



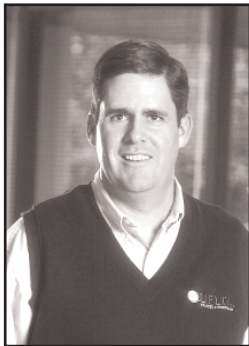
NEWS

Save The Date
PMI Spring Meeting
April 1-4, 2007

Volume 10, Issue 1

The Newsletter for PMI Members — by PMI Members

January/February 2007



Ken Martin
Delta Faucet
Company

PMI: The Voice Of The Plumbing Industry *Worldwide*

By: Ken Martin, President of the Plumbing Manufacturers Institute and Senior Director, Commercial Product Development of Delta Faucet Company

This past June, the PMI Board of Directors assembled in San Francisco, California during the PCBC show for a planning session.

Represented on the PMI Board and in that meeting room were some key players in our industry and some very creative minds. Our objective was to review and update PMI's 2002 strategic plan. The session was dynamic and productive, with Board Members fully engaged in the process. Each of us took our role and assignment seriously. We focused on PMI's strengths, weaknesses, threats and opportunities against the backdrop of the state of our industry and our world. We hammered out a bold Vision Statement to compliment the Mission Statement we crafted last fall. The outcome of our session was both positive and exciting.

With all of that brainpower and creative thinking, what a shame it would be to set the plan aside and not implement the product of that great brainstorming. As PMI's 2007 president, my goal is to focus on the execution of our strategy. Our Mission Statement has been made quite public

along with our new Vision Statement. Both are featured quite prominently on the home page of the PMI website. Please take a look, the address is www.pmihome.org.

Our Vision statement reflects the expanding scope and expectations we have for our organization in a global economy:

The Plumbing Manufacturers Institute (PMI)

Will Be Recognized
As The Worldwide Voice
Of The North American
Plumbing Industry

This is a tall order for a relatively small organization and a staff of four. We are, however, already making our presence known in a number of venues: our ongoing relationship with the Canadian Institute of Plumbing and Heating (CIPH), our Memorandum of Understanding (MOU) with the UK-based Bathroom Manufacturers Association (BMA), our Executive Director's involvement with the European Valve Association (CEIR), PMI's presence at international events including ISH/Messe Frankfurt, a PMI-sponsored trade mission to China in conjunction with the U.S. Department of Commerce coming up in 2007, and our new membership in the World Plumbing Council (WPC).

My intent is to support these PMI initiatives and our Executive Director, by participating in these international meetings as often as I am able. I am intrigued by our new alliance with the WPC and the plan to build a closer relationship between our industry and the World Health Organization (WHO). I am pleased that the PMI Board agreed to help fund this project and I am in full support of it. Water is our most valuable resource and sanitation and conservation are among the most fundamental and critical issues facing our world. We must protect the health of our water supply. In like manner, it's time that our contribution to public health and welfare is recognized. Particularly in North America, the importance of plumbing and conservation is more than likely overlooked or taken for granted. I believe that part of PMI's purpose must be to focus the public's attention on the plumbing industry through information and education. We will accomplish this mission through a closer relationship with the powerful and respected WHO, together with our own public relations outreach.

So, there you have it. My focus for 2007 is to actively execute PMI's Vision and Mission statements. We have staked out important ground. Now let's go after it!

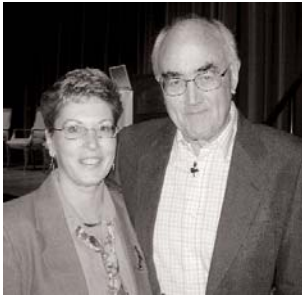
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When The Going Gets Tough...

By: Barbara C. Higgins, Executive Director



Barbara Higgs and
Historian James Burke

One of the best perks of my job is the people I meet. Though that may sound a bit corny, it is the absolute

truth. People from all walks of life and from every level of responsibility – all with their own unique stories to tell. My favorite books are biographies. I am fascinated by what inspires people and how they get where they are going.

One common denominator seems to be having a personal cheerleader — a parent, aunt or mentor who believes in the individual and pushes them beyond their perceived capabilities. The other characteristic is a “never-take-no-for-an-answer” attitude—which probably stems from that unconditional support of the personal cheerleader. That attitude separates winners and losers. Average folks look at an obstacle as the endpoint. Leaders look at it as the being of a challenge to overcome. In my youth, I was inspired by Washington Post reporters **Woodward** and **Bernstein** as they unraveled the tangled web of Watergate through sheer tenacity and stubbornness. How different our world (and politics) would be had they given up at the first “dead end.” Starting off as a “journalist” propelled by Watergate and ending up at the helm of PMI, I tell folks that I am simply working with “plumbers” of a different kind.

2006 was an amazing year – full of ups and downs. During the year I had the privilege of spending a day at the Air Races in Reno, NV with **Howard Putnam** — retired Southwest Airlines CEO and the keynote speaker at our Spring PMI meeting in New Mexico. Mr. Putnam continues as a source of inspiration. He is decisive, analytical, personable and, best of all, normal.

What a treat to know him. Through him, I met **Gene Cernan**, the last astronaut to walk on the moon — again the epitome of confidence but with humility, grace and humor. In the last issue of *PMI News*, I briefly summarized my experience at the Army War College in Carlisle, PA. The leadership training was conducted by top level military officers who exuded confidence without arrogance. Later in the year I met Historian **James Burke** (I am a self-confessed “Connections” addict — google him if you don’t know him. Read his books and watch his TV shows!) and Humorist **Art Linkletter**.

