

Distributor News

October 2019

THE FISA ANNUAL CONFERENCE AT LAKE GENEVA

The 2019 FISA Annual Conference in Lake Geneva, WI had the largest attendance of any FISA Conference. More than 290 people attended the conference which was held in Wisconsin for the first time in 24 years. With 21 FISA companies headquartered in Wisconsin, many companies brought more attendees than usual. First place for bringing the most attendees goes to VNE with 13 employees registered.

This was the first time that alliantgroup was a strategic business partner for the Conference. Tracy Lustyan, a Technical Director at alliantgroup and the Managing Director of the Great Lakes Region, gave the opening presentation entitled *"Tax Credits for FISA Members."* She specializes in the manufacturing, engineering and distribution industries and has worked with over 225 CPA firms acquiring more than \$380 million in tax credits and incentives for 900 businesses. A number of FISA companies currently work with the alliantgroup and after hearing Tracy's presentation, other member companies wanted more information.

Another first for FISA was welcoming a record number of 60 first-timer's. Included in that group were attendees from six new member companies who have joined FISA this year. Each of those companies had a representative speak at the Monday breakfast and introduce his/her company. After the Conference, Calvin Guyer, CEO of QualiTru Sampling Systems said, "QualiTru is a new member and new attendee at the FISA annual meeting. I was truly impressed with the professionalism of the attendees and the commitment to the hygienic processing industry. Having speakers that weren't directly connected to our industry was fantastic. I was a bit concerned about all the "networking" sessions. Those turned out to be the best part of the conference. We had ample time to meet colleagues in a relaxed setting, talk shop, and get to know them on a personal level. QualiTru will attend future events."



President Jason Ryan, FCX Performance, Andy Fastow, Conference Chairman Gray Sherrill, M.G. Newell Corporation

Stan Wright, the National Sales Manager of NOSHOK, Inc., another new member company, emailed after the Conference saying, "What a fantastic conference this last weekend! Our expectations going into the conference was to network with industry professionals in the Food and Beverage processing industry, continue our education in the breakout sessions and to introduce the NOSHOK Organization. I think I can speak for both Mark Klumpp and myself and say that our expectations were not only met but exceeded. Thank you and your staff for all of the hard work in making us very comfortable during the conference. Everyone on your staff was more than willing to introduce us to key people in the industry; we felt right at home!"

In the online conference evaluation, the question was asked, "What do you consider your greatest take-home value?" Here is a sampling of anonymous member comments: "Networking and the presentations." "The speakers were great and I really received a lot of helpful information from them." "The ethics discussion with Andy Fastow." "New and deeper relationships with other leaders in the industry."

- "I need to schedule meetings next year."
 - "Initiation of relationships via networking."

"Speakers were AMAZING this year! Many points have caused me to stop and think as I'm in my day to day!"

For those wanting to review the speaker's presentations, you'll find them posted in the Member's Only section of the FISA website at www.fisanet.org. This section is password protected and if you do not have the log-in and password, please email stella@fisanet.org.

THANK YOU

to these 2019 sponsors who made the FISA Conference possible.

Ace Sanitary Alfa Laval, Inc. alliantgroup Andron Stainless Corp. APT Arrow Process Systems **BEECO Behringer Systems BPH Pump Burkert Fluid Control Systems CPE** Systems CSI Cummins-Wagner FL **Dairy Engineering Company** DCI **Dobbins Company Duhig Stainless** Endress+Hauser Enerquip FCX Performance Feldmeier Equipment Flowtrend Fristam Pumps USA

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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

FISA Officers:

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SPX Flow

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Joe Reynolds CSI

Tony Roisen *Quality Stainless, Inc.*

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FISA Address: 1207 Sunset Drive Greensboro, NC 27408 Phone 336-274-6311 Fax 336-691-1839

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

www.fisanet.org



FROM THE PRESIDENT

Dear FISA Members,

Wow! The largest attendance for a FISA conference and the largest group of new attendees made for an incredible event. The theme of "Living on the Edge of Disruption"

carried through in each presentation. Dave Donnan's discussion about cultured meats, CBD, changing trends in what consumers are buying and how they buy are all disruptors to the future of the food industry. Mix that with Chris Keuhl's economic forecast that mimicked that of a hurricane forecast, there is no question about some disruptions ahead.

