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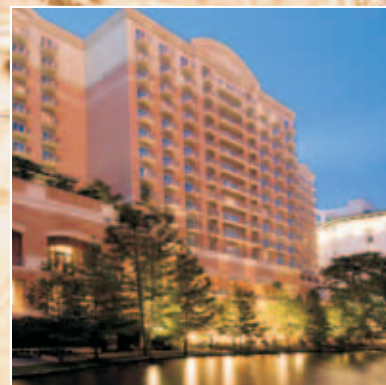
The Official Publication of the National Association of Steel Pipe Distributors, Inc. • 1st Issue 2007

NASPD 2007 Convention on the famous San Antonio Riverwalk

Photos courtesy of Westin Riverwalk, San Antonio

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President's Message

Greg Semmel, NASPD President

André Crispin is Retiring

André Crispin, founder and CEO of The Crispin Company, is retiring. As a substantial supporter of NASPD, we recognize his contributions by dedicating this issue in his honor. He served NASPD as President from 1987-1989, past member of the Board of Directors, Honorary Board Member and received the Knowles-Rubenstein Award of Excellence in 2001. The following is a story of part of his colorful life. "Andre is a kind and generous man whose past reads better than most fiction novels. He embraces life with enthusiasm and style."



André A. Crispin was born on August 23, 1923, in Brussels, to a Belgian career officer, and was subsequently educated in Brussels and Louvain. In his youth he was very active in the Boy Scouts, where he eventually became regional commissioner, a benevolent function in Belgium.

In 1940, upon the German invasion and at the invitation of the Belgian government, he volunteered in the Belgian army and was shipped to southern France for training. After the armistice with France and an unsuccessful attempt to join the allied forces in Great Britain, he was returned to occupied Belgium, where he

finished high school and entered University. His father was a prisoner of war in Germany.

When the German occupying forces closed the universities in 1943, Crispin joined the "Mouvement National Royaliste", a faction of the Belgian resistance.

After the liberation of Belgium in 1944, Crispin re-joined the Belgian Army's 21st Battalion of fusiliers, but was transferred

almost immediately to the Belgian Army Interpreters' Corps and detached to the EIC2 group of the 9th U.S. Army. After the Belgian and German campaign, upon the implementation of the Potsdam agreement and the division of Germany, his U.S. unit was assigned to the Provincial military government of Land Hesse and its capital city of Kassel.

André Crispin was discharged in April of 1946 and returned home to his parents. His father, by now retired from active duty, had taken the management of a small non-ferrous foundry in Couvin, a small town near the French border. Encouraged by his American brethren-in-arms, Crispin decided to go to the United States, the job market and prospects in Europe being rather dismal, and a military career not being promising.

(continued on pg. 8- CRISPIN)

As my term expires I would just like to say "thank you" to everyone who has worked so hard to make the NASPD the "place to be" in the pipe industry! I don't think anyone other than the Past Presidents can appreciate all the work, planning, discussions and devotion that goes into the NASPD.

In the past two years we have:

- Streamlined the NASPD overhead.
- Gained 51 new members, which brings us to 199 members with 5 pending applications. This surpasses our goal of 200 members, thanks to the hard work of our Membership Committee.
- Conducted two very successful training sessions orchestrated by Don Bohach, Bill Buckland, and Gerald Merfish, with a lot of work put in by our presenters.
- Invested more than one year's worth of overhead expenses in CDs to carry us through any rough times ahead.
- Visited some great new locations including San Diego, New York and Lake Tahoe.
- Witnessed one of the best pipe markets in the history of the NASPD.
- Watched China take its position as a leading force in our industry.
- Dealt with health insurance cost escalating out of control.
- Witnessed more mergers and acquisitions in our industry than ever before.
- Seen oil prices jump to over \$70 per barrel, resulting in gas prices over \$3.50 per gallon.

As for the future;

Who knows what it will bring?
Cars that run on corn?

Russia emerging as an oil-producing giant?
Susannah having her fourth child? Just kidding!

It has been a wild ride. All the members I've met in the last two years have been incredible. Getting to know all the wonderful speakers and presenters was very educational.

I have cherished being your President for the last two years. Thank you for the opportunity. I will not, however, miss standing in front of you at the podium and trying to figure out a way to get us all to turn off our cell phones.

I wish you all a happy and very successful New Year. 🌐

MARK YOUR CALENDARS

DON'T FORGET YOUR PASSPORT FOR CANCUN

Just a reminder to American citizens. If you do not have a passport, this is the time to get one. You will be required to have a passport to enter Mexico. If you plan to attend our Fall Conference in Cancun, October 11-13, it would be a good idea to apply for a passport now so you don't have to pay extra to rush the process. Once you have all of your necessary paperwork and identification, the passport process takes 6-8 weeks. The airlines also suggest that you bring another form of identification in addition to your passport, i.e. driver's license or birth certificate, as it will help speed the re-entry process.

