



Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

August 20, 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 August 19 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: Dedication

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.

Dedication: Loyalty with Contribution

To be loyal means to give and/or show firm or constant support or allegiance to a person or institution. To make a contribution means to play a role in helping bring about a result or helping someone/something advance.

Therefore, dedication in this case means not only constantly and firmly supporting the IFMC but also adding value toward a result or advancement. This core value requires not only stating you stand behind the work of the IFMC, but also taking action to contribute to the work (advancement, success) of the IFMC. It is more than being a dedicated fan on the sidelines and means getting into the playing field and being part of the game.

Self-Reflection

Do you have both loyalty and contribution to the IFMC? That means you do the work and share support and a positive message.

Do you show dedication to your employer through your words and actions no matter who is around and in any circumstance, both at work and outside of work?

If others are speaking negatively about the IFMC, do you join in the negative talk, ignore it, or speak against the negativity?

Do you contribute 100% to the IFMC all the time or are there times when you do the bare minimum or let others carry the workload?

ESI Clients in Standish - An Update

On Airpark Drive in Standish, Michigan there are three ESI clients: Airpark Industrial, LLC, Q-Tech Mfg., LLC, and Cylindro Mfg., LLC. These businesses were first featured in Equipped when they came on board as ESI clients, and it is time for an update on their business development progress.

The ten employees of **Airpark Industrial** continue to weld and assemble but have also added value in electrical panel work and corrosion testing for ESI clients Nova-Tron Mfg. Corp. and Covaron. They have team members with the competencies for this work, so it makes sense for them to assist in those areas as they also continue to grow their welding and assembly work.

One of the things that has impressed the leaders of Airpark is how fast the team has provided value. According to Phil Zaborney, VP of Operations and Val Holbrook, Plant Manager, the team has incredible work ethic, and are eager to produce quality work for their customers. Val shared that they all work very well together, and that camaraderie has helped them quickly learn the business and provide great value. They are continually interested in learning new types of conveyors and equipment so they can continue to expand their capabilities.

Q-Tech Mfg. continues to focus on production machining work specifically in the areas of track roller and cam follower product lines. They currently have eight employees in two shifts using one hydraulic saw, one CNC machining center, and five CNC lathes to get the work done. Q-Tech has utilized the more established ESI clients in the Alpena area to help train their team and that has helped them build a competent team relatively quickly.

The six employees of **Cylindro Mfg.** are focused on manufacturing heavy-duty rollers. This means they focus mainly on rollers with a diameter of 4" and greater. Although they focus on this size of roller, they do have the capacity to manufacture all other rollers utilized in equipment that is manufactured by ESI clients.

One of the things that VP of Operations for Cylindro Mfg., Matt Gies, is pleased with is how well the team works together under leadership. They had a leader who had developed an effective team. When the team experienced the unexpected and unfortunate death of that leader, it was evident that he had set up a strong team as they banded together under new leadership from within, Eric Bladecki (current Plant Manager), to continue to add value and excel in their work.

Cylindro also played an integral role in helping create more efficiencies and streamlined processes among all the roller shops that are ESI clients.

All three of these businesses have the space available to grow and will continue to add people with appropriate competencies as needed. They work together by sharing human competencies as needed, even transferring people to a different business when they know it is a better fit for that person and the business.

The Standish businesses are a great example of the value of an effective IFMC village.



The Center for Competency Development Continues to Offer Value in Training Opportunities

The Center for Competency Development (The Center) has hosted various training opportunities recently, based on requests from ESI clients.

Most recently, The Center worked with Pat Hantz to host two workshops on engineering technology specifically for Omni sales teams.

Earlier this year, The Center hosted the A3 Problem Solving workshops, and continually throughout the year, The Center hosts a monthly new IFMC Employee Orientation program.

The Center is continually exploring new opportunities to provide training. They are currently researching an opportunity to offer training for leaders to better on-board their own employees. (Your input on level of interest in this topic is appreciated....contact Jackie.krawczak@kabu.net).

All requests or suggestions for training can be submitted to info@thecompetencycenter.org

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

Crystal Marciniak of Rapid-Pro-Mfg. Inc. submitted the following brag about Larry Monson. "Larry has been a dedicated employee for an extraordinary 50 years. Today, on his 69th birthday he continues to demonstrate his exceptional knowledge and expertise. He can effortlessly recall numbers for any part and knows the exact location of every item. Larry has been the glue that has held this place together for many years and despite being eligible for retirement, Larry remains committed to his work, ensuring that operations run smoothly. He has been part of this company since he was 19 years old and his 50 years of service are truly remarkable. Larry deserves more than just a brag for his dedication and loyalty."

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

Equipped Live Continues to be Valuable Resource

Twenty-eight episodes of Equipped Live have now been completed. That's over two years worth of interviews with Greg Winter about different topics that relate to the IFMC (a reminder...Interdependent, Free-Market Consortium).

