

THE DISPERSER

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"Dispersing ideas among friends"

PROGRESS THROUGH COOPERATION

FPCA President Letter



WWW.FPCA.CLUB

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I hope everyone's summer is going well. It appears that our industry is gradually picking up as the year progresses. We have a lot to look forward to! Firstly, our new website is now active! Please go on at your earliest opportunity: FPCA.club. There you can sign up for membership, read past dispersers, get the upcoming meeting dates, find out about scholarships, and starting with your help, see pictures of our past meetings. Please send these to j.alexander@munzing.com. Our board member, Jeffery Alexander, is doing a great job getting this website moving, and is coordinating it all with our own website designer. This is a working website, which means we can add to it, or change it as WE all decide. This is YOUR membership, and we look forward to our new website to help grow our group.

We are also fast approaching our next meeting in Longboat Key. We have some excellent speakers planned! The first is George Pilcher, VP of the ChemQuest group. You may remember this company from our last meeting at Disney. You can expect another great update from their expertise on our industry. The title will be: "State of the Paint & Coatings Industry in Florida, 2023-2025". We will also have Lee Moffitt, past Speaker of the House of Florida, as well as founder of the Moffitt Cancer Center. He will be speaking on updates in our industry that our legislation in Tallahassee are working on. We may have a House Representative also speak...that is being finalized at this time. The date is Friday-Saturday. September 27th and 28th at the beautiful Longboat Key Club. You will be able to sign up for this meeting shortly...we will send out an email reminder. But as a new benefit to our new website, you will be able to sign up, as well as pay for the meeting online. Once the payment portal is active, you will be alerted by email. Going forward, we'll be coordinating all membership and meeting payments via our website. Again, it's FPCA.club

We'd like to respectfully remind everyone that Friday night is the sponsored cocktail hour, which we would like all our members to attend. The banquet Saturday evening we also would like to respectfully ask all members to attend, (not do outside dinners with vendors). This is a time to join together to renew friendships and business acquaintances all together at one of the most gorgeous venues Florida has to offer. Our new officers will be formally voted upon at this next meeting.

Look forward to seeing everyone soon,

Regards,
Allison Lyman Rich
FPCA President



OSHA Final Rule Updating the Hazard Communication Standard Takes Effect July 19

- May 27, 2024
- Government Affairs
- Contact: Riaz Zaman

On May 20, the U.S. Department of Labor published a final rule from its Occupational Safety and Health Administration (OSHA) that will [update the current Hazard Communication Standard \(HCS\)](#). OSHA says the updates will better protect workers by improving the amount and quality of information on labels and safety data sheets and allow workers and first responders to react more quickly in an emergency. The updates take effect on **July 19, 2024**.

According to OSHA the updated standard aligns with the seventh revision of the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals (GHS), and will require labels on small packaging to be more comprehensive and readable and makes changes to help ensure trade secrets no longer prevent workers and first responders from receiving critical hazard information on safety data sheets.

Established in 1983, the HCS provides a standardized approach to workplace hazard communications associated with exposure to hazardous chemicals. OSHA updated the standard in 2012 to align with the third revision of the GHS to provide a common and coherent approach to classifying chemicals and communicating hazard information.

"Workers will also benefit from other changes in the updated standard, including a clearer hazard classification process to provide more complete and accurate hazard information on labels and safety data sheets; updated physical hazard classes to better inform users on safe handling of explosives, aerosols and chemicals under pressure; and updated precautionary statements on how to safely handle, store and dispose of hazardous chemicals," OSHA stated in its announcement.

The final rule also addresses issues that arose since the implementation of the 2012 standard and improves alignment with other federal agencies and Canada.

[OSHA's HCS webpage](#) provides additional background on the standard.



Florida ranked top economy in the U.S. for second year in a row

FLORIDA NEWS

By Eric Daugherty

Published Jul. 11, 2024, 2:36 p.m. ET | Updated Jul. 11, 2024

TALLAHASSEE, Fla. – **CNBC** placed Florida as the top state in the nation for economy in 2024, the second straight year.

Following Florida was Texas, Tennessee, North Carolina and Arizona for economy.

Gov. Ron DeSantis celebrated the news Thursday.

"In 2024, we reduced spending, cut taxes, raised teacher pay, paid down record amounts of state debt, generated a huge budget surplus, ranked #1 in education, allocated record funding for Everglades restoration, and accelerated road and highway projects," DeSantis said.