2007 Annual Convention

March 1-3, 2007
Westin Riverwalk
San Antonio, TX

2007 Summer Conference

June 21-23, 2007
Willard InterContinental
Washington D.C.

2007 Fall Conference

October 11-13, 2007
Ritz Carlton
Cancun, Mexico

2008 Annual Convention

February 14-16, 2008 (tentative)
Wynn (tentative)
Las Vegas, NV

2008 Summer Conference

June 12-14, 2008
The Fairmont San Francisco
San Francisco, CA

2008 Fall Conference

October 9-11, 2008
The Fairmont Copley Plaza
Boston, MA

From the Executive Director

Looking Back at 2006 and Forward in 2007



by Susannah Feux Porr
NASPD Executive Director

Two-thousand-six posted banner year record for the NASPD due to several factors, specifically a very strong steel pipe distribution industry. We conducted our first two Certification Programs, thanks to the work of Don Bohach, Bill Buckland and Gerald Merfish. We held three notable meetings in San Diego, Lake Tahoe and New York. Two-thousand-seven already looks to be a record breaking year. Our membership

will surpass our goal of 200 members for the first time ever, and I expect our attendance in San Antonio to be one of our highest.

San Antonio, a historic city of cultural diversity, offers exciting opportunities for fun and fellowship in an atmosphere blended with heritage and tradition. Our Friday night reception will be held at the legendary Don Strange Ranch. This event will be a fun mix of an elegant South Texas evening and a good ole' western hoe-down! The attire will reflect that style as we are suggesting a "Texas Tux" which is a tux top paired with boots and jeans for men and "Texas Smart" for women (anything western chic and fun, but functional at a ranch). San Antonio, the eighth largest U.S. city, offers quiet walks or vibrant activities along the famous river. The interesting history of this wonderful town will be laid out in an optional tour of the city. We have a golf tournament scheduled at the award winning Quarry Golf Course. Our program is going to be fantastic, so don't

miss it and be sure to thank Mike Evans for his work as Program Chairman.

Friday's lunch speaker is Grady Jim Robinson, writer, humorist and storyteller. See information about all of our speakers beginning on page 17.

Our Summer Conference will be held in Washington D.C. June 21-23, at the historic Willard Hotel just down the street from the White House. The program will be a virtual Who's Who of Washington thanks to the influence and determination of John Mocker and Mike Evans. Our Fall Conference will be held in Cancun, October 11-13, at the elegant Ritz Carlton. We'll have lots of fun and relaxation scheduled along with a memorable candlelight dinner on the beach. This will certainly be one to bring your spouses! ●



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400'	20"	.500	New Bare	DRL
3,500'	18"	.500	Surplus Bare Casing	DRL
500'	18"	.330	Used Bare Pipe	DRL
600'	16"	.625	Surplus Bare	34-42'
120'	16"	.500	Used Bare Casing	DRL
1,265'	16"	.562	Used Bare Casing	30-47'
564'	16"	.438	Used Bare Casing	DRL
1,000'	16"	.375	Used Bare, Bare	Random
2,200'	13 3/8"	.480	Used Bare Casing	25-35'
700'	10 3/4"	.594	Used Painted M/W Surplus	27-35'
1,235'	10 3/4"	.500	Surplus, Tar Coated	DRL
4,153'	10 3/4"	.400	Used Bare Casing	DRL
1,000'	10 3/4"	.450	Surplus Fusion Bond	30-40'
1,250'	9 5/8"	.545	Used Bare Casing	DRL
5,198'	9 5/8"	.395	Used Bare Casing	DRL
2,300'	8 5/8"	.400	Used Casing	DRL
2,000'	7"	.362	Used Bare Casing	DRL
5,000'	4 1/2"	.337	Surplus Fusion Bond	DRL
900'	3 1/2"	.375	Surplus O.F. Tubing	30'
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Dispatches

Trinity Products Inc. Hires Past NASPD President

Robert Griggs, President of Trinity Products, Inc. announced that J.E. (Jimmy) Walters will join the Missouri company on March 1, 2007.



Walters' new position will be Regional Sales Director for the Southeast, Gulf Coast & West Texas. His job will be to travel that area and call on all Trinity Products customers in person, selling pipe from the new spiral weld mill, plus all the coating & fabrication capabilities.

