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AMAZON VS. USPS: WHAT A $6 BILLION STANDOFF COULD MEAN FOR COMMERCIAL PRINT AND MAIL

Negotiations between Amazon and the U.S. Postal Service (USPS) have quietly turned into one of the most consequential logistics stories in years — and the outcome could ripple straight into the economics of commercial print and mail.

At stake: more than **$6 billion a year in USPS revenue from Amazon parcels,** a contract that expires **October 1, 2026,** and the future shape — and cost — of last-mile delivery in the United States.

For printers and mailers who depend on a stable, affordable postal network for letters, flats, catalogs, and small parcels, this is not just an "e-commerce story." It's a structural threat (and potential opportunity) that could reshape USPS pricing, service performance, and network design over the next several years.

Where Things Stand Between Amazon and USPS

A few key facts frame the current situation:

- **Amazon is now nearly as large as USPS in parcel volume.** In 2024, Amazon Logistics delivered about 6.3 billion parcels, just behind USPS at 6.9 billion. Projections from Pitney Bowes suggest Amazon could surpass USPS in parcel volume by 2028.
- **Amazon is USPS's single largest customer.** The Postal Service is estimated to receive more than $6 billion annually from Amazon packages — roughly 7–8% of USPS revenue.
- **The contract clock is ticking.** Amazon's current negotiated service agreement (NSA) with USPS runs through October 1, 2026. Renewal talks have reportedly stalled after USPS signaled a shift away from bespoke Amazon discounts toward a "reverse auction" model that would open access to certain services (like Parcel Select) to the highest bidding shippers.
- **Amazon is openly exploring an exit.** Multiple reports indicate Amazon is actively preparing contingency plans to pull most or all of its volume from USPS by the end of 2026 and rely more heavily on its own nationwide delivery network and alternative partners.
- **USPS is already under financial strain.** The Postal Service posted a $9.5 billion loss in its last fiscal year, despite aggressive price increases and network restructuring under the "Delivering for America" plan.

> **"Amazon wants to protect favorable economics and is now big enough to consider walking away."**

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December 2025 / In this issue

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COVER CONTINUED

In short: USPS wants to normalize its competitive parcel pricing and reduce dependence on one giant customer. Amazon wants to protect favorable economics and is now big enough to consider walking away.

Scenario Planning: What Could Happen Next?

For planning purposes, it's useful to think in three scenarios:

1. **Amazon and USPS strike a new deal (status-ish quo)**.
   - o Amazon keeps a large portion of its volume with USPS but likely at less aggressive discounts.
   - o USPS still faces financial pressure but avoids a catastrophic revenue hole.
   - o Expect continued but more measured price increases, with a focus on cost alignment and targeted network changes.

2. **Amazon partially diversifies, but doesn't fully exit.**
   - o Some parcel flows move to Amazon's own network or other carriers, particularly in dense metro areas.
   - o USPS loses some volume and revenue, especially in competitive services.
   - o Impact on mail prices and service is meaningful but not existential; pressure on workshare and competitive parcels remains elevated.

3. **Amazon largely pulls out by end of 2026.**
   - o USPS loses more than $6 billion in annual revenue and billions of parcels.
   - o Expect aggressive cost cutting, continued facility consolidation, and potentially sharper price increases across both parcels and market-dominant mail.
   - o For commercial print and mail, this scenario has the highest risk of disruption to pricing, entry patterns, and service reliability.

No one knows today which scenario will play out, but negotiations appear tense enough that Scenario 2 or 3 must be taken seriously.

What Commercial Printers and Mailers Should Do Now

Even while the outcome is uncertain, there are practical steps commercial printers and mailers can take:

1. **Model postal sensitivity for key clients.**
   - o Build scenarios that show how 5–15% postage increases over the next 3–4 years would affect volume, ROI, and format choices.
   - o Use those models to start educating customers now, so future increases are less of a shock.

