WPA Welcomes Reach Inc.

WPA Auction to Support Nature's Packaging

Speakers Announced for 2016 Annual Meeting

Pallet Services' Darren Bronco Passes Away
ATTENTION WPA ASSOCIATE MEMBERS!
Table Top Exhibit Spaces Especially For Associate Members

GET ENGAGED!
Annual Meeting
January 15-19, 2016
Rancho Las Palmas Resort & Spa
Rancho Mirage, CA

Start 2016 with the Western Pallet Association Annual Meeting in Palm Springs, January 15-19. You can expect an outstanding line-up of speakers on topical issues, plenty of time to network with old and new members at receptions, dinners, and golf. Exhibit space is limited. Sign up for exhibit tables opens August 10th.

Exhibit Cost

- $300 - Before November 1st.
- $400 - After November 1st.

Exhibit space includes a skirted, 8’ wide, table arranged around the periphery of the meeting room. Additional amenities will be arranged through the Rancho Las Palmas Resort & Spa.

- Exhibitors must be Associate Members of WPA, pay the annual meeting registration fee, sign up and pay for an exhibit space.

Exhibit Schedule

- Saturday, January 16th • 5:00 to 6:30 PM - Exhibit Showcase with WPA welcome reception
- Sunday, January 17th • 7:00 to 8:00 AM - Exhibit Showcase with WPA breakfast
- Sunday, January 17th • 12 Noon to 1:00 PM - Exhibit Showcase with lunch.
- Monday, January 18th • 8:00 to 9:00 AM - Exhibit Showcase with WPA breakfast

Set-up starts at 12:00 Noon, Saturday, January 16th and should be ready by 5:00 PM, just in time for the welcome reception. Breakdown can start after 11:00 AM, Monday, January 18th and be cleared by 2:00 PM.

Yes, I want a booth, sign me up today! (Meeting registration will be open in late September)

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North American Softwood Prices

Weekly softwood lumber prices to August 11, 2015 are shown below, sourced at http://www.nrcan.gc.ca/forests/industry/13309.

![Graph showing softwood lumber prices]

New Members

The WPA is pleased to introduce the following new members:

Anthony Hubble
Reach, Inc.
2350 Maywood Drive
Klamath Falls, OR 97601
ph: (541)882-8803
web: www.reachkfalls.com
email: thubble@reachkfalls.com
sponsor: Lori Collins, Sierra Pacific

Nana Bekoe-Sakyi
Bekoe Corporation
2525 Carmichael Way
Turlock, CA 95382
ph: (209)602-0469
web: www.bekoeorporation.com
email: nanabs@bekoeorporation.com
sponsor: Carolyn Beach-Skinner, Westside Pallet
WPA in the News

WPA Membership Drive Competition

The road to January bragging rights begins right now. Help others enjoy the benefits of WPA membership by recruiting them in time for the 2016 Annual Meeting.

In addition to valuable cash prizes, the winner now also receives the membership trophy, presented at the Annual Meeting.

A regular influx of new members helps maintain the strength of the WPA, as well as to build on our reputation of being "the friendliest Association in pallets." When you recruit new members, the entire WPA membership is the winner!

New members can join and pay on the website. Here is the link:: www.westernpallet.org
GET ENGAGED!

Annual Meeting

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Be An Auction Donor!

- **Purpose** - All auction income benefits “Nature’s Packaging - an international promotion dedicated to wood packaging,” which is co-sponsored by NWPCA, CWPCA, Pallet Foundation and WPA.

- **Entertaining** - Auctioneer is the entertaining Bill MacCauley, of John Rock, Inc. You’ve witnessed his talent at NWPCA meetings.

- **And it all happens during the annual meeting of the industry’s friendliest association.**

    January 17, 2016

    Rancho Las Palmas Resort & Spa

    Rancho Mirage, CA

    To donate auction items, call or email the WPA office:

    (360) 335-0208 • wpa@westernpallet.org

    Need not be present to donate.

