

## JOHN SHERRILL RECOGNIZED FOR HIS LEADERSHIP

Ever wonder what a difference making a “C” your freshman year in college could have on your future career path? For John Sherrill, Chairman of the Board of M.G. Newell Corporation, that “C” made a difference. John says, “I went to NC State University planning to major in architecture. When I made that “C” in a drawing class. I was told I’d never make it through their architecture school.” Had he stayed with architecture, we would not be writing about one of the leaders in this industry.



John Sherrill

### Successfully Led Two Associations

John has distinguished himself as the only person to be president of both the Board of Directors of FISA and IAFIS, which was the predecessor association of FPSA. John entered the hygienic processing industry when he purchased M.G. Newell in Greensboro, NC in 1984. He says laughing, “I didn’t know a thing about this industry when Sally and I bought the company. We talked to financial advisors, bankers and lawyers looking for a business to purchase and M.G. Newell was for sale. We knew the company had been started in 1885 and was profitable. Two long time employees, Tom Johnson and Jack Fleming, joined Sally and me in purchasing the company from the Newell’s. Their experience and expertise made a big difference. When we bought the company, there were 12 employees and the primary business was dairy.” With new ownership for the company came new leadership.

John’s managerial skills and former business experience served him well as he grew M.G. Newell. After graduating from NC State, he served as an officer with the Army. The wall was built in Berlin when John went on

active duty, and he got sent to Germany for two years. After his discharge, he spent two years at Harvard Business School and earned an MBA. He had successful management experience in the textile and chemical industries before deciding he wanted to own his own company. A major change John made for M.G. Newell was moving from repre-

senting Tri-Clover to Waukesha in the mid 1990s. That change enabled the company to expand more into the food industry. He then led the company into pharmaceuticals. The company was growing and John and Sally actively participated in industry associations. John was president of the FISA Board of Directors from 1993-1995 and also served as president of the IAFIS Board of Directors from 1997-1999.

### Served As Great Mentor

David Brink, who is Vice President and Manager of the Louisville Division of M.G. Newell, joined the company in 1994. David said, “John is a great mentor. John always says to do what is right and treat everyone fairly. This is the culture he instilled in the company. He would give his opinion and if it differed from mine, he would allow me to choose. The few times I did not take his recommendation, I later wished I had. He never said ‘you should have listened’ or ‘I told you so.’ He always wanted me to grow. After a hard situation or negative outcome, John would remind me, ‘the sun will rise again tomorrow.’ John and Sally were instrumental in getting Julie and me involved in FISA. They were wonderful about introducing us to anyone we did not know, and Sally has been such an asset encouraging wives to get involved in FISA.”

*continued on page 2...*

## CHECKING THE PULSE

	DISTRIBU- TORS	MANUFAC- TURERS
<b>Q. Now that we are nearing the end of 2020, how does your business compare with 2019?</b>		
Profits are up	42.86%	21.43%
Profits are down	28.57%	35.71%
Profits are the same	28.57%	42.86%

**Q. If your profits have changed, indicate by what percentage profits have gone either up or down?**

### DISTRIBUTORS

- Up by 15%
- 9%
- +15%
- 8
- 5%
- 16% down
- 15%
- 5%
- 2%
- 40%
- -5%
- Down 20%
- Profits are the same
- 8% increase
- 10%
- 20% up

### MANUFACTURERS

- We are pretty flat for the year. We have decreased sales but have also naturally had have balanced our budget
- 5%
- Down 10 -15%
- Down 15%
- 10%
- Approximately 5% down
- Around 20-30% with out getting too deep into it
- 20% down
- Small improvement
- Slightly above 2019
- +30%
- up 11%
- Down 20% including benefit of temporary salary cuts and furloughs
- Profits are down, don’t know exact percentage
- Slightly ahead of last year
- Industrial market volume dropped due to COVID while our Sanitary market volume held strong
- No change
- Down 10-15%

*continued on page 5...*



*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.*

**2019 – 2020  
FISA Board of Directors**

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**Gray Sherrill**  
*M.G. Newell Corporation*

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*Executive Director*  
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**FROM THE PRESIDENT**



For many of us, we can't wait for 2020 to be over. Somehow, the start of the new year brings hope of a return to a pre-COVID normal. If 2020 has taught us anything, it has been resiliency, flexibility, and gratefulness for many things that we often take for granted. Looking back on Thanksgiving and ahead to the year-end holidays, those days have more emphasis on the importance of being around the ones you love.

In business, we all have been forced to adapt in some way this year; but looking back, this resiliency will only make our businesses and team members stronger for the future. While businesses have had mixed impacts this year, many of our members have reported moderate to strong growth which helps to highlight how important our industry segment is even in an overall challenged market.

