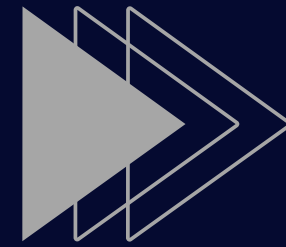
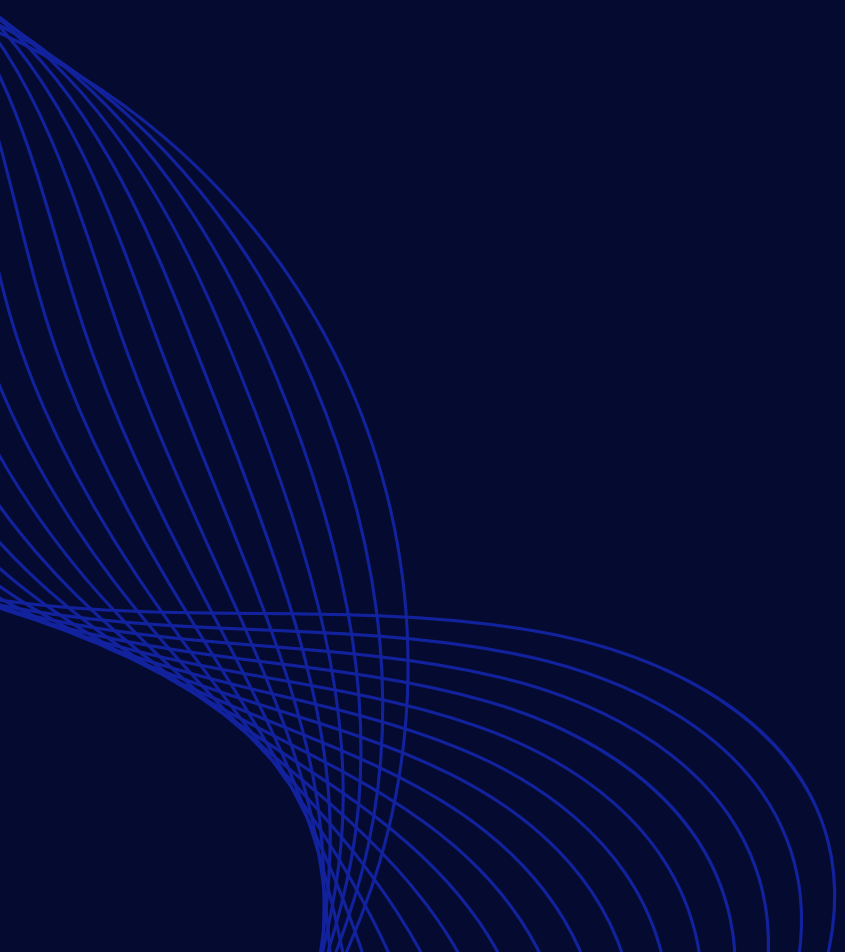


INTEGRITY

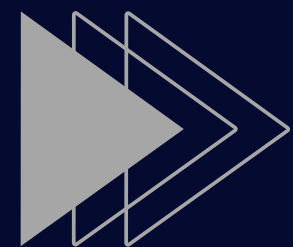
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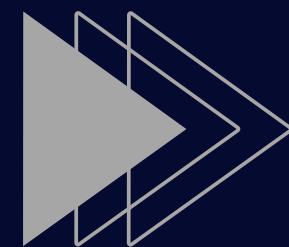
INTEGRITY



Integer



INTEGRAS



INTEGRITY

Integer

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INTEGRITY

IN TACT

To **BE** Whole

INTEGRATION

IPNB -

INTERPERSONAL

NEUROBIOLOGY





DISINTEGRATION

Diminishing Wellness

Lethargy

Stagnation

Chaos or Rigidity

INTEGRATION

VS.

