

## 2018 ANNUAL CONFERENCE SUCCESSFUL

The recent FISA Annual Conference in Dana Point, CA was a success with attendees enthusiastic about the Resort, loving the area, and impressed with the speakers. There were 153 delegates attending and 98 spouses/guests for a total of 251 attendees from more than 70 different companies. FISA



Conference chair, Yvonne O'Brien and Ryan Avery

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. 88 people or approximately 58% of the attendees participated in the electronic survey.

Here are a few of the highlights.

- 77% gave the conference an excellent rating
- 92% said they reviewed company profiles before the conference
- 75% said they contacted an attendee prior to the conference to schedule a meeting while in Dana Point
- 70% said they downloaded the FISA Conference app
- 93% said they met someone during the Conference with whom they were going to follow up for future business
- 85% said they were planning to attend the 2019 Conference in Lake Geneva, WI. When asked what they consider the greatest “take home” value from attend-

ing the Conference, attendees continue to mention the importance of relationship building and networking.

Here's a sample of comments:

- “Networking with first-timers”
- “Valuable presentations and connectivity, relationship building”
- “Lessons learned from

Brian Beaulieu, Nancye Combs and millennial speaker”

- “Networking and seeing Orcas”
- “Loved Ryan Avery!”
- “Access to network with industry leaders”

**Greg Saganich** is Product Marketing Manager of Process Sensors with Baumer. He was a first-timer attending from Baumer, a new company who recently joined FISA. Greg said, “I was so impressed by how many members approached me and offered to help me connect with the system integrators, OEMs and distributors who would benefit from a partnership with Baumer. And I was delighted to have two opportunities to introduce Baumer...the first-timers meeting and the all-attendees meeting. The venue was beautiful and every event was executed with a first-class flair.”

Also a first-timer, **Staci Frantz**, General Manager of Top Line Process Equipment Company said, “The FISA Conference was first class. I got solid, useable information from each of the speakers. The networking was excellent. Thanks to everyone for making me feel welcome. I will be back again!”

### 2018 Conference Sponsors

FISA greatly appreciates the financial support of these companies who made the 2018 Conference possible.

- Ace Sanitary
- Alfa Laval, Inc.
- Anderson-Negele
- Andron Stainless Corporation
- APT
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- BEECO
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- Statco/DSI
- Steel & O'Brien Mfg., Inc.
- Stuart W. Johnson & Co., Inc.
- Tel-Tru Manufacturing Co.

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**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.*

**2018 – 2019 FISA Board of Directors**

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*FCX Performance*  
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**Joe Reynolds**  
*CSI*

**Gray Sherrill**  
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**FROM THE PRESIDENT**



Dear FISA Members,  
For those of you who were able to join us at the Annual Conference in Dana Point, CA you were able to see first-hand the unique and powerful combination of bringing together manufacturers and distributors from across the nation and a few abroad for the sole purpose of strengthening distribution and learning new ways to maintain relevancy in a fast changing and evolving marketplace.

In past member surveys, there has been a consistent theme about the challenges in hiring and attracting the right talent, leading the newer generations, as well as concerns and threats from a digital marketplace. Ryan Avery's discussion on "Going from A leader to THE Leader" was very applicable to the new emerging leadership in our industry as well as those who are nearing the end of a successful career.

The revisit of Brian Beaulieu confirmed the industry trend that we are seeing with a very strong business climate and his comments about what is to come with actionable trends each of us can take in our businesses regardless of the political climate.

The evolving marketplace and the aggressive execution by Amazon will be a non-standard competitor each of us will face; the actions we take in our businesses will allow us to co-exist with them, being creative and delivering a niche value proposition will help customers see the differences.

Each year a significant amount of work goes on behind the scenes to plan and coordinate an event full of activities, professional learning and reconnecting with friends across the industry. A special thank you to Yvonne & Jack O'Brien our

conference chairpersons, Pete Herb and Bryan Downer for co-chairing the sponsorships, Chris LoPresti for his help with building the FISA App. A huge THANK YOU to Stella Jones for delivering another memorable conference.

I also want to say thank you to Yvonne and Pete for their contributions to the board over their three-year term, and to Bob Morava for his involvement over the past seven years on the Board. Joining the Board of Directors for new terms are Joe Landry (Alfa Laval), Joe Reynolds (CSI), and Eric Perkins (Statco/DSI) will join as the Vice President.

