

Register Now for 2009 FISA Conference in Lake Tahoe

Reserve your hotel room today for the FISA Annual Conference in Lake Tahoe September 19 – 22, 2009. You can register online by going to www.fisanet.org. Click on the meetings tab and you can register with FISA and also get your room at the Resort at Squaw Creek. With just a few clicks and your credit card, it is easy and convenient so don't delay.

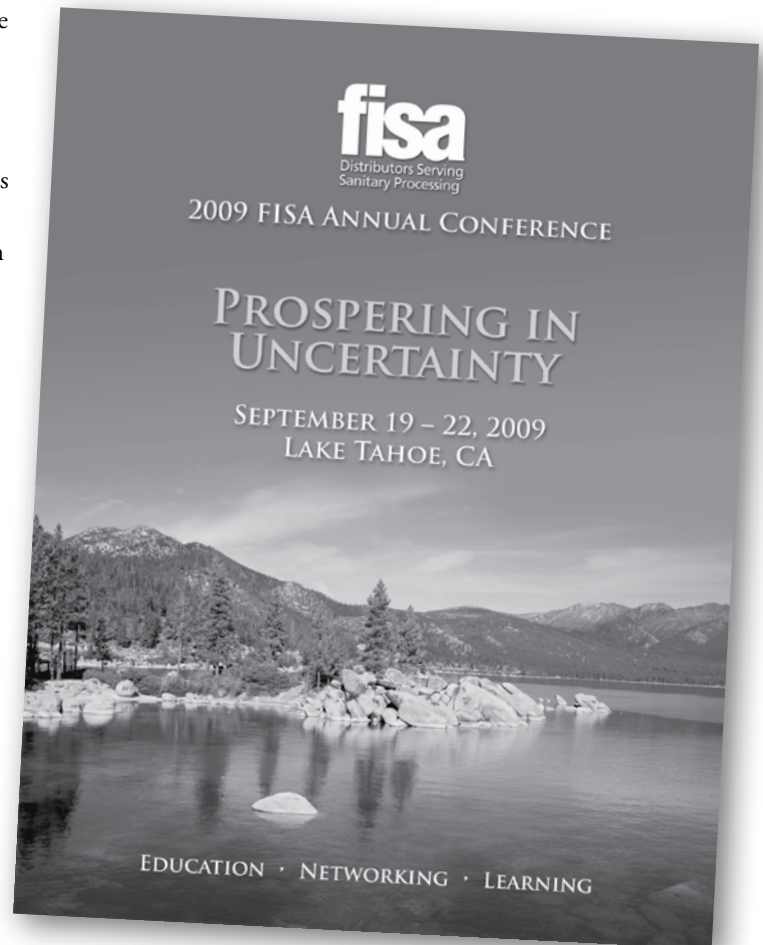
Prospering in Uncertainty is the theme of the 2009 Conference. Responding to the unprecedented market conditions, your FISA Board of Directors and Conference Committee have planned a particularly strong program. You will note some shorter sessions so that more speakers can present their views and take your questions.

You will have the advantage of hearing from an executive with the National Association of Wholesaler Distributors (NAW) about the changing legislative landscape and how it affects small business. Also, get an overview of the factors affecting the food and beverage industries and how to market the 3-A symbol. Additional speakers will focus on specific ways you can strengthen your business now and be positioned for improving market conditions.

For a full listing of the speakers, see page 5 in this newsletter or visit www.fisanet.org.

As usual, the emphasis at the FISA Annual Conference will be on facilitating networking. With a focused membership of independent distributors and manufacturers who go to market through distribution, this is the place to meet your channel partners. Not only is this Conference a cost-effective way to meet face to face with your existing business partners, but this is the place to develop new relationships.

You can count on substantive round-table discussions at breakfast each day and increased opportunities for connecting



with leaders nationwide in the sanitary processing industry.

First-time attendees will have a warm welcome and will be sponsored by members of the Board of Directors. You can connect with people via mail, e-mail, telephone, the internet, etc. but nothing beats a face to face conversation. Remember, if you're not networking, you're not working.