All had the same characteristics. None of these over-achievers felt a need to justify them-selves to anyone. They carried themselves with “big dog” confidence —not the self-promoting yappiness of the little dogs. They know who they are, what they have accomplished and what they are capable of. They have to prove themselves to no one. Their strength comes from within—not from putting down others, seeking their praise, or boasting about their accomplishments. What an honor to be in their company.

I feel the same way about the members of PMI. Within our ranks are top notch decision makers, visionaries, designers and problem solvers. Those who have accomplished the most, tend to talk about it the least. This has become an important marker for me. Someone who is compelled to over-sell themselves immediately raises suspicion. The old adage that “actions speak louder than words” holds true. Anyone can talk the talk—it is the follow-through that separates the doers from the politicians. The double talk is a verbal shell game, designed to instill confidence. The savvy listener hears the babble for what it is.

To invoke yet another “cliché,” I do believe that slow and steady wins the race. One’s performance over the long haul is more revealing than a boatload of empty

promises that never materialize. Out of the gate fast and then fizzle at the first turn. We explained this to our kids about the pressures and relative importance of high school. There is indeed life after high school. While it is certainly wonderful to be a success there — the message is that it doesn’t END there. School is only the beginning. How many class reunions have we all been to where the kids from the popular group in-crowd after high school, fizzled like a sky rocket on the 4th of July, (still talking about that great football catch or the homecoming dance 20 years ago) while the “nerds” are enjoying **Bill Gates**-like success and respect.

One of the other amazing people in my life was my father-in-law, **Bill Higgs**, who as many of you know, passed away last March. He was a gentleman and a gentle man—full of life and wit and respect for others. It is tough to fill the void when such a large and vibrant personality ceases to be. 2006 was a sad year for many in the PMI family who lost loved ones. While these transitions are a part of life, depending on the timing and circumstances, it is tough to make sense of the passings. We search for philosophical meaning and wonder about the lessons we are supposed to learn. How can we become better people and how do we approach the future. Is there a purpose in all of this sadness and pain?

Sometimes the answers take a long time to come (if ever they do). Sometimes the answers reveal themselves in the tiniest and most amazing ways. My



Trey Higgs, Krista Putnam, Gene
Cernan, Barb Higgs, Howard Putnam

father-in-law would have turned 85 at the end of July. At the end of July, my husband and I expect our first grandchild. Bill would have liked that.

Coordination Critical As Water Efficiency Activities Escalate

By: David Viola, Technical Director

The emergence of green building and water efficiency as national priorities is the impetus behind thrusts by several organizations and agencies to launch water efficiency initiatives involving plumbing fixtures and fittings. Each of these efforts has the potential for overlap and conflict. Increasing the likelihood of divergent outcomes are two competing coalitions engaged in a race to be the first to publish their respective standards. The scramble to gain a competitive advantage makes our on-going activities of coordinating efforts, ensuring industry's voice is heard and preventing overlap and conflict extremely important.

The U.S. Green Building Council (USGBC), the American Society of Heating, Refrigeration and Air-Conditioning Engineers (ASHRAE), and the Illuminating Engineering Society of North America (IESNA) have tentatively set January 2009 as the completion date for the ANSI green building standard they are jointly developing. The standard is based on the LEED (Leadership in Energy and Environmental Design) Green Building Rating System® and is entitled SPC 189 Standard for the Design of High-Performance, Green Buildings, Except for Low-Rise Residential Buildings. The committee is currently trying to address indoor water reduction strategies which include plumbing fixtures and fittings. ASHRAE has also announced plans to develop a standard to provide baseline requirements for the design of buildings, landscapes, and mechanical systems that minimizes water used to operate HVAC, plumbing, and irrigation systems. As work hasn't started yet, it is unknown how this effort will dovetail with existing activities.

At the same time, the Green Building Initiative (GBI) is adapting its Green Globes building rating system into an ANSI standard. GBI has set a target for completion of early 2008. The title of the standard is GBI 01:

Green Globes Design - Commercial Green Building Assessment Protocol. The committee is also trying to address indoor water reduction strategies that involve plumbing fixtures and fittings.

The National Association of Home Builders (NAHB) has announced plans to convert their existing green home building guidelines into an ANSI standard. The first edition of the guideline was published in 2005 and included incentives for using plumbing products using less water than federal law.

WaterSense, the recently established voluntary program sponsored by the U.S. Environmental Protection Agency (EPA), has several water efficiency initiatives underway. The WaterSense Program is attempting to develop voluntary specifications that differentiate water efficient products in the marketplace. A High-Efficiency Toilet (HET) specification requiring less than 1.3 gallons per flush will be finalized shortly. A draft specification for reduced flow rate residential lavatory faucets will be released before this article is published, and an internal investigation is underway about pursuing a future specification for showerheads.

EPA has also established a WaterSense New Homes Initiative, where they are evaluating what role it should play in building a national program for water efficient new homes. EPA is currently considering three program options: (1) develop a completely free-standing program, (2) provide input to other homebuilding rating systems and encourage them to improve their product in regards to water efficiency, and (3) develop criteria to be adopted into other existing programs.

The California Energy Commission (CEC) received an unsolicited showerhead research proposal and is contemplating whether to provide funding for it. It is my understanding that the goal of the research is to

provide recommendations on possible regulations involving showerhead flow rates.

What are PMI and its members doing?

PMI has continually invited stakeholders from water utilities, EPA, USGBC, GBI and NAHB to PMI Meetings to discuss issues, gain a better understanding of the issues and facilitate cooperation. PMI and many of its members are participating in most of the water efficiency activities. Recently, in an effort to centralize and coordinate the numerous parallel activities, PMI and several of its members have been working through the ASME A112.18.1/CSA B125.1 Joint Harmonization Task Group (JHTG) to bring the CEC, EPA and water utilities together to collectively work on potential water efficient plumbing products requirements and research activities. It is hoped that this effort will help in identifying research gaps, reaching consensus on reduced flow rate levels for faucets and showerheads, and developing potential performance requirements.

