

PRESIDENT'S REPORT

IMA Focused on Elections and Budget this Fall

Fall is here and an interesting one it should be. The level of uncertainty is unusually high with international tensions, international and domestic economic issues and the November elections. Will we attack Iraq? Will the economy gain momentum in the fourth quarter? Will the elections at both the federal and state levels dramatically effect the business sector? The list goes on.

Along with the extended list of uncertainties is a list of certainties. The economy is improving, somewhat at a snail's pace, but improving nonetheless. Inflation and interest rates remain positive, and the consumer is still hanging in there. The elections will happen on November 5, and the Indiana General Assembly will convene for the next session on November 19. The State of Indiana has a structural deficit of about \$750 million and growing, and this is a budget session. The results of the new reassessment system will be mailed starting after the November elections and could continue well into next year depending on the county. A number of major business tax changes start in 2003 and continue through 2004. Timelines are in place to finish the final phases of Indiana education reform and accountability.

The IMA will focus on the certainties. Starting with the elections, this is an important time to determine who will lead the state for the next two years. In this issue, we list our endorsed candidates (see pages 12 and 13). Those endorsements represent a cross section of both political parties that have been helpful to manufacturing. They deserve your support and vote.

We will spend a great deal more time this session on the budget process. It is clear that Indiana needs a new direction and that deficit spending days are over. The



PATRICK KIELY
President

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administration has promised far more than it can now deliver because tax revenues are flat. The idea of base plus budgeting is dead. Our support for any new spending will be predicated on outcomes. Our two areas of major focus will be economic development and workforce issues.

We will focus on economic development. Indiana needs to pay more attention to Indiana-based companies and needs to be far more aggressive in attracting new entities. With the tax changes of the special session, we are in a good position to compete; but it takes a rational plan if we are to execute. A strong, accountable, coordinated education focus also needs to occur. Economic development will underperform without it.

Reassessment will be huge. There will be winners and losers. Going to market value will cause major shifts. We expect record numbers of appeals and lawsuits. Manufacturers won relief in the past session, but make no mistake, efforts will be made to politically shift the property tax burden back to the business community.

Finally, look for improvements on the way we communicate with you, the members. In the fourth quarter, we will be launching a restructuring of our Web site. Our goal is to deliver to you the best industry information in an expedited, quality format. ♦

IMANET

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FINANCIAL SERVICES

Avis Expands Avis Cares® Program to Assist Renters

As a member of the Indiana Manufacturers Association, you will receive the best available rate at participating Avis locations with the Avis Wizard® System. By mentioning your Avis Worldwide Discount (AWD) number, you are eligible for competitive Avis car rental rates. Your IMA member Avis AWD is B505100. By visiting the Avis Web site, you can take advantage of the current online specials Avis offers. That's not all. By making your reservation online, you will receive your IMA discount, *plus* you can save even more by combining these discounts with your IMA/Avis coupons. Just make all reservations using your IMA/Avis AWD# B505100!

Avis Rent A Car System, Inc. has recently rolled out a number of new marketing initiatives aimed at taking the stress out of renting and traveling in general. With a new "Quick City Guide," being introduced in 20 major markets, and an Avis Care Package, which debuted August 1, the Avis Cares® program offers more assistance to renters than ever before.

Earlier this year, the company rolled out a new child restraint installation program that has been widely recognized as an important step in the public's education on the new federal LATCH standard ("Lower Anchors and Tethers for Children"). In another move to help family travelers, Avis recently introduced an Avis Family Road Map (see avis.com/familydrive) designed to keep kids safe and entertained on the road.

Avis also recently announced three additions to its Avis Cares offerings:

The *Avis Quick City Guide* premiers in 20 cities. These convenient pocket-sized guides provide a quick overview of local restaurants, nightlife, tourist attractions and business services. "Many renters go right from the airport to their first meeting, so we have an opportunity to act as a concierge of sorts," said Janis Jarosz, vice president of channel marketing. "The goal is to put something in the hands of our customers that gives them a few good ideas while helping them quickly get their bearings in an unfamiliar city."