DISINTEGRATION

Optimal Wellness

Diminishing Wellness

Vitality

Lethargy

Innovation

Stagnation

Harmony

Chaos or Rigidity

FAITH AS A CATALYST FOR HOLISTIC INTEGRATION

FAITH AS A CATALYST FOR HOLISTIC INTEGRATION

INDIVIDUALLY

FAITH AS A CATALYST FOR HOLISTIC INTEGRATION

INDIVIDUALLY

SOCIALLY

FAITH AS A CATALYST FOR HOLISTIC INTEGRATION

INDIVIDUALLY

SOCIALLY

OPERATIONALLY

meet the team



AJ Lenartowicz



Zoë Flowers

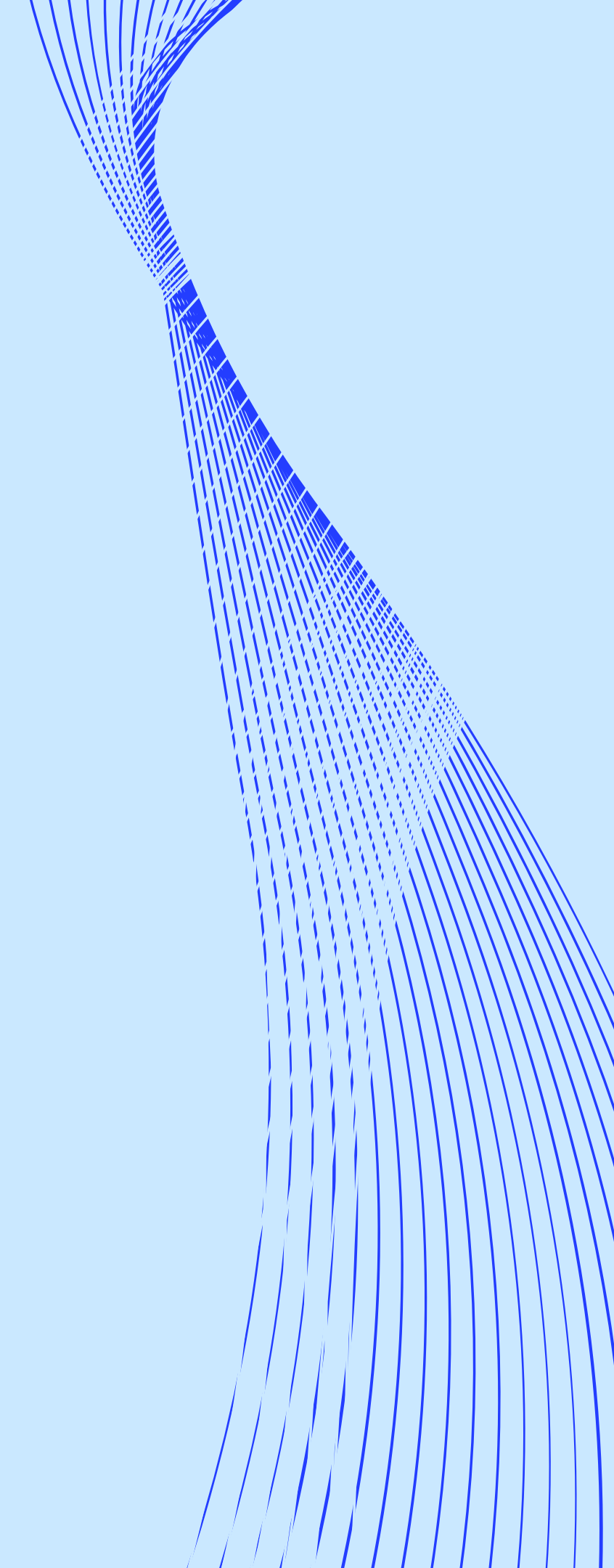


Morgan Stone



Katherine Krauss

INTEGRATION
& HARMONY

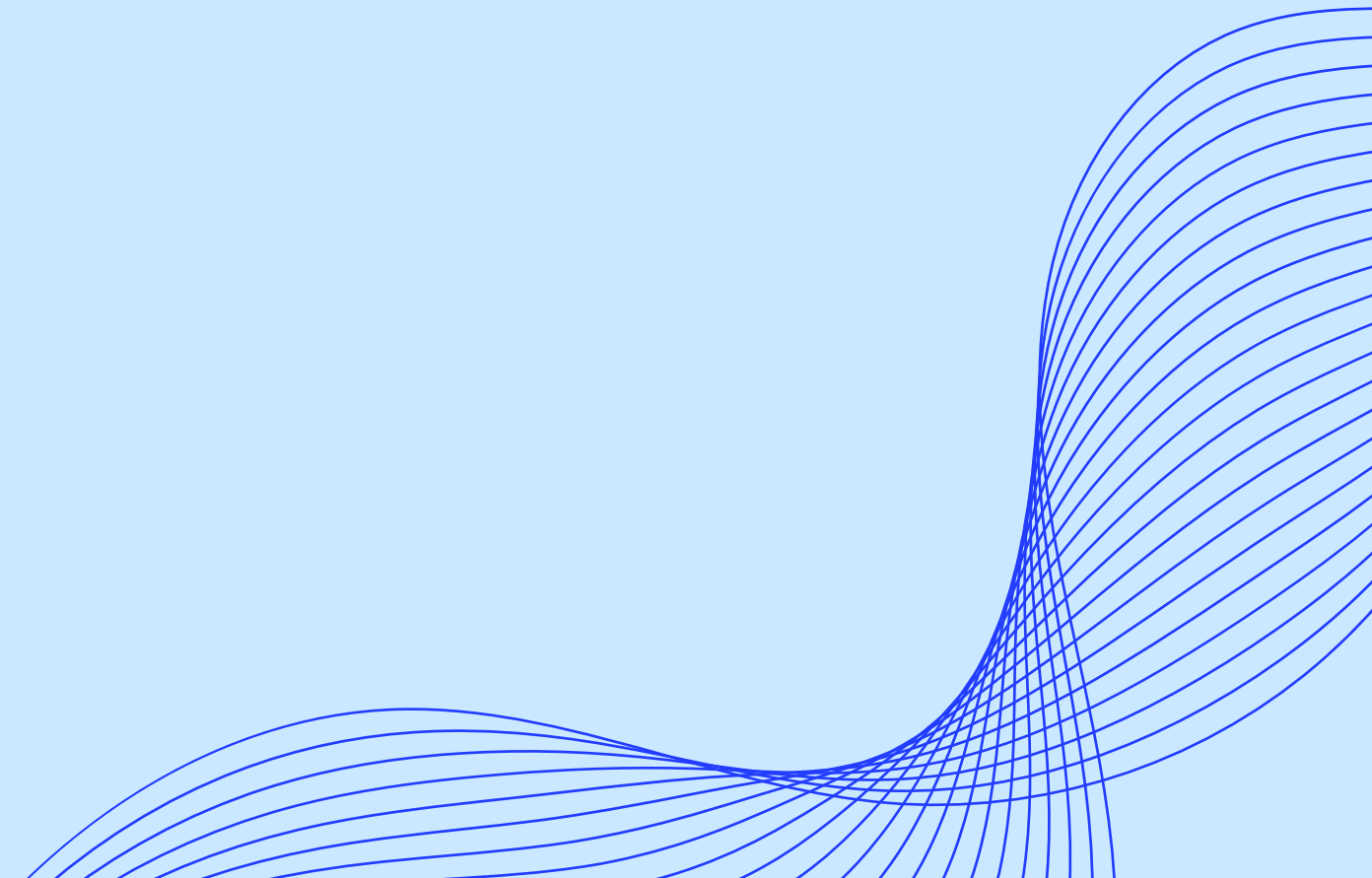




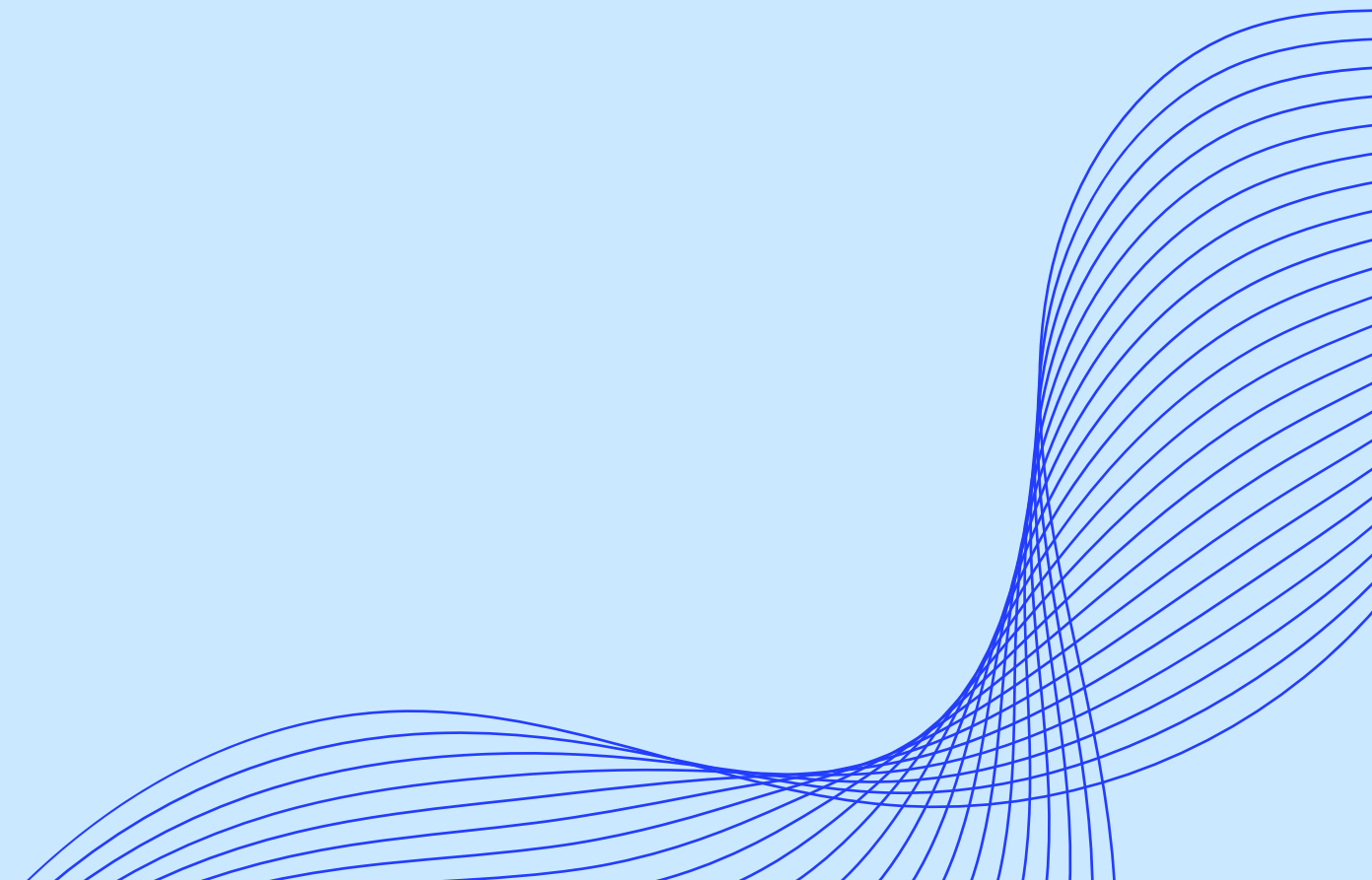
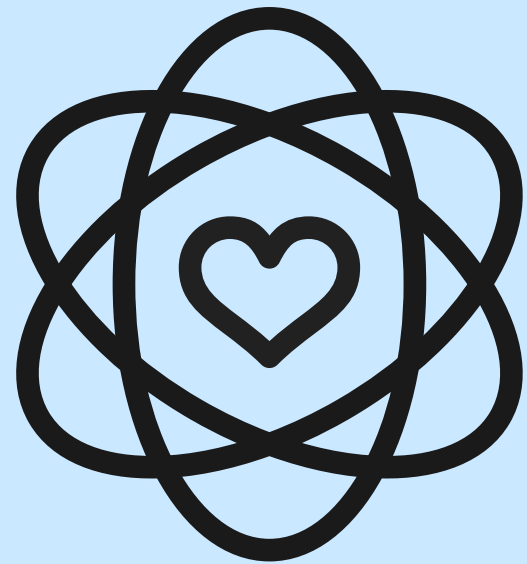
problem
STATEMENT

How do we address
employee wellness
shortcomings to **improve**
morale, productivity, and
ultimately profitability?

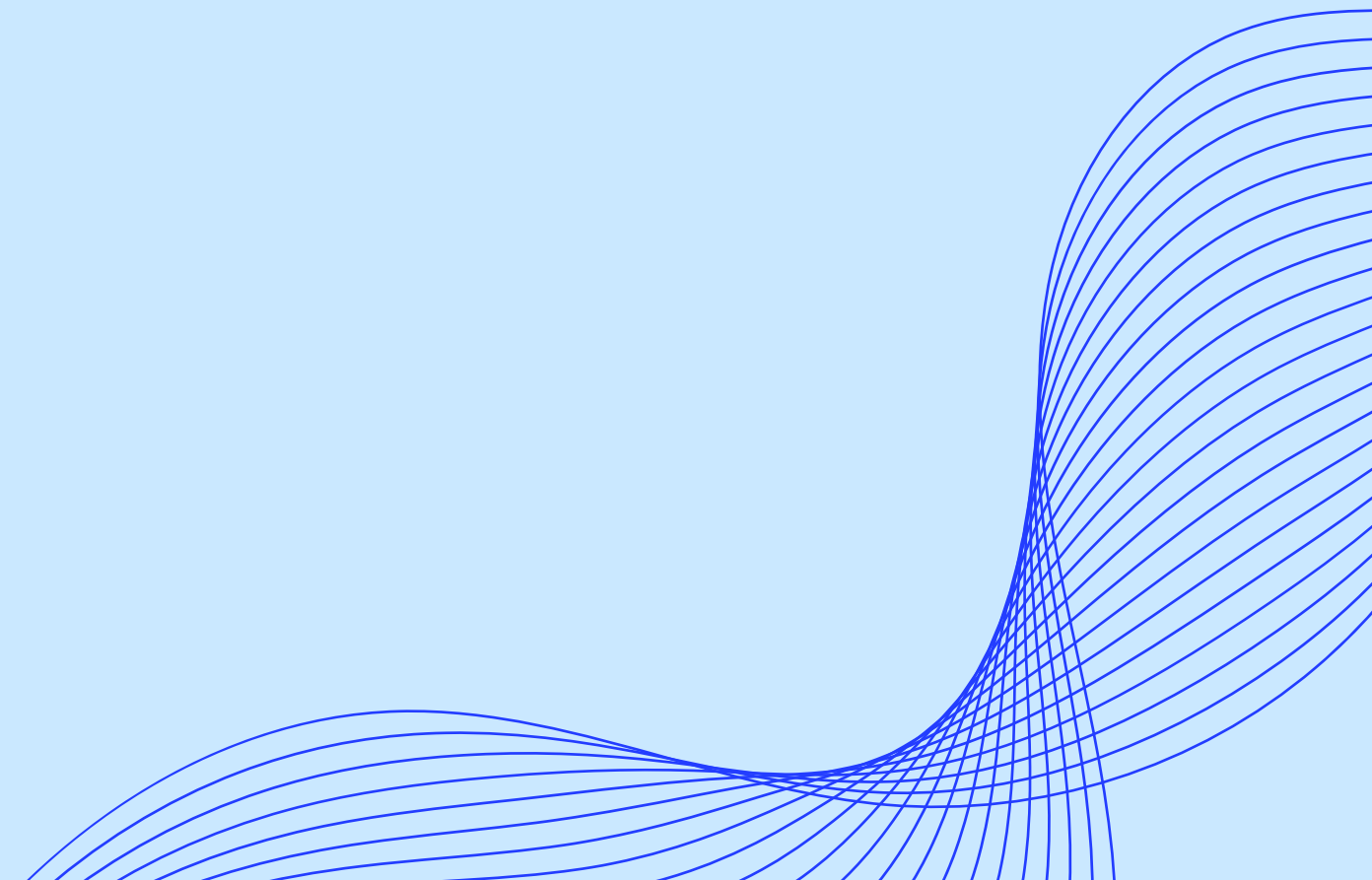
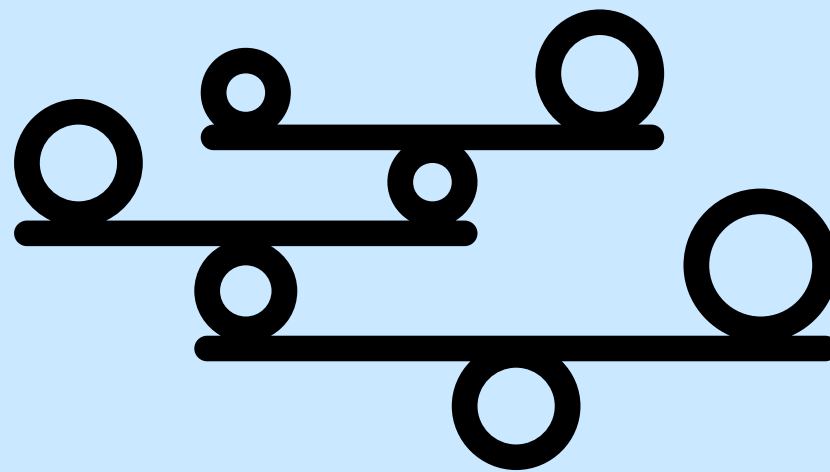
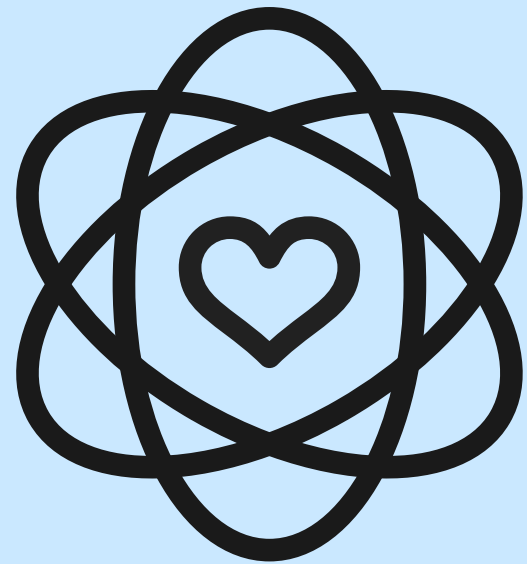
RECOMMENDATIONS



