

the current

Celebrating 30 Years of EPEC

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NATIONAL ASSOCIATION OF ELECTRICAL DISTRIBUTORS



Making the Most of Your Membership

Our NAED Chair Larry Stern's theme for this year is "Making the Most of Your Membership." I want to help emphasize his point as he encourages you, our members, to really take advantage of the unique services and programs we offer. We can help you be more successful.

For more than 100 years, we have been the electrical distribution industry's most trusted partner in developing successful people and companies. We will continue to provide you with tools, solutions, and information so you can thrive.

Right now, we are more focused on the future than ever. Our goal is to help you future-proof your company. We want to help you anticipate and prepare for the changes and challenges you will face not just today, but 10 years from today.

We can't just dwell on the threats to our industry. We have many opportunities, too. So while we are talking about competitive challenges, you can also expect us to educate and inform you about new technologies, evolving business practices, and trends that will not only protect your bottom line, but grow it.

In this special issue of *The Current*, we will take a closer look at some training and educational opportunities NAED has available for you and your associates.

Highlights include:

- The celebration of 10 years of premiere online learning with the NAED Learning Center
- Our cornerstone product and sales training program EPEC is celebrating its 30th anniversary
- A preview of our upcoming Region Conferences.

Don't forget, at NAED you and your company come first. You are the reason we are here and we never lose sight of that. Your success drives our decisions. ✦

Thomas Naber

Tom Naber | President | NAED
Tom can be reached at 314.812.5312 or tnaber@naed.org.

NAED Foundation's Future Fund

Helping to prepare tomorrow's workforce

The NAED Education & Research Foundation's Annual Campaign has a new name. It is now called NAED Foundation's Future Fund. "The new name is a better expression of how the campaign contributions are put to use for programs that will be created with the future workforce in mind," said Michelle McNamara, NAED senior vice president/executive director NAED Foundation.

Members are encouraged not only to contribute to the Future Fund but also to participate by taking advantage of the education and training available as a direct result of the contributions. The funds collected are used to develop and update industry-specific training programs and education that the NAED offers its members.

NAED Foundation Chair John Hardy, EVP of Business Development at Sonepar USA leads this year's campaign efforts.

"I am honored to serve as this year's Chair of the NAED Education & Research Foundation and help lead their annual fundraising efforts. The NAED Foundation is a great partner for the industry as we look to meet

the challenges and opportunities of today's business world head on. Your contribution will ensure that the right tools for NAED members, and our channel, remain viable well into the future."

Past contributions have resulted in new online education courses including most recently:

- **Recruit Locally** – learn how to attract the top local talent to your company by developing your local centers of influence and implementing a successful recruiting plan
- **Recruiting with Social Media** – learn how to leverage social media networks to pipeline and hire talent
- **Intro to Electrical Distribution** – in this interactive course, students learn about industry career options and receive basic product introductions

"Our success is tied to the generous support we receive from the industry," explained McNamara. "Every contribution counts towards enhancing the channel's greatest competitive advantage – our educated workforce."

For more than 45 years, the NAED Foundation has provided members with the educational tools they need to grow and succeed. Continuing support enhances the programs that cultivate a more knowledgeable and effective workforce in all areas of business.

All contributions to the NAED Foundation are tax-deductible and go to program development. Contributors to the Foundation's Future Fund will receive a recognition letter, a listing in *tED* magazine, and acknowledgement at all NAED regional conferences and the National Meeting.

Visit naed.org/FutureFund to download a gift form that can be mailed to the Foundation. For more information, please contact the NAED Foundation at 888-791-2512. ✦

Introducing the New NAED Learning Center

Five New Features of the Industry's New Learning Management Platform

Over the past several months, NAED has been working to move member companies using the NLC to a new and improved technology platform. As the migration is nearing its completion, Maisha Harris, LMS administrator for NAED, explains some of the most notable upgrades that will make your company's training program easy to implement.

FEATURE
1

Customized Learning Center Branding

Companies have their branding woven throughout their own online university including their logo and brand colors. Additionally, there is a special content area on the landing page the company can use to post images, text, and links to further enhance their associates' learning experience.

FEATURE
2

Simplified user interface

This allows for an easy and intuitive user experience for both the administrator and the learner. When you log in, the new landing page has all the critical information needed including the course catalog, transcript, assignments, and even courses the learner has launched on their own.

FEATURE
3

Enhanced catalog with 5-star course rating and feedback options

Similar to Amazon's rating and reviews, learners can provide insights to their company administrator and other users on how impactful the course was.

