

## UPCOMING EVENTS

### October

- 7 - 9<sup>th</sup> **63<sup>rd</sup> Southwest Supply Management Conference, Plano, TX**
- 13<sup>th</sup> **NAPM-Houston Dinner Meeting**
- 14<sup>th</sup> **CPSM Bridge Review**
- 15 - 16<sup>th</sup> **CPSM Review**
- 22<sup>nd</sup> **ISM Satellite Seminar** - "Navigating the Numbers: A Supply Manager's Guide to Defining and Applying Economic and Financial Concepts"

### November

- 10<sup>th</sup> **NAPM-Houston Dinner Meeting**
- 19<sup>th</sup> **Seminar - "The LeaseSpeak System™: Your Guide to Saving Money on Leases"** presented Mary Redmond, Independent Lease Review, Inc.

**Check out the details for all events**

**[www.napmhou.org](http://www.napmhou.org)**

### **Pre-Meeting:**

**"Advanced Purchasing Data and Analytical Strategies"**  
by Samuel Temple

### **Location:**

**Sheraton Houston Brookhollow Hotel**  
3000 North Loop West,  
Houston, Texas 77092

### **Cost:**

**\$27** with Reservation,  
**\$30** at the door without reservation

### **When:**

**5:00 pm - Pre-Meeting**  
**6:00 pm - Dinner**  
**7:00 pm - Program**  
**8:30 pm - Adjourn**

## October 13th General Meeting

### "On-Boarding New Supply Management Talent at Shell"

**Shawn Shackelford and Marianna Simmons**  
**Shell Oil Company, Supply Chain Management**

By Mara Stanfield, C.P.M.

With ever-changing markets, Supply Management is a key component to ensure a company's success. Through the proper on-boarding of new graduates, a company can make certain the knowledge built over years is maintained and transferred to the next generation of Supply Chain staff. This presentation will show how Shell Oil on-boards, retains, and develops top talent through a structured program that prepares future Supply Management leaders.

### **Objectives**

- Identify the key features of Shell's On-boarding Program for new Supply Management Professionals.
- Highlight the benefits of a structured on-boarding program.
- Emphasize the development of strong Supply Management skills.
- Provide testimony promoting the effectiveness of Shell's program.

**Shawn Shackelford** is a 2006 graduate from Michigan State University. Shawn graduated in May 2006 with a Bachelor of Arts in Supply Chain Management from MSU and moved to Houston, TX, to start working for Shell Oil. He has been at Shell since June 2006 where he is a participant in Shell's Downstream Contracting & Procurement Graduate program. In his first assignment at Shell he worked in Shell Retail managing third party relationships for materials and services for Shell's 14,000 U.S. Shell branded gas stations. Shawn's current position is in Shell Lubricants where he manages third party relationships for Marketing goods and services for Pennzoil, Quaker State, and Jiffy Lube, Inc. Outside Shawn's normal scope of work he is a recruiter for Shell at MSU and a Shell United Way Campaigner. In addition, Shawn has been a member of ISM since 2006.

### **Marianna Simmons - Procurement Representative**

Marianna Simmons is a 2006 graduate from Texas A&M University in Industrial Distribution. She is originally from Venezuela. Marianna's first role in Shell was a Procurement Analyst where she supported the Supply and Distribution business for both Gulf of Mexico and the West Coast with the requisition-to-pay process. After one year she rotated to a procurement representative role for Shell Lubricants. Here she was responsible to manage \$35 million spend for packaging. Currently Marianna is a project manager for Category Management for Shell Downstream. Marianna started at Shell in January of 2007 and during this time she has taken an active role in university recruiting, on-boarding new graduates into Shell, organization of team building activities, as well as being a member of Shell diversity groups SHEN, Woman in CP, Network Next, and WAVE.

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# PRESIDENT'S MESSAGE



The fall season brings back many memories for me. Growing up in the north we experienced the splendor of leaves changing colors, the cool brisk air in the evening; it was football season and time for school to begin.

The kids have made it through the first few weeks of the ups and downs of a new school year and things had finally settled down. It is time to take a look at the year ahead and start making plans. Where are you in your career? Are your credentials fresh? Have you taken enough CEH hours to recertify? Joseph Britt, CPSM, is a dynamic asset to our members as chair of the Professional Development (Pro-D) Committee. The mission of the committee is to enhance expertise among the general membership through education and professional certification. The Pro-D Committee regularly offers the latest in skill-building; educational functions for free or at a nominal cost.

