

**Upcoming Events****New Employee Orientation**

Hosted by The Center for Competency Development.

March 19, 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**

Jackie Krawczak  
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**Equipped Live**

The next Equipped Live is scheduled for March 18, 2024 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live feedback is always welcome and can be submitted to Jackie Krawczak  
jackie.krawczak@kabu.net

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**A Growth Mindset or a Fixed Mindset: It's Your Choice**

In the February Equipped Live, there was a brief mention of having a growth mindset. This was during a conversation about filling competency gaps with current employees, and looking for employees who want to continue to grow and develop their competencies.

We thought we would share a little more about the concept of a growth mindset versus a fixed mindset.

Growth and fixed mindsets are ways of thinking about how we perceive and respond to our abilities and the environment. Those with a growth mindset view intelligence, abilities, and talents as learnable and capable of improvement through effort. Someone with a fixed mindset views those same traits as inherently stable and unchangeable over time.

A growth mindset has been demonstrated repeatedly to be the mindset that leads to career advancement. Those with a growth mindset tend to also be more resilient.

Those with a fixed mindset are more likely to avoid new challenges, feel inferior to others, and feel envious of others and their accomplishments.

So how can you develop, or increase a growth mindset? Some suggestions include:

- Understand that you have a choice in your mindset
- Use self-talk rooted in a growth mindset
- Practice
- Seek outside help
- Stop seeking approval from others and practice intrinsic motivation and validation
- Replace the word "failure" with "learning"

## Industrial Air Technology Corp.: Success is in the Air

Industrial Air Technology Corp., (IAT) located in Gaylord, MI, became a member of the IFMC in 2002. The business is focused on selling, engineering, and manufacturing industrial fans, blowers, and accessories for air pollution control and managing process air (air movement that is part of a process such as producing paper).

ESI caught up with Nick Kowalski, VP of Operations for IAT, Eric Kalenauskas, VP of Technology for IAT, and James Wallace Jr., Sales Engineer for IAT to learn more about the business.

IAT builds fans and blowers that can move 100 cubic feet of air per minute (the volume of a small office), up to fans and blowers that can move 400,000 cfm (the volume of a high school gymnasium). The physical sizes of a fan or blower wheel can range from twelve inches in diameter, up to the largest one they ever built at 98 ¼ inches, which was 16 feet tall once the entire fan was complete.



The business is also involved in innovative technologies related to flex connectors, dampers, and silencers.

The industrial fan, blower, and accessories business requires great attention to detail and technical factors. Many things can impact the equipment design including pressure, volume, elevation, and air temperature. These and other factors require a deep knowledge of fluid mechanics, and an understanding of different materials (abrasive resistant,

spark resistant, stainless, carbon steel, aluminum, nickel alloys, and titanium, for example). It also requires balancing the fans and blower wheel assemblies to minimize vibrations at levels similar to the balancing grades required for aircraft engines. They also engage in stress and frequency analysis and testing, as well as bearing and shaft analysis.

IAT has built fans, blowers, and accessories for many different applications including seed conditioning, mining of gold, coal, and lithium, food processing, pharmaceuticals, the recycling industry, and more.

The team shared some unique projects they have worked on. They once sent equipment to a location in British Columbia that required delivery via helicopter. They have built equipment that required two motors driving the fan and have built fans that are capable of handling material in the air stream (like wood chips or paper).

Every day is a new challenge for the IAT team. Each project requires them to overcome specific challenges to meet customer needs and the team enjoys that challenge. They appreciate the entire team from sales and engineering to product management and manufacturing. They said the whole team works incredibly well together, effectively working through any issues and because of this cohesive nature of their highly competent team they have doubled their business in the last four years, without adding team members.

The IAT team has a lot to be proud of. They produce high-quality equipment that can be found across the world. To learn more about IAT, visit [Centrifugal Industrial Fans and Blowers - Industrial Air Technology Corp. \(indairtech.com\)](http://Centrifugal Industrial Fans and Blowers - Industrial Air Technology Corp. (indairtech.com)).