"Jimmy has been one of the most respected pipe people in our industry ever," states Griggs. "We are excited to add his skills and expertise to our company."

Walters served as president of NASPD from 1992 - 1993. His past work includes fellow NASPD companies P&W Industries and The Shaw Group. Other company affiliations are with Thomas Pipe and Industrial & Marine Construction.

Marmon/Keystone Announces Personnel Promotions

The following are several personnel promotions recently announced by Marmon/Keystone.

Keith Gage has been promoted to branch manager at the Southamptton, Massachusetts service center. Hired in 1992 as an inside salesperson, Gage was named inside sales manager in 2002. He holds a BS degree in business administration from Westfield State College and lives in West Springfield, Mass.

Mike Beck has been promoted to national marketing manager - stainless & aluminum. Since 1984 he held a series of sales positions at the company's Chicago (Bolingbrook) service center - inside sales, product specialist, account manager, field sales manager and general sales manager. Beck is a graduate of Moraine Valley Community College and resides in Frankfort, Ill.

William W. Emery has been promoted to general sales manager at the Chicago (Bolingbrook) service center, with responsibility for sales and marketing in the Midwest region. Beginning in 1977 as an inside sales person, Emery has held positions as white metals product manager, inside sales manager and account manager for the northern Illinois territory. He studied accounting and economics at Prairie State College and lives in Naperville, Ill.

Randy Bono, most recently white metals product manager, has been named carbon product manager. Hired in 1984 as a management trainee, he advanced through inside sales and account management. Bono hold a BS degree in marketing from Slippery Rock University of Pennsylvania. He lives in Butler, Pa.

Rich Wertz has advanced to white metals product manager. He began his tenure in 1989 as a traffic clerk and held positions in branch service, telemarketing and inside salesperson. Wertz earned a BS degree in marketing from Slippery Rock University of Pennsylvania and is a resident of Butler, Pa.

Brad Jordan has transferred from the Orlando, Florida location to Butler as products manager - electric weld, carbon square & rectangular tubing. He was hired in 1998 as management trainee at the Southamptton, Massachusetts location and later held positions in Orlando as operations manager and account manager. Jordan holds a BS degree from Kent State University and makes his home in Mars, Pa.

Ronald Carlucci has been promoted to controller at Marmon/Keystone Canada, Inc. He will be responsible for financial

activity at all locations in Canada. He was hired in 2006 as manager of financial reporting and has a background of 25 years in accounting and finance. A Business Commercial graduate of the University of Windsor and the University of Western Ontario, Carlucci is a Chartered Accountant Finalist. He resides in Oakville, Ontario.



Marmon/Keystone and affiliated companies are members of The Marmon Group, an international association of more than 125 business units that operate independently within diverse business sectors. Member companies have collective revenues of more than \$6 billion.

IPSCO Acquires NS Group

IPSCO Inc. has announced the recent acquisition of NS Group, Inc. following a favorable vote by NS Group shareholders.

As part of the deal, IPSCO transferred to the paying agent, \$66 per share in cash for each issued and outstanding share of NS Group's common stock. The aggregate price is approximately \$1.46 billion, including NS Group's net cash.

(continued on pg. 16- DISPATCHES)

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Welcome New Members

*Please join NASPD in
welcoming our newest members.*

Crestwood Tubulars, Inc.

Crestwood Tubulars, Inc. is a regular member. The company handles products grades of prime, reject, used and limited service line pipe of domestic and foreign product origin. Specifications handled are A53, API, A252, rejects and A500 with very little OCTG Specs. Sizes range from 2-3/8" to 48" diameter. Services offered include cutting, end finishing, coating, and attaching plates or points. Transportation is via flatable trucks, LTL van shipments or rail.

Tom Ferguson is the NASPD contact.

Crestwood Tubulars, Inc.
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JAKS Steel Industries

JAKS Steel Industries (associate member) manufactured products are ERW Pipes; BS1387; ASTM A53/A53M; ASTM A500; JIS G3452; JIS G3449; JIS G3445; JIS G3137; JIS G3101; JIS G3141; from 1/2" to 6" Diameter Spiral Pipes: BS534; BS3601; ASTM A252; from 10" to 87" Diameter Butt-Weld Fittings; ASTM A234/234M.WPB, ASME SA234.WPB, and ANSI BI6.9 of prime grade with product origin from Malaysia. Specifications handled include BS1387; ASTM A53/A53M; ASTM A500; JIS G3452; JIS G3444; JIS G3445; JIS G3131; JIS G3101; JIS G3141 BS 534; BS 3601; ASTM A252; ASTM 234/234M.WPB ASME SA234, and ANSI BI6.9. The company also supplies a range of steel products from associated Chinese mills - pipes, fittings and flanges; carbon as well as stainless steel; seamless and welded. Transportation is by common carriers.