There is no time like the present to pursue enhancing your professional skills. NAPM-Houston's Pro-D volunteers have worked hard over the summer lining up 78 CEH hours available for your C.P.M. or CPSM recertification. Education opportunities include satellite seminars, dinner meetings, pre-dinner meetings and seminars on a number of topics. Take advantage of your membership benefits by visiting the NAPM – Houston website at <http://www.napmhou.org>

I encourage everyone to reach your personal goals. NAPM – Houston offers tools to assist you in your journey. Don't delay; stay on top of your profession!!!!

**Kim Wren, A.P.P.**

President, NAPM - Houston, Inc.  
[kim.wren@amegybank.com](mailto:kim.wren@amegybank.com), (713) 232-2134

**October 2009 Pre-Meeting:****“Advanced Purchasing Data and Analytical Strategies”**

Presented by **Samuel Temple**

**2009 - 2010 Dinner Meetings & RSVP Deadlines**

By: Laurie Oberhoff \* Communications Chairman

<b>General Meeting</b>	<b>RSVP Deadline By 5:00 PM</b>
October 13, 2009	Thursday, Oct 8, 2009
November 10, 2009	Thursday, Nov, 5, 2009
January 12, 2010	Thursday, Jan 7, 2010
February 9, 2010	Thursday, Feb 4, 2010
March 9, 2010	Thursday, March 4, 2010
April 13, 2010	Thursday, April 8, 2010
May 11, 2010	Thursday, May 6, 2010
June 8, 2010	Thursday, June 3, 2010
<b>No Dinner Meetings</b>	<b>July, August, December</b>

To RSVP for Dinner, email [napmhou@earthlink.net](mailto:napmhou@earthlink.net)

## 2008 – 2009 James O. Cox Outstanding Member of the Year Award

By: Edward M. Wahowski Chair James O. Cox Award Committee



**Michael P. Valant C.P.M., A.P.P.** was awarded the 2008 – 2009 James O. Cox Outstanding Member of the Year Award at the September 8, 2009 General Meeting. Mike's wife Sharon was able to join us for this special event.

NAPM Houston's Outstanding Member of the Year Award was

originally founded in 1953 to recognize long standing members who continue to volunteer to help operate our organization while demonstrating superior leadership and managerial capabilities in achieving their assigned tasks. It recognizes members who have performed exceptional service to NAPM Houston exemplifying true professionalism both on the job and within the community.

In 1973 the Outstanding Member of the Year Award was renamed to honor James O. Cox who was a journalist and member of the Houston Purchasing Agents Association chronicling our growth for over 34 years.

Mike Valant began his affiliation with ISM at the Tulsa OK affiliate in 1982 where he chaired the public relations committee and started that affiliate's news letter. He also served as the chairman of the registration and welcome committee for the Southwest Purchasing conference held in Oklahoma that year. While in Tulsa he earned his A.P.P. and C.P.M. certifications.

In 1993 Mike became a member of NAPM Houston and began volunteering with our organization in 1998. His NAPM Houston contributions include:

- 1998 Co-Chaired SW Purchasing Conference Registration Committee
- 1998 & 1999 Audit Committee
- 1999 – 2001 Special Activities Chair Coordinating Golf Fundraising
- 2003 – 2004 Vice President
- 2004 – 2005 84<sup>th</sup> President
- 2006 – 2007 Immediate Past President
- 2006 Business Survey Chair
- 2007 – 2008 Appointed Immediate Past President; Business Survey Chair
- 2008 – 2009 Special Activities Chair Coordinating Both Golf and the Trade Expo Business Survey Chair
- 2009-2010 Business Survey Chair

Mike is truly an exceptional member who continues to volunteer to assist us wherever he can.

Please join me in congratulating Michael P. Valant C.P.M., A.P.P. as this year's winner of the James O. Cox Outstanding Member of the Year Award.

## Professional Development Committee

By: Joseph R. Britt

### Certification recipients

Congratulations to our affiliate members who recently received a certification!!

**William Redmond, Lifetime C.P.M.** – Sept 3, 2009  
**Timothy Rowehl, C.P.M.** – Sept 2, 2009

## Supplier Diversity Group

By: Rose Berberian, MBA, CPSM, Co-Chair Supplier Diversity Group

Do you have a question regarding supplier diversity and wonder where to go for an answer? Well, wonder no longer. Now, you can send your question to [naphouston.supplierdiversity@gmail.com](mailto:naphouston.supplierdiversity@gmail.com) and receive an answer from our group which includes none other than Richard Huebner, president of Houston Minority Supplier Development Council. As one of the Supplier Diversity Group members, Richard is a wealth of information in the Supplier Diversity world and is available to answer your questions.