In the months ahead, there will be a lot of things that remain out of our control. Finding the areas where we can make an impact on our teams will help drive some sense of accomplishment amongst our teams. Taking the time to connect and reassure employees there is a brighter light ahead is important since sometimes we now feel it is taking extra work to

accomplish the same tasks.

Our industry, like many others, will continue to evolve and that evolution will most likely occur at a faster rate than over the past 10 years. The digital transformation and virtual meeting venues have catapulted just in the last year alone. In addition, we have seen several acquisitions of our members. While some companies are focused on consolidation, others are expanding their offerings. While we don't have a crystal ball, I am confident that our membership will continue to play an integral part in the evolution and growth of our industry.

Heading into the new year, the Board will continue planning the 2021 Annual Conference in Arizona with all intent of moving ahead. Look for a survey that will be coming out in January because we need your feedback. This survey will help us modify our planning from last winter since so much has changed. Like many other groups, the Board of Directors will be holding a series of virtual sessions.

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

Warm Regards,

Jason Ryan,  
FCX Performance

**John Sherrill, continued from page 1**

Jack Luechtefeld, former President of DSI, said, "John and I served on a number of boards together and had a long tenure for FISA during the 1990's and later on the IAFIS Foundation Board. Our time as Officers and Board Members for FISA was during a critical period for the organization; a time during which we tried to reinvent FISA by bringing more relevancy and value to our member offerings. John's calm, thoughtful and insightful management style was a great asset in what the FISA leadership team attempted to do at that time. Our time together during those days also spawned a friendship, with both John and Sally, that has continued to this day. Linda and I consider the Sherrill's some of our closest friends. We know and love their family and look forward to post-Covid days when we can visit with John and Sally again."

In addition to John having leadership roles in industry associations, he also has successfully transitioned leadership of M.G. Newell to his two sons, Michael and Gray. He advised both sons to have the experience of working for different companies before joining M.G. Newell and both sons did that. Michael joined Newell in 1998 and Gray came onboard in 2002. In the News & Views section of this newsletter, you can read about the most recent management transitions for Michael and Gray. Currently, Gray is serving on the FISA Board of Directors, and Michael is a past Board member so the commitment to FISA continues. And when John was asked about his advice in having a succession plan for his sons, he smiled and said, "Just get out of the way."

# NAVIGATING INTO THE FUTURE

As 2020 draws to a close and goes in the history books, we each have different adjectives we'd use in describing this year. While the words differ, the one common word you hear is family. During this "Great Pause," each of us has recognized and reevaluated the meaning of family. Some of you sadly have lost a loved one; many of you have missed spending time with older family members; all of us have recognized the importance of being part of a family.

Your membership in FISA makes you part of an association whose members have been essential in meeting the challenges of this pandemic. You are essential, and we have missed being together in person this year for the Annual Conference. In recent memory, the only other time the Conference was canceled was in 2001 after 9/11 when we were supposed to meet the next week. Even with the shock of that day, our country rebounded and within two months, we were flying again and attending a November



Stella Jones, FISA Executive Director, and her "assistant" Charlie Jones

trade show in Chicago. This time recovery is different. The effects are ongoing.

As we reboot for 2021, we need your ideas and your support. This year, we've added ways of staying in touch. We've created short e-Newsletters with member news, and we have added a FISA Facebook page for photos. We hosted a virtual meeting for new members with the FISA Board of Directors. While we are looking to the future,

we also want to celebrate the people who have made FISA what it is today.

In this issue, you will read an article about John Sherrill, Chairman of the Board of M.G. Newell Corp., who distinguished himself as being president of both FISA, the Distributor Association, as well as IAFIS, which was the larger association for all suppliers in the food industry. IAFIS was the predecessor of FPSA. In future issues of this newsletter, we will feature other people whose families have built this Association.

I'm excited about what the future holds as we navigate through the turbulence and steer a course of providing value for the FISA family. My "assistant," Charlie, joins me in wishing each of you a wonderful holiday rich with the blessings of family.



**MERRY CHRISTMAS** and a **HAPPY NEW YEAR!**

## SALARY PLANNING FOR 2021 REPORT IS AVAILABLE



Nancye Combs

Nancye Combs, AEP-SPHR, is an authority on Human Resources and Organizational Development. She is President and CEO of HR Enterprise, Inc. and has spoken at FISA Annual

Conferences. As a membership benefit, each FISA member company has access to a 30-minute complimentary consultation with Nancye.

In the Members Only section of the FISA website, Nancye has posted many valuable documents including a sample employee handbook which can be downloaded. Most recently, she posted "Salary Planning for 2021 – Forecasting & Budget Planning.

