

Summer Learning & Networking Event

Program:

Let's Get Moving with Ergonomics

Where: MidCity Office Furniture
Tri Main Bldg., 2495 Main St.
Buffalo, NY 14214



When: Wednesday, July 20, 2016

Time: 5:00-6:00 pm: Registration/
Networking/Light Dinner
6:00-7:00 pm: Presentation

For a
Better Day
at the Office™

CEU: Earn (1) CEU towards recertification.

RSVP: As soon as possible before July 15 to
ismbuffalo@roadrunner.com or
(716) 648-0972.
Guests of members are invited.
Space limited; don't delay.

Cost: No Cost; thank you to our host!

Traditional office workplace design assumes a sedentary workforce. Current ergonomic standards work well for sedentary work. But research shows that sedentary lifestyles underpin a range of serious illnesses, such as obesity, diabetes, heart disease and cancers. To stem the growing health crisis from sedentary working, many workplaces are changing. Recent research has uncovered why postural variety and frequent movement is so valuable to our comfort, health and productivity.

This training, presented by furniture manufacturer HumanScale, will describe the basic processes that underpin the health risks of sedentary working and how to prevent these problems. It will review research on alternative ways of working that afford greater amounts and ranges of activities. It will summarize studies of sit-stand and other forms of dynamic working. It will present simple and sustainable strategies to show how any company or person can incorporate more movement into daily working patterns and how this can be integrated into corporate wellness programs.



President Martha Switzer's Inaugural Address

First of all, I would like to say thank you to departing Board members, Tracy Rodemeyer, Greg Nerogic, Raul Martinez, and John Domres (Advisor). Your participation and support over the past year has been appreciated.

To outgoing President Dominic LoTempio - Dominic has been a great help to me with my taking on new roles and duties. He is always very responsive and I know that I can count on him for a straightforward and honest opinion on anything, which is a trait very close to my heart and I respect a great deal.

I would like speak a little bit about my history with ISM-Buffalo. I have been an active member of ISM/NAPM for the past decade. My former supervisor at Gaymar Industries, Debbie Pusateri, multi-time past ISM-Buffalo president, was the reason that I ended up coming to the meetings way back when. In addition to getting a free meal, it also gave me the opportunity to spend some time with my boss and friend outside of work. I met some great people and I have professionally grown along the way. I am thrilled that she has agreed to be my advisor for the upcoming program year.

Debbie is one of the most amicable people you will ever meet. She is always willing to lend a helping hand. She's has taken on a lot over the years, both personally and professionally, and always handles challenges with determination and ease. I am happy to call her my advisor and friend.

I wasn't aware that this organization even existed. I am sure that many people in supply chain also aren't aware of it. Inventory Control and Purchasing tend to not be professions that people think of in terms of a career that they aspire to. It's often overlooked.

I am glad to see the profession finally start receiving the recognition that it deserves as a professional role, not just an administrative one. We have a great group of loyal members who continue to lend us support. I am here to let you know that you are appreciated. I

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.

2016-2017 Board of Directors

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Martha Switzer, CPSM (681-1700 x224)

PRESIDENT-ELECT

Deb Hasley, CPSM (824-8900)

SECRETARY

Julie Cross, CPSM (774-0363)

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Bruce Izard, MBA (840-7977)

AFFILIATE SUPPORT DIRECTOR

Dominic LoTempio, CPSM (645-4503)

DIRECTOR OF PROGRAM

Christine Sokolowski (828-4444)

DIRECTOR OF OPERATIONS

Jim Austin, CPSM (645-2632)

DIRECTOR OF MEMBERSHIP

Position Open

COUNSELOR AND ADVISOR

Debbie Pusateri (684-0002 x2061)

EXECUTIVE DIRECTOR

Nancy Boyd Haley (648-0972)

Major Committee Chairs

PROFESSIONAL PLACEMENT

Greg Nerogic, CPSM, CPA

(336) 279-0099

gjnerog@gmail.com

BUSINESS SURVEY

Dr. Jay Walker (286-8311)

WEBMASTER

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

Affiliated with:

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www.instituteforsupplymanagement.org

NY NJ Forum

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

Inaugural Address continued from page 1

feel that can never be said or stressed enough.

