

NEWS BRIEFS

Newsletter of the Architectural Woodwork Institute

STAINED BEADBOARD
CEILING, "YF."
FINISH L.T.G. ABOVE
RUGS "IE BEAM"
12
7
"4" ENCL. W/ (2)
1" Ø LOCUST PEGS
WALL, VTD. ADJUSTABLE L.T.G.
EXG. MASONRY CHIMNEY
TRIM W/ 1 1/2" TRIM AT TOP
(2) 2x6 HEADR

WHAT'S INSIDE

Boardroom 2-3
 Business Tools 3
 Learning Forum 4, 5, 6, 7
 AWI News 7
 Workforce 7
 Sponsor Spotlight 8
 Chapter News 8

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

- Spring Professional Development Seminar
- Estimating Tips
- Upcoming Cost of Doing Business Survey

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.

Building on a Solid Foundation

By 2010 AWI President Doug Carney, R&S Casework, Inc.



The recession isn't over and the worst may still be coming, but there are promising signs of a recovery.

Congratulations! If you are reading this, you more than likely have survived the most difficult year the construction and woodworking industries have seen since the Great Depression. The recession isn't over and the worst may still be coming, but there are promising signs of a recovery. The stock market is improving, layoffs are slowing, and interest rates are still at all-time lows. These are good signs for the economy and a potential recovery.

This past year has been the year of the TARP, the ARRA, bailouts, buyouts and stimulus packages. Your AWI Board of Directors recognizes the difficult position many of our members are in and has created its own mini-stimulus package. At our December meeting we approved a one time \$100.00 credit to all existing members that renew their membership this year. We recognize this isn't going to kick-start the economy but we hope our members can appreciate the gesture.

As I start my year as your president I've looked back at the accomplishments of our association in the past few years. Our past presidents and Board of Directors members who have guided AWI these past several years have done a fantastic job. Our staff, led by Executive Vice President Phil Duvic, has carried out the policies and directives of

(continued on page 2)

AWI Earns SkillsUSA "Official Sponsor" Status

The in-kind donations by AWI to the SkillsUSA National Leadership & Skills Conference have earned it the status of official sponsorship. As the organizer and developer of the national SkillsUSA Cabinetmaking Competition, AWI plays an impressive role in the entire contest process.

"AWI continues to be the ambassador for our architectural woodwork community to SkillsUSA," Kent Gilchrist, chair of the AWI SkillsUSA Committee said. "This designation as an "Official Sponsor" will give our industry excellent exposure as we work to meet our future workforce needs," Gilchrist said.

Gilchrist explained AWI's role in the national SkillsUSA Cabinetmaking Competition. "We design the project that the competitors build at the national contest, organize and procure all materials and equipment used for the contest, create all of the drawings for each competitor (typically 65 contestants), build the prototype for the contestants to view, work with a team of educators who set up machinery according to our floorplans, and

(continued on page 7)



46179 Westlake Drive, Suite 120
 Potomac Falls, VA 20165
 571.323.3636 • 571.323.3630 Fax
 www.awinet.org



Building on a Solid Foundation... (continued from page 1)

AWI continues to flourish and is the “go to” resource for architectural woodwork.

the board and have made AWI a very successful association. The Board of Directors, with input from the Development Council, Marketing Committee, Education Committee, and other committees and volunteers, establishes programs, policies and member benefits and leaves it up to our staff to carry them out. I don't want to leave any doubt in anyone's mind; it is because of Phil and his staff that AWI continues to flourish and is the “go to” resource for architectural woodwork.

Recent Major Accomplishments

This past August the new *Architectural Woodwork Standards (AWS)* was published and distributed to our membership. AWI, along with the Woodwork Institute and

BOARDROOM

the Architectural Woodwork Manufacturers Association of Canada, developed the AWS to create unified woodwork standards for North America. With the help of the Speakers Bureau we have begun conducting seminars across the country educating architects, contractors and owners on the benefits of specifying and using the new AWS.

The Quality Certification Program was separated from AWI and became its own non-profit corporation. Under the leadership of Craig Elias the Quality Certification Corporation (QCC) has grown to 587 participants as of December 2009 with projected gross revenues in excess of 1.3 million dollars. QCC pays AWI a royalty fee for use of the AWI logo in its advertising and promotional literature; these fees are used by AWI for educational programming and other member benefits.

