

2021 MEMBER SOLUTIONS CATALOG

YOUR REGIONAL RESOURCE PROVIDING BUSINESS
SUPPORT SERVICES AND CONNECTIONS TO THE

PAPER / PRINT / PACKAGING / MAILING COMMUNITY

IN NEW YORK STATE, NEW JERSEY, PENNSYLVANIA
AND DELAWARE

ENGAGE . EXPLORE . ENERGIZE . EXCEL



UNITED IN SERVING THE PAPER / PRINT /
PACKAGING / MAILING COMMUNITY IN
NEW YORK STATE, NEW JERSEY,
PENNSYLVANIA AND DELAWARE

THE PRINTING INDUSTRIES ALLIANCE/ GRAPHIC ARTS ASSOCIATION

VALUE PROPOSITION

- Latest Information and Updates on Local, State, and Federal Covid-19 Issues and Concerns
- Professional State Specific and Federal Human Resource Management Support
- Professional State Specific and Federal Environmental, Health and Safety Management Support
- Customized Employee Benefits, Workers' Compensation, and Property & Casualty Insurance Programs Designed for Your Printing Business
- Connect with the Local, Regional, and National Paper/Print/Packaging/Mailing Community
- Industry Advocacy on Local, State, and Federal Levels
- Leverage Association Buying Power to Save Money Through Group Buying Discounts
- Confidential Sounding Board to Discuss Your Business Issues and Concerns
- Solve Business Problems Through Our Industry Experts Consulting Program
- Access Professional Business Support Services on a Variety of Topics

Contacts:

Printing Industries Alliance

(800) 777-4742 or (716) 691-3211
www.PIAlliance.org

Graphic Arts Association

(215) 396-2300
www.graphicartsassociation.org

WELCOME

State and Local Association Services Are Critical

Printing Industries Alliance (PIA) and the Graphic Arts Association (GAA) serve the Paper/Print/Packaging/Mailing community in New York State, Pennsylvania, New Jersey, and Delaware by providing YOU with federal, regional and state specific support, services and benefits.

This territory, arguably the largest and most important print market in the world, is home to a broad range of excellent printing firms of all sizes, markets served, and production methods utilized.

Competitive factors and the COVID-19 pandemic have challenged all industries. Printing firms operating in the PIA/GAA territory also must contend with anti-employer state and federal agencies, aggressive environmental and OSHA enforcement, and anti-business state governments. Throw in the diminished, but still present, printing trade unions and you have a significant level of negative factors challenging our members to contend with.

The PIA/GAA Value Proposition presents a variety of informational, consultative, and expense reducing services for use by our membership. However, many members place the most value on the organization's ability to connect them with the local and regional industry. Attendees at our meetings report on colleagues they have met, business they have done, and yes, even friendships they have made.

PIA and GAA have forged a partnership to provide even more value to our collective membership. Locally based, always available – we are here to support you, your employees and your business goals to make our Northeast print market the best in the country. We know your company, we know the industry, and we are ready to be of service.

We appreciate your support and look forward to being of service in the months and years ahead. Please do not hesitate to contact either organization if we can be of assistance.



CONNECT WITH YOUR INDUSTRY!

Companies join trade associations for many reasons. Assistance with regulatory compliance, saving money on important business purchases, and supporting industry advocacy efforts are just a few of the many valid and important reasons our members belong.

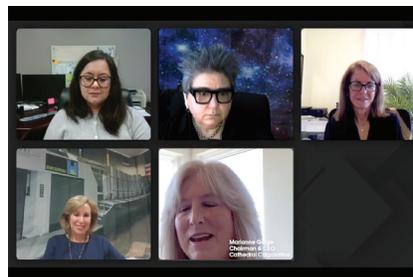
Opportunities to connect and network with industry peers has been rated the most valuable, yet unsung, member benefit around by our members! PIA/GAA offer various events, online and in-person, where problems are solved, business is done, introductions are made and quite often, new friends are made!

Printing Industries Alliance and Graphic Arts Association are your connections to the Paper/Print/Packaging/Mailing communities in New York, Pennsylvania, New Jersey, Delaware and across the country.

Printing Industries Alliance and Graphic Arts Association—Members of the Print Industries group.