Regrettably, we do not currently have a Director of Membership this year. Recruitment efforts are strongly needed to increase active membership. We lost some long standing members because many organizations have unfortunately stopped paying for membership.

Our organization offers value to the membership. We offer a value to the entire area of Western New York. Dear members, I implore your assistance to make our organization more well-known. We need to answer to the questions of who we are, what we offer, and why someone should join. Every little bit helps in getting our name out there and showing people what we can offer to them. If anyone has any ideas on how to promote the group, please feel encouraged to speak to us so that we can explore those options.

I am honored to be a part of this organization and to get the chance to serve on the Board along side some spectacular individuals.

Remaining on the Board this year is Julie Cross, Secretary, who is always diligently making long drives to join us at Board and dinner meetings and is constantly trying to encourage new and fun events for our members. She is always there to give the association unwavering support. Thank you Julie.

New to the Board this year is Deb Hasley, as President-Elect. She has been a very active member of the organization for a long time and has served on the Board in the past. She was one of the first smiling faces that I remember meeting when first joining the organization. I am happy to be able to work along side her this year. Thank you Deb.

Another Officer coming on board is Bruce Izard, Treasurer, accepting a critical role, which he has performed in the past. I am very pleased that he was willing to serve this year. I am looking forward getting to know him better in his role. Thank you Bruce.

Also joining us is Christine Sokolowski, as Director of Program. Christine's high energy and enthusiasm are welcome assets to the Board. She is sure to bring us lots of new and interesting speakers and topics for the dinner meetings. I am really excit-

Continued on page 3



2016-17 Board of Directors pictured left to right: Deb Hasley, CPSM; Julie Cross, CPSM; Bruce Izard; Dominic LoTempio, CPSM; Christine Sokolowski; and Jim Austin, CPSM. Board members not pictured: Martha Switzer, Debbie Pusateri and Nancy Boyd Haley.

Inaugural Address continued from page 2

ed about Christine taking on this duty. Thank you Christine.

Finally, taking over where I left off as Director of Operations, is Jim Austin. I just met Jim earlier this year when I got to sit next to him at one of the dinner meetings. During our conversation, I learned that he generally has such a great deal of knowledge, which happens to include information on lots of restaurants and venues in the area. I just knew he would be a perfect fit for the job! Thank you Jim.

And of course, there is Nancy Boyd Haley, who is still with us after years as Executive Director. Truth be told, this organization wouldn't be what it has been or what it is without Nancy. She is the bloodline of the organization. She keeps everyone on task and has an answer to every question. I am confident that no one else would devote so much of their time and energy to keep this organization alive as Nancy has and continues to do. Thank you Nancy.

This was my first year serving on the Board. I was elected Director of Operations last year and then because of some changes on the Board, was elected President Elect. It was a rather unexpected and expeditious way to the presidency. I've never been the type of person to turn down an opportunity and this has always served me well. That's how I ended up in material control and then purchasing.

When the company where I worked for nearly 12 years, where I had been for pretty much my entire adult life, was acquired, I knew that I had better get my degree quickly. My husband had worked there even longer than I. Complacency is never a good thing. I never really had a plan. Everything was good at my job, I was learning and advancing.

A little while later thanks to the ISM, I obtained my CPSM-Certified Professional for Supply Management. That certification means more to me than my degree or any award that I have received in the past. To me, the CPSM means that you know the profession. A Business Degree is so broad. I wanted something specific to say this is what I do and this proves that I know how to do it. It's much more than memorizing some vocab words and forgetting what they mean. The CPSM is about proving that you know the principles and application to the job.

