



NEWS

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The Newsletter for PMI Members — by PMI Members

September/October 2002

PMI's Value Equation At Work For The Membership

by: **Todd Talbot, PMI President and President, Brass Craft Manufacturing Co.**



Todd Talbot

Welcome home to all PMI members who have just returned from our 2002 Fall Meeting this past week in Washington, D.C. I certainly hope that you enjoyed the sessions. Tremendous care was taken by our team of dedicated PMI professionals to bring together for you a solid agenda that was full of updated industry issues; and a lineup of speakers that was truly top notch. Great job Barb and team. We truly appreciate your efforts!

Beyond the content of the meeting, I hope that you are equally enthusiastic about the direction your PMI is taking in enhancing the "value equation" for our membership. Since our spring meeting in Tucson, the Board of Directors has been busy evaluating PMI's current position. We have developed new strategies in order to make your membership more valuable to you and your organization; while we look to the future as to how we can make PMI more valuable to new members and our industry as a whole.

As an outcome of the Board's strategic planning process, and as we shared with you at our meeting, we have embarked upon several specific initiatives. Together, these initiatives speak to the value equation in bringing new benefits to our members, making

our meetings more effective and minimizing the total cost of your membership.

One of these initiatives is our **Information Library**. This arena includes a number of recent enhancements to our web site, including the inclusion of live market data, and several key economic indicators consolidated for your quick reference. Additionally, we are working with external consultants in the area of data collection. We hope to soon announce an enhanced program that will allow our members to better utilize the marketing data we have available to us within our industry.

A separate initiative has us developing two **Training Forums**, in the areas of Information Technology as well as Codes, Standards and Conformity Assessment. Our I.T. Forum is being developed as a PMI-exclusive in conjunction with *Building On Line*, (I.T. consultants and host of the PMI website) and with the valuable input of our member companies' key I.T. managers. This two-day session, to premier next year, will include valuable information for I.T. and marketing professionals within our industry, and will be free to all PMI members.

Our Codes, Standards and Conformity Assessment Training is in the final stages of development as an expanded overview of Dave Viola's popular presentation. This training will include background information on our industry, and will be capped off with a certification process and a renewal program. This free-to-members program will not only benefit our member companies' technical teams, but will prove valuable within member companies' sales staffs, their representatives and even customers.

With a vote of support from our membership, the Board has developed an effective **Dues Abatement and Reduction Program** to support further growth of PMI, and to reward our current members for the economies of scale we have achieved in the way we run our PMI. With details of this plan due to be published to our member company executives shortly, we will be capitalizing on the new and existing benefits our organization has to offer, as

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Expanding Our Reach, Effectiveness and Membership Value

by: Barbara C. Higgins, PMI Executive Director



Barb Higgins

I thrive on change. When things get comfortable, I am not. Status quo is bo-ring! I'm told that makes me perfectly suited for this position with PMI!

It doesn't take a rocket scientist to know that things are changing around us at a rapid rate. Our world, our industry, our businesses, our co-workers, our families. PMI is also in that mix. Company mergers and buy-outs, the comings and goings of industry leaders, the changing demands on PMI to be relevant and timely. To remain viable, associations need to be aware of changing trends and stay one step ahead. Our job is to be the early warning system for your business as best we can, while you tend to the business of your business. As you saw first hand at the Fall Meeting, your PMI membership dues support monitoring of codes and

standards, legislative activity, emerging regulations, international trends and changes, and much more. We provide additional sets of eyes and ears out there on your behalf. And as the business world around us changes, so must PMI! Because PMI staff is so close to the work, dealing with PMI issues every day, we sometimes lose sight of the fact that our efforts *may* go unnoticed. It is for that reason that face-to-face meetings with members are so important. The value of these sessions was reinforced recently when our Technical Director **Dave Viola** and I made a routine visit a PMI member. Not only did we confirm that PMI was "on top" of the industry issues concerning this member, they were blown away by the number of issues being worked on and affecting them, that they weren't even aware of yet! The PMI early warning system is intact!

We provide information. So does the Internet you might say. We provide networking, but so do trade shows and

industry events. The big difference and advantage of PMI is the focus and the value added. Our "spin" is uniquely that of this specific industry. The best recent example is the MP and M issue that we tracked together with NAM. Our issues including acceptable effluent levels were far different than those of the automotive industry. Through PMI and the work of **Fred Eames**, YOUR voice was heard!

Furthermore we DO something with the information — rather than just pass it along. We identify issues and provide solutions. Value-added.

"The bend in the road is not the end unless you fail to turn" — anonymous

Whether you consider PMI as your insurance policy, your representative on critical industry issues, your conduit to the powers-that-

be, your editorial clipping service, your source of industry information or a combination of all of those things — Use us! Think "PMI" whenever you have a question or concern.