So, please send your questions to [naphouston.supplierdiversity@gmail.com](mailto:naphouston.supplierdiversity@gmail.com) and look for your question to be answered in the next NAPM-Houston Buyline.

## School Partnership Committee

By Matt Meyer - Chairman

Thank you to everyone who joined us in an evening of fun and giving! The award-winning Patrick Henry Middle School Mariachi Band helped us ring in a new year with some festive music during our Meet Your Committee pre-meeting. Along with the performance, Assistant Principal Monique Smith (Patrick Henry Middle School) and Principal Dr. Sue Bargaleski (Scarborough Elementary) were in attendance to accept the school supply donations. They were very grateful for our organization's willingness to help the local schools.

And a special thanks to Sharon Malkovicz and Laurie Oberhoff for the large donations of school supplies - we thank you very much for your support!

In other news, be on the look out for upcoming information regarding the Student Round Tables and Student Paper contests...

Interested in volunteering?  
Please contact Matt Meyer at  
[NAPM.Houston.School.Partnership@gmail.com](mailto:NAPM.Houston.School.Partnership@gmail.com)

# Seminars

## CPSM Bridge Review and CPSM Regular Review

Presented By: **Dr. Russell Morey, C.P.M., CPSM**

**When:** Wednesday, October 14 (Bridge only) –  
Thursday and Friday (Regular), October 15-16, 2009

**Location:** Sheraton Houston Brookhollow at 3000 North  
Loop West in Houston, TX 77092

**Time:** 8:00 a.m. - 5:00 p.m.

### Registration fees and deadline:

Bridge - \$150

Regular - \$150/day or \$225/Both days (Includes  
materials, continental breakfast and lunch) by Thursday,  
October 8, 2009.

For details, see link for "[2009-2010 Seminars](#)" on our  
website, [www.napmhou.org](http://www.napmhou.org)

## ISM Satellite Seminar:

### “Navigating the Numbers: A Supply Manager's Guide to Defining and Applying Economic and Financial Concepts”

Supply managers continue to find themselves immersed  
in a sea of numbers. To gain competitive advantage and  
navigate through today's rocky economy, supply chain  
professionals need the ability to make sense of a  
multitude of numbers -- what they mean, where they  
come from, how to forecast them, and how they impact  
supply management decisions.

**When:** Thursday, October 22, 2009

**Location:** Aramco Services Company at 9009 West  
Loop South in Houston, TX 77096

**Time:** 9:00 a.m. – 1:30 p.m. (Arrive 8:15 a.m. for check  
in)

For details, see link for "[2009-2010 Seminars](#)" on our  
website, [www.napmhou.org](http://www.napmhou.org)

## November 2009 Local Seminar: “The LeaseSpeak System™: Your Guide to Saving Money on Leases”

Presented By: **Mary A. Redmond**, President of  
Independent Lease Review, Inc.

Are you spending too much on your equipment leases?  
Do you know? How often have you experienced  
automatic renewals or extensions? Did the first lease  
invoice contain a few surprises that cost you extra  
money?

**When:** Thursday, November 19, 2009

**Location:** Sheraton Houston Brookhollow at 3000 North  
Loop West in Houston, TX 77092

**Time:** 8:30 a.m. – 12:30 p.m. (Arrive 8:00 a.m. for check in)

**Member registration fee and deadline:** \$65 by Friday,  
November 13, 2009

For details, see link for "[2009-2010 Seminars](#)" on our  
website, [www.napmhou.org](http://www.napmhou.org)

## January 2010 Local Seminar: “Process Based Leadership”

Presented By: **Seth Davies**, Managing Partner/Senior  
Consultant, Competitive Solutions, Inc.

In this interactive session, participants will receive a  
lively overview of the four key elements necessary to  
create and sustain a high performance mentality and  
process throughout any organization. The presenter will  
focus strongly on the role of organizational leadership to  
create, emulate, communicate, and reinforce the non-  
negotiable strategies necessary to sustain business  
success.

