



YOUR REGIONAL RESOURCE —

Providing Business Support Services and Connections to the Paper, Print, Packaging, and Mailing Community in New York, New Jersey, Pennsylvania, Maryland, Virginia, District of Columbia, and Delaware.

www.printcommunications.org

Think of PGCA When You Need ...



→ Human Resource Solutions

- Answer your day-to-day issues
- HR communications and alerts
- HR webinars and annual conference



→ Industry Advocacy

- PGCA monitors and advocates on behalf of the industry
- Prevailed against the threat of a Carbon Black ban in NY/NJ
- Alerts on time-sensitive issues



→ Insurance Solutions

- Help navigating the complexities of health insurance
- Group 401(k) program saves admin time, reduces fiduciary liability and eliminates annual audit
- Strategic risk assessment of your business



→ Business Management Solutions

- Executive/Team professional development
- Access to industry experts and peer groups
- Benchmarking reports on financial trends, revenue outlook and more
- Sales and marketing webinars



→ Workforce Development

- Online webinars on print fundamentals for onboarding new hires
- Wage + Benefit survey provides industry benchmarks
- Job posting service



→ Environmental, Health & Safety

- Safety and environmental audits
- Regulatory programs
- Online and on-site training programs



→ Member Discounts

- Printer towels, credit card processing, sustainability programs
- UPS shipping, energy procurement
- Packsize "on demand" packaging equipment



→ Educational & Networking Opportunities

- Informal events throughout our footprint
- Meet your peers and make new connections
- Webinars and Training

Contact us for any business challenge!
We're here for you!

(716) 691-3211 | info@printcommunications.org | www.printcommunications.org



Contact Us! 

WELCOME TO THE PRINT & GRAPHIC COMMUNICATIONS ASSOCIATION

The Print & Graphic Communications Association (PGCA) is the trusted business resource for the paper, print, packaging and mailing community across New York, New Jersey, Pennsylvania, Maryland, Virginia, the District of Columbia and Delaware.

PGCA offers an expanding range of services and benefits to help member companies and their employees grow, solve business challenges and strengthen their organizations.

PGCA services support four core member needs: expert guidance, workforce development, business savings and industry connections. This catalog outlines services in the following areas:

- **Human Resource Solutions**
- **Members-Only Resources**
- **Industry Advocacy**
- **Educational and Networking Opportunities**
- **Environmental, Health & Safety Solutions**
- **Insurance, Benefits and Risk Management Solutions**
- **Member Discounts**

Also included is information on Print[ED]. Administered by PGCA, Print[ED] is a nationally recognized accreditation program for schools that teach print and graphic communications.

Explore the services and membership directory in this catalog, and contact PGCA whenever your business faces a challenge—we are here to connect you with the right support.



A handwritten signature in black ink that reads "Tim Freeman".

Tim Freeman

President

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HUMAN RESOURCE SOLUTIONS

Print & Graphic Communications Association (PGCA) has long been a recognized leader in the development and implementation of proactive human resource management programs tailored to the needs of our members.

Services are provided by our Partner Organization, Ferrara Fiorenza PC, one of the leading employment law firms in the Northeast, and directly from PGCA 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.)

■ Help With Your "Day to Day" HR Issues and Crisis Management

■ Assist with Complex HR Issues with Cost Effective Legal Resources

■ HR Training Programs

- Ongoing HR Academy Webinars: Essential Training for Managers and Supervisors
- Periodic Webinars on Topics such as Immigration, Changes in Employment Law, Overtime Classification
- Annual HR Conference

■ Annual Wage + Benefit Survey, Holiday and Mini-Surveys

■ Human Resource Documents and Forms, Job Descriptions

■ Workplace Development Services

- Job Posting Service
- Print University – Online Training on Print Fundamentals (for new employees or updating existing employees)



■ Union Organizing Drive Assistance

■ Union Employer Services

■ Human Resource Communications and Alerts

■ Management & Professional Development Programs

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MEMBERS-ONLY RESOURCES

Print & Graphic Communications Association (PGCA) provides many resources in the members-only area at www.printcommunications.org. Have a few minutes to spare? Login and take a class, brush up on your training and learn something new. Resources are available anytime, anywhere, on your mobile device or laptop. Contact PGCA for assistance with login credentials.

