

THE CUTTING EDGE

WOOD MACHINERY MANUFACTURERS OF AMERICA

Volume XVI, No. 5

MAY, 2001

WIC Takes on La Costa Resort & Spa

In the lush surroundings of beautiful Carlsbad, California, members of WMMA, WMIA and AWFS® flocked to the 10th annual Woodworking Industry conference. Over 300 delegates were in attendance to “Expand Their Business to Business Future.” And expand they did. With over 100 contact tables, informative speakers and workshops, delegates had the chance to heighten their knowledge of the industry.

Business Session Highlights

The WMMA Business Session offered the latest news on all association activities. Updates were given by committee chairs



Rick Spiess accepts his WMMA Membership Plaque and enjoys a warm welcome to the Association from President Kenny Moffatt and Treasurer Peter Perez, at the Friday Business Session.

The WMMA Business Session is also when the Baldwin Award is presented and association elections take place. Please see accompanying stories on the following pages for further details on the outcome of the elections and the Baldwin Award winner.

Contact Tables

One of the major highlights of the WIC has always been the contact table sessions. The sessions allowed for plenty of time

to do face to face business between manufacturers and distributors. If you missed out on the contact tables this year, don't let them pass you by next year in San Antonio.

Educational Workshops

The Saturday morning workshops offered attendees the



Jack Albertine speaks to a crowded audience at the Saturday Morning panel presentation.

chance to seize an array of educational opportunities. The choice of speakers was top-notch and the subject of each session varied. Much sought after panelists enlightened us on a medley of subjects including: improving your

financial results, forecasting global economic indicators, acquiring and retaining customers, preparing your company for what lies ahead, and learning more about how to do “e-business.”

The Economic and Industry Outlook Panel of speakers included John J. McDevitt, a Corporate Economist at 3M Company, Dr. John Albertine, of Albertine Enterprises, and Art Raymond, of A.G.

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Association News

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Raymond & Company. Each of the three panelists brought their own unique perspective to this presentation. John McDevitt briefed the audience on developing trends in world markets in addition to forecasting global economic indicators on both a short and long-term basis. Jack Albertine shared his wealth of knowledge regarding the outlook for business and the economy, while Art Raymond made the audience aware of his expertise in helping customers solve operations related problems pertaining to wood processing and manufacturing environments.

Futurist Ed Barlow's presentation, "Strategically Planning Your Future," focused on what to expect with the new and emerging workforce, and how to prepare yourself and your company for changes in the size and demographics.

Al Bates of The Profit Planning Group spoke about "Improving The Bottom Line." Mr. Bates met the two objectives that he had set for the session: Set a realistic profit target; and to develop an action program to reach the profit target.

Steve Epner, of BSW Consulting, Inc. spoke on the subject of "Electronic Business For Executives." This session explored ways of E-marketing, E-sales and E-Resource Management. He touched on legal and security issues as well as steps one can take to a great Web presence.

Gary Hernbroth, Training for Winners, coached his audience on the keys to acquiring and maintaining customers, aligning your firm's sales and service efforts to be more customer-driven, and defining the critical "Moments of Truth" in your organization's selling efforts that builds on relationships that last.



Gary Hernbroth, Training for Winners



Jeff Davidson, Michael Wenig, Inc. and the lovely Marilyn graciously present the WIC golf trophy to Todd Herzog, Accu-Routers, Inc. and Kent Noble, Noble Machinery

opportunity to rub elbows with Marilyn Monroe and Grouch Marx impersonators and dance the night away, Hollywood style.

While business was the main priority, the WIC nightlife gave everyone the chance to unwind and let loose. The "California Dreamin'" Welcome Reception let everyone revel in the beautiful surroundings of La Costa's majestic Aquatic Center where hatmakers and a magician were on hand to entertain the crowd.

Everyone who climbed on board for the WIC Dinner Cruise on Thursday night won't soon forget the fun festivities that the Hornblower had to offer. Delegates, spouses and guests gambled for prizes including DVD players, Palm Pilots, and other goodies.

On Saturday Night, La Costa was the surprise host to The Hollywood Nights Gala Reception. To everyone's surprise, limousines picked everyone up on one side of the resort and escorted them to the destination on the other end of the property where they were treated like movie stars for a night. They walked the red carpet where they were swarmed by screaming fans, flash bulbs and paparazzi. Guests also had the

Michael Burdis honored with WMMA Baldwin Award of Excellence



Michael Burdis, President of James L. Taylor Manufacturing Company in Poughkeepsie, New York, was honored by the members of the Wood Machinery Manufacturers of America with the prestigious Ralph B. Baldwin Award of Excellence. This annual award recognizes an individual who has made outstanding contributions to the woodworking industry, the Association, their company and their community.

The Baldwin Award was the highlight of the April 27 Business Session, held during the Tenth Annual Woodworking Industry Conference at the La Costa Resort & Spa in Carlsbad, California. The award was presented to Mr. Burdis by the 2000 winner, Russell D. McBroom, President of Mereen-Johnson Machine Company in Minneapolis, Minnesota.

