ISSUE
60
December
2025

MONTHLY
NEWSLETTER
FOR ESI CLIENTS

EQUIPPED

this issue

Open Enrollment Starts December 1st pg. 1
Resources for You, Part Two pg. 2
Awards and Retirements pg. 3
Work-Life Balance and Stress pg. 4

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

December 16, 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 December 15, 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

Benefits Open Enrollment Period Starts December 1st

The Open Enrollment window for electing or opting out of health insurance benefits runs December 1st through December 8th.

There are TWO virtual opportunities for employees to learn more about the benefits offered during the Open Enrollment season. Click on the link below to attend the live meeting you choose. Don't forget to put a reminder on your calendar to attend one of these meetings.

Monday December 1st, 6 – 7 p.m. -
ESI Virtual Open Enrollment Meeting #1 | Meeting-Join | Microsoft Teams

Tuesday December 2nd, 8 – 9 a.m. -
ESI Virtual Open Enrollment Meeting #2 | Meeting-Join | Microsoft Teams

If you are reading this in print or cannot get the links to work, please contact Jackie Krawczak for the link of your choice.

IMPORTANT: Open Enrollment applies to ALL ELIGIBLE EMPLOYEES even if you choose to decline (Opt-out) of employer-sponsored health insurance. If you do not make arrangements with ESI HR or make a benefit selection during the open enrollment window, you risk losing employee and company-sponsored benefits.

If you do not act by the deadline, you risk losing:

- insurance coverage and will not receive the company HSA contribution
- or if not electing insurance coverage, you will lose the Opt-Out stipend

Please note, you will need to use your UKG account to enroll in benefits for the new year and cannot use in-private browsing. A UKG Open Enrollment Process guide will be provided within the News & Information section in UKG on 11/26.

Questions about this communication can be directed to Jackie Krawczak or Charla D'Amato.

Resources For You: A Two-Part Series

Resources For You (R4U) is likely a name you've heard of around the IFMC - but what do they do? Learn more about their capabilities in this two-part series. Look back to your November Edition of Equipped for the first part of this series.

Follow Up on Every Quote
Timely follow-up is essential to converting quotes into orders. Resources For You can help BGMs build a follow-up cadence, provide templates, and even assist with legacy product promotion to ensure no opportunity is missed

Revisit Dormant Accounts
Old accounts may still hold untapped potential. Resources For You can help identify dormant customers, refresh contact lists, and provide updated product literature to re-engage with relevance.

Value-Add Selling That Stands Out
In today's competitive landscape, it's not enough to offer a product—you need to offer a solution. R4U helps BGMs articulate the value behind their custom offerings through compelling word pictures, benefit quantification, and objection-handling strategies. R4U provides training resources and feedback loops to help refine your pitch and connect emotionally with prospects. The goal is to help you differentiate and build relationships based on trust, performance, and interdependence.

Strategic Prospecting Made Simple
Identifying and qualifying new business opportunities doesn't have to be time-consuming. R4U supports BGMs with proactive prospecting strategies using GEM tools, LinkedIn, and AI-powered platforms to uncover potential customers who align with your product offering. R4U assists in developing outreach plans and setting call cadences to make the first impression count. Whether you're targeting packaging, automation, or steel markets, we help you get to the front door faster.

Personalized Outreach That Converts
Resources For You understands that meaningful customer engagement starts with personalized communication. Whether you're reaching out to dormant accounts or new prospects, R4U helps BGMs craft tailored messaging that highlights your unique value proposition. From product comparisons, media, and videos, we equip you with the resources needed to demonstrate how your custom solutions outperform the competition. Let us help you turn cold leads into warm conversations.

Resources for You has several stories of success with their clients. Keep reading for some first-hand knowledge of their work.

Uni-Craft Corp. has realized great value in their relationship with Resources For You. Keith Hartman, VP of Operations for Omni Metalcraft – OEM Division, Uni-Craft Corp. and Uni-Craft Mfg. shared, "We have received several orders in just a short time from Cherry Industrial because of the work of R4U. Wayne Morgan further developed his relationship with Cherry and expanded their knowledge of the IFMC. When Cherry realized we could do more than what the IFMC had done for them in the past, they requested quotes for equipment that was a great fit for Uni-Craft. Uni-Craft is looking forward to working with R4U well into the future and would recommend their services to other BGMs!"

Josh Roznowski, Operations Manager for Vecto Solutions, LLC shared that, "Wayne Morgan and Jim Klarich are very knowledgeable and effective at what they do. They have added on-going business development and supplemental sales work for Vecto so when our sales team is busy we know we still have proactive sales efforts happening on our behalf. Vecto is very pleased with the value Resources for You has added!"

Interested in learning more about R4U? Connect with them by contacting Wayne Morgan at wayne@r-4u.com/989.358.7089.

