



The PIMA Leader Letter

A Newsletter Published for PIMA Volunteer Leaders

Reach Your Target Audience!



Become a PIMA Sponsor

PIMA invites you to become a PIMA sponsor of the 84th Annual International Conference on June 30-July 2, 2003, New York Hilton & Towers, NY. Sponsorship is an excellent way for organizations to show their commitment to the management professionals in the paper and pulp industry.

Benefits of Sponsorship

- Enhance your visibility
- Gain a power presence
- Increase your impact with PIMA
- Support your industry

Provide Support for the Hospitality Program

- Platinum Level.....\$7,500
- Gold Level.....\$5,000
- Silver Level.....\$3,000
- Bronze Level\$1,000

Only those sponsoring the hospitality program will be recognized at the hospitality events.

Support an Event

| | |
|----------------------|----------|
| Awards Dinner | \$10,000 |
| Luncheons | \$6,000 |
| Keynote Speaker | \$5,000 |
| Educational Sessions | \$3,000 |
| President's Dinner | \$3,000 |
| Breakfasts | \$2,500 |
| Refreshment Breaks | \$2,000 |
| Coffee Breaks | \$1,500 |

All events are partial sponsorship. Sole support is accepted, contact Patrick Filippelli for details at 847/375-4754; or by e-mail at pfilippelli@amctec.com.

Make a difference with Sponsorship and receive the following benefits:

Bronze Level

\$ 1,000.00

- ◆ Sign in registration area
- ◆ Name listing in the PIMA conference program book
- ◆ Sign at the sponsored event or program
- ◆ Name recognition in *Solutions!*
- ◆ Name recognition in *PIMA Post*
- ◆ Sponsor ribbon for representatives

Silver Level

\$ 3,000.00

All of the Bronze Level plus

- ◆ Sponsorship plaque
- ◆ Company name link on the Web site
- ◆ Company name projected with sponsorship group during keynote and closing address or in hospitality room *for hospitality sponsors only*

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Board Set to Meet in New York

PIMA's Board of Directors will hold its annual meeting in New York, at the New York Hilton & Towers, December 13, 2002 at 1 pm.

The Board is set to approve the 2002-2003 final budget, review the 2001-2002 audit, and current financials and forecast.

Other agenda items include approval of bylaws revisions and reports from Committee chairs, including membership, divisions, affiliates, conference committees and specialist groups.

If you are planning to attend the Board meeting please RSVP to Pam Oddi at poddi@amctec.com.

2003 PIMA Annual Conferences

35th International Technology Conference

April 28-30, 2003

Vancouver, British Columbia, Canada

84th Annual International Management Conference

June 29-July 2, 2003

New York, NY

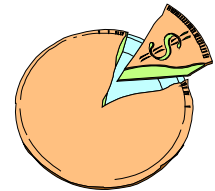
Improving Communication Among Divisions

In late October, all Divisions were invited to participate in a conference call, which was initiated by Ray Heuchling. The call was intended to be a get acquainted visit among the Divisions as well as provide a platform for the sharing of ideas.

As a result of the call, it was decided to survey the Divisions to gauge their interest in conducting regular conference calls as well as determine the issues they would like to see on the agenda. The results of the survey will be shared on the next conference call, which is scheduled for December 19th at 2:00 p.m. CDT. A standing monthly date/time of the third Thursday at 2 p.m. CDT has been selected.

One clear need expressed by the Divisions is to update the Division Officer's Handbook, which staff is currently working on. A Division Leader meeting is also in the works, possible dates will be discussed on the December 19th call.

Be sure to join us for the calls to make sure your Division has representation.



Sponsorship Program

Continued from page 1.