Indeed, Florida spent less in fiscal year 2024 than 2023, and is running a surplus of around \$17 billion. DeSantis also vetoed nearly \$1 billion from the budget.

"Florida's economy has grown at roughly twice the rate of the nation's economy since 2019. We lead the nation in net in-migration and in new business formations," DeSantis said.

While Florida was top for economy, CNBC's "overall" ranking took other factors into effect, such as infrastructure, workforce, quality of life, cost of doing business, technology and innovation, and business friendliness.

Florida ranked 2nd for workforce, 16th for tech and innovation, 25th for cost of doing business, 28th for business friendliness, 35th for infrastructure and 38th for quality of life.

Overall, Virginia topped CNBC's list for the best states for business in 2024, followed by North Carolina, Texas, Georgia, and Florida at 5th.

Florida's big-state political rivals – Illinois, New York and California – ranked 15th, 22nd and 23rd, respectively.

The state with the worst economy was Mississippi, preceded by Hawaii, New Hampshire, Louisiana, Kansas, Kentucky and Rhode Island.



2024 Business Cards



Dan Copeland
Technical Sales Representative
Azelis Americas CASE
dan.copeland@azelisamericas.com
195 West Spring Lake Dr
Altamonte Springs, FL 32714
M 407 353 0729
CS 877 742 3546
CSR/Orders: case_orders@azelisamericas.com
visit azelis.com/americas/case

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Becky Peterson
Technical Sales Representative
Azelis Americas CASE
rebecca.peterson@azelis.com
9025 Centre Point Drive, Suite 300
West Chester, Ohio 45069
D 813 904 1057
visit azelisamericascase.com

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Jeremy Pitts
Technical Sales Representative
Azelis Americas CASE
jeremy.pitts@azelis.com
2302 Henderson Way
Plant City, FL 33566
M 813 733 1049
CS 877 742 3546
visit azelisamericascase.com

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Leif Wahlquist
Vice President of Sales
All American Containers, Inc.
Of Tampa
Tel: (813) 248-2023
Cell: (813) 373-1474
Fax: (813) 248-1059

4507 Eagle Falls Place
TAMPA, FL 33619

E-mail: LeifW@AllAmericanContainers.com
www.AllAmericanContainers.com

arxada

Patricia Principe Winkeljohn
Senior Account Manager

M +678 429 4265
E patti.winkeljohn@arxada.com

1200 Blue Grass Lakes Parkway
Alpharetta, GA 30004



Julie Biggerstaff, Ph.D
Vice President Sales - Southeast
Azelis Americas CASE

julie.biggerstaff@azelisamericas.com

6085-C Duquesne Dr. SW
Atlanta, GA 30336

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Being Interdependent: Why It Matters and How to Achieve It

Interdependence is the state of being mutually reliant on each other. It means that we can benefit from the strengths, skills, and resources of others, while also contributing our own. Interdependence is not the same as dependence, which implies a lack of autonomy and self-reliance. Nor is it the same as independence, which implies a disregard for the needs and opinions of others. Interdependence is a balance between these two extremes, where we respect our own individuality and that of others, while also recognizing our interconnectedness and common goals.

Interdependence has many benefits for individuals, groups, and society as a whole. Some of these benefits are:

- **Greater efficiency and productivity.** By working together, we can achieve more than we could alone. We can specialize in our areas of expertise and rely on others for support. We can also learn from each other and share best practices.
- **Fostering collaboration, cooperation, and mutual benefit.** By being interdependent, we can create win-win situations where everyone gains something from the relationship. We can also build trust, loyalty, and goodwill among ourselves and others.
- **Power in numbers.** By being interdependent, we can have more influence and voice in the world. We can also leverage our collective resources and capabilities to overcome challenges and create opportunities.
- **Amazing outreach.** By being interdependent, we can be everywhere to meet the needs of our customers and stakeholders. We can also access diverse markets and networks that would otherwise be inaccessible.
- **Common framework.** By being interdependent, we can meet the expectations of our customers and stakeholders by providing consistent value and service. We can also align our vision, mission, and values with those of others.
- **Safety net.** By being interdependent, we are not alone in managing our business, addressing risks, and planning our future. We can rely on others for help, advice, and feedback.

