

FISA AWARDS TWO UID SCHOLARSHIPS

FISA is pleased to announce the two recipients of scholarships to the University of Innovative Distribution (UID). The UID program is a concentrated education program focused on the unique needs of the distribution industry and will be held March 6-9, 2016 in Indianapolis, Indiana. UID is sponsored by FISA and 37 other industrial distribution associations in cooperation with the Industrial Distribution Program of Purdue University. FISA awarded the first scholarships in 2011 and since then, in addition to the two scholarship winners each year, 25 other FISA members have attended. Four members have already registered for 2016 in addition to the two scholarship winners profiled here.

Devon Vogel



Devon Vogel is MRO Product Manager at Nelson-Jameson, Inc. in Marshfield, WI. Devon says that her dream career was to go into marketing and sales but she had no idea that dream would lead to the world of industrial distribution. She began working at Nelson-Jameson as a college intern for two years and since graduating has been employed full time for five years.

In her scholarship application, Devon says, "Even though I have a long way to go in my career, the knowledge I have been able to absorb from Nelson-Jameson regarding distribution into the technical and industrial segments has been invaluable. My hunger for additional education is driving my interest in attending UID and partially derives from being a woman

in a heavily male-dominated industry. My intentions are to use the information gained to become a more efficient and innovative category manager, as well as becoming a positive female role model for other women who are interested in going into this industry. As my responsibilities grow within Nelson-Jameson, Inc., I want



to not only contribute to the business but also to contribute to providing solutions in the supply chain that will assist customers in getting the items they need efficiently, in order for them to create a safe, quality product. I realize that distributors in the food, personal care, and pharmaceutical industries play an important role in providing both sustenance and safety to consumers, whom have an increased interest in transparency of CPGs and food – their ingredients, their safety, and their supply chain. I look forward to the continued journey of becoming an integral part of that educated, transparent supply chain."



Dave Eichler

Dave Eichler is a Technical Sales Representative for ITT Engineered Valves. He has been in the industry for 15 years and in his

application, Dave writes, "ITT's sales structure utilizes a network of channel partners to cover distribution across the globe. In many ways, they are the lifeblood of our business. My role as a technical sales representative is

heavily dependent on the performance of my channel, and we rely heavily on each other for our mutual success.

I moved into my current role after 13 years of inside sales and project management work, all with ITT. As I gather my footing in this new position, I realize that I need a more robust understanding of the workings of the distribution network I rely on. The University of Innovative Distribution program offers the exact training I am in need of to capture a higher understanding of my distribu-

tion network. By understanding their needs and inner workings, I will be better able to assist them in growing our business. In turn, I hope to learn ways to better the industry as a whole by working any advances my company may introduce to the valve world through my distribution network. By doing so, I can play a part in keeping the industry driving towards efficiency, safety and long-term growth."

All FISA members and members of other sponsoring associations receive a discount when registering for UID. To get an additional \$200 Early Registration Discount, your registration must be postmarked, faxed or submitted online by January 6, 2016. After January 6, 2016, registration is \$1,295. The JW Marriott Indianapolis Hotel offers a special UID rate of \$177 single/double (plus tax). Sleeping rooms are limited and sold out early last year. Make reservations as soon as possible.

UID

March 6-9, 2016

Indianapolis, IN

Register online at: UNIVID.ORG

fisa

Distributors Serving
Sanitary Processing

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

2015 – 2016 FISA Board of Directors

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FROM THE PRESIDENT



Dear FISA Members,

At our recent October FISA Conference in Austin, TX, we received many “quotable quotes” from our guest speakers. Norm Clark from the Texas A&M Industrial

Distribution Program said, “We need to stratify our customers.” This is a way to identify which ones are paying their way, and which ones may need to be fired. His discussion of why our sales and marketing teams need to collaborate was enlightening, and pertinent. Sometimes we need to communicate better in our own buildings. Mel Kleiman explained how to identify new employees who will make a difference. His mantra, “Eagles may not look like Eagles,” tells us to be better at the engagement process — interviewing, screening, and training. Another statement, “Look for people that are looking for a better job, not the rest,” helps us to narrow the field before we start the hiring process. And Ross Bernstein summed up our theme this year by saying, “Leaders are made, not born.” It is still up to us to continue to train and guide our associates. The practice of training never takes a day off.