Gold Level

\$ 5,000.00

All of the Bronze and Silver Levels plus

- ◆ Logo link on the Web Site
- ◆ Logo projected on screen in hospitality room *for hospitality sponsors only*
- ◆ Logo recognition in the conference program book
- ◆ Logo recognition in *Solutions!*
- ◆ Logo recognition in *PIMA Post*

Platinum Level

\$7,500.00

All of the Bronze, Silver and Gold Levels plus

- ◆ Individual logo projected on screen during keynote and closing address
- ◆ Logo recognition on all pre-conference promotional pieces as of date of commitment
- ◆ Recognition ad in the conference program book
- ◆ One complimentary customer registration



PIMA IT Conference

Stay Connected. Deliver Value.

Vancouver . . .

an International City to Host the 34th Annual PIMA IT Conference

Keynote Speaker

George J. Harad, Chairman of the Board and Chief Executive Officer of Boise Cascade Corporation will lead off the conference, with his Keynote session, “*TQ and Technology*”.



George J. Harad

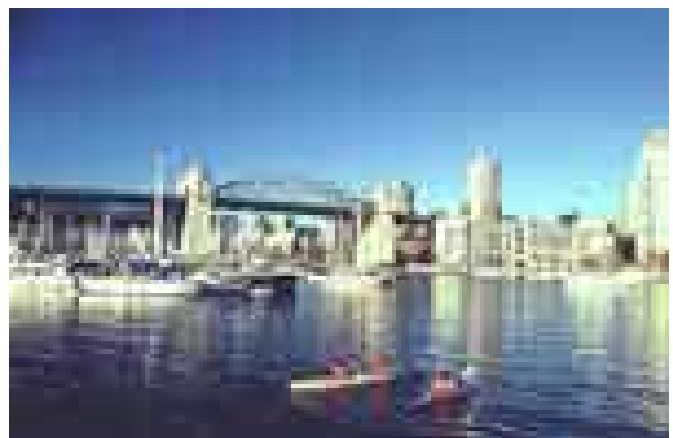
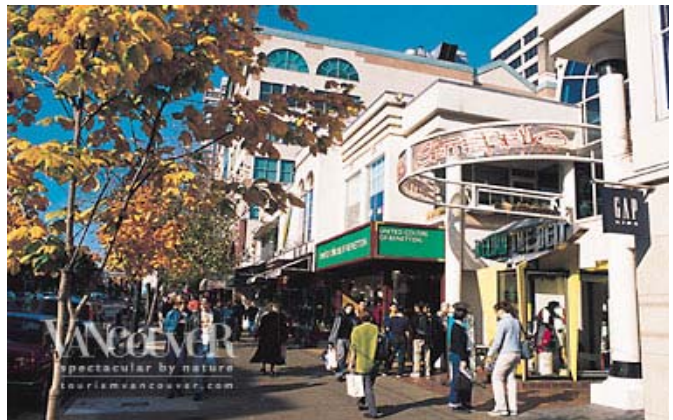
Mr. Harad joined Boise in 1971 as administrative assistant in the Housing Group. He became controller in 1982, vice president and controller in 1983, and senior vice president and chief financial officer in 1984. In July 1989, he was elected to the position of executive vice president and chief financial officer. In May 1990, Mr. Harad relinquished his position as CFO to assume the position of executive vice president - paper. In December 1991, he was elected president and chief operating officer, and in July 1994, he was elected president and chief executive officer. He was elected chairman of the board and chief executive officer in April 1995. Prior to joining Boise, Mr. Harad was a consultant for the Boston Consulting Group and a teaching fellow at Harvard University.

Mr. Harad has a B.A. in government, magna cum laude (1965) from Franklin and Marshall College and an M.B.A., with high distinction (1971) from Harvard Business School, where he was a George F. Baker scholar.

Mr. Harad currently serves as a director and chairman of the board of Boise Cascade Corporation, and as a director of the Factory Mutual Insurance Company (FM Global). He formerly served as a director of U S WEST; and Homestead Technologies, Inc. He currently serves as a director of the American Forest & Paper Association; director, board of gov-

ernors and the executive committee of the board of the National Council for Air and Stream Improvement, Inc. (NCASI); trustee of The Nature Conservancy of Idaho; and member, Idaho Business Council. He has served with many community, educational and professional organizations, including as founder and past president of the Boise Council for Gifted/Talented Students.

