

## Upcoming Events

### New Employee Orientation

Hosted by The Center for Competency Development.

May 6, 2025  
8:00 a.m. - 9:30 a.m.  
Presentations are scheduled for 90 minutes and for May is VIRTUAL ONLY due to space restrictions.

Cost to attend is \$40 per person. Registration is required.

Contact  
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### Equipped Live

The next Equipped Live is scheduled for May 19, 2025 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 be submitted in advance.

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## Core Values/Success Strategies: Empowerment

We are using this space to discuss each shared Core Value of the IFMC. The Mission/Vision/Core Values document is a valuable road map to personal and team success in the IFMC.

**Empowerment: Allowing people a choice of method and holding them responsible for the results.**

In an organization that values empowerment, you might experience the following:

- An emphasis placed on trust, autonomy and personal development/growth
- Effective communication and access to information
- Encouragement to contribute ideas and suggestions
- An environment supportive of learning
- An increased sense of ownership and high levels of accountability

Self-Reflection: are you feeling empowered? How well do you empower others?

- Do you feel confident making decisions in your role without the need for constant approval?
- Am I challenged and supported to grow in my role?
- Can I make mistakes and learn from them without fear of blame?
- Do I give people room to make their own decision and mistakes?
- Do I allow everyone to share input and ideas without forcing them to or making them feel unwelcome?

## ESI Client Team Members Shine Once Again - The Ice Storm Impact

When the ice storm hit Northeast Michigan no one really knew quite what to expect, but it didn't take too long for residents to understand the massive undertaking that clean up and power restoration efforts would take.

Most employees of ESI clients were without power - some for three days and others for two or more weeks. Fortunately, ESI clients themselves experienced minimal impacts from the storm. There were relatively short-lived interruptions to internet and power, no structural damage and very little tree damage on properties of ESI clients.

However, with most of the employees without power, at their own homes, what the team members did to continue “business as usual” and keep promises made to customers is something that will be remembered and appreciated for a very long time.



There are many stories of ESI client team members stepping up, working very hard, and getting creative in ways to overcome the hurdles caused by the ice storm, but we'd like to share a few of them.

Many people worked extra hours to get caught up after being down for one or two days.

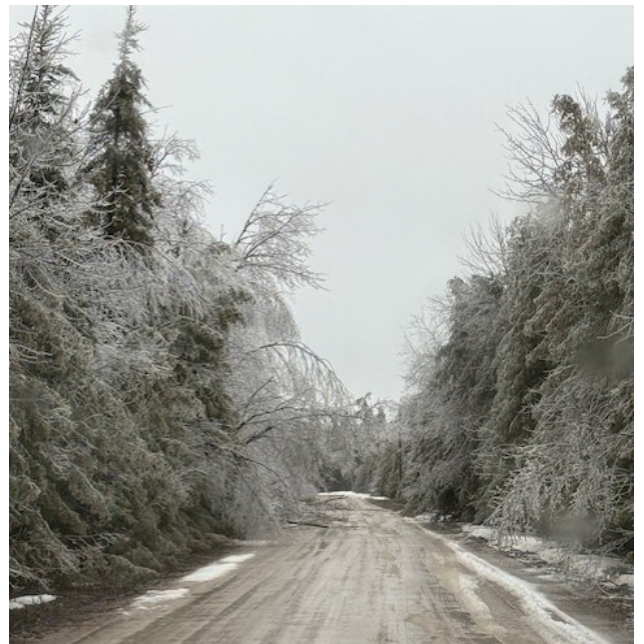
Shops that went into the ice storm ahead of schedule were patient with the shops that got behind due to the storm. They didn't complain, and instead recognized how effectively those shops, like the steel shops, rallied to get caught up in a very short amount of time.

The switchboard operators continued to receive calls as soon as they were able and did their very best to connect callers to the appropriate people as well as inform callers of the extreme weather situation.

For a few days team members could not access the software needed to create quotes or answer questions but they were at least able to speak with customers to explain what was happening and help them the best they could in that moment. While they could have simply not answered or answered and said they would get back to the caller when things were back online, people like Ashley June stepped up to help continue to connect customers with proper company representatives. When things got overwhelming, and they did, others like Alisha Proconier were there to step in and assist at the switchboard.

Customers and vendors were mostly very understanding and impressed with how quickly things got back on track. The positive relationships ESI team members have with vendors were also obvious during this time as vendors helped however they could in getting things moving as soon as possible so ESI clients could keep promises made to their customers.