There are many FISA members to thank following this year's Conference in Austin. Jason and Lisa Ryan, representing Pure Serve/FCX did a great job as Conference Chairpersons. Not only were they welcoming representatives of the association, but they were instrumental in organizing the new registration format, developing the site with the software provider, and monitoring to make sure that everyone was able to sign up, or change events as needed. The new format will save time and effort as FISA moves forward.

Flowtrend's Joe Allman, and Eric Perkins from DSI/Statco again exceeded goals in driving the Sponsorship Committee. Their job to deliver added funding through FISA Member companies allows us to provide superior educational programs, great venues, and sustenance for us

all to embrace and enjoy. Thank you to all of our sponsors, whether for Pinnacle Society, sporting events, meals, or cocktails — you are what helps make FISA great. Thanks to our superb photographer, Twinco's Neil Hopkins. The scroll of photos on Tuesday during breakfast has become a tradition, and Neil has added to that effort. A special “Thank you” goes to Ms. Stella Jones. Her efforts throughout the year culminate in about a five-day period every Fall that is a great experience. What we don't see is the large amount of work done throughout the rest of the year that makes the Conference so smooth and enjoyable for all of us.

I would like to thank outgoing members of the FISA Board of Directors. Many thanks to Brad Myers from Arrow Process, Joe Allman representing Flowtrend, Jason Ryan from Pureserve/FCX and Andrew Mahoney from ITT. Thank you for serving your organization honorably. In addition, I would like to welcome new FISA Board Members. Rob Clark of Perrigo will serve as Vice President. New Board members include Yvonne O'Brien from Tel-Tru Manufacturing Co., Doug Ardinger with Cummins-Wagner, and Pete Herb from Fristam Pumps USA. Thank you for your volunteered time, and we look forward to working with you.

In looking toward 2016 and beyond, FISA has many plans. In January, please look for a new survey asking for your input into programming for the 2016 Conference in Sun Valley, ID. Also, remember that the University of Innovative Distribution (UID) takes place March 6-9, 2016 in Indianapolis. Please register your colleagues for this valued program.

As 2015 comes to a close, I want to wish you the Happiest of Holidays, and a profitable New Year. As speaker Elaine Dembe says, “Fix broken things, persevere, gain self-esteem, and play!”

Warm Wishes,

Bob

Happy Holidays — Wishing you the best in 2016!

2015 ANNUAL MEETING HIGHLIGHTS

At the FISA Annual Meeting in October, 2015, President Bob Morava presented plaques to retiring Board members Andrew Mahoney, Joe Allman, Jason Ryan and Brad Myers. Bob thanked each of them for their outstanding service to FISA. Bob also recognized Jason and Lisa Ryan as the co-chairs of the 2015 Annual Conference and congratulated them for outstanding leadership in initiating our first online conference registration process.

- Stella Jones reported that FISA currently has a membership of 120 members. During the past year, we have added three new members.
- Jeff Delancy with YRC Freight thanked FISA members for their participation in the FISA freight program. Bob Morava noted this popular member benefit program has not only provided discounts to participating members but has generated more than \$5,000 in income to FISA this year. Anyone not currently in the program was encouraged to contact Jeff or Stella for more information.
- Rodney Dobbins, Chairman of the Nominating Committee announced that Brad Myers had requested not to move up to the presidency of FISA therefore the Nominating Committee asked Bob Morava to serve one additional year as President. Rodney announced the following slate: Rob Clark for a one-year term as Vice President and for three-year terms as Directors, Yvonne O'Brien of Tel-Tru Manufacturing, Pete Herb of Fristam Pumps and Doug Ardinger of Cummins-Wagner. A motion was made, seconded and carried and the slate was approved as presented.



Rob Clark is Director of Pump Sales & Marketing for Perrigo Inc. in Milford, CT, and has been with Perrigo, Inc. for 22 years. Perrigo, Inc. was founded in

1921 as an industrial PVF supply house supporting Yale University's growth through

the 20th century. Today, Perrigo, Inc. is a major supplier of ITT Pure-Flo Diaphragm Valves, Engineered Pharmaceutical Pumps, and numerous Pharma / Biotech products that support the pure water industry for the sanitary manufacturing of Pharmaceutical, Food, Dairy, Beverage and Cosmetic products. Rob's hobbies are his family, woodworking, skiing and racket sports. Rob has previously served on the FISA Board of Directors and he and his wife, June were co-chairs of the 2014 FISA Annual Conference in Newport, RI. Rob says, "I am excited about serving on FISA's board of Directors. The market knowledge we gain during our fall conferences promotes strong ties between Distributors and Manufacturers as we strive to navigate a changing market place. I look forward to helping FISA strengthen this bond in the future."



