

## FISA PLANNING MEETING DISCUSSES TRENDS AND CHARTS COURSE

The FISA Board of Directors met January 30 – February 1<sup>st</sup>, 2022 in Fort Lauderdale, FL for a Planning Meeting. In addition to the ten members of the FISA Board of Directors, invited guests included Betsy Newman of Newman Sanitary Gas-kets and Scott Kloetzer of L. J. Star, Inc. The purpose of this meeting was to assess FISA’s progress in meeting its goals, to look at changing market conditions and discuss how FISA can continue to grow and remain relevant as well as to plan the content of the 2022 FISA Annual Conference. Trish Lilly, Sr. VP of Thought Leadership for NAW, was the facilitator of the meeting.

Participants opened the meeting with a business conditions roundtable including an assessment of 2021 business conditions, 2022 outlook and predictions on what will have the greatest impact on their business in 2022: In summary,

- The pandemic proved good for business, with most participants reporting dramatic sales increases.
- 2022 projections were promising.

### Trends Impacting 2022

When reporting what will have the greatest impact on the industry in 2022, participants noted:

- Rising interest rates
- Inflation
- Continued supply chain disruption and raw materials sourcing, scarcity of product
- Energy policies
- Labor issues were top of mind: skills gap in labor, attracting qualified talent, attracting younger employees, meeting employees’ needs regarding work/life balance
- Digital transformation – end users are ahead of distributors



**FISA Planning Meeting Participants**

(L to R Front) Barry Dobbins, Joe Gamradt, Eric Perkins, Jim Brink, Joe Landry, Tony Roisen, Betsy Newman (L to R Back) Andy Soukup, Ola Wesstrom, Scott Kloetzer, Joe Reynolds, Jason Ryan.

- Delivery and freight issues
- The ability to create a business culture considering work from home issues

Key trends identified that will have the greatest impact on the hygienic processing industry in 2022 were identified as:

- Alcohol – made-to-order cocktails
- Food – redi-pak
- Plant based protein
- Fresh pet food
- Insect protein
- Marijuana
- Non-alcoholic beer, THC-infused
- Automating food processing will pick up as the labor shortage continues

### NAW Highlights

Trish reported on the highlights from the recent NAW Executive Summit which concluded January 27, 2022 in Washington, DC.

- Distributors reported that the greatest challenges today are labor and work-force issues, supply chain disruption, and cybersecurity threats. Adopting emerging technologies such as AI are picking up steam.
- A supply chain specialist reported that the current supply chain challenges require companies to pivot to more

regional operations and to look for diversity in their supplier base; pursue deeper collaboration between suppliers, partners, and customers; and to automate repetitive tasks to free up talent.

- A specialist on talent reported that distributors must build the foundation to effectively attract the right talent, create best-in-class hiring practices and work on retaining key impact players. He also noted research recently reported that the five predictors of turnover include:
  - Relationship with immediate manager
  - Poor fit for the job
  - Co-workers not committed to quality
  - Pay and Benefits
  - Connection to organization/top management
- NAW advocates for policies that help enable wholesaler-distributors to succeed and opposes policies that would damage the economic recovery.

The National Association of Wholesaler-Distributors (NAW) is composed of wholesaler-distributors and a federation of international, national, regional, state and local associations and their member firms, which total more than 30,000 em-

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

**2021 – 2022  
FISA Board of Directors**

**FISA Officers:**

President

**Eric Perkins**

*Statco-DSI*

Vice President

**Barry Dobbins**

*Dobbins Company*

Past President

**Jason Ryan**

*FCX Performance*

**Directors:**

**Jim Brink**

*SPX Flow*

**Joe Gamradt**

*Anderson-Negele*

**Joe Landry**

*Alfa Laval, Inc.*

**Joe Reynolds**

*CSI*

**Tony Roisen**

*Quality Stainless, Inc.*

**Andy Soukup**

*Triplex Sales*

**Ola Westrom**

*Endress+Hauser*

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Stella L. Jones  
*Executive Director*  
Email: [stella@fisanet.org](mailto:stella@fisanet.org)

**FROM THE PRESIDENT**



It is hard to believe that we have almost completed the first quarter of 2022. The year is already passing fast as we get closer to our annual FISA Conference October 6-9 at the Westin Hilton Head Island Resort and Spa in South Carolina. I would like to thank the Board members for not only attending the recent Conference Planning Meeting in February, but also their continued commitment to FISA and the willingness to work in different areas.

