



MARCH 2015

Supply Management Month

Executive Night Meeting &
Vendor Fair

**Wednesday,
March 11, 2015**

Salvatore's Italian Gardens

6461 Transit Road, Depew 14043

4:30-6:00 p.m.... Registration, Vendor
Displays (see page 3-4), Cash Bar &
Networking

*** Come early for your Purchasing
Passport to prizes!**

6:00-7:00 p.m... Meeting & Dinner

7:00-8:00 p.m..... Program & Prizes

\$30.00 - Members

\$35.00 - Non-Members/Guests

\$15.00 - Full-Time Students

Dinner Entree Choices:

- 1) Chicken Francaise
- 2) Sliced Pork w/ Cran-Apple Chutney
- 3) Asiago Bruschetta Tilapia
- 4) Roasted Vegetables-Mediterranean Orzo

Reservations with entree choice
requested by Friday, Mar. 6th but will
be accepted later.

ismbuffalo@roadrunner.com

or (716) 648-0972

** Please cancel if unable to attend.*

EARN (1) CEH

**Invite Bosses and Associates to
join us in recognizing the
importance of the Supply Chain to
your Company!**

Program:

**New Era Cap – Global Supply
and Demand Planning at All
Points in the Supply Chain**



From their Buffalo headquarters, New Era governs the manufacturing and distribution of licensed headwear, apparel, and accessories worldwide through offices in the US, Canada, the UK, Asia Pacific, Mexico, and Brazil. The licenses that they hold include Major League Baseball, the NHL, NBA, Minor League Baseball, NASCAR, and their most recent acquisition, the NFL. Also, New Era's products are the only brand of headwear authorized on field for both Major League Baseball and the National Football League.

How does a company of this size keep their finger on the pulse of the ever-changing landscape of the supply chain? John Fridmann, the company's Director of Materials Management, will take us on a tour of their entire planning process start to finish. From the very beginning, where they provide projections to Asian fabric mills who supply New Era's cap makers; to the CPFR (Collaborative Planning, Forecasting, and Replenishment) programs which drive the demand planning engine with their top customers, North American category directors, and global decision makers – the repository for all this information is their SAP operating system which keeps everyone connected.

The payoff for all of these efforts has been tremendous for the company. Through a consistent evolution of process, New Era has been able to significantly drop overall vendor lead times, reduce global inventories, increase inventory turns, and improve company cash flow.

Presenter: John Fridmann, MBA, CPIM - New Era Cap

As Director of Materials Management for New Era Cap, John's division oversees the following global departments: Global Planning, Global Inventory Management, and Technical Services including Product Engineering.

After serving in the United States Air Force overseas during Operation Desert Storm, John worked for New Era as a National Accounts sales representative before moving into Operations and Supply Chain in 1995. He left the organization in 2000 to work in the manufacturing software consulting industry, and also held positions at Perry's Ice Cream and AccuMED Innovative Technologies. In 2008, John was recruited to return to New Era to build the Sales and Operations Planning Department.

John completed his BS in Business Management from SUNY Empire State in 2010 and earned his Executive MBA at the University at Buffalo School of Management in 2012. He became certified CPIM through APICS in 2003 and served on the Buffalo Chapter APICS Board of Directors in 2006 and 2007. He also served as a sub-chair on the Manufacturer's Council for the Buffalo Niagara Partnership in 2010 and 2011.

Buffalo Buylines

ISM-Buffalo, Inc.
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www.ismbuffalo.com

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.

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President's Message



Greetings Members –

I would like to thank everyone who was involved with both planning and attending our February dinner meeting at Banchetti's. Our guest speaker, Larry Clark, President of NAPM-Rochester, was a great facilitator who garnered many of the attendees to share their personal experiences. I thought this was extremely valuable and something I believe we will try to capitalize on in the future.

We have a great program on Wednesday, March 11 as we welcome John Fridmann of New Era Cap. This continues our tradition of learning more about the success of a local business during our Executive Night Meeting, held annually in March to celebrate Supply Management Month. The evening's program at Salvatore's Italian Gardens begins with a dozen suppliers present to share information on their products and services during our extended Networking Reception & Vendor Fair from 4:30-6:00 p.m. Plan to come early, pick up your Purchasing Passport, and visit each table to be eligible to win some great prizes. I would like to encourage all of our members to attend this meeting and invite your boss or a colleague to this special event.