ATTENTION ALL WPA MEMBERS!

Be a Part of WPA’s First Auction
Members in the News

Darren Bronco Passes

WPA is saddened to report the passing of longtime member and friend to the pallet industry, Darren Bronco, President and co-founder of Pallet Services, Inc. "Darren and I started this company in 1990," CFO Jeanine Dimmick wrote in a statement. "The company has always focused on the 48 x 40 market, but the most important aspect to Darren was always service. As a result, the company has been very successful. Not only in sales but in long term relationships with many of our customers and vendors. Darren had genius-like ability to read the market, the needs of our customers and how the company should proceed. I know he was grateful for your business and loyalty over the years."

Jeanine stressed that Pallet Services has a great staff, including many employees with over 10 years of service, and that customers can expect the same dedicated service going forward. Watch for more complete coverage in the October issue.

WPA Welcomes Reach Inc. of Klamath Falls

The WPA is pleased to welcome Tony Hubble and Reach, Inc., as a new member. Reach, based in Klamath Falls, Oregon, was established in 1987 as a non-profit organization dedicated to providing productive work, rehabilitation and training for people with disabilities and other barriers to employment. It provides a range of services to the local community, including a secondary wood products plant, a recycling operation, as well as a secure document destruction business.

“I think the WPA membership will help us expand our professional network, as well as, increase our knowledge of the pallet industry and our understanding of the west coast pallet market,” Tony states, indicating that he is looking forward to meeting other WPA members at the upcoming 2016 WPA Annual Meeting, taking place January 15-19 in Rancho Mirage, California.

The mill, first established in 1987, includes facility include a core machine which processes core into useable lumber, six cut-off saws, three gang rip saws, a single rip saw, a resaw, and a panel saw.
Reach Joins WPA (Cont'd)

In 2008, the operations branched into secured document destruction for businesses in the Klamath Falls area, which in turn led to the development of its recycling operation. “We are a local non-profit organization which means we are an integral part of our community and we rely on our community for our success,” Tony explains. “We feel it is our role to provide jobs both inside and outside our facility as well as create product solutions for our local businesses. The biggest obstacle to expanding our customer base is the high transportation cost out of our area.”

One whopping area of achievement for the organization is with respect to workplace health & safety, where Reach has now gone over 1,300 days without a lost time accident. "The key to our safety program is first and foremost our Safety Manager Gary Kester," Tony explains. "Gary has done an excellent job of both making safety our no. 1 concern as well as integrating safety into all our production procedures. We have an excellent safety culture here at Reach."
Secure shredding operation led to recycling services (at right) for Reach Inc., Special Olympics 2014 Basketball medal winners (inset)

Watch Your Mailbox for Annual Meeting Registration Information

Preparations are well in hand for the upcoming 2016 WPA Annual Meeting, to be held in Rancho Mirage, California, Oct. 15 - 19, 2016. Watch your mailbox for registration information. Online registration and room reservations are available effective October 1. Rooms can fill quickly so do not delay.

Speakers for the 2016 Annual Meeting include:
Patrick Atagi: NWPCA:
NWPCA, WPA and You - Working Together Wor
Leanne Seeger, Hub International:
How Tech is Changing the Landscape of Employee Benefits
Lori Collins, Sierra Pacific:
Lumber Supply
Chaille Brindley, Pallet Enterprise:
Lean, Mean, Fighting Machine
Ralph Rupert, Millwood, Inc:
Pallet Quality in the 21st Century
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14 Pallets West
Edwards Wood Products Recognized for Commitment to Health and Safety

One way to demonstrate your company’s commitment to safety, as well as to validate it, is through achieving external recognition. Such is the case for Edwards Wood Products, which was recently recertified by The North Carolina Department of Labor as a participant in the Safety and Health Achievement Recognition Program (SHARP) at its Liberty NC location. The program recognizes companies for a commitment to the safety and health of their employees. (Edwards is featured in NWPCA’s Fall Mills Tour in October.)