One of the many important things that FISA provides at our conference is the opportunity to hear excellent speakers. During our Planning Meeting, we concentrated heavily on this and looked at topics that directly affect all of us such as emerging technologies, data integration, AI, employee retention and data analytics to name a few. Our commitment and goal this year is to find the best speakers that we can afford to meet the needs of member companies both large and small. I think you will be impressed with the speaker line up we are planning.

In order to sustain and grow FISA, it is important to recruit new distributor members. We rely on our manufacturer members to help with this task. By obtaining new members, this not only increases FISA membership, but also helps the members to establish both personal and business relationships. Part of the recruitment is to have the Board members host and reach out to the new members at the conference. This is important to welcome first-timers to our organization. If there is anyone who is not a Board member who would like to volunteer on the First Timer

Task Force, please contact Stella at [stella@fisanet.org](mailto:stella@fisanet.org). We can always use more help.

We look out to an even more challenging year in 2022 with many of the obstacles of 2021 not showing signs of waning for the foreseeable future. Supply chain deliveries are at all-time record highs. I have seen deliveries for large capital items out as long as a year. This combined with continued price increases certainly challenges all of us on a daily basis as prices are going through the roof. In certain categories we are seeing “Global Temporary Price Increase based on Extraordinary Circumstances of 4.3%”. This is followed by two additional pricing “Actions” of another 4.3%, 6.9% Global Price increase and a 1.9% Shipping Surcharge all effective in March. We are also seeing certain commodities now having 30-week lead times and quotes that read “final price to be based on current price at time of shipment”. It is unbelievable what is going on and no end in sight. It is very interesting to see that our customers are not letting this affect their business and, in a sense, rolling with the punches. The industry and activity are still booming, and we should all be taking advantage of it. As I have said before, we are all very lucky to be in the Food, Dairy, Beverage and Pharmaceutical Hygienic industries as they continue to thrive through these uncertain times.

I hope that you and your families are doing well.

Stay Safe!

*Eric Perkins, Statco-DSI*

**FISA PLANNING MEETING...continued from page 1.**

ployers that have locations in all 50 states and the District of Columbia. FISA is one of more than 60 distribution associations who are members of NAW.

One of the primary functions of NAW is lobbying Congress on behalf of the interests of wholesale distribution. One of the significant victories of 2021 was achieving victory at the

US Supreme Court on vaccine mandates. NAW was a lead petitioner taking the case to the Supreme Court to end the OSHA ETSA and Federal Contractor vaccine mandates. NAW's constituency is at the core of our economy—a vital link in the supply chain between manufacturers, retailers, and commercial, institutional and governmental end users.

## BOARD BRIEFS

At the FISA Board of Directors Meeting held February 1, 2022 in Fort Lauderdale, Florida the Board of Directors reaffirmed FISA's mission and vision.

### FISA Mission

FISA is the trade association dedicated to promoting distribution in serving hygienic processing industries.

### FISA Vision

FISA strengthens and grows our member companies through relationships, connectivity, and education.

The Board also reaffirmed the goals for 2022:

- Grow the Association
- Strengthen Distributor/Manufacturer Relationship
- Explore and Expand Membership Benefits
- Promote FISA Members as the Channel of Choice

President Eric Perkins announced the following Board appointments:

- **2022 FISA Annual Conference Chair** – Joe Reynolds, CSI
- **Sponsorship Co-Chairs** – Joe Landry, Alfa Laval & Tony Roisen, Quality Stainless
- **Membership Chair** – Jim Brink, SPX Flow
- **Technology Chair** – Jason Ryan, FCX Performance

The membership committee has multiple responsibilities. In working to accomplish the goal of growing the Association, the



(L to R) Jim Brink, SPXFLOW, Shannon & Joe Reynolds, CSI and Scott Kloetzer, LJ Star

emphasis will be on adding Distributor members. Helping in the recruitment of new distributors will be: Joe Gamradt, Anderson-Negele, Joe Landry, Alfa Laval, Inc. and Ola Wesstrom, Endress+Hauser. Ola will also be looking into enhancing member benefits. Andy Soukup of Triplex Sales is working to increase participation of younger members and future leaders. Barry Dobbins of Dobbins Company is coordinating efforts for member engagement.