In 2007, the Woodwork Career Alliance of North America was established to write woodworker skill standards, perform evaluation of the standard, and implement a credentialing program that will quantify worker skills and provide measurable career paths for our industry.

Then in 2008, the AWI Education Foundation was created to be the “giving arm” of AWI. The foundation awards scholarships to deserving woodwork students, provides financial support to WoodLINKS USA, the Tropical Forest Foundation, and the SkillsUSA Annual Cabinetmaking Competition.

These are just the *major changes* AWI has experienced

in the past few years. We've also continued to support a wide range of educational seminars put on by the Education Committee; we've conducted and published the Annual Cost of Doing Business Survey; and our Marketing Committee has done a fantastic job surveying our members to determine their wants and needs. The Development Council is also coming into its own and will be the first place we look for volunteer participants for our committee structure and future leadership of AWI.

I simply don't have enough room in this column to describe all of the AWI programs and member benefits, but I think you get the point. Our staff has been stretched to the max starting new non-profit corporations, publishing new woodwork standards and writing woodwork skill standards – plus, maintaining all the other existing programs, policies and events we've historically conducted.

Focus in 2010

As a result, I decided the focus of my year as AWI president will be to start fine-tuning the existing programs, policies and events we have. We won't be developing any new major programs to further tie up staff time; instead, the staff will be asked to evaluate our existing programs, committees and task forces and eliminate the unnecessary and improve the necessary.

Also, I want the Board of Directors to be in contact with our membership as much as possible so they can better see and hear how the membership feels we are doing. They will be asked to attend as many AWI chapter

The focus of my year as AWI president will be to start fine tuning the existing programs, policies and events we have.

meetings in their areas as they possibly can. Also, our board meetings will be held in conjunction with other AWI events so the board has opportunities to network with our members attending those events.

To conclude this article I want to thank you for allowing me to be your president for 2010. I'm humbled and honored to serve. I'm looking forward to a year full of challenges and rewards and promise to do my best to continue AWI on the successful path it's on. •

Quality
Certification
Corporation (QCC)
has grown to 587
participants as of
December
2009

Debt of Gratitude

On December 31, 2009 two members of the AWI Board of Directors completed their terms of office and retired from the board. "AWI is deeply grateful for their boundless energy, enthusiasm and untiring efforts that contributed to the advancement of AWI programs and services for the membership," AWI Executive Vice President Phil Duvic said. •



Teresa Bell,
Kentucky Millwork,
Louisville, KY



Rick Kogler,
Strategic Development,
Baton Rouge, LA

\$100 Credit on 2010 Dues

AWI's Board of Directors is extending a generous offer to all AWI Manufacturing and Supplier Members on their 2010 membership dues. All renewing members will receive a \$100 credit off their dues.

In addition to a wide range of benefits, members in good standing receive corporate exposure in the printed Annual AWI Membership Resource Directory and online Member Directory. Both resources are consulted throughout the year by thousands of users. The deadline for membership profile updates is February 15. •

2010 AWI Board of Directors

President

Doug Carney*
R&S Casework, Inc.
Fargo, ND

President-Elect

Robert Stout*
RLS Commercial Interiors, Inc.
Wendell, NC

Vice President

Matt Lundahl*
Meyer and Lundahl
Phoenix, AZ

Treasurer

Patrick Nartker*
Ted Bolle Millwork, Inc.
Springfield, OH

Mike Bell

Kentucky Millwork
Louisville, KY

Kent Gilchrist

Fremont Interiors
Carmel, IN

Skip Heidler

Heidler Hardwood Lumber Company
Chicago, IL

Bill Popp

High Planes Millwork, Inc.
Hutchinson, KS

Steve Waltman

Stiles Machinery, Inc.
Grand Rapids, MI

Past President Delegate

Ed Brewer
Louisville Lumber & Millwork
Louisville, KY

Development Council Delegate

Weldon Riley
Terrill Manufacturing Company
San Angelo, TX

* To be approved on January 15,
2010 by AWI Board of Directors

BUSINESS TOOLS

Why Employee Handbooks?

The employee handbook is one of the most important communication tools a company can have. Not only does it set forth a company's expectations for its employees, but it also describes what they can expect from the company.

An employer that does not have clear written guidelines in place is much more likely to encounter problems arising from inconsistent employee treatment, and this can lead to employee confusion and dissatisfaction, poor employee retention and possible claims of unlawful discrimination.

“They are a tool for employers to set boundaries and expectations as well as a guide for employees.”