In the future, you will be receiving a survey link about topics important to you for the 2019 conference; all of the data is compiled and evaluated by the board as we plan for next year's conference.

Each year FISA awards two scholarships for the University of Innovative Distribution (UID) in Indianapolis, IN, and the deadline for applying for the scholarships is November 1. Regardless of the scholarship, this is a great program to expose new and future leaders to distribution and provide educational opportunities about the evolving distribution trends across the nation. If you have questions please contact Stella, [stella@fisanet.org](mailto:stella@fisanet.org) or 336-274-6311.

As we close the last quarter of the year, we look back on all the good things that have happened in our respective businesses. We are thankful for a great community of friends and industry colleagues, and strong predictions about great business to come!

Warm Regards,

Jason Ryan, FCX Performance

**SAVE THE DATE**

**2019 ANNUAL CONFERENCE**

September 13–17, 2019 • Lake Geneva, WI  
Grand Geneva Resort & Spa • [www.GrandGeneva.com](http://www.GrandGeneva.com)

## FISA OFFICERS AND DIRECTORS ELECTED

At the Annual Meeting on September 18th in Dana Point, CA, **Jason Ryan** was elected President of the FISA Board of Directors. Jason is Regional Vice President of Sales for FCX Performance. When asked why he was willing to devote the time to being an officer of FISA, Jason said, “As leaders we spend a lot of our time working “in” our respective businesses, FISA provides a great platform to focus “on” our business. Industry networking, educational programs, and social events are just a few areas that have allowed for greater relationships that go well beyond business transactions. Our responsibility as board members is to continue the mission of FISA and provide an opportunity for businesses large and small to have a common meeting ground that drives growth in our respective businesses. FISA has been personally and professionally valuable, through the relationships it has fostered and opportunities for professional development in thought provoking educational sessions. I hope to give back, through my work on the Board, and help others realize similar experiences with FISA.”



**Eric Perkins**, president of Statco-DSI was elected Vice-President. Eric commented, “FISA is an incredible organization and the Fall meeting is a great opportunity for both Distributors and Manufacturers to come together as one. The guest speakers, education programs and networking are extremely valuable as a company leader. It is a great privilege to be able to serve on the Board of Directors, and I am dedicated to help FISA grow as our industry challenges evolve.”



**Joe Reynolds** is President of Central States Industrial (CSI) in Springfield MO and was elected to a three-year term on the FISA Board of Directors. Joe said, “CSI has a rich history with FISA. Distributors within the hygienic process industry are facing significant changes in the next several years. FISA strengthens relationships among peer companies and provides exceptional

educational conferences that challenge each of us to better serve our customers. It’s an honor to continue CSI’s influence in positioning FISA to lead members through the industry changes ahead.”



**Joe Landry**, Director of Sales – West with Alfa Laval, Inc. was also elected to a three-year term on the Board of Directors. Joe says “Being a part of FISA has been a rewarding part of my career in the sanitary processing industry. The annual gathering is always a time for exposure to great speakers on a wide variety of topics, networking between manufacturers and distributors and helping further the cause of serving our customers. Being on the Board is my chance to give back to an organization which has impacted and positively influenced my career. I hope to be able to further enhance all of our shared experiences during the event and ultimately our customers abilities to increase their efficiencies and improve their processes.”

## MEMBERS RECOGNIZED AT ANNUAL MEETING



These Directors rotated off the Board: Bob Morava, Stuart W. Johnson & Co., Yvonne O'Brien, Tel-Tru Manufacturing and Pete Herb, Fristam Pumps USA



June and Rob Clark, Perrigo, Inc.

# TAKE ADVANTAGE OF FISA MEMBER BENEFITS

## HR Resources

Nancye Combs, the President/CEO of HR Resources, recently spoke at the FISA Annual Conference on how to attract and retain employees. In addition to her presentation, Nancye developed an HR Resources Tool Box which is available to you in the Member's Only section of the FISA website posted under 2018 Annual Conference Speaker's Presentations.

This 27-page Toolbox contains samples of policies and templates for your use including the following resources:

- Application for employment
- Warehouse worker structured interview
- Onboarding checklist
- Attendance reward plan
- Personal electronic device at work
- Technology policy
- Personal telephone
- Social networking policy
- Self-appraisal form

To access the Member's Only section of the web site, you need your log-in and password.

If you have misplaced that information, contact [stella@fisaset.org](mailto:stella@fisaset.org).