Nancye says, "This report is one month later than usual because there has never been a more confusing time to attempt to forecast and plan employee compensation and the most reliable research sources have been slow to make predictions for 2021. We depend on certain research sources that are the pillars of reliability. One year ago, we had a 3.1% unemployment rate and struggled to find people. The economy was strong. We now have an unemployment rate of 7.9% and yet we are struggling to find people in some industries and geographic areas. The Pandemic has affected companies differently as it swept across North America, based on where they are located, what industry they are in and how much economic assistance has been available. Some businesses are booming

(food processors) but anyone associated with hospitality, lodging and travel is struggling to survive."

"For the first time in twelve years, salary increase budgets will decline in 2021. For nine straight years there was no dramatic shift, but that has changed. WorldatWork reported "The last time the survey saw a decline in salary budget increases was during the Great Recession of 2008-09." The projected increase for 2020 was 3.3%, but it appears the actual was 2.9%."

*To read the rest of the Salary Planning Report, go to the Member's Only section at [www.fisanet.org](http://www.fisanet.org) If you have forgotten your password to access the Member's Only section of the FISA website, contact [stella@fisanet.org](mailto:stella@fisanet.org).*

# MEET AND CONNECT WITH FISA MEMBERS

We randomly draw names of members to share interests and promote networking.

## SURVEY QUESTIONS

1. What's your current title?
2. How many years have you been with this company?
3. Where were you born/raised?
4. Which do you prefer, mountains or beach?
5. What is your hobby?
6. Where is your favorite place to be?
7. With the impact of COVID, what has changed for you personally?
8. What one word would you choose to describe yourself?

### Meet Mike Lovelace – Steel & O'Brien

1. Sales Manager
2. Nine years
3. Buffalo NY (GO BILLS)
4. Beach
5. Boating
6. On the boat with my family
7. My wife Amy is in healthcare so she contracted Covid back in April. She's all recovered now but it was a scary time.
8. Happy-go-lucky



### Meet Andrew Wood – Wangen America, Inc.

1. General Manager
2. Two years
3. I was born in England just outside of Manchester. Our family moved to the US in 1983 and set roots on the north side of Chicago. We received our green cards in 1990 and our citizenship in 2000
4. Much prefer the mountains.
5. I enjoy playing golf, watching my kids play sports, and hanging out with friends
6. I enjoy traveling, and have been for many years for work, but I also really enjoy spending time with family at home
7. We have noticed a slower pace to life, since there are not that many after school activities, we have been able to spend more time together. I do miss the



interaction with clients and friends, but I know that we will get back to “normal” soon enough.

8. Resourceful

### Meet Ron Eiseman – Twinco, Inc.

1. Operations Manager and also Corp. Treasurer and Secretary
2. I started here in 1980, left for 2 years in the 90's and came back. But in reality, I never really left.
3. I was born in the city of Buffalo, and raised in Marilla, NY a small town about 20 miles outside the city.
4. Actually both. But we truly love taking cruises which gives us beach and scenery.
5. I love sports and camping.
6. Rollins Pond, which is a campground in the Adirondack region of New York.
7. Mostly being able to be social as much as I would like. We are able to work, and such. But just being able to do what we want, when we want, and with whom we want is the issue for me.
8. Boy that's hard, but I would say Social.



### Meet Greg Sturicz – United Industries, Inc.

1. President
2. 15 years
3. Kenosha, WI
4. Although I have grown up close to the “central coast,” I prefer the heights of the mountains to the beach.
5. Photography
6. Anywhere with my wife and family. I especially enjoy being with my 3 grandchildren.
7. The pandemic has resulted in many inconveniences and changes to my routine, but it has also given me time to rediscover the things that are most important in my life. Number one is time with my family. Prior to COVID, I spent much time traveling, and that is important. But we've been able to successfully manage business activities without traveling as much. This has allowed me to have more time with my family and more time in reflection and prayer. This has been very rewarding to me.



8. I think there are several words that can describe me, I chose Honest as perhaps the best one. This characteristic is one of my fundamental guiding principles upon which so many others rest.

### Meet Eric Zwirner – Zwirner Equipment Co.

1. CEO
2. Seven years
3. Born in Grand Rapids, MI, raised in Pittsburgh, PA, and Columbus, OH
4. Beach
5. Raising and training German Shepherds
6. Somewhere on the water
7. More family time, making business more challenging, learning to get it done without people here. Being thankful for my and my family's health
8. Driven to do my best.