Lawrence Loh is the NASPD contact.

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Jim Reese is the NASPD contact.

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River City Steel Company is a regular member with product grades of prime, reject, used and limited service with domestic and foreign origination. Specifications handled are A500, excess prime, secondary, open weld, and used. Sizes ranges include 1/2"-24" Pipe, and 1/2"-12" square and equivalent rectangles which are cut to length. Transportation is via River City Trucking (a subsidiary of River City Steel Company).

Jeff Babb is the NASPD contact.

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Texas Iron & Metal Co.

Texas Iron & Metal Co. (regular member) has a product mix of line pipe; standard pipe; pressure tubing; fittings; flanges; couplings; structural steel; and heavy wall. Product grades are prime, reject, used and surplus with domestic and foreign originations. Specifications handled include A-120; A-53; and A-106. Services offered are torch cutting and saw cutting. Transportation is via company trucks and common carrier.

Max Reichenthal is the NASPD contact.

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(Cont. from pg. 3 - CRISPIN)

Crispin had the promise of a small job in Colorado and thus was granted a visa in November of the same year. He arrived in New York on a Swedish-American Lines ship in January, 1947. After a visit to the American capital, he set out by train to Colorado, with stops in Chicago and Lincoln, Nebraska, where he visited some of his American war companions, who had been discharged and sent home.

Colorado was rewarding and promising, but because his employer was a family business, Crispin decided to leave after nine months and



try to get a bit of an American education at the University of Michigan, where he had been offered a part-time job. However, having stopped Lincoln, Nebraska again to visit his former commanding officer, he was told by the latter of an attractive job offer in Houston, with all expenses paid for an interview. The offer was for a vice-

presidency in a new export venture, owned by a rich Texan.

Crispin founded The Crispin Company in 1949. Headquartered in Houston-Texas, the company pioneered the import of steel mill products to the United States. Over the years the company has represented major steel companies from leading steel producing areas of the world.

Crispin was named Honorary Consul of Belgium in 1951 and later Consul General. Due to his work with the steel industry and its applications for the oil and gas drilling industry, Crispin was named one of the "Five Outstanding Young Texans" in 1952. He became involved in a number of civic activities: Chairman of the Houston Chamber of Commerce International Business Committee, Board of Trustees member of the Institute of International Education, then regional Board Chairman for eleven years, and member of the National Board and Executive Committee, member of the Advisory Board of the University of St. Thomas, President of the Music Guild, the World Affairs Council, The Alliance Francaise, the Houston chapter of the French-American Chamber of Commerce, the Institute for Storm Research, the National Association of Steel Pipe Distributors, and the Houston World Trade Association. Subsequently, he served as Chairman of Board of the Awty International School, member of the External Advisory Board of Texas A&M University, and Grand-Maitre of the Commanderie de Bordeaux.

He was married to Sylvia Clevenger and has five adult children. ●



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1,700'	48 x .438 (222.49#/ft)	40'	\$ 875 /ton	Memphis, TN
2,000'	30 x .438 (138.92#/ft)	40'	\$ 960 /ton	St Louis, MO
1,400'	42 x .438 (194.42#/ft)	40'	\$ 960 /ton	St Louis, MO
1,500'	48 x .438 (222.49#/ft)	40'	\$ 960 /ton	St Louis, MO

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3,200'	14 x .312 (45.61#/ft)	A252-gr2 Spiral-43pcs@40', 25pcs@60'	\$ 850 /ton	Boston, MA
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Guest Article

Bob Cicerone, Richard Sassaman, and John Swinney

Managers' actions can cause employees to upset customers. Employees upset customers when managers don't reward employees for job performance that meets or exceeds customers' expectations.

Rewarding job performance that meets or exceeds customer expectations is important because it helps communicate to employees that customers expect a particular level of performance. Employees will then be more cooperative about performing at that level than if a performance standard seems to be based on a manager's whim.

Some rewards involve financial expense; others are free. There are five types of free rewards.

Appreciation: Saying thanks or expressing appreciation to an employee. (Example: "I appreciate how quickly you . . .".)

Bankshot: Asking someone of higher rank to reward an employee instead of giving the reward yourself. (Example: A manager asking his vice president to praise an employee.)

Body Expressions: Hand signals or facial expressions that mean approval. (Example: smile.)

Praise: Complimenting an employee's job performance. (Example: Well done!)

Preferred Work Assignment: Tasks an employee likes to do. (Example: More freedom to make decisions.)

