

NEWS BRIEFS

Newsletter of the Architectural Woodwork Institute

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AWI NEWS BRIEFS

AWI's monthly newsletter is published as a service for members to help them improve operations and grow their businesses. *NewsBriefs* is also a resource for news and information about AWI's products, programs and publications and other membership benefits and services. •

COMING NEXT MONTH

- Part Two – CODBS Report
- Safety Month

NOTE: The information, examples and suggestions presented in this newsletter should not be construed as legal or other professional advice. Neither AWI nor guest contributors accept any responsibility for the accuracy nor completeness of this material and recommend the consultation with competent legal counsel and/or other professional advisors before applying this material in any particular factual situations.

WCA Invites 35 Leading Companies To Evaluate Woodwork Manufacturing Skills Standards

By Scott Nelson, Woodwork Career Alliance President

By the time you read this in May the results from the on-site evaluations of the Woodwork Manufacturing Skill Standards, set up in March and conducted in April, will be in the hands of the Woodwork Career Alliance (WCA) Board of Directors.

We selected a group of 35 industry leaders to help guide the release of the first set of standards, written for three performance levels on 30 woodworking tools. Companies such as Burger Boat, American Woodmark, DeLeers Millwork, Wood Arts, Central Plains Millwork and 29 others that we do not have space to name in this article are all champions of an enormous effort to make sure the Skill Standards we are creating for the benefit of the entire woodworking industry are observable, measurable and reasonable.

“ We selected a group of 35 industry leaders to help guide the release of the first set of standards, written for three performance levels on 30 woodworking tools. ”

Release in July

The official release of these first 30 sets of skill standards will happen in July at the Association of Woodworking & Furnishings Suppliers (AWFS) Show in Las Vegas. That is when the Pilot Book Phase begins and continues for the rest of 2009. To put the enormity of this project in perspective, think of every tool, technology, skill and level of ability that happens anywhere in the woodwork industry. That's more than

(continued on page 4)

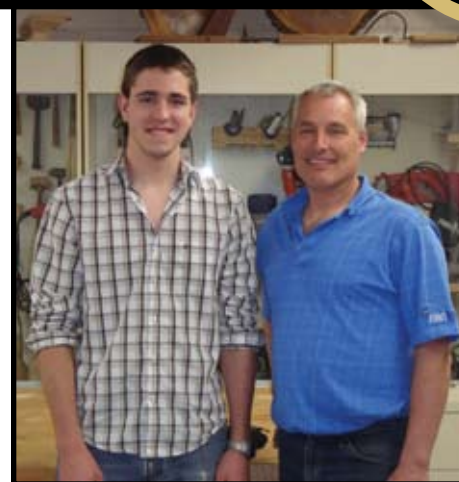
AWIEF Awards \$36,000 In Scholarships, Contributions

The AWI Education Foundation (AWIEF) has announced that a total of \$36,000 is being awarded for scholarships and wood industry support for 2009. “This is a historic event for AWIEF, the giving arm of AWI,” AWI Executive Vice President Philip Duvic said.

Four 2009 Scholarship Winners and their schools are:

- Juan Aguilar – Fox Valley Technical College (Appleton, WI)
- Stephan Berta – Thaddeus Stevens College (Lancaster, PA)
- Kevin Bowman – Pittsburgh State University (Pittsburgh, KS)
- Brent Jenkins – Madison Area Technical College (Madison, WI)

(continued on page 6)



Brent Jenkins (left) of MATC is the proud recipient of the “2009 Southern Woodwork Association Scholarship” awarded by the AWIEF. Jeff Molzahn of the MATC Wood Technics Department said, “I am very pleased to receive the news of Brent’s achievement and will be working hard with him over the next school year.”



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Three Powerful AWI Initiatives

By Rick D. Kogler, AWI Board of Directors member

Knowledge, skills and quality workmanship are attributes I associate with the three AWI programs and initiatives that are making excellent progress. I wanted to serve on the AWI Board of Directors again after my term as AWI President to participate in two of the initiatives that saw their beginnings during my term in office (2005-2006).

