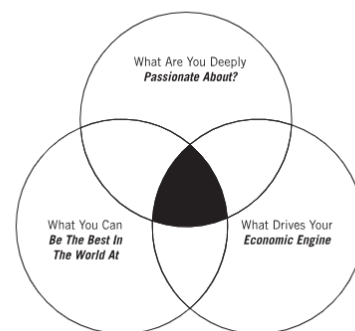
When an individual focuses their career on these three circles, putting their energy toward the overlap of these circles, instead of spreading themselves thin and knowing a little bit about a lot of things, they can become an invaluable resource. However, most people instead become mediocre at a lot of things, and never truly great at any one thing.

Why is this a phrase you hear in the IFMC? Because the goal is for IFMC member businesses to employ people who become great at their craft. People who focus on developing their craft to a point where they surpass good and become great. People who deeply understand and work toward their potential and truly understand their circle overlap.

What do your circles represent? What does your overlap look like and what are you doing to develop it?

*the hedgehog name comes from the ancient Greek parable, "The fox knows many things, but the hedgehog knows one big thing."

Three Circles of the Hedgehog Concept



Financial Matters:

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

Understanding Risk

Read on to learn more about the relationship between risk and reward, how to understand your own tolerance for risk, ways to reduce risk through diversification, and where you can look to find reputable sources of information about investments.

Few terms in personal finance are as important, or used as frequently, as risk. Nevertheless, few terms are as imprecisely defined. Generally, when financial advisors or the media talk about investment risk, their focus is on the historical price volatility of the asset or investment under discussion.

Advisors label as aggressive or risky an investment that has been prone to wild price gyrations in the past. The presumed uncertainty and unpredictability of this investment's future performance is perceived as risk. Assets characterized by prices that historically have moved within a narrower range of peaks and valleys are considered more conservative. Unfortunately, this explanation is seldom offered, so it is often not clear that the volatility yardstick is being used to measure risk.

Before exploring risk in more formal terms, a few observations are worthwhile. On a practical level, we can say that risk is the chance that your investment will provide lower returns than expected or even a loss of your entire investment. You probably also are concerned about the chance of not meeting your investment goals. After all, you are investing now so you can do something later (for example, pay for college or retire comfortably). Every investment carries some degree of risk, including the possible loss of principal, and there can be no guarantee that any investment strategy will be successful. That's why it makes sense to understand the kinds of risk as well as the extent of risk that you choose to take, and to learn ways to manage it.

Read the rest of this article at the link below, including:

- What you probably already know about risk
- Understanding your own tolerance for risk
- What makes volatility risky
- Reducing risk through diversification
- The relationship between risk and reward
- Evaluating risk
- Other types of risk

[CAPTRUST Advice](#)

Learn More About Triton Innovation, LLC

Chips, vegetables, candy, pretzels, bread, fruits, donuts, protein – all of these, and nearly every other food product we purchase, is handled by material handling equipment to help prepare it for the shelves at the grocery store or other distribution center.

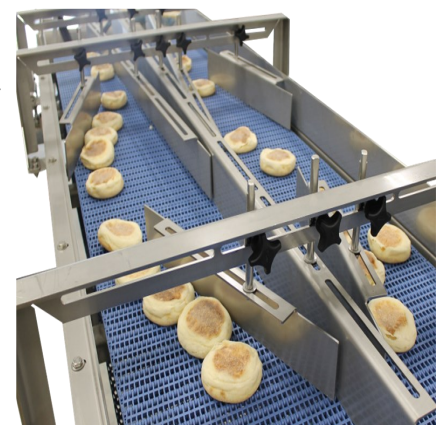
Triton Innovation, LLC ([Triton Innovation LLC – Stainless Steel Food Handling Equipment](#)) in Alpena, MI is focused on those direct food handling applications. We caught up with Gary St. Charles (VP of Operations), Ryan Styma (Sales Manager), and Andrew Simmons (Design Engineer and Estimator) to learn more about Triton.

A focus on food handling applications means that they design and sell equipment that is easy to wash and sanitize, is most often stainless steel (for its corrosion resistant qualities and ease of cleaning) and uses all FDA approved materials and components for safe food handling.

Triton is a relatively new addition to the IFMC, having been around for about eight years. They have had to do a lot of learning and exploring to grow the business to what it is today, but they have had consistent growth over the years of their existence. 2023 will be their best year on the books to-date.

Their equipment is integrated with many different applications as food is cooked, cooled, covered, packaged, and more.

You didn't think this was all, did you? There is so much more...on the next page.



Triton Innovation, LLC - continued from page two

One of their favorite projects to work on has been metering feeder systems which can involve numerous pieces of equipment and many different food products. Another favorite project of theirs is a recent project that included solving a customer need of having a product reject option incorporated into the system. Gary also added that solving problems for customers is one of his favorite things about the business, and he has enjoyed working this year on the largest conveyor build he has ever been part of in his career with the company.



