

FISA AWARDS TWO UID SCHOLARSHIPS

FISA is pleased to announce the two recipients of scholarships to the University of Innovative Distribution (UID). The UID program is a concentrated education program focused on the unique needs of the distribution industry and will be held March 5-8, 2017 at the J. W. Marriott in Indianapolis, Indiana. UID is sponsored by FISA and 42 other industrial distribution associations in cooperation with the Industrial Distribution Program of Purdue University.

FISA awarded the first scholarships in 2011 and since then, in addition to the two scholarship winners each year, 31 other FISA members have attended UID. In 2016, FISA had eight members in attendance. Any employee of a FISA member company is eligible to attend. To take advantage of the Early Bird Discount and a registration fee of \$1,095, your registration must be submitted by January 11, 2017. Be sure to mark that you are a FISA member on your registration form.

Both of the scholarship winners this year are from Nelson Jameson, Inc. **Ashley Heiman** is MRO Assistant Department Manager at Nelson- Jameson. In her application, Ashley says, "As a graduate of the University of Wisconsin Stevens Point with a Bachelor of Arts Degree in Family and Consumer Sciences, I would not have imagined a career in distribution. No matter the path we choose or the plans we make, life takes us in the direction we are meant to go in. Nine and a half years ago I accepted a position at Nelson Jameson, Inc., a leading supplier to the



Ashley Heiman



Jessica Goessl



Jessica Goessl is Product Manager Lab Instrumentation & Equipment at Nelson-Jameson. She writes in her application, "My passion and concern for food safety all started in my food microbiology class at the University of Wisconsin-La Crosse.

After this class, I never looked at food the same way. My passion for food safety took me to a position at Covance's Nutritional Chemistry Lab and eventually landed me my current position as the Assistant Lab Department Manager and Lab Instrumentation Product Manager at Nelson-Jameson Inc., a leading supplier to the food and dairy industry."

"My background in the sciences has given me a solid foundation to make me successful at Nelson-Jameson, but by expanding my industry knowledge at the University of Innovative Distribution Program, I will not only contribute more to my company, I will also be able to better assist my customers in the food industry. Bottom line, the better I can assist these customers, the better their quality assurance programs will be. Sound practices in distribution provide the base for programs that, across the board, increase the safety of the food that we all consume. I'm proud of the work Nelson-Jameson does and look forward to making a difference, having found myself a meaningful place in the food (safety) chain."

food and dairy industry. I knew then this was where I wanted to spend my career. I feel I bring a unique perspective to my position in distribution as I see first-hand the challenges that our customers face day in and day out. As a member of a family owned cheese manufacturing business in Wisconsin, we certainly have seen our share of challenging times and have leaned on innovative distributors for our needs. Being engaged in an industry whose only constant is change has been very challenging yet rewarding. I have grown as an individual and strive to make a difference for our customers by providing them with products, support and service that will allow them to better perform their jobs. I have learned a lot through hands on experience and opportunities brought forth by our company. Further educational opportunities such as the University of Innovative Distribution, will support my desire for further education in the world of distribution. I will use the information gained to be a more innovative and efficient product manager and positive female role model in the company and food industry."



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.

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FROM THE PRESIDENT



Dear FISA Members-

What a relief that November 10th arrived and we finally have a "President Elect". By that time, most of us didn't really focus on who the candidate was, but

that the election was over. Now we can get back to the business of manufacturing and distributing the products that drive our businesses and make Sanitary Products in North America the best in the world.

Yet, as the holiday season approaches and our commitments to family and community become paramount, all of us can reflect on this time and express thankfulness to our business friends, customers, employees, and suppliers as we look forward to future opportunities in this new business environment.

As we have in the past, we have two terrific scholarship winners attending the University of innovative Distribution (UID) in March. Ashley Heiman and Jessica Goessl are both from Nelson-Jameson, Inc. Nelson-Jameson has been a big supporter of UID and FISA, and I would encourage other members to call Amanda Sasse or Mat Bartkowiak if you need any additional information on the benefits of attending UID.

A member survey will be going out via email in early 2017. Please keep your eyes open for it. This year, may be more important than ever, and this survey will be asking your opinions on topics for the conference and services that FISA can provide. I apologize up front for harping on this topic, but we all know how much the market place is evolving with changing demo-

graphics, social media, and e-commerce. FISA members have led the way with innovation in the past, and it is my expectation we will continue to do so in the future, but we need input from the membership to make our fall conference focus on the issues and trends that are important.