(L to R) New Board members Ola Wesstrom of Endress +Hauser and Faith and Brooke and Andy Soukup of Triplex Sales.

Stella Jones reported a membership total of 112 members and a January 21, 2022 bank balance of \$244,557.30. A motion was made, seconded and passed that the 2022 budget be approved.

## FISA SPONSORS WINNING THE WAR FOR TALENT WEBINARS

FISA is delighted to announce we have joined with other AEA associations to deliver a six-part webinar series which will present key insights designed to help business leaders and decision makers elevate their talent-focused activities. All dates are on a Wednesday beginning at 3:00 pm ET. Because of the success of the February webinar, future presentations will be extended from 30 to 45 minutes to allow more time for Q&A.

Alex Chausovsky, Director of Analytics & Consulting, Miller Resource Group is the presenter of the series. Alex is a highly experienced market researcher and analyst with more than 20 years of expertise across subjects including economics, industrial manufacturing, automation, and advanced technology trends.

### February 16, 2022

In this first webinar, 36 FISA members representing a total of 25 different FISA com-

panies participated. This webinar provided a labor market update from a recruiter's perspective. We assessed the current state of the labor force in the US, discussed the implications for companies trying to attract, hire, and retain workers in a candidate-driven market, and analyzed various talent supply and demand disruptors. We also peeled back the curtain on the recruitment industry and stressed the need for partnerships.

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# EMPLOYEE RETENTION CREDIT IRS TAX CREDITS

## EDUCATIONAL RESOURCE



*by Tracy Lustyan,  
Managing Director  
alliantgroup*

When I explain how manufacturers and distributors qualify for the Employee Retention Credit (ERC) to CPA partners and organizations like FISA, they are shocked that so many companies can claim the credit. alliantgroup has completed over 13,000 ERC studies, and there is much confusion and misinformation on ERC and, as the credit has evolved over the last 18 months, and is now more available to companies like FISA members.

For instance, we recently helped a distributor, who did not think they qualified, claim \$1.6 million and we want to make sure that no FISA member is leaving money on the table. Members who have looked at the credit before should also look again as there have been recent expansions to the credit that not only make it so more businesses can qualify but also make it significantly more lucrative.

### How FISA Members Qualify

Let's start by talking about how FISA members qualify. One of the biggest myths about the Employee Retention Credit is that a business had to have a drop in revenue during the pandemic to qualify. That simply is not true as there is a second, more common, way to qualify. If a business had to change or adapt operations due to the pandemic, which almost all businesses did, that business can qualify. That may sound broad, but it was intended to be. In fact, the IRS expected 80% of businesses to claim the ERC according to Eric Hylton, former IRS Commissioner of the Small Business Division. For FISA members qualifying changes can include:

- Having to reduce hours of operations
- Full or partial shutdowns of facilities
- Not being able to access client sites
- Inability to work with vendors
- Supply chain disruptions

The list above is not exhaustive, but many FISA members we've spoken with have been through at least one of the above, supply chain issues being very common. The fact is, many FISA members are doing well and may not have had a drop in revenue or even faced a lockdown. But, if a member's suppliers and vendors were disrupted and it

had an impact on the member's operations, then that member could qualify their entire business for the credit.

That has come as a surprise to many businesses that have qualified for the ERC but Congress' intent in expanding the credit was to try to get more dollars into the economy by infusing funds into the small and medium sized businesses that form the backbone of our country. That is, Congress wants you to take the money whether your business is doing well or not.

### Value of the Credit

What do FISA members get for the changes they've had to make during the pandemic?

Well, as stated above, there is no incentive more powerful to businesses. As an example, a small manufacturer we helped with 24 employees faced changes due to social distancing, were unable to receive materials in a timely manner due to supplier delays and had issues visiting client sites due to lockdown restrictions. This integrator was able to claim \$149,000 in credits.

A slightly larger distributor faced very similar issues to the manufacturer above. They were able to claim \$436,000 in credits. These companies did not think that they qualified because they were relying on erroneous and outdated misinformation.