2. **Tighten your in-home date and service monitoring.**
   - o Improve tracking and reporting for actual delivery performance by class, entry point, and region.
   - o Use the data to adjust drop schedules, recommend entry strategies (e.g., DNDC/RPDC vs. DSCF), and defend your performance when variability originates inside USPS.

3. **Diversify carrier options for parcels and hybrid packages.**
   - o If you handle parcels, integrate multi-carrier shipping tools that can route volume among USPS, UPS, FedEx, regionals, and consolidators.
   - o Negotiate flexible agreements that allow for carrier mix shifts if USPS pricing or performance changes abruptly.

4. **Revisit your logistics partnerships.**
   - o Talk with comminglers, consolidators, and transportation partners about how they're planning for an Amazon–USPS split.
   - o Explore opportunities where your plant can become a strategic entry point or consolidation hub in emerging networks.

5. **Stay engaged in postal policy discussions.**
   - o Participate in Postal Customer Councils (PCCs), industry coalitions, and trade association advocacy.
   - o As USPS considers structural changes to pricing and network design, commercial mail's voice will matter — but only if it's at the table.

Bottom Line

The Amazon–USPS relationship has long been treated as a background assumption of the U.S. parcel ecosystem. That assumption is now very much in play.

For commercial printers and mailers, this isn't a story to watch passively. It's a cue to:

- Stress-test business models against higher postage and more network volatility,
- Strengthen logistics and data capabilities, and
- Position your shop as a strategic guide to clients navigating a changed postal environment.

Whether Amazon and USPS ultimately reconcile or part ways, the next two years will be pivotal. The companies that plan now — rather than react later — will be in the best position to protect their margins and help customers keep mail in the mix.

Contact PGCA with any questions and we will continue to keep you posted on this situation.

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DIAMOND PACKAGING'S 2026 CALENDAR IS THE GRANDADDY OF THEM ALL!

PGCA received the 2026 Diamond Packaging calendar and it's pretty impressive! Diamond Packaging's "10th Anniversary Edition Grandfather Clock" features several decorative options, all designed to support the packaging design ideation process. It also showcases the type of decorative effects that can cost-effectively transform brands. The structural design of the calendar's carton replicates shipping crates used to transport grandfather clocks.

"Ten years ago, Diamond's original Grandfather Clock Calendar captured hearts and earned industry recognition for its innovative design and timeless elegance," said Dennis Bacchetta, Diamond's marketing director. "Now, as we celebrate a remarkable decade of growth and achievement, we're thrilled to unveil a beautifully revised edition that honors both our heritage and our vision for the future."

Diamond's award-winning team created an exquisitely crafted structural and ornamental piece. The header features five interchangeable clock face designs, giving recipients the flexibility to match their personal style or interior decor. Striking visual depth emerges through the integration of specialty printing, premium coating effects, advanced foiling techniques, and intricate embossed detailing.

Walking by the calendar hanging in the PGCA office, it's easy to mistake it for a real grandfather clock! Visit diamondpackaging.com/2026 for details on production of the 2026 calendar.

COMPU-MAIL, LLC'S CALENDAR FEATURES MASCOTS, SOLAR ECLIPSE GLASSES AND WNY DESTINATIONS

Compu-Mail, LLC's 2026 annual calendar arrived at the PGCA in a shiny metallic red mailer with an image of Bella, their official mascot, giving a preview of the contents. The mailer contained the 2026 calendar, a personalized letter, and a stuffed Bella bison, complete with shiny red hooves.

Each month showcases custom-designed scenes of Compu-Mail's mascots Bella & Byte exploring iconic WNY locations—from scenic overlooks and historic towns to hidden gems best enjoyed from the open road. The calendar blends creativity, regional pride, and Compu-Mail's long-standing commitment to personalized design that resonates with recipients.

Compu-Mail also included complimentary solar eclipse glasses to help recipients safely view the highly anticipated solar eclipse taking place this August.