There are three rules for effectively rewarding employee job performance.

If-Then rule: If *and only if* - an employee's job performance meets or exceeds customer expectations, then reward the employee.

Quick rule: Give a reward as soon as practical after the job performance occurs.

Variety rule: Change what you use to reward an employee. This prevents any one reward from losing its effectiveness due to overuse.

These are the steps to prepare for and give effective rewards.

Prepare to give effective rewards:

1. Ask prospects and customers what they expect from your company. For example, find out what features and benefits of your products or services are important to your customers. Also, ask customers how they expect to be treated by your employees.

Keep Your Customers Coming Back - Reward Employees For Their Good Work

2. Tell employees the standards their job performance must meet to match customers' expectations.

3. Observe employee job performance and ask customers how well their requirements are met by the job performance of your employees.

4. Decide how closely employee job performance meets customer expectations.

Give effective rewards:

5. If customer expectations were met or exceeded, tell employees exactly what was done well and how their job performance benefits customers and the company, then deliver the reward using the rules of If-Then, Quick, and Variety.

The following is an example of effectively giving a reward.

Owner of steel pipe distribution company to inside sales person: "Phil, last month I let everyone who talks with our customers and their

employees know that customers have told me they don't want our staff shooting the breeze with their employees because that makes their employees non-productive. I observe that you talk only about what they need. That makes their managers happy. And happy managers are more likely to keep using us, giving all of us more job security. I appreciate that you're not shooting the breeze with our customers' employees."



If their job performance that meets or exceeds customers' expectations is not rewarded, employees are unlikely to consistently perform at that level. When this happens, managers typically complain to each other about employees whose job performance doesn't meet customer expectations. Yet these managers may have inadvertently created the very situation they complain about!

To make matters worse, they'll blame the employee by saying the employee "isn't motivated" or "has a bad attitude." However, all the employee might need is to be rewarded for job performance that meets customers' expectations.

Job performance that is rewarded is likely to be repeated. When each employee more consistently satisfies customers, it helps to improve a company's competitive position because satisfied customers are more likely to come back.

About The Authors

Bob Cicerone serves as Director of Customer Loyalty Services of ETC Institute in Olathe, Kansas. The firm's market research services provide information that helps organizations to make better decisions. Bob can be reached at 913-829-1215 and by email (rcicerone@etcinstitute.com).

Richard Sassaman is a Performance Improvement Consultant. He helps client organizations improve the measured performance of individuals through the systematic application of Human Performance Technology. He can be reached at 610-767-8107 and by email (Richard.Sassaman@Juno.com).

John Swinney is a performance engineer who applies principles of performance technology to improve human and organizational performance. He may be reached at john.swinney@cerner.com.



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Photos From Fall Conference New York Sept. 14-16, 2006



Tammy & Jorge Woldenberg and Nick Stefanakis



Networking - Art Shelton, Edward Dowling, and Jason Rubenstein



Tuula Doull and Anne & Bill Carleton



Ray Davila and Isidro Cantu



Mike Heitmann & Alice Womble, Jerry & Linda Rubenstein



Jim Rollandi and Greg Semmel



Sherri, Fred and Kara Kahn



Jason Hubbard, Kathy Bibb, Rhonda & Matt Hubbard



Jurgen & Alla Schlote



Annye & Chuck King and Cheri Nicholas



John & Larue Mortimer, Earle & Elaine Cohen, and Cathy Williams



Susannah Porr, Kathleen & Stephen Humenesky (New York City Firefighter) and Gail Belcik



Joe Kengor and Elizabeth-Renee Rouleau



A ladies man - Shalini Bhargava, Michelee Kanz, Dianne Burger, Cathy Williams, Rich Northfield, Larue Mortimer, Jenifer Walker and Gail Belcik



Chris & Dee Ragan, Stephanie Velle and James Henry



Serious business networking - Gene Repa, Jim Mocker, Joe Kengor, and Bernard Pilon



Byron Courts, Keith & Sue Courts, Dolty Cheramie, and Victoria Courts



Part of the NASPD gang enjoying lunch at Katz's Deli



Jane & Bruce Haupt at Ground Zero with the Fire Truck #10 in the background



A family affair - Kristin, Kathryn, Andy, & Judy Pearl

Guest Article

Building Highly Effective Teams

By Scott R. Playfair
President, P Squared Consulting

Did you know:

- 80% of employees could perform significantly better if they wanted to?
- 70% of employees are less motivated today than they used to be?
- 50% of employees only put enough effort into their work to keep their job?

Here are some thoughts for your consideration on how to motivate your employees and help them be the best they can be working as a highly effective team...

Because of the synergy (the whole is greater than the sum of the parts) created, teams can always out perform an individual effort. Always!

So what is a team? A team is a group of individuals...

- Who are committed to achieving common organizational objectives;
- Who meet regularly to identify and solve problems and improve processes;
- Who work and interact openly and effectively together;
- and Who - most importantly - produce results.

Most companies understand that their only source of long term competitive advantage is their employees. Because they understand this, they begin well intentioned Employee Involvement or Empowerment Programs. Many of these programs never achieve success.

Every group or department that consists of a supervisor and that person's direct reports is really a team. Every day teams perform and manage processes that are their own. When a problem is identified in any of a team's processes, they typically bring together another type of team to find the root cause of the problem and to solve it.

When companies talk about "Team Building", one's natural inclination is to think of some sort of adventure challenge or whimsical game. There is this weird myth that if we can

play some "fun" game together without killing each other, then this will increase our future ability to work well together on a real life project. Nice idea, but unfortunately team building isn't a game. Thus, team building must be centered around getting "real work" done.

For a team to be an effective, four key elements must be in place.

The first element is a **Well-defined Mission or Goal**. What is the team's unique reason for being? Do they understand what they are being asked to do and why it is important? Without this well-defined mission, teams can find themselves crossing undesirable boundaries, lacking direction and floating aimlessly without progress. A clear mission needs to be established and agreed upon from the very beginning. Team involvement in identifying the team mission will increase each member's buy-in and commitment.

The second element is **Management Support**. Any team effort is doomed if it isn't receiving internal support from management. Has management provided the team with the essential training it needs to get the job done? Are team members meeting in a desirable location, and do they have the necessary tools and support to complete

(continued on pg. 18 - TEAMS)



National Association of Steel Pipe Distributors

Thank you to all the presenters at our Certification Program and the companies that supported their efforts.

We extend a special thank you to Bill Buckland and Gerald Merfish for their time and effort in organizing the second Certification Program.



Bill Buckland



Gerald Merfish



U. S. Steel

Sid Biswal



Don Heidbrier



U. S. Steel

Erik Pohlmann



Chris Ragan



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(continued from pg. 6 - DISPATCHES)

This transaction represents a strategic opportunity for IPSCO to broaden its energy product offering and become the leading North American supplier of tubular products to the robust oil and natural gas sector. IPSCO's energy product offering has also been expanded to include NS Group's highly attractive seamless pipe and premium oilfield services provided by ULTRA, NS Group's recent acquisition.

"With a more diverse portfolio of products, enhanced production capabilities, excellent market positions in both seamless and welded pipe, and a strong commitment to our customers, IPSCO is well positioned to be the provider of choice in the North American energy pipe market. Moreover, we believe that this transaction will further enhance our ability to provide value-added products and services to our customers and create value for our shareholders," said David Sutherland, President and CEO.

IPSCO is a leading producer of energy tubulars and steel plate in North America. With the acquisition, IPSCO now operates four steel mills, eight pipe mills, scrap processing centers and product finishing facilities in 25 geographic locations across the United States and Canada. Additionally,

IPSCO is a provider of premium connections for oil and gas drilling and production.

Marmon/Keyston expands value added offerings


In its continuing effort to provide excellence in quality service, Marmon/Keystone has embarked on an extensive value added services venture. Because of a growing trend for additional processes, the company has increased the number of value added team members in several branches in the United States.

The concept of value added services has been a part of Marmon/Keystone's marketing plan since 1998. The company now offers over 130 services beyond traditional cutting operations. Machining, honing, fabrication and assembly, as well as JIT and kit preparation are just a few of the services available.

Tom Brenneis, manager of value added services, explained, "We are expanding to meet increasing customer demands for more value added solutions within these regions. We provide the cost, labor and space, all savings solutions to these and other supply chain situations."

(continued on pg. 18 - DISPATCHES)

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Convention Information

Register online at www.naspd.com. or fax form to: (361) 574-9347. For more information or questions please call (361) 574-7878. The deadline for regular registration was Jan. 12, 2006. You may still register, but late registration fees will apply. Full registration fees are \$575 and \$475 for spouses. Non-members can attend 1 meeting before joining. Late registration fee is \$50 and must be included for each registration received at the NASPD office after Jan. 12. Payment for late registration will only be accepted by credit card. One day registration is \$350 (available for Friday only). A single event is \$250 or \$150 with a full registration from the same company. Late registration fee for single event registration is \$25. Payment must be paid in U.S. currency.

Speakers

Vonnie Grether is President of Grether Personnel, Inc., which specializes in assisting companies in the Steel Pipe and Tubular Industry find the right people for a variety of positions within their organizations - administrative, sales and management. Grether Personnel has been recruiting for 18 years providing confidentiality, understanding of client companies and candidates with qualified backgrounds.



Ray Kuntz is the Incoming President of American Trucking Associations (ATA). ATA, the national trade association for the trucking industry, is a federation of affiliated state trucking associations, conferences and organizations that includes more than 37,000 motor carrier members representing every type and class of motor carrier in the country.

He also serves as Chairman of the Board and CEO of truckload and less-than-truckload Watkins and Shepard Trucking Co. The company operates 655 tractors and 22 terminals from its Helena, Mont. headquarters.

Andrew Leyland is the editor of MBR's Seamless Steel Tube and Pipe Monthly. Having joined MBR as a Metals Consultant, he is also responsible for producing research for several MBR publications including Emerging Steel Markets Monthly, Ferro Alloys Monthly and Steelmaking Raw Materials Monthly.

John Correnti is CEO of SeverCorr and Past CEO of Nucor. SeverCorr formally organized in 2004 and broke ground on its 1400-acre site in October of 2005 with a blur of activity. SeverCorr intends to make history as the first in a new generation of steelmakers that blend new technology with a new way of doing business.

(continued on pg. 19 - SPEAKERS)

NASPD 2007 Convention

The Westin Riverwalk, San Antonio, TX • March 1 - 3, 2007

For additional information visit www.naspd.com

Program

Thursday, March 1, 2007

- 11:30 a.m. – 1:00 p.m. Strategic Planning Committee
- 1:00 – 5:30 p.m. Registration
- 1:00 – 2:00 p.m. Education Committee Meeting
- 2:00 – 2:30 p.m. Program Committee Meeting
- 2:30 – 3:00 p.m. Site Selection Committee Meeting
- 3:00 – 3:45 p.m. Membership Committee Meeting
- 3:45 – 4:15 p.m. Finance Committee Meeting
- 4:15 – 4:45 p.m. Executive Committee Meeting
- 4:45 – 5:45 p.m. 2006 Board of Directors Meeting
- 7:00 – 9:00 p.m. Welcoming Reception

Friday, March 2, 2007

- 7:30 – 10:00 a.m. Continental Breakfast
- 7:30 – 11:30 a.m. Registration
- 8:00 a.m. – Noon General Session
- 8:00 – 8:15 a.m. Annual Meeting of the Membership
- 8:15 – 8:30 a.m. Lawrence Loh, JAKS Steel, "Member Spotlight"
- 8:30 – 8:45 a.m. Robert Griggs, Trinity Products, Inc., "Member Spotlight"
- 8:45 – 9:15 a.m. Vonnie Grether, Grether Personnel Inc., "Hiring and Keeping Employees Specializing in the Steel Industry"
- 9:15 – 9:45 a.m. Ray Kuntz, Incoming President, American Trucking Associations, "Updates in Trucking and How it Will Impact You"
- 9:45 – 10:00 a.m. Break
- 10:00 – 11:00 a.m. Andrew Leyland, Editor of MBR's Seamless Tube and Pipe Monthly "Pricing, Politics and Projections"
- 11:00 a.m. – Noon John Correnti, CEO of SeverCorr and past CEO of Nucor, "Next Generation in Steel Making"
- Noon – 1:30 p.m. Lunch Speaker, Grady Jim Robinson, a writer, humorist and storyteller "Leader as Hero and Helper"
- 6:15 – 10:30 p.m. Dinner at the historic Don Strange Ranch
Dress Attire: Texas Tuxedo (Dressing Texas Smart): For the gentlemen: tuxedo top or sports coat with jeans and boots. For the ladies: dressy but comfortable (closed toe shoes recommended i.e.: skirt and boots). Meet in the hotel lobby: 6:00 – 6:15 p.m. Buses leave at 6:15 p.m.
- 10:30 p.m. – Midnight Hospitality Suite - Come and enjoy our ice cream liqueur bar while networking at the hospitality suite.

Saturday, March 3, 2007

- 8:30 – 9:00 a.m. 2007 – 2008 Board of Directors (New Board Members)
- 8:30 – 11:00 a.m. Networking Breakfast – An opportunity to talk business with other NASPD members.
- 9:00 – 10:00 a.m. Used/Structural Roundtable Discussion
- 10:00 – 11:00 a.m. Prime/OCTG Roundtable Discussion
- 11:30 a.m. – 5:00 p.m. Optional Event – San Antonio Sightseeing Tour - lunch at the Guenther House. Meet in the hotel lobby: 11:15 – 11:30 a.m. Buses leave at 11:30 a.m.
- Noon – 6:00 p.m. Golf at the Quarry – lunch will be provided. Meet in the hotel lobby: 11:45 a.m. – Noon. Buses leave at Noon. Shotgun: 1:00 p.m.
- 6:00 – 8:00 p.m. Hospitality Suite - Meet up with friends and make dinner arrangements.

All attendees are encouraged to participate in all committee meetings with the exception of the Executive Committee Meeting and Strategic Planning Committee.

(Cont. from pg. 16 - DISPATCHES)

American Piping Products Hires Director of Purchasing

American Piping Products Inc. has hired John Consolino C.P.M. in the newly created position of Director of Purchasing. Consolino brings over 15 years of global purchasing experience to American Piping Products. American Piping Products, based in Chesterfield, MO, is engaged in the global distribution of seamless piping products for the energy, manufacturing and construction industries.

(Cont. from pg. 14 - TEAMS)

their tasks? Does management show interest in the team's progress? This level of support speaks volumes to team members, boosting morale and ensuring all members that senior management notices and appreciates their efforts toward achieving the defined goals.

The third element is a set of **Operating Norms**. Operating norms represent a clear set of agreements about how each member of the team will behave and how the team will work together. The results or "minutes"

of each team meeting should be a clearly defined list of action items mutually agreed to by all team members.

The final element is a **Commonly Shared Understanding of the Team Roles**. For each member of the team, including the



leader, it is important to understand what is expected of them - that all members must contribute and exhibit constructive behaviors. The leader should guide without

dominating, should keep the group on track and provide the essential focus on meeting purpose and the agenda. Each team member should provide constructive participation, contributing and listening to the view of others. And, above all, each team member must be trusted to prepare for the next session and come through with their assignments.

Many organizations may soon be rethinking how to address their attitudes towards company teams. If you seriously consider providing your teams with a solid foundation, a proven model to follow, and enthusiastic support, your teams will achieve high levels of success and most importantly, achieve significant business results that impact the bottom line. ●

Scott R. Playfair, President
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NASPD Members

Out & About



It's a small world. While in Vail over New Year's, NASPD members Todd Womble, Nick and Jenae Stefanakis and John Mocker ran into each other. They had a mini reunion before heading out on the slopes. Pictured are Todd with son John, John Mocker and Nick and Jenae with their kids near the gondola in Lionshead!



John Mocker writes that he took a magnificent trip to London, Paris and Puy L'evéque (southern France). While he was in Paris, Yves Pognonec hosted a tour of Paris and also an incredible visit to the Vaux le Vicomte (a chateau that was the inspiration for Versailles). To the left is a picture of YP and John in the gardens at Vaux le Vicomte, with the magnificent chateau in the background.

A Holiday Wonderland - Again



In the photo above, John Mocker stands among the holiday decorations in his Kentucky home. Every year, John, vice-president of Lally Pipe & Tube, begins decorating his home for the holidays in October. This past year was no exception.

He says "By the time my family arrives for Thanksgiving, the only sign of autumn is the floral arrangement on the dinner table."

From outside lights to 21 inside trees, all of his time and attention to detail clearly pays off as he celebrates with an elaborate

holiday party for family and friends.

Despite many changes over the years, both the quality and fun of his holiday party have remained constant. "I used to do all the cooking myself and use a staff to serve, tend bar, handle coats and clean up," he says. But as the years and the guest list have increased, John has handed more of the food preparation over to caterers. He does, however, continue to do several signature dishes himself, including his famous seafood display.

Photo by Gary Kessler; excerpts from article by Stephanie A. Creech, "Inspire Cincinnati" magazine - Nov./Dec. 2006.

(Cont. from pg. 17 - SPEAKERS)

Early in his career with Nucor, Correnti developed methods to fast track the construction of new steel facilities and to shorten schedules by as much as 50%.

Grady Jim Robinson is a writer, humorist and storyteller. His tales about growing up in Arkansas as the second son of a football coach have been published in Sports Illustrated, Reader's Digest and dozens of other magazines. Many of his stories share the common theme of a young boy struggling to find manhood, parental approval and acceptance through sports. He later played college basketball and semi-pro baseball. His experience as both a minister and standup comic ("As a minister I was way too funny and as a comedian I was way too serious") will lend themselves to this dynamic and humorous speech. ●

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- Sinarsky (www.sinarsky.com)
- Taganrog (www.tagmet.ru)
- Artrom (www.artrom.ro)

Details on products, size ranges and grades for each of above facilities are available on the TMK Group website or the individual mill websites .

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