



Volume IV, Issue I | **A Monthly Newsletter of ISM-Milwaukee** | January 2008

Tuesday, January 8, 2008

Educational/Dinner Meeting
Sheraton Brookfield

5:30 p.m. Registration
5:45 p.m. Pre-Dinner Meetings
6:30 p.m. Dinner Meeting
7:00 p.m. Keynote Speaker

Cost of Meal Included with
annual membership dues.

Guests welcome - \$25.00

To reserve your space, go to
www.napmmilwaukee.com

Dinner Menu

Antipasto Tray, Tossed Caesar Salad with Croutons, Pasta Salad with Fresh Vegetables Tossed in a Red Wine Vinaigrette, Chicken Parmigiana, Penne Pasta with Marinara Sauce & Italian Sausage, Warm Garlic Breadsticks, Cookies & Brownies



January Educational/Dinner Meeting

TOPIC: NEW YEAR'S RESOLUTIONS FOR YOUR JOB: SEVEN WAYS TO JUMP- START YOUR CAREER EFFECTIVENESS IN THE NEW YEAR!

Featuring Keynote Speaker, Susan Quandt
Adjunct Professor, University of Wisconsin - Milwaukee

Susan Quandt is an adjunct professor at the University of Wisconsin-Milwaukee teaching entrepreneurship. She is the leader of her own real estate development venture, board member of numerous not-for-profit organizations and founder of The ROI2 Partnership. Her expansive background includes various positions with Fortune 500 companies. An accomplished business executive, Quandt has combined her strong financial background with innovative, ground-breaking marketing skills to help a variety of companies succeed in this rapidly changing world. Quandt explored the trends she saw emerging in the turbulent business environment and discovered company leadership shifting in a new direction. Armed with her strong financial and marketing background that helped launch new start-ups in the U.S. and Canada, Quandt recognized that ROI-Return on Investment, had always been given top priority. The missing factor, the human development side, or as she renamed it, ROI-Return on Imagination, has been largely ignored. Quandt founded the consulting company, The ROI2 Partnership, offering today's and tomorrow's leaders collaborative guidance in balancing inspiration with the financial priorities of their organizations. This innovative approach results in creative, cohesive strategies through the effective use of ROI2-Return on Investment AND Imagination.

In this Issue:

Monthly Meeting Information	1
Message from the President	2
Breakfast & Dinner Seminars	3
Educational Opportunities	4
Your Vote Counts	4
C.P.M. Classes	5
The CPSM Bridge Exam Debuts in 2008	5
Annual Awards Program	6
Get Smart with New Assessment Tool Launched by ISM	6
December Business Report	7
New Members	8
ISM-Milwaukee Volunteer Opportunities	8
Looking for a New Career in the New Year?	8

Pre-Dinner Sessions

Steel Market Update with 2008 Forecast

Presenter:
Bill Ristau - Chief
Commercial Officer,
Esmark Steel

Presented by the Raw
Materials Committee

The New CPSM Certification Process and the Pilot Testing Program

Presenters:
Mike Grimm

Presented by the
Certification Committee

ISM-Milwaukee's New Website

Be the first to see ISM-
Milwaukee's new website, its
new interactive features and
learn how it was developed.

Presenter:
Cory Savage, President of
Savage Solutions LLC

Presented by the
Communications
Committee

The December Dinner Meeting was cancelled due to poor weather conditions and is rescheduled for **Tuesday, February 12, 2008** at the Sheraton Brookfield. The Keynote Speaker will be Sameer Prasad, Professor of Operations Management, University of Wisconsin - Whitewater.