For more information, call Stella Jones in the FISA office at 336-274-6311.

Registration Includes:

- All Meeting Materials
- Three Breakfasts & Receptions
- Monday Evening Dinner
- Sunday Spouse Breakfast

Things to Know:

Dress in comfortable resort attire. Collared shirts for the men and slacks or skirts for the women. Temperatures at Lake Tahoe in September average 70° in the day and 40° at night, so bring sweaters and light jackets for the evenings.



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.

2008 – 2009 FISA Board of Directors

FISA Officers:
Rodney Dobbins
Dobbins Company
President

Chad Sprinkman
W.M. Sprinkman Corporation
Vice President

Hank Brink
Cadence Technologies Inc.
Past President

Directors:
Larry Cook
Fristam Pumps USA

Ron Eiseman
Twinco Inc.

John Fearn
Walker Engineered Products

Charlie Jockers
CSI

Zino Lappas
Alfa Laval Inc.

Bruce Michael
Girton Manufacturing Co

Brad Myers
Arrow Process Systems

Gary Rinck
DSI Process Systems

Ken West
WestOne & Associates

FISA Address:
1207 Sunset Drive
Greensboro, NC 27408
Phone 336-274-6311
Fax 336-691-1839
www.fisanet.org

Stella L. Jones
Executive Director
E-mail: stella@fisanet.org

From the President



When I sat down to write this article, I could hardly believe that almost two years have passed since I took office. The time has certainly flown by for me, and I'd like to take this opportunity to reflect a little bit on FISA – where we have been and where we are headed.

FISA has been strong in the past and will continue to be strong in the future because of your commitment and the energy you put into building the organization. The focal point of FISA is building the relationship between distributors and manufacturers. This takes effort on both sides, but I think we are making great strides in understanding each other's point of view and working together.

Twelve years ago, we changed our by-laws so that manufacturers could become members of the Board of Directors. This single change in our structure has paid off through the years, and we have benefited from the leadership of manufacturers. FISA has representatives from most of the major manufacturers in the sanitary processing industry. Having executives from these companies serve on the Board has been important to the growth of FISA's program.

I want to thank the entire Board of Directors for their hard work this year. The eleven other members of the Board have each contributed their time and talents to our program. Each person has willingly accepted responsibility and been an active participant on the Board. You couldn't ask for a better group. Our Executive Director, Stella Jones, is the glue that keeps us together and keeps us focused. I want to espe-

cially thank Stella and Charlie, her man Friday, for their many contributions.

Being FISA president has meant a great deal to me because I am following in my father's footsteps. My Dad, Felix, who with my Mom, started our business in 1971 was president of FISA from 1989 to 1991. I grew up knowing about FISA and the Conferences, and got to know personally many of the families who are still active in the Association today. I think it is significant that our past president, Hank Brink's Dad, also was president of FISA and incoming president Chad Sprinkman's Dad, Bob, was an active member of the FISA Board of Directors and is still active in FISA. Having a continuing family legacy means a lot to me and with Father's Day right around the corner as I write this, I want to thank the folks who've gone before us in FISA for the solid foundation.

While the FISA foundation has been solid, the times are definitely changing. Many of our younger members have never experienced a downturn in the economy like the one we are experiencing now. For you, I think it is especially important to come to the Annual Conference and talk to people who have been through these tough times before. We have a strong agenda with relevant topics but it is through the interaction with other members that you really learn.

In closing, I want to thank my wife, Theresa, for her support and to thank the other wives for coming and participating in FISA. Theresa has made lifelong friends through FISA. She and I both cherish your friendship. I look forward to seeing you in Lake Tahoe in September and know FISA will be in good hands as I turn over the presidency to Chad Sprinkman.

Renew Your FISA Membership

July 1, 2009 is the date to renew your membership.

Dues are \$735.00 per year and entitle you to a corporate membership. Go to www.fisanet.org and click on Renew Membership at the top right corner of the home page.