FEATURE
4

Custom learning plans

The new platform can combine content into a curriculum targeted to a specific job role. This makes it easy for the administrator because the entire learning plan can be assigned manually or automatically. It's better for the learner because the learning plan can be viewed on the landing page, providing a specific sequence of courses to follow.

FEATURE
5

Advanced reports

Reports can be created in the NLC with customized data, such as a list of EPEC Graduates, that can be extracted and then automatically emailed to interested members on a pre-defined schedule, such as biweekly, monthly, or quarterly. In the past, it was up to the administrator to log in and find the information. It makes the administration and tracking of all employee development activities easier.

According to Harris, members can look forward to even more capabilities from the new NLC in the future. The migration is expected to be completed in October 2016. ♦

Inspiring tomorrow's innovation, by informing today's decisions.

By Lauren Rapp, Research & Development Assistant, NAED



In 2016, NAED engaged in new research to bring members the data and insight needed to plan for the future, while continuing to provide

the necessary benchmarking tools for everyday decision making. The recently published report, Emerging Sales Forces, examines a wide range of factors from economics and demographics to customer buying processes and requirements. All of this provides a framework for the sales force of tomorrow. Commissioned by the NAED Foundation's CAP Council, some figures of note from the report are:

- *The dependency ratio comparing those too old or young to work to those of working age is expected to shift from the 2010 level of 59% to 75% by 2030.*
- *The United States' scores in problem solving rank just below the average for industrialized nations measured.*
- *Companies with purchasing agents under 30 years old make over 20% of purchases online.*

It seems clear that sales forces will be in flux for years to come. The same can be said of distributors' abilities to monetize their services. For more information

on who is charging for what and why, look to the 2016 update to our 2014 Selling Services Benchmarking Survey first suggested by NAED's Eastern Region Council. One hundred ninety-four members completed the survey to establish the current industry standard for selling services.

The three most frequently monetized services are:

1. **Drive start-up,**
2. **Din rail assembly, cutting and punching**
3. **Motor repair services**

While, the three most commonly free services are:

1. **Radio-frequency identification labeling**
2. **Sequencing orders**
3. **Lighting layout and design**

The annual NAED PAR Report® provides a fully personalized look into a company's financial and operations capabilities along with an overview of the industry. The comparison tools found in the report can be utilized by the financial minded CFO along with the busy executive who may only be able to skim for pertinent trends. For those also interested in comparing

your IT expenses, the IT Expenses Benchmarking Report focuses solely on the costs of technology, devices, and personnel within the industry. Like the NAED PAR Report, you can purchase an industry overview to compare your expenses to others.

The Employee Compensation Report, was also published in 2016. This report is unique, in that it examines not only NAED members, but also members of 28 other distribution associations. Salary, bonuses and benefits are enumerated for dozens of job titles from the top to the bottom of the participating companies. This information packed report can be utilized in hiring, negotiations and budgeting.

For timely, relevant, periodic updates on the economy and its influence on the channel, turn to the ITR Advisor Newsletter. This quarterly report looks at electrical distribution and sectors that are known to influence it. Staying abreast of these trends can keep NAED members ahead of developing trends in order to maintain and build profitability.

More information on all of NAED's research efforts can be found at naed.org/research. ♦

Industry's Young Professionals Recognized at LEAD

Congratulations to this year's tED Magazine "30 Under 35" Winners

tED magazine recognized the 2016 "30 Under 35" honorees during a special ceremony at the 2016 NAED Leadership Enhancement and Development (LEAD) Conference in Chicago in July 2016.

Representing today's top emerging leaders, this list recognizes 30 talented young professionals who have the initiative, drive, integrity and creativity to move the industry forward in the decades to come.

"Bright, up-and-coming talent is the key to our industry's future," said Misty Byers, editor of tED magazine. "We had a record number of entries this year; it's exciting to see so many valued young people in the electrical channel today. Through their accomplishments, the individuals on this list demonstrate they have the skills and knowledge to lead."