To register, go to www.napmmilwaukee.com

**2007-2008 PRESIDENT**

Mary Sieger, C.P.M.
Seaquist Closures

Mary.Sieger@SeaQuistClosures.com

IMMEDIATE PAST PRESIDENT

Bruce Balthazor, C.P.M., CPIM.
DRS, Power & Control Technologies, Inc.
brucegbalthazor@drs-pct.com

SECRETARY – TREASURER

Michael Grimm, C.P.I.M., *Res Mfg.*
mgrimm@resmfg.com

VICE PRESIDENT – MEMBERSHIP

Cynthia Collins, *Harley-Davidson*
cynthia.collins@harley-davidson.com

VICE PRESIDENT – MARKETING & COMMUNICATIONS

Robert Barwick, A.P.P., CPPB, *City of West Allis*
rbarwick@ci.west-allis.wi.us

VICE PRESIDENT – VOCATIONAL ADVANCEMENT

Jim Truog, C.P.M., *Wacker Corp.*
james.truog@am.wackergroup.com

DIRECTOR – PROGRAMS

Claudia Howard, C.P.M., *Iris USA, Inc.*
claudiah@irisusainc.com

DIRECTOR – COMMODITY GROUPS & FORUMS

Art Noe, *Quad/Graphics*
Art.noe@qg.com

DIRECTOR – PRO ED

Denise Mankiewicz, C.P.M., *Rockwell Automation*
dmankiewicz@wi.rr.com

DIRECTOR – DEVELOPING TECHNOLOGY GROUPS

Dan Smead, *Watertown Metal Products*
dwsmead@westernind.com

STAFF

Chris Ruditys, Account Executive
ruditys@wamllc.net

Douglas Stangohr, Chief Financial Officer
doug@wamllc.net

Heather Westgor, Director of Communications
heather@wamllc.net

Mission Statement:

The Institute for Supply Management-Milwaukee is dedicated to the professional development, education and certification of our membership, and the advancement of our profession.

Letter from the President

Happy 2008!

A new year is a great time to think about the changes we want to make - things we can do to make our lives happier, healthier and more **rewarding**.

As I reflect on the **rewards** of being an ISM - Milwaukee member, there are a number of areas where you can grow and improve your skills in planning, managing and organizing. We also offer opportunities for members to develop valuable contacts within the purchasing community and access many books and videos on purchasing and business topics. For those members interested in the educational offerings, there is an assortment of seminars and services for today's forward-thinking, strategic supply managers.

In 2008, ISM's new professional qualification will debut - Certified Professional in Supply Management (CPSM). ISM - Milwaukee will be offering a pilot program for members. For those who do not have a 4 year college degree, 2008 will be the final opportunity to register for the Certified Purchasing Manager program (CPM).

I encourage each of you to make a 2008 resolution to change one thing that will make your career more **rewarding**. Please consider ISM - Milwaukee as the resource that can help you achieve your goal.

From myself and the entire Board of Directors of ISM - Milwaukee, we wish you and your family a healthy, happy and **rewarding** 2008.

Mary Sieger, C.P.M.
President



ISM-Milwaukee
BuyLines

11801 W. Silver Spring Drive, Suite 200
 Milwaukee, WI 53225

Publisher: Heather Westgor
 Editor: Robert Barwick, A.P.P.

Photographer: Felix Unger
 Reporters: Robert Barwick & Cindy Larsen

Milwaukee *BuyLines* is the official publication of ISM-Milwaukee and is published monthly of the Communications Committee.

If you wish to submit an article for publication, you may do so by contacting publications@napmmilwaukee.com. We reserve the right to edit and publish articles at our discretion.

The deadline to submit articles for the next issue is the 21st day of the month.



START & END YOUR DAY WITH ISM-MILWAUKEE!

Breakfast & Dinner Seminars

PURCHASING AND THE LAW/ETHICS

Wednesday, January 16th, 8:00 a.m.-10:30 a.m. (Registration Deadline: Friday, January 11th)

Topics in this seminar include:

- Responsibilities and Defenses to Performance (Buyers & Sellers) Obligations
- Protecting your Organization from Common Contract Pitfalls
- Strategies that will Increase Awareness on How Ethics is Involved in Decision Making Throughout Your Organization
- Dealing with Ethical Problems