During the presentation, Mr. McBroom gave the audience an overview of Mr. Burdis' impressive background as a strong leader of his company, a committed champion for WMMA, a giving member of his community and a dedicated family man.

having the vision and market savvy to help Taylor become one of the first American manufacturers to develop a successful export program.

Mr. Burdis was recognized for his company's support of the industry distribution channel. His commitment to Taylor's distributors earned his firm the WMMA "Partner of the Year" Award in 1999, recognizing excellence in sales, service, training and dedication to distributor relations.

The presentation also acknowledged Burdis' leadership in developing strong partnerships with customers and customer associations. It was noted that several of James L. Taylor's product innovations have been recognized as IWF Challenger Award finalists and winners and have "revolutionized the way woodworkers work." Mr. Burdis himself is an active participant in several end user associations, including AFMA and WCMA.

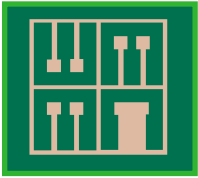
In appreciation of the service that Mr. Burdis has given to WMMA, he was praised for his active involvement over the years in various WMMA committees, including Export, Industry Marketing,

Education/Scholarship, Leadership Development and Membership. He also serves on the Board of Directors and has fulfilled the roles of Treasurer, Vice President and from 1996 to 1998, President of the Association. As a Past President of WMMA, he currently also serves on the Long Range Planning Committee where he has been a driving force in establishing a long term investment and reserve strategy for the association funds. He also Chairs the WMMA Education and Scholarship Committee where he is restructuring the scholarship program so that it gives WMMA members more opportunities to recognize and assist college students preparing for this industry.

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The Baldwin Award also recognizes community service, and Mr. Burdis was praised for his dedication to several local organizations. He currently sits on the Board of three community non-profit organizations - Vassar Brothers Hospital, Dutchess Day School and Civic Properties, Inc., where he is the Vice-President and Treasurer. Previously he served on the Boards of Fargo Manufacturing and the regional Board of Bank of New York. He is also a Past Director and President of Vassar-Warner Home.

The Ralph B. Baldwin Award of Excellence is presented annually to a member of the WMMA. Nominations come from the membership and are voted on by a panel consisting of WMMA Officers, Past Presidents and Industry Marketing Committee Members. This year marks the 18th year that WMMA has bestowed this honor in recognition of a member's achievements.



Wood Machinery Manufacturers of America Elects Three New Directors

Three new Directors were elected at this year's WIC to serve three-year terms on the Association Board. On April 27, Mark Chappell, Vice-President of Sales and Marketing for Alexander Dodds Company in Grand Rapids, Michigan; Thomas C. Anderson, General Manager of Safety Speed Cut Mfg. Co., Inc. in Anoka, Minnesota; and Frank Feraco, President and CEO of Porter-Cable Corporation in Jackson, Tennessee.

Outgoing Directors recognized for their service to the Board. Matthew B. Carroll, President and CEO of Black Bros. Co. in Mendota, Illinois; Ed Fiantaca, President of Accurate Technology in Asheville, North Carolina; and Kerry Barlow, General Manager of Sales of Fletcher Machine in Lexington, North Carolina.



WMMA president and Vice-President, Kenny Moffatt and Chuck Granger pose with outgoing directors Matt Carroll and Ed Fiantaca.

WMMA Members will look back fondly on their memories from La Costa, but not forget to look forward to next year's conference in San Antonio, Texas. What follows is a brief overview of WIC 2002. To reflect back on past WIC's or find the most updated information on WIC's to come, stay tuned to the WMMA website for further details.

The Eleventh Annual Woodworking Industry Conference will be held May 1-5 at the Westin La Cantera nestled in the beautiful Texas Hill Country just north of San Antonio, Texas. The resort provides breathtaking views of the Hill Country and downtown San Antonio from one of the highest points in the area. Named among the "Top 50 Golf Resorts" in the nation by *C n de Nast Traveler*, the \$115-million hilltop retreat combines the best in golf with the best in luxury. The 508-room resort provides luxury accommodations, six pools, health club and spa services, tennis courts, unique dining, kids club, three hot tubs, flexible and spacious meeting space, and golf options second to none. The meeting is co-sponsored by three industry associations—AWFS® (Association of Woodworking & Furnishings Suppliers®), WMIA (Woodworking Machinery Industry Association) and WMMA (Wood Machinery Manufacturers of America). Attendance is open to members and prospective members of the three associations. Don't be left out! Make your plans to attend this important industry event. Stay tuned for more details on this tremendous networking opportunity.



PROFIT THROUGH AMERICAN TECHNOLOGY WOOD MACHINERY MANUFACTURERS OF AMERICA®

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The opinions expressed in any articles by outside consultants are their own views and not necessarily those of the WMMA®.

Editor's Note: This is the fourth in a series of features discussing WMMA programs and services available to the membership.

Did you Know...