### The PPP Myth

One of the big misconceptions we've worked to dispel is around the Paycheck Protection Program (PPP). Many FISA members have assumed that if you claimed PPP that you cannot also claim ERC. When the credit was first introduced that was true but that is no longer the case. At the end of 2020, the Consolidated Appropriations Act of 2021 was signed into law which made it so businesses could now claim both PPP and ERC together.

So, if you think you qualify or if you have previously disqualified yourself, it is absolutely worth it to reach out to a specialist tax consultant like alliantgroup to find out if you qualify and substantiate your claim.

## MARK YOUR CALENDAR FOR THE FISA ANNUAL CONFERENCE OCTOBER 6-9, 2022



**2022 FISA Annual Conference • October 6-9, 2022**  
**Westin Hilton Head Resort & Spa • Hilton Head Island, SC**  
[www.westinresorthi.com](http://www.westinresorthi.com)

With temperatures warming and the seasons changing, it's time to get out your shorts and look for those bathing suits that have been packed away. Picture yourself October 6 - 9, 2022 by the pool or walking the beach in beautiful Hilton Head Island, SC. While you won't experience temperatures over 100 degrees like Scottsdale, you will find average high temperatures in the high 70s and lows in the low 60s.

Plans for the Conference are being finalized with outstanding speakers hired and contracts signed for a variety of activities. There will be the ever-popular golf tournament and sporting clay events but also boat tours, kayaking, fishing and bicycling to give you different ways to experience the island.

The Westin Hilton Head Resort & Spa is offering FISA members a choice of four different room types with prices ranging from \$209.00 to \$299.00 based on the room type and view. The resort fee for each room has been reduced to \$20.00. Be thinking about your travel plans and registration information will be coming later this spring.

The golf tournament and a boat tour of the

island will take place on Thursday, October 6. That afternoon, we'll have our First-Timer's meeting and then the opening reception on the

ocean deck. Friday morning, October 7th will be the opening breakfast and educational sessions until noon with a similar format on Saturday, October 8th. Spouses and companions are welcome to come to any sessions of interest to them. Afternoons on both days are free for networking activities. Our final dinner and a short business meeting will be October 8th so there is no meeting planned for Sunday, October 9th. Dress for the entire conference is resort casual with shorts, golf shirts and casual dresses being appropriate throughout the conference.

The FISA Conference is more than a meeting, it's an experience. You'll find a friendly atmosphere conducive to meeting new people and renewing acquaintances, and you will experience a beautiful part of the country. Conde Nast Magazine readers have once again named Hilton Head the number one island in the US. Make your plans now to join FISA on Hilton Head Island, SC in October.

### FISA OFFERING NEW SPONSORSHIP OPPORTUNITY

Conference sponsorships have been an integral part of the FISA Annual Conference for many years. The sponsorships serve two purposes: to help underwrite costs of the Conference so FISA can continue offering outstanding speakers and networking activities and to give visibility to the sponsoring company.

This year, the FISA Board of Directors has created an exciting new opportunity: **Sponsor a Speaker**. For an investment of \$10,000, the sponsoring company will receive the following recognition:

- In all communications regarding the 2022 Conference whenever your speaker's name is mentioned the communication will say Sponsored by XYZ Company.
- These communications include announcements through Constant Contact email notifications to the FISA membership, the 2022 FISA Conference Brochure, and the Distributor Newsletters.
- The FISA website will have the agenda for the conference posted and when your speaker is mentioned, text will say, sponsored by XYZ Company.
- Your company will be entitled to have one give-away with your logo on it distributed to each attendee.
- A person designated by your company may introduce the speaker.
- Signage in the meeting room will be a separate sign on an easel equal in size to the Pinnacle Sponsorship signs but the only text will read: Speaker sponsored by XYZ Company with your logo and website.

Be the first to **Sponsor a Speaker** and show your support of FISA while gaining visibility for your company. It's a win-win opportunity. For more information, please contact Stella at 336-274-6311 or [stella@fisanet.org](mailto:stella@fisanet.org).

