

REGISTER NOW FOR THE 2017 CONFERENCE IN NASHVILLE, TENNESSEE

Come to Nashville to the FISA 2017 Annual Conference and hear outstanding speakers presenting the world view, the economic forecast, current trends in hygienic design and certifications, value added selling and how to build leaders. You will gain substantive knowledge and take home specific ideas to strengthen your business.

As important as the education, is the unprecedented opportunity for owners and decision makers of distribution firms to meet face to face with the top personnel of manufacturing firms. As one past president of FISA recently said, "There is just no substitute for getting to know someone and putting a name with a face. If

there ever is a problem or an issue to discuss, it is so much easier when you can talk with someone you've met." Existing relationships are strengthened; new relationships are created; and together attendees learn about the major trends impacting their businesses.

If you haven't done so, reserve your hotel room now. Demand for rooms in Nashville is high; our discounted room block is filling, and those rooms remaining will only be available until September 12. Go to www.fisanet.org, click on the Meetings tab and click on the link to reserve your room and register for the Conference.

Several weeks before the Conference, all attendees will get an email listing each person coming to the Conference along with a description of each company attending. By reviewing this material and planning ahead, you can contact individuals and schedule meetings during the Conference. This is a cost-effective way to build your business.



First-time attendees can expect to be warmly welcomed and each will receive a phone call from a member of the FISA Board of Directors prior to the Conference. Also, those companies who are new to FISA this year will have the chance to briefly introduce their companies during Sunday's breakfast. First-time attendees

are an integral part of FISA each year.

Currently, Nashville is the number one location in the country for meetings. The airport is conveniently located fifteen minutes from town and the city is electric with energy. You will be staying in the heart of Nashville and within walking distance of many of the attractions. Our Monday night cocktails and dinner will be at the Acme Feed & Seed, and you will have a rooftop view of "Music City" and the Nissan Stadium. Register today. If you have any questions, please call FISA at 336-274-6311.



WONDERING IF YOU SHOULD ATTEND THE CONFERENCE?

If you attend, you will receive:

- Practical content you can use
- Ideas for immediate impact
- Face-to-face meetings with distributors and manufacturers
- A cost effective way to meet potential vendors and/or distributors
- Introduction to new FISA members
- A friendly, welcoming networking event

TWO CLICKS WILL DO IT!

REGISTRATION IS ONLINE. IT'S EASY AND CONVENIENT.

1 Go to www.fisanet.org and click on the Meetings tab. Click on To Register. Registration is online this year however you may pay by either credit card or check. Be sure to register yourself first and choose your activities; then register your spouse/guest and then if you want to be a sponsor of the 2017 Conference, include your sponsorship.

2 After you register for the Conference, be sure to go back to the Meetings tab and Click on the link that takes you directly to Nashville Downtown Hilton to book your room.

fisa

Distributors Serving
Sanitary Processing

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

2016 – 2017 FISA Board of Directors

FISA Officers:

Rob Clark

Perrigo, Inc.
President

Jason Ryan

FCX Performance
Vice President

Bob Morava

Stuart W. Johnson & Company
Past President

Directors:

Doug Ardinger

Cummins-Wagner Company

Bryan Downer

CSI

Chad Hawkins

SPX Flow Technology

Pete Herb

Fristam Pumps USA

Neil Hopkins

Twinco Inc.

Mike Lovelace

Steele & O'Brien Manufacturing Company

Andrew Mahoney

ITT

Albert Marquez

Duhig Stainless

Yvonne O'Brien

Tel-Tru Manufacturing Company

FISA Address:

1207 Sunset Drive
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-

Over the next few weeks, all of us will be planning for our fall conference in Nashville. The town will be hopping with Chris Stapleton at the Bridgestone

Center on Saturday, the Titans playing at home at Nissan Stadium on Monday, and the high powered Nashville music scene in full swing. I would encourage all of you to book your rooms early and certainly take advantage of the terrific job Jason Ryan did, once again, setting up our Cvent online registration system.

On another note, I was struck by an article in the *New Yorker* about how the power grid throughout the Middle East has begun to breakdown. Many countries with huge oil reserves are unable to maintain electricity for more than a few hours a day. The article lingered on the difficulty of everyday life without power—cooking, laundry, computers and communication, running water and sewage treatment. I thought about how every day members of FISA are thinking of ways to strengthen our companies, increase sales, develop our talented employees, and, in this growing market place, hire and train new people, but how much time do you spend thinking about business catastrophe?