About the Speaker

Fred K. Hielsberg, C.P.M., A.P.P. is a purchasing professional with 40 years of supply chain management experience. Since 1988, he has been an instructor at Marquette University Division of Corporate Outreach and Professional Development Programs. He provides in-house training for corporations including S.C. Johnson, United Healthcare, Quad/Graphics, Inc., Eaton Corporation, Beatrice Cheese, and NAPM affiliates. A graduate of Ripon College, Fred has been an active ISM member since 1972. He is a past president of ISM-Milwaukee, past president of ISM-Asheville, NC and past president of APICS-Asheville, NC. His awards include NAPM District 10 Global Resources Person of the Year (1998), NAPM-Milwaukee Purchasing Professional of the Year (2000), and NAPM-Milwaukee Advancement of the Profession Award (1994). Fred retired from Eaton Corporation and now devotes full-time to management consulting and training.

MANAGING YOUR CAREER: 4R'S OF STAYING MARKETABLE

Wednesday, February 20th, 3:30 p.m.-6:00 p.m. (Registration Deadline: Friday, February 15th)

Topics in this seminar will focus on the 4R's of Staying Marketable:

- Reputation
- Relationships
- Resume of Results
- Reinventing to Stay Relevant

About the Speaker

Ms. Debbie Rudan is Vice President Director of Professional Services for Lee Hecht Harrison. She brings over 15 years of career management experience acquired in diverse environments, including health care, financial services, manufacturing and consulting. She conducts career transition, career development and leadership consulting programs for clients and customers. In addition, she manages career transition projects and assignments to ensure consistency and quality of the delivery process. Debbie's professional background is diverse, including training, group facilitation, management development, career assessment and counseling, employee relations, interviewing methodology, performance management, and organizational development. Debbie received an MBA from the University of Wisconsin-Parkside and has a BS degree in healthcare from the University of Wisconsin-LaCrosse. Her professional affiliations have included the American Society for Training and Development and leadership positions on several community boards and committees.

DOING BUSINESS IN BRAZIL

Wednesday, March 19th, 8:00 a.m.-10:30 a.m. (Registration Deadline: Friday, March 14th)

Topics in this seminar include:

- Brazilian Taxes
- HR Issues
- Import/Export
- Production in Brazil
- Legal/Accounting Issues
- Banking and Financial Systems

About the Speaker

John Thornton is a graduate of UW-Oshkosh. He is a CPA who spent 5 years working for KPMG in Milwaukee specializing in Audit of Manufacturing/Distribution companies. He joined GS Hydraulics in 1997 and purchased the company in 2002. GS Hydraulics has grown from 40 employees to 100+ during that time. GS Hydraulics began doing business in Brazil in 2004. The company is registered as "GS Hydraulics do Brasil Comercio & Industria de Sistemas Oleo-hidraulicas Ltda," but currently is not established. GS Hydraulics has a contract manufacturing relationship in Brazil. John is actively involved in the Fluid Power Distributor Association (currently President-Elect), and will begin a 1 year term as President in April 2008.



Don't miss these great seminars! Sign up TODAY!

Wednesday,
January 16, 2008
Purchasing and the Law/Ethics
8:00 a.m.-10:30 a.m.

Wednesday,
February 20, 2008
Managing Your Career: 4R's of Staying Marketable
3:30 p.m.-6:00 p.m.

Wednesday,
March 19, 2008
Doing Business in Brazil
8:00 a.m.-10:30 a.m.

ISM-Milwaukee Office
11801 W. Silver Spring Drive,
Suite 200
Milwaukee, WI 53225

Continental Breakfast or Dinner will be served




Educational Opportunities



Upcoming Satellite Seminars

A series of seminars, presented by ISM and ISM-Milwaukee, and hosted by Quad Graphics in Sussex, have made the following satellite seminars available to ISM-Milwaukee members. Each seminar is designed for all levels of supply management professionals. The registration fee is \$35.00 each, or \$25.00 each if you are an ISM member. The seminars start at 9:00am and finish at 1:30pm. A boxed lunch is included.

