

EQUIPPED

A monthly newsletter for, and about, ESI clients

Upcoming Events

New Employee Orientation

Hosted by the Center for Competency Development.

May 22, 2026; 8:00 - 9:30 a.m.; in-person or virtual

\$40 per person;
Registration is required to
jackie.krawczak@kabu.net

Equipped Live

A live interview with Greg Winter.

May 18, 2026; 6:00 p.m.

A link to view the event will be emailed prior to the event.

Questions for Greg to answer can be submitted in advance to jackie.krawczak@kabu.net



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The Internal Job Board Has Moved

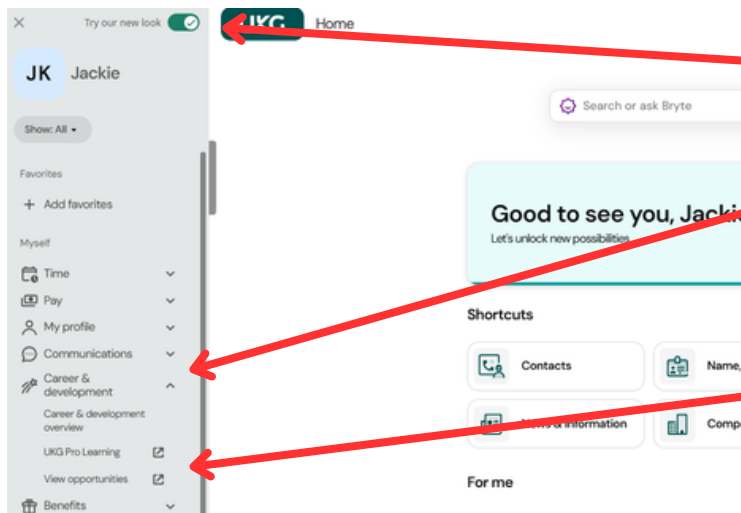
Several years ago, ESI developed an internal job board that employees of ESI clients could register for and then view and apply for positions that were only available, or giving preference to candidates who were currently employed by an ESI client. That job board was located on ESI's website.

Since ESI has transitioned human resources software to the UKG software, the job board has shifted as well.

To access the internal job board for employees of ESI clients, you should log into your UKG account. Toggle to the new version of UKG and select career and development, then view opportunities. This will show all internal and external postings.

If you choose to view openings on ESI's website, you will only view the ones that are open to the public and not jobs that are on the internal site.

Questions about this can be directed to any ESI team members.



toggle to the new version

select "career and development"

select "view opportunities"

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Leadership Brags

Gary Stevens and Jeff Beaudoin submitted to us that Randy Beaudoin recently shared his extensive industry expertise on a podcast for an organization called I-Sigma. He spoke with the podcast host about trends in the shredding industry and the importance of equipment maintenance. Randy has many years of experience in the industry. His willingness to share knowledge and positively represent Ameri-Shred Corp. is appreciated. Recording of the podcast took place at the annual I-Sigma conference which focuses on handling and destruction of sensitive information.



Leadership Brags for future editions of Equipped should be submitted to jackie.krawczak@kabu.net.



Communication That Works - June 4, 2026 Workshop

In Person or Virtual - Registration is Open



FROM MISCOMMUNICATION TO PRODUCTIVITY - COMMUNICATION THAT WORKS

DATE & TIME

Thursday, June 4, 2026:
IN-PERSON: 8 - 10 AM
VIRTUAL OPTION: 1-3 PM

LOCATION

Alpena Community College,
Center Building Room 106 (IN-PERSON)

WORKSHOP OBJECTIVES:

- Understand the significant positive impacts effective communication has on the workplace.
- Identify common barriers to effective workplace communication and strategies to overcome them.
- Learn skills to improve understanding and reduce misunderstandings.
- Build skills for adapting communication styles to different personalities and work preferences.
- Explore methods to foster open dialogue and psychological safety within teams.
- Develop strategies to handle difficult conversations with confidence and professionalism.
- Enhance collaboration through clearer, more concise communication.
- Understand active listening and the role it plays in effective communication.
- INSTRUCTOR: JACKIE KRAWCZAK

\$65 per attendee
for either in-person
OR
virtual attendance

ADVANCED REGISTRATION REQUIRED:

Contact: Jackie Krawczak via
email: jackie.krawczak@kabu.net
or call: 989.358.6175

To learn about other upcoming training opportunities through The Center for Competency Development, visit the Center's website at www.thecompetencycenter.org.