Make sure you look through this issue of Buffalo Buylines for information about the available scholarship and upcoming events.

With Energy,

Brandon

Brandon M. Jones, C.P.M.
2014-2015 President



ISM-Buffalo Spotlights Hospice Buffalo this Month

This year, ISM-Buffalo is reaching into the community to support charities in need. In November we collected a sizable number of donations for the Buffalo City Mission. This month we're focusing on **Hospice Buffalo** and asking that you **bring items to the March and April dinner meetings**. If you have a favorite local charity, please let us know for future meetings.

Hospice is available to anyone with an illness whose life expectancy is measured in months rather than years. Hospice Buffalo provides experienced, skilled specialists who give needed help and support during this difficult time. In talking with them we discovered a constant need for care packages for both patients and their families. The following items were listed as "items in need". This list is not exhaustive, so feel to bring any items of similar scope that you feel will help.



Toiletries: lip balm, small deodorants, toothbrushes, small toothpaste, purse size tissues, etc.

Snacks: Lifesavers, gum, granola bars, small bottled water, microwave popcorn, etc.

To learn more about Hospice Buffalo, please visit this link: <https://www.hospicebuffalo.com/hospice/what-hospice>.

Dominic LoTempio, CPSM
President-Elect & Community Outreach Chairman



Vendor Display/ Corporate Sponsors

Wednesday, March 11
at Salvatore's Italian Gardens
Drop by or give them a call!

BDI

590 Cayuga Road • Buffalo, NY 14225
(716) 319-7788

Contact: Howard Bull, Account Rep
E-Mail: hbull@bdi-usa.com
<http://www.bdi-usa.com>



BDI is a bearing, power transmission, motion control and fluid power distributor with over 200 locations worldwide.

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 E-Mail: pelia@servutec.com
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 Providing clients with Toshiba & Lexmark digital hardware; supply and break/fix of printer fleets to lower costs; software solutions for scanning, archival, easy searching and retrieving.



Make sure you stop by each vendor display table between 4:30-6:00 pm with your Purchasing Passport to qualify for some great prizes!

* A special thanks to H&S Sales & Philpac for sponsoring our networking reception.

Become Involved in the Association



Membership Committee Seeks New Members. Help us grow our organization and encourage involvement of current members. Contact Membership Director Raul Martinez at raul.martinez@edwardsvacuum.com to see how you can help.



Photographer Needed. It's a good way to be involved and meet fellow members! Contact Kevin Flanagan at kflanagan@divalsafety.com for more information.



Program/Education Committee Members Needed. Help research and solicit speakers and educational programs for our members. Contact Michael Cercone at mjc521@hotmail.com or Dominic LoTempio at dsl4@buffalo.edu.



Welcome

New ISM-Buffalo Members!

Howard Bull
Outside Sales Rep
BDI

Sagar S. Ghare
Student
SUNY @ Buffalo

Kirk Hassenfratz

Patrick F. James
Purchasing Agent
Flow Safe Inc.

Heather Leising
Corporate Purchasing Manager
NOCO Energy Corp.

Rosellen Marohn
Senior Buyer
Calspan Corp.

Eric Militello
Supplier Development Engineer
Carleton Technologies

Thomas Lee Skinner
Student
SUNY @ Buffalo

Kevin Zielinski
Student
SUNY @ Buffalo

Every Member...Get a Member!

The Membership Application can be found on our web site or contact Nancy Boyd Haley at ismbuffalo@roadrunner.com or (716) 648-0972 with your lead.



Reach out
to purchasing pros.
With a
Business Card Ad

For as little as \$25.00 per month. Contact
Nancy Boyd Haley at (716) 648-0972 or
ismbuffalo@roadrunner.com.



Scholarship Applications Now Available

ISM-Buffalo is accepting applications for the **William J. Gamble Memorial Scholarship** to be awarded to a member of ISM-Buffalo or the spouse, son, daughter, niece, nephew or grandchild of a member of ISM-Buffalo.

Applicants must be enrolled as a full-time student in a two (2) or four (4) year institution whose programs are considered above the high school level. Full time is interpreted as twelve (12) semester hours per semester, undergraduate, or nine (9) semester hours per semester, graduate. A transcript of records showing the most recent semester completed must accompany the application which must be received on or before April 1, 2015.