Ordering Your Pictures With Oliver North

Members who attended the PMI Fall Meeting and took a professional picture with Lt. Col. Oliver North can order and purchase those pictures through Mattox Photography. Pictures come in 3x5, 4x6, 5x7 and 8x10 sizes and there is a price break for ordering multiple pictures within the same picture size.

For more ordering information, please contact PMI at (847) 884-9764.

PMI Value Equation At Work For Members

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well as PMI's fiscal leadership and financial strength.

The value equation also encompasses **meeting efficiencies and effectiveness**, as will be evident at the Spring 2003 meeting to be held at the Chateau Elan, outside Atlanta. We are working hard to find the best way for you and your company to most efficiently utilize the time you invest in the improvement of our industry. In addition, the value equation has brought us a focus on **emerging industry issues**, as noted this fall in our detailed review of mold and

the clarification of the use of hexavalent chrome.

I would like to thank each of you in attendance at our fall meeting for your support of the Board's efforts to bring these enhancements to the membership. I would also like to thank the Board for their added time and effort in the review of our business, and in the creation of these specific initiatives. While there remains a tremendous amount of work to implement our plans, the vision to make our PMI, the true voice of the industry is clear, and within our reach.

Participation is the Key to Industry Success

by: David Viola, PMI Technical Director

In the last issue of *PMI News*, I discussed plumbing codes and standards, and PMI's role in shaping the requirements within these documents. This issue, I would like to spend some time addressing the importance of PMI member involvement in order to be most effective in these areas.

PMI is the leading voice in the plumbing industry, and the only U.S. trade association representing the interests of manufacturers in the development of plumbing codes, standards and regulations that effect plumbing products. However, we can expect the number and magnitude of challenges to increase in the coming years. As such, PMI members cannot be complacent and must take an active role to enhance our position of leadership. In order to do so, all PMI members must participate in the association's technical activities. PMI is only as strong as the collective voice of its members!

PMI members are asked to offer their expertise when help is needed in responding to developing issues. This is accomplished by participating on PMI's Product Groups and Issue Committees. PMI's Product Groups

and Issue Committees are the focal point for the exchange of technical expertise, thus serving as advisors in the review, evaluation and development of product standards, and national, state and local plumbing codes and regulations. These committees include:

- Faucet and Fixture Fitting Product Group
- Shower/Tub-Shower Fitting Product Group
- Showerhead and Hand Shower Product Group
- Flushing Device Product Group
- Fixture Product Group
- Specialty Finishing Product Group
- Universal Conformity Assessment Issue Committee
- Technical Committee

It is important to point out that most of the issues addressed by each product group, directly or indirectly affect other product groups as well. For example, one of the most important issues being addressed by the Shower/Tub-Shower Product group is the control and limitation of water temperature. The delivery of hot water also impacts the Faucet and Fixture Fitting, Showerhead and Hand Shower, and Fixture Product Groups.

Therefore, all PMI members should be aware of and participate in the activities of all committee activities.

Also, PMI cannot be of assistance in improving industry conditions unless we're aware of the pitfalls. PMI needs your help in identifying critical issues. Many of the daily struggles your company faces are commonly shared by other members as well. Therefore, PMI encourages you to bringing potential industry problems before the appropriate PMI Committee so that we can begin the resolution process.

As I stated last issue, the "real-world" perspective of plumbing manufacturers is a critical voice that needs to be clearly heard in the technical arena. Through the full support and participation of all members, PMI's position of leadership is enhanced and all issues are being addressed with the greatest degree of effectiveness.



David Viola

A112 Committee to Establish the "ASME — Pat Higgins Medal"



A luncheon was given at the ASME A112 meeting to honor Pat Higgins. (l-r) Dave Viola; Betsey Gibson; Pat's widow, Denise Higgins; their son, Brendon Higgins and Pete DeMarco from American Standard.

Members of the American Society of Mechanical Engineers (ASME) A112 Standards Committee are soliciting funds from the industry to establish the "ASME — Pat Higgins Medal" award, in honor of the late committee chair.

This award would be given to "a worthy recipient on an annual basis, for dedication toward the development of consensus standards". The committee has set a goal of establishing a one-time fund of \$25,000 that would provide for the ongoing procurement of the Medal. Those interested in donating money should make checks payable to "ASME — Pat Higgins Medal" and sent to:

Mr. Steve Weinman
ASME
Three Park Avenue
New York, NY 10016-5990

R. Bruce Martin: Fixture Innovator and Plumbing Industry Pioneer

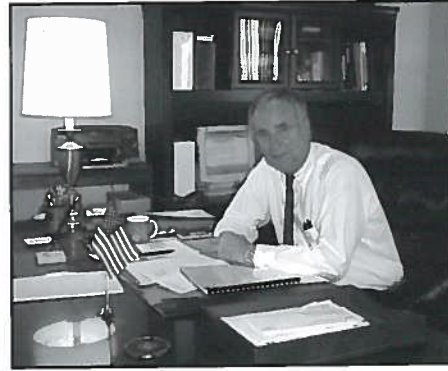
by: Kelly Anderson, PMI Technical Services Coordinator

R. Bruce Martin, president and CEO of W/C Technology Corporation in Farmington Hills, Mich., has spent the last 30 years developing, pioneering and refining pressure assist fixture technology. He began by forming Water Control Products, which was later reorganized into Water Control International and sold to Sloan Valve Company in 1986. W/C Technology Corporation, which he started in 1993, is now part of Masco Corporation.