### Meet Dan Eldon – Oliver M. Dean, Inc.

1. President
2. Five years
3. Connecticut
4. Beach
5. Golfing
6. Too many destinations to decide!
7. Motivating our team to operate efficiently in a remote environment.
8. Agile



### Meet Brian Hoskins – BHP Pump and Equipment

1. President
2. 25 years
3. Pittsburgh, PA.
4. Beach
5. Golf, Fishing, LSU Football and Pittsburgh Steeler season ticket holder – lots of football games
6. Tiger Stadium, Baton Rouge, LA. on any fall Saturday night.
7. Everything socially. I have been able to work and stay safe but weekly social activities with friends and family have become almost nonexistent with restaurant closings, social gathering limitations, etc. Even personal customer relations such as lunch and golf have all been put mostly on hold because of Covid.
8. Intense



	DISTRIBUTORS	MANUFACTURERS
<b>Q. Do you see working remotely becoming the new normal?</b>		
Yes	33.33%	28.57%
No	42.86%	46.43%
Don't Know	23.81%	25.00%

	DISTRIBUTORS	MANUFACTURERS
<b>Q. Have you had to furlough or lay off employees because of the pandemic?</b>		
Yes	28.57%	21.43%
No	71.43%	78.57%
Don't Know	0.00%	0.00%

	DISTRIBUTORS	MANUFACTURERS
<b>Q. For what period of time do you have travel restrictions in place?</b>		
No Restrictions	47.62%	17.86%
Through end 2020	33.33%	50.00%
Through June, 2021	19.05%	28.57%
Throughout 2021	0.00%	3.57%

	DISTRIBUTORS	MANUFACTURERS
<b>Q. Do you believe the COVID-19 situation has permanently changed the way your salespeople connect with end users?</b>		
Yes	57.14%	60.71%
No	23.81%	28.57%
Don't Know	19.05%	10.71%

**Q. What has been the biggest learning moment from the pandemic?**

**DISTRIBUTORS**

- Getting people on the same page and learning that may be impossible.
- We strive to treat our customers like family in this time of a pandemic; our repeat business has soared :)
- Staff require advanced communication system and training
- That honest communication between vendors and customers and having the correct programs to track and monitor inventory and stay in touch with customers and vendors is even more critical during these times. Customers are under even more pressure to produce and a lot of the time, it is with a reduced or remote staff and having the correct answers is critical.
- For me personally, the utter importance of having solid, compassionate leadership and a solid HR department. We're lucky to have both, which has made "the new normal" easier in which to function. In addition, we've seen an increase in opportunities to acquire really solid new talent in our workforce.
- Relationships matter
- That we can survive most anything.

- Learning how to stay in touch with buying customers
- Video conferencing as an internal communications tool and as a sales tool with customers
- Resiliency of people when thrown curve ball after curve ball as we navigate the pandemic.
- Human interaction has been altered as we knew it.
- Our personal influence on buyers is critical to keeping them. Parts business will suffer greatly without a valid website, and service is a must moving forward.
- Being unprepared to sell remotely versus in person
- Honestly, I've been very happy with our employees' response. Even when given the chance to temporarily collect government money without actually working, nearly all our crew chose to keep working.
- How to operate remotely
- When everything shut down in March and we could not physically see customers, it was apparent that we needed to quickly learn how to sell products and services virtually.
- Every job is essential.
- Learning how to explain things more clearly so that the one receiving the info understands
- We are not yet through learning about how to interact with customers
- Learning patience with employees, vendors and customers.

**MANUFACTURERS**

- As much as the world may change, it keeps on spinning.
- Governments are eager to attempt to control situations like this new pandemic, whereas in the past they did not. This is a terrible trend to allow state governments to wreck peoples' lives and jobs.
- To use all the tools available to us, i.e., social media, communication, etc.
- Change is a certainty and I am no longer certain what is "normal"
- Simply communicating with people and getting access to facilities to help solve their problems.
- That remote work is possible.
- Moment – complying with state regulations, partial shutdown requirements and keep the business open as much as possible.

- Understanding how to interact with clients and drive home sales.
- We have learned to use technology for remote face to face meetings.
- Customer lack of ability to adapt to remote work situations.
- How stupid the political scene can be.
- We are more skilled with social media and remote working platforms.
- Adjusting to how customer behavior in each region being different.
- Found virtual communication to be a plus. Hope it means less travel in the future.
- Plan ahead.
- Sometimes we can help a customer or distributor virtually.
- How fast we can adapt when forced to.
- We need to improve our computer skills and Social Media presence. Cold calls were almost non-existent before, but now they're gone forever.
- The reality it can shut down your business with an outbreak.
- How poorly the country was prepared to deal with something like this situation.
- We can open a wider net to attract people that don't live in our local area.
- Yet to be determined. Will know more when the vaccine is available.
- We can take some meeting remotely with no negative impact, but not all types.
- Expect the unexpected.
- Tough situations bring out the best and the worst in people. Successful people find ways to win

