

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

November 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
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Equipped Live

The next Equipped Live is scheduled for November 25, 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.

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Core Value/Guiding Principle: Self-Discipline

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

Self-Discipline: To prioritize, organize, and execute the most important responsibilities without allowing distraction

When we have self-discipline we are able to make ourselves do what we know needs to be done, without anyone else telling us what to do. We focus on a goal and desired outcome and do the work required to achieve it, without letting other tasks that are not a priority, take our attention or energy.

In a business where employees have high levels of self-discipline, you could expect to experience:

- No time spent on tasks that do not add value.
- Consistent work toward goals.
- A willingness for delayed gratification.
- Effective prioritization of responsibilities.

Self-reflection

- Do you allow yourself to get distracted by things that don't get you closer to the goal or aren't the priority in that moment?
- Do you effectively prioritize tasks so the most important things get your attention first, even if there are other things you'd rather do?
- Would others describe you as someone who wastes time or does things in a way that just makes it appear you are busy?

Introducing the ESI Hall of Fame

On October 17, 2024, 39 individuals were recognized for having 35 years or more of employment with one or more ESI clients. At a dinner event, they heard from Greg Winter, and were presented plaques by Greg, Deb Clark, and Matt Winter. Additionally, \$250 was donated on behalf of each inductee to a non-profit they chose from a list provided to them.

The ESI website now has a Hall of Fame section that honors each inductee. This is intended to be an annual program to recognize others as they achieve their 35 year mark of service with ESI clients.

Congratulations to each of these individuals and thank you for your commitment and dedication to ESI clients!

The inaugural list of inductees include:

- | | | |
|------------------|----------------|------------------|
| Michael Baird | Rob Frantz | Dennis O'Neil |
| Tom Bates | Jerry Grabow | Gary Pilarski |
| Randy Beaudoin | Pat Hantz | Ken Ritthaler |
| Scott Bishop | Cathy Idalski | Thomas Romel |
| Ed Bolda | Larry Kamyszek | Vic Ross |
| John Diamond | Alan Kaschner | Doug Roznowski |
| Paul Diamond | Glen Kowalski | Tom Standen |
| Mike Donajkowski | Ken LaRoche | Michael Stoinski |
| Pat Eagling | Virgil LaRoche | Larry Suszek |
| Dave Edgar | Jim Leeseberg | Diane Taylor |
| Jeff Edgar | Greg Litwinski | Tom Townsend |
| Dave Filipiak | Susan McHarg | Brian Truman |
| Paul Filipiak | Joel Nowak | Phil Zaborney |



Introducing The Optimizer

While engaging in growth initiative planning a few years ago, one of the things Endura-Veyor, Inc. (EVI) team members wanted to explore was development of lift and dump equipment that did not use the traditional hydraulics their current equipment used.

Fast forward to today, and EVI is proud to announce they have sold two and shipped one of their new patent-pending non-hydraulic lift and dump equipment, The Optimizer.

EVI is proud of the work that went into developing and selling this new equipment. The equipment comes with several new features. It has a chain drive system instead of hydraulics. It encompasses less floorspace and has less overhead space requirements. It is quieter than hydraulic equipment. It can discharge higher than hydraulic dumpers and has faster cycle times.

Although many team members had a hand in development of The Optimizer, the efforts were led by Tucker Spranger, Gary St. Charles, and Charles Kennedy. In the process, they realized that there was nothing similar in the lift/dump (container dumper) market and so they received permission to begin the patenting process for some components of the design. They are currently through the first round of that process.

The first unit found its home in Ohio with a logistics company that needed the smaller footprint to bring material up from a basement to a main floor. It has a discharge height of 12 feet. Another unit with a discharge height of seven feet, is scheduled to ship to PepsiCo this month and the EVI sales team is working on introducing The Optimizer to additional existing and potential customers.

The development process isn't done yet, though. EVI team members are working to continually improve the design, including lowering the cost to build it.

Not every idea makes it to market and for the ideas that do make it, the path isn't easy or short. But this is just another example that shows that ideas, when combined with persistence, education, and dedication, can often turn into something valuable for customers.

Learn more about The Optimizer on EVI's website: [Optimizer Container Dumper - Endura-Veyor Inc.](#)



Gary St. Charles congratulates Tucker Spranger in front of their first Optimizer before it shipped to the customer.

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

Jackie Krawczak asked to give a shout out to Ashley June from Axis Resources Corp. Jackie shared, "Every time I email Ashley asking if she and the team at ARC can help with something, her response is always so positive. They are extremely efficient and have excellent customer service. It is great to know I can always trust their work and count on them to do what they say they will do." Way to go, Ashley and the rest of the ARC team!

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



Your Health Matters

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



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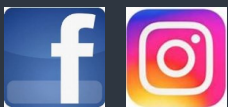
info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions

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Find ESI on



Tobacco Awareness

Tobacco use is one of the strongest and deadliest addictions, and it's not easy to quit. The Great American Smokeout takes place every November and aims to help individuals on a journey toward a smoke-free life.

Smoking is the single largest preventable cause of illness and death in the world. Roughly 34 million Americans still smoke cigarettes, and one out of every five deaths in the United States is caused by smoking.

Reasons to quit smoking:

- **Financial** – Smoking is expensive and can lead to unnecessary healthcare costs.
- **Health** – Quitting can help you feel better physically, have more energy, and improve your quality of life.
- **Senses** – Your food will taste better, and your sense of smell will improve.
- **Hygiene** – Your teeth and fingernails will stop yellowing, and your clothes, hair, and breath will smell better.

If you or someone you know would like to quit smoking, there are many available resources to help you live a happier and healthier life.
Some of the support options that the American Cancer Society offers include:

- Nicotine Anonymous meetings
- Self-help books and materials
- Telephone quit line - Free Quit Now (1-800-784-8669)
- Smoking counselors or coaches
- American Cancer Society Fresh Start Program



SOURCES:
<http://www.smokingcess.com/quit-smoking>
<http://www.smokingcess.com/quit-smoking>
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