# 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 June 1, 2022. 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 or email [stella@fisanet.org](mailto:stella@fisanet.org)*

## Fristam Pumps USA



Ruby Carpenter

Fristam Pumps USA announces **Ruby Carpenter** has joined the company as a Bilingual Customer Service Representative. In her new position, Ruby is responsible for aiding Latin American and U.S. customers with technical support and customer service. Ruby has a Bachelor of Science degree from the University of Wisconsin–Madison and is bilingual in Spanish and English. Ruby is a native of Wisconsin and has also lived in Ecuador, Mexico and Spain. She has over 10+ years' experience speaking and writing Spanish. Fristam Pumps USA is also pleased to announce **Edgar García** has joined the company as Regional Sales Manager for Mexico. Edgar will be responsible for Fristam's distribution and OEM network within Mexico and will be based out



Edgar Garcia

of the Mexico City area. Edgar is trilingual, speaking English, Spanish and German. He has over 25 years of experience in the packaging and processing industries and previously worked for international companies JSC Hermis and Kronos (in Mexico and Germany). Additionally, Edgar holds a BS in Mechanical Engineering from ESIME – IPN and an MBA from ESCA – IPN, both in Mexico City, Mexico. 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.

## Richards Industrials



Jim Gray

Richards Industrials is pleased to announce the appointment of **Jim Gray** as Global Vice President of Sales. Jim's responsibilities will encompass sales team leadership, development of new channels, accelerating revenue through expanding Richards' presence in new geographies, and contributing to the company's marketing and business strategies. Jim is an industry veteran and brings over thirty years of sales experience and business development. Prior to joining Richards, Jim served in a variety of sales and sales management positions with Fisher Controls, Dresser, and GE Oil and Gas. For the past three years, Jim has served with FCX Performance in a strategic management position covering

Valves, Actuation and Instrumentation. Jim will be based in Houston and will report to the President and Chief Executive Officer. "Jim is an outstanding addition to our Richards Industrials team" says Jordan Bast, President and CEO at Richards Industrials. "He has extensive experience in developing new markets, creating partner relationships and identifying new sales channels. His experience and excellent track record is a perfect fit to grow our business on a global level. We are pleased to welcome Jim to the team." To learn more about Richards Industrials, please visit their website at [richardsind.com](http://richardsind.com)

## Wangen America

On February 21, 2022, it was announced that Atlas Copco had acquired the Wangen Pump Group, based in Germany, along with Wangen America. The acquisition will be finalized in the next four to eight weeks. The Wangen America business will continue as normal and please direct any questions to Andrew Wood, General Manager of Wangen America at [a.wood@wangen.com](mailto:a.wood@wangen.com).

## About Atlas Copco

The Atlas Copco Group is a world-leading manufacturer of compressors, vacuum solutions, generators, pumps, power tools, and assembly systems. At Atlas Copco, they have been turning industrial ideas into business-critical benefits since 1873. In 2021, Atlas Copco had revenues of BSEK111 and at year-end about 43,000 employees. In addition to the Atlas Copco brand, the Group has over 50 great brands located throughout the world.

## United Industries, Inc.



Randy Krogman

United Industries Inc, Beloit, WI is pleased to announce that **Randy Krogman** has joined the company as a Business Development Manager. Randy has more than 35 years of experience in the stainless steel tubing industry. With his substantial industry knowledge, he will help introduce new customers and markets to United Industries. United Industries is a laser welded stainless steel tubing manufacturer located in Beloit and Selmer, TN.

## Standard Pump, Inc.

In January, Standard Pump, Inc. was acquired by Unibloc Pump, a 37-year manufacturer of positive displacement pumps, air operated double diaphragm pumps, and other flow control products. Both Unibloc Pump and Standard Pump are located in the greater Atlanta metro

area of Georgia. Co-founded in 1992 by **Don Murphy**, Standard Pump is a 29-year manufacturer of sanitary and industrial process pumps, including drum pumps and other fluid handling equipment. Standard Pump serves food and beverage, chemical, cosmetic, pharmaceutical, and other diversified process manufacturing industries in more than 50 countries.