The competition, open to electrical professionals 34 years old or younger, drew nominations from mentors, managers and other industry leaders working in electrical distribution, manufacturing, and related technology and service organizations. The tED editorial team blindly judged each submission, placing emphasis on such traits as dedication, innovation, leadership and people skills, commitment to training, personal integrity and work-life balance.

tED magazine and NAED congratulate the 2016 "30 Under 35" professionals:

- **Curt Andersen**, 31, Fluke, Everett, Wash.
- **Chad Baumgartner**, 32, Dakota Supply Group, Fargo, N.D.
- **Abby Bertsch**, 25, Crescent Electric Supply, East Debuque, Ill.
- **Kevin Calzada**, 27, Eaton, Ellisville, Mo.
- **Michael Carr**, 32, CapitalTristate, York, Pa.
- **Stacey Cooper**, 28, Werner Electric Supply, Neenah, Wis.
- **Charles Curtis**, 33, Mars Electric, Willoughby, Ohio
- **Adam DeBono**, 29, K/E Eelctric Supply, Mt. Clemens, Mich.
- **Steve Eagland**, 32, United Electric Supply, New Castle, Del.
- **Raffi Elchemmas**, 29, Greenlee Textron, Rockford, Ill.
- **Kevin Foht**, 33, Van Meter Inc., Cedar Rapids, Iowa
- **Anthony Fuller**, 32, Eaton, Cleveland
- **Jesse Gilomen**, 23, Stoneway Electric Supply, Kent, Wash.
- **Cynthia Ginter**, 26, Rexel Holdings USA, Carrollton, Texas
- **Bryan Gohn**, 30, Dakota Supply Group, St. Paul, Minn.
- **Brad Gravitt**, 34, Buffalo Electric Supply, Birmingham, Ala.
- **Amaris Johnson**, 34, Eaton, Greenwood, S.C.
- **Zachary Kelly**, 25, Medler Electric, Alma, Mich.



- **Eric Kersey**, 27, Siemens, Austin, Texas
- **Zach Kincaid**, 32, Border States Electric, Lubbock, Texas
- **Brock Klein**, 30, ProBuilt Professional Lighting, Dallas
- **Matt Miller**, 34, The Hite Company, Altoona, Pa.
- **Aaron "Cole" Norton**, 30, Rexel Holdings USA, San Diego
- **Max Payne**, 29, Inline Electric Supply, Birmingham, Ala.
- **Cameron Pederson**, 33, Dakota Supply Group, Fargo, N.D.
- **Ryan Sasscer**, 27, OneSource Distributors, Oceanside, Calif.
- **McKinnon Shisko**, 24, OneSource Distributors, Oceanside, Calif.
- **Sam Sparks**, 25, Wiseway Supply, Florence, Ky.
- **Donnie Williamson**, 32, McNaughton-McKay Electric, Norcross, Ga.
- **Erin Noonan**, 29, Shat-R-Shield, Salisbury, N.C.

The magazine will begin accepting nominations for the 2017 contest beginning in February. Please contact tED Editor Misty Byers at mbyers@naed.org with questions concerning the program. ♦

In his own Words: Anthony Acker's EPEC Experience

An industry veteran tells the story about how EPEC helped his career



I started working in the electrical distribution business in 1976, one year after graduating from high school. I really didn't have a clue what I wanted to do for a career.

I started as a delivery truck driver for Huron Electric because there was no experience or electrical knowledge required for deliveries. After a couple of years, I moved inside to the counter and started learning what goes with what, but still did not have any in depth of knowledge of the electrical distribution industry (power and lighting systems).

I was giving our customers what they had asked for and supplying as fast as I could without any idea why or what it was for. By the mid-80s, I found myself working for GE Supply (currently known as Gexpro) as an inside sales associate and was asked to participate in the EPEC learning program.

We were offered bonuses and prizes for our efforts for the completion of each EPEC level. I already had enough industry knowledge to get me by and do my job with ease. I decided that I was going to do the EPEC

program for the bonuses and prizes.

All of that changed as I began the Bronze Level in EPEC. During my studies I found out there was so much more to learn about including power distribution systems, lighting layouts, plans, specs, blueprints, etc. An entire world was opened up to me as I moved through the EPEC program. Some of my co-workers had started months before me in the Bronze Level and I blew right past them with ease. I became very curious as to what was coming next in the Bronze, Silver and finally the Gold levels. My managers and co-workers were amazed at the speed I worked



each level and moved forward through EPEC. I had a passion for electrical knowledge and found that EPEC was the source for which I could attain it

all – for free! GE paid for the program (plus the bonus & prizes) and I was gaining much needed knowledge of this electrical distribution business.

In 1991, I finished the EPEC Gold level and received another bonus and dinner at the best restaurant in my hometown to celebrate my successful completion of the Bronze, Silver and Gold levels of the EPEC program.