Do you have a business plan to handle production or sales if your physical plant experiences a fire? Do you have enough backup if your geographical area loses power for five working days? What do you do if you lose the internet, or your phone system, for more than three working days... or even five? A few weeks ago the world was struck by an internet virus which, fortunately, only lightly struck North America, but what if we had been the epicenter and our businesses had been severely disrupted? Think about your everyday banking requirements if the bank is not functioning.

I'm one of those people who comes into the office at 7:00 AM and fully expects the internet not only be working, but at a selfish, lightning speed. I expect the phone to start ringing

within a few minutes of my first cup of coffee. In this day and age of weather extremes and potential internet disruption, am I prepared? I think the obvious answer to that is, "Probably not enough." Hopefully you are not in the same boat and have already planned ahead. The steadiness of our infrastructure, communication, and businesses make me thankful every day that we have the privilege of living in a great country that provides us incredible assets to succeed.

With success in mind, please consider being a sponsor for this year's Conference. Peter Herb from Fristam (pherb@fristam.com) and Brian Downer from CSI (bryand@csi.com) are co-chairing sponsorships this year. We count on your generosity, and it's a great investment for marketing your company to FISA members. It is a real team effort on the part of the membership to make our conferences a success. Chad Hawkins from SPX Flow and his wife, Wendi, are our conference Chairs. Emily Echola from Kaestner LLC is handling, Yapp, our conference app. Albert Marquez of Duhig is coordinating the golf outing; Bruce Michael from Girton has organized our Shooting Extravaganza, and Chris LoPresti from Andron Stainless has volunteered to lead a LinkedIn workshop during the conference. The workshop is a great value-add educational experience for the conference.

I would be negligent not to thank Stella for all the time and work she has put in this spring to make Nashville a success as well as future conferences. She makes it appear seamless to our membership, but there is a remarkable amount of effort involved. Stella does this with tremendous professionalism and grace. June and I have enjoyed serving on the Board and look forward to our first visit to Nashville in the fall. Please plan on joining us!

Have a great summer!

Rob Clark
Perrigo, Inc.

CONSIDER SPONSORING THE 2017 FISA ANNUAL CONFERENCE!



by Pete Herb

Bryan Downer and I are chairing the Sponsorship Committee and on behalf of the FISA Board of Directors, we want to invite you to become a sponsor of the 2017 FISA Annual Conference October 14-17 in Nashville, TN.

Sponsorship of this event provides a unique opportunity to show your involvement and support of this dynamic organization of industry professionals. Sponsorships are used to provide top-level educational opportunities for all attendees by bringing in speakers and educators that are leaders in their field. Sponsorships also are used to subsidize group meals in order to keep registration

costs down for all attendees.

We acknowledge our sponsors with signage at each sponsored event, which is intended to recognize these key supporters of our organization. In addition, there are verbal announcements and printed recognition in the Conference program and in the FISA newsletter.

Don't miss your chance to invest in the largest gathering of professionals in the sanitary process industry!

Ready to Sponsor? Go to www.fisanet.org and download the Sponsorship Form from the "Meetings" tab. You may also include your sponsorship payment with your conference registration online, if you prefer.

REGISTRATION INCLUDES

- All Meeting Materials
- Three Breakfasts & Receptions
- Monday Evening Cocktails/Dinner
- Two Guest Breakfasts

THINGS TO KNOW

Dress in comfortable resort attire. Colored shirts for the men and slacks or skirts for the ladies would be appropriate. Monday night's dinner at Acme Feed & Seed is also casual; no dressy clothes needed. Nashville temperature in October is around 71° in the day and drops to an average of 48° in the evenings.

TRANSPORTATION

Parking at the hotel is \$32 per night plus tax. Uber is widely available and an estimated Uber charge from the Nashville International Airport is \$18.00.

U.S. STILL A LEADER IN MANUFACTURING

This article is reproduced with permission from Modern Distribution Management (MDM). This article originally appeared on mdm.com. Material may not be reproduced without permission from MDM/Gale Media, Inc.