Stella had the opportunity in late November to represent FISA at the Association Education Alliance (AEA) meeting in Charleston, SC. AEA is a group of 42 trade associations who sponsor UID. Each year, AEA holds two meetings for the professional staff of these associations. In addition to planning UID, the AEA meeting agenda features best practices in association management and trends affecting all areas of distribution. By staying up to date and networking with other associations, FISA is better positioned to continue evolving to meet our needs.

Finally, I can't emphasize enough how important each of you is to the continuing health of our association. It is an absolute priority for FISA that we provide every service we can to strengthen each member's business. Always, in your travels, consider potential new members. A brief email to Stella can start the ball rolling.

Thank you for your continued support of FISA. I am looking forward to a great 2017.

June joins me in wishing all of you the very best in this holiday season.

Warm regards.

Rob



INTRODUCING THREE NEW FISA MEMBER COMPANIES

Promoting business relationships among distributors and manufacturers is a focus for FISA. New companies who joined in 2016 were asked to submit copy about their companies and their interest in joining FISA. Featured below are three of the new companies.

AGC Heat Transfer, Inc.

AGC Heat Transfer, Inc. was established in 1991 after the founders desired to start a gasket company with OEM quality that focused on service, reputation, and a sincere desire to help customers. After four short years, AGC saw the need to adapt to the growing industry. They developed and began manufacturing their own line of heat exchangers, which include; hydraulic, twin-spindle and tie-bolt styles and also introduced their proprietary upgrade plate the PRO series.

The Pro series plate models are designed with upgraded features to reduce pressure drop with an inlet designed to be less restrictive for viscous products and increase the CIP flow, allowing for better cleaning. A significant advantage of the Pro Series plate is that not only will they fit AGC branded units, but they will retro-fit into other OEM units as well. In addition to frames and plates, AGC has a PM service, Platecheck™, which is the only service that meets all 3A requirements.

AGC also offers educational services with their PHE101 training which can be held on site or in our new sales facility in Pleasant Prairie, Wisconsin. In addition to sales offices nationwide, AGC has manufacturing facilities on both the east and west coast. You will find that AGC has many long-standing employees that have been with the company since its inception 25 years ago. The knowledge they provide, along with exceptional customer service and unparalleled commitment to quality in plate heat exchanger design and manufacturing are the keys to AGC's success.

AGC has joined the FISA organization to build and strengthen relationships

with leading industry distributors and to network with fellow suppliers. They intend to access the resources offered to advance their success and continued growth in the sanitary PHE market by utilizing the educational tools and industry trend information offered by the association. AGC is delighted to be a member of FISA and is looking forward to participating in the upcoming events.

Aquionics

For over 30 years Aquionics has been a leader in the treatment of fluids using ultraviolet disinfection. Located in Erlanger, KY, Aquionics began operation in 1983 as the North American sales, marketing and service arm of UK-based Hanovia Inc, both part of the parent company Halma plc. Aquionics and our sister UV companies in the Halma group have been leaders in the UV world since 1924.

More than 70% of our industrial UV sales come from the food, beverage, and pharmaceutical markets. Over the past several years we've found that FISA sanitary processing distributors have been an ideal channel partner as we look to grow our business in these hygienic markets. FISA sanitary distributors have added value to our product line and to our customers by providing processing, installation, and integration expertise.

Our core markets include breweries, dairies, carbonated beverage, bottled water, and pharmaceutical facilities. Common UV applications include disinfection of process and ingredient water, creation of pasteurized equivalent water in dairies, dechlorination of water in breweries and pharmaceutical operations, disinfection of sugar syrup and sucrose (common in carbonated beverage facilities), deozonation of process water in carbonated beverage and pharmaceutical facilities, etc.

We stock parts for all of our systems in Erlanger, KY. In addition, we have a full team of technical service engineers dedicated to providing unrivaled customer

service and aftersales support whether by phone or through on-site visits.

Today, Aquionics sells through distribution channels, a path we embarked on three years ago. The decision to join FISA was due in large part to the success we have had in working with FISA sanitary processing distributors which have helped to grow and double our business in the food, beverage, and pharmaceutical markets over the past two years. We look forward to being a member of FISA for many years to come and hope to get involved with the organization as much as possible.