 Register on-line at www.napmmilwaukee.com

The three programs scheduled for the 2007-08 program year are:



Market Intelligence for Supply Professionals

Thursday, February 7, 2008

What is market intelligence? How can it be used in strategic sourcing? What should you consider when building a market intelligence program? Many companies are finding that information is a critical component of the sourcing process. How much they know about their suppliers and the market helps not only in negotiating, but in controlling costs and determining project success. This program will look at where and how to obtain information and how to use it to achieve success.

Supply Management's Role in Sustainability

Thursday, April 17, 2008

The topic of "sustainability" has leapt into corporate boardrooms, raising questions of the company's social responsibility and environmental practice, policies and decision-making. Questions find their way to supply management and challenge us to explore how our suppliers are dealing with sustainability. The program looks at sustainability elements in contract language, supplier audits, regulations, reporting requirements and compliance. It will also cover how to keep upper management informed on sustainability - and the supply manager's role in addressing these issues.

YOUR VOTE COUNTS

Ballot Deadline January 10, 2008

The 2008 Proxy for the Annual Meeting of Members of the Institute for Supply Management, Inc.™ (ISM) was mailed to you on November 30, 2007. You are being asked to vote on the election of ISM Board members. The report of the vote and other business of the organization will be made at the Annual ISM Membership Meeting that will be held on Thursday, January 10, 2008, at 11:30 a.m. Mountain Standard Time at the headquarters of ISM at 2055 E. Centennial Circle, Tempe, Arizona.

****COMING SOON — www.ismmilwaukee.org****

Location: All C.P.M. Review Classes are held at the ISM-Milwaukee educational facility at Wisconsin Association Management.

Hotel accommodations are conveniently located across the street from the ISM-Milwaukee facility. Ask for the special rate of \$65 per night by calling the AmeriSuites Hotel at (414) 462-3500.

Day classes with Dr. Russell Morey, C.P.M. are held from 8:00am - 4:30pm. Each session counts toward 7 continuing education hours that can be applied toward earning your C.P.M. Certification or Re-Certification.

Night classes with David Chojnacki are held from 6:00pm - 8:30pm on Day 1 of each module and from 6:00pm - 9:00pm on Day 2 of each module. Each session counts toward 3.5 continuing education hours that can be applied toward earning your C.P.M. Certification or Re-Certification.

Pricing:

1-2 Modules

Member Rate: \$125.00/per module
 Non-Member Rate: \$175.00/per module

3-4 Modules

Member Rate: \$112.00/per module
 Non-Member Rate: \$157.00/per module

7th Edition Study Guide

Member Rate: \$35.00/per module
 Non-Member Rate: \$50.00/per module

Study Guide - Shipping & Handling

Member Rate: \$6.00/per module
 Non-Member Rate: \$6.00/per module

The office is now selling **C.P.M. Review Study Guides** (7th Edition) for \$35 + shipping. Even if you aren't going for your certification today, it is never too early to start studying ahead! Call the office at (414) 462-8645 to order your book today.



Educational Opportunities - **C.P.M. Classes**

Register on-line at www.napmmilwaukee.com

CHECK COURSES ✓	Date	Class Information
	February 4, 2008	Module 1, Day 1 (night class) Instructor: David Chojnacki, C.P.M.
	February 6, 2008	Module 1, Day 2 (night class) Instructor: David Chojnacki, C.P.M.
	February 11, 2008	Module 2, Day 1 (night class) Instructor: David Chojnacki, C.P.M.
	February 13, 2008	Module 2, Day 2 (night class) Instructor: David Chojnacki, C.P.M.
	February 18, 2008	Module 3, Day 1 (night class) Instructor: David Chojnacki, C.P.M.
	February 20, 2008	Module 3, Day 2 (night class) Instructor: David Chojnacki, C.P.M.
	February 25, 2008	Module 4, Day 1 (night class) Instructor: David Chojnacki, C.P.M.
	February 27, 2008	Module 4, Day 2 (night class) Instructor: David Chojnacki, C.P.M.

The CPSM Bridge Exam Debuts in 2008

Are you a C.P.M. who has a bachelor's degree from an accredited university and five years or more of professional supply management experience? You can fast track your career by taking the new Certified Professional in Supply Management (CPSM) Bridge Exam and apply for the CPSM qualification.