Andy Fastow's presentation on Rule's vs. Principles was highly impactful; his stories from the days at Enron and from prison sparked a number of small group follow up conversations. His focus on the gray area between what is written in a rule and the intent of the rule highlighted situations we face every day in our own businesses. Closing out the conference presentations was Mary Kelly's high energy presentation covering applicable leadership tips that can be applied in simple 5- minute plans. Each of us can find a benefit to take home.

Each year, a significant amount of work goes on behind the scenes to plan and coordinate an event full of activities, professional learning and reconnecting with friends across the industry. A special thank you to Gray & Tara Sherrill, our conference chairpersons, Eric Perkins and Bryan Downer for co-chairing the sponsorships, Chris LoPresti for his help with building the FISA App. A huge THANK YOU to Stella Jones for delivering another memorable conference.

I also want to say thank you to Andrew Mahoney, Barry Dobbins and Mike Lovelace for their contributions to the Board over their 3-year term. Joining the Board of Directors for new terms are Jim Brink (SPX Flow), Tony Roisen (Quality Stainless Inc.), and Joe Gamradt (Anderson-Negele).

In the coming months, you will be receiving a survey link about topics important to you for the 2020 conference to be held in Ponte Vedra, FL. We compile all of the data so it can be evaluated by the Board as we plan for next year.

Each year FISA awards two scholarships for the University of Innovative Distribution (UID) in Indianapolis, IN. The deadline for applying for the scholarships in November 1. Regardless of the scholarship, this is a great program to expose new and future leaders to distribution and provide education opportunities about the evolving distribution trends across the nation. If you have questions please contact Stella, stella@fisanet.org or 336-274-6311.

FISA's secret sauce is the community of friends and industry colleagues that come together to strengthen the partnership in distribution and manufacturing businesses across the country and beyond. As the disruptions and uncertainties arise, I wish everyone the best on closing another great year!

Warm Regards,

Jason Ryan

Jason Ryan, FCX Performance

SAVE THE DATE

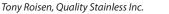
2020 FISA ANNUAL CONFERENCE

September 17-20, 2020 Ponte Vedra Inn & Club • Ponte Vedra, FL www.pontevedra.com

MEET THE NEW DIRECTORS







A t the FISA Annual Meeting held on September 17, 2019 at the Grand Geneva Resort, Stella Jones announced the membership currently includes 116 members with 47 distribution firms, 66 manufacturers and three associate members. President Jason Ryan recognized the outgoing Directors and David Brink, Chairman of the Nominating Committee, made a motion which was seconded and carried that Tony Roisen, Jim Brink and Joe Gamradt be elected to the FISA Board of Directors for a three- year term.

Tony Roisen, Principal, Quality Stainless Inc. is a Distributor elected to a three-year term on the FISA Board of Directors. Tony says, "My wife, Kjirsten, and I started attending FISA in 2012 at Monterey Bay in CA. We were welcomed in, and it has been a great event to attend ever since. The opportunity to meet industry leading distributors and manufacturers in one conference is outstanding. During these last several years, we have developed many new business partnerships as well as personal relationships from around the country. Good people working hard every day! If you are in the sanitary industry, this is the place to be. I am very excited to serve on the FISA Board of Directors. Looking forward to helping FISA continue to grow and be a successful association for many years. Thank you for the opportunity."

Jim Brink, SPX Flow



Joe Gamradt, Anderson-Negele

Jim Brink is Eastern Regional Sales Manager of SPX Flow. Jim was also elected to a three-year term on the FISA Board of Directors. When asked why he was willing to devote the time to being on the Board, Jim replied, " I am committed to serving on the FISA Board. Using my years of experience in the Sanitary Industry, I want to be a part of FISA's mission to always improve our professional knowledge and relationships. Channel Partners and Manufacturers are truly business partners, with a common goal of serving our customers. The most important element in a good partnership, is good communication. FISA gives us the opportunity to understand each other's challenges and improve that communication. I look forward to participating in purposeful conversations that lead to improvement across the industry."

