Issue 71
November 2026

EQUIPPED

A monthly newsletter for, and about, ESI clients

Upcoming Events

New Employee Orientation
Hosted by the Center for Competency Development.

November 2, 2026; 1:00 - 2:30 p.m. and November 17, 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.

November 23, 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 - a Valuable Resource

Sometimes ESI clients wish to promote jobs only internally to people already employed with ESI clients. Those job postings cannot be accessed through the "opportunities" link on ESI's website and instead must be accessed through a signed-in UKG account. You must be using a web browser and not the UKG app on a cell phone to view internal postings.

Once logged in to UKG on a browser, be sure you are toggled into the "new look", then navigate to "career and development" and then to "view opportunities". You will find all opportunities listed - both internal and external. Any internal postings will only show up for you there and not through ESI's website.

ESI will work with clients to share all internal-only postings on UKG Talk, so you are aware when a new one is added. Currently, you can find a Marketing Specialist position with NorthAmCon, LLC as an internal-only posting. Navigate to it using the instructions shared and the information in the photo below to search for the opportunity.

Questions about the internal job board can be directed to an ESI representative.



Marketing Specialist I — Sep 17, 2026

NorthAmCon, LLC
Alpena, MI 49707, USA

+1 more locations

Marketing

Full Time

Requisition #: MARKE001708

Hybrid

NorthAmCon is seeking a motivated and detail-oriented Marketing Specialist to support brand awareness, lead generation, and business growth through digital marketing, content creation, and marketing project coordination. This role is ideal for an early-career marketing professional who enjoys managing multiple projects, creating engaging content, analyzing performance metrics, and collaborating across teams in a B2B manufacturing environment.

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Don't Forget About the Upcoming Headshot Opportunity

Industrial Image, Inc. is offering an opportunity for free headshots. This is great for those who want to udpate their current Microsoft Teams photo, or for new employees who haven't had an opportunity for a headshot yet.

No appointment is necessary. Stop into Industrial Image on November 5th between 11 a.m. and 3 p.m. Industrial Image is located at 2380 US 23 South (previously the Alpena Mall). Enter in the door indicated in the photo.

Questions can be directed to Julie Anderson. 989-340-6525 j.anderson@ind-image.com



What's Next for The Center for Competency Development? We Want You to Help Decide!

The Center for Competency Development (The Center) responds to the needs, requests, and preferences of their clients. This means that when a training topic is suggested, the team at The Center digs in to determine if developing a training opportunity around that topic makes sense. They consider several factors such as interest, availability of a suitable instructor, cost, and more. The Center team has been asked recently for a list of available training opportunities and are working on a comprehensive list (course and course description) of courses available that they will post on The Center website. While that resource is under development, The Center team wanted to share course topics broadly through this newsletter and encourage people to reach out if any of the topics pique interest.

Although the following list of topics is a list of what has previously been offered, The Center is always interested in hearing about new areas of interest. Send feedback to jackie.krawczak@kabu.net.

- A3 Problem solving
- Customer Service
- Sales
- Leadership
- The IFMC Mission/Vision/Values
- Engineering for sales
- Engineering basics
- SolidWorks
- Violence in the workplace
- Hiring and Firing
- On the Job and Under the Influence
- Welding symbols
- Loctite
- Metals with Alro Steel
- Reading/Interpreting Mechanical Drawings
- Engineering Components

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Leadership Brags

Eric Kamyszek and team submitted recognition and congratulations for Paul Kelly on his retirement. Paul began his career in the IFMC in 1993, working for Omni Metalcraft. He has also worked for Uni-Craft Corp., Atlantis Technologies, OMC Integrator 2 Division, and Atlan-Tech Corp. His total time with ESI clients is over 30 years. The memories the team has of working with Paul will stick in their minds, from his consistency and dedication to him never turning down a sweet treat, Paul was an appreciated team member. The team wishes him well and hope he still has, “sweet Jesus” moments in retirement.

Paul has contributed significant value to the IFMC, and his dedication and breadth of knowledge will be missed. Congratulations on your retirement, Paul!

This brag was submitted by an observer of the situation, Matt Gies (Impact Team K, LLC). Although he was not directly involved in what happened, he was impressed by what he saw.

“A late-day customer emergency recently required an order to ship the same day after normal shipping operations had already concluded.