**Q. In 2021, in which market segments do you anticipate growth?**

**DISTRIBUTORS**

Food	23.81%
Dairy	4.76%
Beverage	14.29%
Pharmaceutical	42.86%
Personal Care	9.52%
Other	4.76%

**MANUFACTURERS**

Food	48.15%
Dairy	3.70%
Beverage	14.81%
Pharmaceutical	18.52%
Personal care	3.70%
Other	11.11%

# Year End Planning for FISA Members

By Tracy Lustyan



## About Tracy Lustyan

*Tracy Lustyan spoke at the 2019 FISA Conference. She is a Managing Director based in alliantgroup's Chicago office, focusing on clients in the Midwest, primarily Illinois, Missouri, Minnesota, and Iowa. Tracy offers a vast knowledge of government-sponsored programs, with concentrated expertise in the business application of the R&D Tax Credit, IC-DISC, energy credits, and tax controversy services. With over 20 years of experience in the staffing industry, Tracy is passionate about the importance of spreading the word about government-sponsored tax incentives and the role they play in keeping jobs in the U.S.*

This year has really highlighted just how critical FISA members are to the food industry as a whole. Food and beverage sanitation is at the forefront of the public's minds now more than ever. As the year winds down, it's important that FISA members start planning for next year as soon as possible. It's hard to say what next year will have in store and there's widespread uncertainty about what a new administration may bring.

There are things that you and your business can take advantage now that can set you up for a more successful 2021. Here are some considerations we would recommend you discuss with your CPA.

## Will the Next COVID-19 Relief Bill Help FISA Members?

As of this writing it does not look like another relief bill will be passed this year. The democrats and republicans are still trillions of dollars apart on what the next bill should even cost. If your business is looking to find additional funds and capital to start 2021 strong, waiting for congress to agree on something may not be the best course of action.

A new package may not arrive until after January, which could make for a very chaotic tax season. Between now and the end of the year, the best course of action will be to ensure federal programs that are still available or are permanent fixtures have been claimed.

## Claim All Available Federal Credits and Incentives

The food industry has a great option to receive money back from the government. Section 41, is the biggest federal tax incentive available to FISA members and it is permanent. Companies can claim it every year and it puts a significant amount of money back into business owners' pockets.

FISA members can qualify based on the everyday activities they are doing to design, engineer, integrate, fabricate and customize process control systems and equipment. The labor and material costs of performing these activities is what drives the size and value of the credit.

As an example, a food processing and manufacturing company that developed an improved production process to eliminate specific bacteria and meet FDA requirements was able to claim \$415,000 in credits. Between now and the end of the year is the optimal time to start the process of claiming Section 41.

## Current Losses Can Be Turned into Quick Refunds

For businesses that took losses this year, the CARES Act allows businesses to use those losses against past income for the past five years. In fact, Net Operating Losses (NOLs) that arose in 2018, 2019 and 2020 can be carried back five years for refunds on prior returns. You should discuss with your CPA about accelerating deductions into a loss year to potentially claim larger refunds. Be aware, however, that nonautomatic accounting method changes you want to be effective for 2020 must be filed by the end of the year. Also tentative refund claims must be filed by year end for the 2019 calendar year.

Disaster losses can also be claimed on a prior year's tax returns for refunds as well. The Trump administration declared all 50 states as disaster areas due to COVID-19, which means FISA members that suffered losses due to having to close their offices or plants can potentially claim those losses on an amended 2019 return for a quick refund.

## Immediately Deduct the Cost of Certain Business Investments

The CARES Act fixed some technical issues around bonus depreciation, which allows businesses to immediately deduct the full cost of several categories of business investments. A category was also added, qualified improvement property (QIP), which applies to almost any improvement to the interior of a nonresidential building or plant. Qualified improvements is pretty broad but does not include things attributable to the enlargement of the building, elevators or escalators or the internal structural framework of the building.

The change is also retroactive to Jan. 1, 2018, so you can fully deduct qualified improvements to that date for quick refunds.

## Reach Out to Experts as Soon as Possible

As mentioned above, a new relief package could make for a very hectic tax season next year. That's why now is the best time to reach out to outside specialists to help navigate nuanced tax matters. For instance, Section 41 can require consultants that have food industry and engineering backgrounds to fully maximize the value of the credit. If you have questions on Section 41 or other powerful federal incentives, reach out to alliantgroup at [tracy.a.lustyan@alliantgroup.com](mailto:tracy.a.lustyan@alliantgroup.com) or call 855-763-5370.

