

Register Today for the 2012 FISA Annual Conference

Learn what to do about trends impacting your business. Attend the upcoming FISA Annual Conference in Monterey, CA and you will hear from three nationally known experts, each an authority in his field. Come prepared to ask questions and interact with the speakers.

In addition, plan to network with the leaders of FISA member companies. More than 70 different firms typically attend, and it is a rare opportunity to get to meet face-to-face with industry leaders in a relaxed setting. FISA is where people meet, partnerships are renewed, and new relationships are created.

Geopolitical Trends: What In the World Is Going On? – Herb Meyer



During the Reagan Administration, Herb served as Special Assistant to the Director of Central Intelligence and Vice Chairman of the CIA's National

Intelligence Council. In these positions, he managed production of the U.S. National Intelligence Estimates and other top-secret projections for the President and his national security advisers. Herb is widely credited with being the first senior US Government official to forecast the collapse of the Soviet Union. Formerly an associate editor of FORTUNE, he has written several books. He will talk about the national security, economic and cultural issues dominating the news today and what impact it will have on your business.

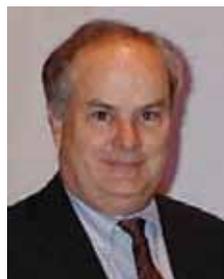
Economic Trends: Make Your Move – Brian Beaulieu

Brian Beaulieu is an economist and CEO of the Institute for Trend Research (ITR) where he is engaged in applied research regarding business cycle trend analysis and the utiliza-

tion of that research at a practical business level. He is also Chief Economist for Vistage International and TEC, global organizations comprised on more than 130,000 CEOs. He will bring his extensive knowledge of the business cycle and its expected changes. You will learn how you can position your business to prosper by reading the signals for the economic shifts ahead.



Business Trends: Differentiation & Metrics That Matter Most – Dr. William Mc Cleave



Dr. Mc Cleave is a nationally recognized speaker, trainer and president of W.R. Mc Cleave & Associates, a consulting firm specializing in relationship

management for distributors, manufacturers, and customers. He has been on the faculty of UID since its creation and formerly was on the faculty of Texas A & M's Industrial Distribution Program. Dr. Mc Cleave will examine the future possibilities for suppliers

to differentiate themselves and simultaneously gain market advantage from four sources of leverage. You will learn how financial resources, talent, technology and technique can be combined to produce higher growth and more profitable FISA companies.

Management Trends: Where Managers Blunder – Dr. William Mc Cleave

Utilizing recent FISA research and more than 20 years industry experience with distribution managers, Dr. Mc Cleave will provide us with the worst and best traits of managers and help us create paths for management excellence within our firms. You will leave with seven steps to take to get better management results.

Wondering If You Should Attend the Conference?

If you attend, you will get:

- Practical content you can use
- Ideas for immediate impact
- Face to face meetings with distributors and manufacturers
- Speakers accessible for one-on-one talks
- Friendly, welcoming networking event

Focusing on Trends

September 15-18, 2012

Monterey, CA

Monterey Plaza
Hotel & Spa





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.

2011 – 2012 FISA Board of Directors

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Wallace Wittkoff
Pump Solutions Group

Dennis Wright
Wright Process Systems

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

Stella L. Jones
Executive Director
Email: stella@fisanet.org

From the President



Dear FISA members,

The upcoming fall meeting in Monterey is rapidly approaching. The number of rooms booked is running ahead of prior years so it is important that you make

reservations before our block and the hotel fills (Stella is currently trying to add to our block). In addition to the wonderful location, the program has generated great interest. Comments have been made that just one of the speakers is reason enough to attend but the combination of all three will make it a tremendous learning experience.