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The *Avis Cares About Community* program, which highlights the company's social responsibility, launched in August with a charitable tie-in with Special Olympics. Through the end of October, Avis will ask customers to join the company in supporting the charity by sending soccer balls and cash to benefit Special Olympics athletes. The program is highlighted in a new counter brochure and online at avis.com and specialolympics.org.

Finally, a new *Avis Care Package* folder is now presented to every Avis customer, serving as home for the newly introduced pieces in addition to local maps, travel safety leaflets, WeatherFax (where available) and the actual Avis rental contract.

"The goal of this Avis Cares push is to remind both leisure and commercial travelers that this is a car rental company that cares deeply about their safety and well-being," explained Scott Deaver, executive vice president of marketing for Avis. "With these enhancements added to Avis' famous 'We Try Harder' service ethic, we continue to improve on the Avis rental experience."

All of the new activity comes in a year that Avis again ranks number one among all 158 brands surveyed for the Brand Keys® Customer Loyalty Awards firm.

For more information about Avis Cares® programs, visit the Renter's Guide section of www.avis.com, or contact Jeff Goodwin at the IMA at 1-800-462-6861 or via email at jgoodwin@imaweb.com. ♦

GOVERNMENTAL SERVICES

IMA Needs Your Support in the Upcoming Legislative Session

In less than a month, the makeup of the General Assembly will have been decided. The next legislature will decide whether what the last legislature did was the right thing.

The problem facing the state is not over. Another budget shortfall of serious proportions, perhaps approaching a billion dollars, may be in the offing.

The 2003 legislature can quickly take away any advantage created by the 2002 Special Session, if it wishes.

Indiana's economic growth is stagnant. The cause has been the uncertainty of our tax system and obvious reluctance of investors to risk their capital when they don't know how it will be treated by the state. Couple that with an essentially dormant economic development effort and you have a 'no growth' period for the state. The changes wrought in the Special Session, coupled with renewed vigor by the state's marketing folks, could bring us back rather quickly. However, the legislature could easily remove any advantage recently created.



ED ROBERTS
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We will be on the case on your behalf as we have always been, for almost 102 years anyway. We will put well over 100 years of legislative experience in the hallways of the statehouse solely on your behalf. We will need your support and preparedness to act when the going gets tough. Please be ready when we ask for your help during the upcoming session. This is not going to be any easier than the last one, but we will be there prepared and making a maximum effort.

You, IMA's members, are our rudder. You keep this organization and its staff on course. You're why we exist and why we have existed so long. ♦

IMPAC Pledge Form

Please indicate below the amount you would like to contribute and send to IMPAC, One American Square, Suite 2400, Box 82012, Indianapolis, IN 46282-0013.

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ENVIRONMENT

IMA Environmental Policy Committee Convenes

In mid-September, the IMA Environmental Policy Committee met to conduct its annual review of association policy regarding the environment. Once approved by the IMA Board of Directors, the policy will serve as a guide for environmental policy making during the coming year. A document like this is quite useful given the continually changing landscape of environmental policy.

The policy manual is divided into four areas: Air, Water, Waste and General Issues. If you would like a copy of the most recent policy document, please contact the IMA at 800-462-7762 or visit our Web site at www.imaweb.com.

The IMA Environmental Policy Committee is made up of volunteer IMA members who usually have a vested interest in environmental policy within their own company or firm. The committee meets annually to revise the policy manual as described above, and smaller subcommittees meet on an ad hoc basis

during the year as issues develop.

Gary Allie, Environmental Affairs Committee Chair, Ispat-Inland. Email: gralli@ispat.com

Gary Allie (Ispat-Inland) serves as the chair of the IMA Environmental Affairs Committee. Section Manager at Ispat, Gary knows the value of networking with peers and invests time with the IMA and has realized the benefits several times in past years.

Neil Parke, Eli Lilly & Company. Email: parke_neil_j@lilly.com

Neil serves as the Water Issues Subcommittee Chair.

Neil works extensively with the IMA and other trade associa-



Allie



Parke



PATRICK BENNETT
Director of Environmental Affairs

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Bley

tions on water issues.