The Print Industries group is a national network of sister organizations located across the United States and Canada, dedicated to increasing the value provided to our members through collaborative efforts and shared resources. Group projects include:

- Annual Printing Industry Wage + Benefit Survey
- PrintAccess Print Buyers Guide
- Regional Affiliate Certificate Group
- Workforce Development
- National Subcontractor Sourcing
- Digital Technology Council and Profit Matters Webinars
- Regional Conferences

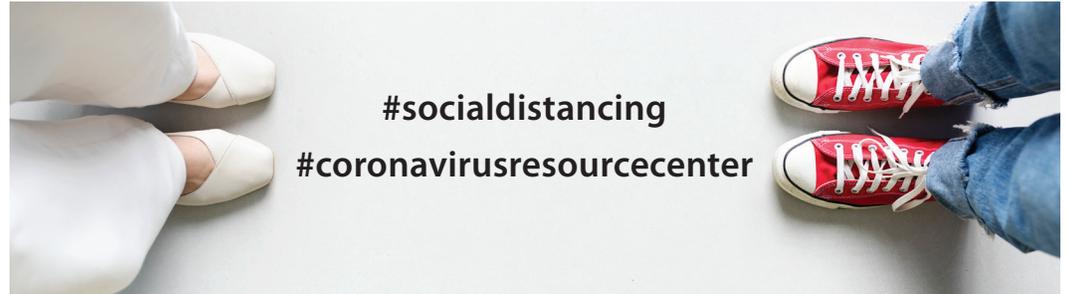




COVID-19 RESOURCES

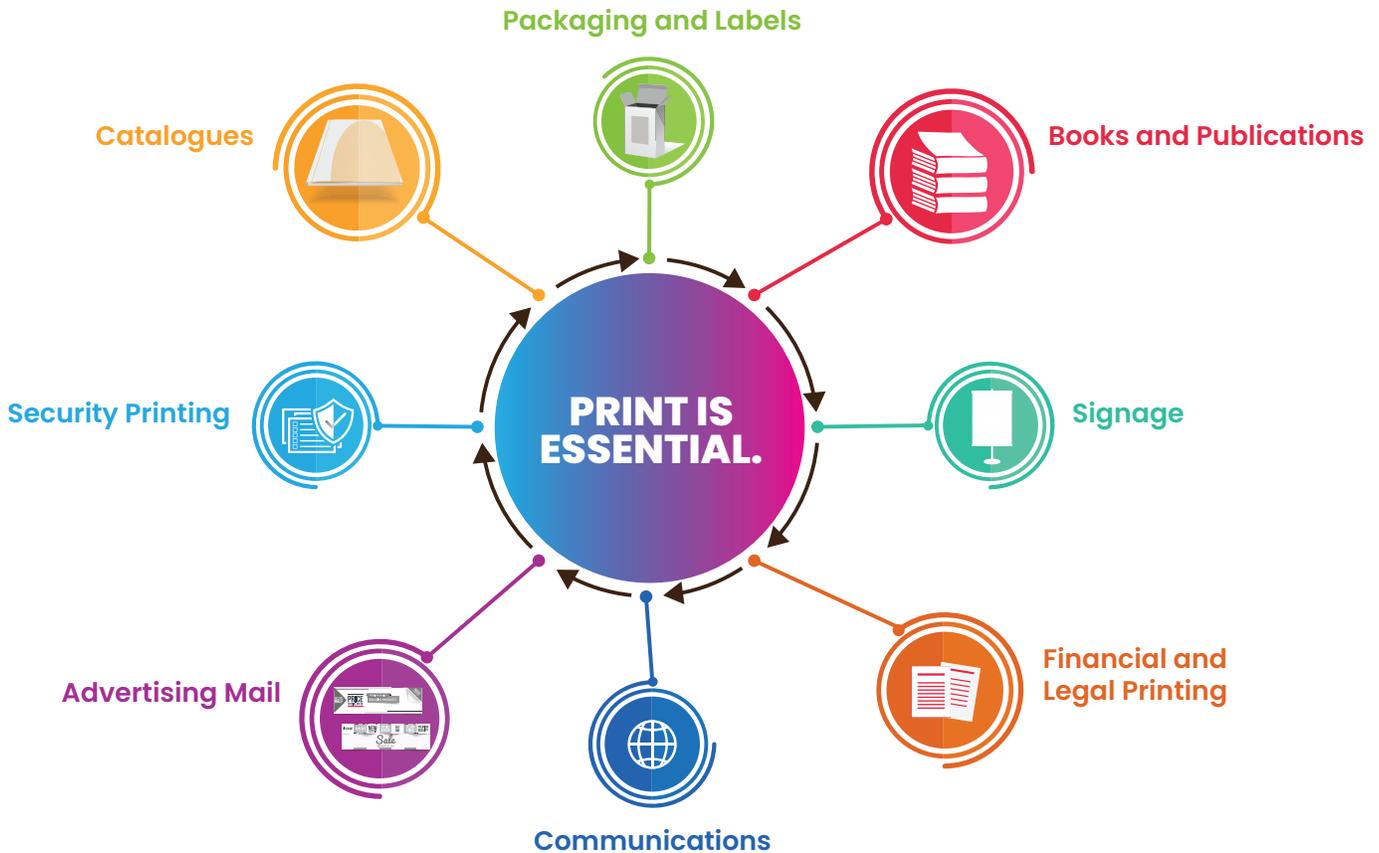
The COVID-19 pandemic provided new and frightening challenges for our members as we entered 2020. Concerns about new governmental regulations, lockdowns, employee health and safety issues, travel restrictions and other problems created unprecedented situations.