The actual policies in the handbook will vary from company to company, depending on its size, number of employees and benefits offered. Consider including company policy on the following key topics:

- Normal working hours and overtime pay
- Vacations
- Sick days
- Use of illegal drugs or alcohol
- Sexual harassment
- Disciplinary actions
- At-will employment
- Nondiscrimination
- Internet usage
- Employee safety

Require each employee to sign an acknowledgment and agreement form, stating that the employee has read and understands the employee handbook, on his or her first day of work. Keep a signed copy of this acknowledgment in the employee's personnel file.

It's important to be familiar with employment-related rules and regulations, and consult an attorney when necessary. Also, be sure to put the firm's employee handbook through a yearly "check up" to ensure changes in laws are being followed.

An employee handbook will not cover every possible workplace situation, but the importance of employee

(continued on page 8)

Risk Transfer through Contract Language

By Michael Davis, Esq., Construction Group of Chamberlain Hrdlicka

Contract clauses can shift liability from owners, designers, and prime contractors onto subcontractors where none exists or, at the very least, create the appearance or exposure to liability. I recommend five cardinal rules to avoid risk transfer via contract language.

Cardinal Rule Number One: Always Bid Conditioned upon the AIA-A401 or "Other Mutually Agreeable Terms and Conditions"

This accomplishes two important goals. First, it greatly reduces the ability of a general contractor from forcing you to sign his contract or

LEARNING FORUM

not get paid. As often happens, you begin to work, incur costs, and when you submit your first pay application you are told to sign their contract or else you will not be paid. They stress that you did not say anything about not signing their contract when you bid. This is "greenmail!" As a direct side benefit, it also precludes the general contractor from suing you for promissory estoppel, if he hires someone else to perform your scope of work because you refuse to sign his agreement and the follow-on subcontractor's bid is more than yours. (It always is!).

Second, and just as important, it establishes a point of strength for all future negotiations, including change orders, scheduling, and claims. Do not underestimate the importance of the "appearance" of negotiating from strength. If at the beginning of your relationship you establish that you have leverage in bargaining, that will aid you throughout the project.

Cardinal Rule Number Two: Never Sign without Reading and Understanding!

This may seem like an obvious thing to do but, in my experience, many subcontractors do not fully and completely read their agreements. Often the first occasion a subcontractor

becomes aware of an onerous term in their contracts is when the general contractor (or their lawyer) writes a threatening letter, informing the subcontractor that they are in violation of an obligation under the contract. Needless to say, it is too late to do anything preventative at that time.

Cardinal Rule Number Three: Attempt to Negotiate Changes to the Contract

I always blanch when a client tells me that they never try to negotiate changes because they "know" the general contractor will not make any revisions or, alternatively, "other subcontractors will sign it so I have to sign if I want the work." This is a defeatist attitude and ignores reality. At the minimum, some general contractors will agree to make some changes. You will never know unless you try. I strongly recommend that you try.

Cardinal Rule Number Four: Make a Priority List of "Must Have" and "Would Like to Have" Changes

This approach will get you thinking about what is very important, if not critical, to a successful project. For example, if the schedule is extremely tight, yet the contract language gives the general contractor total control over the schedule, and is combined with a "no damages for delay" clause, a subcontractor would be well advised to prioritize one or both of these

provisions for change. Also, if you have two lists, one of "must haves" and one of "like to haves," you will have some negotiating chips to give. Go for the whole "enchilada" and you will most likely end up with at least some changes.

Cardinal Rule Number Five: Conduct a Risk/Benefit Analysis

By this I mean, if you are unsuccessful at negotiating changes to the contract in certain key provisions, what is your potential exposure to liability or losses on the job versus the maximum potential for profit. Sometimes, it can be a "no brainer," as when you stand to make \$50,000 if everything on

Learn More...

"Contracts: The Profits Are in the Details"

April 29, 2010

8:00 am – 12:00 noon;
repeating 1:00 – 5:00 pm

Marina Del Rey Marriott Hotel
Marina Del Rey, CA

Michael P. Davis, Esq. (Attorney at Law),
Construction Group of Chamberlain
Hrdlicka and Randy Jensen, Leonard
Peterson & Company, will conduct these
two half-day seminars during the 2010
AWI Spring Professional Development
Seminars, April 29 – May 1, 2010.

