

UPCOMING EVENTS

SEPTEMBER

- 13th **Dinner Meeting**
"Services Procurement;
Outsourcing Best Practices"
5:30 p.m – Social
6:00 p.m. – Dinner

OCTOBER

- 11th **Dinner Meeting**
- 14th & 15th **C.P.M. Review**
AMEC Paragon training facility
With Frank Quiett, C.P.M.
- 20 **Satellite Seminar**
"Tools for Negotiation Success"
Aramco Services facility
(worth 4 CEH's)

Check out the details for all events
www.napmhou.org

Think Service
Think Value
Think NAPM-Houston

September 13, 2005 General Meeting

Services Procurement; Outsourcing Best Practices

JAI SHEKHAWAT

CEO & Co-Founder Fieldglass
Article By Kim Wren

While companies grapple with the changes wrought by a global economy, smart businesses are thinking less about the types of workers to staff their organizations and more about, "What mix of solutions do we need to meet our business objectives?" After this question is adequately addressed, then heads of organizations can determine the right mix of permanent, contract, offshore workers or other project-based support to meet their goals, whether they are building a software platform or getting their buildings cleaned, for example.

The pool of talent is deeper and broader than ever, due in large part to the layoffs resulting from the downturn in the economy in 2000. How do companies find the right mix and track hundreds or thousands of workers who may or may not be permanently employed? Today's leading companies take a strategic view toward workforce planning. In doing so, they save money and increase productivity.



With 20 years of experience in software development, information technology and management consulting, Fieldglass CEO and Co-Founder **Jai Shekhawat** is credited with being a key contributor in the transformation of services supply and demand chains for large enterprises.

This transformation is the result of a shift in business toward outsourcing non-strategic services, enabled by companies such as Fieldglass, which makes a vendor-neutral procurement application that lets organizations effectively manage and control all aspects of outside services spending. (Bio continued on page 3)

PRE MEETING

September's Pre-Meeting to be held at 5:00 p.m. on Tuesday, 13th is sponsored by Office Depot. Topic is Volunteer Fair. This meeting is worth 1 CEH.

Location: **Sheraton Houston Brookhollow Hotel**
3000 North Loop West (I45 to 610 to T.C. Jester Exit-Hotel on Right)

Cost: **\$27 (Reservations Required by Thursday 9/8/05, 5pm)**

When: **5:30 pm – Pre-Meeting**
6:00 pm - Dinner
7:00 pm – Installation of Officers & Program
8:15 pm - Adjourn

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PRESIDENT'S



MESSAGE

NAPM Houston, as the local affiliate of the Institute of Supply Management has as its mission to provide continuing education and develop the supply chain professional through training programs, seminars, workshops and speakers. Our challenge is to deliver those continuing educational and development opportunities to our members and increase participation to assure our associations longevity.

The first pre-meeting of the year will feature our own NAPM Houston committees. Come out and meet the volunteers that make our association successful and by all means if you would like to get involved in any of our committees, groups, or functions please let us know. Your assistance either on a limited basis or throughout the program year would be greatly appreciated.

I am please to report that the NAPM Houston Membership directory is in the final stages of editing and will be published later this month as will the entire years program calendar both in the directory and on our associations' web page. A full schedule of educational events is planned including (4) ISM satellite seminars, field trips, CPM reviews as well as our traditional trade fair and golf tournament in the spring.

The diner key note programs starting in September will feature "Best Practices in Services Outsourcing" followed in October by ISM Member Resources presented by Jan Miller, VP of Affiliate Support, ISM Tempe AZ and the November dinner meeting will have the benefits of Professional Certification as its key note.

So mark your calendars for the second Tuesday of each month for our General meetings and plan to join us.

Regards,
Ed Wahowski

SEPTEMBER 2005 PRE-MEETING: VOLUNTEER FAIR

All committees & GROUPS sponsored by NAPM-Houston will be participating in the traditional pre-meeting time slot from 5:00 p.m. to 6:00 p.m. Come visit with the committee representatives and learn about their respective committees. If you have questions or just want to express your thanks for their hard work and efforts, this is the time. If you are interested in volunteering, this is definitely your opportunity to find out what would be best for you! Volunteering provides a benefit to your association and your own personal growth. Nobody looses! We have a place for you and you can make a difference!