Early on, Printing Industries Alliance and Graphic Arts Association each established a Coronavirus Resource Center for their respective memberships. The Center provided information on local, state, and federal laws as well as resources for keeping employees safe while reopening operations, advice on PPP loans, and economic reports. We will continue these efforts for the duration of the pandemic.



PRINT IS ESSENTIAL

At the start of the pandemic, Printing Industries Alliance and Graphic Arts Association took action in New York, Pennsylvania, New Jersey, and Delaware to ensure state government understood the essential nature of PRINT for our members and society as a whole. We lobbied heavily for our members and were a voice for our industry when state governments were moving to silence it. #printisessential #thankaprinter





GOVERNMENT RELATIONS AND ADVOCACY SOLUTIONS

Problem: I'm just one person, how can I make my voice heard on issues that are important to me?

Solution: Our **Government Relations and Advocacy Solutions** program provides members with information on key industry issues and the ability to connect with local, state, and federal officials to make your views known. Just recently, the power of having LOCAL government advocates representing you was made critically apparent by Printing Industries Alliance and Graphic Arts Association's efforts on ensuring that print was deemed ESSENTIAL and remained open for operations during the COVID-19 crisis. #printisessential

Understanding how complex laws and regulations may impact your firm can be arduous and daunting. Our Government Relations and Advocacy Solutions program addresses these concerns. Experienced staff are protecting your ability to conduct business every day. Whether it is in Washington DC, Albany, Philadelphia, Harrisburg, Trenton, or Dover, we advocate on your behalf, supporting public policies, legislation, and regulations that will help your business.

SOLUTIONS FOR MANAGERS WHO WANT HELP COMPLYING WITH GOVERNMENT REGULATIONS AND "CUTTING RED TAPE"

(OWNERS, CFO's, HR MANAGERS)

■ Legislative Action Center

- Health Care Reform
- Sales Tax and Tax Policy
- Government Procurement
- Postal Reform and Do Not Mail

■ Print Drives America Foundation

■ Member—National Association of Manufacturers (NAM) Allied Associations Group

- Issue updates, Action Alerts, and Sign-on letters
- Quarterly Economic Update Webcasts
- NAM's Key Vote program

■ Assistance in Understanding Government Regulations

Contacts:

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Melissa Jones
(215) 396-2300
mjones@gaaonline.org



Next time you need assistance understanding and complying with governmental regulations or need someone to advocate for your company, ask about our Government Relations and Advocacy Solutions program!



ENVIRONMENTAL, HEALTH & SAFETY SOLUTIONS

Problem: OSHA, Environmental Protection Agency and various state and local regulatory agencies are out there – waiting to pay you a visit. When they do, will your permits, policies and training be up to date and help you avoid thousands of dollars in fines?

Solution: Environmental, Health & Safety Solutions

Members have access to a wide variety of services designed to keep them out of trouble with OSHA and EPA as well as a host of state and local regulatory agencies. Don't wait for that knock on the door! Let us help you set up and administer a comprehensive Environmental, Health & Safety program for your company. Failure to comply with compliance requirements is costly, time consuming, and embarrassing. We can help!