What is the CPSM Bridge Exam?

The Bridge is a single exam for C.P.M.s in good standing that wish to earn the CPSM designation. The Bridge Exam covers contemporary content and material not covered in the current C.P.M. Exam. It is comprised of 180 questions (all scored) and candidates will be allowed three (3) hours to test.

The CPSM qualification debuts in 2008 as the top professional designation within the profession. It recognizes the expanded education, skills and experience required to be successful as a supply manager. The Bridge Exam streamlines the new credentialing process, positioning C.P.M.s on the fast track toward achieving their career goals.

Annual Awards Program

In 1979, your Board of Directors adopted an Awards Program. This Program was implemented as a means of recognizing outstanding members of our Association. Its objective is to publicly recognize members who contribute much effort and dedicated service to ISM-Milwaukee.



The Awards Program is administered by the Awards Committee, and chaired by the Director Administration.

You are invited to participate in the Awards Program by recommending candidates for each award. Your participation will be a valuable contribution to the Committee in its evaluation of candidates to be recommended to the Board of Directors. A form for making your recommendations to the Awards Committee is included. The Awards and their requirements are spelled out to assist you in choosing your candidates.

So as to allow the Awards Committee as much time as possible to evaluate each candidate, please submit your nominations (U.S. Mail, fax or e-mail) as soon as possible to the ISM-Milwaukee office, 11801 West Silver Spring Drive, Suite 200, Milwaukee, WI 53225. The deadline for receiving nominations is **February 22, 2008**.

Our presentation of Awards for this Association year will be at the March 2008 dinner meeting.

Please use the following pages for your nominations. If you have any questions, please call the ISM-Milwaukee office at 414-462-8645.

With your help, the program will be a success. Please participate.

To download a nomination form, please visit our website at www.napmmilwaukee.com.

Get SMART With New Assessment Tool Launched by the Institute for Supply Management™ (ISM)

New training and development tool aimed at helping to lead your supply management team to the forefront of today's global marketplace.

(TEMPE, Ariz.) December 14, 2007 - The Tempe, Arizona-based Institute for Supply Management™ (ISM) announces the launch of its new assessment tool, SMART. This new assessment tool appraises the skills of a supply team to uncover knowledge gaps and identify organizational training needs.

Employees can rate their skills using a web-based questionnaire and compare them to supervisor expectations. Results are compiled into a report outlining a training and development strategy for a company's specific supply chain needs. The report validates and helps to build a business case for training.

Available internationally, SMART was developed through research studies and expert focus groups to evaluate tasks in supply management categories that are then rated by individual knowledge, job importance and frequency.

For details on how SMART can help your company, contact Toni Caserta, manager, Professional Development Services at 800/888-6276, extension 3095, or by e-mail at acaserta@ism.ws, or Rene Yates, manager, Professional Development Services, at 800/888-6276 extension 3080, or by e-mail at ryates@ism.ws.

****COMING SOON — www.ismmilwaukee.org****

BUSINESS SURVEY REPORT

December - 2007

The Milwaukee Index increased two points to 62 in December. A year ago it was at 58. New Orders Received is up five points to 66 this month. Production rose five points to 75.

Backlog is down one to 57. Supplier Lead Times increased three to 43.

Blue Collar Employment went down three to a still healthy 58. White Col-

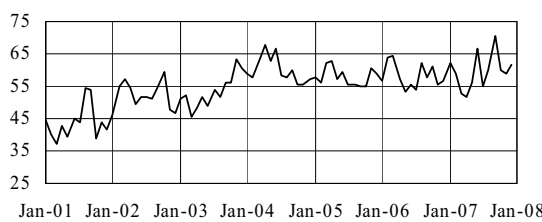
lar Employment went up four points to 54. Inventory Levels dropped five points to 47. Capital Equipment is still rising. It is up three to 71 this

month. The Level of Purchasing Activities went up a point to 74.