An additional benefit for members has been added to the "Members Only" section of the FISA website. It is a "Virtual HR Department". Nancye Combs, who has been a speaker at two previous conferences and is an HR Consultant to FISA, has created this for our organization and other trade groups with whom she works. As always, Nancye is giving us many useful items at no charge and there are many additional documents that can be purchased and customized to your individual organization. To access the information, go to the FISA website. Choose the "Members Only" tab and log-in. The user name is member and the password is addvalue (one word). Then click on Virtual HR Department and select the items you want

for your shopping cart. This new member benefit should be beneficial to all FISA companies and particularly those who do not have full-time HR professionals on staff.

Speaking of the website, the FISA website will have greater visibility on searches if all members make the FISA website a "hot link" from their site. Stella recently emailed the logo to each company (please use the official logo) for you to use on your web site. Do contact Stella if you have questions on this.

On a personal note, I want to say thank you to all the FISA friends for the many expressions of sympathy and support given to Hank, me, and the rest of the Brink family after the passing of our father. FISA was the organization that Dad valued over all organizations in which he participated. His "Lifetime Membership" plaque was proudly displayed in his office and a number of the old newsletters are still in his desk. Thanks again for your kind actions.

The Board is looking forward to the Conference in September and to welcoming a new group of people as first-timers. We are counting on all the "first timers" from last year becoming "second timers", and to seeing all the other current members in Monterey.

Thanks,

David A. Brink, Sr.

Distributor Insurance Survey

One of our distributor members was interested in learning more about trends in insurance. We recently surveyed the distributor membership electronically and 14 members responded. The results are summarized below.

1. Are you a distributor/systems integrator?
14 100%

2. If you are a distributor/systems integrator, do you carry liability insurance?
14 100%

3. What is the amount of your liability insurance?
1 million 5 38.5%
5 million 5 38.5%
10 million 3 23%

4. Do you have Errors & Omission Insurance?
Yes 7 50%
No 7 50%

5. Have you ever been asked to provide a surety bond?
Yes 8 57.1%
No 6 42.9%

UID Experience Provides Skill Development

By Amanda Sasse

Amanda Sasse is a member of the FISA Board of Directors. She attended the recent 2012 UID Program and was asked to write an article about her experience.



This past March, FISA and my company Nelson-Jameson, Inc. afforded me the opportunity to attend the University of Industrial Distribution (UID). UID is a concentrated educational seminar focused on programming that relates to the unique needs of the industrial wholesale distribution industry. Any person working in the industrial distribution and supply industry is welcome to attend, but attendees' companies must be a member of one of the 34 trade or professional organizations that currently sponsor the program. As a member of FISA and an employee/owner of an industrial distributor, I felt that UID would provide me with a valuable and exclusive opportunity to learn how to improve my company's performance, and ultimately our bottom-line.

The University of Industrial Distribution takes place annually over a four-day span in early March on the campus of Indiana University Purdue University Indianapolis (IUPUI). This year, approximately 500 participants from a very wide array of industries attended classes of their choosing that were led by distribution experts and educators. Course topics varied in scope from broad

to niche, but overall themes included finance, marketing, operations and management. The content of my courses was constructive and motivating, and I plan on implementing modified-versions of the innovative strategies and suggested processes learned in these classes. In addition, many of the lecturers were noted industry professionals with an excellent grasp on the issues currently facing industrial distributors and wholesalers. In fact, several of them have presented programs at past FISA conferences.

FISA recently began a tradition of offering two full scholarships to employees of member companies who would like to attend UID. Applications are available on the FISA website (www.fisanet.org), and are determined by an impartial sub-committee of the FISA Board of Directors. The 2012 scholarship winners were Jay Spadafora from Alltech Supply, Inc. and Albert Terrazas of Wright Process Systems. In addition to the two scholarship winners and myself, other FISA members who attended UID in 2012 were Miles Chamblee of ITT Pure Flo and Dakonya Freis of Nelson-Jameson, Inc.

