

## JOEL SCIPIO AWARDED UID SCHOLARSHIP

FISA is pleased to announce Joel Scipio, a Sales Manager with FCX Performance in Columbus, Ohio, has been awarded a scholarship 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 10-13, 2019 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 in 2017, nine FISA members attended.

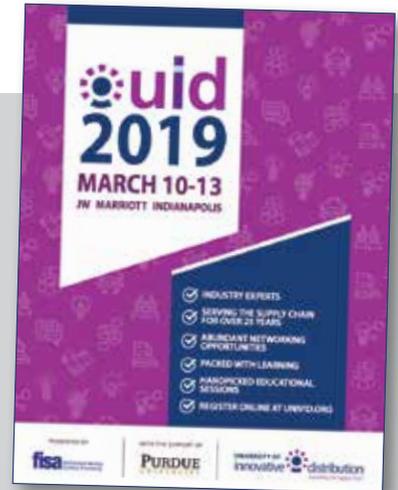
In his application for the scholarship, Joel said, "The ability to learn from industry experts, professors and other influential minds while networking with my peers



Joel Scipio, winner of this year's UID Scholarship

is an opportunity that is second to none. With the over 40 courses that are available, I know that I will be able to bring back information that will help both my team and business directly. Self-improvement is something that I actively pursue, and I am constantly looking for new tips and techniques. I currently manage a team of eight sales professionals and their success in their career with FCX Performance is

a direct reflection on the leadership that I provide. As a part of this responsibility, it is my duty to make sure that I am current on all of the best practices within the supply chain and distribution market space. Marketing, leadership, branch management and warehouse operations are only some of the courses that I look forward to taking at UID in 2019."



### Register Now for UID and Get the Early Bird Discount

The UID registration fee for **FISA members is \$1,095** if you register before **January 9<sup>th</sup>**. After January 9<sup>th</sup> the fee is \$1,295.

Reserve your room for UID:  
JW Marriott Indianapolis Hotel  
10 S. West Street  
Indianapolis, Indiana 46204  
317-860-5800 • www.jwindy.com  
\$192.00 nightly rate + taxes & fees

## LEARN HOW TO COMMUNICATE EFFECTIVELY

Ryan Avery was a popular speaker at the 2018 FISA Annual Conference. In addition to giving attendees many tips on how to communicate more effectively, Ryan also had a list of words to avoid.

Ryan said, "A couple months ago I reminded you to stop using the word "JUST" and now I am adding to that... stop saying "**ONLY!**"

Delete **ONLY** from your email communications, delete it from your conversations and have your teams stop using the word **ONLY**.

**ONLY** minimizes what we do as leaders and sends a subliminal message to those we are speaking to that we are not confident in what we do, offer or sell.

Remember...*confidence creates competence!*

[www.ryanaverytoday.com](http://www.ryanaverytoday.com)

What sounds more confident:

- We only serve the metro area. *We serve the metro area.*
- We only have 50 employees. *We have 50 employees.*
- It's the only one of its kind. *It is one of a kind!*

Words are free but they can cost us a lot! Go From A to THE!



**Distributors Serving Sanitary Processing**

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

**2018 – 2019 FISA Board of Directors**

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Stella L. Jones  
*Executive Director*  
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**FROM THE PRESIDENT**



Dear FISA Members,

As we head into December, many of us are dreaming about the much warmer climate we experienced in Dana Point just a short time ago. Snow in November

was not on my Thanksgiving menu! The survey results from Dana Point were very favorable about the speakers, activities and the significant value that networking provided during the event. In addition, there were many comments about takeaway actions as we all returned to our respective businesses.

Heading into the holiday season, we take extra care in spending time with family and friends, being thankful for our businesses, team members, customers, suppliers and industry friends that make our careers fun and rewarding. Let's not forget it is December, which usually means end of quarter and end of fiscal year, thus a feverish pace to ship everything not bolted to the floor!

