

CONGRATULATIONS UID SCHOLARSHIP WINNERS

FISA is pleased to announce the two recipients of scholarships to the University of Innovative Distribution (UID). The UID program is a concentrated education program focused on the unique needs of the distribution industry and will be held March 11-14, 2018 at the J. W. Marriott in Indianapolis, Indiana. UID is sponsored by FISA and 42 other industrial distribution associations in cooperation with the Industrial Distribution Program of Purdue University. This year, the two winners are both from distribution firms.



Brandon Michael

Brandon Michael of Centro Inc. says in his application, “I have worked in both electrical and process distribution companies and believe that my long term professional career will be to remain in the distributor industry. Centro, Inc. where I work today has a mature and experienced leadership team. During my five years with the company, I have been exposed to a considerable amount of product training but this program at the University of Innovative Distribution would be my first opportunity for professional and leadership development.”

“Over 26% of the employee base at Centro is over the age of 60 and over 42% are over the age of 50. I believe that as the generational change occurs at Centro, I will be able to use the skills I will develop at the UID program to assume a long-term leadership role at Centro. I have learned a lot from the leaders we have today at Centro, and I hope that the experience at UID and in my

normal work, will prepare me to be one of the leaders of our company in the future.”



Eric Behling

Eric Behling has been employed at Stuart W. Johnson & Co. for more than 12 years and is currently serving as Outside Sales Manager. Eric wrote in his application, “Businesses worldwide use the supply chain as a channel of distribution, beginning with the supplier of materials or components, extending through a manufacturing process to the distributor and retailer, and ultimately to the consumer. In my opinion, the channel between the manufacturer and the end user is a key factor on how successful the product is. The key to achieving success in this part of the chain is to be innovative, knowledgeable and competitive which is why when looking for further education, I am interested in all UID has to offer myself and my team; to improve sales, customer satisfaction and success as a business. UID offers a large number of courses that focus on every part of supply chain management which makes it a great opportunity for anyone in the business and very important for someone like myself who desires to be a key leader of our company and to learn all functions of distribution. Continued education will help me grow my sales, become a better colleague, stronger leader and therefore a much more successful businessman. But, more importantly, I hope that by attending UID, it benefits more than just myself.”



Early Bird Registration: Jan. 10, 2018

Registrations must be mailed, faxed or submitted online to take advantage of the discounted early registration fee.

Hotel Reservation deadline: Feb. 16, 2018

Reservations must be made directly with the hotel prior to 5 p.m. Central Time to receive the UID rate.

To Register: www.univid.com

Purdue Certificate in Innovative Distribution

At the conclusion of the UID program, all attendees will receive, via mail, an official Letter of Completion issued by the Purdue University awarding 30 hours (3 CEUs – Continuing Education Units) for satisfactory completion of this four-day UID program. These CEUs may be applied toward your Professional Certificate in Innovative Distribution. As an Innovative distribution professional, the Purdue University Certificate recognizes your achievements and commitment to continuing education. The certificate is awarded upon completion of 90 hours (9 CEUs) of approved course work. A minimum of 30 hours must be earned through UID course participation. Additional credits may be derived from courses taken independently. Contact Dr. Kathy Newton, Department Chair, Innovative Distribution Program, at kanewton@purdue.edu for more information.

fisa

Distributors Serving
Sanitary Processing

FISA is an association composed of distributors and manufacturer members who share a commitment to value-added distribution in serving high purity processing industries. FISA's mission is to help its members improve performance and customer value.

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Executive Director
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FROM THE PRESIDENT



Dear FISA Members,

As December arrived, I had the opportunity to reflect on our Nashville conference. Comments on our speakers have been excellent, with ongoing conversations about whether participants agreed or disagreed with conclusions the speakers presented—from Amazon's present and future influence, to EHEDG's impact on our food equipment. The Board considers continuing discussions and varying viewpoints a success. Certainly, the quality of our speakers' presentations was terrific from top to bottom, so it made Nashville's meetings interesting and informative. Nashville's seamless organization and smooth operation is always a testament to Stella and her remarkable staff (Charlie), but Stella also has a gift for finding talent among our membership. I want to extend a large thank you to Chad and Wendi Hawkins our Conference chairpersons, Pete Herb & Bryan Downer, Sponsorship co-chairs, Jason Ryan who handled our online Cvent registration, Chris LoPresti for his LinkedIn course, Emily Echola for helping with our conference Yapp App, and all the other Board of Directors who helped with membership recruitment and welcoming first-timer's to FISA.