Overall, UID encourages the critical-thinking and skill-development necessary for key employees to become leaders and catalysts for positive organizational change. I definitely plan to go to the University of Industrial Distribution in 2013, and strongly encourage FISA members and their employees to consider attending as well. The intellectual and practical rewards that your company will potentially reap through the strategic development of your employees will far outweigh your investment.

Join The YES Team: Become a Sponsor



Dear FISA Member,

As the Annual Conference in Monterey draws near, I would like to remind you of

the Sponsorship opportunities that are available to help make the Conference successful and enjoyable for all attendees.

These Sponsorships are available in a wide range of donation dollars from \$200 all the way up to the Pinnacle Level

of \$1,500. I am delighted to tell you eight of our members have joined the Pinnacle Society.

To date, we have received commitments from 18 companies and are most appreciative for your support. The Sponsorships are an excellent way to support FISA and help us hold down the registration costs for attendees while still providing an outstanding program. In addition, sponsorships are a way to showcase your company.

Please consider a Sponsorship today. If you have misplaced your form, go to

www.fisanet.org and click on the Meetings tab where you can download a form or call Stella in the FISA office at 336-274-6311.

If you have any questions please do not hesitate to contact me or Stella Jones.

Thank you for your consideration and support.

Jim Banks
Pentair Sudmo
Sponsorship Committee Chairman
815-262-3051 (Cell)

Social Media Policy

After the NLRB Opinion

By Nancy Combs, AEP SPHR

Current Social Media Policy Status

The issues related to social media have become a growing concern for companies nationwide. Most agree that the postings on Facebook™, MySpace™, Twitter™, LinkedIn™, YouTube™, and other blogs and message boards, by irresponsible and disgruntled employees, are alarming. The Society for Human Resources Management (SHRM) found that 40% of employers have already issued a written policy. Many more are creating one at this time. The policies include a code of conduct for employees using social media (68%), a code of conduct for personal use by employees (66%), and guidelines for social media communication (55%).

The major concerns for employers are that employees are using social networking sites, blogs, instant communication sites, and other methods of the proliferating Internet communication highway, to trash the company. They are aware a threat exists that could damage the company image, harm its relationship with customers, criticize its products and services, cause it to lose its competitive edge, or posted information could cause expensive legal problems, or put the safety of other employees at risk. They are alarmed that the electronic super highway does not police postings or have a concern for whether the postings are opinion or fact, or what impact they have on innocent and unsuspecting victims.

National Labor Relations Board Action

Actions by employers against employees, for what they describe as inappropriate conduct at a social network, have drawn the attention of the National Labor Relations Board (NLRB), a powerful federal enforcing agency of the U. S. Department of Labor. Employees have claimed wrongful termination or retaliation for exercising their right to “grieve.”

The NLRB Associate General Counsel issued a 24-page opinion on May 30, 2012 regarding social media (this is #3). Those intimately knowledgeable of the issues said

the NLRB took a “sledgehammer” to the policies of some of the nation’s leading companies, calling them unlawful because they produce a “chilling” effect on employee rights under the National Labor Relations Act. Prominent labor attorneys commented on the NLRB opinion, describing it as “an utter mess,” a “bungled mess” and “inconsistent, overreaching; it’s a tepid mess.” Legal discussion included comments that indicate that the NLRB is attempting to make certain that social media policies “have no teeth to them.” The utter nonsense that plastering the company logo on a picket sign, then posting it on the Internet, is harmless. Yet, companies are standing firm and fired back that they intend to hold their ground and protect their image, their brand, their stockholders, customers and employees. Whatever it takes, they intend to set the boundaries of what is acceptable employee behavior on Social Media sites and hold employee accountable.