Leadership Brags - A Retirement and Two Awards

Pictured: Jim Klarich, Ahmad Madkour, Julien Marchal, Matt Winter - all representing Covaron

A message from Matt Winter about the Coolest Thing in Michigan Contest.
"I want to extend a heartfelt **thank you** to everyone who voted for **InfernoWare Dissipate** during the two rounds of the *Coolest Thing Made in Michigan* contest. Your enthusiasm and support helped us advance from the original field of **over 50 contestants** to the **Top Ten**, and then into the **Top Three finalists**—a tremendous achievement!

While **Observable Space** took home the award last night with their PF1000 Prime Focus System, we congratulate them on this well-deserved recognition. Standing alongside such established companies as **Pioneer Sugar** and **Observable Space** as finalists in the competition speaks volumes about the innovation and dedication of our team at **Covaron and InfernoWare**.

Creating **InfernoWare Dissipate** and bringing it to market is no small feat, and being recognized as one of Michigan's top innovations is a testament to your hard work, creativity, and commitment to excellence. And let's not forget—**Dissipate is still the "Coolingest" thing made in Michigan**, helping suppressors cool faster, radiators cool better, and systems shed heat more efficiently.

Thank you again for your votes, your belief in InfernoWare's vision, and your relentless drive to innovate. **Congratulations, Team!**"

Rob Frantz shared a message about an upcoming retirement of a valuable team member. "Gerry Zigman will be retiring from Duram Mfg., LLC (DML) on December 12, 2025. We would like to extend our sincere appreciation for Gerry's dedication and commitment, from the initial start-up efforts at DML through to the current production accomplishments. Gerry has played an instrumental role in building and leading a successful team at the Evart facility, which he joined when we acquired it in December 2020. His leadership and mentorship have been key to the team's achievements and have prepared the team well for continued success in the future."

"Gerry will be greatly missed, but we are confident that the strong team he has built will carry on his legacy with distinction. We are grateful for both his leadership and friendship throughout his time here."

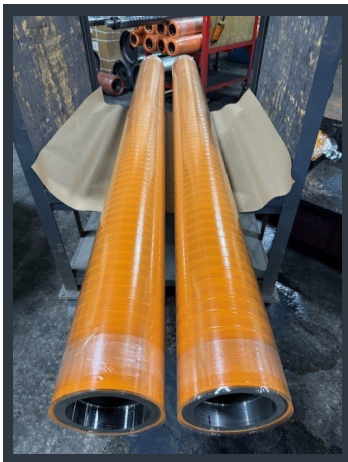
Rob also added, "On a personal note, Gerry and his wife are avid fly fishing enthusiasts, and Gerry is also an accomplished traditional archer, having won competitions for crafting custom cedar arrows. For those unfamiliar with fly fishing, wishing Gerry 'dry flies' is a way to hope for good luck on the water—it's not a reference to anything else!"

Congratulations on your retirement, Gerry, and thank you for your years of service!

Jeff Jackson from The Center for Competency Development, is excited to announce that the Center was recently awarded an Apprenticeship Champion Award for 2025 from MI Works! The Center is pleased to offer apprenticeship opportunities to their (and ESI's) client organizations.

You can learn more about the Center at https://thecompetencycenter.org/

Pictured: Callan Eschenburg and Stephanie Vomvolakis (representatives from MI State Dept of Labor and Economic Opportunity - Apprenticeship Expansion Dept); Jeff Jackson (The Center for Competency Development), and Jerimiah Johnston (MI-Works Northeast Consortium, Apprentice Program Manager).



Contact ESI

Newsletter:
Jackie Krawczak
989.358.6175
jackie.krawczak@kabu.net

Benefits:
ESI
989.358.5627

Career Opportunities:
Ashley DeFisher
989.358.6289
Ashley.defisher@kabu.net

Misc. HR Questions:
info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions
989.358.JOBS (5627)
jobs@358-jobs.com

Find ESI on

Your Health Matters

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

Work-Life Balance

A quarter of Americans report feeling "super stressed."

Balancing demanding jobs, personal obligations, and family responsibilities can lead to chronic stress, affecting time management and overall well-being. Addressing both work and personal stressors is crucial for maintaining a balanced life, increasing job satisfaction, and cultivating strong relationships.

Follow these practical steps to create work-life balance:

- **Set manageable goals:** Prioritize with realistic to-do lists and deadlines.
- **Be efficient:** Break projects into small tasks and tackle one at a time.
- **Take breaks:** Clear your mind with short walks or stretches for creativity.
- **Unplug:** Step away from screens to enjoy time with loved ones.
- **Don't over-commit:** Learn to say "no" and delegate tasks to others.
- **Ask for help:** Seek support from family, friends, or mental health professionals when needed.

Source:

Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. ©2025 USI Insurance Services. All rights reserved.