“SHAP” TALK

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TRADE NEWS

Customs Issuing Invoices for Additional MPF

The legislation to increase the Merchandise Processing Fee (MPF) from 0.21% to 0.3464% was signed by President Obama on October 21, 2011, with the increase retroactive to October 1, 2011. Customs did not start accepting the increase until November 5, 2011. Customs has recently started issuing invoices to importers for the additional MPF due for entries made between 10/1/11 and 11/4/11. If you receive such an invoice from Customs, please be sure to pay it promptly to avoid additional interest charges and possible sanctions for late payment.

U.S.-Colombia Trade Agreement to Take Effect May 15th

The U.S. Trade Representative (USTR) office has announced that the U.S.-Colombia Trade Promotion Agreement will become effective on May 15, 2012 as both countries have completed the necessary legal requirements to implement the program.

Details of the agreement include:

- More than 80% of U.S. exports of consumer and industrial products to Colombia will become duty free, including agricultural and construction equipment, aircraft and parts, fertilizers, building equipment, I.T. equipment, medical equipment, and wood. The remaining tariffs will be phased out over a 10 year period. Average tariffs for these products range from 7.4 to 14.6 percent.
- Approximately 50% of agricultural and food products exports will become duty free including soy beans, wheat, barley, beef, and various fruit/vegetable products. Remaining tariffs will be eliminated over the following 15 years.
- The value of exported goods to Colombia in 2011 was $14.3 billion. The agreement should lead to an increase of $2.5 billion in the U.S. gross domestic product and will expand exports of U.S. goods by more than $1.1 billion.
- The agreement will provide new access to Colombia's $180 million services market by eliminating practices that prohibit the hiring of U.S. professionals and by phasing out market restrictions in cable television, and U.S. suppliers will be granted rights to non-discriminatory treatment in bidding processes on procurement opportunities within Colombia government agencies.
- The agreement will provide improved intellectual property rights protections and enforcement.
- Examples of industrial exports to Colombia and their current tariff rates vs. 0 percent rates following full implementation of the program include metals and ores from 9.2%, transportation equipment from 12.7%, autos and parts from 7.4%, building products from 13.2%, and paper and paper products from 14.6%.

- U.S. exports to Colombia have grown four-fold over the last 10 years. As a result the program should promote many new business opportunities and job creation in the U.S.

President Obama and the Small Business Network of the Americas (SBNA) have also unveiled a plan to help small U.S. businesses to become trade partners within Colombia and the surrounding region. Initiatives include:

- Providing matchmaking services and counseling through U.S. Export Assistance Centers to clients seeking business partners in the area.
- Expanding the Small Business Development Center model to other countries in the hemisphere through individualized long term counseling, training, and market research services.
- Enhancing and providing availability of virtual trade platforms such as SBDCglobal.com.

U.S. and European Union Sign Mutual Recognition Decision

U.S. Customs and Border Protection and the European Union Taxation and Customs Union Directorate have signed a Mutual Recognition Decision between the Customs-Trade Partnership Against Terrorism (C-TPAT) and the EU's Authorized Economic Operator (AEO) programs.

The decision recognizes the compatibility between the EU and U.S. cargo security programs. In the future, both customs authorities will treat members of the other customs authority the same way it treats its own program members.

The goal of mutual recognition is to link the various international industry partnership programs so that together they create a unified and sustainable security posture that can assist in securing and facilitating global cargo trade.

Enhancements to AES Edits on BIS Licensed Exports

Effective April 11, 2012, additional AES edits will be placed on Electronic Export Information reported under AES License Codes C30 (BIS Licenses), C31 (BIS Special Comprehensive Licenses) and C51 (BIS License Exception Agricultural Commodities AGR) to improve statistics on licensed exports and prevent inadvertent errors. Previously when a Commerce License was transmitted, nothing was returned back from AES. AES is now updated and exporters can see that the license information was actually transmitted. The update was done in part to accommodate items moving from the USML to the CCL.

The new AES reporting requirements will be as follows:

When License Code C30 is reported in AES, only licenses authorized by the Bureau of Industry and Security (BIS) and beginning with “D” will be accepted. If the license number begins with a character other than “D”, the EEI will be rejected with Fatal Error Response Code: 549 - BIS LICENSE NBR NOT VALID FOR LICENSE CODE.

When License Code C31 is reported in AES, only licenses authorized by the BIS and beginning with “S” or “V” will be accepted. If the license number begins with a character other than “S” or “V”, the EEI will be rejected with Fatal Error Response Code: 549 - BIS LICENSE NBR NOT VALID FOR LICENSE CODE.