The CPSM has helped me in my career. I got a great opportunity to work at Island Oasis as Inventory Coordinator. During that time, I had the pleasure of working for two great bosses. Boomer Powell, who was had been a longtime fixture of Rich Products and Paul Lesniak, who came in as the Plant Manager after I started. Both of these men are people who I can respect. They are men of integrity, who both helped me learn and take on challenges throughout my time on the Island. Boomer almost single handedly ran Island Oasis from inception of the Buffalo plant. He is a roll up his sleeves type Manager. No one cared more about that place and those people than

Boomer. Paul is all about recognizing that there always will be challenges and formulating the best plans on how to deal with those challenges before they become an issue. After some personnel changes, Paul Lesniak offered me the role of Materials Manager and I promptly accepted. It was a huge job with many obstacles. I thank Paul for seeing the skillset in me to be able to take on that task. He could have hired outside the company, but he gave me that chance.

I accepted a role to go to work for another great manager and mentor, John Hazelton. I met John through the outplacement services paid for by the company that acquired mine years earlier.

I have been honored to have had such great supervisors. Debbie, Boomer, Paul, and John help build people up, not knock them down. True leadership means helping those around you be successful. True leadership is letting everyone have a voice. True leadership is caring about your employees and peers.

I am privileged to be able to follow in the footsteps of past presidents of the organization and to have had such great mentors in my life. I promise to fulfill my duties as President to the best of my ability. I am looking forward to the 2016-2017 program year with enthusiasm, with a great team by my side. Thank you all for your support.

Martha Switzer, CPSM
2016-2017 President



At the June 8 Awards Dinner, members departing the board this year received engraved clock/plaques thanking them for their service to the association. On either side of outgoing President Dominic LoTempio, CPSM are: Gregory J. Nerogic, CPA, CPSM, who served as President-Elect/Director at Large and Tracy Rodemeyer, who served as Treasurer.

Outgoing President's Retrospective



I'd like to begin by thanking the ISM-Buffalo membership for allowing me to serve as their President for this past term. Without membership, there is no association, and without the association, I would not have been given the opportunity to grow as much as I have over the past few years.

I began my ISM journey at a December breakfast meeting in 2010. Shortly after joining the membership as a dues-free student member, I volunteered to become the association's social media committee chair, a position that I held for a couple years. Eventually I joined the Board of Directors, later accepted the position of President-Elect, and finally took over as President for the 2015-2016 season.

As I mentioned earlier, I started out as the social media coordinator. Last year during my President's Inaugural Address I mentioned that our ISM-Buffalo Facebook page had 95 followers. As of yesterday afternoon, we are up to 108 followers. From what I can find, only ISM-National has a larger following that we do. This is something that I am proud of, and I know that Martha has been working on some ideas to take our Facebook and LinkedIn groups to the next level.

Finally, I would like to thank the Board of Directors for all of the work that they put into the association, as well as all of the volunteers that help us run this operation. That said, I'd like to recognize a few of our member volunteers: Barb Arber is routinely helping us out with photography; Fred Vigars and Jon Desing can often be found helping out with the reception desk; and Bob Kostran has been putting together plant tours since before I even knew what ISM or NAPM was. Without volunteers we would not be able to operate as smoothly as we do.

So again, thank you to you all.

Dominic LoTempio, CPSM
2015-2016 President



Vigars Accepts 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 has been a member since 2008. Always calling Nancy at the ISM-Buffalo office to see where he can help out, Fred Vigars has taken on a visible role as a House Committee volunteer, registering attendees at our dinner meetings and selling split club tickets for the past couple years. In addition to that role in the association, Fred continues to ask "where can I help" and we plan on taking him up on his offer! We feel he qualifies as an 'unsung hero' of ISM-Buffalo and we are happy to present Fred with the Carl F. Green Memorial Award.

- Dominic LoTempio

Cross Recognized with President's Award for Excellence

I am pleased to be able to honor one of our members with this year's President's Award for Excellence. The award was established in 1992 in recognition of someone who exhibits noteworthy performance in the best tradition of "Doing Things Right the First Time" and exemplifying a "Total Quality" spirit.