“ If you have two lists, one of “must haves” and one of “like to haves,” you will have some negotiating chips to give. ”

the project goes perfect (It never does!), as opposed to unlimited or unknown liability if something goes wrong. The latter can readily occur if you agree to indemnify others for their own negligent acts or, as another example, if you agree to a “pay if paid” clause and the general contractor does not get paid because he has a dispute with the owner the subject of which is totally unrelated to your work. Think what can occur on the project in light of the contract, how much you stand to earn in profits, and decide whether or not you are willing to assume the risks because the reward is worth it. Sometimes the best contract is the one you didn't take! •

Michael Davis is a Shareholder in the Construction Group of Chamberlain Hrdlicka, a 125+ lawyer firm. He represents a wide variety of trade contractors, including a number of casework and millwork companies throughout the



country. Michael is an Arbitrator on the panel of the American Arbitration Association and a member of the Attorneys Council for the American Subcontractors Association. He has practiced construction and employment law since 1983 when he graduated from Emory Law School. Contact him at michael.davis@chamberlainlaw.com.

• AWI SPEAKERS BUREAU •

In the Midst of a Storm... A Perfect Opportunity!

The release of the new *Architectural Woodwork Standards* (AWS) has brought a flurry of activity to AWI! Since the book hit the streets in August, 1079 architects/designers and AWI Manufacturing and Supplier Members have attended an AWS educational program. But this is just the tip of the iceberg!

In 2010, AWI is committed to using the new AWS as a tool to promote the use of architectural woodwork and the wonderful attributes of wood to the design community by providing American Institute of Architects (AIA)-approved education learning units on the new standards. The more AWI members involved, the more impact we can have as an industry!

We NEED your help!

Calling for Creators

All of AWI's *Design Pro Presentations* for architects must be revised to reflect the AWS. AWI is developing several two-four member task force groups, each of which will review one section of the AWS and identify teaching points from that section.

AWS Sections

The twelve sections are: 1) Submittals; 2) Care and Storage; 3) Lumber; 4) Sheet Products; 5) Finishing; 6) Interior and Exterior Millwork; 7) Stairworks and Rails; 8) Wall Surfacing; 9) Doors; 10) Casework; 11) Countertops; and 12) Historic Restoration Work.

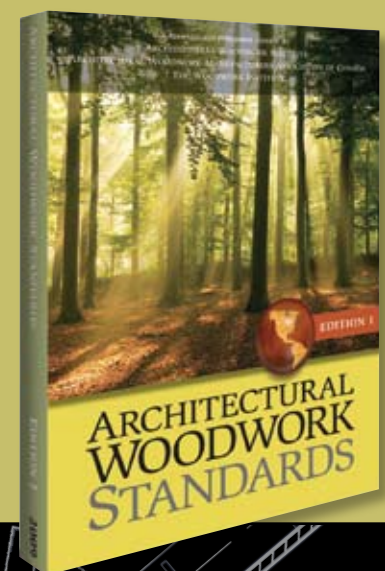
Leverage Your Knowledge

What's your specialty? Share your insights. Help AWI develop strong presentations on each AWS section. As a presentation creator, you will gain first-hand knowledge about the AWS to leverage your company with prospective customers. And, your expertise will be helpful to the entire architectural woodwork industry.

No travel is required to participate in a task force. All the work will be accomplished online and with conference calls. Greg Heuer, AWI's Chief Learning Officer, will guide each task force through the project.

Please contact Greg at gheuer@awinet.org if you or someone from your company is interested in participating.

Watch for news in *AWI NewsBriefs* and *AWI e-briefs* about presentation tools available from the AWI Speakers Bureau. •



Do Your Woodwork Projects Need to be Managed?

By Jeff Stück of Stück Wood Works, Inc.

Imagine a world in which your architectural woodwork shop receives a million dollar project. A project with no deadline, no budget, and no specification. Reality? I doubt it.

LEARNING FORUM

Our customers come to us not only for quality woodwork that meets or exceeds their specifications, but also for our expertise and professionalism in managing their projects. This expertise and professionalism is called "Project Management." Project managers are in charge of our company's projects, tasked with completing them:

1. On Time
2. Within Budget
3. Within Scope.

Sounds simple doesn't it? It's not. A typical architectural woodwork project is made up of many interrelated tasks being done by numerous people, machines, and suppliers, all in the context of a chaotic construction schedule. Sometimes it seems like the project manager is in the business of herding cats.