Company officials were presented with the SHARP flag and certificate at a recent plant ceremony. “It takes every single person in this facility, regardless of the job you do, to maintain SHARP status,” a Department of Labor official stated. “This award belongs to all of you.”

The SHARP Award is designed for small to mid-size businesses. Companies that qualify for the award show that they have developed and maintained good safety programs for workers. To qualify for the program, injury and illness rates for the site must be below the national average for the industry, in addition to other requirements. Edwards Wood Products, established in 1969, is one of the largest manufacturers of pallets and grade hardwood lumber in the southeast.
Softwood Agreement Ends October 12, Canada Faces Short Term Taxes

Canadians will be looking at punitive taxes and quotas on shipments to the U.S. in October before the Softwood Lumber Agreement expires on October 12, according to a report in Random Lengths. This is because the four-week average of the Random Lengths Framing Lumber Composite Price was $313. Anytime the FLCP average dips to $315 or lower, Western Canadians are assessed a 15 percent tax on shipments across the border. Those in Quebec, Ontario, Manitoba, and Saskatchewan will pay a 5 percent tax, plus face the most restrictive quota allotments. The SLA, which has been in place for nine years, will expire on October 12, eliminating taxes and quotas.

One Canadian analyst recently said that without the SLA, Canada would be vulnerable to new tariffs, and that it should consider reducing dependency on the U.S. market through increased exploration of international opportunities.

"The coalition’s position for the last 35 years has been that Canadian lumber is subsidized by the provinces, which own the timber and charge companies stumpage fees to harvest it," BIV observed last May. "That has not changed, and the two countries have fought four lumber wars over the issue."
Top 10 Mistakes Made by Lift Truck Operators

One of the keys to any effective safety training program is to be proactive rather than reactive, says Jim Shephard, President of Shephard's Industrial Training Systems, Inc. He recently appeared on a MHL webinar. Often, it seems like an accident will be the impetus that will motivate a company to initiate a training program. Unfortunately, he notes, that a root cause analysis of accidents usually reveals that if an effective safety program had already been in place, the accident would in all likelihood been avoided.

Another key observation offered by Shepherd involves the importance of frontline supervisors in the training process as well as ongoing safety coaching. From Shepherd's experience, firms with alarmingly high accident rates usually have a very low supervisory presence in this area. Additionally, he stresses the importance of following through with training initiatives. He notes that employees are quick to take note when safety commitments are not being adhered to in the plant and yard, and may lose confidence in the company. If supervisors are not following through with consistently coaching safe work habits, it is worthwhile to dig a little deeper.

Top 10 Enemies of Lift Truck Drivers

1. Failure to look in the direction of travel
2. Not wearing the seatbelt
3. Not conducting a pre-use inspection
4. Not tagging out unsafe equipment
5. Failure to follow refueling and or recharging procedures
6. Replacing LP Gas tanks
7. Distractions
8. Failure to sound the horn at blind corners and doorways
9. Improper mounting and dismounting of equipment
10. Cell phone use

Source: MH&L
Top 10 Mistakes of Lift Truck Drivers

1. Failure to participate in safety meetings
2. Speeding in congested areas
3. Failure to know the net lifting capacity of the equipment
4. Failure to comply with the unattended vehicle rules
5. Allowing distractions to reduce their focus
6. Failure to conduct a pre-use inspection
7. Failure to secure equipment before allowing pedestrians to approach
8. Failure to inspect over-the-road trailers prior to entry
9. Failure to review Safe Job Procedures
10. Failure to say “I don’t know” and seek help

CHEP to Make Serious Investment to Extend “Moat” or Competitive Wall

Brambles, parent of CHEP, reports that it will invest $1.5 billion in its operations and reinvest cost savings over the next four years. CEO Tom Gorman says that the emphasis is on looking after the customer. Of the $1.5 billion, 55 percent will be allocated to the CHEP pallet business, 35 percent to the IFCO RPC business, and 10 percent to containers - including automotive, oil and gas, as well as aerospace. The result, says Gorman, will be to extend the "moat or "competitive wall" around the company."