Yvonne O'Brien is the Director of Sales & Marketing for Tel-Tru Manufacturing Company in Rochester NY. Tel-Tru is a 99-year old manufacturing

company that makes dial type bimetal thermometers and other instruments that measure, indicate, and transmit temperature and pressure. Yvonne has worked for Tel-Tru Manufacturing Company for 33 years and her first job at Tel-Tru was printing the dials for their bimetal thermometers. Over the years, she has enjoyed working in just about every area of the company: assembly, inventory control, lead management, customer service, and sales. Her hobbies include being Commissioner for O'Brien fantasy football league and manager for the Ziggy Bobbleheads. Since 2013, she has enjoyed playing Euchre with the senior citizens at St Ann's nursing home each week. Yvonne noted "I'm extremely honored to be serving on the FISA board of directors. I've always appreciated the quality of the conferences and value of the fellowship. This is a wonderful opportunity for me to give back and support the goals of FISA."



Pete Herb is President of Fristam Pumps USA. Fristam Pumps USA is a leading global manufacturer of sanitary centrifugal and positive displacement

pumps, blenders and mixing equipment that provides process solutions in the dairy, food, beverage, pharmaceutical and biotech industries. Pete has been in his current role since 2006 and joined Fristam in 1988. Hobbies include watching the kids in golf tournaments and theatre productions, home projects, golf and snowmobiling in the UP. "I am honored to be able to contribute to an organization that has given me so much. The relationships, education and experiences that I have gained through FISA are invaluable."



Doug Ardinger is President / CEO of Cummins-Wagner Co., Inc. and has been with Cummins-Wagner for 35 years mostly in sales and marketing positions.

For the past nine years, he has been President & CEO. Cummins-Wagner is a distributor / manufacturer's representative for products & systems for the industrial, commercial, municipal, sanitary, pharmaceutical, food & beverage industries. Their company is 100% Employee Owned and they have nine branch offices located in New York, Pennsylvania, Maryland, Virginia and Florida. Besides work and attending FISA Conferences, his favorite hobbies are skiing, playing lacrosse and golf. Doug says, "We face a lot of challenges in our industry, both as distributors and manufacturers. What a unique dynamic the FISA organization offers. Through networking and presentations, FISA is a great way to learn about business in general and our industry. We are able to share best practices in the interest of improving our companies and customer opportunities."

2015 FISA Conference • Austin, Texas

CONFERENCE SUMMARY

In Austin TX, a total of 240 attendees participated in the 2015 FISA Annual Conference in October. There were 141 delegates and 99 spouses/guests representing 80 member companies. We also were delighted to welcome 26 first-time members. Through on-site evaluations after each session and an online survey after the Conference, FISA gathers feedback for the future.

Sixty-eight of the 141 attendees participated in the online survey and here are a few of the highlights:

- 74% rated the ease of registering online for the conference as excellent. This was the first year of an online system.
- 78% downloaded the FISA Conference app.
- 87% of attendees reviewed company profiles of attendees prior to the Conference.
- 74% scheduled meetings with other attendees prior to the Conference.
- 94% of attendees met someone during the Conference with whom they will follow up for future business.

When asked what attendees felt was their greatest “take home value,” relationship building was most frequently mentioned. A few of the comments were:

- Strengthening personal connections.
- Good relationship building opportunity.
- Meeting new people that will enhance our business.
- As always networking.
- Ability to see large number of partners at one time.
- The networking is always amazing. Especially for someone like myself young in the industry.
- A first-timer commented, “The experience was new for me. The speakers were dynamic and thought provoking, providing me with information that I could take back to our company and use. The conference attendees were open, willing to talk, listen, and provide direction for me — a newbie. I felt very comfortable and welcomed. Another first-timer said, “As a first-timer, it was great to meet so many key leaders in the industry face-to-face.”
- Overall 46% of the respondents rated the Conference as excellent and 54% said good.