In February, the Board of Directors will meet to discuss conference planning for 2019 in Lake Geneva. Ahead of the meeting in January expect to receive an email link with a survey that seeks specific input from you about the key topics of interest in improving your busi-

nesses. These surveys are reviewed in great detail and used in the creation of the content for next year's conference. In addition, if there are specific topics and areas where you believe the conference and/or organization could be improved, we encourage you to reach out to any board member or Stella to discuss.

As the distribution climate continues to evolve, I am thankful for what the FISA organization has brought to the industry; many have seen significant growth from the relationships fostered as a part of this association. As we continue to evolve, I want to encourage each member to be thinking about others in your organization who could benefit from attending FISA. Each of us was a first-timer at some point and think about the impact that FISA has delivered to keep us coming back. Who else can you pass that spark to for further engagement, professional development and incredible camaraderie in a very competitive business climate?

Lisa and I would like to wish you a Merry Christmas and a very prosperous New Year!

Warm Regards,

Jason Ryan, FCX Performance

**CHECKING THE PULSE**

In the electronic survey sent to FISA members on December 6th, we had 41 responses for a 38% return. Below is a summary:

Now that we are nearing the end of 2018, how does your business compare to the same time last year?

- Profits are up ..... 70.73 %
- Profits are down ..... 9.76 %
- About the same size ..... 19.51 %

Including this year, which of these three years has been your best year?

- 2018 ..... 60.98%
- 2017 ..... 17.07%
- 2016 ..... 21.95%

What effect have the tariffs had on your business?

- Positive effect ..... 4.88%
- Negative effect ..... 46.34%
- No effect ..... 48.78%

What single economic change would have the most positive effect on your business?

- Elimination of tariffs ..... 9
- Lower taxes ..... 7
- Stop raising interest rates ..... 6
- Continued expansion of U.S. economy ..... 3
- Increase in dairy prices ..... 1
- Steel prices decreasing ..... 1
- Internet leads ..... 1
- More potential employees ..... 1
- Consistency in government policy on trade ..... 1
- Supply management & cost of raw materials ... 1

# MEMBER NEWS & VIEWS

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

## Tel-Tru



Effective October 1, 2018, **Brian Watson** was promoted to Logistics Supervisor for the Germanow-Simon Companies which includes Tel-Tru Manufacturing Company. Brian has been with Tel-Tru for 13+ years specializing in inventory, shipping, receiving, and transportation logistics. In this newly created Central Services position, the shipping and receiving personnel from both Tel-Tru and GS Plastic Optics will report directly to Brian. He will continue to support inventory control activities and related continuous improvement initiatives for both companies in manufacturing and delivery of precision bimetal thermometers from Rochester, NY USA.

## Saint-Gobain



Saint-Gobain announces that **Alexandra Doyle** has been hired as an Associate Sales Engineer for the Saint-Gobain Somerset site in New Jersey that manufactures Versilon™ hoses and fittings. Her responsibilities include creating product drawings, technical assistance to customers and other product and customer related duties. She

## How to Submit News

The Distributor News is published quarterly and the deadline for the next issue is March 1, 2019. 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](mailto:stella@fisanet.org)

has a degree in mechanical engineering from Stevens Institute of Technology and experience in safety testing, product design, validation and process development.

## Centro



Photo taken at the Aventics headquarters in Lexington, KY. (L-R) **Jerry Walling**, division sales manager, Automation & Robotics Centro Inc.; **Sean Walters**, regional vice president, Asco/Numatics/Aventics; **Mike Gallagher**, president, Centro Inc.; **John Andreuccetti**, business development manager, Automation & Robotics Division; **Ryan Vitti**, Regional Director, Asco/Numatics/Aventics; **Jimmy Don Price**, District Manager, Asco/Numatics/Aventics

Centro has been appointed by Aventics as a distributor for the entire Centro trading area including: Kentucky, Tennessee, Alabama, the Panhandle of Florida, Mississippi, Northern Louisiana and Arkansas. AVENTICS is one of the world's leading manufacturers of pneumatic components, systems, and customer-specific applications. The pneumatic engineering company provides products and services for industrial automation, while additionally focusing on the sectors of commercial vehicles, food and beverage, railway technology, life sciences, energy, and marine technology. By integrating electronics, the use of innovative materials and prioritizing trends such as machine safety and the Internet of Things, AVENTICS is a pioneer in applied and environmentally-friendly solutions.