BOARDROOM



“They are sure to become the foundation for a strong future workforce.”

to become the ultimate industry-reference for educating and knowing the credentials of current and potential employees in the architectural woodwork business. In the capable hands of Greg Heuer and his team these standards are sure to become foundation for a strong future workforce.

AWI Quality Certification Program

This program has undergone a metamorphosis through the years. It has been separated from AWI into the Quality Certification Corporation. If woodworkers had subscribed to the specifications outlined in the Quality Standards Illustrated, there would have been no need for AWI QCP, in my view. Without AWI QCP that requires adherence to the AWI Quality Standards Illustrated and the upcoming *Architectural Woodwork Standards* (AWS) – bidding on and building projects is inconsistent for evaluating the quality of workmanship. The AWI QCP fees are small when compared with the ability to bid and compete on a level playing field. There is still much work to do, not only to assure compliance with the Standards, but also to maintain a level of fairness which is a constant challenge.

The hard work of many AWI members on these programs is commendable and promises our industry a bright future. •

Mr. Kogler is also a member of the Board of Directors of the AWI Quality Certification Corporation. He is President of Strategic Development Group, a management consulting business based in Baton Rouge, LA.

Architectural Woodwork Standards

Our Board of Directors' vision was to engage three associations – AWI, Architectural Woodwork Manufacturers Association of Canada (AWMAC) and the Woodwork Institute (WI) – in a dialogue about unified woodwork standards that will soon be published as the *Architectural Woodwork Standards* (AWS). Down the road I would like to see approval of AWS by the American National Standards Institute (ANSI) and the International Organization for Standardization (ISO standards), to level the playing field for architectural woodworkers nationally and globally when competing for projects citing the AWS in their specifications.

Skills Standards

Credentialing of woodworkers is an important step in knowing the capabilities of our workforce. The Skills Standards under development by the Woodwork Career Alliance (WCA) are on track

SPONSOR SPOTLIGHT

M. L. CAMPBELL WOOD FINISHING SYSTEMS

M.L. Campbell is a leading North American wood coatings manufacturer providing you with a full line of advanced finishing products and systems. They have a long-term commitment to millwork shops offering “Green Solutions” that utilize European safer HAPs solvent free, low VOC and water borne product formulations. M.L. Campbell's NEW state-of-the-art distributor training facility extensively prepares MLC distributors with the knowledge they need to provide the best shop support in the industry.

AGUA SERIES Water Borne Finishing System is now available

M.L. Campbell's AGUA SERIES complete water borne finishing system includes clear and pigmented topcoats, primers, stains, dyes and glaze. In addition, Aguamente Pre-Cat and Aguabarnice Post-Cat Clear Water Borne Lacquers are GREENGUARD Indoor Air Quality Certified – the most stringent performance based certification program to define products with low chemical and particle emissions for use indoors.

Each AGUA SERIES product is ideal for commercial millwork, display fixtures, and cabinetry and delivers the high performance finish you expect from M.L. Campbell. With trouble free application and a beautiful appearance, AGUA SERIES mirrors its solvent-based counterpart for look and durability.

M.L. Campbell recommends incorporating AGUA Series and GREENGUARD Certified products into your next finishing project to make a difference – for the environment and for your customers.



WOOD FINISHING SYSTEMS

www.mlcampbell.com

Putting the AWI CODBS Report to Work

Part One in a Series: Managing Your Balance Sheet

By AWI Past President (2002-2003) Scott Nelson

BUSINESS TOOLS

The AWI Cost of Doing Business Survey (CODBS) is one of the most useful tools AWI has available for its membership.

Accounting is the language of business, and just like other foreign languages one must have an understanding of it before one can communicate successfully. Spending time reviewing the CODBS Report to be released by July 1 will increase your knowledge as well as create the foundation for your company's strategic plan for the future.

Let's start our review of the CODBS Report by investigating the financial benchmarks that seem to be boring little ratios, but to our bankers they tell a very important story. To investigate the financial strength of our company we must manage from our Balance Sheet.