Despite a widely held belief that China has overtaken the U.S., the U.S. is still well positioned as the global leader in manufacturing, according to Alan Beaulieu of ITR Economics. Manufacturing production is nearing its prerecession record high and foreign direct investment (FDI) continues to rise.

"People are betting on the United States," Beaulieu told attendees of the 2017 ISA Annual Convention last week. And those bets will likely continue to pay off, driven by five core factors.

1. NEAR-SOURCING: As labor and logistics costs associated with manufacturing in places like China rise, the cost savings associated with manufacturing overseas have evaporated. On top of that, more foreign companies are investing in the U.S. to be close to our market and our consumers. FDI into the U.S. from all countries in all industries rose 12 percent in 2016, according to the Bureau of Labor Statistics.

Manufacturing near the market in which you wish to sell has several benefits, according to Mona Pearl, author of *Grow Globally: Opportunities for Your Middle-Market Company Around the World*, including the ability to understand local customs and preferences – and the flexibility to adapt when those change.

2. TECHNOLOGY: The U.S. is also still a leader in technology investment and training. In manufacturing, automation, robots and machine learning have already found their ways into everyday operations – and adoption continues to accelerate.

3. CAPITAL VS. LABOR: While labor costs in China rise, they've remained relatively stable in the U.S., according to Beaulieu, which means that the overall cost of production in the U.S. has come down in relation to other geographies. But this may change if the U.S. embarks on protectionism and seeks to shut out the flow of immigrants from Mexico, he notes. Reducing the labor force leads to higher competition for available labor, which in turn leads to higher costs for that labor.

4. ENERGY: The U.S. has enough fossil fuel resources in the ground to keep it

energy independent for 300 years, Beaulieu notes. Add in opportunities from alternative energy, and the U.S. is fully capable of achieving independence – though we haven't severed foreign energy relationships yet.

As a result, energy costs in the U.S. are relatively low when compared to other developed nations, an attractive prospect for manufacturers looking to reduce their overall costs.

5. CONSUMER BASE: The U.S. market is extremely attractive for manufacturers, Beaulieu says. While China and India may have more people, those consumers don't have the same buying power as consumers in the U.S. And there are no signs that U.S. citizens plan to stop consumption – or even significantly reduce it. Disposable income in the first quarter of 2017 was up 4 percent over the same period in 2016, according to the BEA. And while consumer spending during March and February were flat, that was primarily driven by lower inflation. The U.S. has a strong market for selling into, and manufacturers have their eyes on it.

This article originally appeared on mdm.com. Material may not be reproduced without permission from MDM/Gale Media, Inc.

CAPITALIZE ON THE ASSETS OF THE MILLENNIAL EMPLOYEES



by Nancy Combs

This article was written by management consultant, Nancy Combs. She is the endorsed consultant for FISA and several other national associations. A recognized human resources authority, Nancy, speaks, writes, and offers expert witness testimony on management practices. As a member benefit, each FISA member company is entitled to 30 minutes of private consultation with Nancy Combs at no charge each year. Simply identify yourself as a FISA member when you contact Nancy. You will also find a number of free resources posted under Nancy's name in the Members Only section of the FISA website. If you have misplaced your log-in information, contact FISA at (336)274-6311 or stella@fisagnet.org.

*Nancy M. Combs, AEP•SPHR
A Certified Senior Executive in
Human Resources*

*HR Enterprise, Inc.
P.O. Box 6507
Louisville, KY 40206-0507*

*(502) 896-0503
(502) 419-6413*

www.HREnterprise.com

e-mail: nancycombs@aol.com

Do you sleep with your phone under your pillow to be certain you don't miss a message? Congratulations, you were very likely to have been born after 1980. People watchers confirm that employees now suffer from "technology creep." The 25-50 year-olds are also developing the same bad habit, while those born before 1950 are saying, "What is this world coming to?" They will soon learn that they need to settle down and hold on because we have a new normal that was created by the introduction of the Millennials and their Smartphones. Welcome to the 24-Hour Workcycle.

Dad is quoting the price for adhesives while he waits for his oil change. Mom is checking her flight schedule on her phone as she packs lunch for two kids under eight, who are waiting to bound out the door for school. This Marketing Representative and her Sales Manager spouse have been married to each other for ten years and this is their normal. They share parenting and the desire to succeed in the 24-Hour Workcycle. It works because it is all they know. They never had an 8-5 job with family life clearly separated from work. Yet, each craves balance and snatches at every little snippet they can find. They are Millennials.