That 8.8% of the 2000 WMMA expense activity allowed the Product and Engineering Standards Committee plus Standards Oversight to keep the WMMA member companies out in front of the industry, in terms of industry standards, safety in the workplace, and opportunities to improve the product/user interface?

Key committee projects during 2000 included:

- Continued promotion of the Hazard Icon and Warning Label Program. Contents and ordering information are easily located at www.wmma.org. General safety awareness to customers will hopefully result in achieving the goal of international acceptance of the Icons and Warning Labels .
- Providing professional leadership in WMMA's role as Secretariat and Chairman of the ASC 01.1 Committee. Mike Gillland has done a great job in this capacity, while successfully repositioning the scope of the standard and garnering in-depth participation for all industry representatives through the adroit use of the Internet as a communication tool.
- Completion of the first ever ANSI audit of the ASC Committee and its work.
- Participation in a safety seminar during IWF'00, where the video and workbook, "Winning the Safety Game," was distributed and promoted.
- Initial development of a standard User Manual Guideline to accompany machinery in the woodworking industry.
- Membership education on germane safety and liability issues impacting the industry.

For 2001, The Product and Engineering Standards Committee will continue promotion of the safety hazard icons as well as the safety video while completing work on the User Manual Guideline. The objective of the latter would be to increase the understanding of the responsibility for end users as well as machinery and tooling manufacturers. Efforts on ASC 01.1 are focused on submitting the reaffirmation the existing standard with edits. The next step will be to submit the general standard under the expanded scope; machinery –specific standards will then follow. A sub-committee will study the issues relating to tooling and high speed spindles with the objective of publishing appropriate guidelines. In addition, the Committee will explore the establishment of workplace safety and machine operator training seminars.

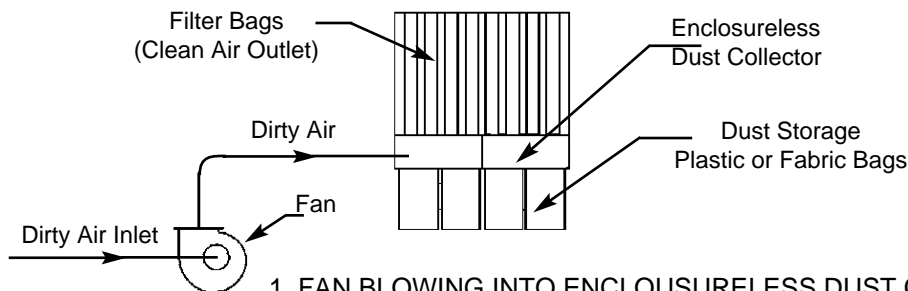
If you have questions about the Product and Engineering Standards Committee or would like to offer ideas for future activities, please contact Committee Chair Jim Laster at (910) 273-8261, or email him at jelas@aol.com, or staff liaison Elizabeth Franks at (215) 564-3484 x202, or e-mail her at efranks@fernley.com. Questions or concerns related to the ASC project should be directed to Mike Gillland at (636) 240-6095, or e-mail him at michael-g@thesafetyman.com or staff liaison Holly Chapman at (215) 564-3483 x222 or e-mail her at hchapman@fernley.com.

Product & Engineering Standards

In today's woodworking industry, there are many rules, regulations, and customer needs that require more attention to detail than ever before, for both the manufacturer and the distributor: OSHA, EPA, MSDS, ADA, waste disposal, landfills, ergonomics, etc. With all of these requirements and regulations, dust collection continues to often be a confusing and complex problem to solve. Below are listed six (6) basic configurations of woodworking dust collection systems, and the advantages and disadvantages of each, which we hope will answer some of those questions. Obviously, there are other system configurations and other advantages and disadvantages, but these are some of the most commonly found ones that you will see in the woodworking industry. The most important point to remember, however, is to use the "expertise" of a dust collection contractor to help you or your customer design and implement a system, along with the proper piping, efficient hooding, and the proper dust collector unit to fit your particular needs.

SYSTEM	ADVANTAGES	DISADVANTAGES
#1. Typically used for: Small and Medium Shops.	<ul style="list-style-type: none"> • Air is recirculated. • Compact, low height, located indoors. • Minimal ductwork required • Can be easily moved. • Waste collected in plastic bags, cloth bags, or drums. 	<ul style="list-style-type: none"> • Filter media becomes overloaded with heavy production. • Normally not recommended for use with a moulder or production sanding. • Does not have any automatic system to clean filters. • Must shut unit off for filter cleaning and waste removal.