Aquionics is currently looking to add FISA sanitary processing distributors in the following territories: Iowa, Colorado, Washington, Oregon, Arizona and Latin America.

BPH Pump

BPH Pump and Equipment is a full service distributor of fluid handling equipment that services the food, pharmaceutical, and chemical processing industries. The company was started in March of 1995 in Lake Villa, IL. and is now owns a 9800 square foot facility in McHenry, IL. We offer a full service repair facility, field repair capabilities, and a full engineering department capable of designing, installing, and maintaining any and all of your fluid handling needs. Our main product lines include but are not limited to Jabsco, Ampco, Murzan, Flux, Lutz, Yamada, Iwaki, and Oberdorfer.

We also handle a full line of fluid handling accessories including Dixon and Cipriani valves, Shelco filters, and Novaflex and MFC hoses.

We were very excited to join FISA for the main fact that the current members offer a wealth of knowledge and experience in the sanitary processing industry and BPH Pump hopes to learn and give back to the association by way of industry knowledge, networking, and helping all members grow in a mutually beneficial way.

Good Leaders Know the Value of Motivation



by Nancye Combs

This advisory was prepared by management consultant, Nancye Combs. She is the endorsed consultant for FISA and several other national associations. A recognized authority, Nancye speaks, writes, and offers expert witness testimony on management practices. She is a University instructor for human resources professionals who are seeking to become nationally certified by the Human Resources Certification Institute. Many of her colleagues provided information for this advisory.

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Do you recall how you felt when your hard work on a special project when unnoticed by your supervisor? Or, worse...someone else was given the recognition you deserved? Those experiences should have been a great learning experience about how important personal recognition is to most employees. The lowly undergraduate student in Psychology can talk to you about the great motivation theorists and what they say motivates people. If you took *Introduction to Management 101*, you may remember that Maslow's Hierarchy of Needs showed up about Chapter Six, along with McGregor's Theory X and Theory Y, Herzberg's Hygiene and Motivation Factors, and of course, Skinner's theory of reinforcing the behavior you want by providing a reward. You do not need to be a behavioral scientist to understand that everyone is motivated by "What's in this for ME?" and "What about ME?"

There are many misconceptions about what motivates employees. The cynical say it is all about money. Money is the **key** to keeping people motivated. Not true. Money matters because it helps people get what they really want. Surveys by renowned researchers, such as Dr. Ken Blanchard, author of *The One Minute Manager*, show that "appreciation for a job well done" is number one and "being in on things" is number two. We also know that employees leave jobs for less money when the new employment is more closely aligned with the values of the employee.

It is true that individuals are motivated by highly personal preferences. Some seek to serve and some seek to work in specific a geographical location, regardless of the compensation. There is no question that generational difference is a factor. Baby Boomers are motivated by companies where there is an emphasis on teamwork. Generation X and Generation Y are motivated by paid time off and work/life balance. The clever leader seeks to meet the needs of every generation and looks for motivators that appeal to all generations.

When the economy is poor and the company has very limited resources, keeping employees motivated becomes even more important. With limited resources, it is difficult to find ways to keep morale up while keeping costs down. To assist those seeking low cost and no cost

motivators, I conducted a survey of a wide range of companies, both large and small, and asked what they are doing to motivate their employees. I also searched the Internet for suggestions from those who spend their time helping companies keep employees motivated. The results are listed here.

1. A visit from the top executive in the workplace? Employees want to know the CEO cares and the presence of executive management in the American workplace creates a boost in morale.
2. Leadership Team cooks or serves food brought in for staff, such as bagels and fruit in the morning; ice cream cart stops by your desk in the afternoon; sandwich bar at lunch, or grill burgers and hotdogs in the shipping bay.
3. Breakfast with the President. A small group of 3-4 and no conversation about work!
4. Cook Off. Employees offer up their best version of chili, ribs, cake, cookies, smoothies, salads, etc. Employees taste and judge. Prizes are red, blue, and white ribbons, just like the state fair (quarterly event) and bragging rights.
5. Afternoon Birthday celebration with cake and coffee or what about Hot Fudge Monday... (low fat frozen yogurt with chocolate sauce after lunch in the break room?) Low cost, low fat...lots of fun.
6. Fruit Flowers for the Team. (Edible fruit that is shared no matter who receives it).
7. Notice to all employees of an employee's special performance.
8. Give employees credit for their good ideas.
9. Ask employees for their opinion – Any employee could have a genius idea – new or veteran.
10. Birthday card mailed to employee's home. Have someone address your envelopes; put the mail date where the stamp goes and then put the stamp on top on mail date. Sign each one personally.
11. Letter of recognition in employee's permanent file.