When License Code C51 is reported in AES, only License Exception Agricultural commodities (AGR) notice confirmation numbers issued by the BIS beginning with “F” will be accepted. If the number begins with a character other than “F”, the EEI will be rejected with Fatal Error Response Code: 549 - BIS LICENSE NBR NOT VALID FOR LICENSE CODE. The license exception symbol “AGR” will no longer be allowed in the Export License Number field for License Code C51. “AGR” notice confirmation numbers will no longer be allowed to be reported under License Code C30.

Each of the license numbers or notice confirmation numbers reported under License Codes C30, C31 and C51 must be valid. If invalid, AES will reject the EEI with Fatal Error Response Code: 545 - BIS LICENSE NUMBER UNKNOWN OR INVALID.

The license numbers must not be expired. If the license expiration date is prior to the date of exportation, AES will reject the EEI with Fatal Error Response Code: 546 - BIS LICENSE NO LONGER ACTIVE.

A complete list of all License and License Exemption Type Codes and Report Guidelines can be found in Appendix F of the Automated Export System Trade Interface Requirements (AESTIR) at:

http://www.cbp.gov/xp/cgov/trade/automated/aes/tech_docs/aestir/june04_intro/appendices/

For further information or questions regarding changes to these edits, please contact the Bureau of Industry and Security, Office of Technology Evaluation at (202) 482-4933.

For further information or questions regarding the reporting of License Codes in AES, please contact the U.S. Census Bureau's AES Branch.

AES Broadcast # 2012019 on this topic can be found at this link, along with the entire listing of AES Broadcasts:
http://www.census.gov/foreigntrade/aes/documentlibrary/index.html#broadcasts

BIS Export Control Classification Number 0Y521 Series

On April 13, 2012, the Bureau of Industry and Security (BIS) published a final rule, which amends the Export Administration Regulations (EAR) by establishing a new Export Control Classification Number (ECCN) series 0Y521 on the Commerce Control List (CCL) and makes corresponding changes to the EAR.

The ECCN 0Y521 series will be used for items that warrant control on the CCL but are not yet identified in an existing ECCN. As BIS explained in the proposed rule issued on July 15, 2011 (76 FR 41958), this new temporary holding classification is equivalent to United States Munitions List (USML) Category XXI (Miscellaneous Articles), but with a limitation that while an item is temporarily classified under ECCN 0Y521, the U.S. Government works to adopt a control through the relevant multilateral regime(s); to determine an appropriate longer-term control over the item; or determines that the item does not warrant control on the CCL.

Items will be added to the 0Y521 ECCNs by the Department of Commerce, with the concurrence of the Departments of Defense and State, when it identifies an item that should be controlled because it provides a significant military or intelligence advantage to the United States or because foreign policy reasons justify such control. It appears there will be license requirements for these items to most countries, except Canada.

The 0Y521 series was described in the July 15, 2011 proposed rule that identified a framework for how articles, which the President determines, as part of the Administration's Export Control Reform Initiative, no longer warrant control on the USML would be controlled under the CCL. In this rule, however, the 0Y521 provisions are being published in final form, with necessary corresponding changes, separate from the other July 15 rule proposals. Public comments on the other July 15 proposals remain under BIS review.

For further information contact:
Eileen Albanese, Director, Office of
National Security and Technology
Transfer Controls, by phone at (202)
482–0092 or by email at
Eileen.Albanese@bis.doc.gov.

The Federal Register Notice for this final rule may be found at:
http://www.gpo.gov/fdsys/pkg/FR-2012-04-13/pdf/2012-8944.pdf

The July 15, 2011 Federal Register Notice on Proposed Revisions to the Export Administration Regulations (EAR): Control of Items the President Determines No Longer Warrant Control Under the United States Munitions List may be found at:
http://www.gpo.gov/fdsys/pkg/FR-2011-07-15/pdf/2011-17846.pdf

COMPLIANCE CORNER

Incoterms In-Depth: DDP

Last month we covered the Ex Works (EXW) Incoterm. This month we go to the opposite end of the spectrum to the term with the maximum seller obligation – Delivered Duty Paid or DDP.

Under DDP terms, the seller's obligation is fulfilled when the goods have been made available to the buyer, cleared for importation, at the named place of destination. The seller must arrange for the entire contract of carriage, from the origination point to the final named destination. The seller must also arrange for the import clearance of the goods, including the payment of any applicable duties, taxes and fees.