Mark your calendars for Vancouver 2003!



Jim Weir Becomes New PIMA EVP

Jim Weir has been named the Executive Vice President of PIMA. Jim has over 24 years of leadership experience in managing professional and trade associations. Jim has been with Association Management Center for four years and 20 years prior to that with Smith, Bucklin & Associates, in Chicago, IL.

During his tenure in association management, Jim has:

- Served as chief staff officer for several large international associations.
- Formed and managed three start-up associations in the technology industry.
- Forged mergers and alliances for several national associations.
- Led turnaround management efforts for several trade associations facing industry consolidation.

Jim's responsibility with PIMA will be to add value to PIMA members by bringing new programs and services on board. The focus will be new training and education offerings.

You can reach Jim at 847/375-4828 or by e-mail at jweir@amctec.com.

Division Chairs Plan Monthly Conference Calls

Division conference calls will be held the 3rd Thursday of each month at 2 pm Central time. Below is a schedule of calls.

| | |
|-------------------|--------------------|
| December 19, 2002 | July 17, 2003 |
| January 16, 2003 | August 21, 2003 |
| February 20, 2003 | September 18, 2003 |
| March 20, 2003 | October 16, 2003 |
| April 17, 2003 | November 20, 2003 |
| May 22, 2003 | December 18, 2003 |
| June 19, 2003 | |

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To call staff directly, dial 847-375, then the four digit extension listed below.

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Division News

Mid-Atlantic Fall Meeting Success

“A good networking opportunity with a strong, practical educational program to anchor it,” is what Don Moore, (*DuPont Co*) the PIMA June 2003 Conference Social Committee Chair had to say about this year’s Mid-Atlantic Division Meeting. The meeting took place September 26th and 27th, at the Eisenhower Inn and Conference Center in Gettysburg, PA. This year’s conference featured practical presentations from many companies inside the industry and views from outside as well. Presentations included:

Six Sigma Definition and Practical Application

Nick Rikas, Research Associate
Corporate New Product Development
Glatfelter

Paper Industry Dynamics and Implications on the Supply Chain

Foster Finley, Vice President
AT Kearney

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North Central 2003 Spring Meeting

Turning Dimes into Dollars

April 8th 2003
Baymont Motel
Waupaca, WI
Registration 7:15 - 8:00 AM
Meeting 8:00 - 5:00
Social time 5:00 - 6:30 Cash Bar
Cost \$55.00
Contact: Guy Martinek
Guymartinek@jjplank.com

Coming in January . . .

PIMA and CPBIS Online Training Opportunities

PIMA and the Center for Paper Business and Industry Studies (CPBIS) are jointly offering online training that will be presented as a series beginning January 8, 2003. The first series is the Manufacturing and Reliability Program:

DEFINING AND ACHIEVING A RELIABILITY CULTURE

There will be 5 sessions in this series, 1 presented every other week on Wednesdays beginning in January. The subject matter for the first series of sessions is:

Root Cause Failure Analysis

January 8, 2003 - 11:00 am EST

Preventive Maintenance

January 22, 2003 - 11:00 am EST

Predictive Maintenance

February 5, 2003 - 11:00 am EST

Planning & Scheduling

February 19, 2003 - 11:00 am EST

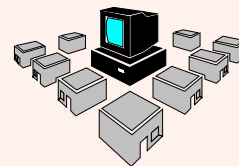
CMMS

March 5, 2003 - 11:00 am EST

The rate for each session is \$200 for PIMA members and \$400 for non-members. For more detail about these programs, visit www.pimaweb.org or www.paperstudies.org, or call one of the numbers below:

PIMA: 847-375-6860

CPBIS: 404-894-1488



Pacific Division

Debra Evans of Kepner-Tregoe returned to the Pacific Coast Fall Conference to offer the well received series *Implementing Corrective and Preventative Actions*. The program focused on developing the attendees skills in the technical investigation of root cause and corrective and preventative actions.