A great project manager can run a project from start to finish, while herding the team in the right direction at the right time. Like many things, we can learn the skills necessary to lead a job to success from either our own trial and error or from other people's experience. The cost to learn from trial and error may be too much for your company. What no one likes, of course, is an over budget and overdue architectural woodwork project.

The future success of our companies hinges on our ability to excel in a very competitive market. Architectural woodwork projects can be very complex and expensive. The risk and cost of a failed project is often very high...high enough to affect the long-term health of our companies. These costs include: less

Learn More...

"Advanced Project Management"

April 30, 2010 (Day 1 of 2);
May 1, 2010 (Day 2 of 2)

Marina Del Rey Marriott Hotel
Marina Del Rey, CA

Jeff Stück, Stück Wood Works, Inc., Matt Lundahl, Meyer and Lundahl and Greg Kasten, Mortensen Woodwork, Inc., will present this comprehensive two-day advanced session at the AWI Spring Professional Development Seminars, April 29 – May 1, 2010.

A separate course on

"Fundamentals of Project Management"

will be conducted as a full-day seminar by Rick Thaler of OBG Architectural Millwork and Randy Lange, Lange Bros. Woodwork Company, Inc., on April 29, 2010.

money to invest in new equipment, less money to invest in training and less money to assure our businesses can withstand short term downturns in the marketplace. If our competition is managing their projects at a higher level than our companies, we will eventually be passed up.

One of the best returns on investment today is identifying those in our companies who act as project managers and asking them to consider elevating their skills in managing your company's projects. These people include project managers, foremen,

If our competition is managing their projects at a higher level than our companies, we will eventually be passed up.

supervisors, department heads, and most any leaders. Attending classes at your local college and using online training can raise general project management skills. Attending an AWI project management seminar taught by people in our industry can raise skills specific to our woodwork industry. •

Jeff Stück, Founder and President of Stück

Wood Works, Inc., Milwaukee, WI, has been an AWI Manufacturing Member since 1995 and is a member of the Project Management Institute. Mr. Stück has worked as a project manager for 35 years, 30 years of which as an owner of his own company. He believes that brilliant project managers are one of the best advantages a woodwork company can have. Mr. Stück has been a member of AWI's Project Management seminar team for over 10 years.



Project Management Skill Sets

By Jeff Stück of Stück Wood Works, Inc.

We start every AWI Project Management seminar by asking the attendees to identify and write down the skills of a great project manager. The exercise is both fun and insightful. Throughout the past nine years we see some of the same skills identified at every seminar. Here, in no particular order are some that consistently rise to the top.

1. **Communicator** – improve your verbal and writing skills.
2. **Negotiator** – find win-win agreements.
3. **Supportive** – be there for your team.
4. **Decisive** – make decisions, it's what you are paid to do.
5. **People manager** – get work done through people.
6. **Lead by example** – show the way.
7. **Organizer** – set priorities, keep good files.
8. **Time manager** – keep your day in your control.
9. **Listener** – be an active listener. (Practice)
10. **Visionary** – have a sense of what's around the corner.
11. **Technically competent** – know woodworking and construction means and methods.
12. **Truthful** – maintain your credibility.
13. **Fiscally responsible** – profitable jobs.

Now, take a moment and honestly rate yourself on the above skills: low, medium or high. If you do not score high on all of the first six and at least medium on the last seven, you might want to get training in those areas.

Most attendees leave AWI seminars with a toolbox full of tips that help them improve their skills and become better project managers. Take some of the risk out of your next project by improving your project management skill set. Consider attending an AWI project management seminar. •

AWI NEWS

Baby Boy Joins AWI Family

Congratulations to AWI Director of Education Delivery Ilaria Buffalo on the birth of her first child, a “cute-as-can-be” baby boy. Grady Brook Buffalo was born November 3, 2009 at 4:16 pm. The little fellow Grady weighed in at eight pounds, 20 inches at birth. Mom, dad and baby are doing fine as a family of three! Ilaria is on maternity leave until February 2, 2010. •

WORKFORCE

AWI Earns SkillsUSA...

(continued from page 1)

oversee the contest with all of the AWI SkillsUSA Committee members who also judge the competition. We host an orientation day for the competitors, their advisors and parents with presentations about AWI, the architectural woodwork industry, and job opportunities to encourage the competitors about the career path that our industry offers,” Gilchrist added.