Joe Gamradt is Director North American Sales & Service with Anderson-Negele and a newly elected Director. He commented, "Anderson-Negele's business strategy has direct alignment with the FISA trade association. Taking part as a member has been personally rewarding to me by experiencing the FISA vision to strengthen and grow the members with relationships, connectivity and education. I am truly honored and humbled to join the Board of Directors and serve with some of the industry's best that I admire and respect. As we look to the future of a changing market, the focus on our customer success will inspire our innovation as individuals, companies and the FISA association."

2019 FISA Conference Sponsors, contnued

GEA Mechanical Equipment Girton Manufacturing Havnes Lubricants M.G. Newell Corporation MDE Murzan, Inc. Nelson-Jameson, Inc. Nether Industries Newark Wire Newman Gasket Oliver M. Dean, Inc. **OCS Process Systems** Perrigo Inc. ProFood World/PMMI Media Group Quality Stainless Inc. **Quality Tank Solutions** RathGibson Rodem, Inc. Sani-Matic Sanitube LLC Schwartz Manufacturing Standard Pump Statco-DSI Steel & O'Brien Stuart W. Johnson & Co., Inc. Tel-Tru Tetra Pak the david bryant company The Williams-Carver Company Thermaline, Inc. Top Line Process Equipment Company Twinco, Inc. UDMC Unisource Manufacturing United Industries VNE Walker Engineered Products Wright Process Systems **YRC** Freight

ANNUAL MEETING HIGHLIGHT



Jason Ryan (L) congratulates Marcus Traber, of Burkert Fluid Control Systems and a first-timer, who had the distinction of being Top Shot in Sporting Clays and co-winner of the Pickleball Tournament.

WELCOME NEW MEMBERS

L. J. Star Incorporated

3296 Edison Blvd. Twinsburg, OH 44087 330-840-8936 Contact:Scott Kloetzer skloetzer@ljstar.com www.ljstar.com

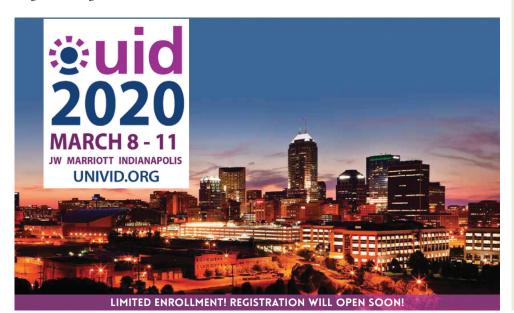
We are a global leader in Process Observation equipment that optimizes our customers' ability to improve and monitor their overall process conditions. L. J. Star produces a diverse array of process observation products for the Pharmaceutical, Industrial, Oil and Gas, Chemical and Food and Beverage industries around the world. Because our products are critical to operational safety, we operate with the highest standards of integrity and business ethics. At L. J. Star, we take our responsibility to provide Quality products to our customers with prompt delivery and responsive customer support very seriously. We work in partnership with our customers to provide innovative solutions to meet their needs.

L. J. Star Incorporated provides an extensive line of process observation equipment: sight glasses, lights, sanitary fittings, and level gauge instrumentation. Product lines include Metaglas® Safety Sight Windows, Lumiglas® Explosion Proof Lights and Cameras, Visual flow indicators, Sight Ports, Sanitary Clamps, Magnetic Level Gages and Gage Glass.

QualiTru Sampling Systems

6700 Canterbury Lane Eden Prairie, MN 55126 612-251-6666 Contact: Calvin Guyer calvin@qualitru.com www.qualitru.com

QualiTru Sampling Systems (Formerly QMI) has been a trusted brand for aseptic sampling in the Food and Beverage Industries for over 30 years. Headquartered in St. Paul, MN, QualiTru is family run and all of our products are American made. A leader in the food and beverage industry sampling solutions, QualiTru provides liquid sampling systems which are accurate, easy to use, and build trust between producers and production facilities in over 30 countries. QualiTru is proud to employ the highest manufacturing standards available. Certified and tested, our commitment to product quality, safety, regulatory compliance, reliable sampling technology and ongoing technology advances are vital to the liquid food industry to prevent recalls or illness. We continuously update training resources and provide focused customer service to assure that our global client team members are confident and proficient in sampling their own liquid food products, mitigating risk and raising the bar of sampling around the world. QualiTru's global vision of safety across all liquid industry avenues is a lofty goal, which we are committed to achieve. We look forward to serving for decades to come.