Understanding the History

Reading the NLRB opinion is like watching grass grow to those lacking understanding of the importance of this decision, but it is alarming to those of us who do. It is helpful to know a little history and the players, to understand why this is such an irritant that the Board is raising its powerful voice with such a roar. The National Labor Relations Act (the Wagner Act) was passed in 1935 because of the out-of-control conflict between labor and management in the U.S. Stories about the violence involving coal miners and railroad workers are infamous. The National Labor Relations Act (NLRA) is the law that contains the framework under which labor and management operate in the workplace. The U. S. Department of Labor is the enforcing agency. The National Labor Relations Board is the politically appointed oversight and enforcing arm. The NLRB is the venue where employees go to seek recognition as the bargaining unit (union) for a company. It is the adjudicating body for Unfair Labor Practices filed by employees, unions and companies. Administra-

tive law judges hear the unfair labor practice complaints and deliver a verdict. Although the ALJs are attorneys, don’t bet your ranch they are pro-management.

The NLRB exists and operates to assure that employees have the freedoms afforded them by the National Labor Relations Act. These freedoms include the right to gather together and bargain “collectively” with an employer for such things as wages, benefits and working conditions, and it includes the freedom to “grieve and have their grievance heard.” The protection under the NLRA covers all non-management employees, both union and non-union. Management employees are not eligible for union membership and thus, not protected by the Act.

The leap your mind needs to take is to recognize that the NLRB has decided that an employee, who posts complaints about an employer, is exercising his/her rights under the NLRA. Thus, that is protected activity. Anything the employer does that “would reasonably tend to chill employees in the exercise of their Section 7 rights,” would be targeted as an unlawful work rule by the NLRB (according to the opinion) and that includes policy statements. Just how far the NLRB intends to stretch this definition is yet to be determined but the opinion suggested that it is harmless if an employee plasters the company logo on a picket sign and then blows it up for Internet publication! The lawsuits have not yet hit the courts, but they are on the way. Don’t expect employers to back down and give employees carte blanche to the Internet when it comes to protecting the business reputation. The latest NLRB report has stockholders also leaning forward to analyze the impact.

Where Do We Go From Here

Those of us, who are management consultants in Human Resources issues and write Social Media policy, have dissected the NLRB opinion issued on May 30. The legal community will lay down their challenges and the courts will decide just how much

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FISA Introduces New Virtual HR Department

FISA is delighted to announce the creation of the new FISA Virtual HR Department online. It was created by FISA HR Consultant, Nancye Combs, and has the resources you need to manage your HR function. Many of the required posters and forms are offered at no charge under the Free Resources link.

Other resources on the website have a fee and can be purchased with a credit card. Be sure to use your member coupon code of FISA-20 for a 20% discount. Use this coupon code during the checkout process to get an additional 20% off the total cost of your order. You will find many customizable products, such as handbooks, job descriptions, policies and procedures, performance reviews, interview questionnaires, along with training videos. FISA's Virtual HR Department allows you to have your own Virtual HR Department.

Here is a sample of what you will find when you access the FISA Virtual HR Department:

Job Descriptions: Full sample essential functions of job descriptions for manufacturing, administrative, sales and distribution positions.

HR Forms: All types of forms such as application, disciplinary, orientation, and reference release forms; digital downloads as Word files; ready to use and can be customized.

Policies and Procedure: More than 100 policies and procedures you can customize.

Training Programs: Online training programs that can be viewed on demand and power point programs to download.

Employee Handbook: A template with the latest documents a company needs to be in compliance and a fully customizable complete tutorial.

Structured Interviews: More than 20 interview questionnaires that can be used for hiring purposes.

Management Development Advisories:

30 management development advisories that can help managers learn about new and changing management practices.

FREE STUFF: Click on FREE STUFF and you will find lots of the mandatory forms/posters you are required to post in your workplace and many of the mandatory forms you must use when managing the Human Resources function. They are conveniently there for you to download and use.

Help Me Box: An email box addressed to Nancye Combs with a place for a question that can be asked and answered without charge.

Accessing the FISA Virtual HR Department is easy. Go to www.fisanet.org. Click on the Members Only section and enter your user name as member and your password: addvalue. Then click on the link <http://hrenterpriseonlinetraining.com/fisa/> to open the door to your FISA Virtual HR Department.