James Murphy

Currently led by Don Murphy's sons, **Chris Murphy**, Director of Operations, and **James Murphy**, Director of Sales, Standard Pump's 21,000-square-foot Duluth facility provides engineering, fabrication, testing, shipping, and receiving all under one roof. Both Chris Murphy and James Murphy will assume leadership roles within Unibloc Pump, where they will utilize their expertise to support commercial and operational excellence in partnership with Unibloc leadership. "We are thrilled to welcome Standard Pump to the Unibloc Pump family of companies," said **Chris Stevens**, CEO of Unibloc Pump. "Standard Pump's precision-engineered drum pumps, drum loaders, and hygienic pump packages position Unibloc Pump for accelerated growth. Additionally, Standard Pump's in-house fabrication strengths, and its robust distribution network will provide new opportunities to grow sales across all flow control brands under the Unibloc Pump banner," added Stevens. "Our deep distribution network and sales processes makes partnering with Unibloc Pump an excellent match," said James Murphy. This is the second acquisition in four months for Unibloc Pump, a May River Capital portfolio company. In September 2021, the company announced its acquisition of Flotronic Pumps, a UK-based manufacturer of specialized hygienic, air-operated, double-diaphragm pumps and related accessories. "The addition of Standard Pump greatly expands Unibloc's capabilities, product line offering, and access to attractive channel partner relationships," said Pat St. John, Principal, May River Capital. "It's a great fit for Unibloc across all categories," he added.

#### **About Unibloc Pump**

Since 1984, Unibloc Pump has provided manufacturers in the food and beverage, pharmaceutical, bakery and confection, meat and poultry, brewery and transporta-

tion industries with precision-engineered sanitary pumps, strainers, valves, bubble traps, and other accessory products to tackle the toughest sanitary jobs. Unibloc Pump is the premier designer of efficient, easy-to-clean pumps that help customers fight downtime, achieve a lower cost of operation, and meet deadlines with confidence. For more information, please visit [www.uniblocpump.com](http://www.uniblocpump.com).

#### **About May River Capital**

May River Capital is a Chicago-based private equity firm focused on investing in lower middle-market, industrial growth companies. May River Capital invests in high-quality industrial growth businesses, including precision manufacturing, engineered products and instrumentation, specialized industrial services, and value-added industrial distribution services. For more information, please visit [www.mayrivercapital.com](http://www.mayrivercapital.com)

#### **M.G. Newell Corporation**



Ken Barrett

M.G. Newell is pleased to announce that **Ken Barrett** has accepted the role as Outside Sales Representative for their South Carolina territory, effective immediately.

Ken brings over 25 years of sales and plant experience to M.G. Newell. He joins them from Refresco Beverages where he handled maintenance, project and facility management. Prior to that, he worked at Sauer Brands in a similar role handling maintenance, project and facility management. Ken also has extensive training in electrical, mechanical, robotics, pumps and valves. Ken can be reached by email - [ken.barrett@mgnewell.com](mailto:ken.barrett@mgnewell.com) or by cell phone 336-894-3987.



Carlos Rossi

M.G. Newell is also pleased to announce that **Carlos Rossi** has joined the company as a Project Engineer in their Louisville, Kentucky office. In this position, Carlos

will report to **Aaron Sprowl**, Engineering Manager for the Louisville Division.

Carlos brings over 10 years of project engineering, product development and design engineering experience to M.G. Newell. Previously, he served as a Process Engineer

for Cutrale Citrus Juice USA handling process optimization for their juice line. Prior to that, Carlos worked for Minerva Dawn Farms as an efficiency engineer on their chicken processing line. Carlos graduated from the University of Sao Carlos in Brazil with a degree in Production and Management Engineering. He is also a graduate of the University Educational Foundation of Barretos with a degree in Food Engineering.