### Walk-In, In-Person Interviews Available

In light of the recent news about a local (Alpena) manufacturing business closing its doors and displacing more than 150 employees, ESI has made staff available for walk-in, in-person interviews during the weeks of February 26th and March 4th.

Please help spread the word to your friends and family who may be seeking new employment.

Interested individuals may drop by the ESI office at 110 West Chisholm Street between the hours of 9 a.m. and 5 p.m., Monday through Friday.

They should be prepared to complete a job application as part of the process.

It is also important that they are aware of the requirement to pass a drug test for employment with an ESI client.

Questions about this can be directed to Tony Ommani:

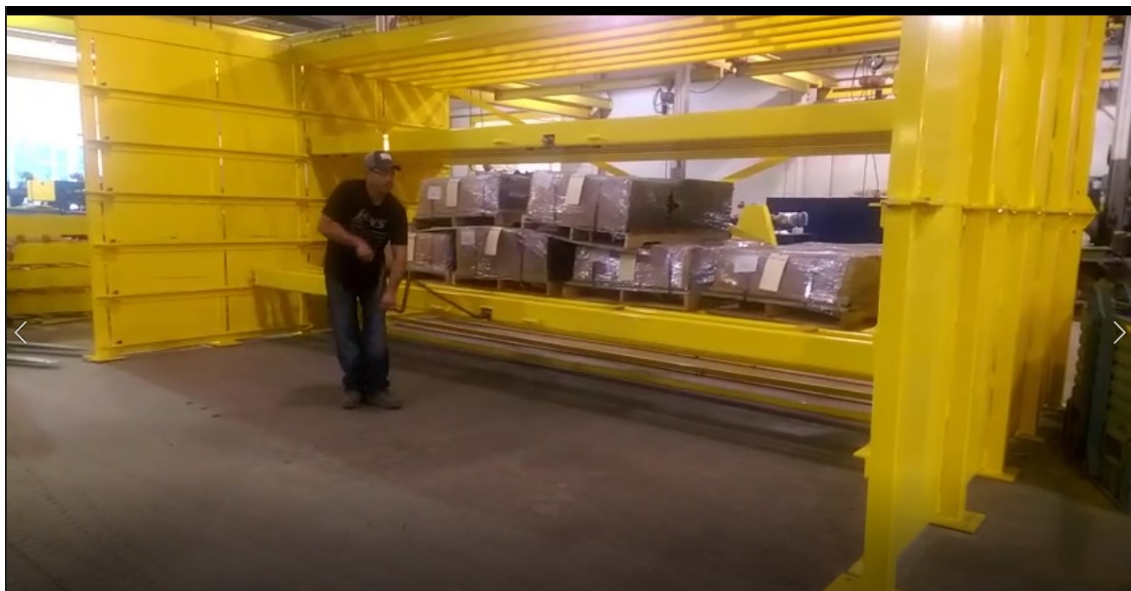
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## Rack Engineering Division, LLC - Racking Up the Successes

Rack Engineering Division, LLC (Rack) is a heavy-duty storage solutions company focused on storage solutions for industrial needs. They create and sell products like storage for sheet metal, tubing and other hard-to-store items that are generally heavy and may require a forklift or overhead crane.

Examples of products and materials they have created storage and accessibility solutions for include stamping dies, marble slabs, and sheets of glass. They have also created storage solutions for hand tooling, gloves, and a special cabinet for inventory and tool check-out.

Rack has been part of the IFMC for several decades and has designed and built many products for customers of which the Rack team is proud. Quade Kimball, Vice President of Operations for Rack since 2018, is especially proud of a recent product development – a storage system for forklift propane tanks. This new system makes handling the propane tanks more ergonomic and allows anyone to



load and unload the tanks with very little assistance. When propane tanks weigh approximately 70 pounds, this kind of storage and access help will be much appreciated by those who handle forklift propane tanks.