**When:** Thursday, January 28, 2010

**Location:** Sheraton Houston Brookhollow at 3000 North  
Loop West in Houston, TX 77092

**Time:** 8:30 a.m. – 12:30 p.m. (Arrive 8:00 a.m. for check  
in)

**Member registration fee and deadline:** \$65 by  
Monday, January 25, 2010

For details, see link for "[2009-2010 Seminars](#)" on our  
website, [www.napmhou.org](http://www.napmhou.org)

## NAPM – Houston, Inc. 2010 Boss of the Year Award

It is that time of year again to start thinking about the upcoming Boss of the Year Award. Each year in January; NAPM - Houston, Inc members are encouraged to make a nomination for their boss to be the NAPM - Houston, Inc Boss of the Year.

The 2010 Boss of the Year Award will be presented at the February 9, 2010 General Meeting. The deadline for nominations will be January 19, 2010 general meeting. Forms are available at the following link; <http://www.napmhou.org/AwardsCommittee.htm> and can be submitted at anytime.

## NAPM - Houston Career Advancement Award

Have you recently been promoted or changed jobs? NAPM Houston would like to recognize your accomplishment! Forms are available at the following link: <http://www.napmhou.org/AwardsCommittee.htm>

## NAPM - Houston, Inc. 2009 - 2010 Suppliers of the Year Awards

Each year, NAPM - Houston, Inc declare the month of March Supply Management Month. During the months of January and February, our Awards Committee Chairman encourages our members to submit a nomination for their Supplier of the Year, Inside Salesperson of the Year and/or an Outside Salesperson of the Year. A nomination for all three categories is not necessary, but greatly appreciated.

In March, NAPM - Houston, Inc. recognizes the Suppliers who have performed well in their realm of duties as a Supplier and should be recognized and appreciated for their efforts. These awards are presented during the Supplier Expo at our March 9, 2010 General meeting. Forms are available at the following link; <http://www.napmhou.org/AwardsCommittee.htm> and can be submitted at anytime.

## Certificates of Appreciation

Nominations can be accepted by the Board Of Directors at anytime during the year. As the Awards Chairman I will form a committee to review the nominations.

Remember this is not a nomination for an award, but rather a way to express both recognition and gratitude to Individuals, Companies, Members, Suppliers, etc. for their dedicated and tireless service to NAPM - Houston, Inc. Forms are available at the following link; <http://www.napmhou.org/AwardsCommittee.htm> and can be submitted at anytime.

## News & Notes

By: Jo Ann Prazak – Vice President

### Wedding Bells

Best wishes to Michael King, C.P.M. on his upcoming marriage on November 7th to Marsha Giraldez.

### Congratulations

Congratulations to Sheila Smith, C.P.M., A.P.P. who attained her Certified Purchasing Manager accreditation this past summer.

Congratulations to Carol Montgomery, Supplier Diversity Chairperson, on the birth of her grandchildren, twins born July 11th. A boy, Max, weighed 6 lbs. and a girl, Sonia, weighed 4 lb. 6 oz. Both are doing very well.

Congratulations to former NAPM - Houston president, Kimen Metzger, C.P.M. in earning her Bachelor's Degree in Business Management from University of Phoenix. Receiving her diploma on Saturday, September 12, 2009

### Speedy Recovery

We extend our best wishes to Sharon Malkovicz, C.P.M., Director at Large, in hopes of a speedy recovery from surgery she has scheduled soon.

If you have News or Notes please contact Jo Ann Prazak, C.P.M. e-mail them to [JoAnn.Prazak@SwiftEnergy.com](mailto:JoAnn.Prazak@SwiftEnergy.com) or (281) 423-0343

## NAPM – Houston, Inc. Welcomes Our Newest Members

By: Gail Fuselier – Immediate Past President

Amanda Bekele  
Mark Boldon  
Zcataline Brandley  
Randy Burkland  
Cynthia Johnston  
Kelly Faulk  
Tim Finnerty  
Veronica Hernandez  
Paige A. Hicks  
Graham Andrew Holland  
Julie Hoopes  
Alejandro Ibarra  
Kevin M. Kilian  
Robert Kittle  
Wendkouni A Ouedraogio  
Matthew Pavlas  
Amber Randall  
Navdeep Sohal  
Enrico Suarez  
Earlie Thomas  
Moylam Thompson  
Kevin D. Williams

## Congratulations On Your Tenures!

By: Laurie Oberhoff \* Public Relations & Communications Chairman

Congratulations to the following N.A.P.M. - Houston Members on their 5, 10, 15, 20 and 30 years tenures for the months of June, August and September.

