

MARK YOUR CALENDAR FOR THE 2026 FISA ANNUAL CONFERENCE

2026 is the 250th Anniversary of the founding of this country.

What a wonderful time to meet near Washington, DC in the picturesque countryside of northern Virginia. Mark your calendar for September 17- 20, 2026 and plan to be at the Lansdowne Resort in Leesburg, Virginia. This 4-Diamond Resort has 296 rooms and is nestled along the scenic banks of the Potomac River in Leesburg, Virginia. The Resort offers a blend of comfort, convenience, and natural beauty that makes it a great location for the 2026 FISA Annual Conference. The Resort will have many on-site activities for members to enjoy without leaving the property.

For golf enthusiasts The Resort's two championship courses and nine-hole short course offer a memorable experience. Designed by Greg Norman and Robert Trent Jones Jr., the courses showcase the region's rolling terrain and Potomac overlooks. The Resort features an indoor heated lap pool, three seasonal outdoor pools, volleyball and pickleball courts, and a fitness center. The 12,000' Spa Minerale features 13 treatment rooms and an array of spa and wellness options.

The Place to Learn, Network, & Recharge

The goal of each FISA conference is to bring members together in a setting that supports meaningful interaction and a renewed sense of momentum for the year

ahead. Lansdowne's layout, atmosphere, and hospitality all help create the right environment for those connections to happen. And since Lansdowne Resort is only 12 miles from Dulles Airport, the location makes flights accessible from different areas of the US and internationally.

About Leesburg, Virginia

Lansdowne Resort is located less than seven miles from Leesburg, Virginia. Leesburg is the seat of government for Loudoun County and is a charming, historic town about 35-40 miles northwest of Washington, D.C. Leesburg is known for its well-preserved downtown, deep roots in American history, a lively arts/cultural scene, and proximity to nature and wine country.

Founded in 1758, Leesburg has a rich history spanning three centuries from colonial times, to today. The historic downtown retains architecture from the 18th and 19th centuries, and the town is filled with shops and restaurants featuring farm-to-table cuisine. Loudoun County is known as DC's Wine Country with more than 40 wineries and vineyards in the area. It's one of the top wine regions on the East Coast.

In addition to being known as a prominent wine region, Loudoun County also has a large portion of the world's internet traffic passing through Loudoun because of its massive concentration of data centers.

2025 FISA Economic Survey

DISTRIBUTORS 74% Return
MANUFACTURERS 25% Return

Now that we are nearing the end of 2025, how does your business compare with 2024?

| | | |
|-------------------------|--------|--------|
| Profits are up | 44% | 50.00% |
| Profits are down | 20.59% | 7.14% |
| Profits are same | 35.29% | 42.86% |

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

| | | |
|-------------|--------|--------|
| 2025 | 50.00% | 57.14% |
| 2024 | 32.35% | 28.57% |
| 2023 | 17.65% | 14.29% |

For 2026, in which market segments do you anticipate the most growth?

| | | |
|-----------------------|--------|--------|
| Food | 29.41% | 21.43% |
| Dairy | 8.82% | 28.57% |
| Beverage | 17.65% | 0.00% |
| Pharmaceutical | 20.59% | 28.57% |
| Personal care | 14.71% | 0.00% |
| Other | 8.82% | 21.43% |

What is the biggest challenge you face going into 2026?

DISTRIBUTORS:

- Tightening of the market/capital expenses. People still a continued effort.
- Customers postponing or canceling non-compliance related services.
- Health Insurance plans having large price increases.
- People
- Delivery dates
- Finding good new employees
- Finding welders
- People
- How to walk away after 42 years....
- Hiring more qualified people to handle our back log of business.

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MARK YOUR CALENDARS!

2026 FISA ANNUAL CONFERENCE

September 17 - 20, 2026
Lansdowne Resort
Leesburg, VA
lansdowneresort.com





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.