It is obvious that Bruce has “been around the block” in the industry, so when it comes to his management philosophy he says “there has to be a better way!” Bruce is definitely a “go getter” and attributes his success to “putting his head down and charging forward.”

Bruce and his wife, Suzanne, have a son, Christopher, and two grandchildren aged 6 and 8. Bruce’s favorite hobby and best way to unwind is to play golf and considers among his

heroes in addition to his wife and son, writer Ayn Rand; pro golfer David Love, III. He and Suzanne like to vacation in Vero Beach, Fla., and Anguilla, British West Indies. “Business Innovation and Disruptive Technology” and “Harnessing the Power of Breakthrough Technology for Competitive Advantage” are Bruce’s favorite books. His personal outlook on life is that while sometimes it takes a little longer, “eventually, the world will beat a path to better technology.” What is it that bothers Bruce the most? Bureaucrats who think they are important. Bruce says the most influential people in his life are his parents who instilled strong moral



Bruce Martin in his office at W/C Technology Corporation

beliefs that gave him his strength.

Bruce has been personally involved with PMI from 1976 to 1990 and starting again in 1999. He has participated with the government affairs committee and is currently a co-chair of both the fixture product

group and information technology (I.T.) committee. He says that W/C Technology is a part of PMI for its exposure to industry “movers and shakers.” Bruce’s vision for PMI is that it “becomes the voice of the manufacturing industry.” He also believes that membership expansion is one way PMI can help W/C Technology be more successful.

We appreciate your leadership and involvement Bruce!

September 11: One Year Later — PMI and Its Members Remember

September 11, 2002, marked a milestone for our nation — the anniversary of one of the darkest days in America’s history. We can argue that September 11 changed everything or nothing. The country is both more united and less united since September 11; more fearful, yet also more secure. Writers and broadcasters have asked that very question — how has America changed in the year since the terrorist attacks?

As a follow-up to PMI members showing their “stars and stripes”, we asked how each member company was planning to mark September 11, either company-wide or individually.

Here at PMI, staff took the day off work to spend time with their families, spend time in quiet reflection, attend faith-based services or community remembrances...time to remember the

past, yet look toward the future.

On Sunday, September 8, **Barb Higgins** went to two services at St. Michaels’ Episcopal Church where her husband, Trey, played bagpipes in the special services honoring a New York fireman. She and Trey attended another memorial in Palatine, Ill., on September 11 where the mayor of Palatine and other city dignitaries spoke. Bells rang at the times when the two planes hit the World Trade Center last year.

Dave Viola spent time with his family including dropping his boys off to school and later playing Frisbee® and baseball with them in the backyard. The family went to a service at their church and also went to a near by country club for a memorial and candle lighting ceremony. Three thousand candles were lit for each of

the victims and were set off floating in the lake. The country club also happened to be the site of Dave and his wife, Maria’s, wedding reception.

Lori Smelser spent the day watching the memorial dedications on T.V. and made her husband, Jay, a home cooked meal. She and Jay went to a memorial and prayer service at their church in the evening.

Kelly Anderson also spent the morning watching the memorial dedications on T.V. and read “One Nation: America Remembers September 11, 2001” by Life books. She made Doug’s favorite cream pie — his grandmother’s recipe and they went to a worship and prayer service at their church in the evening.

American Standard: Chairman

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PMI — United We Stand — 2002 Fall Meeting Highlights

With the backdrop of beginning of fall, the nation's capitol and the Loews L'Enfant Plaza hotel, PMI held its 2002 Fall Meeting October 5-8 with a flurry of activity, issues and presentations.

Led by PMI President **Todd Talbot**, 78 members, spouses/companions, guests, press, speakers and staff made this a meeting to remember. The theme, "United We Stand", symbolized not only the tone of our nation post-September 11, but the tone of the plumbing industry — uniting together to achieve progress and proactive advancement on industry issues. Much was accomplished at this meeting; see page 8 for a listing of action items arising from the specific committee and general meetings.