"Our annual calendar is something we take great pride in, and this year we wanted to give our community more than just dates on a page," said Kelly Stevens, Executive Director of Compliance & Marketing Communications, Compu-Mail. "Bella & Byte bring a sense of fun to every stop along the WNY road trip, and with the added solar eclipse glasses, we hope to make this year's experience both memorable and meaningful."

The calendars are personalized with the recipient's name on the cover and throughout the calendar. Visit compu-mail.com for more information.

BREAKING LEGAL NEWS

Federal "Anti-DEI" Actions Face Major Legal Challenge — What Members Should Watch For

By Nicholas J. Fiorenza, Esq., Association Counsel, Ferrara Fiorenza PC

In reality, employers can still shape their DEI programs to fit their mission, culture, and operational needs. But the fundamental rule remains unchanged: employment decisions must be based on nondiscriminatory job-related factors, not political assumptions, demographic issues, or perceived advocacy.

The national conversation surrounding diversity, equity and inclusion (DEI) was already front-and-center at our *2024 Employment Law & HR Conference*. At that time, we reviewed the Trump Administration's early "anti-DEI" executive directives, many of which were characterized publicly as sweeping reforms. While these executive actions certainly changed perceptions about DEI in the workplace, in practice they had limited legal reach. The orders primarily instructed federal agencies to review training content for perceived "race or sex stereotyping" and discouraged certain DEI-oriented initiatives in federal government operations and federal contracting.

> **The national conversation surrounding diversity, equity and inclusion (DEI) was already front-and-center at our 2024 Employment Law & HR Conference.**

Importantly, these executive actions did not amend Title VII, the First Amendment, or any federal nondiscrimination statute. They did not change the underlying standard that employers—public or private—cannot take adverse action against employees based on protected classifications, political viewpoints, or engagement in protected EEO activity. Instead, they changed enforcement priorities within the federal government and signaled a philosophical shift in how DEI programs were viewed at the federal level.

What we did not forsee, however, was the emergence of litigation alleging that these directives were used not merely to reshape policy, but to target individual employees. Now a new lawsuit, Fell v. Trump, filed on December 3, 2025, raises exactly that claim.

Overview of the Fell v. Trump Lawsuit

Four former federal employees have filed a proposed class-action lawsuit alleging that the Trump administration illegally fired workers perceived to be involved in DEI or accessibility roles, regardless of whether that perception was accurate. According to the Complaint, employees were separated or forced out based on assumptions about their "political affiliations," their advocacy for DEI principles, or their association with racial or gender equity initiatives.

The lawsuit asserts violations of the First Amendment (retaliation based on political perception), Title VII of the Civil Rights Act of 1964 (race/gender-related discrimination and retaliation) and the federal Civil Service Reform Act (prohibiting politically motivated personnel actions).

Plaintiffs argue that the administration's internal "anti-DEI" directives created an environment where employees were labeled as political opponents and removed accordingly. The complaint describes alleged "targeted actions intended to punish perceived political enemies," using the DEI label as a proxy for political ideology.

The suit further claims that workers from both Republican and Democratic administrations were affected as were many long-tenured professionals whose roles pre-dated the recent claimed politicization of DEI work.

These are allegations only, but the case is nonetheless attracting significant attention because it presents the first major legal challenge arguing that anti-DEI governmental directives were implemented in a discriminatory or retaliatory manner.

Key Legal Questions the Case Raises

Although this matter concerns federal employees, the legal theories involved are the same as private employers must consider every day. This lawsuit could test or clarify several important principles:

1. **Can an employer treat "DEI involvement" as a political indicator?** The plaintiffs argue that being perceived as aligned with DEI efforts was treated as political speech. Courts will have to determine whether adverse action based on such perceptions violates constitutional protections or Title VII.

   For private employers, the constitutional argument would not apply, but Title VII certainly does. Any discipline tied to race-, gender-, or accessibility-related advocacy risks being construed as unlawful retaliation.