I could not help but tease Stella that we should include in our Survey Monkey a question along the lines of, "How many pairs of cowboy boots did you and your associates purchase in Nashville?" I can honestly say that the Perrigo contingent shipped, or carried, more than ten pairs and maybe less than twenty. Needless to say, Christmas is covered this year.

On a more serious note, the January member survey is very important for our board meeting

in February. Please be sure to participate when it comes to you via email. This survey will be asking your opinions on topics for the conference and services that FISA can provide. FISA members have led the way with innovation in the past, and it is my expectation we will continue to do so in the future, but we need input from the membership to make our fall conference focus on the issues and trends that are important.

There is already a good deal of buzz about our conference at the Marriott Laguna Cliffs Resort in Dana Point, CA. Nestled high on a bluff overlooking the Pacific Ocean, the location is stunning and we are excited about the numerous activities available from whale watching to kayaking and paddle boarding to touring the area. Save the date of September 15-18, 2018.

Perrigo, Inc. focuses primarily on the Pharmaceutical/Biotech industries but we do business with FISA members who also handle food, dairy, and beverage. Our business has been strong and my impression is that this is the case throughout the sanitary market. I'm optimistic that the trend will continue as eating habits change and new biotech products hit the market place. We see exciting new anti-cancer drug research beginning to make a real impact on survival rates and with new tax laws, maybe more of this production will return to the U.S.

Please remember that UID enrollment is underway, and a discount is available if you enroll by January 10, 2018. Take advantage of this great continuing education opportunity and register at UID's website: www.univid.org. UID has a variety of courses for manufacturers and distributors in sales, marketing, and management.

June joins me in wishing you a wonderful Christmas and New Year Holiday and safe travels.

Warm Regards,

Rob Clark

FOUR MEMBERS ELECTED TO FISA BOARD OF DIRECTORS

At the FISA Annual Meeting on October 17, four members were elected to the Board of Directors. In accordance with the By-laws of the Association, the Board consists of 12 members with there being no fewer than three nor more than five manufacturer representatives and the remainder of the members are distributors.



Barry Dobbins

Barry Dobbins, co-owner of Dobbins Company, was elected to serve a two-year term on the Board. When asked why he was willing to devote the time to being on the FISA

Board, Barry said, "Dobbins Company has been a long-time member of FISA and the networking opportunities offered have been valuable in developing relationships that are both business and social. We have learned valuable lessons from our relationships with peers thru our FISA meetings and social activities. The educational programs and input from other members of FISA have helped us learn new things and adjust to the paradigm shifts in our ever-changing

industry. As a member of the Board, I will strive to continue the growth of FISA along the path established by the ones before me, and I will be open to members of FISA and welcome any comments."



Gray Sherrill

Serving a three-year term as a Distributor representative, **Gray Sherrill** is Vice President, General Manager of the Greensboro division of M. G. Newell

Corporation. Gray says, "As a long-time member company of FISA, I have come to see first-hand how invaluable this organization is to its members. Devoting my time to help grow and evolve FISA is an honor that I am excited and humbled to do. From networking, to speakers, to the social activities, and the chance to see America, FISA is an amazing organization that helps position our industry for long term growth." □

Emily Echola is President of Kaestner LLC and also was elected to serve a three-year term on the Board. Emily commented, "FISA's commitment to value-added distri-



Emily Echola

tribution really hits home with me. From the networking opportunities at the conference, to the knowledge they share through the newsletter, I have taken away and implemented several actionable items. I am excited to be a part of the Board, and to be able to help facilitate for others the personal and professional development that FISA offers."



Bryan Downer

Bryan Downer was elected to serve a three-year term as a manufacturer representative. Bryan is Vice President of Sales and Marketing for Sani-Matic, Inc.

Bryan commented, "FISA has been personally and professionally valuable, through the relationships it has fostered and the access to experts during the annual education sessions. I hope to give back, through my work on the Board, and help others realize similar experiences with FISA."

ANNUAL MEETING HIGHLIGHTS

The FISA Annual Meeting was held on October 14th in Nashville, TN.

