

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

July 15, 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
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Equipped Live

The next Equipped Live is scheduled for July 14, 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: One Final Review

For the last several Equipped newsletters, we have utilized this space to cover the Core Values of member organizations of the IFMC. The Mission/Vision/Core Values truly are a roadmap to an individual's and organization's success in the IFMC. This month we are going to leave you with one last look (for now) at the Mission/Vision/Core Values and encourage you to reflect on how well you are delivering on each of these.

Mission: The IFMC's purpose is to provide an atmosphere of opportunity for its members and other loyal stakeholders to enhance their economic well being and quality of life.

Vision: Members and loyal stakeholders unanimously attribute their unprecedented success to the IFMC environment.

Core Values, Guiding Principles:

Cooperation - To work together for a common purpose with the intent of achieving mutual gain

Integrity - Possession of and adherence to accepted values, even when such adherence involves personal cost

Respect - To have regard for others and not simply seeing them through one's own interpretation

Honesty - To tell the truth without deceit

Dedication - Loyalty with contribution

Trustworthy - Consistently being responsible for one's conduct and obligations

Stewardship - Careful, responsible and effective management of something entrusted to one's care

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

Core Values, Success Strategies:

Innovation - Creation of a leap in value using unique combinations of ideas, products, services and/or processes

Continuous Improvement - Never ending refinement of ideas, products, services and/or processes to eliminate waste

Agility - To quickly sense and respond to ever changing circumstances

Expectations - Setting and consistently achieving goals

Proactive - Taking the initiative to create opportunities that maximize the potential for superior results

Empowerment - Allowing people a choice of method and holding them responsible for the results

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

The Value of Mentoring is Great

Mentor: An experienced and trusted advisor

Mentoring: Advise or train someone

Mentoring has had a positive impact on the success of ESI clients. Yet the value is often under the radar and overlooked. There are many stories of incredible mentorships that we could share but we don't have space so we narrowed our focus and spoke with a few of those who have been mentors and one mentee to dig into the true value of mentorship for ESI clients and employees.

Bryan Abram, currently employed by Impact Team K, LLC in engineering, started high school with a desire to get involved in a club or team but with little interest in joining a sports team. During his freshmen year of high school, the school (Alpena High School) started with the FIRST Robotics program, and Bryan's interest was piqued.

Bryan spent his four years of high school engaged with FIRST Robotics - he watched and helped the program grow but the program also helped him grow. He also developed a strong interest in engineering.

During his experience with FIRST Robotics, Bryan interacted with several mentors who were employed by various ESI clients. He knows without a doubt that those mentors helped develop his interest in engineering and led to him learning more about engineering than he ever would have in a classroom (although the classroom material is important as well).

The FIRST Robotics mentors had a major positive impact on Bryan and he shared with ESI, "For anyone looking to give back to the community, as well as go the extra mile to support ESI's clients, mentoring is a great opportunity that can have quite a big impact as it did for me."

Brian Konieczny, currently employed by Impact Team K, LLC in engineering leadership, has been a FIRST Robotics mentor for more than 11 years. For him, the mentoring experience has been so rewarding that he helped start a team in Posen, MI to help expand the impact mentoring has on students. Brian has enjoyed watching and helping the students succeed, and developing long-lasting relationships with not only the students but their parents as well. He can also share examples of how solving problems for FIRST Robotics robot has helped him improve equipment he has worked on in his career.

For the students, Brian sees many benefits to mentorship, including giving students' opportunities to explore career fields they may not be exposed to otherwise. Sports are great, but the majority of student athletes will not end up with a career in sports. But, when in a program like FIRST Robotics, students have a great chance of ending up in a related field.

Matt Gies, also currently employed by Impact Team K, LLC in leadership, has also been a mentor in many different capacities and for well over twenty years. Like Brian, he also sees great value to mentoring relationships. He enjoys seeing someone change the trajectory of their life because of their experience in a mentoring relationship. He has experienced people going from little to no direction in life to finding a passion and becoming successful in a career field.

Gies says he enjoys building things and so mentoring someone is rewarding to him because it's helping someone build a future career.

All three employees of ESI clients who we spoke with wanted to encourage others to get involved in mentoring because of the value it can provide to the mentor, mentee, and ESI clients.

Interested in Greg Winter's perspective on mentors he had in his life?

View the Equipped Live from December 2024. Find it on ESI's YouTube Channel.

<https://youtu.be/znBGDHA-qV0?si=2wKJ8zmosx2qO7wY>

Employee Self-Service Feature in UKG

You may not be accessing UKG often at this point but the value and resources offered through the software continues to grow. A new feature was recently rolled out, which all employees of all ESI clients were emailed about. We wanted to use this newsletter to communicate even more about the new feature.