12. Have a “Bragging Board” section in company newsletter. ‘
13. Paid time off for whatever reason possible.
14. Arrive late/leave early ticket. – This is a simple credit card size card that lets the employee arrive an hour late or leave an hour early.
15. Recognition at an important meeting, especially when other employees are present.
16. Spot Money. Have lunch on me! A \$10.00 bill.
17. Gift cards to local restaurant, theater or video rental store. \$25.00 is the max - to avoid the taxation issue.
18. Flex time. Come in late or leave early when the business allows.
19. Midnight Visit – Leadership team visits the third shift regularly to assure they are not forgotten. Every Department Director must visit third shift once every quarter.
20. Special parking space.
21. \$25.00 holiday gift card.
22. Employee Health Fair – vendors (medical insurance company, health club, Red Cross, American Cancer Society) provide free screenings and information.
23. Private verbal praise.
24. Team potluck celebration. – Heritage day. Employees of a nation (Mexico, Haiti, Germany, China, etc.) are responsible for arranging the food of their nation. Lunch room can be decorated with flag, pictures. Great way to recognize and promote diversity.
25. Letter about employee’s accomplishments to their family. Very effective way to build loyalty.
26. Food: all-day suckers, pizza, donuts or maybe even something healthy.
27. “Get Out of Meeting” card.
28. Shop the Internet Today. Allow employees to use the Internet during lunch for anything except prohibited sites (adult content) and social networks, such as Twitter, MySpace and Facebook.
29. Notice about employee accomplishments in local newspaper.
30. Gas Up on us! Tank of gasoline for employee’s car. (This is a big deal today.)
31. Notice about employee accomplishments on company’s web site.
32. Make your employee look good in front of his/her spouse/significant other; you’ll have won a large amount of loyalty.
33. Make a company contribution to the charity of employee choice as recognition to an employee.
34. Gift of logo clothing if employee usually pays for it.
35. Good Health Fruit Day – Fruit baskets placed around the building for employees to enjoy all day.
36. Relaxation Visit – Award to employee who has rushed a project or met a tight deadline. A gift certificate for a spa visit or massage.
37. Rent a massage chair. Have it delivered to the office and let employees use it all day for 30 minutes at a time. Who? Draw names.
38. Subscribe to www.workplacenet.com and get discount coupons for employees to use.
39. Trivia and game day. Distribute the game questions and give prizes for first one returned with correct answers (lunch time game event).
40. Portrait Wall. The walls of the reception room are filled with employee photos. Each has employee name and year the employee joined the company. People love to see their own photo on the wall. Great way to learn and remember name of new employees.
41. Discounts on products and services (phone service, auto repair, health club) arranged by the company for all employees.
42. Trivia/Jeopardy: Win a prize; one topic is company history, products, services, locations, mission statement, customers. Other topics are designed for each generation (Traditionals, Generation X, Baby Boomers and Generation Y). Hot summer day prize is a Popsicle!
43. Cookie Day – Everyone gets a ticket to redeem for juice/milk and a cookie in HR. While there, the HR staff asks if there is anything they can do, a problem they can solve, or information they can offer about benefits, etc.
44. Beautiful Baby contest. Employees enter their own baby picture. Employees buy ballots for \$1.00 each to vote for the “cutest kid.” Money goes to winner’s favorite children’s charity. Employee gets bragging rights.
45. Food in vending machines that recognize the diversity of employees; magazines in break room in languages employees read (English, Spanish, French, Chinese).

Whether you are the CEO, CFO, COO, CHRO, or work in any other leadership position, you have the additional duty to be the CMO – The Chief Motivation Officer. When the company is struggling, it is the duty of its leaders to avoid the gloom and doom attitude that affects productivity. The attitude of employees is always top down driven. No matter how difficult, leaders remember they set the tone and accept the responsibility to keep morale high.