Here's the best part. I gained invaluable knowledge of the electrical distribution business. It was like free college tuition paid by my company. After 40 years (1976 – 2016) of working

in this business, I have pretty much done it all from deliveries to inside sales to lighting quotations, and finally in my current position as project manager at a lighting agent company. I will say it all wouldn't have happened if I had not taken the EPEC program. EPEC has been the single-most positive affect on my career choice in the electrical distribution industry and

the electrical industry as a whole. My advice, take advantage of the EPEC program. Knowledge is power. ♦

AN EPEC TIMELINE

In the 1980s, electrical distributors from around the country were looking for a training program that would teach their associates about the everyday products used in the industry. The Electrical Products Education Course (EPEC) is the result of industry collaboration between supply chain partners, industry experts and NAED staff. Currently, EPEC has three levels – Bronze, Silver, and Gold along with two specialty courses – VDV and Lighting. A new speciality Automation course will be available in early 2017. ♦



LOOKING BACK AT THE 30 ORIGINAL GRADUATES OF EPEC ON OUR 30TH ANNIVERSARY!

Arthur J. Griswold 1/2/90
Capital Light & Supply (CLS)
Hartford, CT

James D. Willig 1/2/90
Cardello Electric Supply Co.
Pittsburgh, PA

John Collins 1/2/90
Consolidated Electrical Distributors, Inc.
Lexington, KY

Jeffrey Curtis 1/2/90
Consolidated Electrical Distributors, Inc.
Idaho Falls, ID

David C. Yetter 1/2/90
Consolidated Electrical Distributors, Inc.
Lewisburg, PA

Ron Doyle 1/2/90
GE Supply
Brea, CA

Marshal Tashiro 1/2/90
GE Supply
Brea, CA

Gary L. Eberly 1/2/90
Kendall Electric, Inc.
Three Rivers, MI

Larry Putnam 1/2/90
Kendall Electric, Inc.
Three Rivers, MI

Duane McCauley 1/2/90
North Coast Electric Company
Portland, OR

Stephen Seligman 1/2/90
Rexel Branch
Glen Burnie, MD

Richard Zerr 1/2/90
Rexel United Electric Supply
St. Louis, MO

Laura A. Simms 1/2/90
Siemens Energy & Automation
Auburn Hills, MI

Ronald L. Hale 1/2/90
Springfield Electric Supply Company
Danville, IL

Jack Park 1/2/90
Springfield Electric Supply Company
Springfield, IL

Charles Turner 1/3/90
Electrical Distributors, Inc.
Rockingham, NC

Beverly Giroux 1/3/90
Englewood Electric Supply Company
Decatur, IL

Richard J. Grigalunas 1/8/90
Coghlin Electric/Electronics, Inc.
Westborough, MA

Patti Mutehart 1/8/90
Crescent Electric Supply Company
Aurora, IL

Michael Schmid 1/8/90
Crescent Electric Supply Company
Milwaukee, WI

Brad Gustafson 1/8/90
Englewood Electric Supply Company
Decatur, IL

Wade N. Palmer 1/8/90
Stusser Electric Company
Seattle, WA

Walter Putts 1/9/90
Englewood Electric Supply Company
Chicago, IL

Eric Chavez 1/9/90
Summit Electric Supply Company, Inc.
Albuquerque, NM

Scott D. Busansky 1/18/90
Schaedler/YESCO Distribution, Inc.
York, PA

Daniel P. White 1/22/90
Consolidated Electrical Distributors, Inc.
Crystal Lake, IL

Kevin Neary 2/12/90
Schaedler/YESCO Distribution, Inc.
York, PA

Robert J. Wenner 3/8/90
Consolidated Electrical Distributors, Inc.
Lewisburg, PA

Raymond E. Jost Jr. 3/12/90
Stuart C. Irby Company
Jackson, MS

Jeff Nicolini 3/15/90
BABSCO Supply
Elkhart, IN

1986



EPEC Launches

1990

EPEC Reviewers Established

2002



VDV Launches

Voice-Data-Video was the first specialty course for EPEC

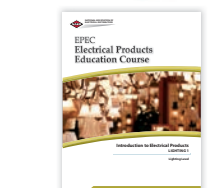
2010



EPEC Online

EPEC was updated to include an online component

2012



EPEC Lighting

The second specialty course for EPEC

2013



EPEC French Bronze & Silver

The French version was developed in partnership with Electro-Federation Canada.

2016

10,000th Graduate

2017



EPEC Automation

Coming in 2017, EPEC Automation has been designed to give the general sales person (inside sales, outside sales, counter sales) a basic understanding of the technical side of automation.

Meet the EPEC Reviewers

Twelve industry veterans that gives their time to move the industry forward.