The Triton team collaborates with other IFMC businesses, most often with Omni Metalcraft Corp. and Endura-Veyor Inc., but they also bring their own unique areas of expertise to the table as working with the food industry brings about some differences. For example, welding stainless steel typically requires continuously welded construction with smoother welds to help eliminate any harborage and contamination points. They often incorporate unique integrated solutions for customers that may include metal detection solutions, vibratory conveyors or sifters.

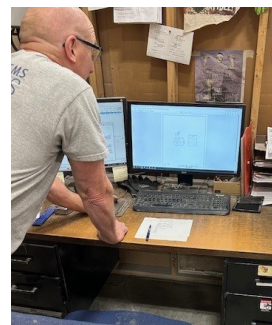


Everyone needs to eat, and the chances are pretty high that we have all consumed something that has been brought to market in a sanitary and hygienic way because of the work of Triton Innovation, LLC.

Leadership Brags

The following brags were submitted to ESI for publication.

This was submitted by Pat Eagling of Conveyor Systems, Inc. "After nearly 30 years with Conveyor Systems, Inc., Paul McKay has retired. He has been a valuable member of the team and is certainly missed. It will take a lot to fill his shoes here at CSI. He got down to business and got the work done. Thank you, Paul, for the consistency in value and dedication to your work." (pictured: typical Paul, not wanting a regular photo, agreed to let us use this photo of him at his workstation)



This brag was submitted by Alicia Kleiber of Omni Metalcraft Corp. After receiving this testimonial from a customer, "The team at Omni Metalcraft took the time to understand our unique needs and was very supportive in the qualification process of our part. They overcame last minute challenges and provided timely resolutions to deliver a quality product on time!" Alicia shared the following, "This particular project involved Terry Xavier, Mike Piechan, Ed Rondeau, and Felicity Zbytowski. This isn't a one-time thing, it happens daily - I appreciate the entire team (OM1) and their constant drive and dedication to satisfy customer needs in a timely and professional manner."

This brag was submitted by Matt Gies and Vic Ross of Via-Tech Corp. "Via-Tech had three retirements at the end of 2023 of three long-term employees, Paul Filipiak, Dave Filipiak, and Tom Romel. Each of these men had more than 30 years with the company and will be missed greatly. Although a lot of experience is leaving the company with these retirements, the three retirees mentored other employees who are ready to fill the gaps. Congratulations and thank you for your many years of contribution, Paul, Dave, and Tom!" (pictured: the VTC team wishing the retirees farewell; even their previous leader, Gary, showed up to the retirement celebration)



Doug Roznowski of Omni Metalcraft Corp. submitted this about retiree Jim DeCaire, "After 27 years of dedicated engineering, Jim DeCaire is retiring from Omni. Jim has specialized in chain driven live roller conveyor (CDLR), chain transfers and chain conveyors. Over the years Jim has worked closely with the weld and assembly shops to improve designs to ensure better quality, efficiencies, and reliability of products. Jim was instrumental in the designing and testing of level lift transfers and for the past ten years Jim has been the primary engineer for CDLR and chain transfers for OM4's largest customer. Jim's quality work and attention to detail will definitely be missed."

This was submitted by Doug Roznowski of Omni Metalcraft Corp., "For the third year in a row the OM3 team (Integrator 1 group) has had a record sales year. Since 2020 their sales have tripled. Most of their work comes from the automotive market which can be very



demanding. Attention to detail and unique specifications require a lot of teamwork but this group is very focused on working as a team and consistently produces high quality results for their customers." (pictured: the OM3 team)

Leaders may submit brags for future editions to jackie.krawczak@kabu.net.



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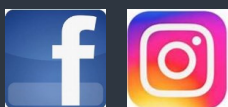
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Misc. Opportunities / Competencies / Career Questions

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Your Health Matters

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



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Preventive Care

Many chronic illnesses can be largely prevented through partnership with your healthcare team.



Did you know that chronic diseases such as heart disease, cancer, and diabetes are responsible for 7 of every 10 deaths among Americans each year and account for 75% of the nation's healthcare spending? These chronic diseases can be largely prevented through partnership with your healthcare team. Treatment for chronic diseases works best when they are detected early.

This is why preventive care is so important.

Preventive care includes annual wellness exams, flu shots, and cancer screenings. These services can prevent illness, disease, and other health problems, or detect illness at an early stage when treatment is likely to be most effective. Getting your recommended preventive services and making healthy lifestyle choices are key steps to good health and wellbeing.

The first step is establishing a relationship with a primary care physician (PCP) and getting an annual wellness exam. Your PCP can diagnose and treat a full range of health issues, recommend specialists trained to treat specific health concerns, help you prevent disease and stay healthy. Seeing a PCP costs less than going to the emergency room or urgent care.

Some services are free too! Due to healthcare reform, a wide range of preventive services including your annual wellness exam with your PCP, are covered at 100%. Consult your healthcare provider for a list of preventive care screenings that are offered at no cost.

There is power in prevention. If everyone in the United States received their recommended preventive care, we could prevent over 100,000 chronic conditions each year.

Source:

Centers for Disease Control and Prevention: <https://www.cdc.gov/prevention/>

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.

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