Interdependence is not something that happens automatically or naturally. It requires intentional effort and commitment from all parties involved. Some of the ways to achieve interdependence are:

- **Communicate effectively.** Communication is the key to any successful relationship. We need to communicate clearly, respectfully, and honestly with each other. We need to listen actively, empathize, and understand each other's perspectives. We need to give and receive constructive feedback and avoid blaming or criticizing each other.
- **Share goals and responsibilities.** Interdependence means that we have a common purpose and direction. We need to share our goals and expectations with each other and agree on how to achieve them. We need to divide the tasks and roles according to our strengths and preferences. We need to hold ourselves and each other accountable for the outcomes.
- **Respect diversity and differences.** Interdependence means that we appreciate the value of diversity and differences among ourselves and others. We need to respect each other's opinions, beliefs, values, and preferences. We need to avoid stereotypes, prejudices, and judgments. We need to celebrate each other's achievements and support each other's growth.
- **Compromise and negotiate.** Interdependence means that we are willing to give up something for the sake of the greater good. We need to compromise and negotiate with each other when there are conflicts or disagreements. We need to seek solutions that are fair, balanced, and beneficial for all parties involved.
- **Trust and support.** Interdependence means that we trust each other's intentions, abilities, and actions. We need to be honest, reliable, and consistent with each other. We need to support each other's needs, interests, and aspirations. We need to be loyal, faithful, and dependable.

Being interdependent is not easy or simple. It takes time, patience, courage, and humility. But it is worth it because it leads to greater happiness, fulfillment, and success for ourselves and others.

**Francisco Kelly**

Account Manager - Southeast
Material Science

Brenntag Specialties, LLC
8700 NW 36th Avenue
Miami, FL 33147 USA
Mobile +1 561 5393380
fkelly@brenntag.com



brenntag.com

**Bruce Pieper**

Technical Support Manager
Material Science, Southeast

Brenntag North America, Inc.
3200 Moon Station Road, NW
Kennesaw, GA 30144 USA
Mobile +1 270 8695835
bpieper@brenntag.com



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Jared McCabe
Sales Representative

Greenchem Industries LLC
222 Clematis Street, Suite 207
West Palm Beach, FL 33401
Jared@greenchemindustries.com

D: 561.557.7558
C: 201.787.7720
O: 561.659.2236



Dan Kerr
Executive Director

3637 Medina Road, Suite 350 • Medina, Ohio 44256
(330) 723-8001 • Fax: (330) 723-6262
Cell: (216) 496-7754 • Email: dankerr@guildcpo.com
www.guildcpo.com



Liam Kerr
Program Development
Manager

3637 Medina Road, Suite 350 • Medina, Ohio 44256
(330) 723-8001 • Fax: (330) 723-6262
Cell: (330) 242-3382 • Email: liamkerr@guildcpo.com
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Cell: 813-833-5774
mstaack@jns-smithchem.com

**CHRISTINA KATRINAK**

Technical Sales Representative
Southeast Territory

P: 877.546.8324

C: 305.849.3744

christina.katrinak@lintechinternational.com

lintechinternational.com



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E-Mail: majemac@knology.net
jackpmcmahon@mindspring.com

Cell (727) 743-7211
Voice Toll Free (888) 797-8806
Fax: (727) 791-7291

**Jeffery Alexander**

Regional Sales Manager - Southeast

Phone 973-233-6168
Mobile 828-308-3997
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DISNEY

When: February 21 - 23, 2025

Where:

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LONG BOAT

When: September 27 – 29, 2024

Where:

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Laurie Barfield

Senior Sales Representative

Omya Inc.
9987 Carver Road, Suite 300
Cincinnati, OH 45242
U.S.A.

Mobile (470) 707-7547
Cust. Serv. (800) 451-6110
laurie.barfield@omya.com
www.omya.com



CASE
Performance Materials Division

Christine Monell
Account Manager

Ravago Chemicals North America
Southern Region
1900 Summit Tower Blvd
Suite 900 | Orlando, FL 32810

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Office: (508) 770-0076
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VAN HORN, METZ & CO., INC.
204 WHITE MEADOW COURT
SIMPSONVILLE, SC 29681
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WWW.VANHORNMETZ.COM

Thomas A. Daquila
Vice President of Sales



tdaquila@espinc.us
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Eastern (Home) Office
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STEVEN DOBSON
Territory Manager

5618 Clyde Rhyne Dr.
Sanford, NC 27330
stipolymer.com
800.874.5878

DIRECT 561.516.0971
sdobson@stipolymer.com



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If you are interested please contact, Mary Bogan.



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