According to a press report, the company intends to replenish its US pallet pool, differentiate its RPC offering, introduce new products, as well as continue expansion into emerging markets.

"What I want to leave as my legacy is that people will say 'yes, they continued the strategy and built strong and deep competitive advantage, and took the skills in asset management control and pooling, and applied it to different asset classes', and that is exactly what we have been doing," Gorman states.

Over the last five years, Brambles has acquired IFCO Systems and Pallecon, almost doubling in size. It also acquired Ferguson, an oil industry container group.
**APHIS Cautions U.S. Exporters**

The U.S. Department of Agriculture’s Animal and Plant Health Inspection Service (APHIS) recently issued a cautionary note reminding U.S. exporters not to alter certified wood packaging material in any way or mix it with other, noncertified materials.

United States exporters who use noncompliant materials. APHIS warns, may be subject to international fees, fines, and possible bans by our trading partners. Repair and remanufacture companies producing and distributing noncompliant wood packaging material could be held liable by the exporter and/or prosecuted by the U.S. Department of Justice.

APHIS’ wood packaging material regulations require wood packaging material moving internationally to have an ISPM 15 mark which is legible and easily visible on each piece of packaging; preferably on two opposite sides of the material. Exporters may find approved wood packaging material production companies in their area, or to learn how to become an approved company, by contacting one of the 19 agencies authorized to perform wood packaging material inspections on behalf of APHIS.

The entire APHIS communication can be read at the tpiInspection.com website.

A similar cautionary note was also released recently to the U.K. pallet trade by Brepal, the trade association for EPAL in the U.K. To read that story, click here.

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Coaching Corner: Managing Millenials

In case you were wondering, millennials, alternately referred to as Generation Y or the Millennial Generation, comprise the group immediately following Generation X. With birthdates are assumed to range from the early 1980s to the mid 2000s, they comprise one-third of the U.S. population! This is a group that grew up with the constant feedback provided by computer games and modern technology, and as such, experts say, requires a different approach than has often been practiced in the past. Frequent feedback and a participatory approach (less telling and more asking) are useful tactics with any demographic, and especially for the Millennials. Click on the image below to watch the Behavioral Minute.

Port of Los Angeles - Record August Traffic

August throughput at the Port of Los Angeles is up over 3.8 percent compared to the same period in 2015. Combined with strong volume at the Port of Long Beach, indications are that Southern California container traffic is returning to normal after prolonged labor issues over the last year.

August volumes are typically heavy as the first shipments arrive for the holiday shopping season, in conjunction with back to school merchandise. Including imports, exports and empty containers - the latter primarily for return to China - Los Angeles saw 786,667 20-equivalent container units passing through in August.

Exports continued to lag in August, down over 14 percent year-on-year, attributed to the strong U.S. dollar and weakening economies in Asia.
CHEP will be providing the United Nations High Commissioner for Refugees (UNHCR) with an in-depth study of its global supply chain network to increase efficiency and reduce costs.

Vicente Escribano, Head of UNHCR’s Supply Management Logistic Service, said: “The efficiency of our supply chain is often literally a matter of life and death to the refugees and families we serve, so any improvements we can make could have a massive impact”.

“We approached CHEP as a global supply chain leader to ask if they would evaluate if and how improvements could be made to improve our logistics and associated costs. Working with CHEP is a great opportunity for UNHCR and CHEP providing its resources and expertise on a voluntary basis is a real bonus.”

UNHCR – the UN Refugee Agency – was established in 1950 by the United Nations General Assembly to help Europeans displaced by World War Two. Today, the agency is mandated to lead and co-ordinate activities worldwide to protect, and seek durable solutions for refugees.