### 5 Year

Brandon Bontrager  
Robert Boyd, Jr.  
Robert Hall  
Wiley Hood  
Mark E Klaus, CPSM, C.P.M.  
John R Marshall, C.P.M.  
Melinda Miller, C.P.M., A.P.P.  
Timothy Rowehl  
James Scotti  
David Sims  
Dee Ann Smith  
Sheila A Smith, C.P.M., A.P.P.  
Ronald Stevenson  
Joey B Wall, A.P.P.

### 10 Year

Randy L. Carlson, C.P.M.  
Donald Godine  
Vivian L. Hensley, C.P.M., A.P.P.  
Michael Kyme  
Marvin G. Moore, C.P.M.  
Waqas S. Shaikh, C.P.M.  
Mara L. Stanfield, C.P.M.  
David J. Yourish, C.P.M.

### 15 Year

David A Allen, C.P.M.  
Laurie Bond  
Sharon E Brauner, C.P.M., A.P.P.  
Robert Byers  
Robert Fazakerly, C.P.M.  
Dwight L Hatfield, C.P.M.  
Girish Mathur, C.P.M.  
Debra Newman  
Lorna Sadler

### 20 Year

Frank Martin

### 30 Year

Mark A. Langley, C.P.M., A.P.P.  
Camillia Ward



**Joseph Britt, CPSM** receives  
Certificate of Appreciation - Professional Development  
In recognition for all his hard work and dedication during the  
summer to achieve 78 CEU for 2009 - 2010 program year



Certificate for 30 Years of Membership to  
**Camillia Ward** and  
**Mark Langley, C.P.M., A.P.P.**



**Mike Valant, C.P.M., A.P.P.**  
2009- 2010 James O. Cox Outstanding Member Award



## Marriott Dallas/Plano at Legacy Town Center

### October 7-9, 2009

The **63rd Annual Southwest Supply Management Conference** will be held *October 7-9, 2009* in Dallas! By attending this conference, you will have the opportunity to learn new skills, enhance the skills you have, network with peers, earn 12 CEH's and learn best practices that are critical for business today. Make your reservations early to receive the *special conference rate* of \$179/night.

The **Educational Theme** of this year's conference is "**Energize Your Supply Management Career.**" The Conference will include six leading edge educational tracks for supply management professionals that provide 30 workshops to choose from. Learn best practices and reinforce skills that work in today's business environment. **CPSM**<sup>®</sup> reviews and pre-conference seminars will be held for additional educational value.

You can take advantage of the expertise and winning perspectives shared by this year's line-up of **keynote speakers** including **Valerie Pelan**, Certified Leadership Coach and Executive Trainer; **Bryan Dodge**, professional speaker, author and radio show personality and **Carl Youngberg**, professional speaker and author of "Make Yourself Matter-Becoming Your Own Best Asset."

Don't miss out on this timely line-up. See the [Conference Brochure](#) for a complete list of sessions in each track.

- Track 1 – CPSM<sup>®</sup> Bridge Exam Review
- Track 2 – Strategic Cost Analysis and Management
- Track 3 – World Class Negotiation Practices
- Track 4 – Risk Mitigation and Management
- Track 5 – Effective Contracting for the World Class Supply Chain
- Track 6 – Supply Chain Efficiencies-Logistics, Transportation

[Register Now!](#) Conference Registration Fee: \$350 for ISM Members; \$400 for Non-ISM Members



#### Host Hotel:

Marriott Dallas/Plano at Legacy Town Center  
7120 Dallas Parkway  
Plano, Texas 75024

Toll-Free Reservations: 1-800-228-9290 Mention "Institute for Supply Management" to reserve your room at the *special conference rate* of \$179/night, You also may [REGISTER ONLINE](#).

For more information see our website: <http://www.ismswscf.org/swpc/index.htm>

# NAPM - HOUSTON BUSINESS REPORT

For further information, contact: Mike Valant, C.P.M., A.P.P. (281) 518-8575

Press Release

September 10, 2008

## HOUSTON ECONOMY CONTINUES IMPROVEMENT

### Improved Sales Lead the Advance

The Houston Purchasing Managers Index, a leading indicator of regional production, moved upward to **46.8**, chalking up four consecutive months of improvement in August. This is a 20% improvement since the March record low of **39.0**.

The PMI, which indicates likely shifts in production volume three or four months in advance, continues to signal production declines at a continuing decelerating pace. The PMI has a possible range of 0 to 100. Reading's over 50 indicate production gains over the near term; readings below 50, show coming contraction. May is the Houston PMI's seventh consecutive month in negative territory.