Saturday, October 5

The business-oriented Loews hotel venue was the setting as members of PMI got down to business on Saturday, October 5. A code change ad hoc committee met that morning to discuss code changes related to state and model codes; to be taken back to individual product group meetings for approval. The PMI Board of Directors met Saturday afternoon to discuss, among other things, new PMI policies and changes to existing policies, PMI's 2003 annual operating budget and follow-up from the board's May strategic planning meeting. Following the board meeting, PMI leaders (which includes officers and board members, as well as product group and committee chairs) met to receive new training materials and discuss leadership issues to enhance their effectiveness at PMI meetings. The day concluded with the welcome reception and dinner, where PMI President Talbot introduced new members and guests and previewed the meetings to come.



Sunday, October 6

Following breakfast, a special general membership briefing was held to update members on activities arising out of the board's May S.W.O.T. meeting, an overview of PMI's new website was shown (check it out at www.pmihome.org!!) and a preview

Chateau Elan, host of PMI's 2003 Spring Meeting in Braselton, Ga. was given. After that, the focus was issue-specific product groups, with the Faucet and Shower/Tub-Shower Fittings product groups meeting together, followed by a joint meeting of the Flushing Devices and Fixture product groups. Trade Show Consolidation Issue Committee featured an update from CIPH president **Ralph Suppa** on ISH North America and continued consolidation discussions being held with other trade show sponsors.

Following lunch, the Universal Conformity Assessment Issue Committee met to discuss NSF 61 issues and many state and jurisdiction code activities. A timely presentation on "Water Intrusion and Mold Issues" was given by **Fred Bartl** of the Chelsea Group. A networking reception was held that evening for members.

Monday, October 7

Monday was CEO/VIP day, and PMI was pleased to have several non-member VIPs on hand. The Member Services Committee continued its discussions on enhancements to PMI's statistical programs with **Mark Barron** of Ducker Worldwide, and the Fair Trade Issue Committee was treated to a presentation on China and intellectual property issues from **Elaine Wu** of the U.S. Patent and Trademark Office.

At the Government Affairs meeting in the afternoon, attendees received updates from **John Feehery**, Press Secretary to Speaker of the House,

Denny Hastert and **David Hobbs**, Deputy Assistant to the President and Deputy Director of the Office of Legislative Affairs. **David Berman** of Build.com, always a popular PMI presenter, was on hand during the Information Technology (I.T.) Committee meeting to discuss his company's successful business model. The committee also reviewed the results of its Internet use survey which was conducted with the help of Business News Publications. Monday concluded with a reception and dinner, followed by PMI's keynote address from **Lt. Col. Oliver North (ret.)**. Col. North commented on President Bush's address to the union which was broadcast to PMI members during dinner. Following North's presentation, he signed copies of his new book.

Tuesday, October 8

PMI packed a lot of activity into its final meeting day, with the annual general membership meeting to approve PMI's 2003 budget, slate of officers and directors at large, and dues abatement plan. Two workshops followed — "Codes and Standards", a primer by Technical Director **Dave Viola**, and a workshop on recruiting and retaining employees by **Phyllis Eisen** of the National Association of Manufacturers Center for Workforce Success.

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Phyllis Eisen gave an informative presentation Tuesday regarding the concerns for finding and retaining candidates to work in the manufacturing field.



◀ Al Walcutt, MPC Plastics (left), enjoying a laugh with Col. North while Barb Higgins and Steve Cummings, Caroma Industries, (in background) look on.



▶ Lt. Col. Oliver North (ret.) comments on President Bush's address to the union and retells his September 11, 2001 story.

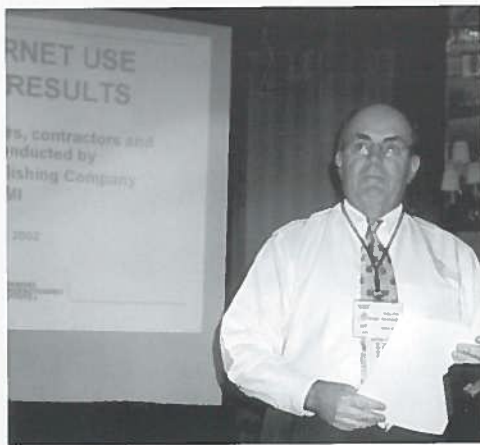
▶ Col. North with new PMI member, Johan Bouwer from Sanitary For All, Ltd.



▶ (l-r) The Symmons team: Bill Tracey, Jim Galvin and Bill O'Keeffe network at Saturday's reception.



◀ Col. North signing a book for Manfred Wolpert, Geberit Mfg., after dinner on Monday.



◀ Ralph Herrbach, Cifial USA, summarizes the Internet Use survey results.



▶ PMI President Todd Talbot addresses the membership.



◀ The Martin "twins": Bruce (left), W/C Technology; and Ken, Delta Faucet Co., team up to lead the I.T. committee meeting.

▶ (l-r) Jeanne Luedke, Arlene Mullally and Jerri Evans enjoy each other's company during the reception.



WE STAND

Fall Meeting Highlights

PMI held its 2002 Fall Meeting October 5-8 with a flurry of activity, issues and presentations.