- President Rob Clark recognized Chad and Wendi Hawkins for their excellent work as Co-chairs of the Conference and presented them with a gift.
- Pete Herb and Bryan Downer were recognized for their outstanding contributions as Co-chairs of the Sponsorship Committee. A total of 64 different companies were conference sponsors and of the total, 31 companies were members of the Pinnacle Society.
- President Rob Clark recognized and thanked Chad Hawkins, Neil Hopkins and Albert Marquez, members of the FISA Board of Directors, who were

rotating off the Board after completing their three-year terms. He commended each of them for their active participation and contributions to FISA.

- Chad Sprinkman, Chairman of the Nominating Committee, said that the Nominating Committee included Bob Morava, David Brink and himself. Chad presented the following slate of candidates to serve on the FISA Board of Directors: Barry Dobbins, Gray Sherrill, Emily Echola and Bryan Downer. There being no nominations from the floor, Chad made a motion the slate be accepted. The motion was seconded and the slate was approved as presented.
- Stella Jones announced the membership

currently includes 117 members with 49 distribution firms, 66 manufacturers and two associate members. During the past year we added eight new members: The Williams-Carver Company, Schwartz Manufacturing Co., Ryan Herco, Centro Inc., Central States, StahlPro, National Bulk Equipment and J.O. Galloup.

- Rob Clark reminded the membership the deadline was November 1st to submit applications for the two scholarships FISA sponsors to the University of Innovative Distribution.
- Stella Jones announced the 2018 Annual Conference would be September 15-18, 2018 at the Marriott Laguna Cliffs Resort & Spa in Dana Point, CA.

IN RETROSPECT: 2017 ANNUAL CONFERENCE

The recent FISA Annual Conference in Nashville, TN had a record attendance with a total of 270 attendees representing 80 different companies. Particularly noteworthy this year was the large number of first-time attendees since there were 50 people attending for the first time. Six new member companies were represented in the list of first-timers. As is the FISA tradition, members of the Board of Directors called each first timer prior to the Conference to welcome them and answer questions. Many people expressed their appreciation for this outreach effort.

FISA gathers feedback from conference attendees through on-site surveys at the conclusion of each of the educational sessions and from an electronic survey sent the week after the conference. By compiling the responses, the FISA Board of Directors notes trends and responds to suggestions in making plans for the next conference. 79 attendees participated in the electronic survey. Here are a few of the highlights:

- 86% said they reviewed company profiles before the conference

- 72% said they contacted an attendee prior to the conference to schedule a meeting while in Nashville.
- 82% said they downloaded the FISA Conference app
- 94% said they met someone during the Conference with whom they were going to follow up for future business.

When asked what they consider the greatest “take home” value, they learned at the Conference attendees continue to mention the importance of relationship building and networking. The quality of the content of the speakers also received high marks.

A few of the comments were:

- The networking. I also like the speakers but the networking is where I can show an ROI to my bosses to justify the conference based on future sales.
- The world is improving in spite of what I read in the news, and I need to improve my management skills.
- New partnerships.

- Developing personal relationships with channel partners.
- As a first timer, it was a great opportunity to meet associates face to face and away from the day to day interruptions.
- The speakers.
- Speakers were strong. Top takeaway is networking.
- Developing relationships that assist our business.

Comments about the Nashville location were interesting with many commenting they liked the downtown location within walking distance of so many attractions. A number of people, however, commented they felt Resort locations were more conducive to relaxed networking since attendees stayed together more and did not leave to explore on their own. In choosing future locations, the Board relies on surveys from the membership. The 2018 Conference will be in a resort setting at the Marriott Laguna Cliffs Resort and Spa in Dana Point, CA.

2017 FISA ANNUAL CONFERENCE SPONSORS

FISA appreciates the financial support of these companies.

Ace Sanitary
Alfa Laval, Inc.
Anderson-Negele
Andron Stainless Corporation
APT
Arrow Process Systems
Behringer Systems
BPH Pump
Bykowski Equipment
CPE Systems, inc.
CSI
Cummins-Wagner Florida
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Dynamic Manufacturing Soltitions, LLC
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Feldmeier Equipment Flowtrend, Inc.
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Tetra Pak, Inc.
Thermaline, Inc.
Topline Process Equipment Company
Trans-Market, a Krones Company
Twinco Inc.
Unisource Manufacturing, Inc.
United Industries, Inc.
VNE Corporation
W.M.Sprinkman Corp.
Wright Process Systems
YRC Freight
Zwirner Equipment Company

2017 FISA ANNUAL CONFERENCE • NASHVILLE, TENNESSEE



Luis & Beatriz Uribe, Murzan



Mark Ream, Alpha Laval, and Dr. Mark Morgan



Chris LoPresti, Andron Stainless



Robb Misso, Dynamic Manufacturing, Paul Reilly and Roy Parker, Pentair



The Newman Sanitary Gasket team: seated; Betsy and Bonnie Newman; Standing: Jeff Suchy, David and Alina Newman



Cyndi Lynggard & Rick Largarticha, BEECO



Carolyn Dress, ProFood World, Randy Disharoon and Patrick Young, ProFood World



Boot Camp taught by Lisa Ryan. FCX Performance was a popular activity and will be added to the agenda next year.