RECOMMENDATIONS

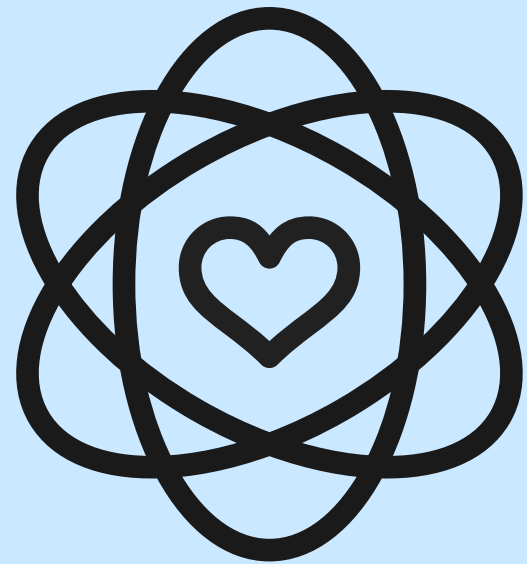


RECOMMENDATIONS

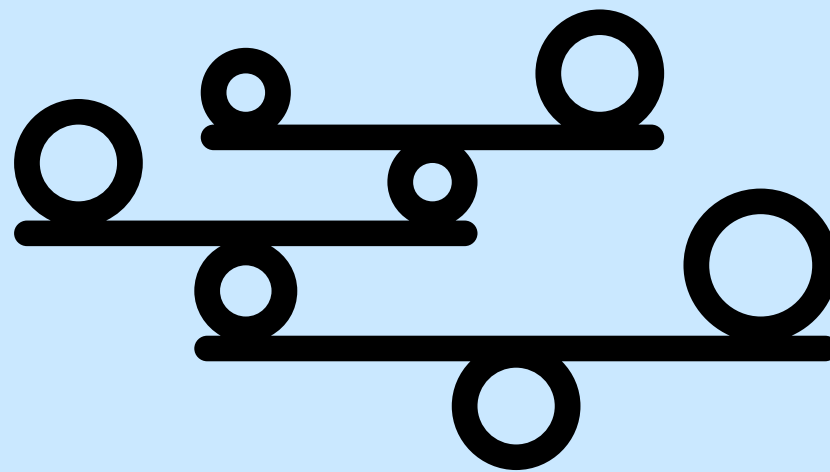


RECOMMENDATIONS

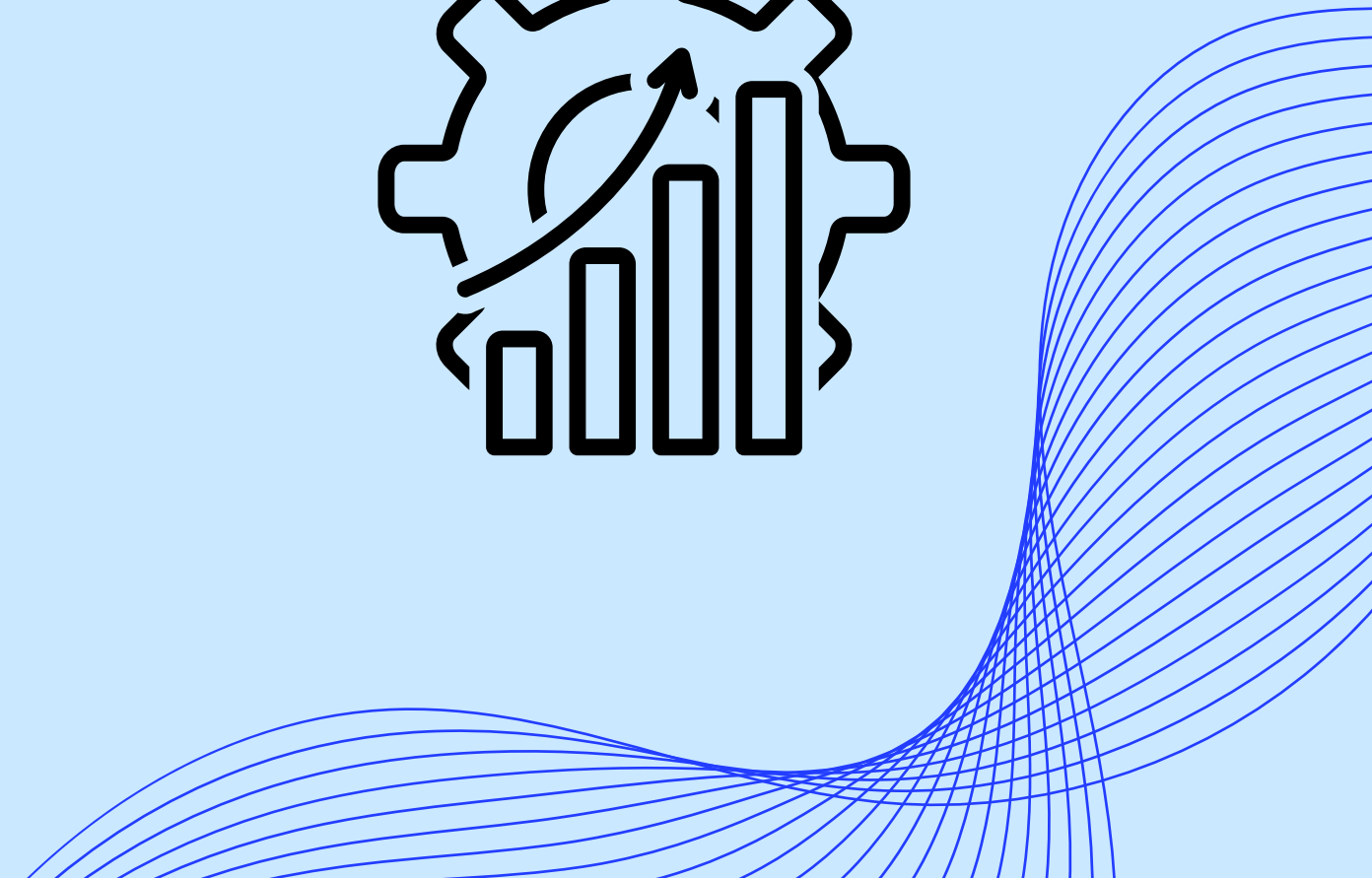
ETHOS



EQUILIBIRUM



EFFICIENCY





DUAL-PRONG APPROACH

1 REDEFINE OUR CORE
VALUES

2 INVEST IN OUR
INTERFAITH ERG
PROGRAM

Our 4 Core Values

INTEGRITY

RESPECT

STEWARDSHIP

EXCELLENCE



ENHANCING OUR Core Values

Updating our definition of respect to align more closely with our goal of fostering inclusivity and empowering our employees.

REDEFINING RESPECT

1 CURRENT CORE VALUE

Respect for the individual -
We value differences.

2 NEW CORE VALUE

Elevate holistic integration by
encouraging employees to be whole by
bringing their entire selves to work.

Implementation Timeline

Leadership Alignment

Aligning with new core values and fully understanding what the change is and how it will be implemented within the company.

Within 2 Weeks.

Implement Strategies and monitor impact of changes

Implement strategies to facilitate the core values and monitor the impact of these strategies and making adjustments as needed.

Ongoing

Communicate Strategy Internally

Communicate the changes internally and modify policies and procedures to reflect the change.



Employee Resource Groups

- History of outstanding performance.
- Lead the pack in initiatives aimed at employee engagement.
- Recent Decline in employee satisfaction.

According to the McKinsey study, the area we are lacking the most is in Spiritual health:

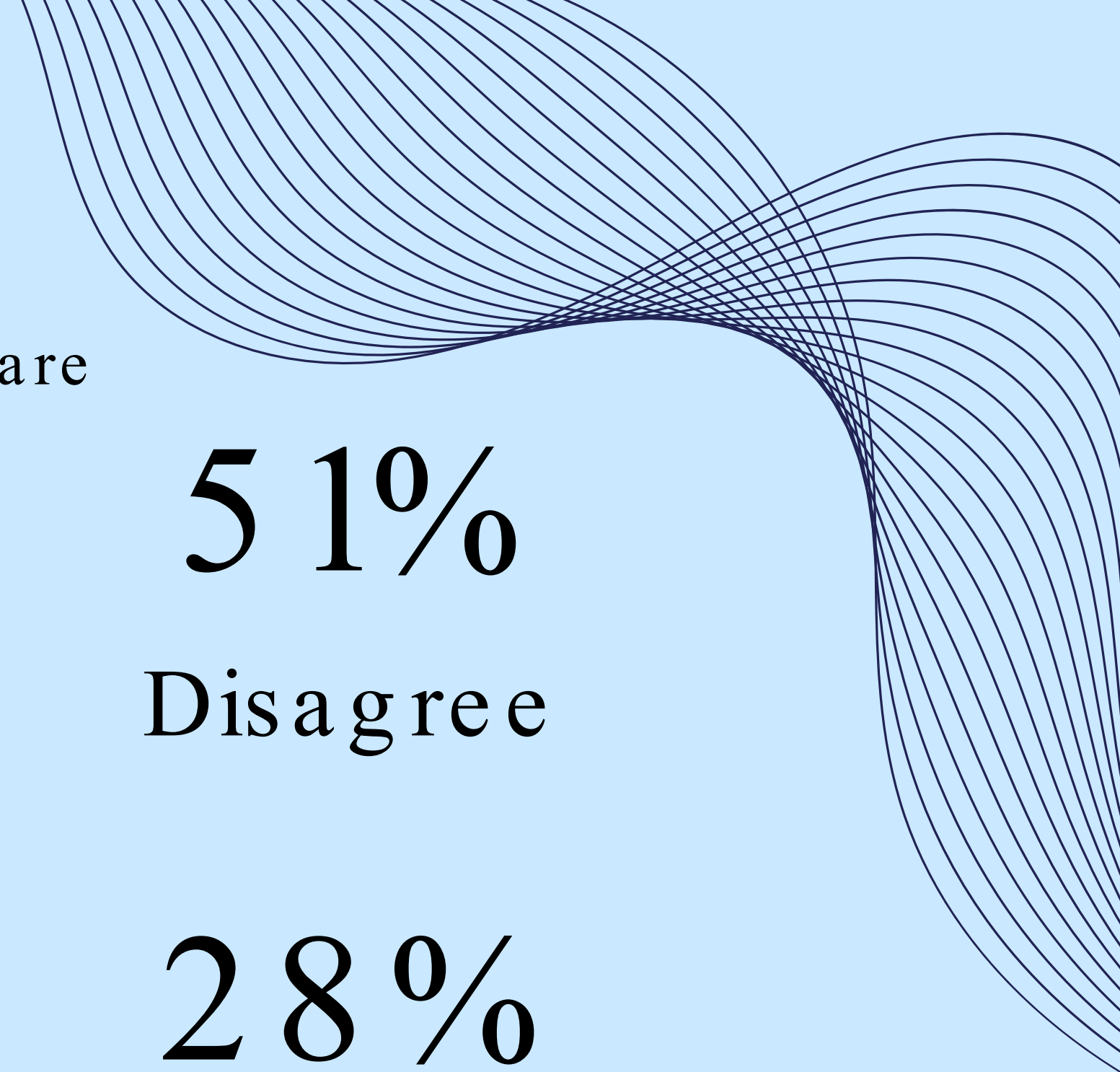
- Respect for personal values and beliefs in the workplace.
- If there is a safe space for religious or person reflection.
- The company culture supports diverse spiritual and personal beliefs.

51%

Disagree

28%

Strongly
Disagree



How Do We Rectify This?

- Clearly Outline Goals of the Inter-faith ERGS
2. Provide funds to improve/ create safe spaces.

INTER-FAITH ERG Goals

1 Foster an environment of understanding

- Employees can understand and appreciate various cultures to encourage empathy and grace.

2 Provide Support

- Providing access to mentorship and advocate for policies surrounding the accommodation of religious practices in the workplace.



CREATE A Safe Space

- \$500 per 25 employees (based on industry average)
- use to upgrade the religious facilities within the plants or in a way that best serves the interfaith ERG.

OUTCOME OF IMPROVEMENTS SURROUNDING BELIEFS

- MORE INCLUSIVE AND WELCOMING ENVIRONMENT.
- LONG TERM INCREASE IN EMPLOYEE MORALE.
- ALLOWS INDIVIDUALS TO BE THEIR WHOLE SELF



WELLBEING Objectives

Restructure Incentive Program

Launch Recruitment Campaign

Utilize Funds to Further Interfaith Goals





INCENTIVE program

Our goal is for employees to feel that their time at work is valuable and worthwhile.

- Referral bonus
- Cash incentives
- Compensation for call-ins

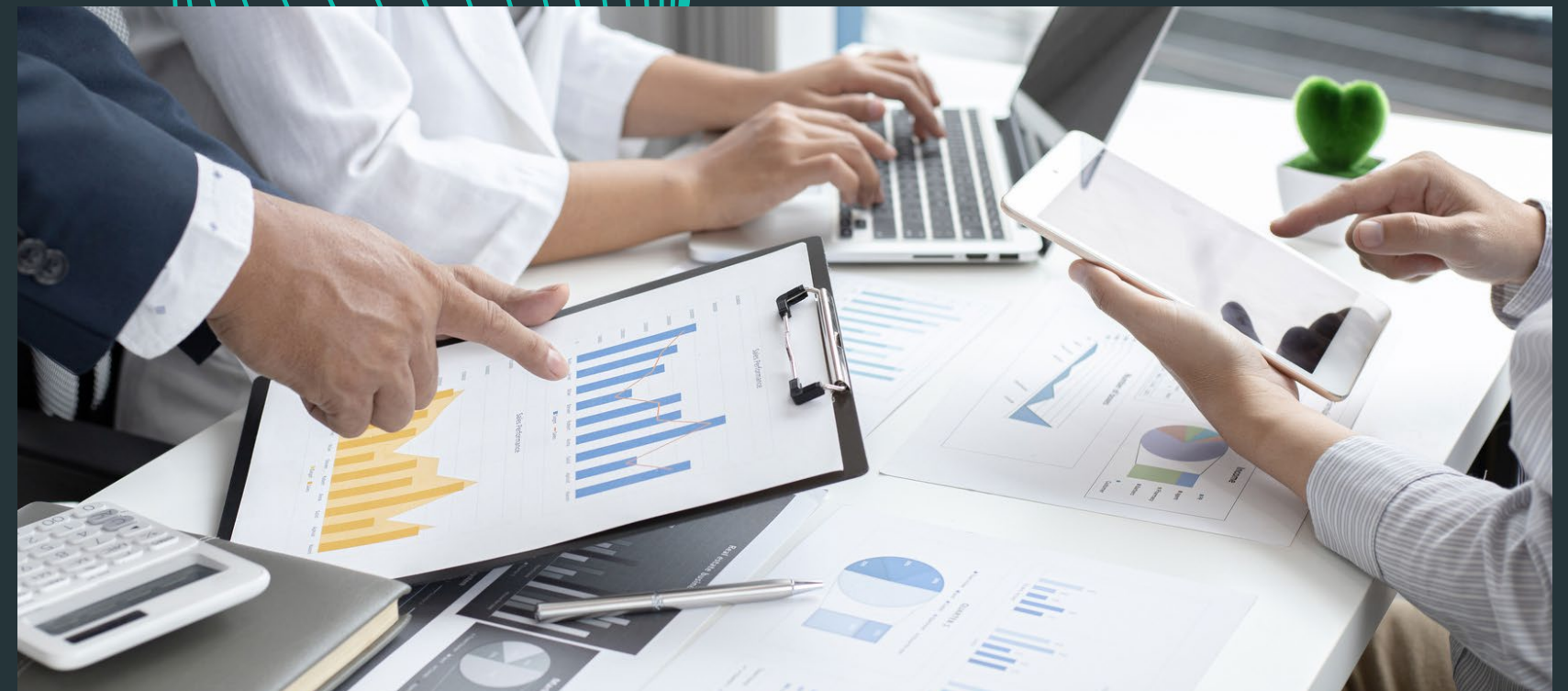
INTERFAITH funding

- Promote inclusivity and diversity
- Employee Retention
- Productivity and Focus
- Overall well being



RECRUITMENT

- Expanding workforce - reduce strain and burnout
- Estimate 14 new workers to maximize efficiency



- IMMEDIATE

- Launch Recruitment Campaign
- Roll out prayer room remodel
- Announce incentive rework



- 3 MONTHS

- Assess recruitment levels
- Complete prayer room renovations
- Implement initial incentive changes



- 6 MONTHS

- Project positions to be filled
- Fully integrate incentive program
- Assess employee satisfaction



Increased Technicians Staff

14 EMPLOYEES

\$894,833 - WAGES
 \$453,091 - BENEFITS
 \$210,000 - TRAINING

=

\$1,557,924 - TOTAL INVESTMENT

	8/31/2023	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024
Total # of Unplanned Issues Across All Lines	5	4	7	7	9	12
Cause* see key	1, 3, 4, 1, 2	3, 3, 6, 1	1, 1, 3, 4, 1, 3, 4	1, 1, 3, 4, 1, 3, 4	1, 1, 1, 2, 2, 2, 3, 3, 4	1, 1, 1, 2, 2, 3, 3, 4, 6, 6, 1
Total Time Down due to Unplanned Issues	225	180	315	315	405	540
Scrap due to Unplanned Issues	\$281,250	\$225,000	\$393,750	\$393,750	\$506,250	\$675,000
Planned Down Time per Month in Minues	480	480	480	480	480	480
Scrap due to Planned Down Time	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000
Avg Scrap Factor/Hour	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000
	8/31/2022	9/30/2022	10/31/2022	11/30/2023	12/31/2022	1/31/2023
Total # of Unplanned Issues Across All Lines	6	6	4	4	3	4
Cause* see key	1, 1, 2, 3, 3, 2	1, 1, 1, 2, 2, 2	1, 2, 3, 4	1, 2, 3, 4	4, 3, 4	1, 1, 3, 3
Total Time Down due to Unplanned Issues	225	180	315	315	405	540
Scrap due to Unplanned Issues	\$281,250	\$225,000	\$393,750	\$393,750	\$506,250	\$675,000
Planned Down Time per Month in Minues	480	480	480	480	480	480
Scrap due to Planned Down Time	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000
Avg Scrap Factor/Hour	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000

9/30/2023 - \$56,250
 1/31/2024 - \$112,500




\$168,750 SCRAP
135 MINUTES

PROCESS Reliability Issues

	8/31/2023	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024														
Line 1	85%	87%	85%	83%	80%	75%	10%	<table border="1"> <thead> <tr> <th>Process Reliability</th> <th>Ranking</th> </tr> </thead> <tbody> <tr> <td>91%+</td> <td>Exceptional</td> </tr> <tr> <td>86% - 90%</td> <td>Excellent</td> </tr> <tr> <td>80% - 85%</td> <td>Satisfactory</td> </tr> <tr> <td>70% - 79%</td> <td>Needs Improvement</td> </tr> <tr> <td>66% - 74%</td> <td>Unacceptable</td> </tr> </tbody> </table>	Process Reliability	Ranking	91%+	Exceptional	86% - 90%	Excellent	80% - 85%	Satisfactory	70% - 79%	Needs Improvement	66% - 74%	Unacceptable
Process Reliability	Ranking																			
91%+	Exceptional																			
86% - 90%	Excellent																			
80% - 85%	Satisfactory																			
70% - 79%	Needs Improvement																			
66% - 74%	Unacceptable																			
Line 2	90%	88%	84%	80%	79%	70%	20%													
Line 3	85%	87%	85%	83%	79%	75%	10%													
Line 4	90%	88%	84%	80%	77%	70%	20%													
							15%													

	8/31/2022	9/30/2022	10/31/2022	11/30/2022	12/31/2022	1/31/2023	
Line 1	89%	89%	88%	87%	84%	85%	4%
Line 2	88%	88%	86%	86%	87%	88%	0%
Line 3	88%	88%	86%	86%	87%	88%	0%
Line 4	88%	88%	88%	87%	84%	85%	4%
							2%

 Average 15% consistency drop

Similar or decrease in percentage of occurrences of unplanned issues in 2023.