FISA HR BENEFITS

As FISA members, each company is entitled to 30 minutes of private consultation with Nancye Combs at no charge each year. Also, Nancye provides a comprehensive virtual HR Department in the Members Only section of the FISA website. To access the information, go to www.fisanet.org and click on the Member’s Only section. If you have forgotten your user name and password, please contact FISA at 336-274-6311 or stella@fisanet.org. In the Member’s Only section you will find many resources related to HR including a sample employee handbook which can be downloaded.

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, 2017. 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

CSI

Central States Industrial (CSI) of Springfield, MO. and Crouch Supply of Fort Worth, TX have entered into an agreement for CSI to purchase Crouch Supply. The owners expect the transaction to close February 28, 2017. While both companies provide hygienic processing equipment, MRO and services in the hygienic processing industry, customers of the combined company can expect access to a broader range of brands and products, engineering and project services and custom fabrication.

In the coming months, the companies will collaborate to complete the transaction and plan the integration of the organizations. The top priority of both organizations is ensuring seamless service to all customers. Customers of both CSI and Crouch can look forward to doing business with the same knowledgeable people and having access to brands such as CSI, Alfa Laval, Wilden and TrueClean.

CSI intends to operate all four Crouch locations in Fort Worth, TX, Knoxville, TN, El Paso, TX and Oklahoma City, OK. **Mark Cook**, CEO, said, "CSI has planned to enter the Texas and southwest market for several years and I'm confident the project will be positive for all people involved."

Crouch has supplied engineered equipment and refrigeration to hygienic process industries since 1914. Over the years, Crouch has expanded its services to include project management and installation.

CSI provides design, custom fabrication and distribution of engineered equipment and components for hygienic processing industries. The Springfield, MO based company has approximately 150 employees and has facilities in Springfield, MO, Durham, NC and Fowler, CA.

W.M. Sprinkman Corporation

Nathan LaFleur has been hired as a design engineer and **Jonathan Cobb** as purchasing manager at W.M. Sprinkman Corporation in Waukesha, Wisconsin. W.M. Sprinkman Corporation is a third-generation family business providing sanitary, stainless steel processing solutions for the dairy, craft brewing and personal care industries.

CPE Systems Inc.



Pictured above is CPE System Inc. President Don Byres receiving award.

CPE Systems Inc. would like to announce they are the proud recipients of the 2016 Entrepreneurial Spirit award. The award was presented in early November at this year's Burnaby Business Excellence Award Gala.

AGC Heat Transfer



AGC Heat Transfer, Inc ribbon cutting ceremony

AGC Heat Transfer, Incorporated hosted an open house complete with ribbon cutting ceremony, to celebrate their new location at 8400 Lakeview Parkway, Suite 700 in Pleasant Prairie, WI on November 16th. The event showcased their new office space and provided an opportunity to meet with their Central Sales staff.

M.G. Newell Corporation



Jeff Bruinsma

M.G. Newell is pleased to welcome two new employees.

Jeff Bruinsma has joined the Greensboro Division as a Control Systems Engineer. Jeff has a BS in Electrical Engineering from NC State University and is a member of the International Society of Automation. Jeff brings over 10 years of experience in controls in chemical processing and brewing. **Dara Stevens** has joined the Nashville Division as a Project Engineer. Dara has a BS and MS in



Dara Stevens

Chemical Engineering from Georgia Tech and is certified as a Project Management Professional (PMP). She brings over 10 years of experience in Lean Manufacturing, Project Management and Product Development.

Fristam Pumps



Tom Garrity

Fristam Pumps announces **Tom Garrity** has joined the company as OEM Manager. In his new position, Tom will manage and coordinate the sales and service activities of

Fristam's OEM, national and key accounts in the U.S. Tom comes to Fristam with more than 15 years of pump, mixer, blender and process industry experience. He has a Bachelor of General Studies—Communications and Psychology degree



Priscilla Pruitt

from the University of Michigan. **Priscilla Pruitt** has joined the company as a Customer Service Representative. In her new position, Priscilla is responsible for aiding

customers with technical support and customer service. Priscilla has more than 10 years of years of customer service and sales experience. Fristam Pumps USA, Middleton, WI, is a global manufacturer of sanitary centrifugal and positive displacement pumps, blenders and mixers used by the beverage, dairy, food and pharmaceutical/biotech industries.