Meet Nancye Combs, AEP SPHR



Nancye Combs, AEP SPHR, President/CEO of HR Enterprise, Inc. is a consultant to FISA. A popular speaker, Nancye, has been on the program for two Annual Conferences. She is known for her wealth of knowledge in the human resources arena and her down-to-earth delivery style making complex subjects understandable.

For the past several years, we have offered up to 30 minutes of complimentary consultation with Nancye to each member company as a member benefit. Now, Nancye has developed the concept for the Virtual HR Department and will be the person keeping the site up to date with dynamic, changing material and the latest advisories. With more than 40 years of education, training, and experience in Human Resources, her knowledge base spans every aspect of human resources and

organizational management.

Because of her extensive background, Nancy says, "Through the years, I recognized a huge need. There are so many things that small companies need but do not have the staff nor the financial resources to obtain. I wanted to level the playing field so that small companies would have access to the same resources that larger companies have. I like to compare it to a tool box. Just as if you were equipping a tool box with the basics of a hammer, saw, screw driver, etc., there are essential tools that you need in a Human Resources Department. These tools or resources are now available to you through the FISA Virtual HR Department. The idea has been in development for more than a year and I am delighted that we can now go live. I hope you will use it and I look forward to getting your feedback."

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 September 15, 2012. 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@fisaset.org

Alfa Laval Inc.



Zino Lappas has been appointed Sanitary Segment Manger for Alfa Laval in the USA. In this role, Lappas will be responsible for implementing sales and marketing strategies

to drive profitable growth for all fluid handling and heat transfer equipment marketed to the Dairy, Food, Beverage, Personal Care and BioPharm industries. Lappas joined Alfa Laval in 1991 as District Sales Manager for the wholly-owned Tri-Clover unit. For the past 10 years, he has served as National Sales Manager for Alfa Laval's Sanitary Segment – playing a critical role in leading all distribution sales and growth efforts. Alfa Laval is a global provider of specialized products and engineering solutions based on its key technologies of heat transfer, separation and fluid handling.

Walker Engineered Products

Wabash National recently completed the acquisition of Walker Group Holdings. As a result, Walker Engineered Products, a division of Walker, is now part of Wabash National Corporation (NYSE: WNC). Wabash National is a manufacturer of dry freight vans, refrigerated vans, flatbed trailers, drop deck trailers and intermodal equipment

Nelson-Jameson, Inc.

Nelson-Jameson, Inc. opened a branch in Dumas, Texas. Operations began on May 1, 2012 and will allow South Central food and beverage manufacturers to place a single order and receive plant supplies in a more-timely and cost efficient manner. The company's newest location at 100 Success Boulevard, Suite 1 in Dumas, Texas features 8,000 square feet of warehouse and office space. Nelson-Jameson, Inc. has been an integrated supplier for the food industry since 1947. Product lines include safety & personnel, production & material handling, sanitation & janitorial, processing & flow control, laboratory & QA/QC, and bulk packaging & ingredients. The company is headquartered in Marshfield, Wisconsin, with other locations in Turlock, California, Twin Falls, Idaho, York, Pennsylvania and Dumas, Texas. www.nelsonjameson.com.

Dixon Sanitary



Dixon Sanitary, located in Pewaukee, WI, has promoted **James Sowinski** to Vice President of Sales. Jim is a 26 year veteran with Dixon Valve & Coupling Company, having many different

sales management roles throughout his tenure. Jim moved from Dixon's industrial division to Dixon Sanitary in 2009 as their National Sales Manager. In his new role as Vice President, his responsibilities include the expansion of the North American outside sales force, continued input in product development and increasing sales for Dixon Sanitary worldwide. Dixon is a manufacturer and supplier of hose fittings and accessories spanning a wide range of industrial uses. Dixon's range includes products for fire protection, food, dairy processing, beverage and brewery, mobile tankers, mining, construction, chemical processing, petroleum, oil fields, refining, agriculture and manufacturing.