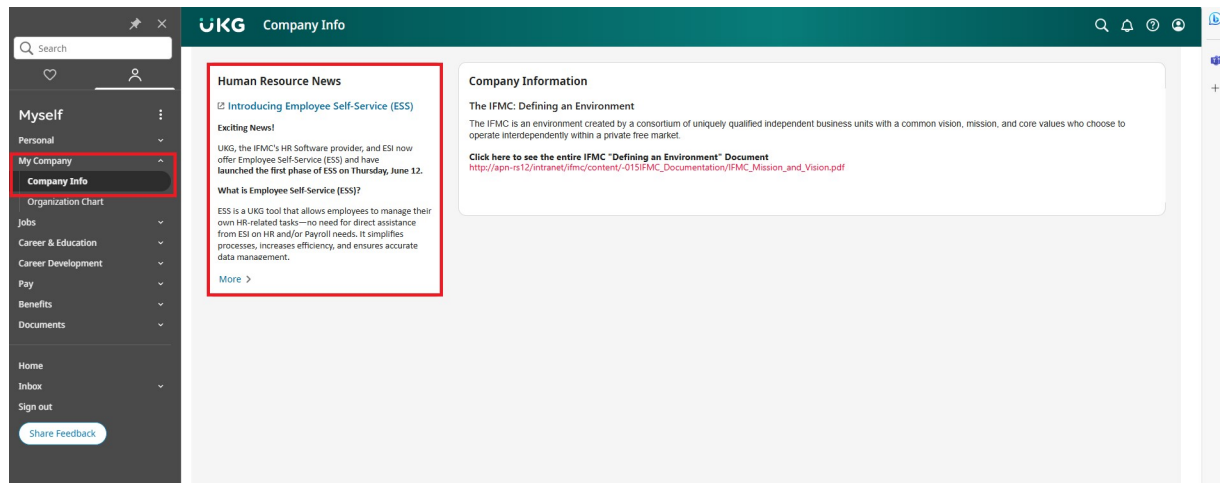
ESI and UKG rolled out the Employee Self-Service feature. This feature allows YOU to take greater ownership over your own information and data. You can process changes to things like your address, preferred email, health savings account, and direct deposit anytime!

There is even a UKG app you can add to your phone for even greater accessibility. You can find the app in your app store and then use the company access code, “MyIFMC” to continue to access your UKG account in the app.

Charla D’Amato, UKG Implementation Manager, is eager to continue to roll out more UKG features and shared this about ESS, “Employee Self Service in UKG offers a streamlined, user-friendly experience that empowers employees to independently manage a range of personal requests. From updating direct deposit details and home addresses to making HSA account changes and more, ESS puts essential tools at your fingertips.”

We encourage you to continue to get acclimated to using UKG’s features as we continue to add valuable content. For additional resources or information, simply log in to UKGPro and select “My Company>Company info.”

You can also reach your UKG ESI support team at (989) 278-3444.



Leadership Brags

The following brag was submitted to ESI for publication.

Brian Konieczny submitted the following: “A couple of weeks ago Mike Furtaw and I made plans to visit one of ProCal Innovations’ biggest customers to promote our Tension Indicating Take-Up Frames ([Take-Up Frames & Covers - PCI, ProCal Innovations, LLC](#)). A week and a half before the trip the customer asked us if we could make a tension indicating version of their own custom in-house frame. We told them we could if they could supply us with the part and assembly prints. Unfortunately they did not have immediate access to the prints and all they could provide us with were some screen shots of a 3D STEP file of their entire conveyor system with some rough dimensions hand typed in from the measurements they took from their CAD software. I gave the screenshots to Jim Rivard (Product Development Engineer at Impact Team K) and not only did he get the new frame designed, but he was able to get a pair of frames released to production in time for Terry Bates at Specialty Pulley to weld them and have them completed so we could bring them along on the trip and present them to the customer. It was a great effort by Jim and Terry as well as the people at PCI Mfg. Inc. who machined the custom parts. Everyone went above and beyond to make this happen.”

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



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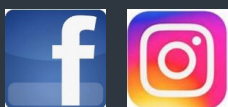
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Misc. Opportunities / Competencies / Career Questions

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Your Health Matters

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



Workplace Safety Awareness



Everyone is at risk for workplace injuries, whether lifting heavy items, pulling loads, performing repetitive movements, or working at a desk. Practicing workplace safety can mitigate issues like knee and back pain, neck strain, and fatigue. Maintain a safe work environment with the following tips:

- 1 Stay current with training and safety procedures.**
Review training when operating new machinery or if procedures change.
- 2 Prioritize personal protective equipment (PPE).**
Wear PPE correctly to prevent injuries. Follow employer requirements for gloves, hazmat suits, etc.
- 3 Avoid shortcuts in procedures.**
It may be tempting to take a shortcut, but it's critical to follow established procedures to maintain safety and prevent injury.
- 4 Stay aware and report unsafe conditions.**
It only takes a few minutes to ensure pathways are clear, and hazardous situations are reported.
- 5 Maintain correct posture to prevent musculoskeletal disorders.**
Aligning the spine, shoulders, and hips helps distribute weight evenly, reducing strain on muscles and joints.
- 6 Ask for help when needed.**
Seek assistance if items are too heavy or tasks are hard to manage. Asking for help minimizes the risk of injuries for everyone.

Sources:

Recommended Practices for Safety and Health Programs Construction Industry / Ergonomics Overview / Occupational Safety and Health Administration Industry

Workplace Safety Tips Every Employee Should Know - Safety

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