# 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, 2021. 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@fisamet.org*

## Statco-DSI Process Systems

ProMach, a worldwide leader in packaging machinery solutions, announced recently that it has acquired Statco-DSI Process Systems, a leading provider of integrated sanitary processing systems and engineering services for the food, dairy, and beverage industries. The addition of Statco-DSI expands ProMach's systems and integration capabilities for food and beverage processing, enhancing ProMach's capacity to provide complete turnkey systems along any part of the production line. Founded in 1982 and headquartered in Huntington Beach, California, Statco-DSI is recognized as one of the largest process equipment distributors and systems integrators for the sanitary processing market in North America. Statco-DSI provides an extensive portfolio of equipment, systems, and services to provide start-to-finish support for projects in the food, dairy, beverage, brewing, cosmetics, personal care, and biopharmaceutical markets. Statco-DSI brings local support to customers with ten offices across the United States providing engineering, system design, project management, sales, installation, training, spare parts, and service to their diverse customer base. "Our acquisition of Statco-DSI significantly expands our capacity to partner with our North American customer base in a very meaningful way," said **Mark Anderson**, ProMach President and CEO. "Statco-DSI brings ProMach further upstream on the production line into the processing technology side of the business, giving us the ability to help customers from processing to packaging increase their efficiencies, streamline their operations, and continue bringing essential products to the marketplace. Statco-DSI joins ProMach's Systems & Integration business line along with existing ProMach product brands Zarpac and ZPI." **David Statham**, CEO of Statco-DSI, along with **Eric Perkins**, President of Statco-DSI, will join ProMach along with the entire Statco-DSI team of over 185 employees. "Since Jim Statham founded Statco nearly four decades ago, we've made our mark with customers in the processing industry and we are excited to write the next chapter of our story as part of ProMach," said Eric Perkins. "Given our shared focus on the customer, ProMach felt like a natural home for us. And with ProMach's industry leading packaging expertise and geographic reach, along with the vast combined packaging and processing knowledge we each bring to the table, I am confident this will be a win-win for our customers and employees alike." David Statham said, "ProMach shares the same vision we do for how to grow and strengthen our relationships

in the marketplace and Eric and I are looking forward to continuing this amazing journey that my dad started so long ago." ProMach has grown over the past decade into a leading single-source provider of high-performance processing and packaging lines. Since 2010, sales revenues have more than quadrupled and ProMach has made the Inc. 5000 list of America's fastest growing private companies for seven consecutive years. ProMach continues to grow rapidly with a global customer base and operations in North America, South America, Europe, and Asia. ProMach is headquartered near Cincinnati, Ohio, with manufacturing facilities and offices throughout North America, Europe, South America, and Asia.

## Nelson-Jameson, Inc.



Mike Rindy

Nelson-Jameson is pleased to announce **Mike Rindy** as their organization's next president! Mike has worked in the dairy and food industry for more than 34 years. What started as a job in his cousin's cheese factory back in 1986, turned into a lifelong passion. Since then, Mike has served in various industry roles ranging from technical service to executive management, where he has experience leading diverse teams to achieve outstanding sales and operational results. Welcome to Nelson-Jameson, Mike!

## Anderson Dahlen

Anderson Dahlen is proud to become part of the Gray family, as it was acquired by Gray Inc. on September 3, 2020. Gray Inc. is a global leader in Food and Beverage facility solutions with nine operating companies including Gray Construction. This acquisition provides Gray new capabilities for stainless-steel manufacturing of key critical equipment for the Food and Beverage industry. It also expands Anderson Dahlen's resources to serve customers in the Food, Pharmaceutical, Industrial, and Vacuum Technology markets. The future is bright for Anderson Dahlen's customers and employees after 75 years of growth. Gray Inc. and its subsidiaries bring a significantly expanded customer base and pipeline of new projects that will keep ADI strong and growing. Gray's leadership includes family ownership, strong core values, and expansive partnerships in Food and Beverage and other industries. They build turnkey manufacturing plants and now add Anderson Dahlen's capability to deliver sophisticated processing equipment as well. The Gray family of companies includes Gray Construction, Gray Solutions,

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SPEC Engineering, and InLine Engineers. With the addition of Anderson Dahlen, Gray becomes a more formidable force in food processing, food packaging, equipment design, and automation. In total, Gray has 1,300 employees generating over \$1.5 billion in annual revenue. Anderson Dahlen will maintain its headquarters in Ramsey MN and continue operations under its current leadership. Anderson Dahlen is an ISO-9001:2005 certified company specializing in custom contract-manufacturing for the Food & Beverage, Pharmaceutical, and Industrial markets as well as ultra-high vacuum applications. **Tyler Cundiff** of Gray Inc. has been promoted to President, Gray Inc. Food & Beverage which will include Anderson Dahlen. He says "With the growing world population, Food & Beverage companies are forced to reinvent themselves to keep up with this tremendous demand. Our talented engineers and project managers dedicated to highly technical and specialty solutions are equipped to tackle our customers' challenges both today and tomorrow."