DDP is the only term where the seller has the import clearance and duty payment obligation. DDP should not be used if the seller cannot arrange for the import clearance; DAP should be used instead.

DDP is very risky for the seller who is acting as the importer of record and who may not be aware of all import clearance requirements in the buyer's country, let alone having familiarity with a foreign customs broker. The seller has to deal with foreign Customs rules and may not be aware of all the charges such as antidumping or countervailing duties which may not be built into the seller's cost. Often, the seller will include a substantial markup on the price of the goods to cover unforeseen duties, or a Customs exam and/or demurrage. Therefore buyers may be paying a premium to purchase goods on a DDP basis.

On the other hand, some buyers are willing to pay such a premium to avoid the hassle of dealing with Customs formalities and the risk and obligations as an importer of record. But be careful – some brokers will still end up making entry in the U.S. buyer's name. Not all U.S. Customs brokers are familiar with DDP and the proper way to make entry, particularly when it comes to valuation and backing out all the non-dutiable charges, including duties and broker fees. The broker may see the U.S. buyer already set up in their system with a bond, so why not make entry in their name and avoid the inconvenience of obtaining a foreign power of attorney. The point of DDP is that the seller is obligated for the import clearance. If you are purchasing DDP, make sure the correct party, that is, the seller, is acting as the importer of record.

In the United States, the owner or purchaser of the goods has the right to make entry. The term "owner" is defined as the party with a demonstrable financial interest in the imported merchandise. Under DDP terms, the seller retains the risk for the goods at the time of entry, so the seller has the right to declare and enter the goods as the U.S. importer of record. The buyer is entitled to act as the importer as far as U.S. Customs is concerned, but then why purchase under DDP terms if you are going to take responsibility for the Customs clearance?

Looking at the export side of DDP, exporters must be sure to check out the import rules in the buyer's country. Some countries may not allow a foreign importer of record. The seller is taking a risk being an importer in a foreign country where he may not know all the regulatory requirements. Be especially careful shipping DDP to a developing country. Also, the seller will be responsible for VAT or other taxes due upon importation as well as duties, unless specified otherwise in the sales contract. Make sure you know all the costs of importation into the buyer's country and build those costs into your DDP price.

Finally, be sure your sales contract is clear on who will be procuring insurance. Do not assume that the insurance is included if you are purchasing goods on a DDP basis. Insurance is not required under this term.

TRANSPORTATION UPDATE

May 2012 Update

INDUSTRY NEWS:

Port of Baltimore Joins the 50-Foot Club

The Port of Baltimore will join Virginia to become the only East Coast ports able to claim unimpeded 50-foot depth from ocean to berth that will result in the port being able to handle ships coming out of the expanded Panama Canal (coming in 2014) carrying 12,500 20-foot equivalent units. Baltimore, the largest auto port in the nation, has struggled to find its place in the container market due to its location 150 miles up the Chesapeake Bay, and its lack of viable rail connections compared to New York and Norfolk. The port's existing 50-foot channel had up until now been used for iron ore and did not extend to its container berths; but in a 2010 50-year lease agreement between Ports America and Seagirt Marine Terminal, Seagirt will invest over $100 million to extend the channel to the berth and rebuild it to handle 8,000-TEU ships and larger.

To increase access by rail, CSX plans to complete, also by 2014, an intermodal container transfer facility outside Baltimore that will connect into its National Gateway double stack intermodal network extending into the Midwest. Only a fraction of Baltimore's current container service moves by rail. Traditionally challenged by a single-stack-height tunnel linking the port to the interior, and limited double-stack service, the tunnel will remain a constraint, but Baltimore will achieve what it has conspicuously lacked - viable double-stack access to the interior, even if only served by a single railroad and dependent upon competitive CSX pricing for Baltimore routings.

2011 Banner Year for Baltimore Port

The U.S. Census Bureau's Foreign Trade Division statistics released by the Maryland Port Administration show the Port of Baltimore ranking 11th in the nation in terms of total dollar value of cargo and 12th for cargo tonnage. This success is attributed partly to the diversity of the port's business. Baltimore's historical achievements include: 24 million tons of exported cargo; 19.2 million tons of coal, up 38.5 percent; autos - 551,000 units, wresting the honor of top auto port in the nation from the Port of New York and New Jersey, with autos exported up 32 percent to 166,077; TEUs - 631,806, a 3 percent increase; containers - 6 million tons; wood pulp - 520,000 tons.