- AWARDS
- BUSINESS SURVEY
- COMMUNICATIONS/WEB
- GREETERS
- MEMBERSHIP ACTIVITIES (MAC)
- PROFESSIONAL DEVELOPMENT (PRO-D)
- PROGRAMS
- PUBLIC RELATIONS
- SCHOOL PARTNERSHIP
- SPECIAL ACTIVITIES (GOLF TOURNAMENT)
- HEALTHCARE BUYERS GROUP
- SUPPLIER DIVERSITY GROUP

C.P.M REVIEW

A 2 day lecture style review is planned for Friday and Saturday, October 14th and 15th at the AMEC Paragon training facility on Clay Road in West Houston. Mr. Frank Quiett will be presenting this review, along with useful study tools to help you pass the C.P.M. exam. Contact Jo Ann Prazak at joannprazak@yahoo.com if you are interested in participating..

**WILLIAM GARY LYON, C.P.M., A.P.P.
RECEIVES NAPM-HOUSTON
2004 – 2005 JAMES O. COX OUTSTANDING
MEMBER OF THE YEAR AWARD**

by Kathy E. Silverberg, C.P.M., A.P.P.

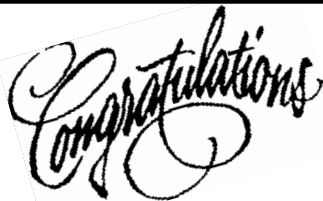
Every year since 1953, NAPM Houston recognizes the accomplishments of one of our members with the presentation of the James O. Cox Outstanding Member of the Year Award. In order to be considered for the this award, a member must be a regular member of NAPM-Houston, Inc. for a minimum of ten consecutive years; must have served either as a voting member of the Board of Directors for at least 2 consecutive years or been Chair of a committee or combination of committees for at least 3 years. If a voting board member, he/she must have attended at least 7 of 10 board meetings in the same year. A sitting President is not eligible for this award during their presidential year. The nominee must have demonstrated leadership and managerial capabilities, must have performed their assigned tasks, and must have attended a majority of the General Meetings.

On Tuesday June 14, 2005, the 2004-2005 recipient of the James O. Cox Outstanding Member of the Year Award was presented to William Gary Lyon, C.P.M., A.P.P..

Born in Little Rock, Arkansas, Gary moved to Houston with his family around the age of 7. He graduated from Waltrip High School and later the University of Houston with a bachelors degree in accounting. Gary also spent a short time in the United States Army, including a few months in Vietnam. He has been married for many years to his wife Bonnie; they have a daughter Donna, son-in-law Andrew, son Scott, and daughter-in-law Sarah. Additional family members include 1 bother, 1 sister, 1 half-brother and 1 half-sister. He teaches Sunday school and attends the Fry Road Church of Christ.

Gary joined NAPM-Houston in August 1988 and earned his C.P.M. in March 1991. Since joining NAPM-Houston, he has served on at least 9 different committees and held a position of some kind on the board of directors for 12 years – including President in 1995 – 1996. Gary has also been involved at the District/Forum level. He has regularly attended District/Forum and National conferences, was recognized as District II Programs person of the year in 1995 and served as general chairman of the 2001 Southwest Purchasing Conference which was held in Houston one month after the September 11 attack on the World Trade Center.

Gary has worked in the purchasing field for nearly 30 years and is currently employed by Schlumberger in Sugar Land as a purchasing agent.



NEWLY CERTIFIED

- **Chandra Braden, C.P.M.** for receiving her certification in May.
- **David Emswiler, A.P.P., C.P.M.** for receiving his Lifetime Certification this past summer.

Newly Certified?

If you've recently received your C.P.M. certification or A.P.P. accreditation allow us to recognize your accomplishment! Let us present it to you at one of our general meetings. It can be a real encouragement to those considering taking up the challenge of attaining certification.

Contact Jo Ann Prazak, A.P.P., Professional Development Chair at jprazak@paraengr.com for more information about any of the events.

2005-2006

Communications/Website

Laurie Oberhoff, Chairman

Welcome to the 2005-2006 NAPM-Houston program year!