**2025 – 2026
FISA Board of Directors**

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Joe Reynolds
CSI

Vice President

Gray Sherrill
M.G. Newell Corporation

Past President

Barry Dobbins
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The Williams-Carver Company

Dan Eldon
Oliver M. Dean, Inc.

John Georgen
VNE

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DCI, Inc.

Devon Vogel
Nelson-Jameson, Inc.

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

FROM THE PRESIDENT



FISA Members,
As we enter this season of thankfulness, I am reminded not only of the work we have done, but of the people who made that work meaningful. Over the past couple of months, we have emphasized the

essential role distributors play in the hygienic supply chain and the rising expectations that come with that responsibility. Meeting those expectations is possible only because of the relationships, trust, and shared commitment that define this association.

Thank you for your involvement, for supporting one another, and for investing in the future of our industry. FISA is strong because its members care deeply about their people, their partners, and the customers we serve.

We are also grateful for the many volunteers who serve on the Board and committees. Your time and dedication make a huge difference. None of our progress happens without you.

Strong Partnerships:

FISA has a long history of emphasizing how manufacturers rely on distributors to extend their reach, provide technical expertise, and deliver field insights that fuel innovation.

At its core, partnership is built on people, relationships, and the discipline to **“Do what you said you’ll do. Finish jobs.”** a standard our founder Jim Cook instilled deeply in all of us at CSI. It is shaped by trust and maintained through consistent action.

Healthy partnerships share common traits:

- Early, clear, and frequent communication
- Joint problem solving rather than handoffs
- Shared investment in training and responsiveness
- Commitments honored with follow-through
- Time spent to encourage and challenge each other

Partnership reaches its highest level when two companies move from simply “doing business” to genuinely trusting each other and customers immediately feel the difference.

A True Partner:

This year, our industry celebrated the retirement of Zino Lappas after more than 34 years with Alfa Laval. Zino exemplifies the very best of supplier–distributor partnership.

One thing I appreciated was that no matter

how busy he was, he would take my call. I could always count on him to step in, share knowledge, discuss difficult topics, and work toward a solution. His humility, reliability, and professionalism played a significant role in the long-standing success of the Alfa Laval–CSI relationship.

Zino’s example demonstrates that strong partnerships rely less on products and far more on people who earn trust through consistency, integrity, and genuine care by investing in relationships. We are grateful for his contributions and wish him all the best. He will be deeply missed by all of us who had the privilege of working with him.

The Year Ahead:

As we look toward the new year, our industry will continue to evolve. Customer requirements are becoming more complex, technology is accelerating, and workforce needs are shifting. The path forward requires us to strengthen partnerships, develop our people, and lead with clarity.

Preparing our teams for the future is central to this charge, and continuing education plays a vital role in that effort. Through programs like the University of Innovative Distribution (UID) and the FISA Business Academy, we remain committed to developing the next generation of leaders, and it is encouraging to see members embracing these opportunities.

Congratulations to our UID scholarship recipients, Alex Stueve and Jared Hively, who will be attending in March. Their thoughtful applications showed genuine enthusiasm for learning. If others are considering attending, I encourage you to register early for the best rates.

In the next couple of weeks, please watch for the annual member survey, which will help shape the 2026 FISA Annual Conference. Your input ensures we continue delivering relevant content, impactful speakers, and resources that no individual company could accomplish alone.

As we conclude the year, I want to extend my heartfelt appreciation to each of you. Thank you for your support, your collaboration, and the energy you bring to strengthening distribution’s leadership in our industry.

Shannon and I wish you a joyful Christmas season and a healthy, prosperous New Year!

Warm holiday regards,



Joe Reynolds

Central States Industrial (CSI)

FISA WOMEN'S NETWORK KICKS OFF WITH A BANG!

By *Devon Vogel*,
FISA Board Member,
Executive VP of
Corporate Strategy,
Nelson-Jameson, Inc.



We are overjoyed to share the success of the inaugural virtual gathering for the **FISA Women's Initiative (WISDOM – Women in Sanitary Distribution and Manufacturing)**, a dynamic event focused on professional growth, personal connection, and charting the future of women in our industry!

On **Wednesday, November 12th**, we launched an exciting new initiative for the FISA network. Out of 100 initial invitees, we hosted **28 phenomenal women** for an hour and fifteen minutes of interactive discussion, virtual networking, and genuine connection. For many, this was the first chance to **put a face to a name** and forge the way for personal relationships with colleagues they often only encounter digitally. The response was overwhelmingly positive, with several attendees expressing their excitement early on, which carried through to the end.

Cross-Industry Powerhouse

The event showcased the incredible depth and diversity of talent within FISA. The 28 participants represented a wide array of career paths, including:

- **Sales**
- **Marketing**
- **Product Management**
- **Engineering**
- **Applications Specialists**
- **Human Resources**
- **Executive Leadership**
- **And more!**

This cross-functional engagement highlighted that in our industry, most of us “**wear many hats,**” thus making these connections even more valuable. We had the opportunity to share life lessons to our younger selves and highly recommended books for personal and professional development.

Building the Future: Vision for Engagement

The attendees brought phenomenal brainstorming energy, outlining a robust road map for the future of the FISA Women's Network. Future engagement ideas include:

- **Small, Interest-Based Groups:**
Virtual roundtables and focused exchange groups on specific topics.
- **Mentorship Programs:**
Creating both official and informal mentorship structures.
- **Digital Hub:**
Launching a private **WISDOM LinkedIn Group** for continuous exchange, book/article sharing, and communication.
- **Cutting-Edge Discussions:**
Focused sessions on **AI** theory, tactical use, and best practices.
- **Industry Evolution:**
Dedicated work on **Recruiting, Retention, and Cultural Evolution** to make FISA companies long-term “homes” for employees.
- **Pipeline Development:**
Involvement with **Internships, Apprenticeships, and College Campuses** to get women interested in **STEM and Engineering** careers early on.

Annual Conference: Community Call to Action

An inspiring idea surfaced: to incorporate a **Community Support Event** into the next Annual Conference (e.g., Build a Bike, Convoy of Hope, Feeding America, etc.). This would offer an invaluable chance for **charitable giving of our time** while building powerful camaraderie among FISA conference attendees.

A heartfelt thank you to the 28 women who dedicated their time, shared their wisdom, and actively shaped this new avenue of communication and growth for the FISA network. We will utilize the helpful ideas shared during our call to determine the next meeting style, topic, cadence and channels of interaction moving forward.

2025 FISA Economic Survey

Continued from page 1

- Keeping customers or finding new business due to plant closures.
- Hiring more qualified people
- Uncertainty surrounding trade, tariffs and governance.
- Hiring competent employees
- Private Equity
- Catch up sales from a softer 2023
- Surviving the upcoming elections. Why can't we come up with better candidates? Our great Nation needs to address that issue. Americans should be the happiest people on earth, but we are not. Anger seems to be the rule of the day.
- Capital spending will shrink, and service techs to maintain existing equipment are difficult to find.
- Project Slowdown.
- Hiring and employee retention.
- Keeping up with the digital information upgrades and trends.
- Uncertain economy, high interest rates. Rapid industry consolidation.
- People
- Staffing
- Generating new business with a shrinking customer base
- Economy
- Supply Chain/Delivery
- Completing current projects

MANUFACTURERS:

- Dealing with the increase in cost due to tariffs
- Ensuring we have the right parts in inventory at any given time
- Company changes
- Labor
- Tariff uncertainty
- Supply chain challenges
- Economy and effect of government initiatives
- Normalizing (or not) the impact of tariffs and other logistics costs to pricing
- Labor
- Continued political/economic uncertainty
- Tariffs

FISA ANNOUNCES UID SCHOLARSHIP WINNERS

FISA is pleased to announce that two FCX employees have been selected as recipients of the UID scholarships, giving them the opportunity to attend the University of Innovative Distribution (UID) in March 16-19, 2026. UID is sponsored by the Association Education Alliance (AEA), a consortium of 40+ distribution professional associations including FISA, and in cooperation with the Department of Technology Leadership and Innovation of Purdue University. Participants select their curriculum from courses offered in six tracks. The course curriculum is taught by world-class instructors who know distribution with strong emphasis on Sales and Artificial Intelligence (AI) across multiple sessions and keynotes.



Alex Stueve

One of the scholarship recipients is **Alex Stueve**, who currently serves as the warehouse manager at FCX/Pump Pros. In writing a letter of recommendation for Alex, Brandon

Foster, Operations Manager of Pump Pros, wrote, "I've had the privilege of working with Alex throughout his twelve years with our company, and I can confidently say that

he exemplifies the qualities of a dedicated, forward-thinking leader. Alex began his career with us in 2013 as a mechanic and quickly distinguished himself by volunteering for field service work. His willingness to take on challenges and learn critical troubleshooting skills laid the foundation for his future advancement. Most recently, Alex was promoted to Warehouse Manager, a role he has embraced with the same initiative and commitment that has defined his career. His deep understanding of our operations, combined with his hands-on experience and strategic mindset, makes him uniquely suited to lead our warehouse team through a period of transition and growth. He is already playing a key role in mentoring

new mechanics and preparing our team for upcoming retirements, ensuring continuity and excellence in our operations."



Jared Hively

The second scholarship recipient is **Jared Hively**, who has been with FCX Performance for three years in an inside sales role. In his scholarship application, Jared wrote, "Through my career, I have come

to recognize success in distribution requires more than transactional efficiency. It demands strong operational awareness, innovative thinking, and the ability to guide teams through change. My goal is to transition into a leadership role where I can take on greater responsibility, support cross-functional collaboration, and influence long-term organizational growth. I am committed to broadening my expertise beyond sales and into operational leadership—where I can help shape systems, drive improvements, and build a culture focused on continuous improvement. The University of Innovative Distribution Program offers a pivotal opportunity to support this transition. UID's practical focus on operations, strategy, and leadership directly aligns with my professional goals."



JEFF HEEREMA APPOINTED TO FISA BOARD OF DIRECTORS

Jeff Heerema, Co-Owner and Director of Sales at Heerema Company, has been appointed by the Nominating Committee to serve on the FISA Board of Directors. He will fill the two years remaining on Brock Beach's term.

Jeff began his professional career after college at WESCO Distribution, where he worked for 18 months before joining Heerema Company in 1995. Outside of his professional commitments, Jeff enjoys traveling with his family, attending concerts and sporting events, playing volleyball, and working out.

Jeff says, "I have enjoyed being part of the community over the years serving a term on my children's school board and also



Jeff Heerema values building connections through sports.

being active in our church youth group for over fifteen years. I really enjoy all sports and have found them to be a great connection point. From coaching town soccer and basketball, to leading activities in our church youth group, to hosting a pickup

volleyball league in our backyard, I have built many lasting friendships."

When asked about his willingness to serve as a member of the FISA Board, Jeff shared, "I am honored to join the FISA Board of Directors again. As a FISA member myself for thirty years, I am proud to contribute to an organization that continues to strengthen our industry. Serving on the board offers the chance to network with leading professionals and stay current with technological advancements, industry standards, and economic trends. Heerema Company has a long history of belonging to FISA. My father, Bill, previously served on the board, and I am privileged to continue that tradition."

FISA IS COMMITTED TO ONGOING EMPLOYEE EDUCATION

Register today for the FISA Business Academy
The FISA Business Academy starts on March 11, 2026.

The **FISA Business Academy** is a 10-week fully digital program for both current and aspiring leaders within the hygienic processing industry to learn the fundamentals of people management and business finance to grow their businesses and advance their careers.

FISA Business Academy is a 10-week program that blends self-paced learning with live virtual sessions every two weeks to learn and discuss with your peers. By the end of this program, you will have the knowledge, skills, and resources you need to be more successful.

After the 10 weeks, you will continue to have access to the eLearning to continue your learning journey!

FISA Business Academy is based on a streamlined executive-MBA curriculum, with relevant and actionable knowledge every business leader needs. In just 10 weeks you will learn how to build organizational alignment, create more agile planning processes, empower your team, serve your right customers better, and learn the financial fundamentals of building a more profitable organization.

The program cost is \$995 per person, but if you register before January 31, 2026, you can save \$200 with early-bird pricing! Additionally, for teams that sign up together there is bulk pricing for groups of 3 or more.

[CLICK HERE TO LEARN MORE AND REGISTER TODAY!](#)

A FEW FAQs

Who will be our instructor?

John Cioff is the program creator, he has spent the last 30 years coaching hundreds of clients to success. He previously ran a subsidiary of Amoco Oil and held executive positions at several other companies in a wide variety of industries. John received his MBA from The Wharton School and holds a Master's from Dartmouth.

Jeremy Wall is our lead facilitator, having built companies from scratch through exit, Wall is now focused on helping other leaders create the success they want to see. As our lead facilitator he will be guiding you throughout the 10-week program and our live sessions.

Who is the program for?

This information is beneficial for everyone, from the CEO to the aspiring manager, the more of your team that understands these fundamentals, the better off your business will be. However, if you want to start slow, we suggest that owners, managers, future leaders, supervisors, and high-potential employees go through this program together as a unit for the most impactful outcomes.

How long will I have access to the program?

Great question, while the program runs in a synchronous timing with your peers after the 10-weeks you will retain access to the eLearning for a full calendar year after we wrap up.



BUSINESS ACADEMY

UNLOCK YOUR POTENTIAL
Leadership, management, & finance mastery for leaders in the hygienic processing industry



Arturo Gomez
Alfa Laval

"I joined to learn more about finances. I'm an engineer, so it's not my natural strength. However, once I started [learning], I got immersed in several topics that I can use in my daily work life."



Holly Fender
Ideal Tridon -
ACL Hygienic

"I had the confidence to take the next step in my career by applying these new skills. The coursework, I believe, would benefit team leaders, new managers, or anyone looking to strengthen their business knowledge & leadership skills."



Rich Wendt
Sani-Matic, Inc.

"I took away a number of tools I will be implementing in my role...the concept of not expecting your team to adapt to your management style, but instead adapting your management to the individuals, is a great reminder of how to encourage the best performance from people."

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 February 27, 2026. 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 or email stella@fisaset.org

ITT, Inc.

ITT Inc. (NYSE: ITT), a leading provider of highly engineered critical components and manufacturer of innovative technologies, announced on December 5th it has entered into a definitive agreement with Lone Star Funds to acquire SPX FLOW, a leading provider of highly engineered equipment and process technologies for attractive end markets including industrial, health and nutrition, for a total consideration of \$4.775 billion in cash and equity. This represents 14.2x SPX FLOW's forecasted full year 2026 adjusted EBITDA, or 11.5x including expected cost synergies. The acquisition of SPX FLOW adds critical equipment and adjacent flow and process technologies that extend ITT's capabilities to address complex customer challenges across growing end markets with secular trends, including industrial, chemical, energy, mining, nutrition and health and personal care. The U.S.-based company brings premier brands and longstanding blue-chip customer relationships along with deep technical expertise and best-in-class aftermarket services for pumps, valves, mixers and other flow and process solutions. In the trailing twelve-month period ended Sept. 27, 2025, SPX FLOW generated \$1.3 billion in revenue with approximately 42% gross margin and greater than 21% EBITDA margin (22% adjusted), with 43% aftermarket sales. Upon close, SPXFLOW will join ITT's Industrial Process (IP) segment. IP is a global leader in centrifugal and twin-screw pumps and engineered valves with ~\$1.4 billion in revenue in 2024. The transaction is subject to customary closing conditions, including the receipt of applicable regulatory approvals, and is expected to close by the end of Q1 2026.

QualiTru Sampling Systems



David Roesser

QualiTru Sampling Systems is pleased to announce the appointment of **David Roesser, Ph.D.** as Chief Executive Officer. Dr. Roesser brings over 25 years of leadership experience in high-growth, innovation-driven companies across the life sciences, specialty manufacturing, and process technology sectors. With a track record of building customer-focused teams and driving sustain-

able growth, Dr. Roesser is well-positioned to lead QualiTru into its next chapter. His strategic vision and commitment to product innovation align with the company's mission to deliver trusted aseptic sampling solutions that improve food safety, quality, and process performance across the dairy and liquid food industries.



Sabina Alexander

Also, QualiTru Sampling Systems welcomes **Sabina C. V. Alexander** as Director of Technical and Scientific Services. Sabina brings over eight years of food safety leadership experience from Hiland Dairy Foods, where she served in roles including FDA Liaison and Food Safety Culture Ambassador. Sabina holds a BS in Food Safety and Quality (Summa Cum Laude, Class Valedictorian) from Lakeland University and is completing her MS in Leadership and Organizational Development. Her certifications from IFPTI, Michigan State University, and QUALITY CHEKD further demonstrate her deep technical expertise. **Robert D. Byrne, Ph.D.**, has been appointed to the Board of Directors of QualiTru Sampling Systems. Dr. Byrne brings decades of leadership in food safety, regulatory compliance, crisis management, and dairy industry advocacy to the board. As the founder of Rob Byrne Consulting, LLC, and a respected voice across the dairy and food manufacturing industries, Dr. Byrne has led impactful initiatives ranging from FDA-backed HACCP pilot programs to global regulatory policy through Codex Alimentarius and the International Dairy Federation. His appointment reflects QualiTru's continued commitment to scientific integrity, food safety, and delivering trusted, representative sampling solutions to processors worldwide.

Sani-Matic, Inc.



Nate Frey

Sani-Matic welcomes **Nate Frey** as Business Development Leader for the Hygienic Component Solutions product line. Nate will focus on driving growth across the United States for the company's hygienic component portfolio, which includes a full line

of spray devices, process strainers, and tank components designed for process protection and optimization. Nate has more than 15 years of experience spanning mechanical design, application support, and technical sales. Prior to joining Sani-Matic, Nate held roles as a Manufacturers Sales Representative, Sales Engineer, Application Technician, and Mechanical Designer where he specialized in power transmission and process equipment solutions.

About Sani-Matic, Inc.

Sani-Matic, Inc delivers reliable sanitary process cleaning solutions with custom engineering, automation, and manufacturing. Founded in 1943, the Wisconsin based manufacturer serves food, beverage, personal care, nutraceutical, and biopharmaceutical industries with products including CIP systems, COP parts washers, cabinet washers, automated reporting software, tunnel washers, 3-A certified strainers and spray devices.

3-A Sanitary Standards, Inc.

3-A Sanitary Standards, Inc. (3-A SSI) is a nonprofit organization that develops and maintains standards for the design and fabrication of equipment and systems used to process food and beverage products in a sanitary manner. The mission of 3-A SSI is to enhance product safety for consumers around the world by developing standards and education materials that promote hygienic equipment design and practices. For more information, visit www.3-a.org. 3-A Sanitary Standards, Inc. (3-A SSI), the steward of hygienic equipment standards for the food, beverage, and pharmaceutical industries, today announced the relocation of its headquarters to Washington, DC. The move, effective today, is a strategic step that will help 3-A SSI better serve its mission and engage with its community.