INDOORS

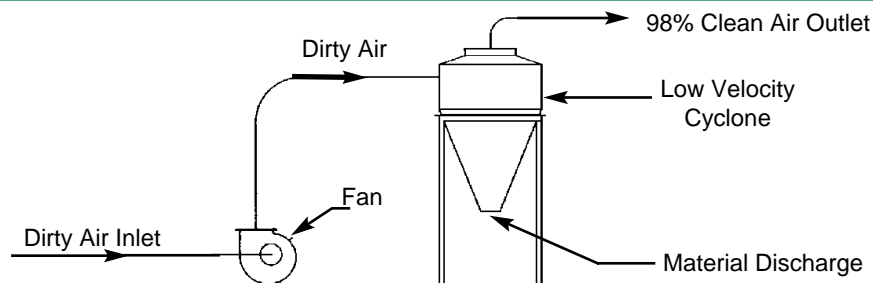


1. FAN BLOWING INTO ENCLOSURELESS DUST COLLECTOR. RECIRCULATION OF AIR TO BUILDING (TYPICALLY 1000-5000 CFM)

#2. Typically used for:
Medium and Large Shops

- | | |
|---|---|
| <ul style="list-style-type: none"> • Easy to maintain. • No moving parts except the fan. • No filters to change. • Can handle large particle from a moulder or planer with moderate efficiency. | <ul style="list-style-type: none"> • Larger in size and height. • May not meet current EPA emission regulations. • Air cannot be recirculated, unless used with an after-filter. |
|---|---|

OUTDOORS



2. FAN BLOWING INTO LOW VELOCITY CYCLONE. NO RECIRCULATION OF AIR TO BUILDING.

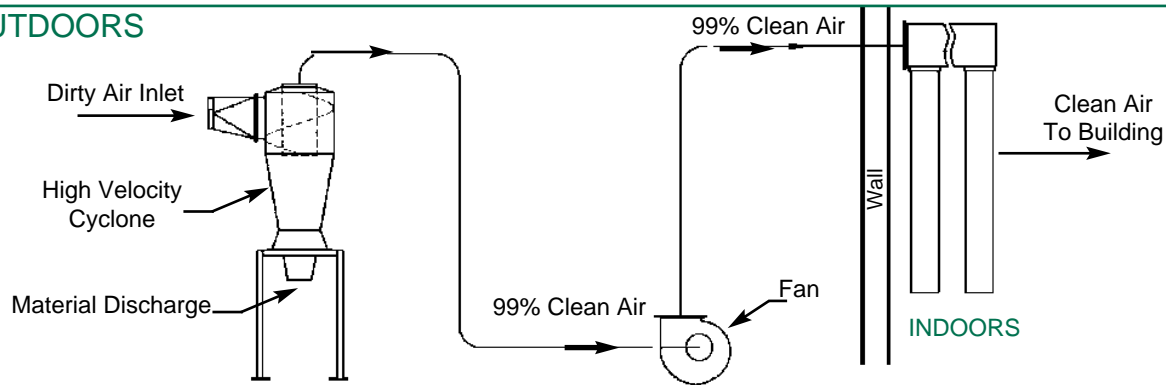
Product & Engineering Standards

#3. Typically used for:
Small and Medium Shops.

- Captures more fine dust than low velocity cyclones.
- Fan is on the clean-air side of system.
- Air can be recirculated with an after-filter.

- Bottom of cyclone must be airtight with drum, hopper or airlock.
- Uses more horsepower than a comparable low velocity cyclone.

OUTDOORS



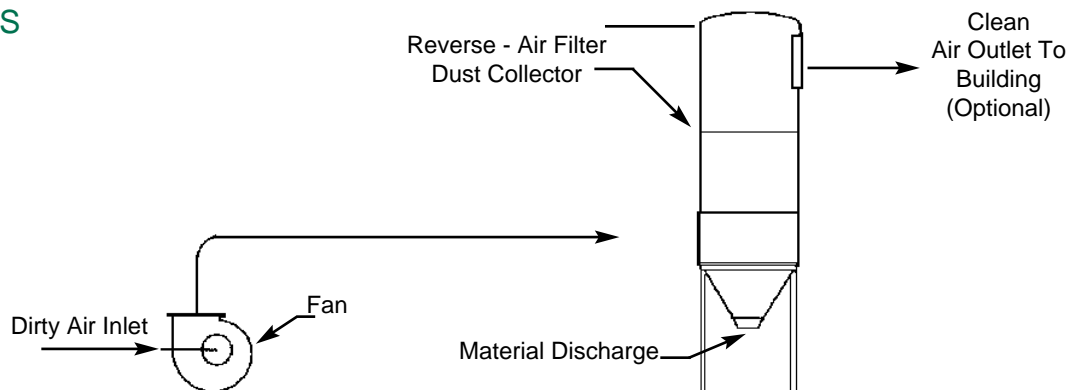
3. FAN PULLING THROUGH HIGH VELOCITY CYCLONE, FOLLOWED BY OPEN AFTER FILTER INDOORS. RECIRCULATION OF AIR TO BUILDING.

#4. Typically used for: Heavy,
Mixed-Operation Production.

- Can handle a wide variety of particle sizes from shavings to sanding dust.
- Automatic cleaning of filters, thus allowing continuous operation.
- Air can be recirculated.
- Does not require compressed air.

- Large initial investment.
- Larger in size and height.
- Moving parts with occasional bag replacement required.