Also, as a FISA membership benefit, each company is entitled to a 30-minute complimentary consultation with Nancye each year. If you have particular questions about your business or need clarifications on policies, take advantage of this benefit.

**Nancye M. Combs,**  
**AEP • SPHR**

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## APPLY FOR A UID SCHOLARSHIP

The University of Innovative Distribution (UID) is an annual, intensive four-day educational program focused on the unique needs of the wholesale distribution industry. FISA will once again offer two scholarships to the March 10-13, 2019 program in Indianapolis, IN. The scholarships cover the \$1095 tuition cost. Students select their own half or full-day courses each day with classes focused on distribution management, territory sales, marketing, negotiation skills, inventory management, sales management, human resources, leadership, information technologies and many more.

Any FISA employee of a member company is eligible to apply for the scholarship as long as he/she has been employed in the industry for two years. Applicants provide a letter of recommendation from a company principal or manager and write a short essay about their reasons for wanting to attend.

To download an application, go to [www.fisaset.org](http://www.fisaset.org) and click on Member Benefits. In the drop down menu, click on Targeted Education. Deadline for submission is November 1 and the winners will be announced December 1., If you have questions, call the FISA office at 336-274-6311.



## The FISA Customized ITR Advisor is New this Year

Earlier this year, FISA contracted with Brian Beau-lieu's company, International Trend Research (ITR), for a special quarterly newsletter. The newsletter is emailed from FISA to the main contact for each member company. The first edition was published in March, last one in July and the newest issue is October. Watch for the newsletter and feel free to forward it to others in your company.

## YRC Freight Discounts

FISA has negotiated special rates for members on qualifying LTL shipments. YRC Freight delivers flexibility and reliability to your supply chain through a comprehensive North American network and a broad portfolio of standard, guaranteed, expedited, specialized, and Canada and Mexico cross-border LTL services. YRC Freight invented LTL, bringing you more than 85 years of innovation – that's Confidence Delivered. To start saving, visit [enrollhere.net](http://enrollhere.net). For questions, contact your dedicated association specialist at 800.647.3061 or FISA at (336) 274-6311.



# 2018 FISA ANNUAL CONFERENCE • DANA POINT, CALIFORNIA



*Melissa Fryer, Alfa Laval, Inc, Emily Kloos, OCS Process Systems, Beth Kloos, Haynes Lubricants*



*Kristen Cassone and Dan Eldon, O.M. Dean, Inc. and Josh Kleckner, Alfa Laval, Inc.*



*Mark Cook, CSI and Bruce Merrifield*



*Matthew McColgin, CSI, Zino Lappas, Alfa Laval, Inc., Albert Marquez, Duhig Stainless and Andrew Mahoney, ITT*



*Staci Frantz, Top Line Process Equipment Company and Lisa Boyle, Rodem, Inc.*



*Lisa Ryan's Boot Camp on the lawn is a popular addition to the Conference.*



*Nicole and Zack Sukys, Quality Tank Solutions*

# 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 December 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](mailto:stella@fisamet.org)

## W.M. Sprinkman Corporation



Holger Beckmann of Krone Inc. and Brian Sprinkman

Franklin-based Krones Inc. announced it has acquired Waukesha-based W.M. Sprinkman Corp. The transaction closed Oct. 2 for an undisclosed price. Sprinkman, which manufactures food and beverage processing equipment, has 125 employees at locations in Waukesha and Elroy. The company was founded in 1929. In the integration, Sprinkman will keep its employees, name, management and facilities, becoming a Krones Group subsidiary. Krones Inc. is the U.S. subsidiary of Krones AG, a German manufacturer of packaging and bottling line systems, brew house and processing systems, IT solutions and warehouse logistics systems. Krones has been expanding in recent years, both organically and via acquisition. In 2017, it acquired New York process systems integrator Javlyn and Pennsylvania industrial control company Process and Data Automation Inc., and in 2016 Krones acquired 80 percent ownership of Florida sanitary process systems manufacturer Trans-Market Sales & Equipment Inc

## M.G. Newell Corporation



Rae Isbell

M.G. Newell is pleased to announce that **Rae Isbell** has joined the company as an Outside Sales Representative for the western Tennessee, Arkansas and northern Mississippi territory. In this position, Rae will report to **Robbie Roof**, General Manager of the Nashville Division. Rae brings over 18 years of experience as an engineer in outside sales to M.G. Newell. She has worked for and with distributors, manufacturers, EPC's and end users. Rae is a graduate of Howard University with a B.S. in Chemical Engineering. She also has an MBA from from Indiana Wesleyan University.