Hydro-Thermal, Inc.

In 2016, Hydro-Thermal broke the 100-employee mark, gaining 23% in staff for the year.

Despite a significant building expansion in 2012, Hydro-Thermal's 2015 growth in staff of 10% led them to expand to a second location. Just across the street from their headquarters at 400 Pilot Court, Hydro-Thermal added 16,000 square feet, including 12,000 square feet of manufacturing space and 15 offices. Most recently, in 2016 Hydro-Thermal added another 5,000 square feet, solely for office space, at

the 407 Pilot Court location. This newest area features 20 individual work spaces, two conference rooms, and three smaller "focus" rooms which will be ready December 15, 2016. This new offices more than double Hydro-Thermal's business work space in less than a year.

Steel & O'Brien, Inc.



Rick Canell

Steel & O'Brien is excited to announce **Rick Canell's** appointment to the 3-A Sanitary Standards Valves and Fittings Steering Committee. Rick will be offering his support and advice from his 20 years of industry experience, to aid in enhancing product safety and cleanability. During Rick's four-year tenure at Steel & O'Brien, he has accomplished the difficult task of obtaining our Canadian Registration Number (CRN), leads our proficiency in the ASME-BPE community, and quickly designs and draws our Custom Fabrication Products. We are



Ken Lane

also pleased about the addition of **Ken Lane** to our fast growing engineering team! Ken has experience drafting custom ASME and TEMA Heat Exchangers for the Oil and Gas industry. Ken will be helping with the increased production work in drafting, along with process improvement projects.

Dixon Sanitary

Dixon Sanitary, located in Pewaukee, WI, is pleased to introduce **Tim Koch** as Sales Director for the US. Tim will be leading the sanitary product specialists and work with them to grow the sanitary business, with primary focus on the food, dairy processing, pharma, beverage and brewery segments. 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, oilfields, refining, agriculture and manufacturing.

QSM, Inc.



Joe Williams

QSM, Inc./Tru-Flo Valves & Automation is pleased to announce the hire of two new personnel this past year. **Joe Williams** has been hired to provide National Sales Support to

distributors throughout the United States with a focus on the Southeast region. Joe has many years in a professional sales position with a background in manufacturing, motors, pumps and compressors. Joe has worked in fields requiring a full range of knowledge of specifications for quality certifications. Much of Joe's experience has been with both Marine and Military requirements and installations.



Jim Necastro

Jim Necastro has been hired as Business Manager/Director of Sales and Marketing. Jim brings over 30 years of experience in the PVF markets. He earned a B.S. in Industrial Marketing at Youngstown State University and has a diverse background in the Sanitary Process Industry with professional experience with several leading companies in the industry.

THREE WAYS TO STAY CONNECTED

1. Be sure to check your company listing which is online at www.fisanet.org and make sure the contact information is updated. Go to www.fisanet.org and click on Membership Tab to verify your information is current. If anything needs to be changed, please send corrections to stella@fisanet.org.
2. Send in names of employees who should be added to the FISA mailing list to receive newsletters and conference information.
3. Post the FISA logo on your website and link your company to the FISA website.

Introducing Accelerated, Our Faster Standard

Accelerated service is the latest in our diverse and growing service portfolio. When you need it there faster, you can rely on our fast, cost-competitive and reliable network to deliver your shipments on time. It's available throughout the continental United States and as a cross-border service between United States, Canada and Mexico. To further speed up delivery, Accelerated shipments continue to move over the weekend without delay. This new service fits between our "Standard" service and "Time-Critical" premium service. It's a smart option when you need



non-guaranteed shipments to reach their destinations faster.

As a FISA member, you can receive significant savings with YRC Freight. Contact your dedicated YRC Freight specialist at 800.647.3061 or associations@yrcw.com for details. Enroll online at enrollhere.net.

Mark Your Calendar

JANUARY 11, 2017

Deadline for Early Bird UID registrations

MARCH 5-8, 2017

UID
Indianapolis, IN

JULY 1, 2017

Renew FISA membership

OCTOBER 14-17, 2017

FISA Annual Conference
Nashville, TN



Distributor News

1207 Sunset Drive
Greensboro, NC 27408