EPEC Reviewers started in 1990. At that time NAED had so many EPEC students that SalesTech, the original author of EPEC, could no longer keep up with the demand. Art Griswold was the first industry reviewer. He remains one today.

“EPEC Reviewers are so dedicated to the program,” said Art Griswold.

“We meet every year to make sure the program is kept up-to-date with all of the newest technologies.”

The goal of the Reviewers is to provide feedback for students so they can understand and apply the products and sales skills they are learning in a

nonthreatening course rather than on the job with customer accounts on the line. Each Reviewer is trained to offer constructive feedback for student learning. Every question is reviewed and marked or commented on.

EPEC Reviewers work in the industry at either electrical distributors or manufacturing companies. One of the great values they bring is that they work with the same types of customers, products, and projects as all of our students do every day. As Gold graduates, they bring their everyday experience and expertise to our EPEC course.

Our current cast of Reviewers has more than 340 years of combined industry experience. They are

scattered throughout the United States – Arizona to Colorado to Texas to Virginia to New Hampshire – and two in Canada. Twelve companies are represented in this group. ♦

EPEC UPDATES

Did you know that you can pre-order the new EPEC Automation course? Contact NAED Member Services at memberservices@naed.org.

All old versions of EPEC will expire on July 31, 2016. Turn them in before it's too late. Contact epec@naed.org for more information.

Be Heard. Vote November 8.



On November 8, 2016, Americans will elect a new President to the White House. In addition to that one-third of U.S. Senate seats are on the ballot along with all U.S. House seats and many statewide elections will also take place. Engaging in the political process is a key part of our heritage and is important now more than ever.

The legislators that we elect to office and the decisions they make on Capitol Hill or state houses across the country will have an impact on our daily lives. But it is up to each individual taxpayer to decide what path our future will take.

“A long time ago, I worked in Illinois politics,” said Ed Orlet, NAED vice president of Government Affairs. “In addition to how to avoid prosecution, I learned one other valuable lesson: we get the government we deserve.”

NAED is, once again, mobilizing its grassroots efforts with the Get Out the Vote (GOTV) campaign to encourage those within the electrical distribution industry to exercise their right to vote.

What is NAEDPAC?

Established in 2015, NAEDPAC is a voluntary, nonpartisan political action committee. Registered with the U.S. Federal Election Commission (FEC) NAEDPAC allows NAED members to pool personal, voluntary financial contributions to support candidates seeking elective office at the federal level, who support issues important to our industry, our businesses, and our employees. For additional information, contact Ed Orlet, NAED vice president of Government Affairs at eorlet@naed.org

Through this initiative, members are encouraged to use available resources to get their associates and stakeholders to the polls in November.

You can remind your employees to vote in many different ways, including:

- **Reminding associates where their polling place is and what time the polls close**
- **Leaving flyers on desks**
- **Hanging posters in lunchrooms and other public areas**
- **Posting a reminder on the front page of your company intranet**
- **Sending a reminder email**

For information and tools to help with your workplace voter education efforts, visit the Government Affairs website at naed.org/tellcongress.

“This election will be decided by those who show up,” Orlet said. “Encourage your friends, family and associates to show up.”

NAED Resource Houses Conflict Minerals Resources

Conflict minerals are those mined in conditions where human rights abuses occur. The term – conflict minerals – typically refers to four minerals: tantalum, tin, gold or tungsten that are mined in the eastern region of the Democratic Republic of Congo and its adjacent countries.

In 2010, the Dodd-Frank Act became law. This act directs the Securities and Exchange Commission (the SEC) to issue rules requiring publicly traded US companies to disclose the use of conflict minerals required for the functionality or production of a product manufactured by those companies.

NAED developed a website for manufacturers to list their conflict minerals policies and statements issued in connection to the Dodd-Frank Act. The Conflict Minerals website is intended to become an easy to access one-stop repository for all of the updated policies in order to assist distributors with completing the reporting the Rule requires. In order for this to become a viable resource, manufacturers are encouraged to submit their company's link to their policies. For more information visit www.naed.org/conflictminerals.

Creating a Culture of Learning

by Colleen Mulvihill, Member Services Manager, NAED



The world moves fast and trying to keep pace with the changes is a definite challenge. The ability to adapt has become a necessity – especially

when it comes to the workplace. This rapidly changing business environment keeps the pressure on businesses to try and learn faster in order to keep a competitive advantage. Encouraging a learning environment will help keep associates up-to-date with the latest trends and technology. It will also help them become better at their jobs and keep them with their employer longer which has a positive impact on the business' bottom line.