The DCI team: Scott & Sue Kloetzer, Jan & Wayne Brinkmann

Member News & Views

The who, what, where, when and whys of the FISA membership.

How to Submit News

The Distributor News is published quarterly and the deadline for the next issue is March 1, 2018. Due to space limitations, we cannot print specific product information, but personnel changes, changes of address, expansions or other industry news is always of interest.

If you have a question, please call 336-274-6311.

Fax information to FISA at 336-691-1839 or mail to FISA at 1207 Sunset Drive, Greensboro, NC 27408.

Email: stella@fisamet.org

FCX Performance, Inc.

FCX Performance Inc, Columbus, OH, has acquired Eads Distribution, Houston, TX, a flow control distributor of instrumentation and valves. FCX has also acquired The Massey Company, Charlotte, NC, a manufacturer's representative and distributor of valve, instrumentation, lined pipe and heat tracing products. Terms of the transactions were not disclosed. Eads Distribution and The Massey Company will maintain their identities in their respective marketplaces with Eads Distribution operating as a standalone division of FCX and The Massey Company operating as a branch of Eads Distribution.

Saint Gobain



Doug Clark

Saint-Gobain is pleased to welcome two recently hired personnel to support their customers. **Doug Clark** has been hired as the Quality Manager of the Somerset, New Jersey site that manufactures Versilon™

hoses and fittings. His efforts will be focused on ensuring the consistency and performance customers have come to expect from Versilon hoses and fittings. He brings with him experience at Thermo Fisher Scientific as a Quality Assurance Compliance Officer. **Mina Youssef** has been hired as an Associate Sales Engineer, also at the Somerset facility. His responsibilities include technical support and working with customers to match the best Versilon hose product to the customer's particular application. He brings with him extensive experience in customer service and inside sales.



Mina Youssef

Fristam Pumps USA



Rubi Rojas

Fristam Pumps USA is pleased to announce **Rubi Rojas** has joined the company as a Bilingual Customer Service Representative. In her new position, Rubi is responsible for aiding Latin American and U.S. customers with technical support and customer service. Rubi is bilingual in Spanish and English and has a Bachelor of Arts degree in Spanish with a minor in Human Resources from the University of Wisconsin-Whitewater.



Colleen Ploszaj

Colleen Ploszaj has joined the company as a Customer Service Representative. Colleen comes to Fristam with over 30 years of customer service experience. In her new position, she is responsible for aiding customers with technical support and customer service. Fristam Pumps USA, Middleton, WI, is a leading global manufacturer of sanitary centrifugal and positive displacement pumps, blenders and mixers used by the beverage, dairy, food and pharmaceutical/biotech industries.

Centro Inc.



Dylan Goodell

Dylan Goodell has joined the inside sales/technical support team in Centro's Little Rock, AR branch. Dylan has a BS in Mechanical Engineering and will be taking over support for a number of their engineered product lines. He has prior field sales experience with Centro and one other company. **Amber McIntosh** has joined Centro's field sales team to open a new territory based in Bowling Green, KY. She has an MBA from Bethel University and successful field sales experience in Kentucky.



Amber McIntosh



Centro's new branch building in Theodore, AL is nearly complete and they expect to move into this 6,000 square foot facility no later than the end of February, 2018.

United Industries, Inc.



Dylan Goodell

United Industries Inc., Beloit, WI announces that **Carl Kettermann** has accepted the position of Metallurgist for United Industries, Inc. Carl was most recently with RathGibson and brings with him extensive knowledge and experience in the

various process industries where tubing is commonly used. In addition, he is an active member of 3A and ASME BPE.

Quality Tank Solutions



Quality Tank Solutions marked their fifth-year anniversary in April of 2017. In October, they officially opened their new state-of-the-art manufacturing facility in Marshfield, Wisconsin with a ribbon cutting ceremony. The new facility will make it possible to build bigger tanks for all industries, including silos. The new facility has allowed them to increase productivity by 50% while reducing lead time and improving efficiency. This year, they added field crews for sanitary installs to complement their industrial installation division. QTS currently employs 60 people in serving food, beverage and pharmaceutical markets alongside their brewing capabilities.