### M.G. Newell Corporation



Gray Sherrill

M.G. Newell is pleased to announce that **Gray Sherrill** has been promoted to President of M.G.

Newell, effective November 2nd. Gray brings over 18 years of extensive experi-

ence in sales, customer service, customer solutions and marketing to his new role. In addition to his current duties, the Division General Managers and Marketing and Business Development will report directly



Michael Sherrill

to Gray. Current President **Michael Sherrill** will assume the role of Chief Executive Officer. Michael has served as President of M.G. Newell since 2014.

Since joining M.G. Newell in 1998, Michael has served in several roles including Executive Vice-President and Chief Operating Officer.

### Applied Industrial Technologies

Applied Industrial Technologies (NYSE: AIT), Cleveland, Ohio, the company, who owns FCX Performance, announced it has acquired Advanced Control Solutions (ACS), a Marietta, Georgia-based provider of automation products, services and engineered solutions. "The addition of ACS extends

and enhances their automation offering by providing next generation automation solutions through emerging technologies and specialized engineering services," said **Neil Schrimsher**, president and CEO of Applied. "Their strong Southeast presence brings established customer relationships and supplier partnerships, plus an experienced team with valuable capabilities including state-of-the-art automation training and machine vision engineering expertise." In its investor presentation, Applied said the "recent ACS acquisition further expands automation platform and engineered solution strengths," and that the "M&A pipeline remains active." That pipeline is "focused on tuck-in automation and fluid power opportunities near term," the company said in the presentation, but Applied President and CEO Neil Schrimsher offered more details on the earnings call. Applied dubbed its acquisition pipeline as "active" and "aligned with long-term growth." Specifically, the company is now projecting \$100 million annually in sales from acquisitions, which is about 300 basis points of growth. As the company pursues acquisitions in fluid power, flow control and automation, it has also identified a few trends in the distribution M&A landscape, including:

- High industry fragmentation presents consolidation opportunity.
- Customers partnering with fewer, more capable providers.
- Greater operational requirements constraining smaller providers.
- Augment supplier reach/penetration within key verticals.

**Dave Manthey** of Baird called Applied an "active acquirer" based on the company's 24 deals and \$1 billion in acquired revenue since 2012 with about half coming from the 2018 acquisition of FCX Performance.

### Dixon Sanitary



Bruce Wolfe

Dixon Sanitary, located in Pewaukee, WI, has hired **Bruce Wolfe** as their new outside Northeast Regional Sales Manager. Bruce brings over 25 years of pipe, valve, pump, and fittings sales knowledge as well as other sanitary equipment and will be working closely with their distributor network to extend their presence in the sanitary market.

### Rubber Fab

Rubber Fab, a Garlock Hygienic Technologies company --a recognized supplier of high performance sanitary gaskets, hoses and fittings for hygienic process industries such as pharmaceutical, bio-processing and food & beverage --was acquired by Garlock in 2016. Since the acquisition, Garlock has been leveraging its well-established sales teams and regional facilities to expand the reach of Rubber Fab's range of products. We



Zachary Bensusan

are pleased to announce that **Zachary Bensusan** has joined the Rubber Fab Team. Zach has worked with Garlock for 12 years.

He has a background in engineering, sales, business development, product development and M&A. Zach holds a B.S. and M.S. in mechanical engineering and an MBA, all from Rochester Institute of Technology. Zach will be our Director of Product and Strategy.

In his new position Zach will help lead the Rubber Fab team in finding additional products for Rubber Fab to sell to their existing customers who understand the Rubber Fab value proposition as well as the value delivery system. He will also lead the areas of Product Development, Product Management and Supply Chain. We are excited to have Zach on our team we look forward to the new and exciting partnerships he makes to help grow the Rubber Fab business

### Williams-Carver Co.

The Williams-Carver Co., Inc is celebrating its 65th anniversary of its founding! Williams-Carver was established in 1955 to provide innovative solutions in the sanitary process, industrial (ammonia) refrigeration, dairy, brewery, pharmaceutical, and food & beverage industries. Over the past 65 years, Williams-Carver has continued to grow into a leading supplier of various process system solutions. Although, their operations have expanded, their underlying principles have remained constant. The Williams-Carver Co. looks forward to their next 65 years of continuing to help their employees, clients, and partners succeed.