1. **Debt to Equity** (leverage) – banks like to see this number below 1.5 to 1
2. **Current Ratio** (measure of ability to meet current liabilities) – lenders prefer to see this above 1.5 to 1
3. **Inventory Turns** – (days) 365 / (total cost of goods sold / inventory) – a lower number is usually preferred (e.g. 10 – 20 is good)
4. **Receivable Turns** – (days) 365 / (total sales / accounts receivable) – anything close to 30 – 45 is preferred
5. **Payable Turns** – (days) 365 / (total cost of goods sold / accounts payable) – the lower the number the better (e.g. 20 – 40)

Managing your balance sheet can help your firm utilize its capital to benefit the operations. Remember to be diligent in using long-term debt to finance long-term assets and short-term debt to finance short-term assets. It is very easy to start using cash to fund smaller long-term assets without even realizing it. Reviewing this on an annual basis is important to keep your cash in the company.

Paying attention to your Inventory Turns, Receivable Turns and Payable Turns can all improve your cash flow. Purchasing material to mirror your production schedule and monitoring the use of existing inventory will help increase the number of times you turn over your inventory and lower your inventory turn number. Keeping on top of all pay request dates and requirements can greatly affect your receivable turn number. And finally, some projects may require special terms from suppliers which can help share the burden of cash requirements. Spending a little time managing our balance sheets can ease the pressure on our day to day operations.

Next month we will look at the income statement. •

Editor's Note: When the CODBS Report results are released, participating AWI Manufacturing Members may put the pre-loaded software and the full 100-page report to work with their data right away. As previously announced, this year non-participants will receive an Executive Summary only. To perform internal analyses, non-participants may either use the 2008 CODBS Report or purchase the 2009 CODBS Report that is based on data which reflects the current economic situation in the architectural woodwork industry.

Scott Nelson is President of Central Plains Millwork of Lincoln, NE. He is a frequent presenter of seminars about the AWI Cost Book, the CODBS, and the upcoming program on Money Matters. He is also President of the Woodwork Career Alliance. Contact him at scott@centralplainsmillwork.com.

AWI QCC Introduces the "Q"

To Highlight the Benefits of Certification

The AWI Quality Certification Corporation (AWI QCC) is pleased to introduce the Q, a new brand created to boost the visibility of Q-qualified woodworkers

ABOUT QCP

among the design and construction communities. The Q references the Quality Certification Program (QCP) in all marketing material. The program remains the same.

"Design professionals and building owners increasingly specify the Q for their projects because now, more than ever, it's important to control costs while keeping projects on track," said AWI QCC Director Craig Elias. "For the design community and business owners, the Q does exactly that, and that means more business opportunities for Q-qualified woodworkers," Elias emphasized.

A powerful quality assurance tool, the Q positions woodworkers to compete for highly coveted certified projects. Other benefits include:

- **Pre-qualification.** Q-qualified woodworkers are accredited to certify QCP-specified projects. Through rigorous testing and inspection, they have proven their ability to fabricate, finish and/or install work in accordance with the internationally recognized industry Standards*.

(continued on page 7)



WCA Invites 35 Leading Companies...*(cont. from page 1)*



We need experienced operators, educators and evaluators to help us throughout the pilot year and to work in teams on the Skill Standards for more tools and more operations in the next few years.

100 tools with at least three levels of experience, from the newest worker to the most advanced master – still working and still learning.

This is why the WCA initiatives for skill standards and, eventually, credentialing and recognition of the woodworking workforce – for the first time in the history of an industry that dates back

track – providing what is valued the most by industry, workers and customers alike. We applaud them for sharing their knowledge, their techniques, their ideas and resources to continue the legacy of the woodwork manufacturing profession. This is totally about performance of comprehensive standard operations, about the art and pride of a profession, about profitability and attracting many more to a rewarding career.

WORKFORCE

to years before the Great Pyramids were built (3800 years ago) – will take several years of development and involvement of all who will carry the profession forward.