2011 was the port's second best year in terms of roll-on/roll-off cargo, with a 51 percent increase to 938,675 tons in machinery and farm equipment. The Port of Baltimore is ranked No. 1 for roll-on/roll-off equipment and trucks, imported forest products, sugar, iron ore and gypsum, and ranks second in the U.S. for exported coal and imported salt and aluminum. Pulp volume grew 1 percent with rolled paper down 7 percent, attributed to the continued increase in the use of e-readers. General cargo at public terminals reached 8.8 million tons, up 9 percent from 2010 and just short of the 9 million ton record set in 2008. Bulk cargoes, handled primarily at private terminals, reached 28 million tons, a 17 percent increase from 2010. Coal was the biggest gainer among bulk commodities. In all a 15 percent increase in cargo by weight helped the port set a 2011 record of $51.4 billion worth of goods that moved over the state's docks. This represents a 24 percent increase in value over the prior year.

Outsourcing Predicted to Slow Asia's Export Growth

Asian export growth is expected to increase by 11 percent this year before slowing to 7 percent in 2013. Macquarie Securities analysts expect that stakeholders in the container industry are likely to see "disappointing returns" as growth rates slow due to outsourcing production from Europe and the U.S. reaching maturity.

OCEAN FREIGHT:

Capacity vs. Cargo Demand

Ship capacity growth may surpass cargo demand growth throughout 2012-2013. Vessel construction costs, as much as 40% below pre-recession levels, have encouraged a rash of orders in 2010-11, mostly for ships above 10,000 TEU capacity. Those vessels have been mainly deployed in the Asia-Europe and intra-Asia markets, but many of the ships, typically in the 8,000 TEU range, moved into other trades have found their way into the Pacific.

An average ship in the transpacific trade at present is about 6,500 TEU in size. By the end of 2012, that will be the minimum size, and by the end of 2013, Alphaliner estimates the minimum vessel size at 8,000 -TEU. Below that size, vessels do not have the scale and the lower per slot costs to profitably move freight at current rate levels. Carriers increasingly find themselves squeezed. Most U.S. ports still do not have the draft, backlands acreage or terminal productivity to efficiently accommodate 8,000 TEU ships fully loaded. The Panama Canal will not be able to handle ships larger than 4,600 TEU before 2014.

Slow Steaming
At the beginning of 2012, marine bunker fuel prices topped $700 per ton, approaching the record levels seen in mid-2008. Larger ships, with more efficient slow-speed diesel engines and advanced hull paints and coatings to reduce drag in the water, are key to reducing both fuel consumption and vessel emissions. This will be increasingly important over the long term as carriers struggle to comply with stricter governmental environmental standards as well as shippers' green supply chain initiatives.

One simple, effective strategy for cutting emissions is through "slow steaming" ships - typically adding one vessel to a five-ship West Coast rotation or up to two ships to an eight-ship all-water Panama Canal service, to maintain schedule integrity, and sailing those ships at slower speeds. Slow steaming has generated significant environmental benefits. While the practice has lengthened transit times on routes where it is deployed, it has also added capacity and loading opportunities at Asian origin ports.

Equipment Issues
A critical ongoing cost issue for carriers is equipment repositioning. Carriers entered 2011 with a more than 2:1 ratio of loaded containers moving to the U.S. versus back to Asia. Rising rail and truck rates, along with reduced truck service due to driver shortages and owner-operators leaving the business, have forced up the cost of getting containers from inland delivery points to outbound load points or central equipment depots.

The carriers' need to reposition empty containers back to Asia has posed challenges for carriers on return sailings where a weak dollar and strong Asian demand for raw commodities, chemicals, machinery and other goods has heightened competition for space aboard ship between empty and loaded containers.

Analysts Predict New Capacity to Influence Lowered Rates
Speaking before Containerization International's 14th annual Global Liner Shipping Conference in London, analysts predict that failure to absorb capacity will result in a loss of Guaranteed Rate Increase (GRI) increases of the last two months as rates will start to fall by the fourth quarter. Panelist Philippe Hoelinger, Paris-based macro economist, forecasts global container trade growth at a rate of 7.3 percent this year and 9.1 percent in 2014, when "cargo growth should go back to its 10 percent norm." Co-panelist Lars Jensen, CEO of Seaintel Maritime Analysis, advised that, "global demand has got to grow at 13.5 percent to absorb capacity, and that's not going to happen."