Doug Bley, Bethlehem Steel. Email: doug.bley@bethsteel.com

Doug serves as chair of the Waste Issues Subcommittee this year.

Doug is an environmental consultant with Bethlehem Steel and active in the Indiana Steel Environmental Group.

Marv Gobles, CTS Corporation. Email: mgobles@cts.com

Marv serves as chair of the General Issues Subcommittee for the coming year.

Marv is the Manager of Environmental Services for CTS, a manufacturer of electronic components.

Bernie Paul, Eli Lilly & Company. Email: paul_bernard_o@lilly.com

Bernie serves as chair of the Air Issues Subcommittee this year.

Bernie is active with the IMA and National Association of Manufacturers on air issues. ♦



Gobles



Paul

TAXATION

Six Hundred Million in Uncollected Taxes?

Over the past few years, I have become acquainted with the work of the Indiana Department of Revenue and have been impressed with some of the things they have accomplished. They have won several national awards and have become a national leader in tax administration and return processing. A bar code system they developed is being copied by numerous other states. That system is also under consideration by the IRS for national use. A tour of the department's recently opened return processing center on the south side of Indianapolis is an impressive experience.

What is most impressive about the department is that they have fully embraced the "doing more with less" mindset. The department collects 44 different taxes and fees totaling almost \$11 billion per year. They do this with 915 employees. Ten years ago the department collected about \$6.5 billion and did it with 1,134 employees. The number of individual income tax returns (one of the 44) has increased by 83 percent in those ten years. The department's budget has not even remotely kept pace with that level of increased workload. To



compensate, they have successfully turned to a greater use of technology and innovative thinking, behavior not normally expected from a bureaucratic agency.

So with this background, I was surprised to hear recent accusations of ineptitude and that they are apparently in line to become an election year example of governmental mismanagement. While I don't doubt that there are ample examples of governmental mismanagement out there, I just did not believe that DOR fit the category.

In case you have not heard it as yet, the accusation is that DOR currently has \$600 million in uncollected taxes and that if the Governor would "fix" that problem, the state could balance the budget without the need for tax increases or spending cuts.

To satisfy my curiosity about the accusation, I asked for an accounting of the \$600 million. I present this information for the reader to decide if the department deserves the black eye some would furnish.

Currently, there are \$668 million in the Indiana revenue department collection cycle. These aren't necessarily taxes due from any one tax year, but the total amount set for collection. The collection cycle and the dollars currently involved at each stage are as follows:

(See TAX on page 11)

Energy Questions?

Contact Us



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MEMBER SERVICES

Trend Toward Salary Freezes to Thaw in 2003

Salary freezes factored prominently in U.S. employers' pay increase budgets for 2002 but will be less prevalent in 2003, according to a survey of 1,600 organizations recently released by Mercer Human Resource Consulting.

The survey found 17 percent of respondents froze salaries for some or all employees in 2002, but only six percent plan such freezes in 2003.

Employers are showing cautiousness as they set their 2002 and 2003 base pay increase budgets, the New York-based consulting firm said. According to the survey, overall pay increase budgets fell to 3.8 percent in 2002 and 3.9 percent in 2003—down from 4.4 percent in 2001 and 4.2 percent in 2000. When companies with salary freezes are factored in, Mercer said, pay increase budgets dropped to 3.4 percent in 2002 and 3.8 percent in 2003.

The 2002 pay freezes hit some industries harder than others. Salary freezes or deferrals were most common in the computer software services and telecommunications industries, Mercer said, but fairly rare in utilities and the health care and insurance industries, which are considered more recession-proof.

Other cost-control measures companies used by respondents included workforce reductions, extending the time between pay increases by an additional six months or more, reduced work schedules, and voluntary leaves of absence, the survey said.

The Mercer survey also found that organizations continue to look for ways to identify and reward employees who add value to their organizations. The survey found a growing use of competency-based performance management (35 percent in 2002, up from 28 percent in 2000), spot cash awards (53 percent in 2002, up more than 10 percent from 2000) and even stock options, whose use grew from 32 percent in 2000



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and Member Services

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to 37 percent in 2002.