OUTDOORS



4. FAN BLOWING INTO REVERSE - AIR FILTER (TYPICALLY 15,000 CFM & LARGER).

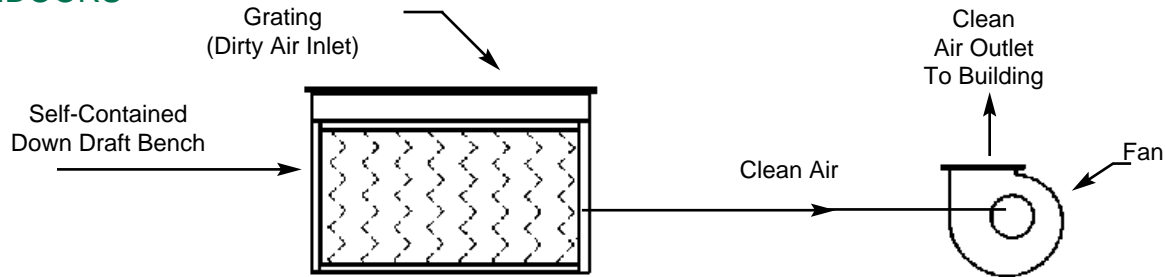
Product & Engineering Standards

#5. Typically used for:
Hand sanding of small pieces.

- Collects dust from hand operations that otherwise is difficult to collect.
- Self-Contained.

- Limited to size of bench.
- Some dust may not be captured, depending on sanding methods and piece sizes.

INDOORS



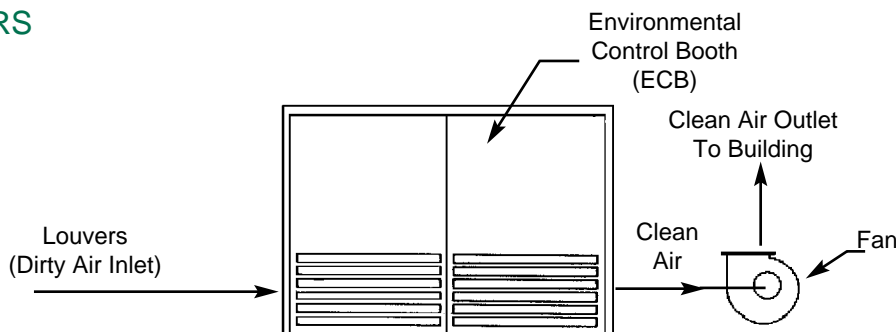
5. FAN PULLING THROUGH DOWN DRAFT BENCH WITH BUILT-IN FILTERS.
RECIRCULATION OF AIR TO BUILDING.

#6. Typically used for:
Hand sanding of large pieces.

- Provides suction across the entire work area.
- Dust is contained in booth and cannot migrate to other areas.
- Self-Contained.

- Large initial investment.
- Manual disposal of collected dust.
- Requires larger floor area.

INDOORS



6. FAN PULLING THROUGH WALK - IN BOOTH WITH BUILT-IN FILTERS.
RECIRCULATION OF AIR TO BUILDING.

*Authors: Dick Cowan, Rees-Memphis, Inc.
Peter Levitt, Sternvent Co., Inc.*

Back Into the Product Liability Breech

by John Satagaj, London & Satagaj

The facts have not changed. WMMA members make quality machinery. Their durability is legendary. The facts have not changed. Employees are hurt using our machinery. The facts have not changed. Despite your best efforts to ensure the safe use of your machinery, many times the machinery is not operated properly. The facts have not changed. Plaintiff lawyers "go where the money is;" they sue for successful awards. The facts have not changed.

President Bush is President of the United States. The facts have changed.

Now it is up to us to do our job once again. Representative Steve Chabot (R-OH) has reintroduced his statute of repose bill. It is H.R. 940, the Workplace Goods Job Growth and Competitiveness Act of 2001. The bill prohibits the filing of a civil action against a manufacturer or seller of a durable good more than 18 years after it was delivered to its first purchaser or lessee for: (1) damage to property arising out of an accident involving such good; or (2) damages for death or personal injury arising out of an accident involving such good if the claimant has received or is eligible to receive worker compensation and the injury does not involve a toxic harm. The bill would not bar an action against a defendant who made an express warranty in writing as to the safety or life expectancy of a specific product which was longer than 18 years (except that the law would apply at the expiration of such warranty). It also would not supersede or modify any statute or common law that authorizes an action for civil damages, cost recovery, or any other form of relief for remediation of the environment.

The definition of "durable good" includes any product, or any component of any such product, which has a normal life expectancy of three or more years; or is of a character subject to allowance for depreciation under the Internal Revenue Code of 1986. In addition it must be used in a trade or business; held for the production of income; or sold or donated to a governmental or private entity for the production of goods, training, demonstration, or any other similar purpose.