### Krones Process Group North America

Processing, packaging and technology company Krones Inc. has launched Krones

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Process Group North America to provide a more cohesive offering to the beverage, dairy, and food industries in North America, Central America, and the Caribbean. The company said the launch is an evolutionary next step since the acquisition of Tampa, FL based Trans-Market, LLC in 2016, Rochester, NY based Javlyn Process Systems, LLC in 2017 and Waukesha, WI based W.M. Sprinkman Corp. in 2018. Combined the companies have more than 165 years of industry experience in design and implementation of turnkey process systems including engineering, automation, installation, distribution and lifecycle service.

### Fristam Pumps USA



Hannah Ihlenfeldt

Fristam Pumps USA is pleased to announce **Hannah Ihlenfeldt** has joined the company as a Bilingual Applications Engineer. Hannah comes to us with a Bachelor of Science degree in Engineering Physics from the University of Wisconsin - Platteville. She is bilingual in Spanish and has a background working in engineering prior to joining Fristam. In her new role, Hannah will provide technical support and customer assistance to Fristam's Latin American customers. 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.

### Tel-Tru Manufacturing Co.

Tel-Tru Manufacturing Co., a Rochester, NY based manufacturer, is pleased to announce the expansion of its Engineering team. **Andrew Downey** joined Tel-Tru in August as a Manufacturing Engineer. His college degree is a Bachelor's of Science in Electromechanical Engineering. His previous working experience includes: Medical Device Engineering, Accelerated Life Systems Testing, ASRS's, Aerospace Pressure Transducers, Military/Aerospace Lithium Batteries and Lean manufacturing. Andrew's primary focus will be on delivering a quality product while making process



Andrew Downey

improvements and driving lean manufacturing. His expertise is key to helping Tel-Tru meet customers' needs, drive corporate strategic goals and objectives, and lead the world in manufacturing and delivery of precision bimetal thermometers from Rochester, NY USA.

### Ace Sanitary

Flow Control Holdings, LLC, a premier provider of highly engineered flow components for market critical applications in the food, beverage and pharmaceutical industries, has announced the acquisition of Ace Sanitary, a provider of flexible hose products for sanitary and high-purity applications. "We are thrilled to be adding Ace Sanitary to our portfolio," said **Phil Pejovich**, CEO of Flow Control Holdings, LLC. "This acquisition continues to expand our offering, by now including sanitary and high-purity flexible hose products for food, beverage, and pharma. We are particularly excited about the addition of Ace's proprietary Seal-Rite™ and Flex-Rite™ product lines." Mark Hess, President of Ace Sanitary commented, "We specialize in understanding our customer's sanitary and high-purity processes and providing highly engineered solutions from reusable hoses and fittings to single use designs. Joining Flow Control Holdings will enable us to accelerate our new product offerings in food, beverage and pharmaceutical markets even further." Through innovation and technology, Ace Sanitary's patented design for hose assemblies sets it apart from other sanitary product manufacturers. Ace Sanitary recently expanded its manufacturing facility in Cincinnati, OH to support its further development of single use pharmaceutical products. "Ace Sanitary's differentiated product design, intellectual property, and reputation for outstanding customer service to the food, beverage, and pharmaceutical industries are a perfect match with our ambition of Bringing Flow to Life™," added Pejovich.

For any questions, please contact Todd Starr, Chief Growth Officer, at Flow Control Holdings (todd@flowcontrolholdings.com, 269-208-8318).

Flow Control Holdings (www.flowcontrolholdings.com) is a private-equity backed portfolio company investing in companies

### In Memoriam

It is with great sadness that VNE announces the passing of Frank "Chip" Manning. Chip passed away on September 10th,



2020 after a courageous battle with cancer. Chip joined VNE Corporation as the VP of Sales and Marketing in 2004 and stayed with them until his retirement in 2018. Chip is survived by his wife of 53 years, Judy, his daughter Debbie and her husband Will Marquat, son Michael and his wife Jessica, and his six granddaughters who meant the world to him – Abby, Maddie, Katie, Izzy, Emma, and Olivia. Chip will be deeply missed by all who knew him.

in the food, beverage, and pharmaceutical segments of the flow control industry.

The Edgewater Funds (www.edgewaterfunds.com) is a Chicago-based private equity firm with over \$2.8 billion of capital commitments raised since 2001. Through Edgewater Growth Capital Partners, The Edgewater Funds partners with management to help accelerate growth in their businesses.

JZ Partners, LLC (www.jzpartners.com), based in Chicago and New York, have invested in privately held businesses for nearly 40 years. The principals of JZ Partners have made more than 300 investments.

### Please Note Schedule Change

UID originally scheduled for March, 2021 is being rescheduled because of COVID.

Watch for more information about the revised program in 2021.