

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

July 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
jackie.krawczak@kabu.net

Equipped Live

The next Equipped Live is scheduled for July 15, 2024 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live feedback is always welcome. Questions to be answered live can also be submitted in advance. Contact
jackie.krawczak@kabu.net



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Core Value/Guiding Principle: Honesty

Over the next several months, we are going to use this space to discuss each shared Core Value of the IFMC. The Mission/Vision/Core Values document is a road map to personal and team success in the IFMC.

Honesty: To tell the truth without deceit.

To be honest seems like an easy core value to understand. Tell the truth no matter what. But when you include, "without deceit," it adds meaning to the core value.

What does it mean to tell the truth without deceit? It means telling the entire truth and not leaving information out in an effort to hide something or lead someone to a different conclusion than is actually true.

In a work environment where there is complete honesty, you can expect to experience the following:

- Transparency at all levels of the organization; even if information is difficult to hear, it is communicated.
- Openness and authenticity in all interactions.
- Admission of mistakes, communication of setbacks and voicing of concerns without fear of retribution.
- High levels of trust.

Self-Reflection:

Do you tell the truth to every person, in every interaction, even when it is difficult? Do you ever purposefully/knowingly leave information out to protect yourself or others or hide the whole truth? Do you believe there are acceptable levels of, or situations for, dishonesty or do you tell the truth no matter how big or little the issue is?

Robotic Welder Capabilities Continue to Expand

Robotic welding capabilities are expanding among ESI clients. We caught up with IFMC subject matter expert Brian Bishop to learn more about these capabilities.

Currently, there are four robotic welders located at ESI client sites: two at Specialty Pulleys, Inc., one at Husky Products, LLC, and one at Summit Mfg. Corp.

The benefits of utilizing robotics welders include:

- Reduced lead times.
- Reduced weld times, especially in repetitious work.
- Consistent weld quality across all weldments.
- All of the above benefits result in reduced cost without sacrificing quality.

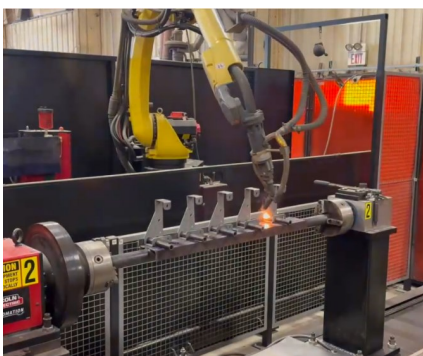
The focus for robotic welders among ESI clients is on carbon steel and stainless steel. However, there has been recent development in applying high volumes of wear-resistant coatings to existing IFMC products.

Repetitious work and parts with longer weld times are ideal candidates for robotic welding. Operators can set the machine and let it do the work, while humans focus on other tasks such as tacking, finish grinding, and welding parts that need a special touch.

Examples of projects the robots have worked on include:

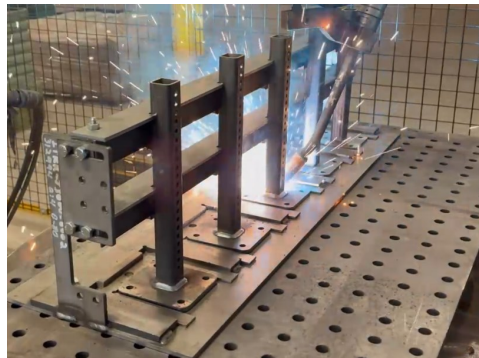
- Shredder cores for Ameri-Shred Industrial Corp. - each core has a weld-time of up to 45 minutes so a human can do other work while the machine welds for that time.
- Diamond plates with angle iron for pedestrian access to the conveyor (tread plates) and dip plates that fill gaps between rollers so product can't dip between the rollers.
- Drum and wing pulleys for ProCal Innovations, LLC. Some of these products utilize time consuming three-pass welds and hard facing.
- A large portion of Reacher Mfg.'s flex conveyor parts including legs, feet, handles, motor brackets and more.

Some people believe that robots are replacing humans in the workforce, but that's not true.



There are many positions that cannot be filled due to a lack of human welders, and jobs with new competencies are also created to support the addition of machines. Robots need to be programmed, maintained, loaded, and operated.

Brian became a subject matter expert for ESI clients because he developed an interest in the field, started working with the machines, and attended a training course on robotic welding through Lincoln Electric.



Hiring and Employee Needs Update

In the last 90 days the ESI recruiting team has filled over 100 open positions for their clients.

That means that, on average, a minimum of one person finds a career opportunity in the IFMC every single day.

However, there are still plenty of opportunities to be had.

ESI is currently seeking applicants for over 70 open positions.

These positions range from assembly and welding to engineering and sales, and many others. The needs are plentiful and the careers are rewarding.

If you know someone who you think has competencies that would bring value to any of ESI's clients, please have them explore the possibilities at www.358-jobs.com/opportunities.

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

We don't typically allow anonymous submissions for Leadership Brags but we made an exception for this brag.