Applications for this \$2,000 award are reviewed by the committee after April 1 and are judged solely on the applicant's scholastic ability, career plans and community activities. No advantages are given the applicant based on his or her relationship to an ISM member. Only the chairperson of the committee knows the names of the applicants to insure non bias on the part of the committee.

The committee is comprised of five former William J. Gamble Memorial Award winners. They are: John E. Domres, Sr., C.P.M.(chairman); Debora Pusateri; Barbara L. Arber, C.P.M.; Michael A. Lovelace, C.P.M.; and Leigh Menzel, C.P.M.

Applications may be obtained by contacting our Executive Director, Nancy Boyd Haley at the association office (716) 648-0972 or ismbuffalo@roadrunner.com. (*Please Note: This is not a scholarship for current high school seniors.*)

Nominations Open for Association's Highest Honor



ISM-Buffalo is also accepting nominations for the **William J. Gamble Memorial Award** for the 2014-2015 program year. This is our organization's highest honor and it recognizes the exceptional service to the purchasing profession that both William J. Gamble and a chosen recipient have. The importance of the award goes beyond measure – to say you are a recipient of the award is truly an honor and solidifies your place in the history and legacy of our organization. If you have a member that you feel meets the criteria of the William J. Gamble Award please submit your recommendation to John E. Domres, Sr., C.P.M. through ISM-Buffalo by April 1.

- John E. Domres, Sr., C.P.M.
Chairman, William J. Gamble Committee

Supply Management Career & Job Market Blog



Even by Buffalo standards this winter has been brutally cold and I don't believe my snow blower has had two days rest since December. It will wear you down if you let it; so do not let it. Job searchers keep your focus, keep your resolve and continue on. I have seen first hand some successful job changes this year; there is movement and activity is strong. The decision process continues to be longer than most would like, but you should remain persistent. A strong interview can many times shorten the decision process. We all want to hit it out of the park, but the truth is you simply need to give the decision maker comfort on three fronts to get them ready to commit. This month I'd like to offer what I thought was wise advice I saw online this month pertaining to interviews.

Everyone finds their strengths and weakness while engaged in the job search process. I personally tend to over think the interview, trying to anticipate every question that might get posed. But in reality, there are only three hurdles you need to get over and most, if not all, questions can be reduced to one of these three questions:

1. Can you do the job?: Do you possess the appropriate experience, skill and expertise to successfully perform the job?

Read and re-read the job description in preparation. Listen as the interviewer offers additional insights into the job requirements. Prepare to answer this question with examples of past success where your experience, skill and expertise served to get the job done. Examples of this sort should be offered to give the interviewer confidence that you definitely can do the job.

2. Do you have the passion/enthusiasm for both the company and the job?

The company wants employees who can internalize the company mission. Be prepared to enthusiastically answer the question "why do you want to work for ABC company" with a well thought out answer that lets the interviewer know you have done your homework, you have some understanding of their business, and that based on what you know about ABC, you have a passion to sign on. Do not forget about the job. Presumably you are applying for a job which fits you well: be it a buyer, analyst, sourcing agent, contracting agent, vendor manager, risk analyst, ET. Al.; so let the interviewer know you have a passion for that role. You need to be aware that when the HR person asks "if I could wave my magic wand and create the perfect position for you, here at ABC company; what would that position be?" they are looking for you to describe the position you are applying for. For example, if a prospective buyer can-

didate answers this question with "I'd like to be a professional pool player" (I actually had someone answer with that response) they might not be a perfect fit for your buyer role.

3. Finally, how will you fit with the team, culture and company?

How well will you fit in? An organization is not necessarily looking for clones, but the ability to work within the constructs of what is there is important. Being able to demonstrate your ability to work as a member of a team is becoming increasingly important in supply management. Roles in procurement are increasingly becoming strategic, necessitating the ability to effectively interact; examples of participation as a member of a team should be considered as part of an answer. The company culture may require some homework, but typically not much. You can evaluate a company's focus on creativity, risk, ethics, and work environment, by reviewing their public communiqués, websites, recruiting literature, annual report, or simply asking individuals who have had interaction with the company. I have even called a switchboard operator, who if they cannot answer, many times will connect me to someone who is willing to help. The final hurdle the interviewer will need to overcome is, if hired would you represent the company well? I find the degree to which you are able to connect with the interviewer, your perceived authenticity; the easier it is for the interviewer to say it is a good fit.