Please make note of NAPM-Houston, Inc. new e-mail address

naphou@earthlink.net. The website has been revised to reflect this e-mail. Please add this address to your e-mail address book. This is the e-mail address will be used beginning Aug 16, 2005 for making your dinner reservations/cancellations, communication broadcasts, election information, seminar information, events, general questions or contacting the webmaster.

My goal as Chairman of Communications, is to bring you, the general membership, the most current information of events, seminars and more photos for the 2005-2006 year. Feel free to make frequent visits to our site, www.naphou.org. Look for changes and additions to our site beginning on September 1, 2005. I look forward to seeing you at the meetings!

Seeking a Communications/Website Vice Chairman If you are interested in becoming the Vice Chairman, please contact Laurie Oberhoff at either naphou@earthlink.net or loberhoff@tecmag.com. Thank you

Speaker Bio (cont'd)

Mr. Shekhawat is a past winner of Supply & Demand Chain Executive Magazine's Pros to Know award, a recipient of the Silicon India 100 award, and a Fortune Small Business Best Bosses finalist. He also is the author of several bylines that have appeared in industry publications and a frequent speaker at industry forums, including numerous chapters of the Institute of Supply Management, advocating the necessity of a services procurement strategy.

Prior to starting Fieldglass, Mr. Shekhawat co-founded Quinnox, an IT and business process outsourcing firm in Naperville, Ill. He was also a consultant with McKinsey & Co., Chicago, providing corporate strategy, sales and marketing expertise to companies in the financial services, technology and transportation industries.

Earlier, Mr. Shekhawat spent several years as a senior executive in the IT industry. As head of operations at Syntel, a software services firm, he helped build that company from a 50-person concern to nearly 700 consultants in six years.

Mr. Shekhawat holds an MBA with specializations in finance and strategy from the J.L. Kellogg School of Management at Northwestern University in Evanston, Ill.; and a bachelor's degree in management science from the Birla Institute of Technology and Science, Pilani, India.



Southwest Supply Chain Forum
59th Annual Southwest Purchasing Conference
October 5-7, 2005

**GALVESTON: EXPERIENCE THE BAY
OF KNOWLEDGE**

by Sharon Malkovicz, C.P.M.
Chair-Elect, Southwest Supply Chain Forum

Join us for the 59th Annual Southwest Purchasing Conference (SWPC) at the San Luis Resort in Galveston, Texas October 5-7th, sponsored by the Southwest Supply Chain Forum. This year's event will begin on Wednesday October 5th with a C.P.M. Review and a Pre-Conference Seminar on Cost, Price Analysis. SWPC offers extraordinary educational opportunities, including keynote speakers Greg Shoemaker, Vice President –Central Direct Procurement, Hewlett-Packard Company, on "Power of Collaboration: HP's Adaptive Supply Chain"; continuing with Byron Dunn, CEO of Lone Star Steel Company on The Dynamics of Steel Pricing and Leslie Amerman, on "Influencing, Listening, and Building Strategic Relationships; Keys for Success in the 21st Century". Additionally, SWPC offers 30 educational sessions, providing attendees an opportunity to earn 10.5 CEH credits for only \$250 (early registration for those who register by 10/1/05). Your registration also includes a networking reception on Wednesday night and an opportunity to make valuable new supplier contacts at the this years SWPC Tabletop Exhibits on Thursday night. For additional information, visit the Southwest Supply Chain Forum's website at: www.ismswscf.org or register online at: <http://www.ism/registrations/display.cfm?FormID=1049>

Location: San Luis Resort, Galveston, TX, www.sanluisresort.com

Satellite Seminar
"Tools for Negotiation Success"

October 20th

Time: 9:00 AM - 1:30 PM (Please arrive around 8:15 AM for sign-in)

Program Length: 4 Hours (There will be a 30 Minute break starting at 11:00 AM) worth 4 CEH's

Location: Aramco Services Company Auditorium, 9009 West Loop South, Houston. TX 77096

Cost: No Charge

As an essential core competency of any supply manager, negotiating is one of the most complex and sophisticated tasks to master. This program introduces tools and resources that reduce the apprehension and stress associated with effective negotiating. Improve your negotiation process with efficient planning and be as well prepared as the person on the other side of the table. Participate in this session and walk away with solutions that you can use immediately.