Husky Products, LLC in Atlanta, MI does most of the manufacturing work for Rack. Rack also utilizes assistance from Innova-Tech Solutions Corp. for some engineering and estimating work. They recently grew their small team by restructuring and adding a Sales Manager.

Quade is most proud of Rack for their high-quality products and innovative custom solutions. Although still in the material handling industry, Rack is different than the conveying equipment many of the other IFMC businesses sell. One project they worked on was a crank-out shelving unit that held up to 50,000 pounds of dies (pictured). They have also made other unique items like racking for cheese and wine barrels.

Rack has been and remains a valuable business within the storage solutions market space by effectively meeting and exceeding customer expectations since 1998 when it became a part of the IFMC.

Learn more at [Homepage - Rack Engineering Division, LLC \(rack-eng.com\)](http://rack-eng.com).

## Leadership Brags **The following brags were submitted to ESI for publication.**

There were no leadership brags submitted this month. But that doesn't mean there aren't deserving people and good things happening!

Leaders may submit brags for future editions to [jackie.krawczak@kabu.net](mailto:jackie.krawczak@kabu.net).





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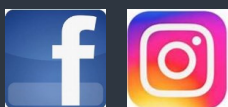
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### Misc. Opportunities / Competencies / Career Questions

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# Your Health Matters

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

Employment Services, Inc



## Nutrition

### Nutrition Insights

From super foods to the newest fad diet, everyone seems to have an opinion on nutrition. With almost 40% of American adults battling obesity, it is important to know what science says about the foods we consume.

The following are some nutritional strategies that promote health and lower the risk of chronic disease.

### Choose Healthy Fats

Fat gets a bad rap, but not all fat is bad! According to the Cleveland Clinic, monounsaturated and polyunsaturated fats actually reduce your risk for cardiovascular disease, including lowering triglycerides and blood pressure. Monounsaturated and polyunsaturated fats are found in a variety of foods such as olive and corn oils, nuts, fish and avocados.

Saturated and trans fats, however, have the opposite effect. These fats are found in high-fat dairy products, butter, fried foods, bacon, beef, pork, lamb, veal, and desserts made with lard, butter or tropical oil. Your total daily fat intake should range from 20% to 35% of your total daily calorie intake.

### Increase Fruits and Vegetables

Did you know that only 3% of Americans consume the recommended amounts of fruits, vegetables, legumes and grains? A combined seven servings of fruits and vegetables are recommended each day. Both food groups are typically low in fat and calories, and they provide healthy nutrients such as vitamins A and C, folate, fiber and potassium. These nutrients can improve everything from heart disease risk and skin health to cholesterol levels and blood pressure.

### Use Portion Control

Portion sizes in America are getting bigger and bigger. As portions increase, so do our appetites. Try these easy strategies for limiting portions:

- ❑ Split a meal when eating out with a group.
- ❑ Pre-portion snacks to avoid overeating.
- ❑ Use smaller plates to trick your brain into thinking you are eating more.
- ❑ Invest in healthy options. You eat what you buy.

Remember that nutrition needs vary based on individual health factors such as lifestyle, weight and chronic disease. Consult your doctor if you have any questions or concerns about the right nutrition plan to follow.

Sources: 1.Center for Disease Control and Prevention - <https://www.cdc.gov/obesity/adult/defining.html>, 2.The Cleveland Clinic - <https://my.clevelandclinic.org/health/treatments/17281-nutrition-strategies>, 3.The Mayo Clinic - <https://www.mayoclinic.org/healthy-lifestyle/nutrition-and-healthy-eating/in-depth/fat/art-20045530>, 4.United States Department of Agriculture - <https://www.choosemyplate.gov/fruit-vegetables-healthy>

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. Permission granted by Robertson & Fisher Publishing for use of the HealthMatters newsletter. Copyright Robertson & Fisher Publishing, 2015.