A leader from an ESI client said his team asked him to submit this brag. He asked to recognize Greg Winter, Matt Winter, and Deb Clark. The team shared that the recent announcement of a surprise bonus of \$150/week for every week worked in 2024 was an incredibly generous decision and is much appreciated by so many. The team that submitted this brag hopes they are speaking on behalf of all employees of ESI clients and wished to remain anonymous.

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

Artificial Intelligence in the IFMC: Alive (Robotically Speaking) and Well

For several months a group within the IFMC has been meeting weekly to share information about utilization of artificial intelligence (AI). Most of the discussion is around the use of Microsoft Copilot, but sometimes other AI sources are discussed as well.

What is Microsoft Copilot?

Copilot is a generative artificial intelligence chatbot developed by Microsoft.

The definition directly from Copilot itself: Microsoft Copilot is an AI assistant that works everywhere you do and adapts to your needs. It can help you find information, create content, boost productivity, and enhance your work and life experiences with Copilot for Microsoft 365, Copilot Studio, and other products. It's like having an everyday AI companion that assists you in various tasks!

During these weekly meetings, several examples have been shared of how AI has been used in the IFMC. Below are some of the shared examples.

Lauren Wirgau of Innova-Tech Solutions Corp. said she has used Copilot to find files on her computer, and it was easier than using the search bar in the documents area.

Jeana Marinos from Impact Team K, LLC has utilized Copilot to assist in creating marketing pieces. She first asks AI (GPT) to analyze the tone of an approved writing piece. The description of the tone can then be added to prompts for GPT to reference in future pieces. This simple step has improved Copilot's ability to stay consistent with a brand voice.

Andy Bauer of Innova-Tech Solutions Corp. asked Copilot to read a draft email to check for tone and offer feedback on the harshness level of the communication.

Rebekah Reed from Impact Team K, LLC used Copilot to help create Gantt charts and to generate task lists for projects.

Graham Lapp from Innova-Tech Solutions Corp. used AI recently to process large pdf files into a chatbot that answers questions, generates content and solves problems based on custom specifications. He also used AI recently to generate the code for custom programs in python that leverage local AI models to pull information from the internet and categorize it by type.

Paul Diamond of Innova-Tech Solutions Corp. shared that a current project is utilizing Copilot to help create searchable engineering standards documents for others in the IFMC.

These are just a handful of examples of what AI is being utilized for in the IFMC. These individuals and others are continually testing AI and utilizing it to help them become more effective and efficient in their work. Although AI is not new, it is new in every day use to the mass population and is becoming increasingly common. There is a learning curve to figuring out how it might work best for different scenarios and needs but most can agree there is a place for it in the IFMC.

If you have utilized AI in unique and helpful ways, let ESI know by messaging jackie.krawczak@kabu.net to share your AI story.





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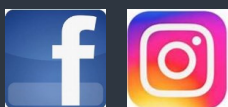
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Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)

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Your Health Matters

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



Employment Services, Inc

Skin Health and Prevention



More people are diagnosed with skin cancer each year in the U.S. than all other cancers combined. Nearly all skin cancers are associated with exposure to radiation from the sun.

- ✦ One in five Americans will develop skin cancer by age 70.
- ✦ Although less common, melanomas are the most dangerous, estimated to kill approx. 7,230 people this year.
- ✦ In the past decade, the number of new melanoma cases diagnosed annually has increased by 53%.
- ✦ Basal cell cancer is the most common form of skin cancer. An estimated 4.3 million cases are diagnosed in the U.S. each year, resulting in over 3,000 deaths.
- ✦ Squamous cell cancer is the second most common form of skin cancer with over 1 million cases diagnosed in the U.S. annually, causing more than 15,000 deaths.

Reducing Risk and Increasing Detection

On average, a person's risk for melanoma doubles if he or she has had more than five sunburns. Reduce your risk of skin cancer by:

- ✦ Avoiding direct sunlight between 10 a.m. and 4 p.m.
- ✦ Using physical barriers to protect skin, such as wide-brimmed hats, sunglasses, long-sleeved shirts and pants
- ✦ Protecting exposed skin. Use a broad-spectrum, water-resistant sunscreen with SPF 30 or more
- ✦ Applying sunscreen 30 minutes before going outside and reapplying every two hours

Indoor tanning is NOT a safe alternative. More people develop skin cancer because of indoor tanning than develop lung cancer because of smoking.

- ✦ Tanning beds carry the same cancer risk as plutonium exposure.
- ✦ Tanning bed users have a nearly 70% increased risk of developing squamous cell or basal cell cancer.

Know the "A,B,C,D,Es" of skin cancer. Freckles and moles are high risk and if they have the below characteristics should be checked out. If you suspect you have skin cancer, see a dermatologist.

- ✦ Are **A**symmetrical
- ✦ Have irregular **B**orders
- ✦ Have different/unusual **C**olors
- ✦ Have a wide **D**iameter
- ✦ **E**volve in shape, size color, etc.

Sources: <https://www.skincancer.org/skin-cancer-information/skin-cancer-facts>

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.