Topics covered include the reasons there are multiple businesses in the IFCM instead of just one singular business in the material handling industry (March, 2022), the Mission, Vision and Values of the IFMC (May, June and July, 2022), the discretionary bonus program (October, 2022), creating teams of seven in the IFMC (April, 2023), a SWOT (strengths, weaknesses, opportunities and threats) Analysis of the IFMC (August, 2023), pathways to increased compensation (January, February and March, 2024), and many others.

The last four episodes (April, May, June and July, 2024) have been Greg Winter answering questions submitted in advance by employees of businesses in the IFMC.

Those questions have been submitted by individuals and teams and have included (but there are many others):

- How do you ensure that team members feel valued and respected?
- What accomplishment are you most proud of?
- What advice would you give someone starting a career in this industry?
- What are the driving factors to change some businesses from a corporation to an LLC?
- To what do you credit the high employee retention rate?
- What do you do to recharge, relax, and get away from it all?
- Why has the bonus distribution schedule not moved back to the spring?

The August Equipped Live will continue with submitted questions being answered and so will additional episodes if there are questions submitted. What questions do you have about the IFMC? Is there anything you're curious about that you have not been able to get an answer about yet? Perhaps you're curious about the reason the facilities mostly have building numbers and not names, or how it is determined when a business will become a new IBU instead of the work remaining a function of a current business, or maybe you've always wondered who names the business units in the IFMC and how they come up with the names.

Equipped Live is your opportunity to have those questions answered. All questions can be submitted to jackie@jackiekrawczak.com (989.358.6175).

If you missed any Equipped Live episodes, recordings are housed on ESI's YouTube channel. Simply search for Employment Services, Inc. in Alpena and it will be easy to find.

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Video Title	Duration	Views	Time Ago
Greg Winter Answers Questions from IFMC Team...	19:35	78 views	6 days ago
Greg Winter Answers Questions from IFMC Team...	18:03	355 views	1 month ago
Greg Winter Answers Questions from IFMC Team...	18:48	92 views	2 months ago
Greg Winter Answers Questions from IFMC Team...	17:50	177 views	2 months ago
Pathways to Increased Compensation: Improve...	18:28	161 views	4 months ago
Pathways to Increased Compensation: Filling...	18:26	131 views	5 months ago



Your Health Matters

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

USI Is Sitting the New Smoking?

Not exactly, but we should be taking the risks associated with sitting seriously. Less than 20% of Americans have physically active jobs.⁴ The typical office worker sits for 15 hours a day, while a long-haul trucker can drive for 11 hours at a time. Many people sit while commuting in cars, buses or trains. Even during our leisure time, we are often seated using a computer, phone, watching TV or playing video games.

How does an inactive lifestyle affect your health?⁴

If you lead a sedentary lifestyle, you raise your risk of health and emotional challenges including:

- **Obesity.** When sedentary, you burn fewer calories so are more likely to gain weight.
- **Heart Disease.** Your hardest working muscle is your heart, which may lose muscle strength and endurance when less active.
- **Type 2 Diabetes, Metabolic Syndrome, and High Cholesterol.** Your metabolism may be affected by inactivity, and your body may have more trouble breaking down fats and sugars.
- **Cancer.** Your immune system may not work as well,
- **Stroke & High Blood Pressure.** You may have poorer blood circulation when idle for an extended time.
- **Depression & Anxiety.** Exercise helps to maintain hormone levels associated with your mood.

Simple Suggestions to Increase Your Activity.



TAKE A STAND!

After every **20** minutes seated, Cornell University ergonomics research recommends standing for **8** minutes, then moving for **2** minutes.⁵

- Consider investing in a convertible desktop which allows you to work sitting or standing,
- Create your own standing desk by moving your computer to an empty countertop part of the day.



Improve leg circulation by regularly tapping your feet to the beat of your favorite music!⁵



Have a walking 'meeting' with a coworker, family member or friend.



Schedule regular activity breaks into your workday to boost energy & improve focus.



Use a headset or speaker so you can move freely, stretch, or do arm circles while on a call.



Use the stairs over the elevator when going up a few floors.



Park farther away from your destination to add a little exercise to your day.

If you have been inactive for a while you may need to start slowly. Consult your doctor for guidance.

Sources:

- ¹ <http://www.healthline.com/nutrition/why-sitting-is-bad-for-you#prevalence-of-sitting>
- ² <https://www.sciencedaily.com/releases/2018/11/181105105419.htm>
- ³ <https://www.mayoclinic.org/healthy-lifestyle/adult-health/expert-answers/sitting/faq-20058005>
- ⁴ <https://medlineplus.gov/healthrisks/inactive-lifestyle.html>
- ⁵ <https://www.muscle-research.com/steps-to-lower-risk-of-health-problems-from-sitting/>



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