What is a culture of learning?

Building a culture is weaving people, systems, and processes together with the values and behaviors prevalent in the business. In a culture of learning, the business's mission, vision, and values align to encourage associates to continuously increase their knowledge and develop their skills. There is a concentrated focus on fostering an environment that supports individual development. "In this environment, associates are encouraged to learn and apply that new knowledge to their daily work," said Catherine Viglione, NAED Education & Research Foundation assistant director. "They are also encouraged to share that knowledge with the rest of their team."

How is that culture created?

Creating a culture of learning involves more than just sending associates to training classes or participation in a webinar. "For this type of culture to flourish, it has to come from the top," commented Viglione. "The president/CEO must set the example and must begin nurturing a mindset that encourages curiosity and questions."

Associates want to learn and grow. They want to build upon their experiences and apply new concepts to their daily tasks.

According to the Association for Talent Development (ATD), there are seven habits that can be used to create a culture of learning.

- 1. Encourage risk taking** – As long as the risk supports growth, learning cultures encourage and support them, even when they fail.
- 2. Enable communication** – Open and honest communication fosters knowledge sharing
- 3. Support social learning** – Share what you learned and your ideas with others to get their feedback.
- 4. Manage resources** - "I don't have time to help employees learn," should be answered culturally and unanimously with, "You can't afford not to help employees learn."

- 5. Build trust** - Employees need to feel safe in trying new things. Making mistakes is how people learn, managers involvement in coaching and supporting is critical to success.
- 6. Engage stakeholders** - Break down the silos and ensure everyone is committed to the same goal.
- 7. Facilitate feedback and reflection** - This can come from surveys, performance data, and manager feedback.

NAED Delivering Training that Matters

"We are working hard to ensure all our training is engaging and applicable by creating these real world experiences for our learners to complete as part of their training," said Viglione.

NAED is moving more toward a 70:20:10 learning model. That means 70% of what an employee learns happens on the job, 20% from coaching and only 10% is actual classroom training.

"My vision for the future is that we'll create more tools that get to the 70% on the job (OTJ) experience whereas traditionally we've focused on the 10% in our eLearning platform but used OTJ experiences in our flagship programs like EPEC."

When you have a culture of learning, attending a training session isn't a check the box activity that you do today and forget tomorrow. "In strong learning cultures employees look forward to participating in training because they really believe that it will help them grow in their current role or prepare for a future one," Viglione explains. "Application is key."

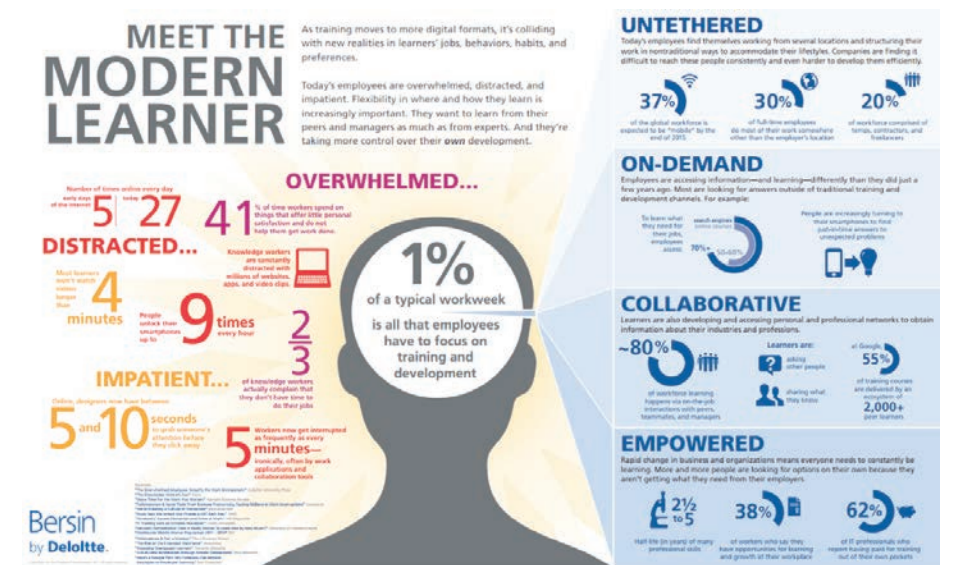
Who is the Modern Learner?