WHAT'S YOUR BIGGEST CHALLENGE?

In order to provide speakers at the recent Annual Conference in Austin, up-to-date background information on FISA, the membership was surveyed and asked, “What is the biggest challenge facing your company?” A total of 44 FISA members responded which included 20 Distributors and 22 Manufacturers. Here are the results:

FISA Distributor Members Responded:

- Employees
- Taking a company with 1990's level computer skills, and teaching all of us to function in 2015. New buyers /engineers want info presented in many new ways that need training, also, competition from non-traditional sources, ie. Grainger, Fastenal.
- Corporate purchasing continually trying to lower our margins
- Skilled labor Finding experienced dairy, food, beverage salespeople
- I need vendors to “do what you say you will do” regarding the delivery, orders etc. People not telling me the truth
- Recruiting experience people for the correct price. Deliveries from Manufacturers, everybody is on JIT.
- Customer loyalty
- Hiring good, qualified employees Profitability
- Aging employees and finding qualified new employees that want to work!
- Succession planning
- Customers purchases being handled out of your territory
- Finding qualified personnel
- Hiring skilled personnel that takes pride in their work
- Hiring and retention of employees
- Human capital, time management
- Cash flow and hiring qualified employees
- Finding good young talent that want to be in the business
- Large OEM mfg's, (Krones, KHS, Sidel), striking turn-key deals with our larger customers pushing us out
- Recruiting people with business skills; Hiring and keeping the best talent

FISA Manufacturer Members Responded:

- Sales growth, manufacturing efficiency and automation
- Finding skilled labor, Chinese imports and the increasing number of competitors

- Fluid milk industry customers' low investments
- Accurate market intelligence from third party sales channels
- Finding and retaining quality staff
- Increased pricing pressure brought on by customers willingness to accept 2nd and 3rd tier suppliers product. The use of integrated supply companies across multiple geographical areas covered by different distributors.
- Hiring
- Employee retention/finding quality employees. Competition
- Hiring motivated quality staff members
- Filling open positions
- Getting independent reps to act like a regular employee to customers: follow good leads, plan meetings, provide feedback on meeting objectives, follow projects, provide feedback, document expectations and hunt for new projects.
- Positioning ourselves to handle growth. Finding, securing & placing the right people in the right positions at the right time.
- Competition
- Currency fluctuations – creates a difficult environment for exporting.
- Maintaining quality growth with the ongoing influx of new competition selling on price only.
- Adopting to changing customer expectations and ecosystem
- Growing from a small to medium size company
- Imported products from Asia and too many competitors with too few projects
- Finding manufacturing employees
- Securing face time with end users who are wearing multiple hats
- Finding employees with industry knowledge
- Finding focused distributors that sell value and are not just taking orders. Just look at the distributors that are accepting having many other distributors carry the same brands in their territory or that allow Mfgs to sell direct. (The support of this attitude also handling those lines). Loyal Manufacturers may be losing out.

At the FISA Planning Meeting in February of 2016, the Board will continue looking for ways to address member challenges.

2015 FISA Conference • Austin, Texas



(L-R) Susan & Jacob Wolfe, GEA PHE Systems, Joe Allman, Flowtrend Inc.



RuthAnne & Bob Morava, Stuart W. Johnson & Co.



Kjirsten & Tony Roisen, Quality Stainless, Inc.



The Santi family: Ryan, Karyn, Kathy, Keith & Kyle, Trans-Market Process Systems



Heather & Neil Hopkins, Twinco, Inc.



Mark Hess & Scott Spahr, Ace Sanitary, Ed Ciampi, Chicago Stainless Equipment



Trixy & Jeremy Hauser, Pentair, Darcy Simonis, Pentair, Barry & Linda Dobbins, Dobbins Company



Dean Girton, Girton Manufacturing Company, Tracy & Dave Pollock, Feldmeier Equipment, Inc., Eric Perkins, Statco/DSI



Lisa and Jason Ryan, PureServe/FCX Co-chairs 2015 FISA Annual Conference

Member News & Views

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

How to Submit News

The Distributor News is published quarterly and the deadline for the next issue is March 1, 2016. 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@fisanet.org

UDMC



Dave Murray

Dave Murray has joined UDMC as the Director of Sales. Dave will be responsible for managing both the Customer Service and Outside Sales groups. He recently completed 27-years with SPX

Flow Technology working in various Sales & Marketing positions. Prior to SPX, Dave spent 13-years in Industrial Distribution. Dave will soon relocate from Wisconsin to Buffalo, NY.