Currently, 20 states have some type of product liability statute-of-repose legislation on their books. For 13 of these states, the 18-year statute-of-repose contained in H.R. 940 would be longer than their existing law. (Colorado, Connecticut, Georgia, Illinois, Indiana, Iowa, Nebraska, North Carolina, North Dakota, Ohio, Oregon, Tennessee and Texas.) However, H.R. 940 would establish a statute-of-repose in 30 states that do not have



any statute-of-repose at all. H.R. 940 would also clarify ambiguities in several state statute-of-repose laws. Some states use what is referred to as a "soft" statute-of-repose approach, whereby the length of the statute-of-repose is defined by the "useful safe life" of the durable good. The term "useful safe life" is ambiguous and often times has to be litigated, resulting in costly legal fees for defendants. A federal "bright line," fixed time limit would avoid these costs.

We need cosponsors for the bill. We need you to write your Representative. The more you can personalize the letter, the better. Relate the problem to your business, the jobs you provide, and to the community. Please send a blind copy to us at WMMA. Address your letter to your Representative, United State House of Representatives, Washington DC 20515.

Tell your Representative that, as a member of the Wood Machinery Manufacturers of America (WMMA) and a job creator in his/her district, you urge him/her to cosponsor H.R. 940, the Workplace Goods Job Growth and Competitiveness Act. The bill would establish a uniform statute of repose for capital goods.

Point out this bill is critical to the survival of your business. Craftsmen point with pride to their 30-, 40-, 50-year-old woodworking machinery. Yet, wood machinery manufacturers have paid a high price for the longevity of their products. Product liability claims have taken an exacting toll on the industry and penalized us for making products that last for generations. We have waited long enough for product liability reform, ask your representative to please co sponsor H.R. 940.

With a pro business President in the White House, we do not have to worry about the threat of a veto. If we can convince Congress to rise to our defense we can finally secure the relief we have long sought.

Export Development

WMMA Organizing Pavilion at Promueble 2002 (January 24-27, 2002)

In its eighth year, Promueble is Mexico's largest trade fair for the woodworking machinery and furniture supply industries. In 2002 the venue will be moving to a new exhibition facility, Expo Santa Fe in Mexico City, Mexico.

For the first time, the WMMA will be organizing a member pavilion, providing we can get enough members to participate. We have begun negotiations with the fair organizer for space. If you are interested in participating, please contact Harold AZassenhaus (301-652-0693) or email him at zemg@erols.com soon as possible so we can get a good idea of space requirements. As in the past, the WMMA will provide a turnkey package to exhibiting members to include:

- Pavilion design/layout
- Graphics
- Compressed Air
- Translators
- Furniture
- Electrical Hookups
- Hotels
- Freight assistance

The following are statistics for Promueble 2001:

Size: 15,000 sq. M • Exhibitors: 250 • Attendance: 25,000

MEXICO UPDATE

GDP grew a respectable 6.9% in 2000 despite a severe slump in the 4th quarter due to a slowed US economy. The outlook for 2001 is for the economy to grow at about 5%, thanks largely to continued strong domestic consumption.

The major concern is inflation. With exports of manufactured goods slowing as a result of the US economy, and domestic consumption continuing to increase, there is concern that the swelling trade balance will fuel inflation and put pressure on the Peso. However, if the US economy rebounds by the 4th quarter of this year it is likely that exports will expand and inflation will stay in check, increasing by 7% or less.

Mexico's forest products processing industry grew in 2000, particularly the furniture, molding, and flooring sectors. In 2000 Mexico exported to the US over \$900 million in wooden furniture, frames, joinery and moldings. It was our 4th largest supplier of furniture.

The Mexican construction industry grew 6.6% during 2000. The demand for new homes, hospitals, schools, office buildings, hotel rooms, retail stores, and restaurants is expected to grow and the building materials market should grow at a rate of 8.0 percent during the next three years. The new federal administration has indicated the desire to build over 1,000,000 new homes per year from 2001 to 2006 to address a serious housing deficit.

continued on next page

Export Development

Mexico Update continued

Domestic customer preferences for US style timber frame construction materials have started to show a positive attitude change. However, large-scale timber frame housing construction is still experiencing some resistance from banks, insurance companies and developers due to the lack of understanding of the quality of materials and their durability, as compared to traditional masonry/concrete buildings.

The Mexican woodworking industry consists of:

- 1,375 saw mills
- 32 plywood mills
- 13 particleboard manufacturers
- 1 fiberboard plant
- 6 resin-processing plants
- 36 large furniture manufacturers and
- over 5,000 small and medium size furniture manufacturers.

In the past, the major concern for WMMA members has been the lack of distribution channels in the market. Many dealers seemed to be end users dressed as dealers to get a bigger machine discount. Others operated from the US and dipped into the Mexico sporadically and rarely went past the border industries. Still others seemed to disappear when times were bad.

As mentioned in the wrap up report on the Tecno Mueble trade fair held in 2000, it seems that things have changed. There appear to be a number, say a dozen or more, established dealers in the country and increasingly, the dealers cover natural territories. The changes could be a result of the recent strengthening of the Mexican market in general and the wood processing sector specifically.

Markets are becoming regionalized as well with the development of at least four distinct areas: Mexico City, Guadalajara, Monterey and Tijuana. While dealers will sell throughout Mexico, most will specialize in one or have separate offices to cover others.