“Our committee spends in excess of 700 hours preparing for and running the national SkillsUSA Cabinetmaking Competition. Our involvement and that of AWI chapters in SkillsUSA presents us with an opportunity to foster interest in the architectural woodwork industry as a career path for competitors on the local, regional and national levels of the competitions,” Gilchrist added. •

New AWI Members

Manufacturing

Appalachian Cabinets, Inc.

Deep Gap, NC

Carolina Woodworks & Laminates, Inc.

Monroe, NC

Cartwright Wood Products, LLC

Spring, TX

Doorland 2000

Woodbridge, ON, Canada

Havelock AHI WLL

Manama, Bahrain

Cabinets By Kinsey, Inc.

Tampa, FL

Merrill Woodworking & Design

Rigby, ID

Scanga Woodworking Corporation

Cold Spring, NY

Sheridan Manufacturing of Ohio, LLC

dba James Parritt & Associates

Swanton, OH

TCS Industries, Inc.

Alamo, TX

Vigilant, Incorporated

Dover, NH

WJ Bergin Cabinetry

Orlando, FL

Suppliers

Greater Value Hardwood Consultants

La Crosse, WI

Paragon Enterprises, Inc.

Knoxville, TN

Use the online Directory of AWI

Manufacturing and Supplier Members at www.awinet.org for contact information and access to the Web sites of these and other AWI members. The resource is open 24/7 for use in seeking manufacturers and suppliers of architectural woodwork. •

Bill Croghan Passes Away

AWI Missouri/Illinois Chapter President William (Bill) Croghan, Sr. (51) died on December 3, 2009. His companies, Boa Construction and Architectural Millwork of St. Louis (AMSL was founded in 1989)

CHAPTER NEWS

completed hundreds of custom homes and complex renovations and additions. Croghan generously gave his time and talents, volunteered with Habitat for Humanity, competed in weightlifting competitions, coached his children's basketball teams, and was a Cub Scout leader, according to STLToday.com. He earned a business degree through Washington University's Executive MBA program in 2008. He is survived by his wife, Rhonda, and four children, ages 16 to 23. Memorial contributions may be made to Habitat for Humanity and the American Cancer Society. •

Why Employee Handbooks...

(continued from page 3)

handbooks is evident. They are a tool for employers to set boundaries and expectations as well as a guide for employees. •

Article provided by Administaff (NYSE: ASF), the nation's leading professional employer organization (PEO), serving as a full-service human resources department that provides small and medium-sized businesses with administrative relief, big-company benefits, reduced liabilities and a systematic way to improve productivity. The company operates 50 sales offices in 23 major markets. For more information about Administaff, call 800.465.3800 or visit www.administaff.com.

SPONSOR SPOTLIGHT

Stiles Machinery, Inc.



What's Now
What's New
What's Next

As the economic climate has a tremendous

and somewhat unpredictable influence on the state of our industry, business leaders in today's market must be able to identify trends early so they can adapt their businesses accordingly. One of the best ways to do this is through education, by sharing information and ideas.

At Stiles, our goal is to help our customers succeed in business, whether through equipment solutions, new technology or educational opportunities. The Executive Briefing Conference (EBC) is one of the ways we fulfill that promise. By providing this kind of educational opportunity, we are doing our part to help grow our industry's business community so it has the strength to survive and prosper.

The 8th EBC will be held in Dallas, TX, February 28 to March 2, 2010. Highlights of the 2010 event include two manufacturing plant tours, renowned keynote presenters, and briefing topics focusing on solutions for "What's Now, What's New, and What's Next." For easy online registration, visit www.stilesmachinery.com/ebc. Enter promo code "AWI" when you register to save an additional \$50.

This year Stiles is celebrating 45 years of helping manufacturers succeed. Join us in Texas to find out how we can help make your business a success.

Stiles has been an AWI Supplier Member since 1996. Stephan Waltman, Stiles Vice President, Sales & Marketing, is a member of the AWI Board of Directors. AWI is a sponsor of the EBC. •

stiles



2010 AWI Sponsors

AWI welcomes these 2010 annual sponsors (confirmed as of December 29, 2009), most of which are repeat supporters. Their annual sponsorships help to fund association programs and services that benefit all AWI members. Support these members; they are supporting you through their 2010 sponsorship commitment. Visit www.awinet.org to contact these suppliers the next time a need arises for their services. •

Sustaining Sponsor:

stiles

Major Sponsors:

CNA

LAMIN-CART



Level 2 Sponsors:



Level 4 Sponsors:

