

Outgoing President's Retrospective

I have been a member of NAPM-Buffalo and now ISM-Buffalo since 2007. In August of 2012 I was given a great chance to join the leadership ranks of the board and ultimately became the President. Serving on the board and as your President for the last two program years has been one of the greatest learning opportunities of my personal and professional life. I have taken more from all of you and ISM-Buffalo than I could have possibly given in 10 terms as your President. I learned more about effective leadership, communication and attention to detail and maybe most importantly how to best manage my time and energies. The last 3 years have been an amazing time and I am looking forward to working on the board in a new role...I'm continuing to work on the 'not being in charge' part.

I am not here to rehash all of the Board's accomplishments over the last two years even though there are many. I most want to focus on the continued need for service. None of the awards you saw presented tonight, including the William J. Gamble Scholarship Award, are possible without the work done by all of our volunteers. Without volunteers we could not raise the money it takes to run the organization. Without volunteers we could not offer 10 educational dinner meetings, seminars or certification classes. Most of all, without volunteers we could not fulfill our mission; to advance the purchasing profession through high ethical standards of conduct and fairness and to encourage the social and educational opportunities of its members to be effective as possible in their profession. Please consider lending a hand at the next meeting you attend... maybe joining a committee or joining the board of directors. It is through our selfless volunteers and member participation that this organization has survived 111 years; we need that now more than ever.

Lastly, I want to thank my support system. My work family at PCB Piezotronics is great. They not only support my commitment to ISM-Buffalo but they continue to provide challenges every day that keep me sharp and my quest for lifetime learning strong.

The support system at ISM-Buffalo is tremendous. Nancy is the backbone of this organization, without which we would be lost. The Board of Directors and the network of volunteers is great; they are the single biggest reason we are successful as an organization. They always do what they believe is in the best interests for you the members, and the organization itself.

Most of all there is my family. My wife Lindsay and my three children are the single biggest reasons why I am able to do what I do for ISM-Buffalo. They drive me to do my very best every single day and to live a blessed life of happiness and positive energy. My wife Lindsay should be recognized most of all as she is the single biggest driving factor in most all of my successes; behind every decent man is an incredible woman whom without, I can confidently say I would not be standing here today.

Thank you.

Brandon M. Jones, C.P.M.
2013-2015 President



Brandon Jones (right) passes the gavel to newly installed 2015-16 President Dominic LoTempio at the June 9 meeting.

Buffalo Buylines

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Mission Statement

The Mission of ISM-Buffalo, Inc. is to advance the purchasing profession through high ethical standards of conduct and fairness and to encourage the social and educational opportunities of its members to be effective as possible in their profession.

2015-2016 Board of Directors

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DIRECTOR OF PROGRAM

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COUNSELOR AND ADVISOR

John Domres, Sr., C.P.M. (667-6421)

EXECUTIVE DIRECTOR

Nancy Boyd Haley (648-0972)

Major Committee Chairs

PROFESSIONAL PLACEMENT

Greg Nerogic, CPSM, CPA

(868-2854)

gjnerog@gmail.com

BUSINESS SURVEY

Dr. Jay Walker (286-8311)

WEBMASTER

Michael A. Lovelace, C.P.M. (562-0288)

Affiliated with:

Institute for Supply Management
www.instituteforsupplymanagement.org

NY NJ Forum

www.mypurchasingcenter.com/purchasing/profiles/ism-new-york-new-jersey-forum

President LoTempio's Inaugural Address



(Speech from June 9 Installation and Awards Dinner)
Let me begin by thanking all of the current members, and a few future members, for attending this meeting, our final gathering of the season.

With the recommendation of Jack Ampuja, and the invitation of Dennis Sullivan, I attended my first meeting of what was then NAPM during the winter of 2010. During the meeting there were comments regarding social media, and I decided to step in and offered to work with NAPM to create a stronger online presence. Other members have since taken over responsibility for social media, and I'm proud to say that we now have one of the largest Facebook followings of any ISM-member association, with 95 people following ISM-Buffalo as of this afternoon.

To be quite honest, when Brandon approached me to become the President-Elect I was honored, but I was also a bit hesitant for a variety of reasons, one of which was whether I wanted to add an additional two years to my time on the Board. Since joining the association, I have found ISM to be useful in both my professional and personal development. For this reason, I decided to give back and accept the position of President-Elect.

It has now been a year, and I'm standing here to take over as President of the association. For the past year and a half Brandon has been leading us down the path. I plan to continue where he left off. My goals for this upcoming year are fairly simple: increase membership and member participation. It's a simple goal, yet not simple to accomplish. We need to prove to supply professionals that being part of ISM-Buffalo adds value. To do so, we will continue to actively look for qualified and engaging speakers, while looking to evolving topics such as social responsibility and sustainable procurement.

Besides educational meetings, I believe that training is a significant part of ISM-Buffalo's duty. Under Brandon's leadership quite a few members, including myself, have earned their CPSM credentials. We anticipate offering certification training again this upcoming year and are continually discussing what changes we can make so it will be even more convenient and we can have even more members participate.

As we have in the past, we will be working with Niagara University to bring you a local/WNY business survey. Economist Jay Walker from NU will be sending out not only a manufacturing survey, but also a second survey for service industries. ISM-Buffalo and NU are also collaborating with the Buffalo Niagara Partnership to increase the survey data collected by reaching out to their association members to participate. It is our goal to have enough participation in the surveys that Dr. Walker can review the data and come to one of our Spring meetings to show his finds and local trends. If you have questions regarding the surveys please let me know.

To wrap things up, I would like to thank the ISM-Buffalo family, especially Brandon Jones, Debbie Pusateri, and John Domres, for all the help and support that I have received throughout the years, as well as my coworkers at UB that I feel privileged to work with, some of which are here tonight. Finally, I would like to thank my fiancé Julie for all her support and for helping to keep me organized.

Once again, thank you for coming this evening, I look forward to this upcoming challenge, and I hope that you will be there with me throughout the coming year.

Dominic LoTempio, CPSM
2015-16 ISM-Buffalo President



Awards and Accolades on June 9th

Nerogic Receives the Carl F. Green Memorial Award

The Carl F. Green Memorial Award was established in 1983 to recognize and honor the "unsung heroes" who have contributed time and talent to the continued growth of NAPM-Buffalo. All current and past members of the Buffalo Association are eligible except presidents and recipients of local, district or national awards.

This year's recipient, a member since 2013, has made a dramatic leap to the forefront of the leadership ranks of ISM-Buffalo. He was a very willing volunteer as the Placement Committee Chair; he revamped the entire process to include a blog on the local supply management job scene. His contributions are thought-provoking and just what those members who are in the job market need to help them find a new role. This will not be the last award that he receives; his future with ISM-Buffalo is very bright in my opinion. On behalf of the Carl F. Green Memorial Award committee, please join me in congratulating Gregory J. Nerogic, CPSM, CPA as the this year's recipient.

- Brandon M. Jones, C.P.M.



Debbie Pusateri holds the clock plaque she received showing her cumulative service to the association as she leaves the board.



Kevin Flanagan, C.P.M. Recipient of President's Award for Excellence

Tonight I am pleased to honor one of our members with the President's Award for Excellence. This award is given to someone who exhibits noteworthy performance in the best tradition of "Doing Things Right the First Time" and exemplifying a "Total Quality" spirit.

This year's winner joined NAPM-Buffalo in 2006 and has always maintained an active participation at our monthly programs. After serving on several committees, the call to service on the Board came, and he answered. His diligence to learn on the job, his calming influence, coupled with his great attention to detail, were the perfect recipe for NAPM-Buffalo and now ISM-Buffalo. It is with great pleasure that I award the 2015 President's Award for Excellence to Kevin Flanagan C.P.M. *(Pictured at left holding his award.)*

- Brandon M. Jones, C.P.M.

Pictured at right, Installation Officer John Domres, C.P.M. issues the oath of office to the 2015-2016 Board Members. Pictured L-R: Kirk Hassenfratz; Brandon Jones, C.P.M.; Martha Switzer, CPSM; Julie Cross, CPSM; Tracy Rodemeyer; Gregory Nerogic, CPSM, CPA.



Scholarship Awarded to Deserving Student

William J. Gamble was a charter member of the Purchasing Agents' Association of Buffalo who was noted for his kindness, graciousness and courtesy toward all of whom he came in contact with. He constantly exhibited a deep and sincere interest in his fellowman regardless of race, creed or color; he consistently advocated and promoted purchasing education and purchasing as a profession. The William J. Gamble Scholarship committee is made up of 5 past winners of the William J. Gamble award and holds the responsibility for choosing a candidate who reflects well on the Association.

The award is based on the following categories: scholastic achievement, extra-curricular activities; work effort/dedication; financial need and career plans. We had several worthy candidates this year, but one young man stood out from the others.

Adam Fries, son of Shawn & Debbie Kilbourn, is an MBA student, expecting to graduate May 2016, with a marketing concentration degree. His work career thus far includes being the social media coordinator for Tuxedo Junction, the sales & marketing coordinator for the Wine Room and the Marketing and Sales intern for the Aquasol Corporation. He currently works at all of these jobs while attending full time MBA classes at the University of Buffalo.

He is a volunteer in the nursery at The Chapel at Crosspoint for the Sunday morning service, and through the Chapel, he has served the local community as well as less fortunate communities around the world by collecting/boxing food for underdeveloped communities, running children's activities at the annual Christmas pageant and raising funds for Agape International Missions – to end human trafficking.

His Wag Fur Oxygen project, which started as a class project to write a business plan, raised funds to buy oxygen masks for local fire departments that can be used on dogs and cats in the event of smoke inhalation. As the project manager, he led a team of 30 people, raised \$3800.00 and purchased masks for 12 local fire departments.

In 2013, he was inducted into Sigma Beta Delta (Business Administration Honor Society), and in 2014, his final semester at Buffalo State, he was awarded the "Outstanding Student in Business Administration - Management Concentration."

In his leadership roles, he is running for vice president of UB's Graduate Management Association, an organization in charge of setting up student activities outside of the of the classroom and provides opportunities for students to get involved in volunteering. He is a finalist for the Whitman Case Competition, from the Whitman School of Management at Syracuse University's annual case competition and he was the team liaison for a project through Curbell Plastics which was monumental in scheduling employee interviews and site visits.



This young man also is described by his reference as very reliable, hard-working, conscientious, trust worthy and professional, in addition to being very intelligent and analytical. His future plans include a summer internship and a winter 2016 MBA travel study to China where he will have the opportunity to gain insights into the history, culture and business environment in that country.

Please congratulate Adam Fries as this year's winner of the William J. Gamble Scholarship.

- Barbara L. Arber, C.P.M.

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For more info, contact Melissa Ruggiero at 716-645-3232, mrugg@buffalo.edu



EDUCATIONAL DINNER MEETING

Wednesday, September 9, 2015

Protocol Restaurant, Transit Rd, Williamsville

Speaker: TBD

Debra Hasley Receives Association's Highest Honor

When you read the attributes of William J. Gamble you understand why this award was started. When you look at past winners of this award and if you have had the pleasure to know any of these people, you understand why words like unflinching kindness, graciousness and courtesy are used. For this year's recipient the definition is no different and when the committee was talking about various candidates for the Association's highest honor and we got to this individual, it became pretty clear that all the criteria was met.

Debra A. Hasley, C.P.M. joined then NAPM-Buffalo back in 1997. She attained the C.P.M designation in April 2000, recertified in 2005 and then again in 2010 and now holds the Lifetime C.P.M. designation.

- Deb has held various positions in the association including:
- ♦ Professional Development/Program Committee from 2000 to 2008;
 - ♦ Director for Membership from 2008 to 2010;
 - ♦ Affiliate Support Council Director 2012 to 2013.

This year's recipient has been awarded the following Association honors:

- ♦ 2011 - awarded the Carl F. Green Memorial Award for being the Association's "unsung hero";
- ♦ 2013 - awarded the William Connors Memorial Scholarship allowing for continued education in the field of Supply Chain Management.

As an active member, Deb has been a regular attendee at our dinner meetings and seminars since joining the Association, and regularly supplies leads on programs, display vendors, and new members. She is currently responsible for program evaluations and CEU distributions.

On behalf of the William J. Gamble Committee I would like to present the 2015 William J. Gamble Memorial Award to Debra A. Hasley, C.P.M.