The new 3-A SSI headquarters address is:

3-A Sanitary Standards, Inc.
1250 H St., NW
Suite 903-A
Washington, DC 20005

The new location, adjacent to the International Dairy Foods Association (IDFA)

offices, provides 3-A SSI with a unique opportunity to deepen connections within the dairy industry. It also creates new avenues for engagement with groups representing the broader food industry, many of which are headquartered in Washington, DC. “The relocation of our headquarters to Washington, DC, is a pivotal moment for 3-A SSI. It is a strategic decision that aligns with our vision for future growth and a deeper focus on industry collaboration,” says Meri Beth Wojtaszek, 3-A SSI Executive Director. “Our new home will enable us to be more responsive to the evolving needs of our community, while also enhancing our operational efficiency.” 3-A SSI was previously headquartered in McLean, Virginia.

M.G. Newell Corporation



Nate Wood

M.G. Newell is pleased to announce that **Nate Wood** has joined the company as the Vice-President of Engineering. Nate brings over 22 years of engineering and operations management experience in both GMP and industrial environments. Previously, Nate worked for a distributor for 15 years where he held multiple leadership roles including Senior Plant and Engineering Manager and Plant Manager. Throughout his career, Nate has led cross-functional teams, managed multimillion dollar capital projects and driven continuous improvement initiatives. Nate has his P.E. license and a B.S. in Mechanical Engineering from Western Michigan University.

Burkert Fluid Control Systems



David Taplin

David Taplin is the newest Area Sales Manager at Burkert Fluid Control Systems, where he covers the Northeast territory, including New York, Massachusetts, Connecticut, Rhode Island, Vermont, New Hampshire, and Maine. With many years of experience in technical sales, David brings extensive expertise in valves and instrumentation. He joins Burkert most recently from another

manufacturer, where he managed the Northeast territory, successfully supplying sanitary instrumentation through key distribution channel partners. Located in the Albany, NY area, David has built many strong relationships with both channel partners and end-users throughout the region.

ACL Hygienics



Audra China

Audra China brings experience in commercial sales supporting valves, sensors, controls, and automation products, with additional background in supply chain and purchasing. She has worked closely with channel partners and OEMs in the food and beverage and pharmaceutical markets, strengthening efficiency and service across both sectors. Her combined commercial and operational expertise will support ACL's continued growth. ACL Hygienics, part of the Ideal Tridon Group, provides high-performance hygienic clamps, fittings, and fluid-handling components for food, beverage, and pharmaceutical applications.

Nelson-Jameson

Nelson-Jameson is proud to announce its designation as a Great Place to Work Certified company for the third consecutive year. An impressive 91 percent of employees rated the company as a great place to work, highlighting its commitment to fostering a culture where employees feel valued and supported. This recognition underscores Nelson-Jameson's dedication to building a workplace where trust and collaboration thrive. The Great Place to Work Certification is based on comprehensive anonymous employee feedback gathered through the 2025 Trust Index Survey, a global standard for evaluating workplace culture. This survey measures five key dimensions: leadership credibility, respect, fairness, workplace pride, and a sense of belonging. Nelson-Jameson excelled in these areas, earning high marks from employees.

MEMBER SPOTLIGHT: JOHN GEORGEN AND ASME BPE

Editor's Note: Volunteers are the backbone of FISA. While we greatly appreciate the numerous contributions from our Board of Directors, we also want to showcase the dedication our members demonstrate beyond their work with FISA. Many of our members actively support other organizations within the hygienic processing industry. This feature is the first in a series aimed at highlighting members who volunteer their time with industry organizations and within their local communities. The first interview is with John Georgen, who happens to be a FISA Board of Directors member. We need your help in learning about contributions of other FISA members participating in other industry organizations and those involved in leadership roles in their local communities. If you would like to nominate someone to be featured or share your own involvement, please email stella@fisanet.org.

Q. John, I understand you are very involved with BPE, could you describe the purpose of BPE?

A. Many of our FISA members are familiar with 3-A, which provides guidelines for designing and fabricating equipment used in the food, dairy, and beverage industries. Similarly, the ASME BPE Standard offers detailed guidance for bioprocessing equipment used in the pharmaceutical industry. It defines requirements for materials of construction, surface finish, welding, system design, and certification to ensure systems are cleanable, drainable, and minimize the risk of contamination or bioburden.