They are remarkably resilient and will shamelessly dump their kids at their parents' house to spend a few hours at a sports bar watching the "big game." Don't hit on them; they are just Millennials. On the positive side, they are not bigots and will point out that personal differences are a strength. They love Mother Earth and find work that focuses on preserving the planet to be very appealing. They are tech savvy and when your screen freezes or turns green, they will fix it in a flash. On the painful side, although some of them grew up with wonderful parents, many more grew up with no parent in the home to socialize them. No one taught them to bathe and use deodorant every day, especially when working in a hot warehouse, how to eat using a knife and fork, or that 7:30 a.m. to 3:30 p.m. means you are actually expected to arrive on time and work all of those hours. But, they do not hate the workplace. As many as 80% state that co-workers are like a second family and they expect to find employers that understand them.

Supervisor as parent, started about 1980, as the first generation of latch-key children entered the workplace. They were the first generation of one-parent homes and Mom (or sometimes Dad) had no choice but to work. They learned conflict resolution on TV - you hit me and I will hit you harder! They were introduced to violence with video games where blowing up the enemy determined who wins. Their behavior bewildered their teachers, who lamented that they were "teachers, not counselors." They found their next adult authority figure at work with the title "Supervisor," and the supervisor became the resource for the myriad of personal problems they brought to the workplace.

Because it was overwhelming to supervisors and managers, the company looked for an outside resource and the concept of Employee Assistant Programs was born. EAP on contract as a resource to help employees address problems of anger, addiction, financial crisis and marriage problems, is common in the workplace. It was no surprise to those who watch changing behaviors in the workplace to see the rise in workplace violence during the 80's, including the new horrifying actions by emotionally deranged employees labeled, "going postal." Employers were stunned to learn that workplace homicide rose to the third leading cause of death on the job. The Millennials are the offspring of this generation!

Societal changes, along with changes in the economy, created new workplace realities. The backbone of the workforce, the Baby Boomers, ramped up for retirement, began their exit and were replaced by Millennials. At the end of the recession, many of Boomers were back, at least part time. However, we must accept the reality that by 2020, 80% of Millennials will be in the workforce and it will be hard to find a Boomer, except in executive positions. This creates a sense of urgency for employers that depend on them as their future workforce. What will it take to attract, to engage them, and to retain them as part of the succession plan of the business?

It should be no surprise that money is at the top of their list. There is an abundance of workforce research by credible entities, such

as World@Work, Gallup, and the Society for Human Resource Management, that indicate 70% of Millennials say that growth in wages is essential to attract and keep them. When there is no opportunity for promotion, then it is essential they have the opportunity to enrich their jobs and learn new skills, such as project management, and strategic leadership. Along with growth is the desire to make certain they have access to technology advancement. None will be willing to work with technology that is grossly out of date. The tech generation started school with a computer and joystick, and they have been through many technology improvement generations since then.

Work/Life Balance

Work/Life balance has a prominent place on the TOP FIVE list of what Millennials seek to remain engaged in their work. Recently, a large group of employees went on strike in the distilling industry. Their grievance was overtime! They were just tired of working overtime. This event triggered the importance of work/life balance for another generation - the Baby Boomers. The *National Journal-Allstate Heartland Monitor Poll* found there is only a 6% difference in how the Millennials and Boomers feel about quality of life. They candidly said they wanted time to “*Ride a Harley,*” or “*Attend the birthday party of a grandchild at Mickey D’s.*” Money and benefits were not their grievance; lack of life quality became more important to most, as they live for now and are living longer.

A Sense of Belonging

The newest generation now in the workplace wants a sense of belonging. They grew up on a T-Ball team, a soccer team, or one of the many school sponsored teams, during their educational years. They competed as a team and they liked having a coach, boundaries, clear rules, and a strategy to win. Few found satisfaction competing against classmates and friends. Individual quotas are not as much fun as a team goal. We call them the pac(k) man generation for a reason. If you see one, you

can be sure there are more. Don't believe me? Just go to the mall and see for yourself.