The Prices Paid Index went down four points to 57 this month. Eight increased, one

stayed the same and twelve declined in price. Fuel went down thirty-eight followed by Petroleum at twenty. Aluminum is down nine-

Milwaukee Index



Date	Index
December-2007	62
November-2007	59
October-2007	60
September-2007	70
December-2006	57
December-2005	59
December-2004	57

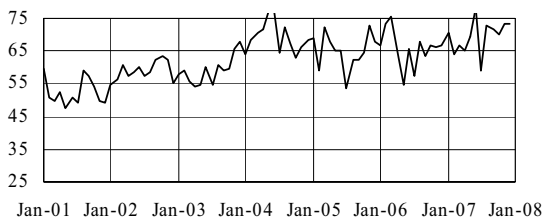
teen points. Corrugated Packaging went up eleven points. Ferrous is up ten and Piping and Tubing is up eight.

Commodity Price Index

Aluminum	44	Electronic Components	61	Plastics	74
Casting	59	Forgings	50	Plating	50
Chemicals	74	Fuel	48	Precious Metals	70
Computer Hardware/Software	44	Hydraulic Componentets	58	Printing Paper	56
Copper, Brass, Bronze	45	Office Supplies	56	Rubber Products	57
Corrugated/Packaging	75	Petroleum Products	68	Stampings	44
Electric Motors/Transformers	56	Piping & Tubing	58	Ferrous (Steel, Stainless)	57

Commentary:
Down four to 57 this month. Only eight are above 50.

Level of Purchasing Activities



Commentary: Up a point to 74. We are still handling a lot of paper.

Date	Increase %	Same %	Decrease %	Index
December-2007	56	35	9	74
November-2007	57	33	10	73
October-2007	48	44	8	70
September-2007	46	50	4	71
December-2006	43	47	10	67
December-2005	48	40	12	68
December-2004	43	51	6	69

New Members, Welcome!**Gary Chatham**

Harley Davidson Motor Co
Mats Mgr

James Garhart

Marquette University
Student

Micah Mahnke

Acco Brands Inc
Senior Buyer

Bruce Pichler

Bradley Corp.

Paul Van Boxtel

Johnson Polymer
Global Dir Chemical Sourcing

ISM-MILWAUKEE VOLUNTEER OPPORTUNITIES

Join a Committee! There is no better opportunity for career and leadership growth, or the opportunity to gain more than you give than by joining or leading an ISM-Milwaukee committee. Committee involvement is tailored to work around your full-time job. There are current openings on committees that require just a few hours per year if you'd like to get your feet wet and get an idea of what it's all about!

- **Communications Committee:**

Several members are needed to help publish the ISM-Milwaukee website, e-mails, and newsletters. I can help you find a position that will match your interests, skills and schedule. We need your energy and ideas to help promote the programs of ISM-Milwaukee. To be a part of this exciting committee, please contact Robert Barwick at rbarwick@ci.west-allis.wi.us.

Looking for a New Career in the New Year?

ISM-Milwaukee posts many Supply Management career opportunities on our web site. Here is a sample of what is currently available. Please go to our website for a complete list and position descriptions.

Post Date	Position (click title)	Location	Contact
12/21/07	Commodity Manager	Atlanta, GA	marblcons@aero.net
12/20/07	Purchasing/Commodity Buyers	Milwaukee, WI	marblcons@aero.net
12/20/07	Buyer	Sheboygan, WI	hross@seekcareers.com
12/13/07	Buyer/Planner	Chicago, IL	marblcons@aero.net
12/07/07	Production Planner	Franklin, WI	Jack.lverson@gamfg.com
11/27/07	Supply Chain Expert/Tactical Buyer	Milwaukee, WI	mike@techstaffwi.com
11/02/07	IT Buyer	Milwaukee, WI	greg.kosmider@acumenres.com
11/02/07	Manager, IT Procurement	Milwaukee, WI	greg.kosmider@acumenres.com
10/18/07	Director of Purchasing	Wisconsin	brianv@vogshort.com
10/05/07	Purchasing/Buyer	Brookfield, WI	suzanne@careertrac.com