APPLY FOR A UID SCHOLARSHIP

The University of Innovative Distribution (UID) is an annual, intensive four-day educational program focused on the unique needs of the wholesale distribution industry. FISA will once again offer two scholarships to the March 8-11, 2020 program in Indianapolis, IN. The scholarships cover the \$1095 tuition cost. Students select their own half or full-day courses each day with classes focused on distribution management, territory sales, marketing, negotiation skills, inventory management, sales management, human resources, leadership, information technologies and many more.

Any FISA employee of a member company is eligible to apply for the scholarship as long as he/she has been employed in the industry for two years. Applicants provide a letter of recommendation from a company principal or manager and write a short essay about their reasons for wanting to attend.

To download an application, go to www.fisanet.org and click on Member Benefits. In the drop down menu, click on Targeted Education. Deadline for submission is November 1 and the winners will be announced December 1. If you have questions, call the FISA office at 336-274-6311.

2019 FISA ANNUAL CONFERENCE • LAKE GENEVA, WISCONSIN



Dave Donnan and Mark Hess



Jim Meholick, James Rowley, Mary Kelly, Debby and Doug Vanous



Janelle and Andrew Wood



Travis Perkins and Ron Bruggeman



Joe and Shannon Reynolds



Linda and Zino Lappas



Pete Herb and crew in Sailing Regatta on Lake Geneva.



Some of the 70 FISA members who went zip lining.



Michelle and Randy Hirsh

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 December 1, 2019. Due to space limitations, we cannot print specific product information, but personnel changes, changes of address, expansions or other industry news is always of interest.

If you have a question, please call 336-274-6311.

Fax information to FISA at 336-691-1839 or mail to FISA at 1207 Sunset Drive, Greensboro, NC 27408.

Email: stella@fisanet.org

Stuart W. Johnson & Co., Inc.

Stuart W. Johnson & Co., Inc. located in Lake Geneva, WI is pleased to announce key additions





to their team. Trey Morava has joined the company as Item Master, responsible for ensuring accuracy across all items purchased, sold and kept in inventory. Maintenance of this data, which is used by all departments and represents

the base of all transactions, is critical to their success. Trey graduated from Carthage College in Kenosha. Mariana Hernandez has joined their team as Financial Analyst, and her responsibilities include A/P, A/R, purchasing and financial

analysis. Mariana is a recent graduate of the University of Wisconsin Whitewater. Amber Hulsey recently joined their team as CSR-Customer Service Representative, and she comes to Stuart W. Johnson & Co., Inc. with nearly nine years of customer service experience,

tomer service manager. Amber

attended University of Phoenix

with a focus on business

administration and management. Jennifer Norton joined



Amber Hulsey

Jennifer Norton

Analyst, and comes to Stuart W. Johnson & Co., Inc. with nearly thirty years of accounting experience. She supports all areas of finance, including invoicing, purchasing, cash application and financial analysis. Jennifer graduated from Robert Morris College in Carthage, IL with honors and a degree in accounting.

NOSHOK



NOSHOK is pleased to announce the addition of a new key team member, Mark Klumpp, who has taken on the role of Product Solutions Manager - Food & Beverage. Mark has undergone intensive product training in their facility

Mark Klumpp

to provide him with a strong knowledge base of NOSHOK products and applications. In his role as Product Solutions Manager - Food & Beverage, Mark's focus will be on supporting and expanding their food & beverage product offering and presence in the food & beverage industry. Mark brings nearly 30 years of experience in professional sales management and applications

engineering with a focus on instrumentation products, food & beverage, industrial automation and process control.

BEECO



Colin Danahy



pany (BEECO) is proud to announce the addition of two new employees. Colin Danahy has joined as a Sales Engineer, focusing on sales in engineered systems and specialized equipment. Colin received his B.S.