"Meet the Modern Learner" is an infographic by Bersin by Deloitte. It creates an accurate picture of the challenges facing learning professionals as well as describes the modern learner. According to Bersin, 60% of learning and development professionals are having difficulty getting learners to engage in corporate learning. The learners' needs, preferences, and options are all changing.

Five key takeaways

- 1. Recognize learning has changed.**
- 2. Associates want to learn.**
- 3. Businesses don't dedicate enough time to training and development.**
- 4. Workplaces need to be more aligned.**
- 5. Mobile learning is crucial.**

The modern learner is distracted. There are many things competing for the attention of the learner who wants to learn at their own pace and on their own devices. ♦



5 Tips to Build your Culture of Learning

- 1. Train toward the advancement of each individual, instead of training for the sake of training; tailor programs to the needs of the individual. Address the gaps in the associate's knowledge, performance, confidence, productivity and experience.**
- 2. Cater to learning styles and preferences; one associate may learn best in an instructor-led environment. Another may excel in an online, self-paced program.**
- 3. Offer some autonomy. Encourage associates to step out, learn something new, and explore new or varied business interests. Hidden talents and interests can be revealed when associates have opportunities to grow and expand.**
- 4. Instill in each associate that they are the CEO of their career and encourage ownership of their own development, growth, and success.**
- 5. Offer mentors, track progress, schedule the time for training and opportunities to share knowledge. When everyone in the organization makes learning a priority, the culture of learning expands.**

NAED Region Conference Preview

The theme for this year's NAED Region Conferences is "Future Proof Your Business." The idea behind future proofing is anticipating the future trends and creating ways to minimize the effects of those future events. NAED wants to help you prepare so that your company continues to thrive for years to come.

The first day of each conference will be devoted to education sessions. Scheduled sessions include:

- *Manufacturer Consolidation Impact on Distribution*- Mike Marks, Principal, Indian River Consulting Group
- *The Changing Sales Model* –Bob Segal, Principal, Frank Lynn & Associates, Inc.
- *Finding Future Hires in a Gig Economy: How to Recruit, Hire, Retain, and Get the Best from Workers NOW*-Kelly McDonald, President, McDonald Marketing
- *Mapping the Road to Success with NAED-NAED staff members: Allison Olden, Erika TenEyck, and Catherine Viglione.*

On the second day, attendees are once again invited to participate in lively expert-facilitated roundtable discussions immediately following the General Session. The roundtables discussion topics will cover:

DBEs: A 900 lb. Gorilla
Facilitator: Ron Rucker, Carmody MacDonald, P.C.

Disadvantaged Business Enterprise (DBE) programs are public programs intended to benefit minority and women owned businesses. The laws, rules, and regulations

applicable to each program are different and often confusing; however, their intent is similar – to help small businesses owned by socially and economically disadvantaged individuals, including minorities and women. Electrical distributors operate in an environment where public procurement projects offer business opportunities, but they face increased scrutiny from all levels of government regarding their participation in these programs. This increased scrutiny has resulted in significant civil fines, criminal prosecution, and even prison sentences.

How to Recruit and Retain your Next Top Salesperson

Facilitated by Allison Olden, Talent Recruitment & Retention Specialist, NAED
 Attracting, hiring and retaining top talent remains one of the top concerns of companies today. There are many components that need to be considered if you want to have the best talent on your team. Come join us for an engaging discussion around these hot topics. We all can share best practices, trends, and overcome objectives you may be facing.

Making the Most of Your NAED Membership

Facilitated by Colleen Mulvihill, Member Services Manager, NAED
 Not sure who or what to ask regarding specific resources available that will help you develop your existing talent pool? Are you wondering what programs would help an entry-level employee with no electrical distribution background? Having a hard

time getting EPEC off the ground? As an NAED member, there's so much more to your membership than events and education. Come to talk with your peers about what works and what doesn't at their companies. While NAED industry programs will be used as examples, this discussion will focus on answering your questions and explaining how NAED can help build your company's success in the upcoming year.

Visit www.naed.org/calendar for dates of upcoming NAED events.

Attend NAED's Region Conferences

Eastern Region – November 7-9, 2016
 Orlando World Center Marriott, Orlando, Fla.
www.naed.org/easternregionconference

Western Region – January 16-18, 2017
 JW Marriott Desert Springs, Palm Desert, Calif.
www.naed.org/westernregionconference

South Central Region – February 20-22, 2017
 Marriott Waterside, Tampa, Fla.
www.naed.org/southcentralregionconference

We are bringing the Supply Chain Scorecard into the 21st century with an online tool for distributors to track their manufacturers' performance measures and build customizable reports for the company's sales team. Those interested in participating should contact Erika TenEyck, NAED Research & Development Manager, at eteneyck@naed.org. ♦

Save the Date

Make the most of your membership by attending NAED events. Stay connected to the people and issues that affect your business every day.

