

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

June 10, 2025
8:00 a.m. - 9:30 a.m.

Presentations are scheduled for 90 minutes and can be attended in person 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 June 16, 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.

Contact

jackie.krawczak@kabu.net



this issue

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Core Values/Success Strategies:

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.

Specialization: Focus on core competencies that provide benefits to local stakeholders, are hard to imitate, and can be widely leveraged to many products and markets

In an organization with a core value of specialization, you might notice:

- Deep expertise: teams/team members develop a high level of skill and knowledge in a specific area
- Limited cross-functional overlap: individuals, departments and teams work almost exclusively in their domain (finance, engineering, welding, etc.)
- Formal processes and handoffs: work often moves in stages between specialized groups with structured processes and coordination
- High efficiency in routine and complex tasks: specialized teams can handle repetitive and complex tasks faster because they have mastered them

Self-Reflection:

- Do you have an area of expertise that you continually seek to refine?
- Do you engage in training opportunities in your area of expertise to continue to grow your competency?
- Do you seek to understand all perspectives of your area of expertise including new technologies and information as it is available?

401K - a Reminder of the Benefit and Additional Related Resources

After reviewing national retirement savings statistics, Microsoft Copilot determined, “While total retirement assets are growing, the average savings figures mask deep inequalities. Many Americans, especially in lower-income brackets or certain regions, are not financially prepared for retirement.”

All employees of Employment Services, Inc. (ESI) clients, with the exception of interns, have access to a 401(k) benefit. Although many employees of ESI clients are already enrolled in the 401(k) program, there are additional resources available because of ESI’s relationships with CAPTRUST, that you may not be aware of.

The 401(k) benefit details:

- The business John Hancock Retirement Services is the record keeper for the plan - visit John Hancock to view your account.
- You may enroll in a traditional 401(k), a ROTH option, or a combination of the two.
- There is a 30 day wait period for all new employees to enroll in the program.
- Employees of ESI clients must contribute to get the company match (your employer does not contribute unless you do).
- ESI clients match 100% for contributions up to 3% of wages; a 4-5% contribution of wages receives another 50% match.
- The portfolio is very diversified as it includes every major asset class, and includes institutional pricing.
- The money is 100% vested, meaning it is the employees’ money even if they leave employment with an ESI client. This includes the company match.
- John Hancock Retirement Services can be reached at 800-294-3575 or myplan.johnhancock.com.

Additional resources through CAPTRUST:

- CAPTRUST is the plan investment advisor.
- Beyond the 401(k), employees can access CAPTRUST to schedule an appointment with a financial advisor to discuss topics such as investment questions, independent advice, financial planning and help with debt, budgeting, and emergency savings.
- ESI schedules an advisor to meet on-site for face-to-face visits regularly. Employees of ESI clients can schedule time with the advisor during those visits and discuss any financial topics.
- The CAPTRUST advice desk can be reached at 800-967-9948 and appointments can be scheduled by visiting www.captrustadvice.com.

The sooner you start saving for retirement, the more you will have when retirement finds you. Employee sponsored retirement plans are one of the many ways that clients of ESI contribute to the well-being and success of their employees.



CAPTRUST

First Aid/CPR Training - An Important Annual Event

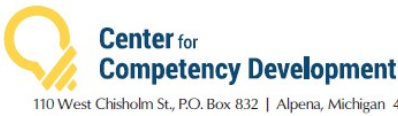


First Aid training is provided annually to ESI clients. This year’s training happened in May and was another successful event.

Leslie Davis organizes the annual training and shared this about the opportunity, “Providing annual First Aid and CPR training to ESI clients is essential to ensuring a safe and prepared workplace environment. Regular training not only reinforces life-saving skills but also builds confidence to respond effectively in emergencies. By staying current with best practices and guidelines, ESI clients’ employees are better equipped to protect the health and well-being of those around them—whether at home, in the workplace, or in the community.”



The Basics of 3D Modeling - A Training Opportunity from The Center for Competency Development (view details below)



TO REGISTER CONTACT:
JACKIE KRAWCZAK
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989.358.6175

THE BASICS OF 3D MODELING

Participants with no 3D Modeling experience will be able to create basic 3D objects.

PART ONE - PARTS DATE: June 11, 2025 TIME: 8:00am - 9:30am LOCATION: ACC, Center Building, Room 120	PART TWO - ASSEMBLIES & DRAWINGS DATE: June 12, 2025 TIME: 8:00am - 9:30am LOCATION: ACC, Center Building, Room 120
CLASS TO COVER: <ul style="list-style-type: none">■ Introduction to 3D Modeling■ Creating Your First 3D Model■ Hands-On Practice (with OnShape)■ OnShape Compared to SolidWorks	CLASS TO COVER: <ul style="list-style-type: none">■ Introduction to Assemblies■ Creating Your First Assembly■ Hands-On Practice (With OnShape)■ Introduction to Drawings

This course is appropriate for anyone interested in moving into a design role, or who would benefit from a better understanding of design and SolidWorks.

INSTRUCTOR: David Cummins | **Cost:** \$95/per person
Registration is required. Limited to 20 people. Participants must register for both sessions.
Contact: Jackie Krawczak by email: jackie.krawczak@kabu.net or phone: 989.358.6175

Leadership Brags The following brag was submitted to ESI for publication.

Leadership of OM4 - Integrator Two Division - submitted this photo and statement about the entire OM4 team. The team recently gathered in-person (which is no easy feat these days!) to not only celebrate having reached a milestone, but they also took the time to engage in a group discussion about goals and growth.

Congratulations on the milestone achievement and on gathering as a team, OM4!



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