PMI will be quick to alert ANSI to violations of procedures if any conflicts emerge between standards, since many of the parallel activities are being developed under the ANSI process.

Finally, I am looking forward to working with the newly created Alliance for Water Efficiency (AWE) to advance PMI's mission of promoting water efficiency and ensuring that national and regional are coordinated and harmonized. As always, PMI will pass along details as they emerge.



David Viola

American Standard, A Story Of American Ingenuity

By: Lori Palcheck, Office Assistant With Input Provided By American Standard

American Standard traces its roots back to 1872, when **John B. Pierce** opened a tinware shop in Ware, Massachusetts that would later merge with others in 1892 to become the American Radiator Company.

Just three years after Mr. Pierce opened his business, Irish immigrants **James Arrott** and **Francis J. Torrance** saw a business opportunity in protecting the health of the nation. They bought a bankrupt kitchenware factory in Pittsburgh and began making cast-iron water closets, washstands and bathtubs as Standard Manufacturing. The company merged with several other small plumbing manufacturers in 1899 to form the Standard Sanitary Manufacturing Company.

Standard Sanitary pioneered many of the plumbing product improvements introduced in the early part of this century, including the one-piece toilet, built-in tubs, combination faucets and tarnish-proof, corrosion-proof chrome finishes for brass fittings. By 1929, Standard had become the world's largest producer of bathroom fixtures.

That same year, the Standard Sanitary Corporation merged with American Radiator Company to form the American Radiator and Standard Sanitary Corporation, later changed to "American Standard" in 1967. The company is still the world's leading producer of bathroom and kitchen fixtures and faucets, sold under such brands as American Standard® and Ideal Standard®, for consumer and commercial markets.

The ingenuities pioneered by American Standard include ceramic disc valving technology, patented in 1980, which keep faucets drip-free and callback-free for a lifetime of use. In 1987, American Standard lightened the industry's work load with Americast, a lightweight enameled improvement to cast iron bathtubs and kitchen sinks.

In recent years, American Standard has focused on innovations that make life easier for consumers, thus making

sales easier for the trade. The flapper-free Champion® Flushing System employs the industry's largest diameter trapway at 2-3/8 inches to virtually eliminate clogging while backing performance with a 10-year warranty. In 2005, American Standard introduced FloWise™, a 1.28 gpf High Efficiency Toilet (HET) that uses a traditional single flush lever-handle for a quiet powerful and trouble-free flush. More recently, American Standard re-engineered its well-known Cadet® series with Cadet 3, the first toilet that helps keep itself clean. Cadet 3 features the exclusive silver-based EverClean™ finish on all exposed surfaces.



American Standard's Cadet 3 toilet

An EverClean finish was also added to American Standard faucets, so that one wipe effortlessly removes dried water spots and other dirt without harsh cleaning chemicals. American Standard has invested in technology to reduce time and errors associated with faucet and toilet installations. Speed Connect™ features reduce installation time by 30 percent.

"American Standard seeks to create added value in our products to help our channel partners differentiate their businesses and increase profitability throughout chain," said **Pete DeMarco**, American Standard's Director of Compliance Engineering and the company's current primary PMI

representative.

American Standard's PMI involvement began in 1981 through the

American Standard

plumbing business unit now known as Americas Bath & Kitchen. The plumbing business is one of three that comprises today's American Standard, a \$10.3 billion global manufacturer. In air conditioning, sold under the Trane® and American Standard® brands, the company is a leading global provider of indoor comfort systems and comprehensive facility solutions. A worldwide leader in vehicle control systems, American Standard makes vehicle braking, stability, suspension and transmission control systems for heavy commercial vehicles under the WABCO® name.

American Standard is included in both the S&P 500 and the Dow Jones Sustainability North America Index, which recognizes the top 20 percent of leaders in corporate sustainability in North America. The company stock trades on the New York Stock Exchange under ticker symbol ASD.

PMI has had the pleasure of American Standard's membership for over 25 years. PMI has benefited from the involvement of Pete DeMarco, Director of Compliance Engineering, who has served on the Board of Directors since January 2004 and currently is co-chair of the Technical Standing Committee as well as this year's PMI Treasurer. Recently, **Mark Malatesta**, Engineer, Technical After Sales, began serving as co-chair of the Member Services Committee in Fall of 2006.

We value American Standard's involvement and look forward to their continued participation.

PMI Spring Meeting – Mark Your Calendar For April 1-4

By: Maria Bazan, Association Manager

Mountains. Water. Sky. Heaven. That is the motto of The Grove Park Inn Resort and Spa the location for the 2007 PMI Spring Meeting. The meeting will be held April 1-4, again following the Sunday through Wednesday format with a golf outing planned for Sunday morning on the Grove Park's famed 18-hole Donald Ross course.

Although only minutes from downtown Asheville, NC you will feel like you have entered a separate world. The Inn has something to offer for everyone right on property from the newly expanded sports complex which includes an indoor pool, indoor and outdoor tennis courts, racquetball, and the latest exercise equipment to the 40,000 square foot spa that offers an

array of treatments. Enjoy walks along hiking paths that surround the Inn or relax on the veranda in a rocking chair taking in the view of the Blue Ridge Mountains. Stroll through studios featuring local artists and craftsmen in downtown Asheville or visit the nearby historic Biltmore Village, Biltmore Estate, the Thomas Wolfe Memorial, or Chimney Rock Park. Visit their website for more information on the Inn at www.groveparkinn.com.