Seek the Rewards

Supervisors have begun to recognize that Millennials need specific attention. They expect to have supervisors who are flexible. Millennials may not embrace standard work hours from 8-5 and are not ready to stay over two extra hours, just because a truck driver was late delivering parts. Don't threaten them because there is a job on every corner and two on some! In addition to on-the-job training, they will benefit from learning how a business works. Those with a degree in business will not be in the warehouse pulling orders, staging deliveries, loading trucks and managing the inventory. No matter where they work, they need basic business education to understand how they fit into the overall success of the company and how just-in-time delivery affects their paycheck. They need help to connect the dots between how their work fits into the overall company operation and their influence on profit and loss. Mindless and meaningless work will not engage them, but they are super cool with whatever they can do to earn the money they need to experience life on their terms. They are also willing to help the team – in this case, the company – win, too!

They may stay with the company if they need a specific benefit, such as health insurance, but don't count on it. What they want is paid time off. Paid time off allows them to do what they like best, which is travel, buy clothes, and experience new technology. Fewer are getting married at a young age and having children because they are not ready for a home and they may have enormous student debt that must be paid off. Although owning a home at an early age is beyond their sight, they will donate dozens of hours to build a house with Habitat for Humanity. Go figure?

Money, job growth, paid time off, and an encouraging supervisor may seem like a tall order, but the reward will be worth it. The return on that investment is a young,

smart, energetic, healthy employee, who can be amazingly productive, who can unfreeze your computer screen in a flash, and show you how fast two fingers can find the best price and quickest delivery for that broken part that has your entire conveyor system down. Although you are completely frustrated, they see that assignment as fun and they can do that without breaking a sweat. Their bottom line is they get what they want and you get what you want.

The future of a business lies in its ability to find and keep a stable workforce. Since we know that as many as 70% of employees come to us through employee referral, the challenge is to find the pathway that leads everyone to a profitable company where employees will be happy to be a recruiting resource and will tout to everyone that your place is “*a great place to work.*”

TARGETED EDUCATION

One of the best ways to encourage and develop millennial



employees is to provide learning experiences. There is no better way to learn about distribution than to attend the University of Innovative Distribution (UID).

FISA will once again offer two full scholarships to UID which will be March 11-17, 2018 at the J.W. Marriott in Indianapolis, IN. UID is a concentrated educational program focused on the unique needs of wholesale distribution.

Any FISA member who has been employed for two years or more is eligible to apply for the two scholarships. The applicant writes a short essay saying why he /she wants to attend and includes a letter of recommendation. Go to www.fisanet.org and click on Member Benefits, education to download the application. Deadline for submission is November 1, 2017.

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 August 29, 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.

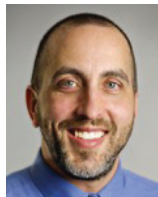
Email: stella@fisagnet.org

W.M. Sprinkman Corporation

W.M. Sprinkman Corporation (WMS) is proud to welcome **Brian Armstrong** as the National Accounts Manager. Brian will be responsible for sales leadership, concentrating his efforts in serving multi-location customers across the U.S. and Canada in the Dairy, Food and Beverage segments.

He joins the WMS team after successful tenures at Burkert Fluid Control Systems and GEA Tuchenhausen North America, both providers of valves and fluid processing technology. W.M. Sprinkman Corporation was founded by Walter Mendenhall Sprinkman in 1929 and is headquartered in Waukesha, Wisconsin, with another manufacturing facility in Elroy, Wisconsin. Still family-owned, Sprinkman specializes in the engineering, manufacturing and servicing of stainless steel sanitary process systems for Food and Beverage, Dairy and Craft Brewing (Sprinkman Brewing Systems) industries.

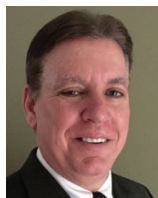
Fristam Pumps USA



Jason Lyle



Sarah Ostrander



Chip Nipps

Fristam Pumps USA is pleased to announce three new employees. **Jason Lyle** has joined the company as a Design Engineer. Jason comes to Fristam with 20 years of mechanical design, product design and manufacturing experience. He has a B.S. in Mechanical Engineering from the University of Wisconsin–Madison.

Sarah Ostrander has joined the company as an Application Engineer. Sarah has a Bachelor of Science degree in Engineering Physics from the University of Wisconsin–Platteville as well as experience in the pumps and process industries.