2. **Where is the line between prohibiting DEI initiatives and punishing workers?** Employers may adjust DEI programs for business or compliance reasons. What they cannot do is use those adjustments to single out or marginalize employees who carried out DEI-related responsibilities in good faith. The case may provide clearer guidance on how courts distinguish between policy direction and individual discrimination.

3. **Is "perceived advocacy" protected under anti-discrimination laws?** Under Title VII, employees are protected not only when they oppose discrimination, but also when employers believe they engaged in protected advocacy—even if the belief is mistaken. This lawsuit squarely raises this issue.

Employers should document legitimate business reasons for reorganizing DEI responsibilities and avoid messaging that demonizes, minimizes, or politicizes employees who previously performed that work."

What This Means for Employers Going Forward

Even though this lawsuit focuses on federal actions, the ripple effects will reach every employer—particularly those who have modified or scaled back DEI initiatives in the last several years.

Here are the practical lessons:

1. **Review how DEI changes are communicated internally.** A change in policy is permissible; targeting people associated with the old policy is not. Employers should document legitimate business reasons for reorganizing DEI responsibilities and avoid messaging that demonizes, minimizes, or politicizes employees who previously performed that work.

2. **Avoid characterizing DEI work as political activity.** Employers should train managers to avoid comments suggesting that DEI participation reflects an employee's ideology, loyalty, or alignment with a particular group. Such statements create fertile ground for retaliation or discrimination claims.

3. **Ensure reductions, reorganizations, or performance actions are well-supported.** If an employee previously engaged in DEI work, any subsequent adverse action must be thoroughly documented and anchored in legitimate, nondiscriminatory reasons. Temporal proximity alone can raise suspicions.

4. **Expect an uptick in claims.** This high-profile case will likely embolden employees who believe they were targeted, explicitly or implicitly, due to DEI involvement or advocacy. Employers should expect retaliation allegations, claims of political motivation and complaints of chilled participation in EEO processes. Even when unfounded, these claims can be costly.

"This high-profile case will likely embolden employees who believe they were targeted, explicitly or implicitly, due to DEI involvement or advocacy."

employers are feeling pressure from the opposite direction. As public debate over DEI continues, many employees now assert that DEI initiatives are no longer valid and that the earlier federal directives support "reverse" discrimination claims. These dual pressures place employers squarely in the middle, underscoring the need for consistent, well-documented, and legally grounded employment practices.

In reality, employers can still shape their DEI programs to fit their mission, culture, and operational needs. But the fundamental rule remains unchanged: *employment decisions must be based on nondiscriminatory job-related factors, not political assumptions, demographic issues, or perceived advocacy.*

This was true before the executive orders, during them, and remains true today.

Conclusion

The Fell v. Trump litigation is still in its early stages, but its underlying message for employers is both clear and familiar. DEI may evolve, but discrimination and retaliation law has not changed. Regardless of political climate, employers should proceed cautiously when restructuring DEI responsibilities or responding to employee involvement in equity, access, or inclusion initiatives. Courts will continue to scrutinize whether decisions reflect legitimate operational needs, or whether DEI has become a proxy for protected status or protected activity.

We will continue to monitor this case closely and provide relevant updates as it develops. If you have questions, contact Nick Fiorenza at (315) 437-7600 or njfiorenza@ferrarafirm.com.

PGCA members mingle at Holiday Parties

Buffalo Party, Chef's Restaurant, December 3rd

Kim Tuzzo, PGCA, catches up with Bob Maurer, Zenger Group and Michelle Long

Tim Freeman, PGCA, center, talks with Patrick Young, Zenger Group (left) and Kamal Jowdy, Delft Printing

Steve Zenger, Zenger Group, and his table enjoy amazing magic from Mike Seege

Lancaster, PA party, The Exchange, Dec. 11th

Brooke Aloise, Atlantic Graphic Systems, Jeff Kopp and Rita Wienand, Northern Machine Works and Julia Meassick, Atlantic Graphic Systems