▼ (l-r) John Feehery and David Hobbs, both of the Office of Legislative Affairs; Fred Eames, PMI's lobbyist; and Al Walcutt, MPC Plastics, after the Government Affairs meeting.



◀ LEFT: PMI's legal counsel, Mike Sennett (left) and Tim Mullally, KWC Faucets, between rounds of their political debate.

RIGHT: Shabbir Rawalpindiwala, Kohler Co., (left) and Pete DeMarco, American Standard, socialize after the meeting.



◀ (l-r) Dave Viola; Sally Remedios, Delta Faucet; and Mark Weaver, T&S Brass, unwind after a day of technical sessions.



▲ (l-r) Perry Richards and Stephanie Hicks, Hansgrohe (left) join Michael Martinez, Price Pfister, in conversation.

▼ CIPH Chairman/Kindred Industries President, Case de Jong (left) and CIPH President, Ralph Suppa, were among the guest VIPs who attended the meeting.



▲ Frederick Desborough, California Faucets, (left) and Herb Barnhart, Tempress Ltd., take time out for a picture.



▲ Linda Mayer, Moen Incorporated, relaxes after an eventful day.



◀ After a guest appearance at the Fair Trade meeting, Pat MacAuley (left) and Patrick Smeller (right) join Frank Evans, Chicago Faucets (center), for a picture.

▼ Kelly Anderson and Ed Pilatowicz, Price Pfister, are all smiles after a long day.



PMI — United We Stand — 2002 Fall Meeting Highlights

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From an action-packed meeting came many action items for PMI to tackle and explore. Below are just a few of those items.

PMI Board of Directors approved Sanitary For All, Ltd.'s membership application along with a number of policies. The board reviewed the dues/value equation and approved the redesign of the website.

Faucet and Shower/Tub-Shower Fittings Joint Product Group established a task group to develop language to eliminate inconsistencies for NSF 61 testing of side sprays on kitchen faucets.

Flushing Devices and Fixture Joint Product Group developed a task group to determine the proper action to the water closet testing done

by NAHB Research Center.

Government Affairs Committee reported on a number of issues and the PMI board voted to dissolve the PMI PAC.

Information Technology (I.T.) Committee will send an email of the proposed syllabus to the PMI I.T.

members to find out the level of interest in a two-day I.T. workshop. Copies of the comprehensive PMI-sponsored "Internet Use" survey will also be distributed to PMI members. The committee voted to recommend changing

its name to "E-Business Committee."

Member Services Committee voted to recommend to the board support for a marketing proposal by Ducker Worldwide. The committee

also formed an ad hoc group to evaluate the proposal and to develop a fixture report.

Technical Committee will move forward with an appeal to IAPMO regarding the ASME A112.18.3 code change. The code change ad hoc committee will continue to refine proposals to the International Plumbing Code, the Uniform Plumbing Code and the National Standard Plumbing Code.

Trade Show Consolidation Issue Committee will track trade show trends such as attendees, exhibitors, location, etc. A meeting has been set with NAHB to discuss PMI's revenue-neutral concept. An ad hoc committee was formed to define "next steps."

Universal Conformity Assessment Issue Committee formed a task group to identify new strategies to eliminate the unnecessary duplication of NSF 61 certifications.



Second Crystal Vision Award Honors Masco Corporation

by: Lori Smelser, PMI Association Manager

The Storehouse of World Vision presented its second annual "Crystal Vision" award to the Masco Corporation at this year's Kitchen and Bath Industry Show (K/BIS®) in Chicago.

The award was given to Masco in

recognition of "the company's exemplary leadership, energetic community spirit, rare vision and supportive efforts to improve housing for low-income families and their communities. Since the Storehouse's founding in 1995, Masco Corporation

has generously donated products including cabinets and cabinet hardware; toilets, shower heads and shower massagers; brass and chrome faucets and lavatory fixtures; and sinks for use in rehabilitation of low-income housing.

"We are honored to be this year's recipient of The Crystal Vision Award", says Chuck Dowd, group president of Masco. "There is no greater privilege in life than to be recognized



PMI President Todd Talbot accepts a certificate of appreciation from Sharon Jackson-Pincham on behalf of PMI's support of The Storehouse activities.



Accepting the Crystal Vision award for Masco Corporation is Chuck Dowd, group president (second from left). Also pictured (l-r) are Crystal Vision Sponsorship Committee members Jack Dellamore, Marvel Group; Sharon Jackson-Pincham, The Storehouse; Mike Mantel, World Vision Chicago, and Ivan Gonzalez, The Storehouse

by an organization like the Storehouse, whose commitment and inspiration by its tireless staff has made this award possible." Last year's award recipient was Kohler Co.