Frequency of occurrences  1.49 times

PRODUCTIVITY

14 Employees

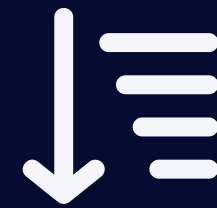


Additional 1,190,000 Units per
Month



'23 Net Sales of \$125,800,000 to '24 Projected Net Sales of \$130,968,000

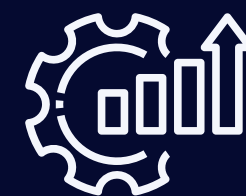
KEY PERFORMANCE Indicators



Monitor employee turnover rate through February 28, 2025.



Release 2nd employee wellness survey & compare responses.



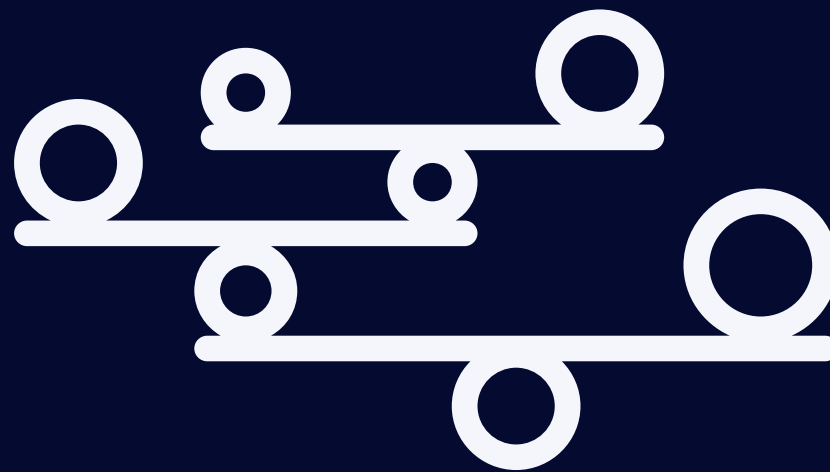
Look at productivity rates through monthly units produced.

RECOMMENDATIONS

Ethos



Equilibrium



Efficiency



We Are *ALL* Born With Dignity



Thank
You



Appendix

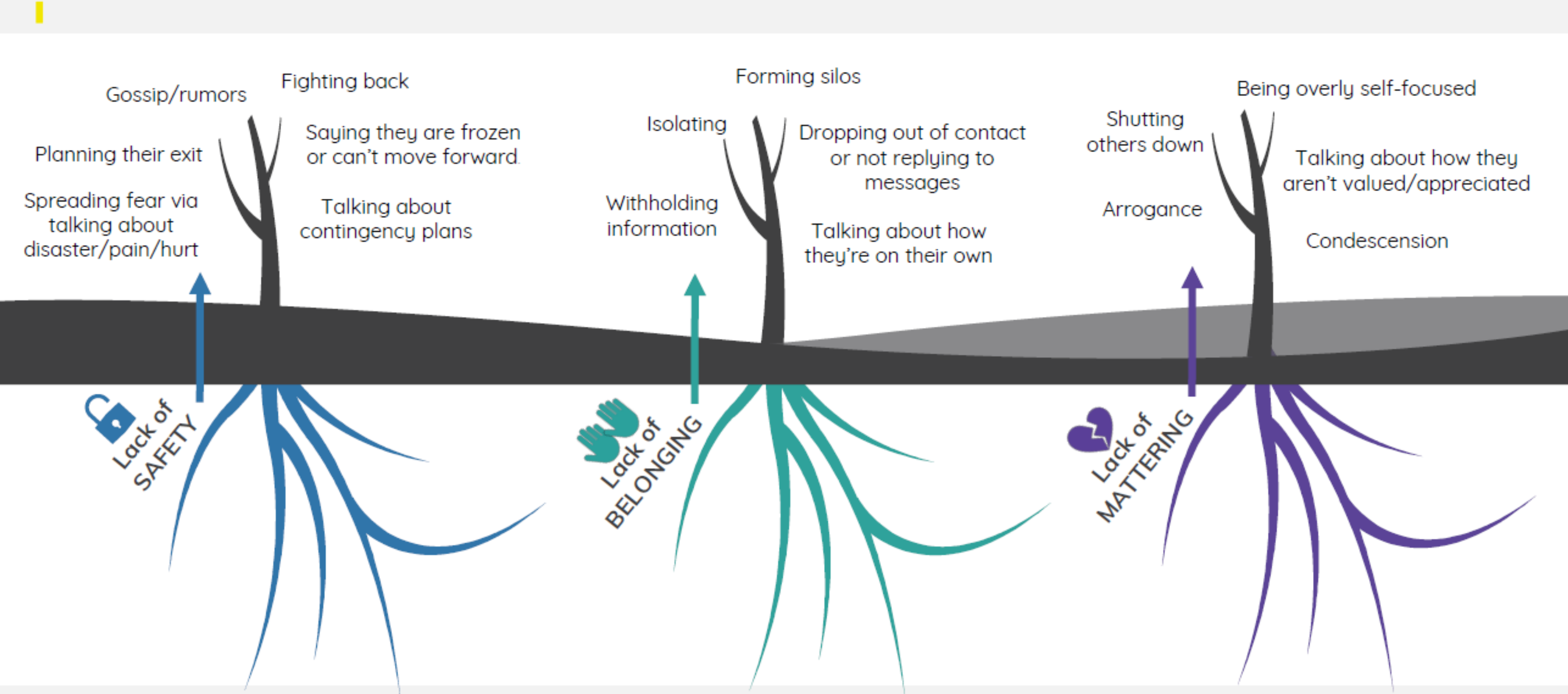


Safety, Belonging and Mattering

Give Your Tribe What They Crave

To become resilient and shift to our **Smart State** (where we more easily navigate change, experience reduced stress, and perform at our very best), we must have safety, belonging, and mattering. But how do you know who needs what, when?

Very often you don't even have to ask if a team member needs safety, belonging, or mattering; their behavior says it all. Here's our **SBM (Safety, Belonging, Mattering) Behavior Decoder** to help you give your team what they need:





Nurture Safety by:

- Talking with them about their concerns and forming contingency plans
- Normalizing their experience as something that happens during growth and change
- Assuring them you have their back, and you're in this together.



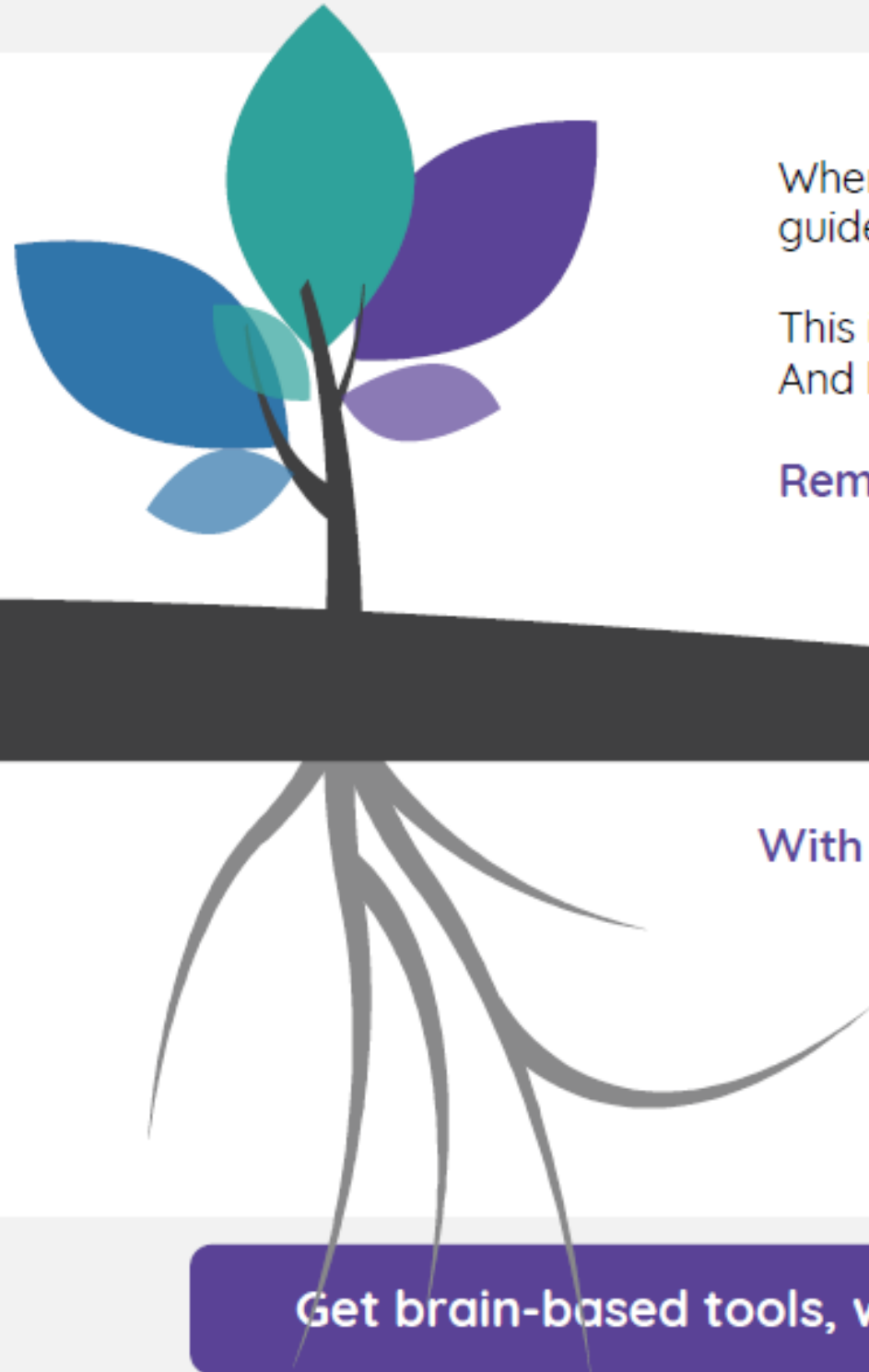
Nurture Belonging by:

- Telling them how happy you are that they're on the team
- Asking for their ideas on increasing communication and information sharing
- Involving them in a team project



Nurture Mattering by:

- Calling out their key strengths
- Having them lead a key initiative
- Talking about the difference they are making, how valued and appreciated they are



When we give people what they crave, their critter brain calms down and we can guide them into their Smart State.