As a final note, Mexico signed a free trade agreement with the EU last year. US products no longer carry preferential customs treatment compared to those from Europe. This spells increasing competition from European suppliers. Members need to be aggressive in Mexican market if they want to develop or maintain their market position.

*Harold Zassenhaus,
WMMA Export Director*



Member News

Air Handling Systems is pleased to announce Air Handling Systems' newest version of their online CAD program "Duct Design" which enables you to save valuable time by designing an entire Dust Collection System online.



This program will help you understand the basics. You can now lay out your shop floor plan, including machines, dust collector and piping. The program will automatically estimate the CFM, Static Pressure and then create an entire parts list based on the estimates.

Air Handling Systems manufactures and warehouses high quality dust and fume collection components, including an array of flexhoses, all for a variety of commercial and industrial customers. They include industries, such as woodworking, aerospace, paper, pharmaceutical, chemical and plastics.

Advanced Recycling Equipment Company provides handling equipment for biomass materials. ARE manufactures the Challenger line of grinders, producing

over 60 models. They are the largest grinder manufacturer in North America, with distribution throughout the world. They are also the North American representative for Talbott's Heating Ltd. Talbott's has been producing combustion systems for more than 30 years and has over 3,000 units installed worldwide.

CNC Software out of Tolland, Connecticut officially announces its new Mastercam Wire Version 8 CAD/CAM software. This release delivers dozens of new features including full wirepath associativity, solid model part verification and intelligent wirepath programming.



Carter Products Company has enhanced their line once again with a product they claim will help save time and increase blade life by detensioning the band saw knob instantly from one position to another as needed. According to the makers, the Quick Release™ Tension Toggle makes fast work of blade changing and assures the band saw is under the proper tension for the job to be addressed.

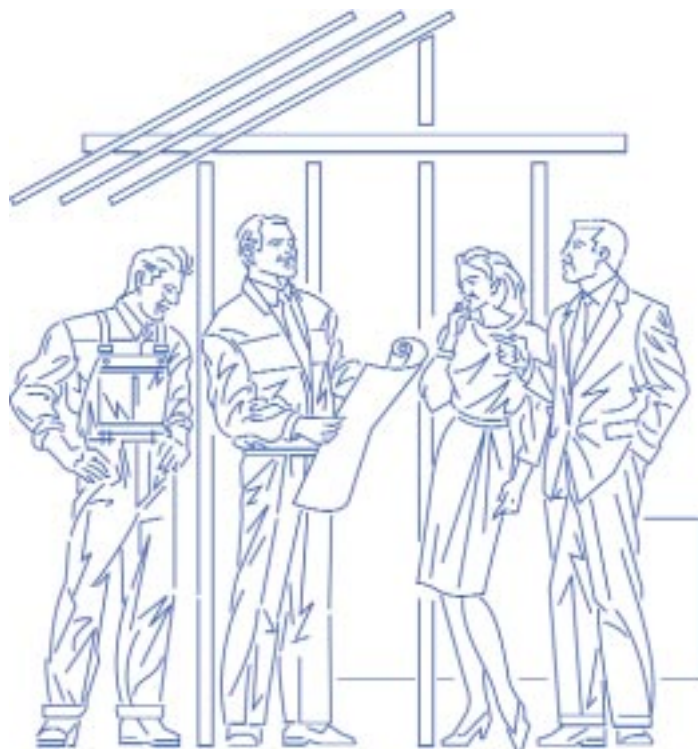
Habitat For Humanity

The Delaware Valley Habitat for Humanity was delighted to have been the beneficiary of the Mid Atlantic Industrial Woodworking Expo on April 6 and 7, 2001. This allowed them to take an initial step towards forming relationships with the local woodworking community, whom they view as potential partners.

Habitat for Humanity is a consortium of nine affiliates who work collaboratively in Southeastern Pennsylvania and Camden, New Jersey to build simple, decent homes for low-income people. To date, they have built over 200 homes in this region and they plan to substantially increase that number.

To help their efforts, you can donate materials to ensure that their construction costs remain low. TSI, Trades Shows, Inc., will match up to \$3,000 worth of donations made to Habitat at the show. Below is a list of materials commonly used in Habitat houses just to get your brainstorming started. There are many other in-kind donations that aren't listed here. For instance, a home manufacturer recently donated pre-fabricated homes to Habitat. So, be creative in your thinking, and let's all do something good for the Mid-Atlantic region. Please examine the following list and see if any of these items are materials that your business could donate. All contributions are tax-deductible.