Become a Sponsor of the 2009 Annual Conference



*By John Fearn
Chairman, Sponsorship Task Force*

We've been attending the FISA Annual Conference for several years

now, and have benefited so much – professionally as well as personally – through the educational programs and the community spirit that defines conference. And each year the programs get better and the sense of community grows.

FISA has worked hard to control costs to keep the fees modest so that we can be inclusive, attracting participation from our wide spectrum of membership, trying to

make it affordable for large and small, both distributor and manufacturer.

Because we've been such a diverse group, conference has helped seed and nurture many business relationships. And it's not just buying and selling – it's all about the networking!

Many of us have been very blessed through FISA, so I'm asking you to sponsor some event or activity at conference. It's the contributions through sponsorship that helps FISA keep the conference fees down so that more people from more companies can attend. We have sponsorship opportunities to match your resources, ranging from \$ 200.00 for a golf hole or sporting clay station to the \$ 1,500.00 for the pinnacle

society and many levels in between like \$ 600.00 for an educational session or cocktail reception, and not to mention the new category – 19th hole for the golf tournament!

Yes there is company recognition for each sponsor, but by being a sponsor of the FISA Annual Conference there is benefit that only you will know, the benefit of being part of helping our industry and our association grow.

Thanks for being part of this successful program, and thanks to the other members of the FISA Sponsorship Task Force: Brad Myers of Arrow Process Systems Inc., Kevin O'Donnell of Top Line Process Equipment Company and Dave Murray of SPX Process Equipment for their work.

Plan to Attend the Annual Conference



As this year's Conference Chairman, I want to invite you and your family to beautiful Lake Tahoe and the Resort at Squaw Creek. My wife,

Teresa, and I have made so many wonderful friends over the years through FISA, and we hope you take advantage of this opportunity to build new relationships both personally and professionally.

This past year has been full of change and uncertainty. No matter how you might view uncertainty or how it has affected you, it is present. I am excited about the strong program we have this year with relevant topics and immediate take-home value. You will find specific ways to improve your business even in this environment.

It is not just the speakers and topics that make this Conference full of value; it is the mixture of Distributors, Manufac-

turers and individuals who are industry leaders in our Food, Dairy, Beverage and Pharmaceutical worlds coming together to share ideas, form partnerships, and enhance current relationships.

If this is your first time at a FISA conference, I want to encourage you to bring your spouse and your family. This is a very family friendly environment, and as you read through the brochure, you will notice many activities for all ages to enjoy. Teresa and I will be at the first-timers meeting and look forward to extending a warm welcome to all of you!

As I close, please remember we welcome your thoughts and ideas. If you want to be heard, we are here to listen. This is what helps us grow, think out of the box, be creative and not be satisfied with status quo. Our markets continue to change and challenge us to keep up and to listen. Lake Tahoe will be a place to unwind, enjoy the beauty of the majestic Sierra Nevada Mountains and have many opportunities to network and learn from

2009 Conference Committee

Charlie & Teresa Jockers,
Chairmen, *CSI*

Ron & Lynn Eiseman,
Assistant Chairmen,
Twinco Inc.

Jim Banks,
Sudmo North America

John Fearn,
Walker Engineered Products

Bruce Michael,
Girton Manufacturing Company

Kristi Wright,
Wright Process Systems

our invited speakers. Teresa and I hope to see you at the Resort at Squaw Creek in September and look forward to spending time with you!

*Charlie Jockers, CSI
Conference Chairman*

Talent for the Upswing

Rebuilding Your Workforce

By Lindsay Young, *Editor* and
Jenel Stelton-Holtmeier, *Associate Editor*

This article reprinted with permission from Modern Distribution Management.

Many distributors and suppliers have had to trim their work force due to a dramatic decline in demand over the past half-year. But when the economy starts to turn around, distributors will face another challenge: building back up. This article features expert opinion on what to keep in mind.

One of the biggest mistakes companies make in adjusting their work force during down times is cutting too deeply and not being able to recover when the economy rebounds. “They are very much focused on the short-run,” says Peter Capelli, director of the Center for Human Resources at The Wharton School of the University of Pennsylvania.