This is where true rapport, connection, alignment, enrollment, and engagement live. And high performance, collaboration, and sustainability are the results!

Remember, Safety + Belonging + Mattering = Trust.

With Safety, Belonging, and Mattering, we get:



Employee retention of 90+%



Increased individual productivity by 35-50%



Increased profit per employee by 22% or more

Get brain-based tools, webinars and more at [smarttribesinstitute.com/subscribe](https://www.smarttribesinstitute.com/subscribe).

THE POWER OF SHOWING UP

DANIEL J. SIEGEL, M.D. AND
TINA PAYNE BRYSON, Ph.D.

REFRIGERATOR SHEET

Children who form secure attachments with their caregivers lead happier and more fulfilling lives. These bonds are formed when parents respond to the needs of their children by providing the Four S's:

SAFE:

Parents have two primary jobs when it comes to KEEPING kids safe, and making them FEEL safe: protect them from harm, and avoid becoming a source of fear and threat.

SEEN:

Truly seeing our kids is about three main things: (1) attuning to their internal mental state on a profound and meaningful level; (2) coming to understand their inner life; and (3) responding to what we see in a timely and effective manner. This three-step process helps children “feel felt.”

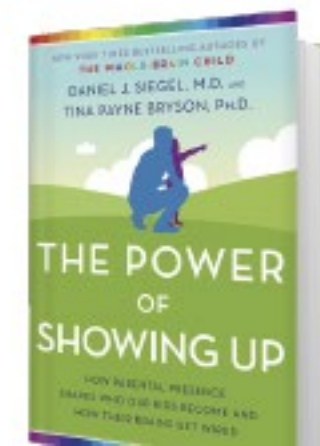
SOOTHED:

When a child is in a state of internal distress, that negative experience can be shifted by an interaction with a caregiver who attunes to and cares for her. She might still suffer, but at least she won't be alone in her pain. Based on this parent-directed “inter-soothing,” she'll learn to provide “inner soothing” for herself.

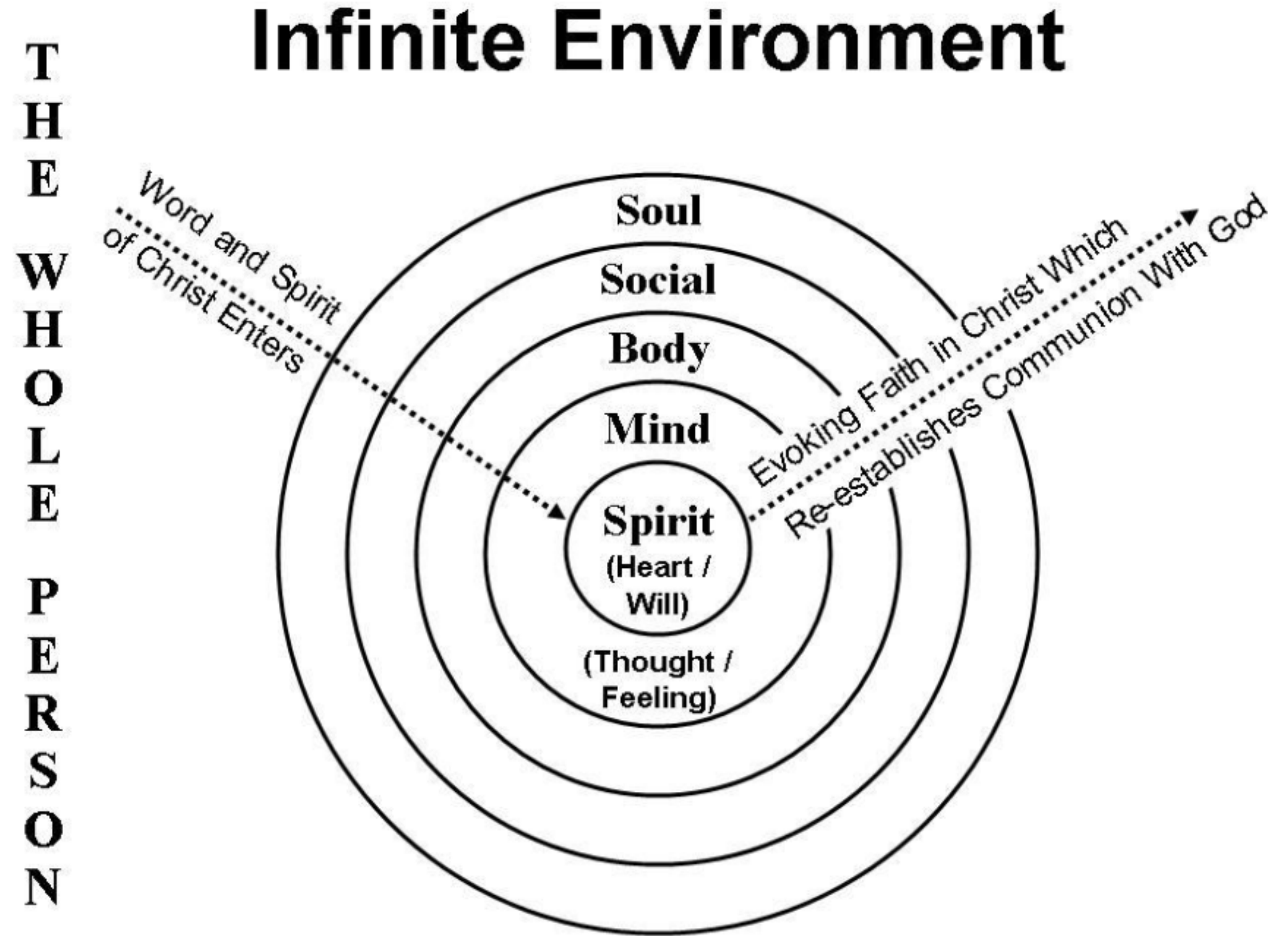
SECURE:

The fourth “S” results from the first three. We give our kids a secure base when we show them that they are safe, that there's someone who sees them and cares for them intimately, and that we will soothe them in distress. They then learn to keep THEMSELVES safe, to see THEMSELVES as worthy, to soothe THEMSELVES when things go wrong.

Flip over for strategies on implementing the Four S's in your child's daily life.



Dallas Willard
The Whole Person



Curt Thompson, M.D. | Quotes

"IN THE LANGUAGE OF INTERPERSONAL NEUROBIOLOGY, THE MIND IS UNDERSTOOD AS AN EMBODIED AND RELATIONAL PROCESS."



Curt Thompson, M.D. | Quotes

"DR. THOMPSON FIRST ESTABLISHED CONFSSIONAL COMMUNITIES IN HIS PSYCHIATRY PRACTICE AS A SAFE SPACE IN WHICH PEOPLE CAN SHARE THE TOTALITY OF THEIR STORIES—THE GOOD AND THE BAD, THE BROKENNESS AND THE BEAUTY—AND EXPERIENCE, IN RETURN, THE HEALING PRESENCE OF GOD THROUGH THE PEOPLE WITH THEM 'IN THE ROOM.



Dan Siegel, M.D. | Research

Integration: At the Core of Our Well-Being

Integration is at the heart of both interpersonal neurobiology and Dr. Siegel's mindsight approach. Defined as the linkage of differentiated components of a system, integration is viewed as the core mechanism in the cultivation of well-being. In an individual's mind, integration involves the linkage of separate aspects of mental processes to each other, such as thought with feeling, bodily sensation with logic. In a relationship, integration entails each person's being respected for his or her autonomy and differentiated self while at the same time being linked to others in empathic communication.



Religious Scholar | Quotes

“ONE OF THE GREATEST HINDRANCES TO INTERNAL PEACE WHICH THE CHRISTIAN ENCOUNTERS IS THE COMMON HABIT OF DIVIDING OUR LIVES INTO TWO AREAS, THE SACRED AND THE SECULAR.” - AW TOZER, THE PURSUIT OF GOD

"JUST AS A CANDLE CANNOT BURN WITHOUT FIRE, MEN CANNOT LIVE WITHOUT A SPIRITUAL LIFE." - BUDDHA

Religious | Quotes

"DO NOT BE DIVIDED, FOR VERILY THE HEARTS ARE INCLINED TOWARDS UNITY."

- THE PROPHET MHUHAMMED

"WHETHER THEREFORE YE EAT, OR DRINK, OR WHATSOEVER YE DO, DO ALL TO THE GLORY OF GOD." 1 CORINTHIANS 10:31

Technician Calculations

Hours a Day	Total Hours	Regular Work Hours	Overtime Hours	Regular Pay Per Hour	Overtime Pay Per Hour		Total Pay Every 2 Weeks
12.5				\$25	\$37.50		26
Option 1: Rotate Day/Night Shifts							
Week 1	50	40	10	\$1,000	\$375.00	\$1,375.00	
Week 2	50	40	10	\$1,000	\$375.00	\$1,375.00	
						\$2,750.00	\$ 71,500.00
Option 2: Weekday Shifts							
Week 1	50	40	10	\$1,000	\$375.00	\$1,375.00	
Week 2	37.5	37.5		\$937.50		\$937.50	
						\$2,312.50	\$60,125.00
Option 3 Weekend Shifts							
	4 day shifts						
Week 1	50	40	10	\$1,000	\$375.00	\$1,375.00	
Week 2	37.5	37.5		\$937.50		\$937.50	
						\$2,312.50	\$60,125.00
Technicians							
Average Salary	\$ 63,916.67						
Indirect Labor Employees	160						
Total Pay	\$10,226,666.67						

Technician Calculations

Hours per 2 Weeks	Cost for Employee Benefits (Bureau of Labor)			Technicians
	\$13.58	per hour		160
100	\$1,358.00			\$1,882,975.64
87.5	\$1,188.25			\$3,295,207.37
			26 weeks	\$5,178,183.01
100	\$35,308.00			
87.5	\$30,894.50			\$32,363.64

\$13.58 per hour - <https://www.bls.gov/news.release/pdf/ecec.pdf>

Recruiting, Training, Ramp Up
\$15,000.00
14
\$210,000.00

Sales

	2023	2024	
Employees	200	214	85,000 units per month
Units per Month	17,000,000	18,190,000	10 units in one pack
Packs per Month	1,700,000	1,819,000	\$6.00 per month
Sales per Month	\$ 10,200,000	\$ 10,914,000	
Sales per Year	\$ 122,400,000	\$ 130,968,000	