UNHCR operates in 123 countries with a staff of more than 9,300, providing protection and assistance to more than 46 million refugees, returnees, internally displaced and stateless people. The budget has grown from US$300,000 in its first year to more than US$5 billion in 2014. In 2014, UNHCR dealt with approximately 51.2 million people of concern: 33.3 million internally displaced people (IDPs) and 16.7 million refugees, plus another 10 million stateless people and more than 1.2 million asylum seekers.

CHEP provided its Plant Network Optimization (PNO) Team for the in-depth study, which is reviewing the current state of UNHCR resources to reduce the lead time required to service refugee camps. Currently CHEP’s PNO team is conducting a detailed analysis of UNHCR’s supply chain network in Africa.

UNHCR maintains a network of seven global stockpiles managed from distribution centers strategically located in Copenhagen (Denmark), Amman (Jordan), Dubai (UAE), Nairobi (Kenya), Isaka (Tanzania), Douala (Cameroon) and Accra (Ghana). If needed, UNHCR can ship core relief items (CRIs) from these stockpiles to assist up to 600,000 people within 72 hours. In 2014, UNHCR assisted over 15 million people in need.
EPAL Academy Enjoys Successful First Year, Launch of PalletCheck Express App

Courses Designed for EPAL Pallet Users

EPAL, the European Pallet Association, has enjoyed a successful first year in bringing pallet users up to speed for optimizing their usage of the standard europallet, as well as issuing completion certificates to a multitude of participants. As the international competence, information and training center of EPAL, the EPAL Academy has developed into an important institution for the Euro pallet sector. The Academy offers a broad portfolio of training courses and informative events specifically designed for EPAL pallet users in the retail and industrial sectors, logistics experts and suppliers.

This is supplemented by customized training courses, which take into consideration the various complex requirements of specific companies and partially take place in-house. “Each training course is preceded by an individual consultation and analysis in order to provide the participants and the company with optimal training results,” says Alexander Becker, Director of the EPAL Academy, describing the Academy’s standards.

Demand is high, both at home and abroad, with the EPAL Academy training pallet users in Hungary, customs officers in the Czech Republic and Slovakia, and logistics managers in Austria. The Academy is based in Düsseldorf, where regular training courses are offered, and where new concepts and collaborative ventures are developed and concluded. The Academy works closely with schools and universities, this year participating with a specifically tailored training course for the Logistics Day of the German Logistics Association and together with GS1 Germany (Global Standard 1), it has already presented the seminar entitled “Pallet quality in practice – cost efficiency through professional pallet management,” multiple times. The network and expertise of the EPAL Academy is based on the almost 25 years of experience in operating the world’s largest open pallet pool, which it continues to expand and make future-proof. This includes innovations such as the Pallet App.

EPAL's new PalletCheck Express App
EPAL Launches the PalletCheck Express Pallet App

After several years of development and a year-long test phase, EPAL has launched its new PalletCheck Express Pallet App! The dependable PalletCheck Express application, which has been developed and tested together with the Technical University of Dortmund and the Fraunhofer Institute for Material Flow and Logistics (IML) along with various users in the field, is available from Android and Apple app stores, effective September 28, 2015.

This latest EPAL innovation was recently launched by the EPAL Academy as part of the special “Smart labeling – a glimpse of the future” presentation at the FachPack packaging show in Nuremberg, Germany.

The advantages of PalletCheck Express

- One simple click on your smartphone or tablet replaces the time-consuming job of counting of pallets on the ramp
- Accurate record of the number of pallets, along with the time and location of the exchange process
- Detailed information on the shipper and recipient of the pallets can also be added
- Record of the quality of the exchanged pallets with photographic evidence
- Automatic generation of an exchange document that can be immediately sent by email directly after the exchange process
- PalletCheck Express guarantees maximum transparency with minimal effort.
- The costs of the app have been calculated so that even a single pallet that has been counted on a monthly basis by the app and would have “got lost” during turnaround on the ramp, is capable of covering the costs of the app: €6.90 per month - or less than $8.00, with one month free of charge.
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