SOLUTIONS FOR MANAGERS WHO NEED TO OBTAIN TRAINING OR LEARN A NEW SKILL

(MEMBER STAFF AT ANY LEVEL IN THE ORGANIZATION)

■ Print University Webinars

- Over 100 webinars on print fundamentals
- Ideal for onboarding new hires
- Existing employees can learn more about the industry
- Targeted tracks for industry segments

■ OSHA Compliance On Demand Webinars

- 17 recorded webinars (5 in Spanish) available on mandatory and recommended topics
- Employees can access training at their convenience
- Get the training you need, anytime, anywhere

■ Sales, Company Culture and Marketing Webinars

- Recordings from Kelly Mallozzi's monthly briefs

■ Printing Industry Performance and Insights Reports

- Periodic studies on various topics such as strategic planning, company culture, financial benchmarks

■ Member Ask a Member

- Answers to member questions, from fellow members, such as:
 - Locating a hard-to-find stock of paper
 - Locating a printer who can provide an obscure service
 - Sales tax consultant recommendations



Send your question for Member Ask a Member to info@printcommunications.org.

■ PrintAccess listing

- PrintAccess is our online print buyers guide for members
- Update your listing to show off your capabilities and services
- Make it easier for buyers to find you on the web

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INDUSTRY ADVOCACY

Understanding how complex laws and regulations may impact your firm can be arduous and daunting. Experienced staff are protecting your ability to conduct business every day. Whether it is at the federal, state, or local level, Print & Graphic Communications Association (PGCA) staff advocates on your behalf, supporting public policies, legislation, and regulations that will help your graphic communications business.

SOLUTIONS FOR MANAGERS WHO LEAD PEOPLE

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

Industry advocacy has always been a huge focus of the Association, but this past few years found the Print & Graphic Communications Association very hard at work on issues critical to the industry's future success.

Without the support of our membership dues, the Association would not have the resources to act on these issues as they arise.

Recent Advocacy Efforts

PGCA mobilized grassroots campaigns through our Legislative Action Center, hired trusted lobbyists, contacted legislators directly, arranged meetings between members and legislators and other elected officials, partnered with other businesses and organizations, launched extensive social media campaigns and distributed fact sheets and white papers to legislators.

Recent Advocacy Topics:

- **New York State: Carbon Black** – Without our focus on this critical issue, it is doubtful that the proposed ban, *which would have essentially destroyed the packaging and label business in NYS*, would have been removed from the overall bill.
- **New Jersey: EPR and Carbon Black** – PGCA's efforts, in collaboration with other business associations, succeeded in removing the ban on Carbon Black, when used for print, from the proposed Extended Producer Responsibility (EPR) Bill.
- **Virginia: Sales Tax** – Virginia's sales tax exemption provides parity between Virginia advertising agencies and out of state agencies when producing printed material qualifying for the exemption. PGCA successfully advocated for the exemption to be extended for another three years.

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EDUCATIONAL AND NETWORKING OPPORTUNITIES

Print & Graphic Communications Association (PGCA) offers a full schedule of educational webinars and in-person events. Take advantage of the opportunity to meet other printers in your area and make new connections. Check out our calendar of events at www.printcommunications.org/events.