Although an active member since 2007, Julie Cross has taken on a significant role with ISM-Buffalo over the past year. Julie willingly stepped forward to fill an open spot on the 2015-16 board and was appointed Secretary in May 2015. After serving for one year in that role, she agreed to an additional two-year term and was elected in May of this year to serve through May 2018.

While on my board, Julie always had insightful comments on board issues. We especially credit her with planning and running the social and educational tour held at Big Ditch Brewing Company last summer! For these reasons, among others, I'd like to present Julie Cross, CPSM with the President's Award for Excellence.

- Dominic LoTempio



Geneseo), which directly relate to what the William J Gamble award is about.

“She typifies the best of what is expected from our students. She is professional, inquisitive, polite, helpful, organized and hardworking.”

“She is an endearing young woman with a great smile who laughs easily and enjoys life. She has taken on responsibilities, volunteered for projects and led others when needed. She is a professional, mature and responsible individual.”

We congratulate Mary Kate Ginnane as this year’s winner of the \$2,000.00 William J. Gamble Scholarship.

- Deb Hasley, CPSM
Wm. J. Gamble Committee Member

Deserving Student Receives Association’s Scholarship

Each year, ISM-Buffalo awards a scholarship named after a noteworthy member. 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 fellow man regardless of race, creed or color; he consistently advocated and promoted the purchasing profession and Education.

The William J. Gamble Scholarship committee is made up of five past winners of the William J. Gamble Memorial 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 person stood out from the others.

This year’s winner is Mary Kate Ginnane, daughter of ISM-Buffalo Member Karen Ginnane. She has a major in Applied Physics with a Minor in Mathematics and is expecting to graduate in May of 2017. Mary Kate holds a part-time job as a research assistant at Geneseo in the Physics and Astronomy Department with the focus of designing a Faraday Cup to be utilized as a potential diagnostic tool at the Laboratory for Laser Energetics on their Multi-Terrawatt Laser.

In addition to the position above, she also serves as a Resident Assistant since the Fall of 2014; is an Undergraduate Lab Instructor and has been on the Geneseo Ultimate Frisbee Team since 2013. I don’t know where she finds the time, but is also active or leader in various community service projects.

I’d like to share some comments about our winner from Dr. Stephen Padalino (Distinguished Professor of Physics at







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Supply Management Career & Job Market Blog



As most know, I have accepted a position in Greensboro, NC and will be leaving Western New York during these summer months. And while I look forward to new adventures and challenges, I am at the same time, sad to say goodbye to my fellow Western New York ISM members and invite you to keep in touch via LinkedIn and consider calling if you find yourselves in the Triad region of North Carolina.

If I were asked 5 years ago, at age 50, would I expect to transfer out of Buffalo after spending my entire career here in Western New York, I would have chuckled at the idea. Sitting comfortably in a Senior Sourcing role with one of the largest health insurance companies in the country, I felt reasonably secure that I would continue to work another 20 years and retire here in Western New York. But the mega-shifts in the health insurance market, mergers and acquisitions and general shift brought about by the Obamacare legislation, found my job eliminated and outsourced to India, a trend those in manufacturing saw over 10 years ago. So I share my story to underscore what many know too well, we are living in a world of increasingly rapid change.

Technology, world markets, new competitors, sustainability initiatives, regulation and global shifts of capital in and out all contribute to the velocity of this change. This is increasingly being seen in our profession. Employers are asking more of each employee and we need to continuously be learning, growing, and thinking "intrepreneurially". Each of us is challenged to be continuously learning, seizing opportunities to gain new skill sets and keeping those tools sharp. Fortunately the ISM is an ideal vehicle for this. Even if your employers do not reimburse, you owe it to yourself to invest in yourself, reimbursed or not.