WCA Beginnings

Where did the WCA start and why? We started more than a year ago, developing Skill Standards for basic tools and multiple operations for each, which will always be needed, such as ripping, crosscutting and tapering with a table saw, plus multiple operations with an edgbander, hand router and CNC machine. There are another 30 tools and then another 40 after that, the WCA Board fully realizes. Eventually, this includes the most advanced technologies and robotics. That will take several years and involve every company owner, woodworker, educator and manufacturer in our industry by the time the WCA develops a national credentialing program in 2013.

In order to program the highest technology equipment, into the future, we will have to learn and totally understand the basics of the materials, tools, techniques, and putting our hands on what all would agree is excellent woodwork.

35 Companies Recognized

Today we want to pause briefly, applaud the 35 companies who helped us make certain we are on the right

Woodwork Career Alliance Supporters

The following organizations are strong supporters of the Skill Standards Evaluation Criteria and Credentialing initiative. Their contributions are matching a multi-year grant from the U.S.D.A. Forest Service.

National Organizations: Architectural Woodwork Institute (AWI); Association of Woodworking & Furnishings Suppliers (AWFS); U.S. Department of Agriculture Forest Service (USDAFS); Woodworking Machinery Industry Association (WMIA); Wood Machinery Manufacturers of America (WMMA)

AWI Chapters: AWI Texas; AWI Central Pennsylvania; AWI Chicago; AWI Colorado; AWI Heart of America; AWI Iowa-Nebraska; AWI New England; AWI Ohio Valley

Educational Institutions/Partnerships: Fox Valley Technical College; WoodLINKS USA

Contact WCA Secretary Greg Heuer (gheuer@umich.edu) if you wish to make a contribution to the Woodwork Career Alliance for the Skill Standards initiative. All contributions to WCA, a 501(c)(3) organization, are fully tax deductible, and all contributors are acknowledged on the WCA Web site. •



Broader Involvement Invited

Then we will push on to AWFS®VEGAS in July and actively ask all who are reading this to get involved in this industry-benefiting effort. We need experienced operators, educators and evaluators to help us throughout the pilot year and to work in teams on the Skill Standards for more tools and more operations in the next few years. Send an e-mail to Greg Heuer at gheuer@umich.edu or to me at scott@centralplainsmillwork.com and tell us you understand how important this is to your business and your love for woodwork. In your e-mail to us, ask us how to put your company in the spotlight at the national release of the pilot program.

Visit the Woodwork Career Alliance Web site for updates at <http://woodworkcareer.org> and link from there to view our plans and progress. •

Scott Nelson is also a Past AWI President (2002-2003). Mr. Nelson is President of Central Plains Millwork, Inc. of Lincoln, NE, which was founded in 1984.



This and That: Green Movement Grows

From time to time, we will report news items that offer insights into the growing importance of the "green" movement nationwide.



GREEN SCENE

products, in a spec-friendly format. Listing enables designers, specifiers and building professionals to find product information that is organized and consistent with CSI *MasterFormat* for their project specification. CSI is offering a one-year listing for \$295, with unlimited product listings to all CSI members and to the manufacturers with whom they share this offer. Offer expires May 30, 2009. Manufacturers should visit www.greenformat.com, to register. When you complete your subscription and first listing you will receive the special offer price. For additional free listings after your first, enter promo code: 228PLUTO. Questions should be directed to the *GreenFormat* Team at greenformat@csinet.org or by calling 800.689.2900.

• Forest Carbon Offsetting Survey

A new report offers an in-depth look at the current corporate attitudes toward carbon offsets from forests and the growth opportunities in this market. In 2008, many carbon buyers decided to buy forest offsets for the first time. The growing recognition that forests must be a major part of the solution to climate change and that well designed and well run forest projects can lessen climate change while providing social and environmental benefits that no other offset technology can. The report is an analysis of the motivations and preferences of the early movers in this rapidly growing field. The report was created by EcoSecurities, Conservation International, The Climate, Community & Biodiversity Alliance, and ClimateBiz.com. Download the full report from www.EcoSecurities.com.