- One Time tools for Shop-Used okay, if in working condition.
- Jointer (greater than or equal to 6" Iron Bed-Delta/Jet/Powermatic)
- Table Saw (greater than or equal to 10"-1ph 220v/110v)
- Band Saw (greater than or equal to 14" - 110/220v)
- Drill press



Member Benefits

Don't Forget about all of the many Helpful Services that WMMA has to offer its Members

"How To..." Marketing Brochures

- "How To Market Using the Internet" Parts 1 & 2
- "How To Market Using Distribution"
- "How To Sell Using Inquiries"
- "How To Sell Using Cost Justification"
- "How To Advertise With Telemarketing"
- "How To Advertise with Trade Shows"
- "How To Advertise in Trade Publications"
- "How To Advertise with Direct Mail"
- "How To Advertise with Publicity"
- "How To Advertise with Literature"
- "How To Plan with Marketing"
- "How To Promote with Press Tours and Conferences"
- "How To Make Your Customers Profitable"



Take a look at these helpful brochures which can be found on our website in the Members Only Section.

HR Hotline:

Another Exciting New Member Benefit: Human Resources (HR) Management Center Hotline Service

Many WMMA member companies have experienced first-hand one of the key issues facing businesses today—that of finding, training, and retaining key employees. As announced in 2000, your Association has a possible solution for you, so take advantage of another WMMA member benefit!

The WMMA HR Management Center provides a Human Resources Hotline to assist members in dealing with human resources issues. The Management Center Hotline is toll-free and links association members with trained professionals at HR Enterprise, Inc., human resource specialists. Nancy Combs, President of HR Enterprises, is a 30-year human resources executive. She is a Senior Professional in Human Resources and the recipient of the prestigious Award of Professional Excellence in Human Resources. She has spoken at the Woodworking Industry Conference and has worked with members of various industry associations for more than a decade.

The Management Center staff will answer general human resource questions FREE OF CHARGE for WMMA members during regular business hours (Eastern Time). Members may also leave messages on the Center automated messaging system during non-business hours. Calls will be returned within 24 hours. Ms. Combs will be available to consult with any member, if requested, regardless of location, within eight hours from the time of the request. Other senior consultants will also be available to assist members. All consultants have at least 10 years of human resource experience.

continued on next page

Member Benefits



Highlights of the WMMA HR HOTLINE:

Initial telephone consulting (on a toll free line) on any human resource, training or management issue.

Publications filled with human resource information needed by business owners and managers.

Human Resource surveys conducted throughout the year and made available at a fraction of the cost non-members pay.

Referral to a wide range of human resource service providers with a reputation for excellence
Additional benefits are described in the attached.
[Click here for an enrollment form for your use.](#)

HR Management Center

Additional Benefits For WMMA Members

In addition to the HR Hotline, which is free, WMMA members can take advantage of a 20% discount on these human resource services from HR Enterprise:

Forms for your human resource department, at a fraction of the cost.

Extensive consultation for complex human resource problems, such as sexual harassment and performance failures.

Human resource systems, such as Wage and Salary surveys.

Program development (i.e. drug testing programs) or a human resources development program, such as supervisory training.

Customized training programs offered at your company site.

Employee opinion surveys to identify employee perceptions of the work environment.

Personnel Policy Manual and Employee Handbook development.

Human resource/personnel practices audit to ensure compliance to local and federal laws and regulations.

Help with the problem performer to avoid charges of wrongful discharge.

Performance Appraisal Systems.

Neutral investigation of problems, such as Sex Harassment.

Pre-employment testing for ability, aptitude and attitude using valid testing instruments and interpreted by a trained expert.

Assistance with hiring and downsizing issues.

Reference checking and credential verification services.

HR Management Center

Member Enrollment Form

Name of Association Sponsoring Membership: W M M A

GENERAL INFORMATION:

Name (Official Business Name): _____

Division of (if any): _____

Street Address: _____

City _____ State _____ Zip+4 _____

Telephone: () _____ FAX: () _____

E-mail: _____ Internet Site: _____

Number of Years in Business: _____ SIC Code (if known) _____

- Type of Business:
- Manufacturing
 - Services
 - Distribution
 - Finance, Insurance and Real Estate
 - Transportation, Communication, Electric, Gas and Sanitary Services
 - Public Administration
 - Retail Trade
 - Construction
 - Agriculture, Forestry, Fishing and Mining

Not-for-Profit? Yes No Federal Tax I.D. Number: _____

Average Number of Full Time Employees: _____

Primary Product or Service: _____

(provide a brief statement of what the business actually does)

BARGAINING UNIT(S):

Union: Non-Union: If Union, list:

- 1. _____ 5. _____
- 2. _____ 6. _____
- 3. _____ 7. _____
- 4. _____ 8. _____

MAILING INFORMATION (to ensure mailings reach appropriate person):

Chief Executive Officer: _____ Title: _____

Human Resource Contact: _____ Title: _____

Labor Relations Contact (if any): _____ Title: _____

Other Contact(s): _____ Title: _____

Mailing Address:

Street or P.O. Box: _____ City: _____ ST _____ Zip: _____

MEMBERSHIP INFORMATION:

If you are exempt from Sales tax, place your exemption number here: _____

Place your Federal Tax ID Number here: _____

Date: _____

You can MAIL or FAX this application to Fernley & Fernley at:

Fernley & Fernley
Association Headquarters
1900 Arch Street
Philadelphia, PA 19103
Phone (215) 564-3484 • FAX (215) 564-2175