This can cost companies in the long-run. In addition to the costs associated with layoffs – severance pay or overworked survivors, for example – companies face hiring and training costs, as well as less quantifiable costs such as delays in getting employees up to speed. If it is possible, Capelli says, layoffs should be avoided, and cost-cutting in other areas should be the focus.

“Many companies have cut staff so severely that when a recovery does begin, it finds itself without the talent it needs to react to a strengthening market,” says John Salveson of Salveson Stetson Group. If a distributor has not done so already, now is a good time to create a talent acquisition plan with an eye for when business conditions improve.

Uncertainty may reign supreme right now, but Steffanie Wilk, management & human resource associate professor at Ohio State University, says that managers need to look

closely at the tasks that have to be done now to stay in business. After taking care of immediate needs, companies need to take a closer look at how they want to compete in their respective market spaces.

“When things turnaround, who do I want to have around?” Wilk says. “Who do I want as my core – my building blocks for the kind of company or department that I want to build?” Think of employees as assets, rather than costs, she says.

Determine the right people to let go (and to hire later on) based on the tasks that need to be accomplished, not on the cost of each individual, Wilk says.

Also consider what can be outsourced. “Choose the people that make sense for the work versus looking at the salary and deciding from that,” she says. Companies must also consider that some competitors’ business may be up for grabs post-slowdown. If they want that business, they need to incorporate that into their workforce planning, as well.

“I tend to push organizations to not think about people in isolation but to think of them as part of a broader organizational strategic framework,” Wilk says. Work force planning is connected to where business demand is going, Capelli says. This makes it challenging. “It’s tricky,” Wilk says.

Without planning, some companies

have faced the unfortunate circumstance of having to cut their work force for a second or third time after re-growing their work force too quickly after a downturn. “Once you realize you have a sustainable amount of work, when you think you can add another person, then it makes sense to do so,” Wilk says. “I know some large companies that actually make each unit defend every addition.”

Rebuilding a work force too quickly is one of the biggest mistakes a company can make in a recovery. “Make sure that when you do bring on a new person, you can sustain that position. Do it slowly and carefully,” Wilk says. “Don’t be so gung-ho to bring everybody back on right away.”

In their planning, distributors should also consider that in addition to downsizing throughout the industry, the work force is aging, and according to Salveson, a “severe talent shortage is on the horizon.” “It’s true that many baby boomers are being forced to work longer – but it’s equally true that in a few years’ time, many companies will be looking at an empty talent pipeline,” he says.

The economy will recover, he says, and talent needs will continue to shift. Distributors should consider this an opportunity to hire a team that can help them strategically rebuild and improve efficiencies and strengthen their positions for the future.

Lindsay Young is the editor, and Jenel Stelton-Holtmeier is the associate editor, of Modern Distribution Management, a specialized newsletter and Web site for wholesale distribution executives. Visit MDM at www.mdm.com for information on how to subscribe. They can be reached at lindsay@mdm.com or jenel@mdm.com.

Speakers at the 2009 FISA Conference: September 19-22, 2009

The Impact of Legislation on Small Business

Hear directly from Washington D.C., about the current political environment and how legislation will impact small and medium size businesses. In this information packed session, you will have the chance to ask questions and understand the rapidly changing legislative landscape.



Jade West is Senior Vice President-Government Relations for NAW. Ms. West is in charge of the association's legislative activities on Capitol Hill. She is also Executive Director of NAW's Wholesaler-Distributor Political Action Committee. Prior to joining NAW, Ms. West served as Staff Director for the U.S. Senate Republican Policy Committee and was responsible for a staff of policy experts who provide technical and

policy analysis, research papers, talking points, and detailed legislative summaries to Republican Senators and their staffs. In addition, Ms. West served as Executive Director for the U.S. Senate Steering Committee.

The State of Food Manufacturing

Understand the latest factors influencing food and beverage manufacturing such as food safety, sustainability and the quest for continuous improvement in manufacturing operations. The data presented will draw from the most current research within BNP Media's top publications including Food Engineering, Dairy Foods and Beverage Industry.