Bykowski Equipment Com-

in Mechanical Engineering at Cal Poly Pomona and his M.S. in Technology Commercialization & Entrepreneurship from Rensselaer Polytechnic Institute. Colin has experience in both engineering and project management. Gwen Chacon

has joined as a Project Coordinator. She has worked as a Project Coordinator for the past 10 years in similar industries, as well as municipal, government and utilities experience. She also has an AS in Paralegal Studies. Bykowski Equipment Co. (BEECO) serves the food processing and beverage industry in several ways, including: Engineering and Installation of Process Systems, Inventory and Distribution of sanitary parts, and Service of Sanitary Equipment such as pumps, homogenizers, and plate and frame heat exchangers.

Anderson-Negele

Cathy Clausen has joined Anderson-Negele as Vice President and General Manager. Cathy joins the company from Venture Measurement, where she has been the Vice President, General Manager. Cathy joined Fortive in 2010 as the Director of Engineering at Specialty Product Technologies (SPT) in Elizabethtown, NC and went on to hold roles in marketing at SPT before transitioning to her most recent position in November 2017. "Cathy has transformed the technology and customer experience at Venture Measurement, spearheading the development and release of ground breaking software technologies in the farm and feed industry, and I am confident she will continue to accelerate the customer-centric strategy at Anderson-Negele" said Pat Murphy, Senior Vice President of Fortive. As a part of this organizational change, we will also be aligning the Venture Measurement business into Anderson-Negele, reporting to Cathy. This is an exciting development that will continue to build on the capabilities of the Anderson-Negele and Venture Measurement teams. Parker Burke is transitioning from Anderson-Negele to Industrial Scientific Corporation assuming the role of Senior Vice President,

General Manager located in Pittsburgh, Pennsylvania. Anderson-Negele is a global instrumentation company with the mission to provide complete sensor solutions & services for hygienic process engineers in dairy, food and pharmaceuticals.

Fristam Pumps USA



Fristam Pumps USA is pleased to announce Kari Kreger has joined the company as Human Resource Manager. In her new position, Kari will provide high-level HR support to Fristam associ-

ates and leaders with a focus on enhancing engagement, productivity, and effectiveness. Kari is responsible for developing and leading Fristam's human resource functions including benefit and welfare plan administration, employee relations management, payroll, recruitment, workers compensation and safety, and employee training programs. Kari comes to Fristam with over twenty years of human resource management experience. She has a Bachelor of Business Administration degree and a Master of Science in Management degree from Cardinal Stritch University. She also holds SHRM-CP and PHR certificates. Kari is an active member of the Greater Madison Society of Human Resource



Management and holds a committee member role. She is also a member of the National Society of Human Resources Management. Pete Danielson has joined the company as Controller. He will

Pete Danielson

be responsible for financial operations, financial reporting, planning and analysis, cost accounting, budget preparation, risk management, compliance, and internal controls. Pete is a Certified Public Accountant and holds a BBA in Finance from the University of Wisconsin-Milwaukee and a Master of Accountancy from the University of Idaho.

He has extensive experience serving manufacturing companies in practice as CPA with Moss Adams and CLA and serving in divisional financial management roles for multinational companies. 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.



Precision Stainless Inc.

On May 21, Precision Stainless Inc., a domestic manufacturer of sanitary fittings and custom weldments, located in Caledonia, MN, acquired two companies in Kenosha, WI. Precision Stainless acquired MPT Polishing to increase polishing capacity and capabilities as well as Ultra-Fab to add stainless steel fabrication capabilities including waterjet, press brake, shearing, rolling, and OD tube polishing. Both companies will operate under the Precision Stainless name



and are being consolidated under one roof in Kenosha. The acquisitions add 12 employees. Kristin Lopez is the Office Manager/Inside Sales in the Kenosha, WI location. She

Kristin Lopez

has over 22 years' experi-

ence in the sanitary/BPE fittings industry. Mike Kruesel is in charge of Engineering; Mike Ostrum is Shop Foreman and will be responsible for day-to-day operations. Accounts Receivables and Payables will continue to be handled from the Caledonia, MN location.