PMI has secured a special room rate of \$149 with the registration deadline of March 1. Call 800-438-5800 to make your room reservation and make sure to ask for the PMI room block. Online registration will be available for the meeting registration

fees very soon. Remember you can now register with your credit card.

The Spring meeting agendas are in the works and will be emailed out when they are finalized next month. Be assured that we will provide another action-packed session, with timely topics and relevant speakers.

Watch for emails coming soon from PMI regarding the 2007 Spring Meeting or call us at 847-884-9764 with any questions.



Maria Bazan

PMI-CDA Roundtable Discussion Held December 13

Bob Weed of the Copper Development Association (CDA) and **Barbara Higgens** of the Plumbing Manufacturers Institute (PMI)

welcomed attendees and briefly summarized the intent of the joint Roundtable session.

Barbara explained to the group the recent events surrounding the passage of AB 1953 and complimented the members of the coalition for their efforts, phone calls, letters, and visits to legislators.

The 44 PMI and CDA member attendees heard reports from industry experts - **Dr. Barbara Beck** of Gradient Corporation; **James Carlin** of



Barbara Higgens of PMI, **Bob Weed** of CDA, and **Dr. Barbara Beck** of Gradient Corp.

the United States Geological Survey (USGS); **Steve Robison** of the American Foundry Society (AFS); **James Mallory** of the Non-Ferrous Founders' Society (NFFS); **James Bourque** of the Canadian Institute of Plumbing and Heating (CIPH); as well as the lobbyists from both organizations and PMI's technical director.

The Roundtable concluded with an open floor dialog and a question and answer session.

A survey was sent to the attendees following the Roundtable and the results are included in this issue of *PMI News*.

The bottom line is that concerns with the bill have not dissipated now that it has been signed into law. There are no immediate solutions or alloys on the horizon which meet all requirements. The law is not needed —

products are safe. The language is unclear. There is no enforcement mechanism. The work of the PMI-CDA coalition continues.



Jason Bourque of CIPH, **James Mallory** of NFFS, and **Steve Robison** of AFS



Christian Richter, PMI Lobbyist and **John Arnette**, CDA Lobbyist



PMI Member Companies In The Industry News

(From PMSupplier Oct. 2006)

An article titled, "The Challenge of Balancing Conservation & Efficiency" written by **Jeff Baldwin**, Design Engineering Manager for T&S Brass and Bronze Works, Inc. discusses the importance of water efficiency, improving technology and changing behaviors, and water efficiency programs. Jeff also serves as the company's Conservation Subject Matter Expert (SME).

(From Supply House Times Nov. 2006)

BrassCraft was awarded supplier of the year, leadership in the Plumbing Division.

BrassCraft appointed **Larry Griffin** Channel Manager for Wholesale Sales and **Beth Vessels** has joined BrassCraft as Retail Channel Manager.

An article about the California Lead Bill AB 1953 becoming a law contains quotes from **Barbara Higgins**, PMI, regarding details of the bill, possible responses, and disappointments.

At its 2006 North American meeting for the Plumbing & PVF divisions held in September, **Moen** was recognized by members and suppliers with a Recognition of Excellence award. Moen was honored as supplier of the year, performance, in the plumbing division.

Elkay Manufacturing Co. announced plans to consolidate Elkay Coldwater, Ontario, manufacturing operations with existing North American facilities.

Falcon Waterfree Technologies named three new Vice Presidents and a Director of Technical Services: **Mike Schmidt**, Vice President, Operations; **Bill Stimer**, Vice President, Customer Experience; **Randall Goble**, Vice President, Marketing; **Jim Rice** Director, Technical Services.

Delta Faucet Co. and the Plumbing-Heating Cooling Contractors Association (PHCC) awarded six \$2,500 scholarships to students attending four-year colleges who are entering a plumbing-heating-cooling career during PHCC's annual meeting in Chicago during Network '06.

VitrA USA introduced a glazing technology applicable to all ceramic plumbing fixtures that the company reports results in 99.9% bacteria free bathroom products.

Hansgrohe offers the Pharo ShowerArc showering system.

Price Pfister's new Hanover collection includes a hi-arc pull-down kitchen faucet with an anti-splash spray volume control spray head.

Elkay and In-Sink-Erator hosted a gala opening reception for both ASA and PHCC on Tuesday, Sept. 26, in Chicago at the ISH North America Trade Show, Network '06 Opening Reception. In attendance were: **Jack Krecek**, Vice President, Marketing; **Jack Edl**, President; **Stan Bandur**, President North American Operations; **Ron Katz**, Chairman and CEO; **Bill Blaine**, Senior Vice President of Sales all of Elkay.

Globe Union's **Gerber Plumbing Products** and Danze hosted a hospitality event at the Palmer House Hilton during Network '06.

T&S Brass and Bronze Works was named South Carolina's Small Manufacturer of the Year for 2006 by the South Carolina Chamber of Commerce and the National Association of Manufacturers (NAM).

Gerber Plumbing Products LLC won first place for its new Wicker Park faucet collection, featuring contemporary, minimalist European styling at the ISH North America New Product Showcase.

(From Reeves Journal Nov. 2006)

VitrA USA has retained Bailey Sales & Associates, based in Seattle, to serve as its manufacturers representative for the Pacific Northwest. **Akgun Seckiner**, VitrA's Manager of Plumbing products is quoted in the article.