#### **SPX FLOW**

SPX FLOW, Inc. (NYSE: FLOW), a leading provider of process solutions for the nutrition, health and industrial markets, announced in December it entered into an agreement to be acquired by an affiliate of Lone Star Funds ("Lone Star") in an all-cash transaction valued at \$3.8 billion, including the assumption of debt. The purchase price represents a premium of nearly 40% over SPX FLOW's closing stock price on July 16, 2021, the last trading day prior to the publication of an article in the July 19, 2021, edition of *The Wall Street Journal* stating that the Company received an unsolicited purchase offer. "We are pleased to have reached this agreement with Lone Star, which is the result of a comprehensive review of alternatives, including a robust sale process, conducted by our Board in consultation with independent advisors," said Robert F. Hull, Jr., Chairman of the SPX FLOW Board of Directors. "As part of the process, SPX FLOW held discussions with multiple strategic and financial parties and evaluated the transaction against the Company's standalone prospects, performance and outlook. We believe this transaction is the right path forward and achieves our goal of maximizing value for SPX FLOW shareholders." "We are excited about the opportunity to partner with SPX FLOW," said Donald Quintin, President, Lone Star Opportunity Funds. "This acquisition is consistent with Lone Star's strategy to invest in businesses with substantial runway for growth. We have great respect for SPX FLOW's talented employees and their commitment to innovation and serving customers. We look forward to working with Marc and the entire team to help advance SPX FLOW's strategy and capture the opportunities ahead."

#### **About SPX FLOW, Inc.**

Based in Charlotte, N.C., SPX FLOW,

Inc. (NYSE: FLOW) improves the world through innovative and sustainable solutions. The company's product offering is concentrated in process technologies that perform mixing, blending, fluid handling, separation, thermal heat transfer and other activities that are integral to processes performed across a wide variety of nutrition, health and precision solutions markets. SPX FLOW had approximately \$1.4 billion in 2020 annual revenues and has operations in more than 30 countries and sales in more than 140 countries. To learn more about SPX FLOW, please visit [www.spxflow.com](http://www.spxflow.com).

### About Lone Star

Lone Star, founded by **John Grayken**, is a leading private equity firm advising funds that invest globally in real estate, equity, credit and other financial assets. Since the establishment of its first fund in 1995, Lone Star has organized 21 private equity funds with aggregate capital commitments totaling approximately \$85 billion. The firm organizes its funds in three series: the Commercial Real Estate Fund series; the Opportunity Fund series; and the U.S. Residential Mortgage Fund series. Lone Star invests on behalf of its limited partners, which include institutional investors such as pension funds and sovereign wealth funds, as well as foundations and endowments that support medical research, higher education, and other philanthropic causes. For more information regarding Lone Star Funds, go to [www.lonestarfunds.com](http://www.lonestarfunds.com).

### Sani-Matic, Inc.



Matt Bender

Sani-Matic, Inc. announces that **Matt Bender** has been hired as Components Business Development Leader. Matt says, "My role as **Components Business Development Leader** is a new position and a proactive approach to help further grow Sani-Matic's components business. As the Business Development Leader, I will focus on developing more connected, profitable, and long-term relationships with our sales channel partners. I have come to Sani-Matic with several years of experience working with channels in the hygienic equipment industry as well as a technical background and degree in mechanical engineering. I will be working to become your business

development partner, while the customer service team led by Rich Wendt will continue to serve your technical inquiries and order requests. I look forward to working together to understand your needs!"

### Tel-Tru Manufacturing Co.



Peter Tagliente

Tel-Tru Manufacturing Co. announces the addition of **Peter Tagliente** to the Sales and Marketing team. Peter has accepted the position of Market Segment Leader and will be responsible for optimizing existing markets while identifying and executing new market and application opportunities for Tel-Tru's product catalog. Peter's previous roles in the calibration, advertising, corporate restaurant, and software fields provide a unique set of skills to this unique role. Peter holds a B.S. Degree in Finance and Management from Northeastern University and an extensive background in customer experience as well as process improvement.

### Ampco Pumps Company



Chad Hawkins

Ampco Pumps announces the promotion of **Chad Hawkins** to the newly created position of National Sales Manager. Hawkins is a processing equipment industry veteran of 30+ years. He has served the food & beverage, pharma, personal care and chemical sectors with lead roles in technical sales and business development at SPX Flow, Alfa Laval, Siemens and SIHI Pumps. The expertise and drive Chad brings to this new sales management role will be key to Ampco's continued growth in distributor development and channel expansions.



Mike Brandt

Filling the Business Development Manager role is **Mike Brandt**, with a 20-year history in the sanitary processing and industrial sectors coming to us from GEA USA, as Business Development Manager. Brandt's success at creating growth opportunities stem from his extensive knowledge of pumps, valves, heat exchangers, process systems, mixers/agitators, homogenizers, pasteurizers, HTST/UHT, spray devices and CIP

systems. His previous experiences at GEA, Crane Engineering, and Sani-Matic have him well prepared to work with Ampco's sales team identifying and developing new opportunities.

