



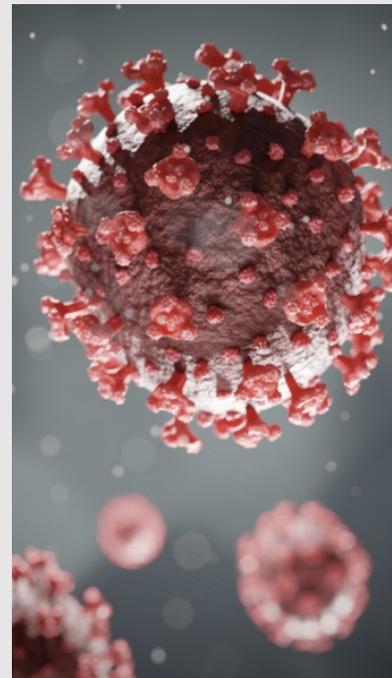
HOW ATN IS TACKLING TRAINING DURING THE PANDEMIC

ATN's return to delivery (training) has been challenging in many ways. To start, so many questions needed to be answered: Do we need smaller class sizes? Do we need larger classrooms? Do we have the capability of keeping trainees socially distanced per the CDC guidelines? How should materials and equipment be sanitized? And the list of questions continued.

ATN strategically and methodically prepared for the challenges ahead, just as we always do with any task that needs to be accomplished. There was a realization that no single answer or "one size fits all" mentality would work for every circumstance while keeping in mind that the guidelines were a hard line that could not be crossed. ATN prides itself on the team concept in the truest form of its meaning; therefore, a Return to Delivery Committee was established to brainstorm and develop a plan to ensure both the safety of ATN personnel and of every company we contact would be held in the highest regard.

Training onsite with clients took on a mindset that most have become accustomed to, "The New Normal." This is understood and agreed upon at the time of the contract agreement, with an Addendum to the Standard Contract signed by all clients. ATN personnel must understand the COVID-19 Protocols for both ATN and the client and then adhere to the most stringent of the two (either ATN's, the client's, or even a combination of both). Included in this approach are the following items, minimally:

- Discussing the COVID-19 Protocols at the onset of each class, such as PPE, proper seating arrangements, sanitization, control of traffic flow, and any other item deemed essential to ensure a healthy training environment.
- Facial coverings have been a requirement for all personnel in the training room, including instructors.
- A minimum of six feet of social distancing is established between all trainees and ATN Instructors.
- When feasible, electronic means of completing required paperwork such as sign-in sheets and course evaluations are implemented. When hard copies are used to sign-in hand sanitizer is provided for all trainees to utilize following the sign-in. When ATN instructors distribute materials, hand sanitizer is used before and after or gloves will be worn or a combination of both.





ATN Recognizes Employees for Years of Service



Rethinking Business Risk After the Great Lockdown



ATN Welcomes New Employees

Team Updates | February

EH & S ENVIRONMENTAL, HEALTH, & SAFETY UPDATE

The EHS Team looks forward to 2021 with great anticipation. We have equipped ourselves with the tools needed to deliver the services needed to support the Environmental, Health, and Safety needs of you and your organization. Here are a few services we are looking forward to offering as we begin this new year:

Online OSHA 10HR and 30HR Training for General Industry – Our instructors have the capability to deliver General Industry OSHA 10HR and 30HR courses online, with Department of Labor cards issued to everyone who completes the courses. This is an option that was not available in previous years; however, working with OSHA Training Institutes (OTIs), with regards to COVID protocols and social distancing, we now have the ability to deliver these two courses from a distance. This means we can offer the courses in shorter time blocks, i.e. 1 to 2 hours increments rather than a full day of 7.5 hours of training, and it also means we have more flexibility on the time of day we can offer these courses.

Contact: Tim Croley tcroley@atn.org

CI CONTINUAL IMPROVEMENT UPDATE

The CI team continues to offer solutions for improving quality and reducing waste. The last few months have been a busy time with ATN helping companies perform their internal (Quality, Calibration, Environmental, Safety, and Energy) system audits which had been postponed due to Covid restrictions. Please let us know if you have a need in this area. Also, the latest revision of the Failure Mode and Effects Analysis handbook published by the Automotive Industry Action Group and Verband der Automobilindustrie has become a focus for automotive manufacturers. ATN has developed training for the new AIAG-VDA FMEA handbook so that companies who need to analyze the risk in their manufacturing processes using this method can be trained to do so. The training is available for a company that needs to train several people and will also be offered soon as an open enrollment class for companies who only need training for 1 or 2 persons.

Contact: Chris Anderson canderson@atn.org
or Sharon Ingle single@atn.org

Alabama Technology Network (ATN) will conduct training for Dunn University and Dunn Building Company at their annual conference. The training will focus on Change Management and the Uncertainty of Change. ATN and the companies we provide training to are all dealing with change as a result of the new environment we now operate in that requires social distancing and mitigation procedures. Whether it be reduced class sizes, additional mitigation procedures, blended or virtual training we will work with your Team to make training happen. If any of our Leadership Management and Development(LMD) offerings are something you need or have interest in, please contact us.

Contact: Jeff Graham jgraham@atn.org

The Industrial Maintenance and Technology team looks forward to working with your company in the new year of 2021. Whether your company is looking for traditional training, online training or technical assistance, the IMT team is ready to work with you. In the area of electrical maintenance, the following are a few of our offerings: Electrical Motor Controls, Allen Bradley PLC's, Siemens PLC's, Instrumentation, Fanuc Robotics, and NFPA70E (Arc Flash). In the area of mechanical maintenance, the following are a few of our offerings: Hydraulics, Pneumatics, Belt/Chain/Gear Drive, and Bearing Selection/Lubrication. We also have offerings in the areas of Machining and Prototyping. To see a full list of all our training offerings, please go to our website www.atn.org, then select Solutions and click on Industrial Maintenance & Technology to see all our offerings. You can also contact us below for more information.

Contact: Jeff Lankford jlankford@atn.org or
Gina Webb gwebb@atn.org

Did You Know...

It's been said that "leaders are made, not born," but yet there are some companies that are quicker to adopt an innovation than taking the long route of talent development. For those that take the long route - the benefits are being reflected by their success. ATN offers valuable leadership training and has witnessed the truth behind that "saying" time and time again. ATN has been privileged to work alongside clients on their journey to develop strong leaders and secure future growth by investing in their

people. We hear testimonies of better employee retention, loyalty, and engagement, leading to better decisions and increasing productivity, which directly affects your bottom line.

For information on how your company can benefit from ATN Leadership Management & Development (LMD) Training or how we can develop customized LMD training for your company, please contact us at imdteam@atn.org.

ATN Solutions