The Houston PMI is based on diffusion indexes for eight indicators. (A diffusion index is simply the percentage of respondents reporting increases from the previous month less the percentage reporting declines.) The largest change among the eight components in August from May was in Sales, which continued to improve since the low of -40 in February. Lead Times also improved from -43 in March to -10 in August.

Purchases remained exactly the same from July at -22. This is higher than the -43 in March. Employment remained the same for 59% of the respondents, or -27 PMI which was a great improvement from the low of -48 in March. Prices Paid (for major purchases), which fell consistently from +13 last October to a deeply depressed -48 in April, turned up to -22 in August. Purchased Inventory and Finished Goods Inventory, the two components of the PMI for which declines represent *good* news, both improved to -22 and -24 last month from -20 and -15 respectively in February.

The Houston PMI has fallen sharply over the past 12 months. In May and June last year, it posted readings above 60, a level that represents an extremely positive outlook for regional production. Before turning negative last November, the Houston PMI posted 58 consecutive months of positive readings that averaged a robust 59.1 for the past seven months. In contrast, the Houston PMI has averaged 44.4 over the last twelve months.

It bears emphasis that the recent "improvements" on PMI components still leave it in negative territory, indicating likely further slowing in production. The rate at which regional performance declines should taper, but it appears Houston may have started to rebound from the bottom.

**Commodities in Short Supply:**

H1N1 Swine Flu masks, waterless soap, Material constraints due to industry under forecasting and under producing, Capacity is down, TiO2

**Commodities UP in Price:**

All Metals, Memory, copoly resin, Vendors have been very willing to negotiate during the economic down-turn, crude oil, health wellness benefits, copper.

**Commodities DOWN in Price:**

Valves; pumps; meters, pigment, corrugation, gasoline is fluctuating but is gradually gong down again. Computers and accessories, Natural gas, Iron ore.

**August, 2009**

	UP	SAME	DOWN	N/A
Sales	29%	37%	34%	0%
Production	15%	51%	29%	5%
Employment	7%	59%	34%	0%
Purchases	27%	24%	49%	0%
Prices Paid (Major Purchases)	7%	63%	29%	0%
Lead Times (from Sellers)	17%	56%	27%	0%
Purchased Inventory	7%	46%	29%	17%
Finished Goods Inventory	12%	34%	37%	17%

**Index 2008 - 2009 (9 months)**

DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
-27	-34	-40	-28	-13	-30	-22	-22	-5
-27	-21	-20	-18	-20	-18	-12	-27	-15
-19	-39	-38	-48	-43	-33	-32	-29	-27
-16	-39	-30	-43	-38	-35	-20	-22	-22
-11	-32	-38	-40	-48	-43	-24	-27	-22
-11	-29	-38	-43	-33	-33	-22	-15	-10
-30	-13	-20	-20	-15	-25	-17	-17	-22
-22	-13	-15	-13	-18	-25	-12	-27	-24

Note: Each monthly index was calculated by subtracting the "DOWN" percentage from the "UP" percentage. The indices are not seasonally adjusted.

	Sept08	Oct08	Nov08	Dec08	Jan09	Feb09	Mar09	Apr09	May09	Jun09	Jul09	Aug09
Composite PMI	51.5	51.7	49.0	45.4	##	39.6	39.0	40.9	41.9	43.5	43.8	46.8

A reading above 50 indicates that the Houston economy is generally expanding; a reading below 50 indicates that it is generally contracting.

The NAPM-Houston Business Report began publication in January 1995.

**Subscriptions to the report are available through NAPM-Houston.**

N. A. P. M. - Houston, Inc. is an affiliate of the Institute for Supply Management

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**NAPM-Houston, Inc.**  
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**Address Service Requested**

## **October 2009 Dinner Menu**

Mixed Green Salad  
London Broil With Sherry Mushroom Sauce  
German Style Mashed Potatoes  
Steamed Vegetables  
Rolls with Whipped Butter  
German Chocolate Cake

Vegetarian & Chicken dinners available upon request.  
Please notify us at the time your reservations are made.  
You must request an alternate meal in advance.

### **NAPM - Houston, Inc. - Policy Statement**

NAPM-Houston, Inc. shall conduct all association functions in a professional manner, and without malice or discrimination, by word or action, with relation to race, religion, national origin, color, sex, age, or disability. Anyone who feels an offense against them has transgressed, or has infringed upon, or violated their protection under this policy, should contact any member of the Board of Directors Executive Committee for resolution under the established rules and regulations adopted by NAPM-Houston, Inc. Board of Directors.