For more information about the 2002/2003 U.S. Compensation Planning Survey, contact Mercer at www.imercer.com or call 800-333-3070. ♦

"Shorting" Pay Results in Substantial Liability

The Supreme Court recently held that a doctor was entitled to treble damages and attorney's fees, even though his employer had paid him on time, albeit less than he should have received. Dr. Robert Steele was under contract to work with St. Vincent Hospital. In 1998, the hospital began excluding from his compensation certain amounts for administering chemotherapy and other medications. The trial judge and Court of Appeals ordered St. Vincent to pay Dr. Steele nearly \$900,000 in unpaid wages, liquidated damages and attorney's fees.

The Indiana Supreme Court affirmed, holding that the Wage Payment Statute require employers to "pay each employee at least semimonthly or biweekly, if requested, the amount due the employee." Moreover, payment must be made for "all wages earned to a date not more the ten (10) days prior to the date of payment." Based on these provisions and the plain meaning of phrases "all wages" and "amount due," the court upheld the award of unpaid wages.

St. Vincent argued that Dr. Steele could not recover liquidated damages and attorney's fees because his claims were governed by the Wage Claims Statute, which requires that the employee first submit his wage complaint to the Indiana Department of Labor. The Indiana Supreme Court clarified that the Wage Claims Statute only applies to employees who have been terminated by their employer or those who are out of work as a result of a labor dispute. The court held that the Wage Payment Statute applied and that Dr. Steele properly filed his claim in court. *St. Vincent's Hospital v. Steele*, No.34S02-0107-CV-329, Indiana Supreme Court (2002). ♦

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- Optate
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- Accutemp Comfort Systems

For additional information about any of these services, contact Jeff Goodwin at jgoodwin@imaweb.com or at 800-462-6861.

Econofacts

U.S. Consumer Price Index (1982-84 Base) August 2002

Worker Classification	CPI	Increase over last month	Increase over last year
Urban Wage Earners and Clerical Workers	176.6	+0.3	+1.6
All Urban Consumers	180.7	+0.3	+1.8

Unemployment Rate

August 2002: State Rate: 5.2 National Rate: 5.7

Hours and Gross Earnings July 2002

Average Weekly Wage: \$676.40 Average Weekly Hours: 40.6 Average Hourly Earnings: \$16.66

August 2002

Average Weekly Wage: \$684.32 Average Weekly Hours: 41.1 Average Hourly Earnings: \$16.65

Immigration Questions?

Contact Us



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New Members

Congratulations to the following companies who joined IMA during the month of August:

REGULAR MEMBERS

American Woodmark Corporation, Gas City
Kitchen Cabinet Manufacturer

AQM Products, Inc., Elkhart
Machine Shop

Bedford Machine & Tool, Inc., Bedford
Tool & Die Shop

CanAmerican Veneers, Seymour
Manufacturer of Hardwood Veneer & Plywood

Graber Post Buildings, Inc., Montgomery
Construction/Manufacturing

Indianapolis Power & Light Company, Indianapolis
Electric Company

Jerden Industries, Inc., Bloomington
CNC Production Machine Shop

Patten Containers LLC, Gary
Welding/Fabrication

Quaker Oats Company, Indianapolis
Beverages

REGULAR MEMBERS (Continued)

Scottsburg Plastics, Inc., Scottsburg
Plastics Processing

ASSOCIATE MEMBERS

Advanced Tax Solutions, Inc., Martinsville
Tax Consulting/Preparation

Culver Cove, Culver
Resort

Dawson Oil Co., Inc., Rushville
Petroleum Distributor

Hammond, Kennedy, Whitney & Company, Indianapolis
Private Capital Firm

Rose & Walker Supply, Inc., Columbus
Supplier of Building Materials

T & M Industrial Sales, Inc., Portage
Distributor - Steel Production

Warrick Federal Credit Union, Newburgh
Federal Credit Union

Avant - PU
from Sept.

KSM - PU from
Sept.