Cummins Wagner-Florida



Doug Karpowicz was hired in September as the Vice President/Branch Manager for the CW-Florida operations in Tampa and Jacksonville.

Doug Karpowicz Doug has relocated to their Tampa office from Cleveland, where he owned a fluid and dispensing equipment company. Doug has quite an extensive background and brings over 20 years of sales and executive experience within the fluid distribution industry. He began his career at a distributor of electric motors and drives in the early 1990's. He has held various senior sales and management positions along with experience in operations at Emerson Electric, Rexnord, IDEX-Lubriquip, and FD Johnson. Doug has also started up his own distributorship, MotionSource International. Doug's indus-

try experience includes oil/gas, fluid power/transmission, food and sanitary. He has his MBA from Cleveland State University; an



Kurt Hummel MA in Communications; and is Six Sigma Green Belt. **Kurt Hummel** was announced as the Sales Manager of the Cummins-Wagner-Florida Offices in Tampa and Jacksonville. Kurt has an extensive background in sanitary process equipment and projects. He has worked for Cummins-Wagner-Florida for more than six years and also with Anderson-Negele Instrument and DCI, Inc. Kurt's industry experience in sales and manufacturing includes food, beverage, and pharmaceutical sanitary process. Kurt will be responsible for developing and driving sales in the Florida markets.

SPX FLOW, Inc.



Vipul Mistry **Vipul Mistry** will take on responsibility for the development of the global SPX FLOW pumps business and new pumping product developments for the food and beverage market. He earned an MBA from Queens University in Charlotte, NC as well as his Project Management Professional (PMP) certification. His strong technical background with combined experience in product development and portfolio management comes from a successful career in compression technologies, with his most recent positions at Ingersoll-Rand followed by a move to Gerson Lehrma Group as an independent consultant.

Based in Charlotte, North Carolina, SPX FLOW, Inc. (NYSE: FLOW) is a global supplier of highly engineered flow components, process equipment and turn-key systems, along with the related aftermarket parts and services, into the food and beverage, power and energy and industrial end markets. SPX FLOW has approximately \$2 billion in annual revenues, operations in over 35 countries and sales in over 150 countries.

BEAULIEU BLOG



By Brian Beaulieu

The overriding concern I have for the US economy is the labor shortage. However, every recently minted college grad is going to ask "what shortage? I am right here!"

People (including ITR Economics) are looking for future employees with very particular skill sets, performance track records, and/or some proof that "adulting" is not going to be an issue. Many of us have been burned by people coming on board, spending time and money providing specialized training, just to see them leave for any number of reasons. We all need to get better at finding the right people (using the Predictive Index, DISC, or any number of other methodologies) and retaining those people (and that gets expensive). A recent article said half of all workers in the US did not get a raise in the last 12 months. I'd love to see that study to look at the companies and their cost structures if they are not enticing talented people to stay!

"Creative destruction"—most people are familiar with the phrase. New technologies come along that will ultimately create new industries/jobs, but before that gains a lot of traction old industries and jobs are destroyed. How about we go looking in the soon-to-be destructed labor pool for some of the people we need in our future? Retail, service sector, and automotive industry jobs are disappearing. Maybe there are some future stars that we can look for—even before they lose their current jobs. It is tempting to think, "If they really wanted a new job, they would come to us or respond to our job posting." People get comfortable. They don't always know there are alternatives. They may not be the "A" type personalities. Perhaps we can ease the transition through "destruction" and help ourselves at the same time.

Perhaps a better idea is to invest in the technology that will enable you to beat inflation and obviate labor at the same time. NOW is the time to invest in your favorite wealth-creating machine—your own business!

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Beaulieu is president of ITR Economics.*

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JANUARY 10, 2018

Deadline for Early bird UID registrations

MARCH 11-15, 2018

UID • Indianapolis, IN

JULY 1, 2018

Renew FISA Membership

SEPTEMBER 15-18, 2018

FISA Annual Conference
Dana Point, CA

NOTE:

Remember to update your company information. Go to www.fisanet.org and look under the Membership Listing. Email changes to stella@fisanet.org.

1207 Sunset Drive
Greensboro, NC 27408

Distributor News