VNE Corporation



Nancy Brockingham



Ashley Kleven



Dana Schober

VNE Corporation is pleased to announce two additions to their inside sales team. **Nancy Brockington** and **Ashley Kleven**. Ashley comes to VNE from Grainger where she worked as a Customer Service Representative. Nancy has more than 10 years of customer service experience and is bilingual in English and Spanish. She will bring strong support to the South and Central American markets. VNE would also like to welcome **Dana Schober** – Senior Buyer. Dana has held Buyer positions with Colt Industries, and Woodward Governor Company.

Stuart W. Johnson & Co., Inc.

Michael Kelnhofner has joined Stuart W. Johnson & Co., Inc. as an inside sales capacity. Michael has sales engineering experience most

recently in the field of laser science and power transmission.

Steel & O'Brien



Steel & O'Brien is pleased to announce the recent hiring of **Rick Canell** to their Engineering team. Rick has over 16 years experience in the fittings

business and was the Custom Engineer for Jensen and WCB Flow Products. He has helped to implement and support many custom fittings products. Steel & O'Brien is a manufacturer of high quality stainless steel fittings and valves used in the food, beverage, dairy and pharmaceutical/biotech industries. They have 90,000 sq/ft of machining, fab shop and warehouse space.

Tel-Tru Manufacturing Company

Tel-Tru Manufacturing Company is pleased to announce exceptional customer reviews from the 2012 Customer Satisfaction Survey conducted recently through the Measurement, Control and Automation Association (MCAA). These results reflect the diligent efforts the company has made to provide top-quality products, leading technology, and responsive service. Tel-Tru rated the highest of all participating companies against the industry benchmark. **Andy Germanow**, Owner and President of Tel-Tru, said, "Conducting regular surveys is an important part of the company's quality and customer-satisfaction improvement processes, and keeps the staff better prepared to respond to the needs of our customers. With Tel-Tru's upcoming ISO certification, the surveys are especially important in developing the highest level of quality management possible."

Tel-Tru Manufacturing Company, founded in 1916, manufactures and distributes Bimetal Thermometers, Digital Thermometers, Temperature and Pressure Transmitters, Pressure Gauges and Accessory products that sense and monitor temperature and pressure in sanitary, industrial, OEM, HVAC, and food service processes and equipment worldwide. www.teltru.com.

Hydro-Thermal Corporation

Waukesha based company, Hydro-Thermal, was named grand award winner of the Wisconsin's 2012 Family Business of the Year in the medium sized company category in a ceremony held in Middleton, Wisconsin on May 10, 2012. The distinguished award was created and is sponsored by Smith & Gesteland, LLP, a Madison-based CPA and Business Consulting firm to highlight and celebrate the accomplishments and contributions of family businesses that make an impact on the Wisconsin economy. **Jim Zaiser**, Hydro-Thermal's President, accepted the award on behalf of his father, the company's CEO, **Gary Zaiser** and the entire Hydro-Thermal Company. In his acceptance Zaiser thanked his father for "standing behind me and supporting me just as he's done throughout my life." He also acknowledged that "this award also belongs to the entire Hydro-Thermal family and every employee who does their best everyday to deliver a great product to our customers." Once again, the company collected nonperishable food items, personal hygiene products and money, in support of all branches of the military. It is the second annual Hydro-Thermal "Support the Troops" event with all proceeds going to 372nd Engineering Company for the Army Reserve located in Pewaukee, WI. The event coincided with National Military month in May. In other news, Hydro Thermal also announced the retirement of **Roger Weiland**, Chief Financial Officer (CFO) for 25 years, and the hiring of **Thomas Tellefson** as the company's new CFO. A graduate of Carroll University in Waukesha, WI, Tellefson formerly worked at the Brewer Company as Controller. Hydro-Thermal® helps process manufacturers maintain product quality by manufacturing direct steam injection heaters to heat liquids and process fluids reliably and to precise temperatures for a multitude of applications in numerous industries. www.hydro-thermal.com