Patrick Young has held various sales management and publishing management positions in his 28 years with Food Engineering. During the last six years he was responsible for the re-launch of a magazine website, introduced a number of special supplements within Food Engineering and managed the relationship with a key partner to produce a strategic sales event.

Managing Your Business in Turbulent Times

Reading and understanding your Profit & Loss Statement is only the beginning of knowing how and where to improve profitability in your business. In this presentation, Bob Langdon will show you how to differentiate your product and service so you can prosper in both a recession and a recovering economy. You'll learn how to prepare alternative financial forecasts for your business enabling you to be successful in a rapidly changing environment. After hearing this presentation, you'll return to your business more competitive than ever with Bob's proven methods of:

- Differentiating your product and service in the marketplace.
- Evaluating your business profit potential.
- Focusing on best opportunities to immediately improve your bottom line.
- Using financial forecasting to make your business more profitable.



Bob Langdon, CPA, and author of *Managing Your Business for Profit*, has been assisting businesses in identifying and achieving their sales, marketing and financial goals since beginning his consulting practice in 1981. Bob understands the problems of the entrepreneur since he has worked in public accounting with Price Waterhouse, served on boards of several closely held companies and served as financial vice president

for a rapidly expanding retail and wholesale distribution company.

Marketing the Value of 3-A

Over decades of collaboration and recognition among the key stakeholders, the '3-A' brand has earned wide recognition and special stature in the marketplace for food processing equipment. This presentation will describe why the 3-A Symbol is essential for fabricators, processors and regulatory sanitarians and how you can help market the value of sanitary design assurance to your customers.



Tim Rugh, CAE is Executive Director of 3-A Sanitary Standards, Inc. 3-A SSI is responsible for standards development, implementation of a new Third Party Verification (TPV) program for equipment built to 3-A standards and authorizations to use the 3-A symbol.

Engaging a Changing Workforce: New Game, New Roles, New Rules

There are now four distinct age groups in the workforce. There are subtle and not so subtle differences every day – in work ethic, communication, career outlook, and expectations as these four generations work together and across the globe. While this generational mix has potential for conflict, and misunderstanding there are huge opportunities for productivity, creativity, knowledge sharing and strategic advantage.

In this informative session, you will gain an:

- **Awareness** – Population trends that created the issue
- **Appreciation** – Key motivators for each generation
- **Action** – Practical tools to manage today's workplace challenges



Diane Thielholdt, Learning Strategist and Co-Founder of the Learning Café specializes in developing training on the four-generation workforce, leadership and mentoring. Diane's corporate career encompassed leadership roles with McGraw-Hill, TRW, Bausch& Lomb, and Xerox in sales, marketing, communications, and learning design, development and delivery.

Preserving Your Investment with Key Employees When Times Are Tough

You will learn what you can change about yourself and your business to preserve a talented workforce during an economic storm and grow the commitment of your key employees. This seminar will focus on:

- Using your leadership power to keep your key employees onboard.
- Essential skills you must use every day to keep employees aligned with your recovery or growth plan.
- Four business factors that attract and keep the **BEST** employees.
- Motivating, inspiring and rewarding when resources are limited – information you need that is cost free!



Nancye Combs, AEP-SPHR, an authority on Human Resources and Organizational Development, speaks, consults, writes and offers expert witness testimony on workplace issues. President and CEO of HR Enterprise, Inc. in Louisville, KY, she has been a featured speaker at the White House on programs with the President, Vice President and members of the U.S. Cabinet. A speaker at the 2006 FISA Annual

Conference, she delivers value and practical suggestions and is returning by popular request.

Member News & Views

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

How to Submit News

The Distributor News is published quarterly and the deadline for the next issue is September 1, 2009. 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.