SOLUTIONS FOR MANAGERS SEEKING TO NETWORK WITH THEIR PEERS, BRUSH UP ON THEIR SKILLS AND BECOME BETTER MANAGERS

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

■ Annual Senior Leader Conference

■ Sales and Marketing Training

- Ongoing webinar series on Sales, Company Culture and Marketing presented by Kelly Mallozzi
- Discount Sales Vault subscription (live webinars, templates, scripts and archived content). Visit salesvault.com/partners

■ Human Resources Training

- Ongoing HR Academy Webinars, essential training for Managers and Supervisors
- Periodic webinars on topics such as Immigration, Changes in Employment Law and Overtime Classification
- Annual HR Conference

■ Print University Webinars

- Over 100 webinars on print fundamentals, available online, 24/7

■ OSHA Compliance Webinars

- 717 recorded webinars on mandatory and recommended topics available online, 24/7

■ Golf outings and Topgolf

■ Women in Print Luncheons



■ Management Skills and other training

■ Informal networking events and holiday parties

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ENVIRONMENTAL, HEALTH & SAFETY SOLUTIONS

PGCA's Environmental, Health and Safety (EHS) Department headed by Steve Stankavage, Director of EHS, is ready to assist your company in navigating through the regulations, interpretations and guidance documents that make up the realm of environmental and safety compliance. Noncompliance can adversely affect employee health, public relations and the company's bottom line. We can provide you with realistic, practical and economical solutions to your issues.

SOLUTIONS FOR MANAGERS IN CHARGE OF KEEPING THEIR WORKFORCE SAFE

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

■ Complimentary Safety Walk-throughs

■ Safety Audits

- Written safety programs, injury recordkeeping activities, training programs, machine guarding, materials handling and other safety issues will be reviewed during the audit.

■ Environmental Audits

- Written programs, hazardous waste generation, air pollution issues, waste water issues, spill response capabilities, training documentation and waste minimization possibilities will be reviewed during the audit.

■ Regulatory Questions

- PGCA has the resources available to research any environmental or safety issue. Our staff will assist you in implementing any measures necessary to obtain, maintain or document compliance.

■ Written Programs

- Site-specific safety and environmental programs including Hazard Communications, Lockout/Tagout, and many other required programs.

■ Training Programs

- Training programs including Hazard Communication, Lockout/Tagout, Forklift Operations, Hazardous Waste Handling, Fire Extinguishers and more.



■ Environmental and Safety Reporting

- PGCA will complete or train your in-house staff to complete the environmental and safety reports required by your facility for federal, state and local agencies.

■ Webinar-based, On-Demand OSHA Training

- Available 24/7 in our members-only section on printcommunications.org on mandatory and recommended training topics

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INSURANCE, BENEFITS, AND RISK MANAGEMENT SOLUTIONS

Having an insurance partner who understands the business behind the policy matters. As a PGCA member, you have access to Gilroy Kernan & Gilroy's (GKG) team of insurance and risk management experts who understand both insurance and the unique challenges facing the print and graphic communications industry.

Our longtime partner with decades of experience, GKG has supported PGCA members for years, helping businesses navigate commercial insurance, employee benefits, workers' compensation, retirement plans, and more.

SOLUTIONS FOR MANAGERS MAKING INSURANCE DECISIONS

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

■ New York State Workers' Compensation Safety Group

- Access to the NYS Workers' Comp Safety Group along with 70+ PGCA members. Group participants have seen up to 62.5% annual savings, a history of meaningful dividends, and lightened their administrative burden with GKG as the Safety Group Manager.

■ Protect Your Business & Your Bottom Line

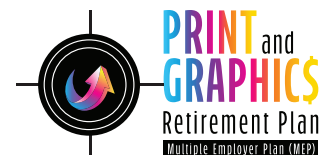
- Commercial insurance guidance and solutions designed around the print and graphic communications industry, including a Business Owners Commercial Insurance Program, Cyber Insurance Program, and complimentary risk assessments.

■ Recruit, Retain, Reward Skilled Employees

- Health, dental, disability, benchmarking, and strategic guidance to help employers better manage their employee benefits program to ultimately help attract and retain top talent.

■ Print and Graphic 401(k) Retirement Plan

- This multiple employer plan (MEP) is designed to reduce fiduciary liability, administrative burden, and plan costs.



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Penny Lane Printing Inc.

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Phoenix Graphics, Inc.

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Pioneer Printers, Inc.

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