NewAge Industries

NewAge® Industries, manufacturer of high purity AdvantaPure® fluid transfer products, announces that it is now 100% owned by its employees through its ESOP (Employee Stock Ownership Plan). The ESOP is a retirement benefit that gives employeeowners a true stake in their futures. Ken Baker, CEO, sold portions of the business to the ESOP in three stages over the past thirteen years. September 2019 saw the completion of a decades-long plan to help ensure the continued success of the company and avoid a competitive buyout. Since the ESOP's inception, the share price has appreciated 975%. In business since 1954, NewAge Industries manufactures plastic and rubber tubing in reinforced and unreinforced styles. The company maintains a large inventory of tubing and fittings for its core product lines, provides custom extrusion and fabrication capabilities, and services customers worldwide. NewAge is a solar

powered, zero landfill organization committed to continually minimizing its environmental impact. The AdvantaPure^o division of NewAge Industries is ISO 9001:2015 certified and specializes in high purity tubing, hose, Single-Use process tubing manifolds, BioClosure® container closure systems, and other molded components for the pharmaceutical, biopharm, biomedical, food, beverage and chemical industries.

Steel & O'Brien Joins Flow Control Holdings

Steel & O'Brien Manufacturing, a longtime FISA member and a provider of sanitary and BPE fittings, tubing, and valves operated by the Wells family out of Arcade, NY, has joined Flow Control Holdings in a sale that closed last November. After almost three decades of family ownership and with the prospect of retirement on the horizon, the Wells family decided that the time was right to take on outside investment. "As we evaluated potential investment partners, maintaining our culture and core operating principles without disruption as well as creating opportunities for our people were important to us," stated Bryan Wells, family owner and President of Steel & O'Brien. "The approach of Flow Control Holdings and their private equity sponsors has allowed Steel & O'Brien to operate as we always have, but with new resources for



Tim Bainbridae



growth. It's been business as usual," added Wells. Tim Bainbridge has been promoted to Operations Manager. He has been a vital element within Steel & O'Brien for the last five years. He has supported process improvement measures, ISO certification, and various other accomplishments in his prior role as a Project Manager. Mike Lovelace has been

Mike Lovelace promoted to the Sales Manager at Steel & O'Brien. Mike has

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MEMBER NEWS & VIEWS, continued from page 7

twenty years in the industry and seven years at Steel & O'Brien. Mike supports the sales team from both inside and external as the Sales Manager. He has been working to drive sales by fostering relationships, new distribution channels along with marketing techniques. "Steel & O'Brien is the exact type of business we are attracted to in terms of its family ownership structure, its position in the marketplace, and its reputation for expertise and service," stated Phil Pejovich, CEO of Flow Control Holdings. "As we bring investment for growth to each operating company, we pride ourselves on supporting the existing employees, expanding capabilities, not disrupting the business and continuing what the founder has built." Based in Chicago, Flow Control Holdings, LLC is a private-equity backed business focused on "highly engineered solutions for market critical applications" within the diverse flow control sector.

QualiTru Sampling Systems

(Formerly OMI) has announced that Calvin Guyer, MS, PCC has been selected as QualiTru's new Chief Executive Officer. Guyer assumed the role on September 1, 2019. Prior to his role at QualiTru Sampling Systems, Guyer completed a distinguished Military Career and successfully transitioned into the private sector specializing in Financial Services, Business and Leadership Coaching. Guyer was introduced to the QualiTru team while he was an Adjunct Faculty member at the University of St. Thomas and Chief Energy Officer at The Carpe Diem Coach. After experiencing his team building skills, strategic planning and business know how, QualiTru offered him the position of Chief Operating Officer. Guyer holds a Bachelor's degree in Electrical Engineering from Iowa State University and a Master's of Science degree from Wright State University.

In Memoriam

A.Y. Adams, who was President of the FISA Board of Directors in 1987 and 1988, passed away on September 14 in Plano, TX. FISA sends our deepest condolences to his wife, Judy, and to his family.

Mark Your Calendar

NOVEMBER 1, 2019 UID Application Deadline

DECEMBER 1, 2019 UID 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

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

the distribution channel.

FISA is dedicated to strengthening

Remember to send names of

prospective members to

stella@fisanet.org.

Greensboro, NC 27408 1207 Sunset Drive