While dealing with their own power outages and issues at their own homes and properties, employees of ESI clients stepped up big time to keep things moving for customers. There are incredible people who work for ESI clients so it is not a surprise this is how they responded in a challenging time, but it is very much appreciated.



# Infernoware - An Update

In the January 2025 edition of Equipped there was an article about ESI client, Covaron and their Infernoware technology. This is a follow-up to that story.



## EXTREME.

InfernoWare™ protects from temperatures up to 1600°C (2900°F).

## ADAPTABLE.

InfernoWare™ can easily coat and protect aluminum, steel, carbon fiber, polymers, and a wide variety of other substrate materials.

## SIMPLE.

No catalyst, no primer, no special equipment, no heat cure required. Just spray it on and you're done.

## TENACIOUS.

Heat resistant. Chemical resistant. Corrosion resistant. Hydrophobic. InfernoWare™ is tough enough for the most extreme applications.

"That's incredible," was the comment made by a representative of Next Level Armament (NLA), as he held the suppressor on a firearm just ten minutes after firing multiple rounds.

Ten minutes typically would not be long enough for the suppressor to cool to be able to touch it with bare hands without getting burned. But in this case, with the addition of Infernoware, the suppressor cooled much more quickly and was able to be handled in record time.

When we last wrote about Infernoware, they had just completed some testing with NLA to learn more about the impact the coating had on the suppressors. The data was impressive. So impressive that NLA has included Infernoware in their newly released Gen2 lineup of suppressors. NLA shared this about their Gen2 lineup:

Built around the company's new **Infernoware** heat dissipation technology, these suppressors cool faster, suppress better, and handle extended firing schedules with ease.

NLA accepted pre-orders for the suppressors in March and the first part of April for both dealers and the general public with shipping scheduled around the same time this article was being written (end of April).

This is a great win for Infernoware and the team is excited to see what other opportunities they will discover for this impressive technology.

Questions about Infernoware can be directed to Jim Klarich at [jim.klarich@kabu.net](mailto:jim.klarich@kabu.net). You can also learn more at [www.infernoware.net](http://www.infernoware.net) ([Home - InfernoWare™ LLC](http://www.infernoware.net)).

## Leadership Brags

The following brags were submitted to ESI for publication.

Regina Franklin of Northwood Solutions, Inc. submitted the following brags:

"I am extremely proud of the payroll team for their efforts as the IFMC transitioned its payroll provider to UKG. Our first two payrolls in 2025 were processed in UKG and both of those weeks included holidays. There were a lot of manual adjustments to timecards and other issues that had to be dealt with. The payroll team along with team members from Axis Resources Corp. (ARC), Employment Services Inc. (ESI) and Saber Technologies Corp. (STC) put in a lot of long hours to ensure all employees were paid accurately and timely."

"On the heels of the UKG transition came the ice storm. The payroll team was on standby waiting for power and for the server to be up and running. As soon as we received the phone call Tuesday afternoon, the team was working within 15 minutes. UKG extended our deadline by only five hours to close all of the payrolls, and we were able to meet that deadline with the assistance of ARC, ESI and STC to ensure that everyone was paid on time. Employees of ESI clients were already under a lot of stress, and did not need added stress that they might not receive paychecks. Kudos to Heather Gerow, Kerri Bauer, Tonya Peterson and Karen Rasmussen!"





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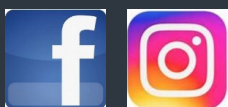
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### Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)

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Find ESI on



# Your Health Matters

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



## Managing Menopause and Mental Health



### Did you know that menopause can significantly impact mental health?

Menopause, usually occurring in women between ages 45 and 55, can affect mental health due to a drop in hormone levels.

While menopause is primarily known for its physical manifestations — like hot flashes and weight gain — the mental health symptoms can also be significant.

Menopause affects individuals differently. Addressing mental health alongside physical health is essential for managing this life transition. Many healthcare experts including endocrinologists, gynecologists, and mental health counselors are trained in this area of care.

*If symptoms become overwhelming or persist, consult your healthcare provider for evaluation and treatment.*

Mental health challenges during menopause may include:

- Mood swings
- Irritability
- Anxiety
- Depression
- Sleep disturbances
- Memory and cognitive changes

#### Sources:

Healthy Women and Older Women Clinic

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