To Register Contact: Dora Valdez , email: da.valdez@aramcoservices.com
Phone: (713)-432-4174 / Fax (713)-432-8402

Security measures at Aramco Services Company require advance registration, if you are not registered you will not be able to attend.

Upon sign-in on the morning of the seminar you will be required to present two (2) forms of picture ID and show proof of company and / or student affiliation.

NAPM Houston Special Activities Committee
Invites You To Attend Our 2006 Activities

NAPM Houston Supplier Expo

When: March 14, 2006, Where: Brookhollow Marriott

NAPM Houston Golf Tournament

When: May 18, 2006, Where: Cypresswood Golf Course

NAPM-Houston Directory
2005-2006

Laurie Oberhoff – Directory Editor

Each year NAPM-Houston publishes a membership directory. The data collection begins in June each year for the 2005-2006 issue. The issue consists of member name, company name, e-mail addresses, and phone number.

The master listing also includes all the above and fax numbers and mailing addresses that are not published but, are important in providing each member with the current news and information for NAPM-Houston. If you are not receiving e-mail broadcast messages, you may be missing out and should contact Doc to verify he has your correct e-mail address. It is your responsibility to report any/all changes you may have at anytime to Doc Stelzer, C.P.M. via e-mail, docstelz@swbell.net, phone: 713-702-5072 or fax 713-952-7194.

The deadline to update your information is July 31, 2005 for the 2005-2006 publication. The deadline to print the directory would be during the 2nd week in August. There is never a deadline to update your contact information.

NAPM-Houston Says
Goodbye to a Good Friend

We would like to offer our condolences to the family and friends of Past President, Lee Edward Elmore who passed away on July 6, 2005. Mr. Elmore was President of our local NAPM affiliate 1976-1977. He was also a 50-year member of Park Place Lodge#1152, a 25-year member of the Scottish Rite, a Life member of The Houston Livestock Show & Rodeo, past District President of NAPM, Retired Chief of the Harris County Sheriff's Reserve Unit, Potentate of Arabia Shrine, emeritus member of the Board of Governors Shriners Hospital – Houston Unit. In his memory, NAPM-Houston, Inc. has made a donation to the Shriners Orthopedic Hospital for the Children, Houston, Texas.

New Feature in the Buy Lines

By Lorna Sadler

As the new Chair of PR, I am adding a Feature Section every month to the Buy Lines. In this section will be articles written about subjects that our members are interested in. I would like to invite our membership to submit suggestions as to what subjects you would like to see covered. Maybe you met someone in your day-to-day activities (a supplier perhaps or a co-worker) that would like to give our association the benefit of their knowledge in a brief article to be featured in this section. E-MAIL lsadler@plasticomnium.com with your suggestions.

Why Supplier Diversity? The Business Case

Some corporations have asked, "Why do we need a supplier diversity program?" The answer to this question has many dimensions. Let's look at some facts.

First, the Census Bureau estimates that minorities, both arriving from abroad and born here in the United States, will account for nearly 90% of the total growth in the U.S. population through 2050.

Secondly, minority-owned businesses in the U.S. are among the fastest-growing business segments.

And third, the total U. S. minority market is estimated at over \$1 trillion in expendable income.

How do these facts affect business?

- A diverse supplier base adds value through a broadened reserve of experience, perspective and talent. New ideas are generated for diverse products and services, resulting in better business solutions and an ever-increasing customer base.
- A supplier diversity program creates a stronger, more competitive supply chain, and adds value by encouraging competition.
- A supplier diversity program gives all corporations a larger supplier base from which to draw. From 1992 to 1997, the number of minority owned firms and their respective sales volumes grew by 30% and 60% respectively, while the number of all U.S. firms and their respective sales volumes grew by only 7% and 40% respectively. Corporations could be limiting themselves to established supplier bases which may result in missed opportunities, as MBE's can be a broad-based source of new ideas that are being generated for diverse products and services.
- Many primary suppliers use a variety of minority subcontractors. Historically, MBE's often have a lower overhead structure and more competitive pricing. By including MBE's in the supplier pool rather than allowing selected suppliers to use them as subcontractors, incumbents are forced to be more competitive, thereby realizing greater savings by driving down costs while increasing value.
- Using minority suppliers gives corporations a competitive edge in the market. If 90% of the population's growth is minority, this also implies that minorities make up an increased percentage of their customer base. Today a successful company often creates a supply base that reflects the market/community it serves.
- Many corporations have customers that encourage supplier diversity programs and request dollars purchased from diverse suppliers. Meeting customer requirements is a top priority and thus it makes good business sense to maintain or gain additional business and/or opportunities from its customers.
- Corporations can offer proactive support of minority owned businesses (MBE's) by integrating them into their supply chain. Sometimes one MBE will be unable to fully meet their needs, but by partnering with one or more other MBE's, corporations can create a successful team. This will help position MBE's to sustain themselves over the long term and result in a larger supplier base.