Melissa Jones and Steve Stankavage, PGCA

Scott Cook, Heidelberg, left and Nate Heisey, H & H Graphics, PGCA Board member

Long Island party, The Main Event, Nov. 19th

L to R: Robert Rogers and Robert Croston, Tobay Printing Co., Victoria Heikkila and Frank Owad, LPI Envelope

L to R: Jay Demetriou, Lorraine Gregory Communications, Mike Rogers and Charles Lloyd, Konica Minolta and Rob Weiner, Lorraine Gregory Communications

Maryland party, An Poiton Stil, Dec. 2nd

L to R: Jill Boorse, Sustana, Derek Smoot, Peabody Press, Brooke Aloise, Atlantic Graphic Systems and Hope Sowders, Neenah Paper

L to R: Phil Repass, MCS, Jack Weber, Peabody Press and Keith Miller, Strategic Factory

Debbie Woolbright, Mike Vares and Melissa Jones, PGCA

Virginia party, The Tobacco Company, Dec. 3rd

L to R: Adam Silver, Worth Higgins, John McMahon, MPS Printing Supplies, Inc., Jesse Weber, B.W. Wilson, Mike Vares, PGCA

The crowd enjoying the evening at The Tobacco Company.

Phil Repass, MCS, (left) and Adam Silver, Worth Higgins, PGCA Board members

Happy Holidays to our PGCA Members and Happy New Year!

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RADICAL RETENTION: 5 CRAZY IDEAS TO HELP YOU KEEP YOUR BEST PEOPLE

By Kelly Mallozzi, Principal, SuccessinPrint and Vice President/Program Director, GirlsWhoPrint

Employee turnover has become one of the printing industry's biggest headaches. But what if you could flip the script entirely? Radical retention isn't about bigger paychecks or flashier perks. It's about shaking up workplace norms and truly investing in your people, so your top talent wants to stay for the long run. Here are five crazy, career-boosting ideas to help you keep your best employees on board and inspired.

1. Temporary Role-Switching—Yes, With Leadership!
Imagine this: your rising stars and high-potential employees get the chance to walk a mile in the shoes of senior leaders. For a day, a week, or even a month, it's gonna get Freaky Friday up in your world. It's wild, but the payoff is real: deeper empathy, new perspectives, and meaningful dialogue between the front lines and the C-suite. It's not just a learning exercise; it's a trust-building powerhouse.

2. Consequence-Free Feedback Channels
Open feedback sounds great, but not if employees fear backlash. Build protected spaces where your workforce can safely share the good, bad, and ugly about workflows, bottlenecks, and leadership. When honest feedback isn't punished, it sparks collaboration and swift growth.

3. Dream Funds & the Fun Wheel
Link personal aspirations to professional development by rolling out "dream funds". These could look like microgrants to help employees chase learning goals or side projects that spark innovation. And for a creative twist, spin a "fun wheel" for prizes like sabbaticals, upskilling grants, or bucket-list experiences.

4. Recognition That Actually Matters
Programmatic, points-based rewards systems (think Nectar or similar platforms) make hard work visible and valuable. Let employees earn points toward coveted experiences: days off, remote work, or custom swag. Focus on visibility and transparency: real recognition builds real loyalty.

5. Stay Panels & Panel Rotation
Why wait for the exit interview? Convene "stay panels" where employees can candidly share what would keep them engaged. And then act on their input. Rotate these panels across departments to ensure every voice is heard. No cost, just intentional time and trust.

Retention shouldn't be boring. Try these bold ideas, and watch your best people turn into your loudest advocates for company culture and growth.

Need sales help? Contact Kelly Mallozzi at kelly@successinprint.net or (773) 680-5134 to tap into Kelly's sales expertise.

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LEARNING NEW INSIGHTS

THE COURAGE TO FOLLOW WHAT WE ALREADY KNOW

By Nicholas J. Fiorenza, Esq., Association Counsel, Ferrara Fiorenza PC

Recognition reduces stress — and reduced stress improves performance and accountability. It is the linchpin of preserving fairness, well-being and high performance in our workplaces.