In an article which discusses advances in technology driving the electronic plumbing market, titled "Look, Ma, No Hands!" PMI members **Richard Nortier**, manufacturing resource manager for Sloan Valve Co. and **George Spear**, Commercial Marketing Manager for Moen Inc., are quoted.

Gerber announces a new collection of modern-styled electronic faucets.

(From the Wholesaler Nov. 2006)

An article titled, "PMI disappointed with California Bill; calls it arbitrary, flawed, redundant" elaborates on the flawed formula that is used to evaluate products that already undergo proven, rigorous testing under a federally-approved certification system according to **The Plumbing Manufacturers Institute**.

Sloan Valve Co. offers the Optima Plus ERF Series sensor-operated faucet which uses RF technology that provides a wireless link between the spout and the battery-powered control module.

TOTO USA's Aquia dual-flush toilet is in the news. It enables users to select the level of water used when flushing—1.6gpf or .9gpf. It saves about 20% more water than an ultra-low flow toilet.

VitrA USA's Dual Flush Technology system features two separate flush volumes with choices of 0.8 gpf or 1.6 gpf.

Continued on page 7

PMI Member Companies In The Industry News

Continued from p.6

Elkay honored Joe Curcio of Maloney & Curcio Inc. in Linden, N.J. with its Sales Representative of the Year award.

(From Plumbing Systems & Design Nov./Dec. 2006)

TOTO USA is a 2006 Industry Award winner. The Industry Award is presented by ASPE biennially, to a company for outstanding service to the advancement of plumbing engineering technology.

Moen's line of Freehand™ electronic flush valves feature advanced electronic circuitry.

Bradley Corp. has enhanced the online sizing guide for its Navigator® Thermostatic Mixing Valves to include new valve products and more sizing options for determining building water usage.

Tim Kilbane of Symmons Industries received the 2006 Special Award of Achievement from ASPE President, **Joe Scott** for his "Commitment to the Society and the Advancement of the Profession for his Dedicated Work in the Area of Scald Protection."

The Plumbing Manufacturers Institute (PMI) is mentioned in the article, "Everything Old Is New Again." It states, PMI took the leadership role in dealing with the legislators regarding minimal flow and flush rates and was able to provide the material for the federal Water Policy of 1978. Once again the state of California is calling for further flow and flush rate reductions and a group of industry professionals from PMI and other groups are in place to provide a resource for the authorities.

(From Plumbing & Mechanical Nov. 2006)

PMI's **Barbara Higgins** is quoted in the article, "California Lead Bill Becomes Law." Ms. Higgins states

that there are no faucets on the market that meet the new standard and that there are no simple replacement alloys.

(From Reeves Journal Dec. 2006)

The Plumbing Manufacturers Institute's President and Board Members for 2007 are listed.

John Davies of Alsons Corporation has a new role, Vice President of Sales and Marketing.

John F. Fitzgerald has joined Chicago Faucets as Director of Marketing.

(From KBB Nov. 2006)

The article "Politics As Usual" by PMI's Executive Director, **Barbara Higgins** is featured regarding California's AB 1953 the lead bill — now law.

(From Wholesaler Dec. 2006)

This past Spring **Hansgrohe** completed the remodeled Showerworld space which offers 20 different working systems. Designers, contractors, architects and showroom personnel will enjoy the full luxury shower experience at Aquademie® training seminars.

The Press Release of the **PMI** Fall Meeting and a summary of the events appears.

An article written by **Tim Millay**, Director of Commercial Sales at Moen Inc. describes the commercial industry's newest trends — hands free bathrooms and the reasons for this growing trend: the high cost of illness and significant energy and water cost savings.

Gerber's Viper gravity-fed toilet offers superior flushing performance in a toilet that is well suited for everyday use and features a **Fluidmaster** fill valve.

PMI's 2007 slate of officers and Board of Directors appears.

(From Contractor Dec. 2006)

A story appears on "Urban Infill a Trend in Construction Will be Felt by Contractors" as the topic of the presentation by Clark Ellis and John Doherty of FMI given to **PMI** members at the October Meeting at the Omni Shoreham Hotel in Washington, DC.

A water-efficient showerhead from **Delta Faucet Co.** with the company's H2okinetic Technology has been selected as one of the Top-10 Green Building Products for 2006 by the editors of *Environmental Building News* and the *Green-Spec Directory*.

(From PMEngineer Dec. 2006)

A story appears on the full range of speakers at the **PMI** Fall Meeting who addressed the issue of water conservation.

(From Supply House Times Dec. 2006)

Elkay's Plumbing Products division named Harry Warren Inc. as its sales representative agency in Florida.

A Belated Thank You

The recent PMI member news [about the loss of Chad Vollmer] made me think if I had ever thanked you and PMI for the donation to the American Cancer Society on behalf of my late father-in-law. You may recall I had to leave the Spring 2006 meeting due to my father-in-law's (James Sandys) death, and I think I may have been remiss in expressing thanks from the Sandys family to PMI. My apologies for taking so long.

Thank you.

Joseph Dodd
Moen, Inc.

Meet Stephanie Leonardos - PMI's New Director At Large

by: Lori Palcheck, Office Assistant



Lori Palcheck

It's a new year and PMI has a new board member who has already started serving, **Stephanie Leonardos**, President and CEO of

Amerikam, Inc. Amerikam has

been a member of PMI since 2003 and Stephanie is not the only Amerikam employee who is involved with PMI. **Mike Regelbrugge**, Amerikam Research and Development Manager currently serves on the PMI Lead Working Group and previously was Co-Chair of PMI's Faucet Product Group.