Welcome New Members

Duhig Stainless

Contact: Albert Marquez
5071 Telegraph Rd.
Los Angeles, CA 90022
Phone: 323-263-7161
Fax: 323-263-3891
albertmarquez@duhig.com
www.duhig.com

Winter Technologies LLC

Contact: Tom Winter
1464 Hoelzer Court
Pacific, MO 63069
Phone: 636-271-6400
Fax: 636-271-6401
winter@winter-technologies.com
www.winter-technologies.com

Burkert Fluid Control Systems

Contact: Greg Love
2915 Whitehall Park Dr. Ste. 650
Charlotte, NC 28273
Phone: 704-504-4440
Fax: 949-223-3198
Greg.love@burkert.com
www.burkert-usa.com

Varo A/S

Contact: Lars Oebro
22020 Royal Timbers Drive
Kingwood, TX 77339
Phone: 281-777-5115
lao@varo.dk
www.vpe.dk

the david bryant company, inc.

Contact: David Bryant
5520 Truman Mountain Rd. Ste 200
Gainesville, GA 30506
Phone: 770-597-4984
David.bryant@FoodRecruiting.com
www.FoodRecruiting.com

Quality Tank Solutions

Contact: Chad Sprinkman
W299 N 1831 Wind Ridge Ct.
Pewaukee, WI 53072
Phone: 262-720-6313
chad@qts4u.com

Engineering Tools Atlanta Ltd.

Contact: Tom Pierce
87 Hickory Springs Industrial Dr.
Canton, GA 30115-7933
Phone (404) 631-6871
Fax (888) 701-3891
tom.pierce@engineertools.com
www.etatlanta.com

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Social Media Policy,

Continued from page 4...

the NLRB can limit employers control over the social media postings of employees. In its opinion, the NLRB offered a suggested policy, which looks like a plain vanilla ice cream cone. Given the contents of their opinion and suggested policy, here is a policy that looks like it might get a “thumbs up.”

To download a sample social media policy, visit the FISA Virtual HR Department.

Member News & View,

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Tetra Pak Inc.

Tetra Pak Inc. announces **Felipe Rico** has accepted the role of Product Manager, Flow Equipment for Tetra Pak Inc, based in Vernon Hills, Illinois. Felipe has been with Tetra Pak for over 15 years working in a technical sales role. His experience with the Alfa Laval pump and valve product lines will have an immediate impact supporting activities with customers and distributors in the market. www.tetrapakprocessing.com

Reminder of Board Policies

A non-member may attend only one FISA Conference as a guest. All members attending Annual Conference must have dues paid for 2012-2013. Payment is due by July 1, 2012. You can renew your membership online at www.fisanet.org by clicking on the button at the top of the home page.

Conference Checklist

- Reserve your room at the Monterey Plaza Hotel & Spa. Call 800-334-3999 and request a room in the FISA block of rooms.
- Send your conference registration form and payment to FISA. You may either fax the form to FISA at (336) 691-1839 or email it to stella@fisanet.org.
- Become a member of the FISA YES team and be a sponsor for the 2012 Annual Conference. Support FISA and be listed with more than 40 FISA companies who are regular sponsors.

For more information about Monterey, the hotel, and the Conference agenda, visit www.fisanet.org and click on the Meetings tab.

Mark Your Calendar

July 1, 2012

Renew Membership

■
September 15-18, 2012

FISA Annual Conference
Monterey Plaza Hotel & Spa
Monterey, CA
www.montereyplazahotel.com

■
November 1, 2012

UID Scholarship Applications Due

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

1207 Sunset Drive
Greensboro, NC 27408