### About Ampco Pumps Company

Ampco Pumps Company, is a global manufacturer of centrifugal and positive displacement pumps, including the Ampco Applied Products division of mixing & blending and product unloading equipment. Headquartered in Glendale, Wisconsin and internationally positioned from the Ampco Pumps Company GmbH facility, located in Herxheim Germany, the Ampco Pumps Company serves the sanitary, marine and industrial markets. More information about Ampco Pumps Company and the full line of product offerings can be found online at [www.ampcopumps.com](http://www.ampcopumps.com)

### Enerquip LLC



Nathan Frey

Enerquip is excited to announce **Nathan Frey** has joined the Enerquip Sales Engineering team. As a Sales Engineer, Frey will be a main point of contact for customers seeking industrial heating equipment including thermal fluid heaters, tank heating coils, economizers, and more. Enerquip's skilled team of Sales Engineers perform thermal calculations, product design, and ongoing project management. Frey joins Enerquip with 13 years' experience in various mechanical design and sales-focused engineering roles. From cam and crankshaft position sensors to industrial drives and even web, he's built relationships by being a valuable technical resource for customers. Frey earned his associate of applied science degree in mechanical design from Moraine Park Technical College in Fond Du Lac, WI.

### About Enerquip

The helpful heat exchanger experts at Enerquip have been designing and fabricating shell and tube heat exchangers for our customers' production plants for over 40 years. Our reputation for high quality and aggressive lead times have earned us a preferred supplier status with leading companies in the pharmaceutical, sanitary, food and beverage, chemical, brewing and beverage, refining, and industrial markets.

### April 20, 2022

April's webinar will focus on the first pillar of talent strategy: attracting workers to your organization. We will review the factors that candidates consider when assessing company attractiveness and identify the key elements that make an organization attractive to top talent. We will also discuss the need for companies to proactively "sell" candidates on why they're an attractive place to work. Finally, we will cover CLAMPS, which are the different preferences and priorities that candidates place on the various aspects of each position.

### June 8, 2022

This webinar will explore the second pillar of talent strategy: effective hiring practices. We will evaluate how well your HR department is prepared for the challenges of today's labor market. We'll discuss the various methods of getting the word out about your current open positions, explore the differences between active and passive candidates, and share best-in-class interview practices. Finally, we will stress the need for a data-driven approach to compensation offers and highlight key hiring metrics to consider implementing in your organization.

### August 17, 2022

August's webinar will focus on the third pillar of talent strategy: retaining your company's impact players. We will explore the reasons why workers choose to leave organizations, identify the top predictors of turnover, and convey the leading factors that drive talent retention. We'll also identify key retention metrics to track with the goal of improving this component of your workforce strategy.

### October 19, 2022

This webinar will summarize the key pillars of talent strategy and highlight the "low-hanging fruit" areas that can help businesses become better at attracting, hiring, and retaining workers. The intent is to provide companies with actionable and practical advice that will allow them to move the needle in improving their workforce-related activities.

### December 14, 2022

December's webinar will complete the journey with a comprehensive review of what it takes for companies to develop and continuously improve a cohesive and intentional talent strategy at the senior management level. It will include specific recommendations for business leaders to take back to their organizations and effectively institute change from within.



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Email changes to [stella@fisanet.org](mailto:stella@fisanet.org)

If you have a Marketing Manager, send his/her name to Stella Jones to be added to the FISA email list.

## WELCOME NEW MEMBERS

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## MARK YOUR CALENDAR

### WEBINAR SERIES:

All dates are Wednesdays • 3pm ET

**Presenter:** Alex Chausovsky,  
Director of Analytics & Consulting,  
Miller Resource Group

**APRIL 20, 2022**

**JUNE 8, 2022**

**AUGUST 17, 2022**

**OCTOBER 19, 2022**

**DECEMBER 14, 2022**

**JULY 1, 2022**

Renew FISA Membership

**OCTOBER 6-9, 2022**

FISA Annual Conference  
Hilton Head Island, SC