Top Line Process Equipment Company



Jeff Lindsey

Top Line Process Equipment Company of Bradford PA is pleased to announce the addition of **Jeff Lindsey** to the position of Regional Valve Sales Manager. Jeff brings to Top Line many years of experience in distribution sales as a sales engineer in the automation and sanitary ball valve markets.

He has a diverse background in PLC automation control systems, mechanical systems, technical sales, and distribution sales management. Jeff studied at Greenville Technical College in the Mechanical and Electronics Engineering fields and he is extremely knowledgeable in the technical aspects of sanitary ball valve applications and automation components. Prior to joining Top Line, he served in national sales and distribution management at QSM Inc. in the Tru-Flo ball valve and automation product lines.

Sanitube



Marty Coggins

Marty Coggins joined Sanitube in April 2014, bringing over 25 years of sales experience in the sanitary equipment industry. Based in the Kansas City area, he also serves an instrumental managerial role at their recently opened Kansas City Distribution Center.



Mike Komassa

Mike Komassa joined Sanitube as National Account Manager in August 2015. His background includes sales, marketing & management roles with several different companies.

He has over 11 years' experience with sanitary process piping and equipment while spending the past five years in an outside sales role focusing on the Midwest. He will be responsible for sales growth, product development and will assist customers with his extensive product knowledge.

M.G. Newell Corporation



Robbie Roof

M.G. Newell is pleased to announce that **Robbie Roof** has been named the General Manager for its Nashville, TN, division. Mr. Roof has worked for M.G. Newell for 15 years as an Outside Sales Representative in South

Carolina. Prior to joining M.G. Newell, he held several management positions at Dean Foods (Flav-O-Rich Dairy) including Transportation Manager, Assistant Operations Manager and Plant Manager.



Tim Ruff

Tim Ruff has joined the company as an Outside Sales Representative for its South Carolina territory. In this position, Tim will report to Gray Sherrill, Vice-President and General Manager of the Greensboro Division. Tim

brings over 22 years of sales and managerial experience to M.G. Newell. Previously, he served for 10 years as Corporate Sales Manager for Honey Baked Ham in Ohio. Prior to that, he served 12 years as Branch Manager and Outside Sales Representative for Sentinel Fluid Controls. Tim attended Bowling Green State University and has a B.S. in Allied Microbiology. Tim is filling the position formerly held by Robbie Roof.

Headquartered in Greensboro, NC with divisional offices in Greensboro, Louisville, KY, and Nashville, TN, M.G. Newell is a full service distributor and systems integrator of sanitary processing equipment for the food, beverage, dairy, pharmaceutical, and personal care industries. Established in 1885 as a dry goods store, the company has evolved over the years first to a dairy supply business, and later to its present structure. The company proudly celebrates its 130th anniversary in 2015.

Flow Products, LLC becomes Rieger Flow Products, LLC

On October 1, 2015, the valve manufacturer Rieger purchased its long-standing partner Flow Products in Wisconsin, USA, to strengthen the presence of RIEGER valves and services in North and South America. Business is conducted as RiegerFlow Products, which is the first subsidiary of the German valve manufacturer Rieger.

Also on October 1st, 2015 Flow Products, LLC announced the retirement of **Dennis Helmke** after 40 years of service in the food and beverage industries. They are very grateful to Dennis for his contributions over the past four decades and wish him all the best in his retirement.

United Industries



United Industries Inc. announces that **Dan Brockmann** has accepted the position of Sr. Vice President of Sales and Marketing for United Industries, Inc., effective November 16, 2015. Dan was most recently with Alfa Laval and before that Trent Tube. He brings with him over 20 years experience in the process industries where tubing is commonly used. In his new role, Dan will be responsible for all sales and

marketing activities and he will be located in the Beloit facility.