Tax *(Continued from page 6)*

- After a bill is issued, the taxpayer has 60 days to pay or file a protest. There is currently \$114 million in the 60-day cycle.

- At the end of the 60-day period, the department will take another 10 days in “telephone pursuit.” At this stage, the department contacts taxpayers and seeks collection. There is about \$68 million pending.

- The county clerk is the next step. Clerks are currently trying to collect \$128 million in unpaid taxes.

- Next, the unpaid bill goes to the county sheriff for collection. There is \$186 million there.

- If the sheriff can’t collect, the bill goes back to the department who transfers it to a collection attorney who has 180 days to collect. There is \$65 million pending at this point.

- Finally, if the collection attorney is unsuccessful, the unpaid bill goes to a private sector collection agency. There is currently \$107 million in unpaid taxes left.

Now, it may be that the unpaid taxes collection system

has too many stages and that the department could cut to the chase earlier (e.g. cut out the clerks and/or the sheriffs and send things to a collection agency quicker). But the goal is to collect 100 percent of all taxes due. The department attempts to do that by taking as many stabs at it as possible and by involving as many governmental entities as possible.

Also, \$668 million is a lot of money and according to the department, is a higher figure than normal. They explain that during a recession tax delinquencies do increase. In addition, they note that they have recently switched to a new accounts receivable system that has inflated the number by putting amounts in the pipeline sooner and temporarily overlapping the older system.

Anyway, from now until November you are likely to hear the accusation. Maybe it’s true or maybe it is just political rhetoric. Now you have more information to base your decision on. ♦

Olive - (BKD) PU
from Sept.

Endorsements *(Continued from page 1)*

Indiana Senate Endorsements

<i>Party</i>	<i>Name</i>	<i>District</i>	<i>City</i>	<i>Party</i>	<i>Name</i>	<i>District</i>	<i>City</i>
D	Frank Mrvan	1	Hammond	R	Brenda Jackson	25	Anderson
R	Shane Stillman	4	Valparaiso	R	Alan Paul	27	Richmond
R	Sue Landske	6	Cedar Lake	R	Murray Clark	29	Indianapolis
R	Joe Zakas	11	Granger	R	Jim Merritt	31	Indianapolis
R	Bud Meeks	14	Leo	R	Jerry McMullen	38	Rockville
R	Tom Wyss	15	Fort Wayne	R	Bob Garton	41	Columbus
R	Gary Dillon	17	Columbia City	R	John Nugent	43	Lawrenceburg
R	David Ford	19	Hartford City	D	Jim Lewis	45	Charlestown
R	Jeff Drozda	21	Westfield	D	Richard Young	47	Milltown
R	Ron Alting	22	Lafayette	D	Lindel Hume	48	Princeton
R	Joe Harrison	23	Attica				

Indiana Statewide Endorsements

<i>Party</i>	<i>Name</i>	<i>Race</i>	<i>City</i>
R	Todd Rokita	Secretary of State	Indianapolis
R	Tim Berry	Treasurer of State	Indianapolis
R	Connie Nass	Auditor of State	Huntingburg
R	Brian Bishop	Clerk of the Supreme Court	Carmel

See House Endorsements on next page 

City Securities - PU from
Aug.