It is the time of year when we have – or try to have – a chance to reflect on the "important" things in life. So, perhaps a somewhat different newsletter article is called for as well.

You may have noticed that a new business management and leadership concept is gaining traction in the press, at conferences and with some consultants – understanding the "science of gratitude". Of course, most "new" concepts are not really new at all but are in essence reminders of what we already know. The real question is whether we have the courage to follow.

> **"We know that people want to feel seen. We know that acknowledgment fuels engagement far more effectively than pressure ever will."**

After many years of representing employers and working closely with business leaders, I've realized that most of us already know what makes workplaces strong and people resilient. We know that respect matters. We know that people want to feel seen. We know that acknowledgment fuels engagement far more effectively than pressure ever will.

But knowing isn't the hard part.

The hard part is remembering and practicing these truths consistently, especially when production deadlines tighten, customers escalate their demands, and daily operational pressures push our focus toward whatever is loudest or seems most urgent at the moment.

Under stress, we stop living by what we know and start reacting to what shouts for our attention.

In this sense, leadership is not primarily about learning new insights. It's about having the courage to follow what we already know.

Nowhere is this clearer than in the printing and graphic communications world. I've spent enough time in the industry to recognize exactly who holds these businesses together.

It's the people who come in early to stage work, catch production issues before waste multiplies, recalibrate equipment without being asked, smooth out client misunderstandings, are respected by their coworkers and quietly prevent rework and downtime.

These aren't dramatic moments. They don't show up on dashboards. But they are the difference between surviving the day and running a smooth operation.

And ironically, those steady contributors are often the easiest to overlook — precisely because they don't demand attention.

The Science of Gratitude

As it turns out, many "soft" leadership and people skills -- still scoffed at by many managers - are not merely reflections of some vague notion that we should simply be nice to each other because it is the right thing to do. While this is undoubtedly the case, it turns out that we are hard-wired to respond favorably to fair, respectful and positive treatment, and to overtly and sometimes covertly resist the opposite. The many studies that have proven this fall under the category of the "science of gratitude".

What's interesting is that the research backs up what the most effective leaders have observed for years. A few examples:

In a landmark study by Dr. Robert Emmons (UC Davis), employees who practiced even brief, specific gratitude reported better emotional control, more cooperation, and fewer signs of stress. **In short: people function better when they feel seen.**

> "Recognition reduces stress — and reduced stress improves performance and accountability. It is the linchpin of preserving fairness, well-being and high performance in our workplaces."

Neuroscientist Glenn Fox's work at USC shows that **gratitude activates the parts of the brain responsible for empathy, decision-making, and emotional steadiness** — the exact qualities needed in high-pressure work environments.

Barbara Fredrickson's "Broaden and Build" research (UNC) demonstrates that **positive, genuine acknowledgment helps the brain think more clearly and creatively, while stress does the opposite by narrowing perception.**

Taken together, these findings say something simple:

Recognition reduces stress — and reduced stress improves performance and accountability. It is the linchpin of preserving fairness, well-being and high performance in our workplaces.

Simply stated, then, the science of gratitude establishes that consciously, and deliberately noticing and acknowledging positive actions reduces stress, broadens thinking, and strengthens the trust and cooperation that make people, and workplaces, function at their best. And it is not a one-way street. The person expressing gratitude also benefits, also experiencing reduced stress, improved emotional steadiness, and a clearer, more open mindset that strengthens their own leadership effectiveness.

Compassionate Accountability in Business

The science of gratitude fully aligns with the concept of compassionate accountability -maintaining high standards while recognizing the individual human beings working to meet them.

It does not mean avoiding tough conversations — it means making them more effective. When employees feel unseen, feedback sounds like blame. When employees feel valued, feedback sounds like guidance.