E-mail: stella@fsanet.org

Fristam Pumps



Pictured at the April 3rd luncheon in Fristam headquarters in Bergdorf, Germany are the U.S. distributors who attended the 100th anniversary celebration. From (L to R) Rob Clark of Perrigo Inc, Tim Kloos of OCS Process Systems, Randy Hirsh of Dairy Engineering, Wolfgang Stamp, CEO of Fristam Pumps and Jim Statham of Statco Engineering.

Fristam Pumps celebrated its 100 year anniversary in Bergedorf, Germany on April 3-4, 2009. Various company events, including a reception and factory tour, were attended by members of the company's founding family, the mayor of Bergedorf, a member of Bergedorf's Chamber of Commerce, industry professionals, suppliers, worldwide employee representatives and retired employees. Additionally, a Hamburg Saxophone Quintet composed music to commemorate the 100 year anniversary. What began as Firma Stamp in 1909, producing dairy containers and cooling systems, has become Fristam Pumps, with offices worldwide and manufacturing facilities in Europe and North America. Having sold one-half million pumps in 136 countries across its 100 years, Fristam has become one of the leading manufacturers of high-performance sanitary stainless steel pumps, mixers and blenders used by the beverage, dairy, food and pharmaceutical/biotech industries.



(L to R) Fristam owner and CEO Wolfgang Stamp and owner and CTO Joachim Friedsch receiving a certificate from Hamburg Chamber of Commerce representative Mr. Ulrich Brehmer. The Certificate honors Fristam's 100 years in business.

VNE

Frank Manning, the VNE Corporation, Sales Director reports this is the fifth anniversary of MaxPure, VNE Corporation's exclusive biopharmaceutical BPE Fittings brand which is distributed throughout the world through the Neumo Ehrenberg Group companies.

Nelson-Jameson, Inc.



Nelson-Jameson, Inc. recently completed construction of a new 32,700 square foot facility in Turlock, California. Due to continued growth and the need for additional warehousing space, the company built a new office building and connecting 27,000 square foot warehouse.

The open floor plan takes advantage of natural lighting and offers an ergonomic design for maximum employee productivity. Occupancy sensors in both the office building and warehouse will add to the building's energy efficiency. The new facility will also house a state-of-the-art training room complete with SMART™ interactive whiteboard.

Nelson-Jameson, Inc. has been an integrated supplier for the food industry since 1947. www.nelsonjameson.com.



Cutting the ribbon are Jerry Lippert, President, Nelson-Jameson, John Lazar, Mayor of Turlock, Carl Hamann, Director of Western Operations and John Nelson, Chairman of the Board of Nelson-Jameson

Continued on page 8...

Commentary: Rethink Who Uses the Internet and How

*Reprinted with permission from
Modern Distribution Management.*

By Thomas P. Gale

If you still think the Web is mainly for kid games, sports scores and ordering the cheapest possible airline tickets, watch out! According to a multi-year tracking survey by the Pew Internet & American Life Project (www.pewinternet.org), the Web continues to be populated by younger generations – over half the adult internet population in the U.S. is between 18 and 44 years old. But today 72 percent of Americans age 50-64 use the Internet; 82 percent of those between 30-49 years old do.

Those older than 44 are using the Internet more and doing more activities online, the survey says. Not surprisingly, older generations use the Internet less for socializing and entertainment, and “more as a tool for information searches, emailing and buying products.” For Americans between 25-64, broadband access at home about doubled between 2005 and 2008.

What does this migration to high-speed Internet across age groups mean for your business? Ask Internet-savvy associates in your company where you stand with a few key questions.

Are there opportunities missed because a segment of customers is not able to communicate with your company the way they want to? Have you probed beyond the one or two primary points of vendor contact at your best customers to identify how online they really are?

Internally, are there ways to save money and gain efficiency through moving what has always gone through the mailbox to the inbox? Is your company using online tools like Google Alerts (www.google.com/alerts) to stay on top of what’s happening in your market and industry? Google Alerts are email updates of the latest relevant Google results (Web, news, etc.) based on your choice of query or topic. You can set it up to email you as news happens, daily or once a week. Track your competitors, customers and largest suppliers. It will trigger

the latest news stories and mentions online.