*This does not account for employees producing over average 85,000 units

Financials

			Regular Pay Per Hour	Overtime Pay Per Hour		Total Pay Every 2 Weeks
			\$55.00	\$82.50		26
	40	10	\$2,200	\$825.00	\$3,025.00	
	40	10	\$2,200	\$825.00	\$3,025.00	
					\$6,050.00	\$157,300.00
	40	10	\$2,200	\$825.00	\$3,025.00	
	37.5		\$2,062.50		\$2,062.50	
					\$5,087.50	\$132,275.00
	40	10	\$2,200	\$825.00	\$3,025.00	
	37.5		\$2,062.50		\$2,062.50	
					\$5,087.50	\$132,275.00
Auto. PM						
Average Salary	\$140,616.67					
Employees	6					
Total Pay	\$843,700.00					

			Regular Pay Per Hour	Overtime Pay Per Hour		Total Pay Every 2 Weeks
			\$30	\$45.00		26
	40	10	\$1,200	\$450	\$1,650	
	40	10	\$1,600	\$450	\$2,050	
					\$3,700	\$96,200
	40	10	\$1,200	\$450	\$1,650	
	37.5		\$1,125		\$1,125	
					\$2,775	\$72,150
	40	10	\$1,200	\$450	\$1,650	
	37.5		\$1,125		\$1,125	
					\$2,775	\$72,150
Pur. Spec.						
Average Salary	\$80,166.67					
Employees	10					
Total Pay	\$801,666.67					

Financials

			Regular Pay Per Hour	Overtime Pay Per Hour		Total Pay Every 2 Weeks
			\$27	\$40.50		26
	40	10	\$1,080	\$405.00	\$1,485.00	
	40	10	\$1,080	\$405.00	\$1,485.00	
					\$2,970.00	\$ 77,220.00
	40	10	\$1,080	\$405.00	\$1,485.00	
	37.5		\$1,012.50		\$1,012.50	
					\$2,497.50	\$64,935.00
	40	10	\$1,080	\$405.00	\$1,485.00	
	37.5		\$1,012.50		\$1,012.50	
					\$2,497.50	\$64,935.00
Managers						
Average Salary	\$	69,030.00				
Indirect Labor Employees		24				
Total Pay	\$	1,656,720.00				

			Regular Pay Per Hour	Overtime Pay Per Hour		Total Pay Every 2 Weeks
			\$28	\$42.00		26
	40	10	\$1,120	\$420.00	\$1,540.00	
	40	10	\$1,120	\$420.00	\$1,540.00	
					\$3,080.00	\$ 80,080.00
	40	10	\$1,120	\$420.00	\$1,540.00	
	37.5		\$1,050.00		\$1,050.00	
					\$2,590.00	\$67,340.00
	40	10	\$1,120	\$420.00	\$1,540.00	
	37.5		\$1,050.00		\$1,050.00	
					\$2,590.00	\$67,340.00
Managers						
Average Salary	\$	71,586.67				
Indirect Labor Employees		24				
Total Pay	\$	1,718,080.00				

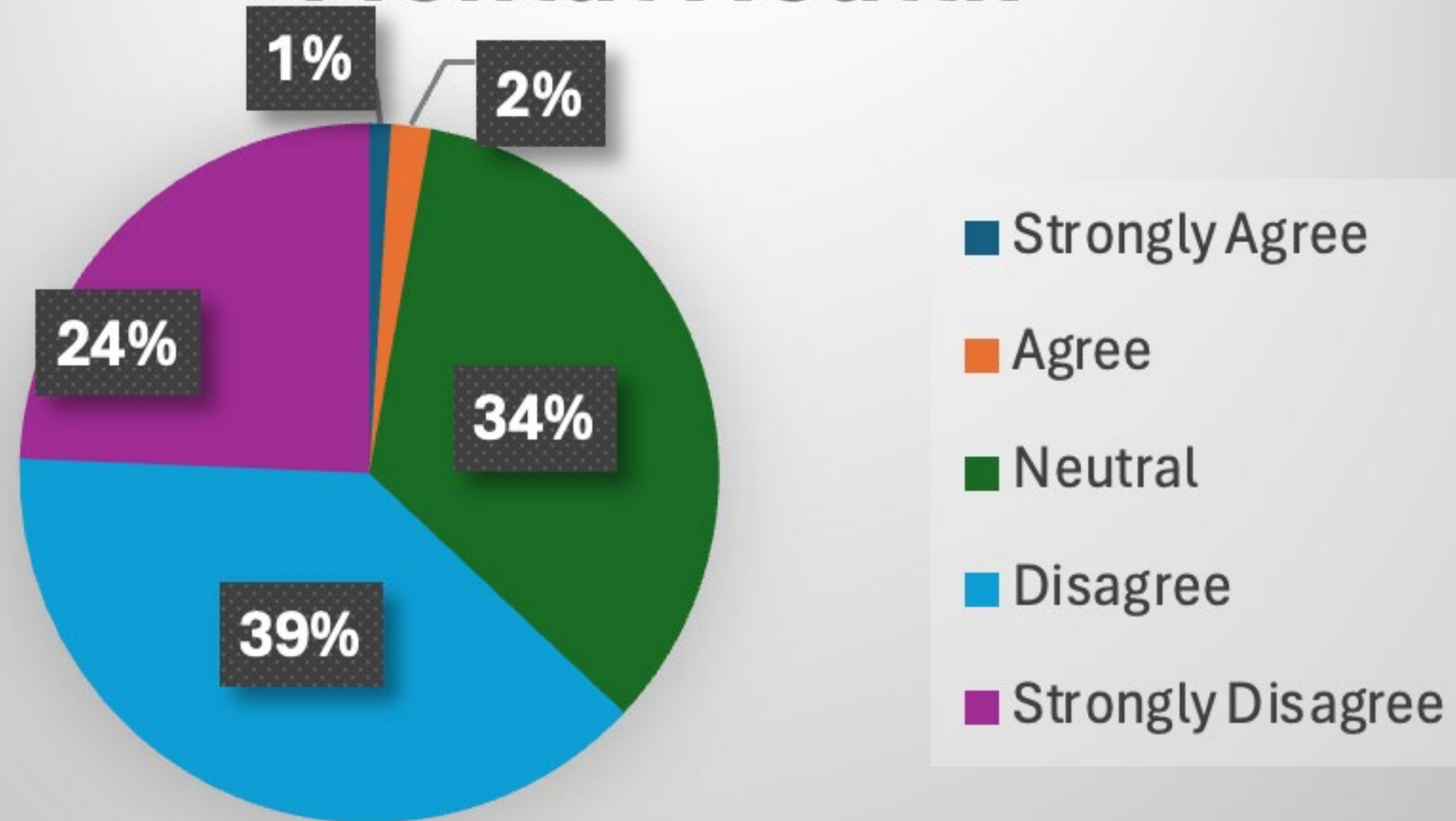
Financials

Hours per 2 Weeks	Cost for Employee Benefits (Bureau of Labor)		Technicians	Managers	Auto PM	Purchasing Specialist
	\$13.58	per hour	160	24	6	10
100	\$1,358.00		\$1,882,975.64	\$282,464.00	\$70,616.00	\$105,924.00
87.5	\$1,188.25		\$3,295,207.37	\$494,312.00	\$123,578.00	\$216,261.50
		26 weeks	\$5,178,183.01	\$776,776.00	\$194,194.00	\$322,185.50
100	\$35,308.00					
87.5	\$30,894.50		\$32,363.64	\$2,793,496.00		

MCKINSEY & CO.