M.G. Newell is also pleased to welcome **Mark Bednarczyk** to the Louisville Division as a Project Engineer. In this position, Mark will report

to Aaron Sprowl, Engineering Manager of the Louisville Division. Mark brings over nine years of experience as an engineer to M.G. Newell. He also served 9 years active duty in the U.S. Army. Mark is a graduate of the University of Louisville with a B.S. in Mechanical Engineering.



Mark Bednarczyk

## Steel & O'Brien



Rick Canell

Steel & O'Brien is excited to announce **Rick Canell** has joined the BPE committee on Dimensions and Tolerances. Rick will be offering his support and advice from his 20+ years of industry experience. During Rick's six-year tenure at Steel & O'Brien, he has accomplished the difficult task of obtaining their Canadian Registration Number (CRN). They are also pleased about the addition of Mark Koningsor as their new Warehouse Manager. Mark brings 25 years of experience in Warehouse and Receiving.

## Fristam Pumps USA



Dan Johnson

Fristam Pumps is pleased to announce **Dan Johnson** has joined the company as a Technical Inside Sales Representative. Dan has a Bachelor of Science degree and nine years' experience in the machinery manufacturing industry. In his new position, he is responsible for managing the return and repair process, managing the powder mixer trial program, and providing price quotes to customers. Fristam Pumps 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.

## Rodem Inc.



Brock Beach

Rodem is pleased to announce the addition of **Brock Beach**. As the VP of Sales and Marketing, Brock will focus on driving sales and revenue and serve as a member of Rodem's executive team. Brock comes to Rodem with over 20 years of success in strategy develop-

ment, business planning and leadership in the Bio Fuels and Oil & Gas Industries. Before embarking on his professional career, Brock spent four years serving in the United States Army. He also earned a Master of Science in Management from Baker University and holds a Bachelor's Degree from West Virginia University.

### Centro Inc.



*Danny Hodges, Mike Gallagher, John Andreuccetti*

Centro recently finalized their acquisition of Advanced Industry Support Inc. (AISI) of Memphis. AISI was founded by **Danny Hodges** and **John Andreuccetti** and is a solutions provider with services that include integration of electrical and mechanical products to create automation solutions for industrial customers. AISI will operate as a wholly owned Centro company and will work with the Centro sales organization to serve customers as part of the Automation & Robotics Division. **Jerry Walling** will assume leadership of their sales efforts, John Andreuccetti will serve as Business Development Manager with responsibility for general management including operations and engineering. Danny Hodges will continue to be responsible for Inside Sales. Centro Inc., [www.CentroSolves.com](http://www.CentroSolves.com) founded in Memphis in 1970, is a specialty representative and distributor company focusing on industrial customers in the Discreet Manufacturing and Process Flow Markets. The company serves industrial customers through six product focused divisions.

### NewAge/Advantapure

Following nearly two years of planning, preparation, construction and validation, team members at NewAge Industries/AdvantaPure are now using new clean rooms to produce platinum-cured silicone tubing, molded components and Single-Use molded tubing assemblies. The products are manufactured for the biopharm, pharmaceutical

and other clean application industries. The ISO Class 7 and 8 clean rooms were built in existing space at the company's headquarters in Southampton, Pa., just north of Philadelphia. The manufacturing suites and inspection areas total 23,000 square feet, with another 20,000 square feet renovated for additional warehouse space. NewAge invested \$10 million in the project.

### Feldmeier Equipment



*Feldmeier Equipment's new headquarters*

On September 24th, Feldmeier Equipment held a grand opening for their new Corporate Headquarters and manufacturing facility in Syracuse N.Y. The new location is 140,000 sq. ft. with 30,000 sq. ft. of offices. The event was attended by over 350 customers, suppliers, local dignitaries and employees.