It is easy to see why Stephanie is involved with PMI by the thoughts she expressed about PMI. She believes, "PMI membership is paramount in our industry. The high level of professionalism from the staff brings the critical information essential for business strength. It is an essential part of our business success. It is as if the staff is an extension of our own organization: planning, anticipating and carrying out initiatives, while constantly reviewing what is meaningful and useful not only for now but for the future. That vision is clearly important to our ever changing industry. The synergy with the membership and staff is very powerful and I see the leadership ensuring it will also be sustainable."

Stephanie learned about PMI's leadership and influence on the industry first hand this past October at the PMI Fall Meeting held in Washington, DC where staff and members had the pleasure of getting to know Amerikam's leader, Stephanie Leonardos at her first PMI meeting.

Prior to joining Amerikam, Stephanie held numerous management positions in operations with North American Philips Corporation,

Consumer Products Division and AMCA International, a Canadian, U.S. Overhead Steel Crane Industry. She has been with Amerikam for 16 years. She received her undergraduate degree from Mt. Union College in Ohio and Masters Degree from Kent State University. One of the internship programs she developed at the university continues to be a model for programs nationally. It is on-the-job experience for students in their area of study.

Stephanie commented, the slogan of Amerikam, "Imagine the Possibilities" represents their people, processes and products and is closely aligned with Stephanie's own philosophy of management which is to create an organizational environment for people to successfully thrive in. For example, under Stephanie's leadership as President since 1997, the Research and Development Department and resources have expanded as patented designs in flow control, the universal ceramic valve, have bolstered the success of many customer companies worldwide.

Amerikam and Stephanie believe that "Quality of Life at work is an important part of the Business Plan." As a result of this belief, Amerikam has received the Chamber of Commerce Business of the Year Award for economic development, innovation and community service.

Stephanie tells us that one of her "secrets of success" is: Teach and



Stephanie with students

always be a ready student. Amerikam continues to be an educator in that Amerikam's continued involvement with Ferris State University and The

Kendall College of Art and Design has been an example for other corporations. According to Stephanie, "Collaboration with academia not only helps companies but also trains the next generation of designers, manufacturers and leaders. I believe it is our responsibility to do just that." Stephanie recently co-chaired the "Commission for the Future," a project with CEOs nationwide developing a strategic plan for business and industry and colleges to prepare a job ready workforce in a worldwide marketplace.

Stephanie's interests go beyond business. Stephanie is Vice-Chairman of the Grammy nominated Grand Rapids Symphony and traveled to Carnegie Hall with the symphony for a performance last year. Stephanie elaborated, "Music brings people together; it overcomes boundaries and restores the soul in many ways. I enjoy Gregorian Chants; perhaps this again is a reflection of the strong influence nuns had on my life. I was taught to persevere; all things are possible with hard work and faith and to never give up hope. The nuns were real motivators. I laughed at a meeting of community members once when I was sitting next to a Dominican nun and found myself 'sitting up straighter', enunciating clearly and folding my hands orderly on the table. Some lessons do stay with you. She also laughed when I told her about it."

It follows naturally that her personal credo is: Have the serenity to accept the things I cannot change, courage to change the things I can and the wisdom to know the difference. Stephanie shared, "This is a daily reminder, even at the busiest time of business experiences, downturns, acquisitions and through all the ups and downs."

Another important contribution she has made is her work with Betty Ford in establishing the first alcohol treatment center in Grand Rapids, Michigan for women and their children and she was acknowledged by

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Meet Stephanie Leonardos - PMI's New Director At Large

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Congressman Vern Ehlers for her leadership.



The Leonardos Family

On a personal note she recently restored an historic home from the 1850's near the historic covered bridge in Ada, Michigan. The Leonardos family uses it as a guest house and the Ada Historic and Art Councils use the home for community meetings and events. It has served as a catalyst for the village to promote restoration in policies and regulations too. The restoration was highlighted in *HOME Magazine*, promoting restoration of historic homes. (This included the

decision for the decorative plumbing that added to the integrity of the period.)

In addition to this full list of accomplishments and interests, Stephanie is married to husband, George, she has two grown children, one child presently attending college and she is grandmother to seven. It is hard to believe that she still has time to vacation and told us that her favorite trip was returning to Greece where her husband, George, was born and raised. They traveled to be with son Nicholas who was studying abroad last year and attended a family reunion. She felt that the father/son experience visiting all the places of George's childhood was a lasting educational experience far

beyond attending a university in Athens.

The photograph shown here of Stephanie in the Betsy Ross costume distributing American flags to parade attendees at the local 4th of July parade with her granddaughter captures the many interests and diversity of Stephanie Leonardos. We look forward to Stephanie's surprises and contributions to PMI. Welcome to the board Stephanie, we are glad to have you!



Stephanie and her granddaughter

Marine's Proud Family Offers Condolences

The news of Chad Vollmer has hit home to another PMI Member who shared that he and his wife, Becky, are very proud and grateful parents. This past October 27, **David Slobuszewski**, Manager Customer Service and Sales at NEOPERL, Inc. and his wife celebrated their son Jason's graduation from the Marines at Parris Island, South Carolina. Jason, 18, is currently in further training at Camp Johnson North Carolina, part of Camp Lejuene. David expressed his pride and gratitude for the armed service personnel, who they hold in *highest regard*. He also shared that his family prays regularly for the general armed forces population and numerous

soldiers, and weekly they join other families in prayer as well, to provide comfort, support, and encouragement to each other.

David offered that he will add the Vollmer family to his list of prayers for comfort and peace at this time.

David also suggested for others who are facing a situation like this that they read these two books: "*True Freedom: The Liberating Power of Prayer*" by Oliver North and Brian Smith and "*A Greater Freedom: Stories of Faith From Operation Iraqi Freedom*" by Oliver North, Sara Horn, and Sarah Ann Horn. This is a powerful first-hand account about service in Iraq.