An assumption is often made that a supplier diversity program is just an excuse for small businesses and MBE businesses to gain an unfair advantage and to satisfy a "quota". The opposite is true. Because dealing with large corporations is "new", MBE's

Student Research Paper Contest:

The winners have been selected and will be notified by mail. We hope to present the 1st, 2nd and 3rd place winners with their awards at the September meeting. A big thank you to Pam Washington for coordinating this and all the judges that helped with the rating. Judges were Linda Peterson, Laurie Oberhoff, Valarie Cross, Sandra Surma, Erin Tisdell, Kendra Cook, Felicia Salewsky, Bernadette Bowers, Mara Stanfield, Lorna Sadler, Ed Wahowski, Kathy Silverberg, Kim Wren, Teresa Pinnell, Rita Cardenas, Sheila Baker, Yolando Barraza, Hernan Jaramillo, Marc Wiley, Dora Valdez, Carol Brace, Laurie Bond and Carlene Jackson.

The members of the Professional Development Committee for the 2005-2006 meeting year are:

Arvind Bhatnagar, Carlene Jackson, Carol Brace, Dora Valdez, Hernan Jaramillo, J. B. Wall, Laurie Bond, Marc Wiley, Melinda Miller, Nancy Reingold, Naveed Ismail, Odion Aisiri, Pam Washington and Ron Spencer.

often operate with a built in disadvantage. Corporations tend to utilize the same suppliers repeatedly, unintentionally creating a "good old boy" system that is hard to get past. Companies often avoid taking calls from suppliers they don't know because of limited procurement resources. This often gives established suppliers an unfair advantage.

The face of our country, our community, is changing rapidly and we face new challenges daily. As corporations grow, they must change and adapt to a changing market place. Commitment to supplier diversity is one of the simplest and most economically profitable ways to gain a competitive edge, lower costs and respond to customer needs.

NAPM - Houston Business Report

August 10, 2005

by Douglas R. Miller, C.P.M. 713-988-7306

PMI "MOVIN' ON UP" HIRING SOARS - PRICES STEADYING

July saw Houston's economy growing again as the PMI rang up a reading of 63.7, the highest in a year and the third highest PMI to be recorded since mid 1997, the fourth highest in the past ten years. The PMI was pushed up by a surging Sales index and a very heady Employment component.

The Sales index rose to 45 from June's 34, making July the second strongest Sales month of the year. Fifty-seven per cent of survey respondents reported increased Sales for the month while only seven per cent saw their firm's Sales decline in July. Employment accelerated in July to an index of 30, eclipsing any jobs reading since early 1998. Forty per cent of participating Houston firms increased their headcount while only ten per cent had a net reduction in manpower for the month.

Purchases of goods and services also grew in July, following the consistent growth in Sales and Production, and the costs of those purchases remained steady for the past thirty days, with some notable commodities falling in cost while the inflated prices of other goods stubbornly refused to recede. Lead Times fell somewhat during the month, reflecting increased production rates, even amid demand rates that continued their upward trend. Production rates increased slightly over June numbers, the 28th consecutive month of net Production improvement. Purchased Materials Inventories were increased by a substantial majority of firms, indicating that efforts by Houston's supply chain pros to find alternative suppliers are meeting with success in many cases. Conversely, Finished Goods Inventories were reported as falling two to one against those with additional stocks. Building or maintaining a serviceable Finished Goods Inventory is a double-edged sword: low inventory means Sales are excellent but also means Sales may be missed.