Rather than accepting that it was too late, Jim Deller (Sigma Industrial, LLC), David “Gator” Ziesman (Exceleron Mfg., LLC), Courtney Dege (ProCal Innovations, LLC), John Martin Jr. (Exceleron Mfg., LLC), and support personnel from Tran-Sol Corp. and Axis Resources Corp. worked together to make it happen.

David leveraged his previous Shipping and Assembly experience to pull parts, package the order, create shipping information, and coordinate documentation. John Martin Jr. provided needed job information after hours. Courtney ensured the package continued moving through the process and ultimately made it to UPS before the daily cutoff. TSC and Axis processed the required paperwork and transactions outside their normal routine, while Jim coordinated the effort and connected the people necessary to solve the problem.

This is a great example of the IFMC Guiding Principles of cooperation and dedication. Multiple individuals crossed departmental and role boundaries, focused on the customer, and worked together to deliver an exceptional result.”

Way to go, all involved! That is truly a shining example of the IFMC core values/guiding principles!

Leadership Brags can be submitted to Jackie Krawczak; jackie.krawczak@kabu.net

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Contact ESI

Newsletter
Jackie Krawczak
989.358.6175
jackie.krawczak@kabu.net

HR Questions
989.358.5627
info@358-jobs.com

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

Find ESI
www.358-jobs.com

Your Health Matters

A Message From USI, ESI's Health Insurance Broker

USI

Diabetes Awareness

One in four American with type 2 diabetes is undiagnosed. Could you be one of them? Take the American Diabetes Association Diabetes Risk Test and learn more about your risk for getting type 2 diabetes.

1. How old are you?
   a. Less than 40 (0 points)
   b. 40-49 years (1 point)
   c. 50-59 years (2 points)
   d. 60 years or older (3 points)

2. Are you a man or a woman?
   a. Woman (0 points)
   b. Man (1 point)

3. If you are a woman, have you ever been diagnosed with gestational diabetes?
   a. Yes (1 point)
   b. No (0 points)

4. Do you have a mother, father, sister or brother with diabetes?
   a. Yes (1 point)
   b. No (0 points)

5. Have you ever been diagnosed with high blood pressure?
   a. Yes (1 point)
   b. No (0 points)

6. Are you physically active?
   a. Yes (0 point)
   b. No (1 points)

6. What is your weight category? (see chart at right)

Keep track of your points and add them up at the end to see your risk score. The higher your score, the higher your risk.

Height	Weight (in lbs)		
	1 point	2 points	3 points
If you weight less than column two: 0 points			
4'10"	119-142	143-190	191+
4'11"	124-147	148-197	198+
5'0"	128-152	153-203	204+
5'1"	132-157	158-210	211+
5'2"	136-163	164-217	218+
5'3"	141-168	169-224	225+
5'4"	145-173	174-231	232+
5'5"	150-179	180-239	240+
5'6"	155-185	186-246	247+
5'7"	159-190	191-254	255+
5'8"	164-196	197-261	262+
5'9"	169-202	203-269	270+
5'10"	174-208	209-277	278+
5'11"	179-214	215-285	286+
6'0"	184-220	221-293	294+
6'1"	189-226	227-301	302+
6'2"	194-232	233-310	311+
6'3"	200-239	240-318	319+
6'4"	205-245	246-327	328+

If you scored 5 or more: You are at increased risk for having type 2 diabetes. Talk to your health care provider about simple blood tests to check for diabetes or prediabetes. Early diagnosis and treatment can prevent or delay heart attack, stroke, blindness, kidney disease, and other health problems.

If you scored below 5: You may still be at increased risk for having prediabetes—blood sugar levels that are higher than normal but not high enough to be called diabetes. Talk to your health care provider about getting tested, particularly if you are over 45, overweight, or have a family member with diabetes.

For more information, visit the American Diabetes Association at www.diabetes.org.

Treatment Disclaimer: This poster is for education purposes, not for use in the treatment of medical conditions. It is based on skilled medical opinion as of the date of publication. However, medical science advances and changes rapidly. Furthermore, diagnosis and treatment are often complex and involve more than one disease process or medical issue to determine proper care. If you believe you may have a medical condition described in the poster, consult your doctor. Permission granted by Robertson & Fisher Publishing for use of the HealthMatters newsletter. Copyright Robertson & Fisher Publishing, 2015.

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