

## 21 OUTSTANDING PRINTED PIECES RECOGNIZED AS THE “BEST OF THE BEST” IN THE U.S.



The Americas Printing Association Network (APAN), which is composed of 15 regional graphic communications associations from across the country, has announced the winners of its 2025 Americas Print Awards competition. The winning entries were showcased during a live YouTube broadcast on October 16 that featured detailed video imagery and explanations of each piece.

For this competition all entries were first submitted to the regional printing competitions sponsored by APAN’s members. The 97 entries that garnered top honors at the regional level were then submitted to the Americas Print Awards to compete nationally. It took a panel of three industry experts nearly a full day to whittle these 97 entries down to just 21 winners. As Cathy Skoglund, Chair of the Americas Print Awards and co-emcee for the broadcast stated, “The work that was submitted this year was outstanding. So many new technologies were utilized to create one-of-a-kind print. The judges had a very hard time choosing the best of the best.”

For those who would like to see the winning entries, a recording of the awards presentation, which was exclusively sponsored by Canon USA, is available at [www.americasprintawards.com](http://www.americasprintawards.com).

The winners are...

**Best of Show: Enpointe** – Member of Printing Industry Midwest  
Brooklyn Park, MN

**Best Utility Piece: Colormark** – Member of Printing and Imaging Association of MidAmerica  
Carrollton, TX

**Best Self-Promotion: Hudson Printing** – Member of Printing Industries Association, Inc.  
Salt Lake City, UT

**Best Invitation: Brodnax 21C Printers** – Member of Printing and Imaging Association of MidAmerica  
Dallas, TX

**Best Web Printing: Freeport Press** – Member of Graphic Media Alliance  
New Philadelphia , OH

**Best Unique Ink: Creative Press** – Member of Printing Industries Association, Inc.  
Anaheim, CA

**Best Tactile Experience: The John Roberts Company** – Member of Printing Industry Midwest  
Minneapolis, MN

**Best Hard Cover Book: KIRKWOOD PRINTING COMPANY** – Member of Printing Industries of New England  
Wilmington, MA

**Best Grand Format: Lithographix** – Member of Printing Industries Association, Inc.  
Hawthorne, CA

**Best Digital Printing: MetroVCS** – Member of Printing and Imaging Association of MidAmerica  
Dallas, TX

**Best Mailer: Hederman Brothers** – Member of Printing Industry Association of the South  
Madison, MS

**Best Educational Piece: Point B Solutions** – Member of Printing Industry Midwest  
Minneapolis, MN

**Best Pop-Up: Carta Finishing / Ulitho** – Member of Graphic Media Alliance  
Roseville, MI

**Best Campaign: Clear Image Printing Co.** – Member of Printing Industries Association, Inc.  
Sylmar, CA

**Best Finishing: Colormark** – Member of Printing and Imaging Association of MidAmerica  
Carrollton, TX

**Best Custom Packaging: NAPCO Inc.** – Member of The Printing Industry of the Carolinas  
Sparta, NC

**Best Label: Multi-Color Corporation North America Wine & Spirits** – Member of Printing Industries Association, Inc.  
Napa, CA

**Best Soft Cover: Broadnax 21C Printers** – Member of Printing and Imaging Association of MidAmerica  
Dallas, TX

**Best Embellishment: Enpointe** – Member of Printing Industry Midwest  
Brooklyn Park, MN

**Best Influencer Packaging: Premier Press** – Member of Printing Industries Association, Inc.  
Portland, OR

**Best Craftsmanship: Broadnax 21C Printers** – Member of Printing and Imaging Association of MidAmerica  
Dallas, TX

### GOVERNMENT & LEGISLATIVE

## UPDATE FROM OUR LOBBYIST: ANTI-TRUST LEGISLATION

With the growth of big tech companies like Amazon, Meta and Google, the California legislature has decided to take a hard look at updating California’s six-decade-old anti-trust statutes. A few years ago the legislature gave this responsibility to the California Law Review Commission. Their work on this project has been ongoing.

The Commission’s mandate is to update outdated sections of California code and make recommendations to the legislature on how the codes can be modernized for today’s society and economy. This effort to update the state’s anti-trust statutes is the most significant endeavor the Law Review Commission has ever undertaken.

#### The California Law Review Commission’s process

To go about this task, the Commission formulated a set of working groups made up of academics, labor representatives and business lawyers. Their goal has been to frame a set of anti-trust recommendations for the state legislature to consider in 2026.



The Commission has chosen to focus on three main areas:

- 1. Single firm conduct** – Create a “single firm conduct” standard which will look at how individual companies who hold substantial market power are using their strength to keep potential competitors out of the market.
- 2. Misuse of market power** – Create a “misuse of market power” standard that will make automatic assumptions regarding business activity when a business holds at least 30% market share.
- 3. Mergers & acquisitions** – Create a new M&A standard that will give the California Attorney General unilateral power to approve or deny mergers and acquisitions valued above a to-be-determined threshold.