Chip Nipps has joined the company as Mixing/Blending Sales Manager. Chip has 25+ years of a sales and engineering experience, including 15+ years of pump, mixer, blender and process industry experience. Fristam Pumps USA, a leading manufacturer of high-performance sanitary stainless steel pumps, mixers and blenders used by the beverage, dairy, food and pharmaceutical/biotech industries, is celebrating its 40th anniversary. Founded in Hamburg, Germany in 1909, Fristam began its

US operations in 1977 with the goal to provide quality pumping solutions and exceptional customer service to customers in North and South America. Its US manufacturing facility, located in Middleton, WI has expanded several times over the years as the business continues to grow, thanks in part to loyal customers and committed channel partners.

Stuart W. Johnson & Co., Inc.

Stuart W. Johnson & Co., Inc. is pleased to announce the hiring of two new employees.



Steven Audley



Lisa Kuper

Steven Audley has joined the company as an Inside Sales Representative. Steven graduated from the University of Wisconsin Eau Claire where he majored in Business Administration, minoring in Marketing. He has prior experience with Honeywell Dealer Acquisitions in Jefferson, WI and McDermott Top Shop in Sullivan, WI. **Lisa Kuper** has joined the company as a Financial Analyst. Lisa graduated from Waukesha Technical College with an Associate Degree in Accounting. She was a member of the Phi Theta Kappa Honor Society and the National Technical Honor Society. She has prior experience at Quad Graphics in Sussex, WI and with a Lake Geneva, WI property management company in staff accountant and accounting manager roles.

PSG – Dover Corporation

PSG-Dover Corporation announces the addition of two employees for continued growth and support of the Quattroflow, Mouveux and Wilden Products lines in the hygienic & pharmaceutical markets for North America. **Michael Franco** has joined PSG – Dover as a Regional Sales Manager for Quattroflow. Michael is based in Boston area and will be handling the Northeast, Eastern Canada, Upper Midwest USA and Northern Latin America. Michael graduated from Boston University with a degree in Electrical Engineering and previously worked as a sales manager at Ametek and General Electric. **Nate Maguire** has joined PSG – Dover as the Sr. Director, Business Development for PSG Dover Grand Terrace, California operations. Nate will oversee and guide the continued growth in the hygienic markets for the

Mouvex and Wilden products. Prior to joining PSG Nate spent 11 years at ITT Corporation, where he was Americas Business Unit Director

Aquionics

Aquionics, a leading provider of ultraviolet (UV) disinfection technology to industrial, aquatic and municipal water and wastewater markets, has opened a new sales and support center in Charlotte, North Carolina to support growing demand from within industrial and aquatic applications. The new facility will help the company to provide greater sales, servicing and technical support for its range of advanced liquid treatment technologies. “We have seen increasing demand for UV disinfection technology from food and beverage, pharmaceutical, aquaculture, and pool and leisure industries,” explained Ken Kershner, Regional Director at Aquionics. Part of the HALMA Group, Aquionics has over 60 years of combined UV sales experience and thousands of municipal, industrial and aquatic installations within North America. Globally the company has over 50,000 UV installations, making the organization one of the leading UV technol-

ogy suppliers. New address for Aquionics is 4215 Stuart Andrew Blvd., Suite E, Charlotte, NC 28217.

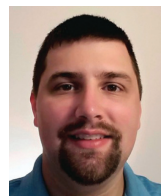
Pentair

Pentair’s Hygienic Process Solutions (HPS), which includes the Südmo, Haffmans and



Sean Gorman

Beverage Filtration Solutions brands, has hired **Sean Gorman** as the Western Regional Sales Manager. In this role, Sean will work closely with end users, A&E firms, distribu-



Charley Phipps

tors, OEM’s, and integrators representing Pentair’s Südmo valves, Haffmans’ quality control and carbon dioxide recovery products, and Pentair’s Beer Membrane Filtration systems. Sean is based from his field office in Redondo Beach, CA. In addition, **Charles (Charley) Phipps** has joined Pentair’s Food & Beverage Process Technologies North America team as a Project Manager/Engineer. Charley will be based from his field office in Portland, Maine.