• AWI Green Representative

AWI is pleased to announce the appointment of Rob Ziegelmeier as AWI's Sustainable Resources Representative. Mr. Ziegelmeier served as AWI President (1996-1997) and as Chairman of the LEED® Task Force from 2003-2007. Watch for news in the June issue of *AWI NewsBriefs* about his responsibilities as the new AWI Sustainable Resources Representative.

• CSI GreenFormat™

The Construction Specifications Institute, working together with BuildingGreen, Inc., developed a new CSI format to accurately and consistently report the "green" and sustainable properties of products. *GreenFormat* is an online resource where manufacturers can self-report the sustainable attributes of

CNA Risk Control Webinar: Slips & Falls Solutions

SAFETY MATTERS

Dust trimmings, such as wood or plastic laminate, can create slippery walkways. Learn how to prevent and respond to slips and falls through walking surface design and maintenance in a woodworking shop. Participate in the Webinar by voice only or by voice and Web.

On June 1 and 5, **CNA** Risk Control, AWI's insurance safety partner, will offer another quarterly Webinar for AWI members. The upcoming session will focus on "Slips & Falls Solutions."

The sessions are conveniently duplicated to allow for maximum attendance and schedule flexibility. Each Webinar begins at 2:00 pm EST and is one hour. CNA Risk Control Consulting Director Shari Falkenburg will present the information.

Watch for news and full participation access instructions in upcoming editions of *AWI e-briefs*, the association's bimonthly online e-letter. The Webinars are free of charge for AWI members. For additional information contact CNA Risk Control at 866.262.0540.

Save the Date!
October 7-10, 2009
AWI Convention

AWIEF Awards 36,000...*(cont. from page 1)*

Under the leadership of Robert Stout, AWI Vice President and AWIEF President, a new pre-qualification system was introduced to develop a pool of eligible candidates for the scholarships. "We inquired with a pre-selected number of schools that have wood industry programs and invited their instructors to nominate candidates for the scholarships. Among the students whose applications and transcripts we reviewed, we chose four honorees, who will each receive a \$1,500 scholarship from the AWIEF," Stout said.

In addition to the \$6,000 in scholastic scholarships, AWIEF also awarded WoodLINKS with a \$22,000 donation in support of its work toward promoting a stronger workforce for tomorrow. The AWIEF also bestowed the Tropical Forest Foundation (TFF) with a continuing AWI support donation of \$8,000. The TFF is dedicated to promoting tropical forest conservation and management through education and training programs within active tropical forest countries.

AWI NEWS



(Left to right) Stephen Berta receives an AWIEF Scholarship presented by Assistant Professor William Geyer of the PA College of Technology while Rob Tobias, Berta's teacher looks on.

“Members and chapters will have new opportunities for making tax-deductible contributions.”

informing our membership and chapters of new opportunities for making tax-deductible contributions.

"The scholarships were announced at the AWI Spring Professional Development Seminars and AWI Development Council on April 30. The AWIEF Board of Directors met on May 1 to begin mapping out a plan for soliciting donations for the Foundation's scholarship fund. Stay tuned for more information and opportunities to contribute. •

"We have waited a long time for the AWIEF's establishment. With a mechanism in place, AWI members can now look forward to taking advantage of an avenue within AWI to make contributions for scholarships and support the industry as a whole. In the coming months, we look forward to the next phase of our work which includes

New AWI Members

Manufacturing

Anton Cabinetry

Arlington, TX

Associated Construction Enterprises, Inc.

Phoenix, AZ

Bassett Builders, Inc.

Arden, NC

Carolina Cabinet Company, Inc.

Wilson, NC

Casework Solutions, LLC

El Paso, TX

Cherrywood Artworks, Inc.

Brooklyn, NY

C.L.S. Custom Laminating Specialists, LLC

Green Bay, WI

Corners Mexico

Col. Guerrero, Mexico

Cumberland Manufacturing, Inc.

Nicholasville, KY

Custom Designed Cabinetry

South Beloit, IL

Custom Wood Furniture, Inc.

Newton, NJ

Environment, LTD

Houston, TX

George V. DeVito Master Carpenter, Inc.

Medford, NY

Grupo Inmobiliario Solarix SA de CV

Mexico City, Mexico

Haworth, Inc.