Consolidation of services announced this year by carriers including Mediterranean Shipping Company, CMA-CGM, and by the Grand Alliance and the New World Alliance, while offering more services to shippers, will not absorb capacity. Most of this year's new capacity due for delivery is in ships larger than 10,000 TEU's , and these are expected to be deployed in the Asia-Europe trade lanes. Smaller ships in that trade will move to other trades including the trans-Pacific and north-south routes, in turn undermining rate increases in those lanes. Managing editor of Containerization International, Matthew Beddow, estimates that recent increases in major east-west trades will hold up through the third quarter of this year, but that this will represent a downward trend from quarter to quarter through 2014.

Busy Peak Season Predicted For 2012
A busy peak-season is being predicted by economists as U.S. consumer spending, which accounts for 14-15 percent of global gross domestic product, leads the "real recovery" from the global recession. Customers polled said they expect to ship at least as much volume, if not more through West Coast ports.

According to Walter Kemmsies, chief economist at Moffatt & Nichol engineers, U. S. ports should have handled about 1.6 million TEU's per month during the four month peak-season, when the actual volume turned out to be 1.4 million TEU's per month for a total shortfall of 800,000 TEU's. Recent polls showed that customers expect to return to a traditional peak this year, as they are optimistic about overall economic growth. Erxin Yao, president of OOCL (USA), predicts an increase of 4.3 percent of cargo volume in the eastbound Pacific trade, with an increase of capacity in the trade to be about 7.2 percent.

Evergreen Charters 10 Mega-Ships
Taiwanese carrier Evergreen Line has signed a memorandum of agreement with Korea Infrastructure Investments Asset Management Co., a subsidiary of Korea Development Bank, leasing 10 ships with capacities of 13,800 20-foot equivalent units; with an expected delivery date of late 2013. The ships will operate between Asia and Northern Europe and the Mediterranean. Despite his stated opposition to "mega-ships," Chang Yung-fa, Evergreen's founder and chairman, has said that it is chartering the ships to coordinate the size of its vessels with those of its alliance partners. "In the face of increasing pressure brought by high oil prices on shipping companies, these new vessels will significantly enhance Evergreen Line's competitiveness." The newly announced deal follows recent orders for a total of 30 new ships with capacities of 8,800 TEU's. The 13,800 TEU ships, without Evergreen's confirmation, are reported to be about $115 million apiece, which is approximately one-third less than the cost of similar-sized ships a few years ago. They are expected to burn about 30 percent less fuel than comparably sized ships ordered two years ago.

AIRFREIGHT:

The Hong Kong export market saw a boost in March with major electronic product launches, however overall the market is still soft.

Delta expects big cost savings with the purchase of a northeast oil refinery which is expected to supply80% of its domestic fuel by the 3rd quarter. Upon completion of the deal, Delta is the first carrier to buy a refinery business.

ALERTS:

Hapag-Lloyd Hikes India-US Rates
Effective May 1, 2012, Hapag-Lloyd will impose a General Rate Increase, (GRI), on all cargo from the Indian Subcontinent to the U.S. and Canada. The German ocean carrier said the planned GRI will also apply to specialized equipment, including flat racks and open-top containers. Rates will increase by $400/20', $500 /40', $565/40' HC, and $635/45' container.

For ports in Pakistan, Sri Lanka and Bangladesh to the U.S. and Canada, rates will increase by $320/20', $400/40', $450/40' HC and $506/45' container.

OCU Work Action - Update
(The following alert has been reprinted in its entirety as a service to our customers. If you should have questions or need additional information, please feel free to contact your Shapiro representative.)
Dear APL Valued Customer:

Two years ago, our company began negotiations for a new labor contract with the International Longshore and Warehouse Union Local 63 Office Clerical Unit ("OCU"), which represents our office workers in the Los Angeles and Long Beach harbor area. No agreement was reached by the contract expiration date of June 30, 2010, and our office workers have been working without a contract while negotiations continued. In the fall of 2010, the International ILWU officers and other ILWU longshore locals joined the talks.

We presented a complete proposal for a new contract in November 2011. The OCU rejected our proposal. On November 30, 2011, the OCU declared an end to contract negotiations and threatened that it would "exercise its right to take economic action" against the company. The OCU struck four terminals operated by two employers at the ports on December 2, 2011. The industry's Area Arbitrator ruled that the picket lines were not legitimate and therefore the other ILWU longshore locals could not honor them. Lacking the ability to prevent the movement of cargo, the OCU took down their pickets and returned to work.