OCTOBER

- 4-6 HR & Training Conference, Omni on the Riverwalk, San Antonio, Texas
- 12 EPEC Kickoff Webinar – for the student new to the EPEC program, 1 pm, CDT

NOVEMBER

- 1-2 Branch Management Bootcamp, Warehouse Operations Management, Milbank Manufacturing Co., Kansas City, Mo.
- 3 Women in Industry Bootcamp, Milbank Manufacturing Co., Kansas City, Mo.
- 7-9 Eastern Region Conference, Orlando World Center Marriott, Orlando, Fla.
- 9 EPEC Kickoff Webinar – for the student new to the EPEC program, 1 pm, CST
- 29-30 NAED Sales Team Development Workshop, NAED Headquarters, St. Louis, Mo.

DECEMBER

- 7 Lake Michigan Club Holiday Event, Medinah Country Club, Medina, Ill.
- 14 EPEC Kickoff Webinar – for the student new to the EPEC program, 1 pm, CST

JANUARY

- 11 EPEC Kickoff Webinar – for the student new to the EPEC program, 1 pm, CST
- 16-18 Western Region Conference, JW Marriott Desert Springs, Palm Desert, Calif.

FEBRUARY

- 8 EPEC Kickoff Webinar – for the student new to the EPEC program, 1 pm, CST
- 20-22 South Central Region Conference, Marriott Waterside, Tampa, Fla.



View our industry calendar at www.naed.org/calendar.aspx



NAED Learning Center Celebrates 10th Anniversary!

This year, 2016, marks 10 years of premiere online training offerings from the NLC. Today, more than half of our members use the NLC as their corporate learning management system (LMS). Members rely on this member benefit to manage the training function within their companies. The NLC can also host the unique, custom training programs that members create.

THE NUMBERS DON'T LIE

The number of unique users (most participants complete multiple courses) per year.

2006 - 2,725 • 2015 - 10,303

Number of participants that have accessed courses, videos, white papers, and other learning resources.

2006 - 12,599 • 2015 - 112,439

Number of participants that have launched manufacturer training modules.

2006 - 654 • 2015 - 10,540

Manufacturers that belong to NAED can use the Learning Center as a vehicle to give distributor members access to their proprietary courses. To date, more than 64,400 manufacturer training modules have been launched from the platform—a testimony to members' reliance on manufacturer-provided training.



NATIONAL ASSOCIATION OF
ELECTRICAL DISTRIBUTORS

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NAED News Briefs

Association news you need to know!

Welcome New Members Joining April 2016 – August 2016

- *Anixter, Inc.*
- *ASD Lighting Corporation*
- *BlueVolt LLC*
- *Cal Am Manufacturing*
- *Classic Wire and Cable*
- *Direct Wire & Cable Inc.*
- *Eclipse Tools*
- *ESL Vision*
- *GoodMart, LLC*
- *Green Electrical Supply LLC*
- *Greenwing Technology, Inc.*
- *Guardian Industrial Supply, LLC*
- *INWESCO Incorporated*
- *JT Roselle Lighting and Supply, Inc.*
- *Laner Electric Supply Co., Inc.*
- *Lonestar Electric Supply*
- *Northpoint Capital Advisors*

LEAD Celebrated Christmas in July

The NAED Leadership Enhancement and Development (LEAD) Conference was held July 20-22, 2016, in Chicago. The LEAD committee wanted an innovative team building and networking event that supported a local charity. Their solution was a Christmas in July Scavenger Hunt. The Chicagoland Electric Association Education Foundation will use the gifts brought in by the scavenger hunt at their annual Christmas luncheon for Chicago area homeless children.



Girls Inc.

Each year during the NAED Women in Industry Forum, the attendees raise funds for a local charity. This year, we were able to raise more than \$5,200 for Girls Inc. of Jacksonville.



We're honored to share this message of gratitude:

As a donor to Girls Inc. of Jacksonville, you are helping us ignite the sparks of possibility, self-sufficiency, and personal sustainability within each of the girls we serve. Most of the girls we work with live in homes where they do not role models or champions to help them dream bigger and realize their full potential. With you in a girl's corner, Girls Inc. has become the promise for a better and brighter future to over 1200 girls a year in the Jacksonville community so that they will succeed and thrive. ♦