### VNE Corporation



*Ken Kimbrel*

VNE Corporation is pleased to announce that **Ken Kimbrel** has joined their company as Product Manager, Special Alloys. Ken is responsible for the long-term and short-term domestic sales and marketing, planning of the Special Alloys product line and will manage the product life cycle by strategic and tactical activities. He attended Tulsa Community College and has an extensive background in engineering, equipment manufacturing, and is a NACE International Board-Certified Corrosion Technician. His expertise includes corrosion evaluation, material selection, surface finish evaluation, and rouge remediation. Ken is the current Chair of the ASME BPE. He has served as inaugural chair of Sub Committee on Metallic Materials and as past Chair of the Surface Finish Sub Committee. He is a member of the Sub Committees on Accreditation, the Standards committee, Executive

committee and author of several technical papers. He is a member of the International Society for Pharmaceutical Engineering (ISPE), ASM International (ASM), the International Metallographic Society (IMS), the National Association of Corrosion Engineers (NACE), Heat Treating Society (HTS), Failure Analysis Society (FAS).

### Nelson-Jameson, Inc.

**Jacob Hamilton**, **Isaac Kurzmam**, and **Ryan Mullins** have joined Nelson-Jameson's Chicago-based Sales Office as Inside Account Managers. Nelson-Jameson also recently brought on board **Steve Funk** as a National Accounts Manager, allowing the company to continue expanding their national reach, and the strong growth. To oversee their growing staff, Nelson-Jameson has restructured their Sales & Marketing management with the following changes: **Murray Smith** has taken on the role of Executive Vice President of Sales & Marketing, **Dakonya Freis** will be the new Vice President of Marketing, and **Kevin VanOrnum** will be the Director of Outside & Technical Sales. Nelson-Jameson, Inc. has been an integrated supplier for the dairy and food industry since 1947. Product lines include safety & personnel, production & material handling, sanitation & janitorial, processing & flow control, laboratory & QA/QC, and bulk packaging & ingredients. The company is headquartered in Marshfield, Wisconsin, with other locations in Turlock, California; Twin Falls, Idaho; York, Pennsylvania; Amarillo, Texas; and a sales branch in Chicago, Illinois.

### Tel-Tru Manufacturing Co.



*Andrew Schiller*

Tel-Tru Manufacturing Co., a Rochester, NY based manufacturer, is pleased to announce the expansion of its Engineering team. **Andrew Schiller** joined Tel-Tru in August as a Manufacturing Engineer. His college degree is in electrical/mechanical engineering technology, and he has previous working experience with lean manufacturing of industrial temperature and

*continued on page 8...*

## NEWS & VIEWS,

...Continued from page 7

pressure devices. Andrew's primary focus will be on delivering a quality product while making process improvements and driving lean manufacturing.



*Sani-Matic Leadership Team breaking ground*

### **Sani-Matic, Inc.**

To accommodate their ongoing growth, Sani-Matic broke ground on their new 93,500 facility on August 23. The facility will feature 67,500 square feet of manufacturing space and 26,000 square feet of office space. The office area will include a training classroom and lab, automation and engineering labs for innovation, and dedicated Factory Acceptance Testing (FAT) customer rooms that connect to the manufacturing floor.

## WELCOME NEW MEMBER

### **Precision Stainless, Inc**

In 2016, Precision Stainless became a new name in the stainless steel industry. A new name, but made up of over 30 years in the industry as by acquiring the assets of APN in Caledonia, MN. Since then, PSI has taken the business to a new level of speed, quality and customer service while continuing to employ many of the great folks who have been in the industry for up to 40 years. Whether you have needs in the dairy, food, beverage or bio-pharmaceutical industry, Precision Stainless can supply 100% domestic fittings and a wide variety of custom fabrications. All of our products are produced in our state of the art manufacturing facility in the heart of the Midwest. As always, you can count on all of our products to be 100% Made in the USA!

**Contact: Aaron Keopple**  
**921 Industry Rd. • Caledonia, MN 5921**  
**Phone: 507-725-3392**  
**akeopple@precisionstainless.us**  
**www.precisionstainless.us**

## Mark Your Calendar

**NOVEMBER 1, 2018**

UID Scholarship  
Applications Due

**DECEMBER 1, 2018**

UID Winners Announced

**NOTE:** Remember to update your company information. Go to [www.fisanet.org](http://www.fisanet.org) and look under the Membership Listing. Email changes to [stella@fisanet.org](mailto:stella@fisanet.org)

### **2018 FISA Annual Conference Sponsors, continued from page 1**

Tetra Pak, Inc.  
the david bryant company  
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Twinco, Inc.  
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United Industries, Inc.  
VNE Corporation  
Walker Engineered Products  
Wright Process Systems  
YRC Freight

**Distributor News**

**fisa**  
Distributors Serving  
Sanitary Processing

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