Indiana House Endorsements

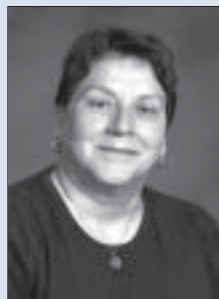
<i>Party</i>	<i>Name</i>	<i>Dist.</i>	<i>City</i>	<i>Party</i>	<i>Name</i>	<i>Dist.</i>	<i>City</i>
D	Earl Harris	2	East Chicago	R	John Ulmer	49	Goshen
R	Ralph Ayres	4	Chesterton	R	Dan Leonard	50	Huntington
D	Craig Fry	5	Mishawaka	R	Dennis Kruse	51	Auburn
D	Pat Bauer	6	South Bend	R	Robert Cherry	53	Greenfield
R	Thomas Kromkowski	7	South Bend	R	Thomas Saunders	54	Lewisville
R	Carl Baxmeyer	8	South Bend	R	Robert Hoffman	55	Connersville
D	Dan Stevenson, Sr.	11	Highland	R	Dick Hamm	56	Richmond
D	John Aguilera	12	East Chicago	R	Roland Stine	57	Shelbyville
D	Chester Dobis	13	Merrillville	R	Woody Burton	58	Greenwood
R	Don Lehe	15	Brookston	R	David Yount	59	Columbus
R	Michael Smith	16	Rensselear	D	Peggy Welch	60	Bloomington
R	Steve Heim	17	Culver	D	Jerry Denbo	62	French Lick
R	David Wolkins	18	Winona Lake	D	Dave Crooks	63	Washington
D	Robert Kuzman	19	Crown Point	R	Eric Koch	65	Bedford
R	Mary Kay Budak	20	LaPorte	D	Terry Goodin	66	Crothersville
R	Richard Mangus	21	Lakeville	R	Cleo Duncan	67	Greensburg
R	William Ruppel	22	North Manchester	D	Paul Robertson	70	Depauw
R	William Friend	23	Macy	D	Jim Bottorff	71	Jeffersonville
R	Richard McClain	24	Logansport	D	William Cochran	72	New Albany
R	Sue Scholer	26	West Lafayette	D	Dennie Oxley II	73	English
D	Sheila Klinker	27	Lafayette	D	Russell Stilwell	74	Boonville
R	Jeffrey Thompson	28	Lizton	D	Jonathon Weinzapfel	76	Evansville
R	Kathy Richardson	29	Noblesville	D	Brian Hasler	77	Evansville
R	Lynn Rudolph	30	Kokomo	R	Vaneta Becker	78	Evansville
R	Dean Young	31	Hartford City	R	Michael Ripley	79	Monroe
R	Eric Turner	32	Marion	R	Jeffrey Espich	82	Uniondale
R	Andy Kincaid	36	Anderson	R	Robert Alderman	83	Fort Wayne
R	L. Jack Lutz	35	Anderson	R	Randy Borrer	84	Fort Wayne
D	Scott Reske	37	Pendleton	R	Phyllis Pond	85	New Haven
R	James Buck	38	Kokomo	R	Jim Atterholt	86	Indianapolis
R	Gerald Torr	39	Carmel	R	Cindy Noe	87	Indianapolis
R	Matthew Whetstone	40	Brownsburg	R	Brian Bosma	88	Indianapolis
R	Timothy Brown	41	Crawfordsville	R	Lawrence Buell	89	Indianapolis
R	Andy Thomas	44	Brazil	R	Michael Murphy	90	Indianapolis
R	Brooks LaPlante	46	Terre Haute	R	Robert Behning	91	Indianapolis
R	Ralph Foley	47	Martinsville	R	Phillip Hinkle	92	Indianapolis
R	Tim Neese	48	Elkhart	R	David Frizzell	93	Indianapolis

IMA Staff Anniversaries



Ford

Scot Ford, Vice President of Membership Sales, celebrates his 10th year as an IMA employee this month.



Gano

Sondra Gano, IMA Receptionist, celebrates her 12th year as an IMA employee this month.

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Fees are fully refundable up to 72 hours prior to seminar. There is a \$35 processing charge for cancellations received between 72 and 24 hours prior to seminar. Fees will not be refunded for cancellations received less than 24 hours prior to seminar. Substitutions anytime.

Method of Payment

- Check enclosed (payable to IMA)
- Copy of P.O./check request form enclosed
- Credit Card (fill in information below)

Credit Card Payment

- VISA MC AmerEx Discover

Name of Cardholder _____
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Return this form with payment to:

Kristin Hursh at IMA, One American Square, Suite 2400, Box 82012, Indianapolis, IN 46282. Phone us at 317-632-2474 or fax to 317-231-2320.

IMA/Amerisure *(Continued from page 1)*

Foundation. Through hole sponsorships from Amerisure Wall of Fame agencies, raffle tickets and a 50/50 raffle, enough money was raised to sponsor a "wish" with the foundation. The funds raised were matched by



Ralph Jones of Amerisure presents Ed Norcutt of the Rothschild Agency (left) with the Producer of the Year Award.