This year's conference brought in more attendees than past years and mill attendance was at a high of 55%.

The conference was held November 7 and 8 at The Resort at the Mountain in Welches, OR. The workshop was a mix of educational and networking opportunities with positive feedback from all that attended.

Division News

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Economic Outlook...the market, the dollar, the recovery...some paper mill specifics

Dr. Robert Fry
DuPont Economist

Enterprise Resource Planning (ERP) Systems – What is their Value and Savings Achieved?

Industry Roundtable with Orlando Price, Hercules; Kevin Gerlach, Glatfelter; and Sonny Hathaway, SAP

Glatfelter's New Century Project (Pulp Mill Improvements)

Mark Keller, Project Manager
Glatfelter

Charles Merris, Chair of Mid-Atlantic and Engineering & Analytical Services Manager at Glatfelter, observed that people seemed "excited about the presentations that were given and enthusiastic about the strength of the division." In addition, this year's attendees had many opportunities to network during a tour of Gettysburg Battlefield, a mill tour of PH Glatfelter, and a lunch at the Lake Club.

PIMA wishes to thank all of this year's Division Chairs and Affiliate Chairs for their hardwork and dedication to their divisions.

Connecticut Valley

Tom Beauregard
Hollingsworth & Vose
E. Walpole, MA

Dixie Southern

Robert Green
Weyerhaeuser
New Bern, NC

John Junkins
ONDEONalco
Selma, AL

Dixie Southeastern

David Phillips
Inland Paperboard and
Packaging
Rome, GA

Jim Nolen
Kelmar Industries
Dallas, GA

Dixie Sales Society

Danny Beebe
Spanish Fort Manufacturing
Spanish Fort, AL

Mid Atlantic

Charles Merris
Glatfelter
Spring Grove, PA

Northeast

Joseph Clark
Madison Paper Co.
Madison, ME

Doug Moore
CIANBRO
Pittsfield, ME

North Central

Rick Hess
Domtar
Port Edwards, WI

Larry Londo
Marathon Engineers
Appleton, WI

Southwestern

Russ Chitwood
Smurfit Stone
Container Corp.
Santa Clara, CA

Jay Hunsberger
Akzo Nobel
Salem, OR

New York/Canadian

Tom Amidon
SUNY – College of
Forestry
Syracuse, NY

Eric Ouder Kirk, PE
ChemTreat, Inc.
Saratoga Springs, NY

Pacific Coast

Darrin Curley
Georgia-Pacific
Calskanie, OR

Reach for the Apple in New York!



Save the date for . . .

PIMA's 84th Annual International Management Conference

**June 29-July 2, 2003
New York Hilton, NY, NY**

The conference will feature topics such as:

- International Benchmarking Strategies
- Industry Trends
- Improving Mill Profitability
- *and much, much more!*

Keynote Speaker

FDNY Battalion Chief John A. Jonas

PIMA is proud to announce Battalion Chief John A. (Jay) Jonas as Keynote speaker for the 2003 International Management Conference in June. Chief Jonas is a 22-year member of the New York Fire Department and was serving in Ladder Co. 6 on the day of the terrorist attacks, September 11, 2001.

Chief Jonas will share his account of determination and heroism performed that day by the people of New York. He will present what leadership means to him, especially leadership under pressure and describe how the FDNY has rebuilt, re-energized and reorganized since 2001.

Plan on joining PIMA June, 30- July 2 at the New York Hilton and Towers in New York for a riveting program aimed at "Reaching for the apple". This management conference is sure to equip and inspire you. It is PIMA's mission to deliver value by creating forums that address current issues and develop management and leadership skills in a way that is both customer focused and driven.



**NY Empire
State Building
and Chrysler
Building**



John A. Jonas

For further information about conference events visit www.pimaweb.org, or call PIMA member services at 847/375-6860.