The Slobuszewski Family: (l-r) Dana Jean, Jason, Becky, David, and proud brother Nathan



Part of Jason's Platoon

As requested at the Fall 2006 PMI Meeting, featured speaker and China expert Michael Colopy, Foreign Affairs Specialist of International Commerce Consultants, has provided a reading list of pertinent books on China with his personal synopsis of each:

Chinese Lessons, by John Pomfret; *Oracle Bones: A Journey Between China's Past and Present* by Peter Hessler; *China Syndrome* by Karl Taro Greenfeld; *One Billion Customers: Lessons from the Front Lines of Doing Business in China* by Jim McGregor; *When China Ruled The Seas: The Treasure Fleet of The Dragon Throne, 1405-1433* by Louise Levathes; *The Coming Anarchy: Shattering the Dreams of the Post Cold War* by Robert Kaplan

We have included the synopsis as a separate page with this issue of *PMI News*. Please contact PMI if you would like further information on these publications.

News From Around The Industry

(From Press Release: Alliance for Water Efficiency Dec 28, 2006)

A charter Board of Directors has been named for the Alliance for Water Efficiency (AWE). **David Viola** of PMI is one of the 19 individuals on the Board. The Board will formally convene next month and begin its work to develop the organization and its membership.

Congratulations to **David Viola**, Technical Director of the Plumbing Manufacturers Institute (PMI) for his appointment as a Principal member of the National Fire Protection Association (NFPA) Technical Committee on Manufactured Housing. More information on this committee, industry involvement, and membership can be found on the NFPA website at www.nfpa.org.

(From Press Release, The World Plumbing Council Dec. 7, 2006)

The World Plumbing Council (WPC), "the United Nations" of the plumbing industry enables the sharing of international knowledge and helps to facilitate an improvement in plumbing standards for the benefit of the worldwide community. Each year the WPC offers a scholarship open to plumbing trainers in any sector of education across the world and offers the winner the opportunity to visit a country of his or her choice to study plumbing practice and standards. Phil Campbell, Plumbing code instructor and training coordinator for WPC member organizations from Las Vegas was the winner of the 2006 scholarship. The next scholarship will be awarded in August 2007 with applications due by June 30th. Further details are available on the WPC website, www.worldplumbing.org.

Once again, **The American Hardware Manufacturers Association** (AHMA) will be sponsoring and conducting the annual Hardlines Technology Forum®

(HTF®), bringing together hundreds of IT, logistics, merchandising, executive, and finance professionals to discuss leading technology issues affecting the industry, including Supply Chain Management, RFID, Data Sync, Bar Coding, ASNs, and EDI. AHMA's 2007 Hardlines Technology Forum will be held April 22-25, 2007 At Disney's Contemporary Resort, Orlando, FL. Additional information and online registration are available at www.ahma.org.

(From ISH press release Nov. 2006)

Over 2,300 exhibitors will present their latest products and innovations at **ISH**, The World's Leading Trade Fair for the Bathroom, Building, Energy, Air Conditioning Technology, and Renewable Energies, in Frankfurt from March 6-10, 2007.

Rounding off the trade fair is an extensive fringe program with special shows, symposiums and competitions, which are of equal benefit to both visitors and exhibitors.

More information is available at www.ish.messefrankfurt.com.

(From PME Newsletter Oct. 2006)

Julius Ballanco, P.D., was elected the new president of the American Society of Plumbing Engineers at ASPE's biennial Conference and Engineered Plumbing Exposition, held Oct. 21-25 in Tampa, FL. An exclusive interview with Julius Ballanco is in the Nov. 06 issue of PME which describes his goals for ASPE.

(From a Press Release from the Bathroom Manufacturers Association (BMA))

At the BMA's (**Bathroom Manufacturers Association**) Inaugural Conference held in October agreement was reached that there needs to be a collective effort, to address the problem of water scarcity. The Water Saving Group believes metering will save water and on November 20, Environment Minister Ian Person

announced a consultation on metering for areas affected by serious water stress. Other governments believe dual flush could be the solution.

On December 13, 2006 the Water Efficiency in New Buildings consultation document containing proposals for new homes, extensive renovations and new commercial buildings in England and Wales was released. BMA Water Efficiency Working Group Chairman **Roger Cooper** stated that the way forward is to work together. The Government is proposing three options in the consultation document. These include reduced performance standards by almost 30 litres of water per person per day, maximum standards for key fittings, or a do nothing approach. Cooper adds that manufacturers would like to see incentive schemes for water efficient products. Additionally, to make significant water savings the consumer must be properly educated in water efficiency.

PMI had recently joined the World Plumbing Council (WPC). Membership in the group includes organizations like PMI from around the world, as well as certification bodies (e.g. IAPMO) and labor. One of the group's initiatives is to raise the visibility and credibility of WPC through a closer relationship with the World Health Organization (WHO). The goal is to fund **John McBride**, a plumbing professional from Australia, for two years as a liaison from WPC to the WHO, based in Geneva, Switzerland. Members are each asked to pledge \$10,000 toward to the first year's budget of \$125,000. WPC will contribute \$50,000 to the cause. If one-year's funding is not collected this year, the project will be cancelled. In response to a request by **Barbara Higgs** the PMI Board of Directors approved a contribution of \$10,000 in PMI funds to the WPC/WHO liaison effort.