A Practical Rule for Business Leaders: The 3:1 Approach

For every corrective conversation, offer three brief, specific acknowledgments of useful behavior. Examples:

- ✦ *"You caught that color shift early — that saved us from a bigger issue."*
- ✦ *"Thanks for how you handled that customer call — it preserved the relationship."*
- ✦ *"Your prep on this job reduced downtime. That reliability really matters."*

Returning to What We Already Know

Most of what drives successful workplaces isn't complicated. It's the basics:

- **People want to feel seen.**
- **Steady work deserves attention.**
- **Emotional tone affects performance.**
- **Gratitude increases trust.**
- **Trust makes accountability possible.**

Leadership is not about discovering new theories — it's the courageous return to the simple truths that help organizations thrive. And the real strength of any business lies in the quiet, consistent work happening every day.

Leadership begins when we notice it.

Contact Nick Fiorenza, PGCA Association Counsel, with questions on this and any other HR crisis you're dealing with. Call (315) 437-7600 or email njfiorenza@ferrarafirm.com.

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Contact PGCA at info@printcommunications.org for login assistance.

DISCOUNT FSC® PROGRAMS

RACG WILL MERGE WITH SBCN IN THE NEW YEAR

- PGCA will continue to offer a discount FSC® certification program to members

Regional Affiliate Certificate Group (RACG) was a program developed and offered by participating regional US printing associations for its members. This meant that RACG had an intimate knowledge of the print industry, what printers face each day, and what printers need to make their life easier. The goal of RACG was to make certification as simple, straightforward, and inexpensive as possible, while providing participants with a highly organized and efficient process. **American Green Consulting (AGC) will now offer this same program through its Small Business Certification Network (SBCN).**

AMERICAN GREEN CONSULTING GROUP, LLC

SMALL BUSINESS CERTIFICATION NETWORK

As you may know, PGCA is the group manager for the Regional Certificate Group. It's been a hard couple of years for small businesses, and that's just as true for RACG as it is for many of you. Our commitment has always been to provide the simplest and most cost-effective path to FSC® certification possible, and we've had some great successes. That doesn't change the fact that our industry is in a period of upheaval, and that through no fault of any of us, we've seen significant reduction in the number of members in RACG, which brought us to the decision to merge the two group certificates into one, working under the SBCN name.

This will have minimal impact on existing members as the systems for the two groups are almost identical. American Green Consulting (AGC) will continue to act as the group manager and central office for the group certificate which includes scheduling and conducting annual internal reviews. As an active member of PGCA, you will still qualify for a discount that makes this program financially competitive.

The merger is tentatively scheduled for January 30, 2026. RACG will continue to offer the Large Printer Program (over $10 million in wood product sales). For more information on American Green Consulting's SBCN program, visit americangreenconsulting.com/certification/group-certification/. Questions? Contact Caroline Wawrzyniec, RACG Manager at (716) 691-3211 or caroline@printcommunications.org.

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Signature **is published monthly by Print & Graphic Communications. Contact Kim Tuzzo for ad rates at (716) 691-3211 or kim@printcommunications.org**

PGCA STAFF GETS CREATIVE

PGCA STAFF CREATES ART AT BOOK ARTS

For the fifth year in a row, PGCA's holiday card was printed by Kim Tuzzo and Caroline Wawrzyniec on a letterpress at Western New York Book Arts in downtown Buffalo. As always, we couldn't do it without Rosemary Williams, Education Director at Book Arts. We count on Rosemary to turn our vague ideas into a beautiful, one-of-a-kind work of art with her keen eye and technical expertise.

The sentiment on the inside of the card, "Together we can make it a great 2026!" is our pledge to our membership for the coming year. As always, you can count on your Association to help your company thrive in the years ahead.

We should also thank Charlie Launsbach at Lindenmeyr Munroe for donating the paper and Mike Fiore at Shipman Printing for donating the envelopes. Finally, the "holiday cheer" stamps used on the envelopes were printed by Ashton-Potter Security Printers.

Next year, consider creating your own work of art at Book Arts, whether it's a holiday card, a poster or other original art. Book Arts offers workshops, Go to wnybookarts.org and check out their schedule of classes.

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