SOLUTIONS FOR MANAGERS WHO HAVE REGULATORY COMPLIANCE RESPONSIBILITIES

(OWNERS, EHS MANAGERS, HR MANAGERS, OPERATIONS MANAGERS)



■ **Complimentary Safety Walk-throughs**

■ **Webinar-based, On-Demand, No Cost OSHA Training**

- Lockout/Tagout
- Hazard Communication
- Emergency Action Plan
- Lift Truck Safety (Powered Industrial Truck)
- And many more

■ **On-Site OSHA Training**

■ **Environmental, Health and Safety Consulting**

■ **Crisis Management Support**

■ **OSHA 10-Hour Course**

■ **Air Permit Assistance**

■ **Hazardous Waste Compliance Assistance**

■ **Model Policies and Procedures**

■ **Hazardous Waste Management Training**

Contacts:

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Next time you need assistance in handling an Environmental, Health & Safety issue, ask about our Environmental, Health & Safety Solutions program!



INSURANCE, BENEFITS, AND RISK MANAGEMENT SOLUTIONS

Problem: Insurance is complicated, costs are skyrocketing and they are consuming an ever-increasing portion of my bottom line. How can I make sure my coverages match my exposures, maximize my company's insurance investment, and obtain the savings and personal service normally offered to only the largest firms?

Solution: Insurance, Benefits, and Risk Management Solutions

Members can leverage Association buying power through our Insurance, Benefits, and Risk Management Solutions program. Our Partner Organization, Gilroy Kernan & Gilroy (GKG), a leading insurance organization, provides a wide variety of insurance and financial products, specifically designed for our industry. GKG provides a strategic approach to risk management for members, resulting in a total understanding of the organization's risk exposures and mitigating strategies.

SOLUTIONS FOR MANAGERS MAKING INSURANCE DECISIONS

(OWNERS, CFO'S, CONTROLLERS, HR MANAGERS)



■ **New York State Workers' Compensation Safety Group**

■ **Employee Benefits Connection**

- Health Insurance
- Dental
- Disability
- and more

■ **401k Programs**

- Individual
- Group

■ **Business Owners Commercial Insurance Program**

■ **Cyber Insurance Program**

■ **Employee Benefits Benchmarking**

■ **Invitations to all GKG University Seminars/Webinars**

■ **Complimentary Risk Assessments**

■ **Complimentary Cyber Security Audit**

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Sarah Armstrong

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Next time you need assistance in evaluating your company's insurance programs, reviewing potential risk exposures, and determining if you are getting full value for your insurance spend, contact us and ask about our Insurance, Benefits, and Risk Management Solutions program!



ESSENTIAL BUSINESS SOLUTIONS

Problem: Profit margins continue to be slim. Most printing firms are not of a sufficient size to access the purchasing power normally available to just large companies.

Solution: Our **Essential Business Solutions** allow members to pool buying power and purchase goods and services like companies many times their size. Members enjoy deep discounts on products and services necessary to doing business. Members often save far more than the cost of dues.

SOLUTIONS FOR MANAGERS WHO WANT TO MAXIMIZE BUYING POWER

(OWNERS, SENIOR MANAGERS, CFO's, BUYERS, HR MANAGERS)



- **NYS Workers' Compensation Insurance**
- **Employee Relations Consulting and Legal Services**
- **Free OSHA Compliance Training**
- **Employee Benefits Connection and Business Insurance**
- **401(k) Programs**
- **Sustainability Certification Programs**
- **Credit Card Processing Program**
- **Paylocity Payroll Services**
- **Printer Towels, Garments and Safety Supplies**
- **Energy Procurement**
- **Graphic Arts Alliance Purchasing Groups**
- **METLIFE Employee Personal Lines Insurance**
- **PERK PLANS**
- **Packsize "On Demand" Packaging Equipment**
- **Freight Advantage Program**
- **FedEx Express & Ground, United Parcel Service**
- **Commercial Collection Contingency Fees**
- **Experian Credit Reports**

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Next time you need assistance reviewing costs and features of your company's business services purchases, contact us and ask about our Essential Business Solutions program!



HUMAN RESOURCE SOLUTIONS

Problem: Today's printing manager is faced with a complex tangle of state and federal HR laws and issues. FMLA, ADA, workplace harassment, training, recruiting ... the list goes on and on. How do we stay in compliance while maintaining a positive and productive workforce?