This month's Comments from Survey Contributors may be the most consistently positive remarks to have ever been seen in this report. Clearly, Houston business leaders see potential for a year that may exceed all forecasts.

Items in short supply: Tapered roller bearings, 2006 flu vaccine, castings, valves, transmitters, specialty rubber molded products, hydraulic cylinders, pressure gauges, 7-5/8" & 9-5/8" casing, OCTG, experienced drilling consultants & rig hands, inland barge & land rigs, S-glass, Kevlar, carbon fiber material, nickel based products, inconel, nickel clad conductors, truck drivers, specialized oil field trucks.

Prices on the UP side: Boxes, petroleum based products, resins, vaccines, ferrous castings, casing for drilling, marine equipment, tugs and barges, transportation charges, stretch wrap, electricity, specialty steels, auto rental rates, PVC, PC, fasteners, fabrication, copper, polyethylene based elastomers, line haul.

Prices on the DOWN side: IT hardware/software, carbon steel, electrical components, ERW tubing, PC equipment, plasticizer, homo-polymer & co-polymer resin, CR & galvanized steel, PCBA's, instrumentation wire & cable, SS surcharges.

JULY

Index 2004/2005 (9 months)

	UP	SAME	DOWN	N/A	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY
Sales	57%	24%	07%	12%	+21	+21	+46	+26	+24	+42	+51	+34	+45
Production	40%	29%	05%	26%	+19	+17	+29	+14	+11	+34	+47	+31	+35
Employment	40%	50%	10%	00%	+12	+16	+25	+15	+18	+31	+28	+18	+30
Purchases	60%	28%	12%	00%	+26	+29	+38	+18	+39	+36	+23	+46	+48
Prices Paid (Major Purchases)	41%	45%	14%	00%	+63	+65	+54	+52	+49	+34	+25	+25	+27
Lead Times (from Sellers)	38%	55%	07%	00%	+40	+44	+32	+35	+39	+36	+20	+34	+31
Purchased Inventory	24%	36%	07%	33%	+02	-02	+26	+02	+21	+26	+05	+12	+17
Finished Goods Inventory	14%	33%	24%	29%	-14	-02	+09	-02	+08	+17	+03	-03	-10

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

NAPM - Houston	08/04	09/04	10/04	11/04	12/04	01/05	02/05	03/05	04/05	05/05	06/05	07/05
Composite PMI	62.8	62.7	60.2	60.8	60.5	61.7	59.0	58.2	60.8	62.9	61.0	63.7

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

NAPM - Houston, Inc. is an affiliate of the Institute for Supply Management

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NAPM-Houston, Inc.
P. O. Box 771203
Houston, TX 77215-1203

Address Service Requested

September Menu:

Romano Chicken with Marinara Sauce
Florence Roasted New Potatoes
Steamed Vegetables
Italian Cream Cake

Dinner Includes:

Caesar Salad
Dinner Rolls
Coffee, Tea, Water

Vegetarian dinner available upon request.

Please notify us at the time your reservations are made

2006 NAPM SUPPLIER EXPO

The Mini Trade Fair is undergoing an ***Extreme Makeover!***

Reality speaking, 2006 is time to update the Trade Fair. To benefit the membership and be a fundraising effort that we'll all vote to be a ***Survivor***, a little help is needed from each of you.

If your days feel like an episode of the ***Great Race*** or ***Fear Factor***, and all you can say to another request is "***Oh, Big Brother***", just hear us out – the NAPM Houston team's project is to ask your suppliers to participate in the March tabletop event – this request will be much more meaningful and results oriented coming direct from you rather than if we call them on your behalf. Please direct your supplier to the website or have theme-mail me for additional information.

Here's the ***Top Five List*** of why your suppliers should want to participate in the 2006 NAPM Supplier Expo:

- 1) An opportunity to network with you and several hundred other buyers.
- 2) Very competitively priced venue - the price includes 2 dinner tickets.
- 3) Hear a great speaker with a topic they'll enjoy and benefit from.
- 4) Their competitors may be there.
- 5) All participates in the 2006 Supplier Expo receives a discount on a hole sponsorship for the Golf Tournament held on May 18, 2006.

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.