- John E. Domres, Sr., C.P.M.



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EDUCATIONAL DINNER MEETING

Wednesday, October 14, 2015

Place: TBD

Speaker: TBD



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Supply Management Career & Job Market Blog



Well we've arrived in the so called "dog days of summer." According to wikipedia: historically the dog days have been viewed as an evil time "the Sea boiled, the Wine turned sour, Dogs grew mad, and all other creatures became languid; causing to man, among other diseases, burning fevers, hysterics, and phrensies." according to Brady's Clavis Calendaria, 1813. The heat of summer, vacation schedules, short work weeks, all combine to make the job search a bit more challenging. It generally takes longer to get ahold of people, calls do not get returned quite as quickly, decisions take longer; in sum, it is generally a period where a job search slows down. Although these summertime factors do appear to be true this year as with any; it appears employers are still looking for candidates even in these dog days of summer. So if you are searching, do not let up yourself. However the focus of your efforts take may change somewhat.

This is a great time to review your resume, perhaps updating it, perhaps a full rewrite. Be sure your resume highlights what results you have achieved in your career, your successes; communicate what you bring to the employer, what you can do for them, why they should hire you. It may be a good idea to find a professional resume writer if you need help. If you're not getting the calls from employers, ask: does your resume, which is your emissary, project a strong compelling case for the employer to call you? If not, or if you're not sure, perhaps consult a professional. You might ask recruiters you are working with to review and make any suggestions they may have, based on their experience with the job market. Avoid getting filed in the "circular file cabinet" aka the trash can; by proofing and reproofing for spelling or grammatical error.

Also, what is true for your resume, goes double for the all important cover letter. A well written cover letter should serve as a bridge between the job posting and your resume, highlighting for the recruiter, and making it easy for the recruiter or hiring manager to efficiently understand why you are a good fit for the position, advertised or not. There are many templates available online, if you're not getting calls from your submissions, you might review how strong your cover letter is. Yes, always take the time to write a cover letter as to not do so, is another path to the waste bin. I like a template that was suggested to me from a placement executive a few months ago.

- Paragraph 1: Opening, highlighting how you've come to apply with XYZ: advertisement, referral, company reputation, news event for the company, et. al.. Note why you are motivated to want to apply; company reputation, strong leadership, product, processes.... Finally end paragraph 1 with the lead into paragraph 2. I believe you will find I am an excellent fit for the opportunity, based on the following:

- Paragraph 2: (Two Column format) Heading column 1:

Requirements per your job description; and Heading column 2: Experience, background, skill, credential. Using this "insert table" approach, you can easily highlight for the recruiter or hiring manager, how and why you meet or exceed, the requirements of the job. In doing so, you help the recruiter as they begin their scan of your resume. The quicker you help the recruiter "qualify" you for the position, the greater the probability you will be called.

- Finally close with Paragraph 3: with a good summary, and an action promise, indicating your plan to follow up with a phone call within the next week. This will set the stage for such a follow up action and keep the momentum rolling forward.

Keep your networking activities up: Perhaps a quick lunch with colleagues over a Ted's hot dog, or an iced coffee at Tim Horton. Keep working and expanding your LinkedIn profile. Look at your online social profile and if needed, clean it up. There are many activities you may wish to consider, as employer activity may in some cases slow up a bit. Finally, above all else, take time to decompress, be sure not to miss some "me" time this summer. Reward yourself with a trip to the beach, a camping weekend, biking, boating, reading that bestseller, or whatever allows you to recharge your battery. Remember, the weeks after Labor Day are another peak time in hiring activity. Good Luck.

A few jobs of possible interest:

Brandon Jones of PCB Piezotronics, Inc. has shared a job opportunity available at PCB. They are seeking a **Production Planning & Inventory Control Manager** in their Supply Chain Department. Apply via the company website.

It appears **Solar City (Silevo)** has begun its recruitment process. I have been in contact with recruiter Heather Yanofsky who is currently looking for a **Supply Chain Logistics Manager** which requires senior level expertise in semiconductor or solar manufacturing operations and global logistics. She also has encouraged ISM members to apply to other supply chain roles as they are posted. Search: Solar City or Silevo. Good Luck.

Gregory Nerogic, CPSM, CPA
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