As I started this column, all questions in some way are opportunities to answer these three overarching questions. Take any question and answer it in a manner which will overcome the three hurdles detailed herein. I think in doing so, not only will you land the job, but also close the deal much quicker with a "YOU'RE HIRED".

Stay warm, spring will be here soon.

Gregory Nerogic, CPSM, CPA
Chair, Career Placement Committee
gjnerog@gmail.com
(716) 868-2854 C
(716) 688-0690 H

CURRENT JOB OPPORTUNITIES:

This month I would bring to your attention the following opportunity, forwarded to me by member Michael D. Bauman, Director of Procurement and Quality Assurance at Reverie.

SENIOR BUYER: Reverie has an exciting opportunity for a Senior Buyer located in Eden, NY. The qualified candidate will have a procurement and supply chain background, strong computer skills, and a manufacturing environment background. The Senior Buyer will provide support for all aspects of the procurement activity. The Senior Buyer is also expected to be an integral business partner. The development and use of systems and procedures is a critical aspect of the position. Accurate and frequent reporting of supply chain metrics is also an important aspect of the position.

Contact Michael directly at michael.bauman@reverie.com.

Introduce Suppliers to ISM-Buffalo

Members are encouraged to spread the word to their suppliers (and your own company's marketing department) that we offer opportunities to get their message out to our 200 SCM members.

At our general meetings, we welcome a limited number of companies to have **vendor "Tabletop" displays**. For only \$150, vendors receive a table during our networking hour, a write-up in our *Buffalo Buylines* newsletter, and a meal at the program. A limited number of vendor spots are available at most of the meetings in our schedule.



This *Buffalo Buylines* **newsletter** accepts **"business card" advertising** for only \$35 per month, or \$25 for multiple ad commitment. Other size ads are also available. We appreciate our advertisers and their continued support!

Contact our Executive Director Nancy Boyd Haley at ismbuffalo@roadrunner.com or (716) 648-0972 for the flyers and applications on either of these programs.

MARCH 2015 Supply Management Month

March is dedicated by ISM as "Supply Management Month" and ISM-Buffalo is hosting our annual SMM Executive Night and Vendor Fair on Wednesday, March 11, 2015 at Salvatore's Italian Gardens. The purpose of this special event is to bring awareness of the importance of Supply Management and the impact we have on the bottom line of our companies.

The meeting is also an opportunity to show your company's leaders and prospective members the benefits of belonging to ISM-Buffalo. So, invite bosses and associates to join you.

Wednesday, March 11, 2015

Salvatore's Italian Gardens, Transit Road, Depew
4:30-6:00 p.m.....Vendor Displays & Networking
6:00-8:00 p.m.....Dinner & Keynote Address from John Fridmann, Director of Materials Management, New Era Cap
8:00-8:15 p.m.....Door Prizes & Awards

Entree Choices: 1) Chicken Francaise; 2) Sliced Pork with Cranberry Chutney; 3) Asiago Bruschetta Tilapia; 4) Roasted Vegetables over Mediterranean Orzo.

Reservations with entree selection are being accepted now at ismbuffalo@roadrunner.com or (716) 648-0972.



Calendar of Events

Supply Mgmt. Month Vendor Fair & Dinner Meeting
Wednesday, March 11, 2015
Salvatore's Italian Gardens, Transit Road, Depew

Educational Dinner Meeting
Wednesday, April 8, 2015
Speaker: Richard Dietz, Federal Reserve Bank
Ilio DiPaolo's, South Park Avenue, Blasdell

Educational Dinner Meeting & Election Night
Wednesday, May 13, 2015
Speaker: Jack Ampuja on Logistics - new dimensional weight regulations at UPS & FedEx
Protocol Restaurant, Transit Road, Williamsville

Installation & Awards Dinner
Tuesday, June 9, 2015

ISM-Buffalo announces

Twin Tiers Buy/Sell Summer Golf Outing & Clambake



Tuesday, June 23, 2015

Pine Acres Country Club
1401 West Warren Road (Rt 770)
Bradford, PA 16701

Catered by Old Library Events

Golf, Sporting Clays, Clambake, Steak Dinner, Raffles, Prizes, & Fun!

- ♦ Mark Your Calendars to Attend.
- ♦ Watch for registration in early May.
- ♦ Invite Suppliers.
- ♦ Donate a prize.

Chairman: Kurt Keller, hckeller1@hotmail.com



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Join our LinkedIn group
ISM– Buffalo Chapter.