Solution: Human Resource Solutions

We are a recognized leader in the development and implementation of proactive human resource management programs tailored to the needs of our members. Services are geared to companies of any size, location, production process, union status, or market and emphasize effective management techniques proven to help member companies.

Human Resource Solutions services are provided by our Partner Organization, Ferrara Fiorenza PC, one of the leading employment law firms in the Northeast, and directly from PIA staff. Working together, we will assist your company in navigating the maze of federal, state, and local employment law while maintaining a positive workplace culture and productive workforce, so necessary for success in today's graphic communications industry.

SOLUTIONS FOR MANAGERS WHO LEAD PEOPLE

(OWNERS, HR MANAGERS, LINE SUPERVISORS, ETC.)



- Answer Your "Day-to-Day" HR Issues
- Solve Complex HR Issues with Cost Effective Legal Resources
- Annual Wage and Benefit Survey
- HR Managers Peer Group
- Job Descriptions
- Human Resource Documents and Forms
- Recruiting/Job Bank
- Crisis Management
- Annual Employment and Human Resources Law Solutions Conference
- Paylocity Payroll Services
- Webinars, Workshops and Roundtables
- Union Organizing Drive Assistance
- Union Employer Services
- Human Resource Communications
- Management and Professional Development Programs
- Mini Surveys
- Holiday Surveys

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Next time you need assistance in handling an HR issue, contact us and ask about our Human Resource Solutions program!



BUSINESS MANAGEMENT SOLUTIONS

Problem: Managing a printing company in today's economy and industry is challenging. My staff is cut to the bone and everyone is doing two jobs, at least! Where do I find the information, data, and management support to make the right decisions at the right time?

Solution: Business Management Solutions

Let us be your source for a variety of tools designed to help you make the winning decisions that will support your efforts to build a productive and profitable business.

SOLUTIONS FOR MANAGERS WHO MAKE CRITICAL BUSINESS DECISIONS

(OWNERS, CEO's, CFO's, SENIOR MANAGEMENT)

FINANCE SOLUTIONS

- **Budgeted Hourly Cost Rates**
- **Profit Matters Webinar Series**
- **Performance Ratios**
- **Economic Reports**
- **Mergers and Acquisitions Consulting**
- **Collection Service**
- **Experian Credit Reports**
- **Buying Decision Evaluator (BDE)**
- **Sales & Use Tax Guidelines for Pennsylvania, New Jersey, and New York**

EXECUTIVE/OPERATIONS SOLUTIONS

- **Peer Groups**
- **Industry Consulting Network**

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MARKETING SOLUTIONS

- **PrintAccess Online Buyers Guide**
- **Neographics Printing Contest**
- **Achieve Marketing Excellence Program**

Next time you need assistance with a management issue, ask about our Business Management Solutions program.



PRINTING INDUSTRIES ALLIANCE

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Timothy Freeman

CAE, President

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- › Human resources issues/crisis management
- › Business issues, policy development, sales tax questions
- › Government affairs and advocacy
- › Development of ROI services for members

Caroline Wawrzyniec

Office Support Manager

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- › Accounts payable/receivable
- › Member records and website maintenance
- › Regional Affiliate Certificate Group Manager
- › Group buying programs

Kimberly Tuzzo

Marketing/Programs Director

ktuzzo@PIAlliance.org

- › Membership liaison and program development
- › PIA Signature and other communications
- › Local and state-wide events & conferences
- › Wage and other surveys

NY/NJ Metro Office:

Martin J. Maloney

Executive Vice President

mmaloney@PIAlliance.org | (203) 912-0804

- › Major events and programs including Franklin Event
- › Print advocacy, Print Drives America Foundation fundraising
- › Major printer membership recruitment
- › Marketing consultancy



GRAPHIC ARTS ASSOCIATION

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Melissa Jones

President

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- › Government Relations and Advocacy
- › HR Questions
- › Education, Seminars, Training and Special Events
- › Buying Power Programs
- › Sponsorship
- › Member Support, Services and Sales

Patti Rose

Administrative Assistant

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- › Job Postings, Update Advertising, Mailings
- › Update Member Contact Information
- › Office Support and General Information

Stephen Stankavage

Environmental, Health and Safety

Services Manager

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- › Environmental and OSHA assistance

Rita Donlan

Bookkeeper/Office Manager

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- › Accounting, dues billing and general information

REGIONAL RESOURCES FOR ...



AND MORE!