## Newman Gasket



Newman is excited to announce that **David W. J. Newman** has been elected President of Newman Sanitary Gasket Company and Newman Diaphragms LLC. David has worked for Newman since he was 14 years old.

Over the years he has worked very closely with his father and mentor, **David W. M. Newman**, founder of Newman Sanitary Gasket Company. He holds a Bachelor of Science degree in Operations Management and Management Information Systems from



the University of Dayton. Newman also welcomes **Cor Groeneweg** in the position of Director of Business Development. Cor holds a Master's Degree in International Management from the European University and will lead both domestic and international sales. Cor has gained his long-time experience in various industries as well as a faculty member at the University of Dayton. Newman Sanitary Gasket Company is a leading manufacturer of high quality gaskets, "O"-rings and custom molded parts for the Food & Beverage, Dairy and Pharmaceutical Processing Industries. Newman Diaphragms™ features New-Flo™ diaphragms for ITT®, GEMÜ™ & Saunders® valves.

## Top Line Process Equipment



Top Line Process Equipment Company is pleased to announce that **John Sarnese** has joined the company as the Sales Manager. He comes to Top Line with a bachelor's degree in Business Administration and more than 25 years of sales management success. He will be leading the sales team and supporting key accounts. Top Line also welcomed **Sedrick Page** as the Regional Sales Manager for the Midwest territory reporting to John Sarnese. He will work closely with distributors and large OEMs representing the entire product line. Sedrick joins the team with 18 years of sales experience. Top Line is one of the leading suppliers to the food,



Continued on page 4...

## NEWS & VIEWS...Continued from page 4

dairy, beverage, pharmaceutical and biotech industries worldwide. Please welcome John and Sedrick to our industry.

### Baumer Ltd.

**Greg Saganich** of Baumer Ltd invites all FISA members who are attending IDFA 2019-Orlando to stop in at the Baumer Hospitality Room on January 22 on the lower level. He says, "Yes...there is a cheesy raffle drawing!"

### NewAge Industries

Tubing manufacturer NewAge Industries donated another six laptop computers to the Caramanico School in Ratanakiri, Cambodia. The school, located in a remote area of northeast Cambodia, was built in 2006 and serves students through grade twelve. This recent donation, NewAge's third, brings the total number of donated laptops to 16. "We're honored to contribute to the school," said **Ken Baker**, CEO. "It's great to give this equipment a second life and help students learn. The children in this rural area of Cambodia have such an opportunity at the Caramanico School—one



*NewAge Industries donated 6 laptops*

student recently won a math award in a country-wide competition. We're pleased to be a small part of the school's and the students' successes." The six laptops were donated complete with docking stations and operating systems. They will be powered by the school's solar panels that NewAge helped fund several years ago. NewAge is solar powered itself and produces 1MW of electricity annually from its rooftop array.

NewAge Industries' connection to Cambodia lies in its employees, 20% of whom are originally from the country. The company's first Cambodian employee, Nang Chhoeung, started over 20 years ago as a tubing extrusion operator.

## Mark Your Calendar

**JANUARY 9, 2019**

Deadline for  
Early Bird Discount at UID

**MARCH 10–13, 2019**

UID  
Indianapolis, IN

**JULY 1, 2019**

Renew FISA Membership

**SEPTEMBER 14–17, 2018**

FISA Annual Conference  
Grand Geneva Resort & Spa  
Lake Geneva, WI  
[www.GrandGeneva.com](http://www.GrandGeneva.com)

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

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

**Distributor News**

Distributors Serving  
Sanitary Processing  
**fisa**

1207 Sunset Drive  
Greensboro, NC 27408