Big Rapids, MI

Mastercraft Woodworking Company Inc.

Shoemakersville, PA

Precision Cabinets, Inc.

Smithtown, NY

Third Day Cabinetry, Inc.

Lubbock, TX

Trimco

El Paso, TX

Westwood Mill & Cabinet, Inc.

Salt Lake City, UT

Wisconsin Built, Inc.

Deerfield, WI

WoodSong Cabinet & Trim, LLC

Wichita, KS

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Shelby, OH

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Irvine, CA

McMillin Construction, Inc.

Eagle, CO

Siteline Interior Carpentry, Inc.

Posen, IL

SL Laser Systems

Charlotte, NC



2009 AWI Membership Survey Reveals Satisfaction Ratings

Three topics were cited frequently by respondents to the AWI Manufacturing Membership Survey when asked what other information or programs AWI might provide: more insights about sustainability and LEED®, education of architects about the AWI Quality Certification Program, and continuing education via electronic media.

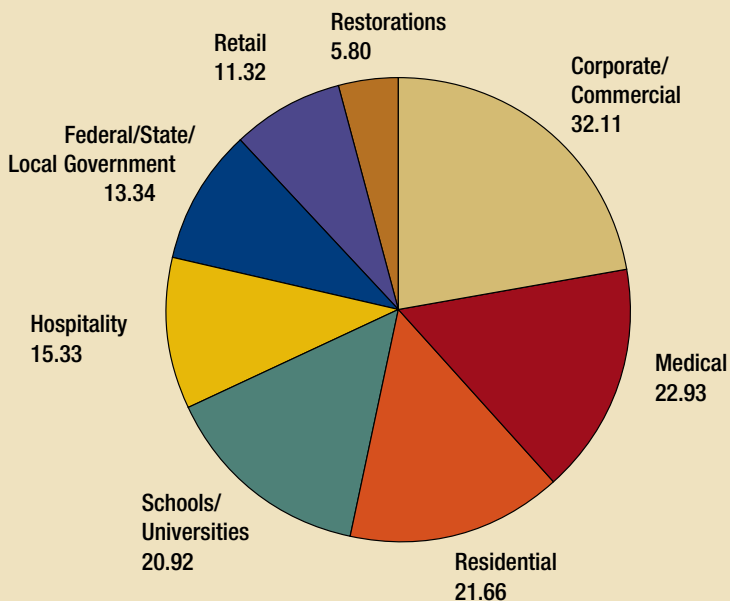
Satisfaction with AWI membership was high again in 2009 – over 86% respondents indicated they are “very satisfied” or “satisfied” with their association membership. When rating a number of AWI services, the AWI *Cost of Doing Business Survey and Compensation Report* received the highest “very important” rating, while over 90% rated the CODBS as “very important” or “important.” Performance ratings for the CODB survey and report were high as well, with 91.2% responding that it either “exceeds expectation” or “meets expectations.”

The vast majority of respondents gave high marks to the importance of: the AWI logo, the AWI Web site, *Design Solutions* magazine, and the *AWI Cost Book*.

The demographics about the business sectors of AWI Manufacturing Member respondents are particularly interesting. (See the chart below for details.)

AWI thanks all members who responded to the survey and who provided other feedback. The information is reviewed by AWI’s Board of Directors and professional staff to maintain focus on and allocate resources for AWI’s products, programs, and publications that best serve the interests of the membership. •

% of Gross Sales by Market Segment



Source: 2009 AWI Manufacturing Membership Survey

AWI QCC Introduces the “Q”...

(cont. from page 3)

- **Protection.** Q-qualified firms receive technical support and inspection services if challenged with claims that the woodwork delivered to a project does not meet specifications and/or the Standards.
- **Credibility.** Qualification by an impartial authority in the architectural woodwork industry adds a unique level of credibility to a woodworker’s hard-earned reputation.