Q. When and how did you first become involved with BPE?

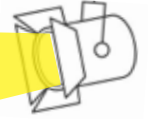
A. I attended my first BPE meeting in 2017, and it wasn't long before I was volunteering in task groups and giving technical presentations that advanced content improvements. I was fortunate to have my late colleagues, Pete Dunbar and Chip Manning, as mentors. They encouraged me to become more involved, and with their guidance, I became a subcommittee member in 2019. One of the biggest benefits of participating has been the opportunity to strengthen connections across all levels of the biopharmaceutical supply chain—component manufacturers like VNE, distributors, contractors, OEMs, A&E firms, and pharmaceutical end-users



John Georgen

Q. What is your role now?

A. I currently serve on the DT (Dimensions and Tolerances) and SF (Surface Finish) subcommittees. These groups are actively working on several important initiatives. For example, the DT subcommittee recently completed weld, pressure, and product-entrapment testing to establish standards for ferrule face flatness, reducing the risk of bioburden being trapped between ferrule faces. The SF subcommittee is developing a non-mandatory appendix to guide mechanical polishing procedure qualifications, helping ensure consistent processes that reduce defects and undesirable surface conditions.



Q. How should members possibly interested in participating become involved?

A. Getting involved with ASME BPE is straightforward and highly rewarding, especially considering that the standards we develop help improve and sustain people's lives. The organization is entirely volunteer-driven and strengthened by the diverse expertise of its members. Anyone interested in bioprocessing standards can attend one of the three in-person meetings held each year. These meetings are open to the public, and there is no sign-up or membership fee to participate. Beyond the technical sessions, there are also valuable networking opportunities, such as the Tuesday evening cocktail reception. Members can contact me directly or visit the BPE website to learn more: <https://cs-tools.asme.org/csconnect/CommitteePages.cfm?Committee=N10120000>

MARK YOUR CALENDAR

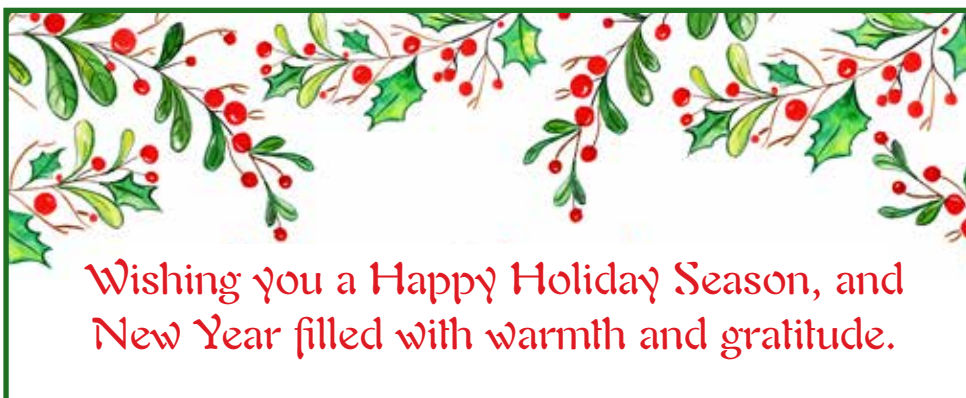
MARCH 11 – MAY 20, 2026
FISA Business Academy

MARCH 16 – 19, 2026
UID in Indianapolis, IN

JULY 1, 2026
Renew FISA Membership

SEPTEMBER 17 – 20, 2026
FISA Annual Conference
Lansdowne Resort – Leesburg, VA

NOTE: Email stella@fisanet.org the name of your Marketing Manager to add to the FISA database.



Wishing you a Happy Holiday Season, and
New Year filled with warmth and gratitude.