Over the past four months, the OCU have continued to work while the Area Arbitrator's ruling was appealed to the industry's Coast Arbitrator. The Coast Arbitrator today vacated the Area Arbitrator's ruling and held that the ILWU longshore locals could honor the OCU's picket lines. In response to that ruling, the OCU may once again seek to disrupt the flow of cargo at the ports.

Understanding that harmonious labor relations benefit the harbor community and shipping industry as a whole, we have worked diligently throughout these protracted negotiations to avoid any disruption to operations and reach a fair labor contract. At this juncture, we would like you to know three important things:

1) We value your support and our longstanding business relationship;

2) We will continue to do everything we can to meet your service needs, without interruption; and

3 We have negotiated with the OCU in good faith, and hope it will reconsider and accept our complete proposal for a fair and reasonable labor agreement.

As an industry, we are facing continuing challenges in this economy. It remains important to us to promote efficiency and productivity within our operations in the Los Angeles and Long Beach harbor area and to maintain the quality customer service you expect from us.

We will continue to keep you posted on developments.
APL Customer Support

SAMUEL SHAPIRO & COMPANY, INC. NEWS

Shapiro Teams up with Temple University for Career Opportunities

Samuel Shapiro & Company, Inc. has recently been featured in the Fox School of Business' newsletter highlighting its successful collaboration with the university in bringing fresh talent to support its growth.

Temple University was founded in 1884 and boasts a total student body of 39,000. Its vibrant main campus is located in Philadelphia and includes its Health Sciences Center, with satellite campuses in Center City, Ambler, Fort Washington, and Harrisburg. The Fox School of Business was established in 1918 and is the largest, most comprehensive business school in the greater Philadelphia region, and among the largest in the world with nearly 6,500 students, 175 full-time faculty and more than 59,000 alumni. Fox's Undergraduate Business Program is ranked in the top 55 in the U.S. while its International Business Undergraduate Programs are within the top 10 of the nation, according to US News & World Report. Shapiro's Philadelphia office began tapping into this rich recruiting resource approximately 14 years ago to fill internship opportunities for current students and full-time positions for new graduates.

Marina Tasiopoulos, who is now the Regional Manager for the company's New York and Philadelphia offices, was one of the first Temple students to join Shapiro, back in 1998. On average, Shapiro hosts two or three Temple student interns a semester, several of whom have stayed on after graduation to become full-time employees. The company currently has three other Temple graduates in import and management positions within its Philadelphia branch, in addition to three student interns.

This partnership has steadily developed over the years due to close collaboration between Richard Lucas, Shapiro's Recruiting Manager, and Gloria Angel, Fox's Assistant Director of International Programs (CIBER), plus Megan Panaccio, Director -

Corporate Relations Center for Student Professional Development (CSPD). Recently, Lucas presented at an International Business Association meeting to give students a clear picture of what employers are looking for and a realistic perspective on day-to-day operations. “Fox students know the real world,” Lucas says. “They’ve worked. They’ve held internships. They already understand customer service. They’ve already adapted to working under the pressure of real-world transactions.”

Not everyone is built for the logistics industry, however. Shapiro consistently looks to build the bench, its future generation, by finding people that can handle the challenges of this ever-changing, dynamic industry and thrive. “Our employees master some of the most complex transactions in the world: United States imports and exports,” Lucas said. “If you are fascinated by international business – how companies are run, how regulations influence trade, how commodities are actually moved – if you’re excited by global trade, international supply chain logistics, ocean cargo, airlines and trucks, you’ll fit in at Samuel Shapiro & Company, Inc.” And, so far, Fox students have been fitting quite well.

To access the referenced article in the Fox School of Business newsletter, click here: http://foxschoolofbusiness.newsweaver.co.uk/newsletter/hhmupje05tg1ibroezdxh8?a=1&p=22708025&t=17611614

Employee of the Month

As previously featured in “Shap” Talk, Samuel Shapiro & Company, Inc. has been sharing with you the names of employees who have been recognized for their exceptional efforts and contributions to our Company. At Shapiro, we continually work to develop, challenge, and inspire all of our employees to grow individually and with the Company. This month, we would like to recognize Natalia Gorbunova, Transportation Service Representative, for her outstanding performance and contributions.

We encourage you to provide us with employee feedback! Please email us at hr@shapiro.com.

WE WANT TO HEAR FROM YOU!

Do you have suggestions for an article? Is there a topic you’d like us to cover in a future issue? Please let us know! Send your feedback to shaptalk@shapiro.com.