And if you think online networks are for teenagers only, see what’s happening on LinkedIn (www.linkedin.com). Search for (and join) Modern Distribution Management’s Independent Distributor Network. You’ll find the latest industry newsfeed from MDM, as well as ongoing industry discussions. LinkedIn has exploded in the past year and is business-focused. There is a diverse and growing community of distributors, manufacturers and associations, such as STAFDA, PTDA and NAED’s TED Magazine.

Not convinced it’s worth your time? I’ll give you a value report card in six months on how our network and others have grown. That’s a long time in Internet years!

Thomas P. Gale is the publisher and executive editor of Modern Distribution Management, a specialized newsletter and Web site for wholesale distribution executives. Visit MDM at www.mdm.com for information on how to subscribe. Gale can be reached at tom@mdm.com.

FISA Provides Members Sample Employee Handbook

As an added benefit for FISA members, when you renew your membership you will receive via e-mail a complimentary 46-page sample Employee Handbook. This valuable resource was written by Nancy Combs, AEP-SPHR, who is President/CEO of HR Enterprise, Inc. and a consultant to FISA. If you were to purchase the Employee Handbook, it would cost \$495.

Many FISA companies do not have a Human Relations Manager and may not have developed their own Employee Handbook. This sample document comes with a table of contents with headings such as Working With Us, Compensation, Benefits, Professionalism, and Workplace Safety. Under each heading, you will find multiple topics

on policies which are important in helping you run your company more efficiently.

Included with the handbook are instructions for how you can customize the handbook for your own company. Throughout the handbook are comments and instructions highlighted in blue. These instructions will guide you along the way. The language is written for ease of understanding and was written to comply with federal employment regulations.

Nancy Combs will be speaking at the FISA Annual Conference in September so you will have the chance to meet her in person if you have questions. She also may be reached at (502)896-0503 or www.hrenterprise.com.

Welcome New Members

APN Inc.

Dan Kendhammer
720 Empire St.
Holmen, WI 54636
Phone (608)526-3999
Fax (608)526-9997
dkendhammer@apn-wi.com
www.apn-inc.net

OCS Process Systems

Tim Kloos
24142 Detroit Rd.
Westlake, OH 44145
Phone (216)789-6598
Fax (440)871-0855
tkloos@ocsprocess.com

Member News & Views, *continued from page 6...*

Key Industrial

Now in its 60th year of operation, Key Industrial is pleased to bring on two new hires, **Jeff Hunter**, as outside sales technician and **Jerry Atman** as inside sales and advertising coordinator. President Buzz Boyanich said, "We are confident that these additions to our sales force will overcome the economic challenges facing us."

Twinco Inc.

Jim Meholick, Sales Manager for Twinco Inc., located in West Falls, NY, said that Twinco is celebrating its 40th anniversary serving the dairy, food and beverage industries

Tetra Pak Inc.

Tetra Pak Inc., announces that **Adam Basalay** will be supporting their Tetra Pak flow equipment product line, in addition to the

support he is currently providing for the Tetra Centri Hermetic Separation equipment. Adam will support customers and distributors by providing technical assistance, solution recommendations and product support for the flow equipment product line in the United States and Canadian markets. Tetra Pak Inc. is based in Vernon Hills, Illinois. www.tetrapakprocessing.com.

Carmel Process Solutions

In April of 2009, Carmel Process Solutions celebrated its third year in business. President Don Audia said, "We hired a new outside salesperson, **Todd Alcroft**, who will be responsible for Ohio and Michigan. We are keeping busy on our systems integration side with four projects going on presently. Let's hope the last half of 2009 starts off like the first half."

Mark Your 2009 Calendar

JULY 1

Renew FISA Membership

AUGUST 1

Room block at
Squaw Creek Resort Dropped

SEPTEMBER 19-22

FISA Annual Conference
Lake Tahoe, CA

OCTOBER 4-6

Process Expo
Las Vegas, NV

OCTOBER 28-30

Worldwide Food Expo
Chicago, IL



Distributor News

1207 Sunset Drive
Greensboro, NC 27408