Hydro-Thermal

In 2016, Hydro-Thermal, passed the 100-employee mark and continues to expand, this time adding two new staff to the Food, Beverage and Pharma Team. **Mario de Luca** joins Hydro-Thermal as West Coast Regional Sales Manager in Food, Beverage and Pharma. He studied at Evangel University and Cardinal Stritch University, ultimately earning his BSBA in Marketing. In Mario’s 20+ years in various sales roles he has been honored with many awards. **Chuck Folk** joins the Hydro-Thermal Food, Beverage and Pharma Team as an application engineer. He’s spent the last 16 years in the food, dairy, and pharma fields designing associated piping and CIP systems. Chuck attended MATC (Madison) and studied Mechanical Design Technology. Hydro-Thermal is a global leader in the manufacturing and design of industrial and sanitary steam heating solutions. Eighty years of steam heating expertise and innovation have led to their product’s presence in facilities in more than 85 countries around the world.

Meet Two New FISA Distributor Members

Centro

Founded in 1971, Centro is a specialty distributor and sales representative company focused on customers where manufacturing process flow control of fluids, solids and gases is a critical success factor. The home office is in Memphis, TN and through a series of acquisitions, Centro has grown to include seven branches and 102 employees. Centro operates in Tennessee, Kentucky, Alabama, N. Florida, N. Louisiana, Mississippi and Arkansas and is organized into six divisions:

(1) Valve, Actuation & Engineered Products Division; (2) Instrumentation, Automation & Sanitary Division; (3) Compressed Air Division; (4) Filtration Division; (5) Process Equipment & Sanitary Division; (6) Pump & Seal Division
Centro has a very seasoned customer

support team with extensive experience and product applications knowledge of our customer’s businesses. As customers have downsized and outsourced, they have come to rely on Centro for engineering recommendations, applications expertise, product assembly and trouble shooting in their plants. The secret of our success is the commitment and creativity of our associates who live our mission statement—to be regarded by our customers and our community as the best provider of Control Product Solutions.

Central States Group

Since 1971, Central States Group has provided our customers with solutions for effective, efficient specialty fluid handling. Central States Group is a full line industrial PVE, Pump and Process Controls distributor, that specializes in sanitary fit-

tings, tubing, valves, heat exchangers, and pumps used in the food, dairy, beverage, cosmetic, pharmaceutical and industrial markets. Central States is headquartered in Omaha, NE with locations in Cedar Rapids, IA, Minneapolis and Marshall, MN.

Central States Group has served the food process market for over four decades. We provide comprehensive design and specifications for any food grade/sanitary application. Our in-house shop enables us to customize valve and pump assemblies per customer needs with rapid turn-around and shorter delivery times. Our full-assembly capabilities ensure that equipment is ready to install when it leaves our facility. As a value-added service, we have experienced technical specialists to assist with installation, maintenance and repair.

Welcome New Members

The Williams-Carver Company

Contact: Brad Carver
4001 Mission Rd.
Kansas City, KS 66103
Phone (913) 236-4949
bcarver@williamscarver.com
www.williamscarver.com

Schwartz Manufacturing Co.

Contact: Ron Bruggeman
1000 School St.
Two Rivers, WI 54241
Phone (920) 793-1375
ron@schwartzmfg.com
www.schwartzmfg.com

Ryan Herco Flow Solutions

Contact: Cody Beckwith
3010 N. San Fernando Blvd.
Burbank, CA 91504
Phone (800) 848-1141
cbeckwith@rhfs.com
www.ryanherco.com

Centro Inc.

Contact: Michael Gallagher
3315 Overton Crossing
Memphis, TN 38127
Phone (901) 357-1261
mgallagher@CentroSolves.com
www.centro.com

Central States Group

Contact: Corry Walton
8720 S. 13th Circle
Omaha, NE 68138
Phone (402) 861-2401
cwalton@csgmail.com
www.centralstatesgroup.com

Stahl Pro

Contact: Coleen Phillips
PO Box 1080
Newman, GA 30264
Phone (770) 683-9979
coleen@stahlpro.com

Mark Your Calendar

JULY 1, 2017

Renew Membership

OCTOBER 14-17, 2017

FISA Annual Conference
Nashville, TN

NOVEMBER 1, 2017

UID Scholarship Application
Deadline

DECEMBER 1, 2017

UID Scholarship Winners
Announced

NOTE:

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