A View From the Hill: Is the Chemical Security Legislation a Cause for Worry?

by Fred Eames, Balch and Bingham, LLP

The Senate is poised to adopt potentially costly "chemical security" legislation as an amendment during its consideration of President Bush's homeland security legislation.

Under S. 1602 (Corzine, D-NJ), manufacturers and other entities with "chemicals of concern" on their property (which includes nearly any chemical) would be hit with new legal obligations and liabilities if there is a criminal or accidental chemical release on the property. One critic has likened it to homeowners being criminally responsible for not installing burglar alarms or bars on their windows to prevent crime.

Some requirements of the bill would apply not only to actual chemical releases, but to the "potential" of a chemical release. It allows the Environmental Protection Agency (EPA) or the Department of Justice to require reporting on actual or potential releases as often and in such detail as they deem fit, and gives the government the right to enter the property with few or no restrictions.

Anything reported must be made public unless the business can argue to the government's satisfaction that the

information constitutes a trade secret. If concern about competitors isn't enough, consider what so-called "public interest" groups can do with your sensitive business information, especially in tandem with a future Administration that might encourage them to use it. Such a broad-based authorization to get into the details of business practices has been on their agenda for years.

The bill may be so loose as handing plant blueprints over to terrorists, though it does authorize some information to be kept secret for national security purposes under federal law.

Owners and operators of "high priority" facilities — to be defined later by the EPA and the Justice Department — would face a general duty to workers to identify hazards from an accidental or criminal release, ensure "safer design and maintenance of the chemical source" (no one knows safer than what), and minimize consequences of releases.

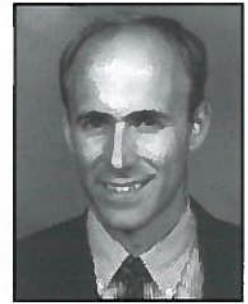
No vague new grant of federal authority would be complete without heavy penalties for violations, and the bill provides for up to \$25,000 per day

in civil and criminal penalties, plus jail time.

To be sure, the bill is aimed primarily at increasing safeguards at chemical manufacturing plants and other facilities with vast quantities of materials on site. Nonetheless, the bill's authorization is so broad that plants with small amounts of materials on site could be captured.

There is some good news about the bill. No one expects it will pass the House. Nonetheless, there is a danger that in the post-September 11 atmosphere, as elections draw nigh, the politics of one party forcing the other to rebuff popular notions like public safety and security could allow this to progress. We recommend contacting Congress on this issue.

Call me for contact information and be sure to copy PMI on any correspondence you send.



Fred Eames

"Team PMI" Experiences Some Life Changing Events

Summer is typically a busy time for most folks, and that was certainly the case this summer with "Team PMI" — busy with some life changing events!

Technical Services Coordinator **Kelly Enright** officially became Mrs.



The new Mrs. Anderson with her husband Doug, and scenic Miami behind them.

Anderson on August 4 when she and her fiance, Doug Anderson, married in Miami, Fla. The couple married onboard the Royal Caribbean cruise ship *Voyager of the Seas* before embarking on a seven-day cruise to the Western Caribbean.

Kelly and Doug met last summer on a canoe trip and became engaged this past April. The newlywed couple make their home in Plainfield, Ill.

Housekeeping note: please update your email directories to reflect Kelly's new address: kanderson@pmihome.org.

As Kelly and her new husband were acclimating to their new life together, Association Manager **Lori Smelser** was preparing for her newest role —

that of mother. On October 13, Lori gave birth to a boy, Jason Benjamin, at 5:47 a.m. He is 6 pounds, 3.4 ounces and 21 inches long.

Both mom and son are doing well, as is proud papa Jay. After maternity leave, Lori plans to rejoin PMI.

In the midst of it all, **Dave Viola** and his family have built and now moved into a new home.

Join us in wishing the PMI staffers well as they enter new places in their lives!



September 11: One Year Later — PMI and Its Members Remember

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and CEO Fred Poses said in a letter to employees, "Today, American Standard people are joining the rest of the world in commemorating this first anniversary."

* At corporate headquarters in Piscataway, many people were personally touched, losing friends, relatives and neighbors in the September 11 attacks. Employees gathered in the building's atrium to hear Fred Poses speak, and observe a moment of silence at 8:46 a.m. EST, the time the first plane crashed into the World Trade Center north tower.

* American Standard's Bath & Kitchen facility in Salem, Ohio, was draped with a giant American flag to commemorate the September 11 anniversary. Employees on the morning shift gathered to observe the 8:46 a.m. moment of silence.

Employees on other shifts had the opportunity to gather in small groups throughout the day and evening.

* American Standard's Trane Clarksville, employees joined together at sunrise for a short candlelight vigil and moment of silence. They also donated blood throughout the day at an on-site Blood Mobile that's been specially brought in for the day. Hundreds of Trane Clarksville employees wrote goodwill messages for our overseas troops on a huge banner. They'll present the banner on September 11 to a military official from nearby Ft. Campbell in Kentucky, for shipping to our soldiers in Afghanistan.