Putting the Q to Work for You

As part of the new effort, woodworkers can obtain confirmation of their Q-qualifications at www.awiqcp.org/affirm. Upon completion of this form, the AWI QCC will e-mail confirmation of a firm’s Q-qualifications, including the sections the woodworker is eligible to certify for, directly to any or all members of the construction team. Confirmation of these qualifications prior to bid can help Q-qualified woodworkers increase visibility, gain a competitive advantage and reassure the design professional and general contractor of the woodworkers’ abilities.

What People Are Saying About the Q

“The Q addresses a fundamental problem with the competitive bidding process,” said OGB Architectural Millwork President Rick Thaler. “Because there are so few barriers to entry in our industry, many woodworkers are eligible to bid, but not all are qualified to price the work, let alone carry it out according to specifications. With the Q in place, all bidders are all on an equal footing.”

“At WDG we tell our clients that if we don’t specify the Q, we can’t be certain the woodwork will comply with industry standards,” said WDG Architecture Associate Principal of Research and Specifications William C. Pegues, FCSI, CCS, SCIP Affiliate. “With the Q problems are rare, but if they do occur the client is in a better position to obtain corrections.”

For more information on the Q, visit www.awiqcp.org or call 800.449.8811. •

**Refers to the AWI Quality Standards Illustrated (QSI) or the Architectural Woodwork Standards (AWS) jointly published by AWI, the Architectural Woodwork Manufacturer’s Association of Canada (AWMAC) and the Woodwork Institute (WI). The AWS will be the authoritative industry reference when it is released this summer.*

“My Woodworking Show” at AWFS® VEGAS

AWFS introduces “My Woodworking Show,” an online assistant that activates when you register for AWFS® VEGAS, July 15-18 in Las Vegas.

“My Woodworking Show” lets you connect online – before the show – with your industry peers for valuable networking opportunities and with the exhibitors that can provide the solutions that you are looking for. “My Woodworking Show” finds people, products, and knowledge for you based on your specific needs and interests.

Register for the event now and get “My Woodworking Show” free – a suite of revolutionary and easy to use web-based tools that help you realize new value from attending the AWFS® VEGAS. The exhibition is sponsored by the Association of Woodworking & Furnishings Suppliers®.

AWFS will be held at the Las Vegas Convention Center.

You can easily register at www.awfsfair.org.

AWI members receive a 10% discount on any educational seminar in which they enroll. The discount code for seminar registration is AW8285. Please remember that this discount is for seminar enrollment, not general registration. •



July 15-18, 2009
Las Vegas, Nevada

INDUSTRY NEWS

Former Danzer Group's John Grunwald in Fatal Car Accident

MEMBER NEWS

AWI regrets the passing of John Grunwald, 73, former Vice President of the Danzer Group, who was killed on April 13. After suffering a heart attack, Mr. Grunwald and his dog were found in his automobile submerged in a pond near Nashville, IN.

Mr. Grunwald retired from the Danzer Group in 2008, after 50 years of passionate service to the hardwood industry. The Danzer Group, a Switzerland-based corporation owns Edinburgh's David R. Webb Company, a hardwood veneer manufacturer. The Danzer Group has been a long-time AWI Supplier Member since 1970.

Mr. Grunwald's first job with the David R. Webb Company was as a summer laborer in 1954/55. From 1957 to 1960 he worked in the Log Department and from there he successfully worked his way through the Production and Sales Departments until he became Vice President and General Manager in 1969. Around 1973, he became President of the David R. Webb Company and served in that capacity until the year 2000. After his time as President, Mr. Grunwald became Senior Vice President of Public Relations for the Danzer Group and was actively involved in government relations.

He continued to serve on the Industry Trade Advisory Council for the U.S. Department of Commerce, where he worked tirelessly for trade agreements in the international arena and for the well-being of the hardwood industry in general.

Memorial donations may be made to the Brown County Humane Society, 128 State Road, 135 South, Nashville, IN 47448. •



2009 AWI Sponsors

Thanks to all of the 2009 AWI Sponsors whose support helps to fund association programs and services that benefit all AWI members. Support these members; they are supporting you through their 2009 sponsorship commitment. Visit www.awinet.org to contact these suppliers the next time a need arises for their services. •

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