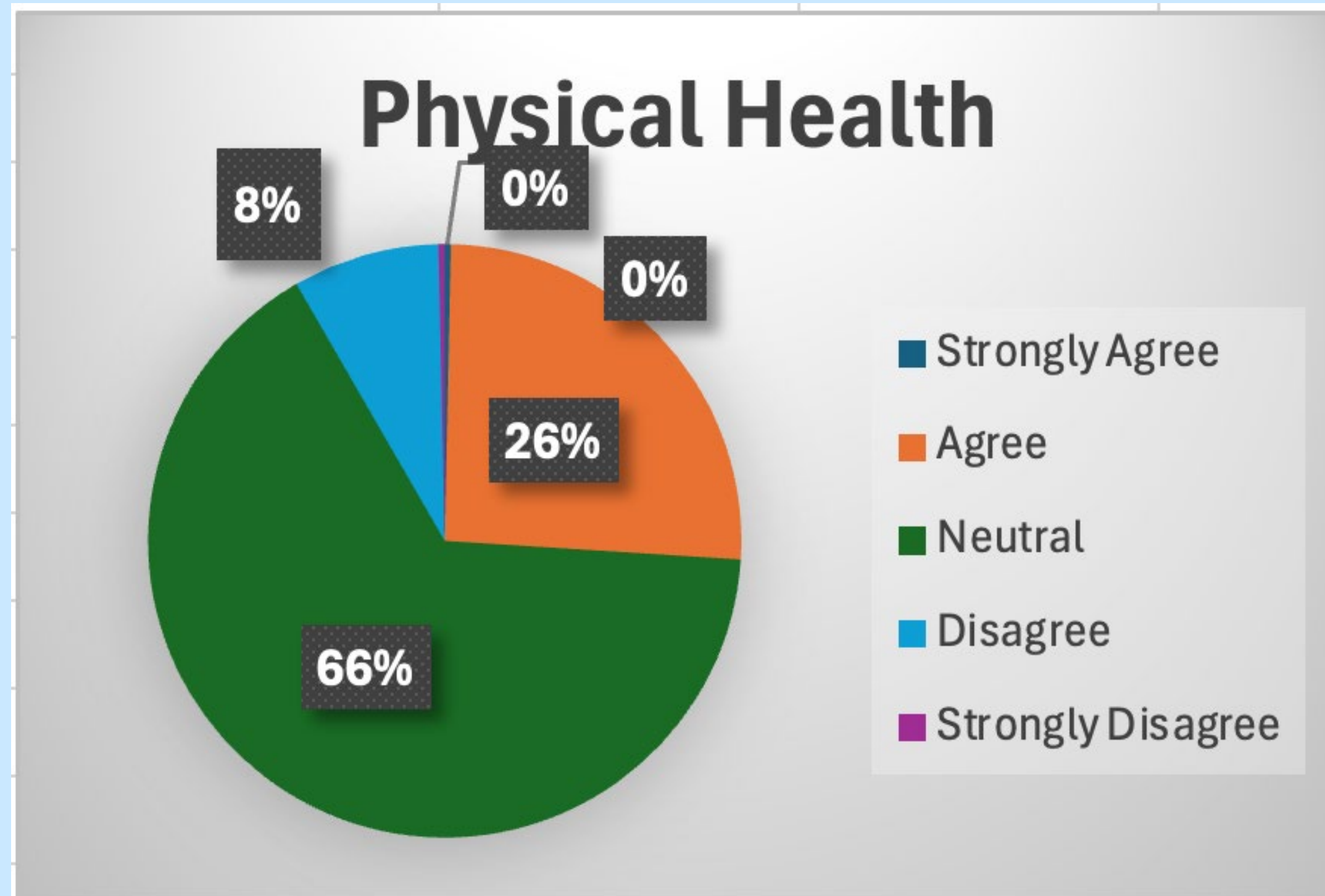
STUDY

Mental Health



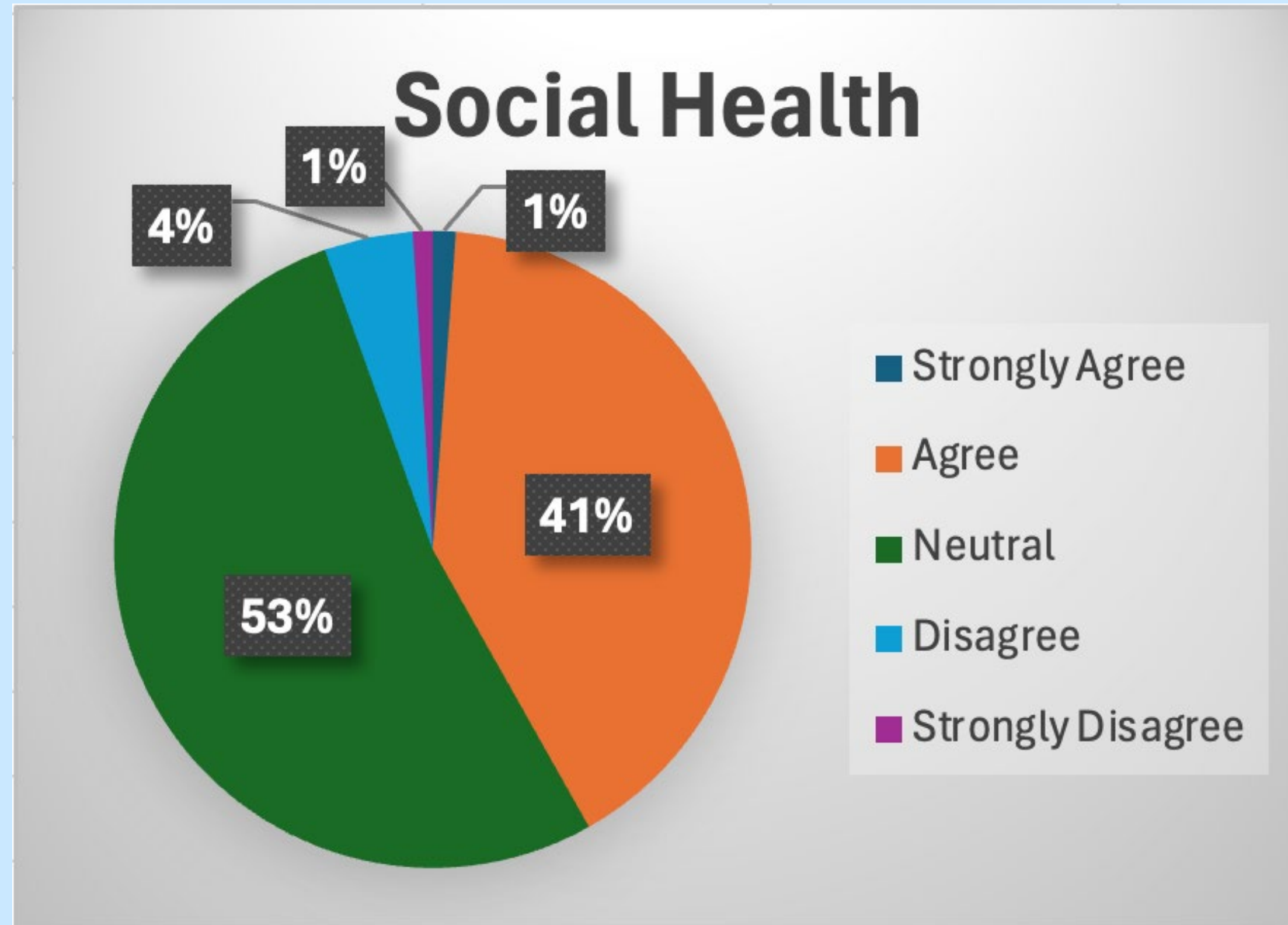
MCKINSEY & CO.

STUDY



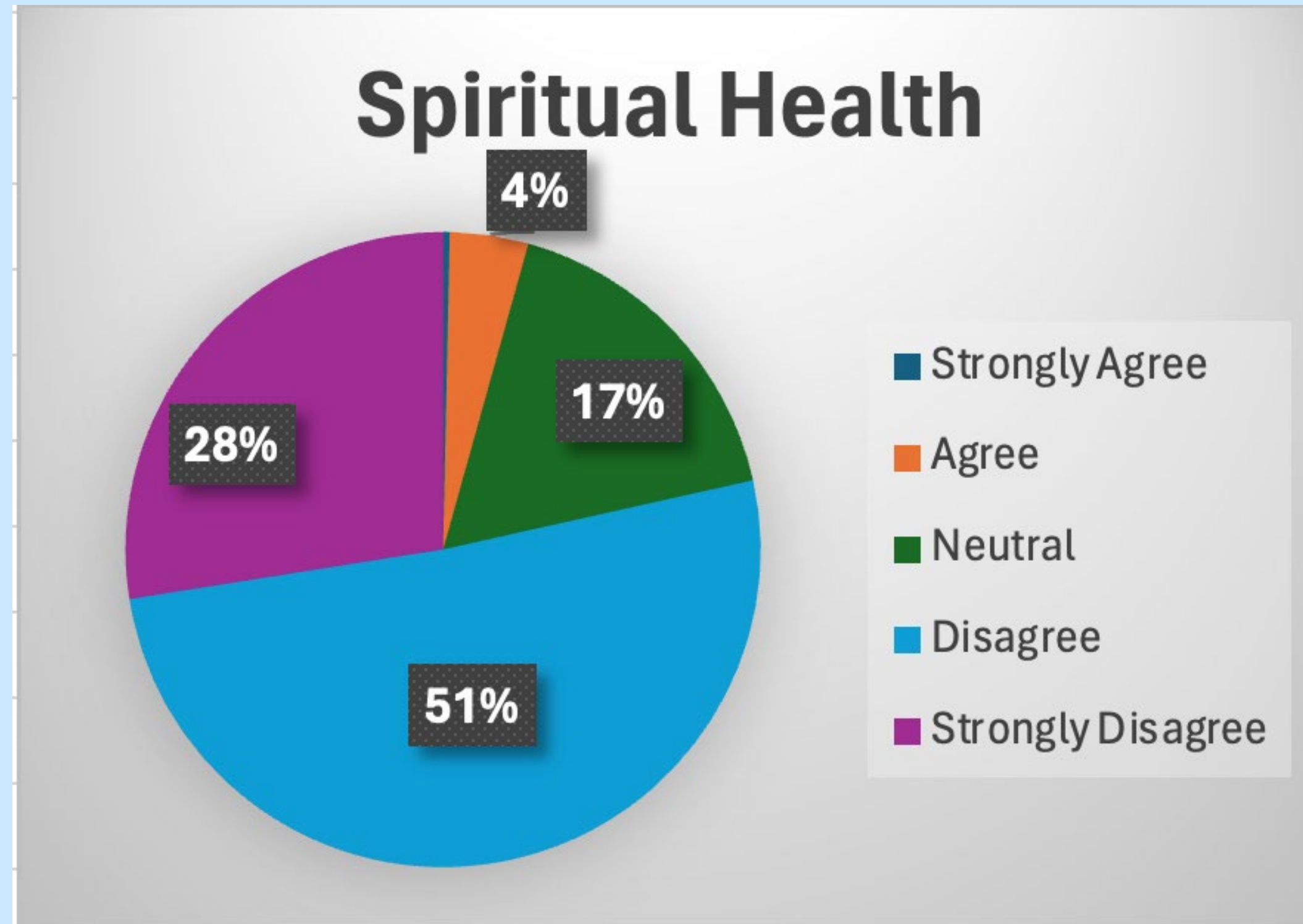
MCKINSEY & CO.

STUDY

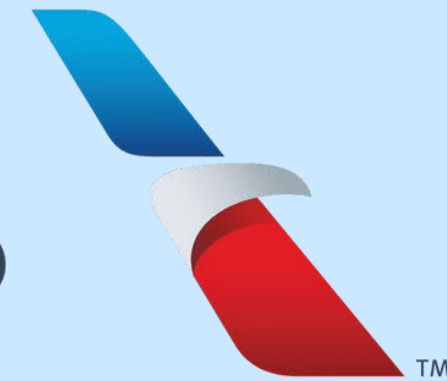


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STUDY



EXAMPLE OF ERG American Airlines



“Our Council of Global Leads driver diversity effecton across America by fostering company-wide educational, community service and personal enrichment opportunities.”

Benefited from enhanced reputation and attracting top talent due to their policies.

Changing Core

Values

ACCORDING TO
INC.COM,
COMPANIES
SHOULD REVISE
THEIR CORE
VALUES EVERY
2 TO 3 YEARS.

**Growth with
your market
and adapt to
change within
the company.**



Trends in ERG implementation

ACCORDING TO A RECENT MCKINSEY STUDY, 90% OF FORTUNE 500 COMPANIES HAVE IMPLEMENTED ERGS TO HELP WORKERS FIND INDIVIDUALS WITH SHARED IDENTITIES AND INTERESTS.

ROI for Faith-based Employee Resource Groups

1 Among Members

ACCORDING TO
THEOLOGY OF WORK
STUDY, RETENTION
JUMPS TO 85.6%

2 Participation

ACCORDING TO
THEOLOGY OF WORK
STUDY, RETENTION
JUMPS TO 756%

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RECRUITMENT

- Recruitment Options and Cost
 - Career fairs at high school and community colleges
 - Referral Programs-\$2,500
 - Social Media Posts
 - Physical Media-\$500
 - Website Application-\$18,750
 - Online Job Board-\$500
 - Across 30 plants-\$96,000
- 43% of job openings are filled in 30 days-

• <https://www.flexjobs.com/blog/post/how-late-is-too-late-to-reply-to-a-job-posting-v2/#:~:text=%E2%80%93%20Understand%20the%20timing&text=After%20all%2C%20a%20report%20from,to%20ap>



A decorative graphic consisting of multiple thin, red, wavy lines that flow from the top right towards the bottom right, creating a sense of movement and depth.

EMPLOYEE INCENTIVES

- Call-in compensation - PTO for employees who are called in OR a small cash bonus for coming in on a day off until we have enough employees
- Average employee referral program payout: \$2,500