Stay flexible, be prepared even after 10 or more years with your current employer, to reenter a job market, where the rules have dramatically changed. But at the same time, understand that the sum of your experience and education does count. The confidence that comes with accreditation and a body of work that you can refer to becomes magnified when combined with today's technologies, or current trends. You need to take stock, write down what you bring to an employer, understand how that creates value and practice presenting this to others- refine that elevator speech.

Someone asked me if I see age discrimination as a factor for those over 40 or 50 or even 60. I have to revert to Economics 101 lessons. If you have the ability, skills and experiences that create value for an employer, you will be sought after, provided you do not sabotage yourself with a less than positive outlook or an unwillingness to learn or take on new challenges. No resting on laurels, we do live in a competitive marketplace, where if all things are equal and supply exceeds demand, price (your salary) will fall. It's up to you to continually be reinventing yourself and always comparing the value you bring to an employer and how it compares to your cost. This message is germane to anyone and everyone from twentysomethings just starting a career to the over fifty crowd who might need a reminder.

Sadly this is my final column for the ISM-Buffalo Buylines. I

wish each of you only the best and thank you for your readership over the last couple years.

Gregory Nerogic, CPSM, CPA
Chair, Career Placement Committee
gjnerog@gmail.com
(336) 279-0099 (Cell)

NOTE: Professional Placement Committee Chairman needed. Please contact the ISM-Buffalo office for details.

Job Listings:

- Junior Packaging Buyer: NutraBlend Foods, contact Martha Switzer at MSwitzer@nutrablendfoods.com.
- Buffalo Wire Works, Strategic Buyer/Planner to plan, source, negotiate and purchase all necessary materials for plant operations. Minimum requirements: 5 years of domestic and international sourcing, associate's degree or higher/equivalent experience and familiarity with Microsoft Office and MRP systems. www.buffalowire.com/careers.
- Procurement Training Specialist: New York City area. Details at www.macservices.us/careers.

It's a Beautiful Day for ISM-Buffalo's Twin Tiers Golf Outing!

Over 150 people enjoyed the day on June 8 at Pine Acres Country Club in Bradford, PA. As golfers took the course for two flights, morning and afternoon, a group traveled up the road for clay shooting. And all enjoyed the fabulous food provided all day by Old Library Events Catering of Olean.

Our thanks to all of those who participated and especially the hole/flight sponsors and prize donors including: BDI USA, Lakes Pipe & Supply, Jamestown Container, Triad Plate Products, Venture Steel, E.M. Cummings, Penn Elkco Spring, Mentholatum, NOCO Energy, Cott Beverage, Allegheny Arsenal, Case Cutlery, Roseart, Randolph's Peaches 'n Cream, and Johnson Controls.

The work of Golf Committee Chairman Kurt Keller is especially appreciated as this is a major fundraiser for our annual scholarship and programming. We hope you'll consider joining us next June!





A Note from the President

I hope everyone gets a chance to go out and enjoy the weather. Summer's here! In the meantime, ISM-Buffalo is working hard on bringing new speakers, programs, and new venues to the membership for the 2016-2017 season.

On Wednesday, July 20, we are promoting an event hosted by MidCity Office Furniture. The topic is wellness and ergonomics in the workplace, presented by HumanScale. It sounds like an interesting event and is free to our membership. I hope to see you all there!

There will be information to come regarding upcoming programs in the coming months. We appreciate your membership.

Martha Switzer, CPSM
2016-2017 President

Need a CEH? Volunteer!

ISM-Buffalo is looking for a group of dedicated volunteers to assist during our monthly dinner meetings.



Members can earn an additional CEH (per meeting) credit towards maintaining their certifications for assisting in meeting duties such as photography, check-in, or the 50/50 raffle.

If you are interested in being part of this dedicated volunteer team, please contact Julie Cross, Julie.cross@thermofisher.com.

* Note: Other small tasks are available for members to pitch in and help out.



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Join our LinkedIn group **ISM– Buffalo Chapter.**

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