Washington Gets Down To Business

By: Christian Richter, PMI Lobbyist

The holiday lull and somber atmosphere of former **President Ford**'s funeral quickly gave way to an explosion of activity in Washington as lawmakers kicked off the 110th Congress in early January. The first week of the year began with newly elected and veteran members alike being officially sworn in and early remarks clarifying the near term priorities of the new leadership on Capitol Hill. Democrats, who now effectively control the House 232-202 and the Senate 51-49, were eager to get things underway under their leadership.

Newly-elected House Speaker **Nancy Pelosi** (D-CA) rolled out some key items on the Democrats highly touted first "100-hour" agenda. Among the issues to be taken up immediately are strict new lobbying, travel and ethics rules in the wake of congressional corruption scandals last year, more light on the famous and unrelenting practice of "earmarking" dollars to members' home districts, and bringing back the "pay-go" budget rule that requires Congress to offset tax cuts or new spending with cuts somewhere else.

Democratic leadership in the House and the Senate could likely take some different paths on lobbying and ethics

rules, but the end result could spell significant change in some areas. There's already been a little wrangling over one of the proposals, which would mandate annual ethics training for all congressional employees (some are balking about whether the passage of the new mandate implies there are too many bad apples employed on Capitol Hill).

And the action doesn't stop here. Before long – meaning in the coming weeks – Congress will likely take up other items on the Democratic agenda. Some of the most prominent include the controversial step for some of raising the federal minimum wage by an additional \$2.00 or more, to \$7.25 (which **President Bush** is moving to embrace), and formally adopting into law a short list of untouched recommendations by the bipartisan September 11 commission.

And following these? More action in line with Democrats' focus on helping middle Americans and curbing the perceived undue influence and profits of big business. Here we'll likely see action soon to lower interest rates on student loans, changes to Medicare that would allow the government to negotiate lower prescription drug prices with the drug

companies, and yanking subsidies for oil companies in order to fund alternative energy sources.

Congress is getting down to business.

There is, not surprisingly, a good deal of talk about bipartisanship, solving the nation's problems and tackling our many challenges ahead. To some, like come-back Connecticut Senator **Joe Lieberman**, there are real opportunities to make the Senate and the House more effective venues for accomplishing the people's business. This was reflected already in one of the first early "off the record" sessions held the first week of January between Senate Democrats and Republicans. There, they discussed issues of the day and talked about how to work together better on a number of fronts.

The usual conflicts and difficulty will no doubt enter in very soon. But for the opening day of the 110th Congress, it was a good start.



Christian Richter

China Sales Mission And Seminar Series: Hangzhou, Xian, And Chengdu April 16-20, 2007

The US-China Build Program, a non-profit program funded by the Department of Commerce and Foreign Agricultural service, the Evergreen Building Products Association, and its partner organizations is organizing its sixth annual sales mission and seminar series for US building materials manufacturers and suppliers to three of China's growing housing markets: Hangzhou, Xian, and Chengdu.

The mission will include half-day seminars about the benefits of building American-style housing and using

American building materials. The seminars will include information to familiarize Chinese developers, architects, and importers about the benefits of using US building materials including energy efficiency, testing standards, and quality.

Each seminar also includes ten, ten-minute speaking slots for participating US companies to promote their products and two mini-trade show sessions featuring table company displays.

DEADLINE: Seminar presentation

slots are limited to the first ten companies who register. Additional companies are welcome to participate in the mini-trade shows. Companies must register before February 1 in order to have company information included in the direct mailer promoting the event. Speaking slots fill quickly, so please register early.

For more information please visit the Events page at www.uschinabuild.org

PMI Staff Celebrations

Congratulations to PMI's Texas lobbyist Dan Hinkle and his wife Dee on the recent marriage of their son, 1st Lieutenant Travis to new daughter-in-law Amy. They were married on August 13, 2006.

Pictured from left to right, are son-in-law Dale, daughter Kay Dee, Dan, Amy, 1st Lieutenant Travis, Dee and daughter Victoria.



The PMI staff gathered for a toast and dinner celebrating the holidays at Cooper's Hawk Winery in Orland Park, IL.

First Row (l-r) Dave and Maria Viola; Lori and Tony Palcheck. Second Row (l-r) Maria and John Bazan; Trey and Barb Higgins

PMI Extends Deepest Sympathies



Sgt. Chad Vollmer

Sgt. Chad J. Vollmer, aged 24, was placed in the hands of his Lord on December 23, 2006 while serving his country in Iraq as part of the Army National Guard E. Company, 1st

Battalion, 125th Infantry, also known as the "Hooligans."

Chad loved the military and loved his country. He had the opportunity after 9/11 to participate in the United States Homeland Security Initiative at the Kent County International Airport and in Detroit at the Ambassador Bridge to Canada. At the time of his death he was serving his second tour of duty in the service of his country outside of the U.S.

Survivors include his parents **Sandi and Terry Vollmer** (Terry is president of Electro Chemical Finishing), his

sister Heather and her husband, four uncles, three aunts and many cousins. Chad was laid to rest on January 4 in Grand Rapids, MI with Army Chaplain Major Timothy Mattison officiating. Memorial contributions may be made to the Michigan Fallen Soldiers Fund.

Everett Wilcox, chairman of the board of Leonard Valve Co., passed away at age 89. He began his employment at Leonard in 1938, and was elected president in 1955, remaining in that position until 1991, when he was appointed chairman. In 1973 he served as President of the Plumbing Manufacturers Institute. Should friends desire, memorial gifts can be made to Saint Elizabeth Home, One Saint Elizabeth Way, East Greenwich, RI 02818 or to the Everett C. Wilcox Family Health Center, c/o CCAP, 311 Doric Ave., Cranston, RI 02910. Information and condolences at www.carpenterjenks.com.

2007 PMI LEADERSHIP

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