Amerisure/IMA, bringing the total to \$6,215. The IMA and Amerisure were pleased to include the ONB Insurance Group, Inc. as the newest member of the Wall of Fame and wish to express a special thanks to the following groups: 1st Source Insurance, Associated Insurance Service, Brown & Brown of

Indiana, Cassidy, Neeser & Brasseur, Connolly, Ford, Bower, & Leppert, Consolidated Union, Gibson Insurance Agency, Gregory & Appel, Miles & Finch, Inc., Parker Group, Inc., Rothschild Insurance Agency, Inc. and the Shultz Agency.

Another highlight of the outing was the announcement of the 2002 Producer of the Year. Ed Norcutt of the Rothschild Insurance Agency in Merrillville is the first agent to repeat as winner of this prestigious award and is now a three-time winner. Ed has been a long-time, consistent producer in the IMA/Amerisure program and the IMA is grateful for his support.

In addition to Ed being named Producer of the Year, his agency, the Rothschild Insurance Agency, was recognized as Agency of the Year for 2002. This award is given in years when special agency recognition is warranted. The IMA and Amerisure are proud to include the Rothschild Insurance Agency as one of our partners in this unique program.

During a year that saw historical results for underwriting losses in the insurance industry, the IMA is proud to be able to offer Amerisure to our members as our sponsored partner. Amerisure has managed to create a win-win situation for our membership with both competitive premium levels combined with excellent loss-control experts and top-notch claims management. To find out if the IMA/Amerisure program is a perfect fit for your operation, please have your independent agent contact Amerisure, or call Jeff Goodwin at 800-462-6861 or locally at 317-632-2474 or via email at jgoodwin@imaweb.com. ♦

Winner's Circle:

Taking first place in this year's outing were (l to r) Steve Atkins



of Amerisure, Jeff Short of Phoenix Fabricators, John Ford of Connolly Ford Bower and Leppert and Tim Yohler of Phoenix Fabricators.

Second Place:

Taking second place in this year's outing were (l to r) Dave



Parker of The Parker Group, Bob Burgess of Stone City Products, Joe Elliott of Indiana Steel and Engineering Co., Inc., and David Rariden of Stone City Products.

EXCHANGE SERVICE

HOW DO I PLACE AN AD IN THE EXCHANGE?

To place a listing in the next *Exchange* section, send copy to Charlene Hickey at the IMA, One American Square, Suite 2400, Box 82012, Indianapolis, IN 46282; fax to 317-231-2320; or e-mail Charlene at chickey@imaweb.com.

Ads should be limited to 50 to 75 words. "Personnel Available" listings must include a resume and a personal advertisement of 50 to 75 words. All ads will run in two consecutive issues.

If you are interested in inquiring about any listing in this issue of *IMANET*, call Charlene Hickey at 800-462-7762 or 317-632-2474 and refer to the reference number. This service is available only to IMA members.

PERSONNEL AVAILABLE

PA350: Industrial/Manufacturing – Project Manger.

Candidate with nine years of manufacturing project management experience seeks new position with central Indiana company. Purdue graduate: BS, MS – Industrial Technology. ♦

MEETING CALENDAR

Meetings	Date	City	Location
Environmental & Safety Conference	Oct. 22, 2002	Indianapolis	IMA Conference Center
OSHA One-Day Safety & Health Tune-up	Oct. 29, 2002	Fort Wayne	Downtown Holiday Inn
OSHA One-Day Safety & Health Tune-up	Nov. 20, 2002	Clarksville	To be announced
OSHA 30-Hour Certification Course	Dec. 3, 4 & 5, 2002	Indianapolis	IMA Conference Center
Employment Law Conference	Dec. 10, 2002	Indianapolis	To be announced

***IMA programs are your best education value. Call 800-462-7762 for more information.
You may register for most events online at the IMA Web site at www.imaweb.com.***

PLEASE ROUTE TO:

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If you would like your name added to the IMANET mailing list, call the IMA at 800-462-7762.



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