Your Retirement Benefits Matter



A Message From John Hancock

Why *everyone* should have an estate plan

Tips to help guide you through different life stages

You may be thinking that estate planning is something you do when you get older—but that's not true. There are steps you can take at every stage of your life to prepare for the unexpected.

An estate plan is a term for writing down what should happen to your money and assets—house, savings, retirement plan, and investments—should something happen to you.

Use this checklist to help get started on creating your estate plan. Although you can do some of these tasks yourself, those with more complex estates may want to seek help from an attorney.



In your 20s? Make decisions about your healthcare and finances

- **Living wills and proxies**—In a living will—or advanced directive—you tell others what to do should you become injured or incapacitated and are unable to make decisions for yourself. Your healthcare proxy is the person you appoint to make medical decisions on your behalf, including end-of-life support and more as described in your living will.
- **Power of attorney**—You assign a power of attorney to someone you can trust to make decisions on your behalf should you be unable to do so. Responsibilities can include signing legal documents and dealing with your financial and legal affairs. Despite the name, the power of attorney doesn't have to be a lawyer. You can choose anyone you trust such as a close relative or friend.
- **Beneficiary information**—Life events—marriage, divorce, the birth or adoption of a child, or the death of loved one—can change who you want to be your beneficiary. Be sure to name your beneficiaries and keep them up to date.



A Message From John Hancock (continued on page four)

Contact ESI

Newsletter

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HR Questions

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Career Opportunities

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ashley.defisher@kabu.net

Find ESI

www.358-jobs.com



Your Retirement Benefits Matter

A Message From John Hancock (continued from page 3)



In your 30s? Set up a will or trust

- **Will**—In a will, you'll specify who'll receive which assets or possessions when you pass away. Although you may want to use a lawyer to create a will, you can also do it yourself online. If you don't have a will, government agencies and the courts will decide who gets your possessions—and they may not make the same choices you would.
- **Trust**—A trust is a legal document that can help manage and distribute your assets either while you're alive or after your death. You might want to consider setting up a trust if you have beneficiaries who are minors or who are otherwise unable to manage their finances. When you set up a trust, you decide how to transfer part or all of your assets to trustees. A trustee is a person or firm that holds and administers your assets and makes decisions in your beneficiary's best interests.
- **Guardianship**—If you have children, your estate plan should include directions for who will look after them in the event you and your partner pass away.
- **Life insurance**—If you have family members who depend on you financially, then you probably should have life insurance. In the event of your death, such a policy can help ensure your dependents will be able to meet their financial obligations and plan for the future (e.g., college or retirement). You might also want to consider disability insurance, which can help protect your family's finances in the event you become ill or injured and are unable to work.



In your 40s? Talk with your parents about their estate plans

- **Get a clear idea of your parents' estate plans**—If you haven't done so already, talk to your parents to see if they have an estate plan in place such as a will, insurance policies, healthcare directives, and other important documents, as well as where to locate them or who to contact in the event of their death(s).
- **Keep your finances in order, too!** Itemize all your accounts, including numbers and locations. Print a copy and keep it with your will, insurance policies, and other important documents for quick reference. Keep a copy at your lawyer's office and/or in a safe deposit box or other secure location.

Whether you hire a professional or you handle the process yourself, creating a basic estate plan helps ensure that your finances are handled according to your wishes—and that your money ends up in the right hands.



Protect your account



Register your account at myplan.johnhancock.com or download John Hancock's retirement app so you can stay connected to your account and get important plan updates and transaction details.



Get more financial tips and education

Log in to your John Hancock retirement plan at myplan.johnhancock.com and click on the "My Learning Center" tile to access tools and resources to help you plan and improve your financial well-being.



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