Pentair



Gord Dalley

Pentair's Food & Beverage Process Solutions' North America office has hired **Gordon (Gord) Dalley** as the Strategic Account Manager/Canadian Regional Sales Manager. In his dual role, Gord will support the growth of Pentair's Food & Beverage brands in North America through the identification of strategic project opportunities and by building key client relationships in the dairy, brewing, food, beverage and bio-science industries. He will work closely with end users, A&E firms, distributors, OEM's, and integrators representing Pentair's Südmo and Keystone Sanitary valve lines, Haffmans' quality control and carbon dioxide recovery products, and Pentair's Beer Membrane Filtration systems. Gord is based from his field office in Toronto, Canada. With 25 years of experience in instrumentation, valves and processing equipment sales to the dairy, brewing, food, beverage and pharmaceutical industries, Gord is the perfect fit for this role. He also brings extensive sales management, business development, and key account management expertise to Pentair.

GET YOUR COMPANY NEWS PUBLISHED

Have you ever wondered why you frequently read about the same companies in this News & Views section of the FISA Distributor News. The answer is simple. These are the companies who are pro-active in submitting their news for publication.

As a reminder, here's how the process works. Each quarter before a newsletter is published, Stella Jones sends an email to the main contact for each company requesting personnel news and giving the deadline for submitting news. Some companies have a person responsible for Marketing and Public Relations, and if we have the name and email for that individual, FISA will be glad to send the news reminder direct to that person in addition to the main company contact.

Because of space limitations, we cannot print specific product information, however, news of new hires, retirements, expansions, company anniversaries, etc. is welcomed, and surveys show this section is the most frequently read section of the newsletter.

So in 2016, make a resolution to submit your news to FISA. Keep the industry aware of your company. If you would like a contact person added to the email distribution list for solicitation of news, send the person's name and email to stella@fisanet.org.

Steel & O'Brien



Steel & O'Brien Manufacturing has completed work on their new 205,000 sq. ft. facility, including a fresh new look to the exterior. The company says, "We would like to say thanks to the FISA Conference Committee for another outstanding event this past October, and the opportunity to build

existing and new relationships with business partners we consider to be more like friends and family. We would also like to announce we have received approval of our CRN number, so that we can continue to support our Canadian distributors, or any distributor with shipments to Canada requiring a CRN."

Welcome New Member

PCM USA

Contact: David Kirk
11940 Brittmore Park Drive
Houston, TX 77041
(713) 896-4888
dkirk@pcm.eu
www.pcm.eu

The Good & Bad News

by Mel Kleiman, President of Humetrics and a speaker at the 2015 FISA Annual Conference

At the end of every year, we are likely to see a rash of articles in the business press reporting the percentage of employees who have made a New Year's resolution to find a better job. Over the past 10 years or so, the percentage has ranged from about 15-30%, but, according to a recent Gallup Workforce Panel survey, right now, 51% of U.S. employees are watching the job market or actively looking for a new job.

The good news is that more than half of your competitors' employees are looking for new opportunities and the time is ripe for recruiting new talent. The bad news is, of course, that half of your people may be looking to jump ship.

So, do you have any effective strategies in place to replace those who may bid you adieu and what are you doing to keep your top talent on board and happy?

If not, here are some resolutions you might want to make for yourself:

- I will get (#) referrals from present employees, customers, and vendors for potential new employee applicants each month.
- I will reach out to at least (#) of our best former employees to invite them to come back every week.
- In order to retain my best people, I'm going to skip exit interviews and conduct quarterly retention/stay interviews. (Exit interviews are about the organization and the departing employee's manager. Stay interviews are about the employee and his/her job satisfaction as well as short- and long-term goals and objectives.)
- I will religiously use chat outs during every new employee's first three months on the job. (See the Aug. 2015 Hiring Hint.)
- I am going to make it a point to catch people doing things right as well as find creative ways to make our work here more fun.
- I will issue (#) verbal acknowledgments, letters, and notes of positive recognition each week all year long.
- I will spend more time with our best employees than I do with our substandard performers.

Mark Your Calendar

JANUARY 6, 2016

UID Early Registration
Discount Ends

MARCH 6-9, 2016

UID
Indianapolis, IN

SEPTEMBER 16-20, 2016

FISA Annual Conference
Sun Valley Resort
Sun Valley, ID

NOTE:

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

Distributor News

Distributors Serving
Sanitary Processing
fisa

1207 Sunset Drive
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