* American Standard's Bath and Kitchen plants in Sevlievo and

Gradnitsa, Bulgaria, employees wore commemorative "No To Terrorism!" arm bands. They contributed flowers to memorials in each facility, and attend commemorative masses. Employees also attended a memorial "No To Terrorism!" concert on September 10.

"We speak many languages and represent many faiths," Poses said. "Whatever else is done in the way of anniversary activities, I hope all of you will pause with your colleagues for a moment of silent reflection."

Delta Faucet Company: Delta employee wore red, white and blue or a flag shirt. The flag was lowered to half staff and employees gathered at 10 a.m. for a minute of silence and the singing of the "Star Spangled Banner". Flag lapel pins were also handed out to each employee.



Elkay Manufacturing employees offering their remembrance.

workstations, to observe a moment of silence. Elkay's observance was at 10:10 a.m. when Flight 93 crashed in Pennsylvania bringing an end to the terrible terrorist attacks on our country. Assembled employees sang the National Anthem and "God Bless America" and said the Pledge of Allegiance together. All flags on display were lowered to half-mast and were raised at the conclusion of the moment of silence. Commemorative t-shirts were also distributed to all employees.

Electro Chemical Finishing: Employees wore red, white and blue for remembrance.

Elkay Manufacturing Company: All employees at each of the U.S. facilities gathered at a central location, away from their

Garvin Guarantee Specialties: At 8:45 a.m. all equipment was shut down for a moment of silence.

Geberit/Chicago Faucet Company: Employees observed a moment of silence in memory of those lost on September 11.

Price Pfister: Employees gathered around the American flag at 9:11 a.m. for quiet reflection and prayer. They honored friends, family and acquaintances who were harmed by the dreadful happenings of that day.

All day long, visitors coming into the headquarters office received flags to put on their cars along with red, white and blue ribbons to wear in support of September 11. It was a day of quiet reflection and remembrance for all.

Sloan Valve Company: Constructed an entire wall out of manufacturing floor with the names, poignant photos, and poems of all those killed on September 11. They also had a period of silence and some words of hope given by one of their personnel who also happens to be a minister. Each employee in all their locations were given commemorative pins which are shaped like the cancer ribbons, red, white and blue with one leg of the pin having the stars on it.

Symmons Industries: Conducted a gathering of all employees to reflect on the tragedy and were encouraged to wear red, white and blue. Employees were requested to leave their workstation at 8:30 a.m. and gather on the front lawn by the flagpole. Director of Operations, Alan McKittrick, spoke briefly about the events that transpired one year ago. Following his comments, he read a letter that was written by CEO, Bill O'Keeffe, who was not able to attend. Upon completion of the letter, employees observed a moment of silence followed by the singing of the National Anthem.

We remember...



PMI Members Make Headlines in Recent Trade Press News

American Standard has redesigned its website (www.americanstandard-us.com/press) to allow homeowners and remodelers to select from over 20 collections of kitchen and bathroom sinks, toilets, faucets, whirlpools, tubs and showers.

Brass Craft Manufacturing's Brownstown plant in Michigan was presented a Silver Award for its outstanding safety and health achievement by the Michigan Department of Consumer and Industry Services (CIS).

Delta Faucet Company plans to build a new central distribution center in Jackson, Tenn., at its existing manufacturing plant. The center plans to be up and running in the second half of 2003.

Elkay Manufacturing Company added enhancements to its website to include a new function for advance search of products. The new search feature will help consumers narrow the search through 1,000 products for an Elkay sink or faucet. If the consumer already knows the model number, a search can be done for more detailed product information.

Elkay also donated a single-bowl stainless steel sink and faucet for installation in a 1927 Craftsman-style bungalow in Crystal Lake, Ill., which was raffled off to benefit Ovarian

Cancer Research Fund Inc.

Geberit Manufacturing received Design Journal's gold ADEX award for design excellence for its new Pressure-Assist Concealed Tank and Carrier Toilet System.

Hansgrohe, Inc. raised nearly \$100,000 to sponsor a dinner on May 14 to pay tribute to New York and New Jersey law-enforcement officials who died on September 11 during rescue operations at the World Trade Center. The special event was held at the Four Seasons Hotel in Washington, D.C., and was attended by 400 people.

Maureen T. Wenmoth, vice president/marketing services at **Moen Incorporated**, was honored with a Distinguished Sales and Marketing Award by the Sales and Marketing Executives Cleveland Chapter.

Highly stylized design and imagery combined with the latest technology supports the new **Price Pfister** website, www.pricepfister.com. Homeowners and trade professionals can now select faucets and accessories tailored to their particular design needs, based on a faucet's collection, finish, price, handle style and/or configuration (widespread, single control, etc.).



The database-driven website is very beneficial for trade professionals looking for the most up-to-date prices, specification information and parts diagrams, as well as details on new product launches. Visitors will also be able to order Price Pfister literature, download images, locate a store that sells Price Pfister products and review upcoming events from the enhanced website.

T&S Brass & Bronze Works have joined Sloan Valve Company's "Value Alliance Club" program, an incentive-rewards program for plumbing contractors and distributors. Club members submit invoices to earn travel points for dollars sold to put toward their next vacation. A list of products that earn points is available on www.valueallianceclub.com.

Bruce Martin, W/C Technology Corporation, wrote the following editorial letter to *The Wholesaler* which was published in the August 2002 issue. "Congratulations [to Tom Brown, Jr.] on your excellent editorial ("Doubling the frequency of ISH won't make it the expo our industry needs," Viewpoint, June 2002, page. 82). Few publishers today have the guts to speak clearly, You're one of the few."

The New 2003 PMI Executive Committee and Board of Directors

Congratulations to the following individuals for being elected to the 2003 PMI Executive Committee and Board of Directors!

Executive Committee:

- **President: Ralph Herrbach;** Cifial USA
- **First Vice President: Jim Westdorp;** Kohler, Co.

- **Second Vice President: John Lauer;** Sloan Valve Company
 - **Treasurer: Al Walcutt;** MPC Plastics, Inc.
 - **Immediate Past President: Todd Talbot;** Brass Craft Mfg. Co.
- New directors:**
- **Ray Fisher, Jr.;** Fisher Mfg. Co.
 - **Jim Galvin;** Symmons Industries,

Inc. (completing an unexpired term)

Returning Directors:

- **Claude Theisen;** T&S Brass and Bronze Works
- **Ken Martin;** Delta Faucet Co.
- **Lee Mercer;** Moen Incorporated

PMI Mourns Loss of Industry Leaders

The plumbing industry lost a leader and a friend on June 1 with the passing of **Bill Tangye**, chief elected officer of the International Code Council.

A open letter to the ICC partners was sent on behalf of the PMI membership by Executive Director **Barb Higgins**, in which the short but important legacy of Tangye was celebrated.

The state of Illinois also lost long-time plumbing pioneer **Dean Thady**, former chief plumbing inspector at the

Illinois Department of Public Health's plumbing department. As an active participant in the code development process at the state and local levels, PMI was able to work with Thady on several occasions to improve the Illinois Plumbing Code. Thady had recently retired, with Ted Buecher succeeding him as chief plumbing inspector.

Both men leave behind friends, family, coworkers — and an industry — who will truly miss their leadership and friendship.

July 1, 2002

Ms. Barbara Higgins
Executive Director
Plumbing Manufacturers Institute
1340 Remington Road, Suite A
Schaumburg, IL 60173



Dear Ms. Higgins:

Thank you for your letter of June 19 with your condolences for William J. Tangye. He was an inspiration to us all, a leader and friend. Bill's vision for the ICC will go forward with the consolidation of the model code organizations.

I look forward to working with the Plumbing Manufacturers Institute and if I, the Board of Directors or staff can be of service to you in any way, please do not hesitate to contact us.

Yours truly,

A handwritten signature in black ink, appearing to read 'Dominick Sims', is written over the typed name.

Dominick Sims

Kudos to Viola in Chairing A112 Meeting

PMI Technical Director David Viola chaired his first ASME A112 Main Committee meeting this past July in Baltimore, Md., since receiving his appointment from ASME following the death of Pat Higgins. Frank Volgstadt of Volgstadt & Associates was one of many to congratulate Dave on a job well done, offering the following written words:

"My congratulations on your chairing the recent meeting in Baltimore. You ran an excellent meeting. Your handling of the meeting would have made Pat proud to have you as his successor. Nice job."

We're proud of you, Dave!

2002 PMI LEADERSHIP

Executive Committee

Todd Talbot, Brass Craft Manufacturing Co.
President

Ralph Herrbach, Cifial USA
First Vice President

Jim Westdorp, Kohler Company
Second Vice President

John Lauer, Sloan Valve Company
Treasurer

Frank Evans, Chicago Faucet Company
Immediate Past President

Directors at Large:

Ray Fisher, Jr., Fisher Manufacturing.

Ken Martin, Delta Faucet Company

Lee Mercer, Moen Incorporated

Claude Theisen, T&S Brass & Bronze Works

Al Walcutt, MPC Plastics, Inc.

PMI STAFF:

Administrative

Barbara C. Higgins
Executive Director

Lori L. Smelser
Association Manager

Technical

David W. Viola
Technical Director

Kelly D. Anderson
Technical Services Coordinator

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CORRECTION

In the last issue of *PMI News*, we inadvertently listed **Don Milroy's** new position at Masco Corporation as group president; Mr. Milroy has assumed the position of group vice president. We apologize for the error.