#### What the Commission wants to do is alarming

When you look at where the Commission now stands regarding the “single firm conduct” and “misuse of market power” standards, both provisions create significant problems for businesses of all sizes in the state. This is because the standards are being written so that a court could review individual industry segments, individual geographic areas or other factors to determine the business’ market size and/or market, in order to determine if the business is acting in a monopolistic way.

For example, let’s say RJ’s Printing is the largest printer in my home town of Chico, California, with 60% market share. Since this is more than 30% of the business in my community, my apparent “monopolistic behavior” could potentially be in violation of these new standards – even though we’re talking about 60% of a very small market. A competitor or any other actor could file suit in Superior Court and claim damages, with additional penalties assessed.

This is a whole new standard of law that doesn’t exist anywhere in the U.S., and could potentially be the new frontier of harmful frivolous litigation against the business community.

The M&A proposal, which concentrates tremendous power in the Attorney General, is clearly problematic as well.

#### We’ll be working hard to protect your interests

2026 is shaping up to be a busy year as we are expecting multiple bills to be introduced on this topic. A large coalition is being formed to defeat these bills as quickly as possible. PIA will be joining this coalition to ensure our members are protected as these bills are being considered.

Source: RJ Cervantes, Resilient Advocacy, Inc., PIA’s lobbyist in Sacramento

### BUSINESS MANAGEMENT

## GOOD NEWS ABOUT POSTAGE RATES

The U.S. Postal Service has announced that prices for Market Dominant products will not increase in January 2026. Market Dominant products include:

- First-Class Mail
- USPS Marketing Mail
- Periodicals
- Package Services
- Ancillary Services, including Certified Mail and Registered Mail
- Special Services, including Post Office Box Service

Prices may, however, increase mid-year.





Approved regulations and other issues that we’ve been following:

- **Employment-related AI regulations** – Effective October 1, 2025, new regulations from the California Civil Rights Council clarify how California's anti-discrimination laws apply to the use of artificial intelligence and automated decision systems in employment decision-making. For details, see the article at bit.ly/ AI-REGULATIONS. Note that these new regulations are not part of the AI-related bills passed this legislative session.
- **E-Verify guidance** – The Department of Homeland Security has published new guidance for E-Verify employers regarding Employment Authorization Document (EAD) revocations. For information see bit.ly/E-VERIFY.
- **Wage violation penalties** – The California Supreme Court has ruled that employers cannot claim ignorance of the law to avoid wage violation penalties in minimum wage cases. To successfully claim they acted in “good faith,” employers must show that they made some effort to determine their legal obligation.

Update on bills that did not pass:

Some of the state bills that we have been watching were not passed by the legislature. These include:

- **AB 1331**, which would have limited the use of workplace surveillance tools.
- **AB 1371**, which would have permitted employees to refuse to complete assigned tasks that they thought could lead to injury or illness.
- **SB 238**, which would have required employers to report all workplace surveillance tools used in their workplace.

HUMAN RESOURCES

WHY ANONYMOUS REPORTING CHANNELS ARE NO LONGER OPTIONAL



Despite the widespread rollout of workplace training programs, harassment and discrimination often remain under the radar – not because they don’t happen, but because employees don’t report them.

Traliant’s 2025 State of Workplace Harassment Report (see bit.ly/2025REPORT) revealed that nearly half of employees (49%) say they would not report harassment at all if they couldn’t do so anonymously. Only 51% said they would be willing to report if they had to use their real name. Fear of retaliation, concerns about reputation damage and skepticism that leadership will take meaningful action keep many silent.

This silence carries a steep price. According to

Gitnux, U.S. employers lose an estimated \$22 billion annually to workplace sexual harassment through lost productivity. And when employees experience or witness misconduct without seeing it addressed, they are far more likely to disengage, quietly quit or leave altogether. Many also share negative experiences publicly, further eroding the employer brand.

Fixing broken reporting systems reduces risk and protects culture.

Why anonymous channels build trust and increase reporting

Anonymous reporting isn’t simply a compliance safeguard, it’s a trust-building mechanism. Report data highlighted striking generational gaps: 52% of Gen Z employees said they’ve witnessed workplace harassment in the last five years, compared to just 33% of Boomers. Yet Gen Z are also the least likely to report if they don’t trust the system, expecting far higher transparency, privacy and accountability from their employers.

Anonymous channels remove the fear factor. They let employees raise concerns early before they escalate into formal complaints, lawsuits or media headlines. And importantly, more reports don't mean more problems. They mean more trust. Organizations often see reporting volume rise after implementing anonymous options – a sign that employees finally feel safe enough to speak up.

The pitfalls of ineffective reporting systems

Reporting channels buried in handbooks or only available through a manager often see almost no use. Policies may promise zero tolerance for retaliation, but vague language and inconsistent enforcement leave employees skeptical.

When employees report a concern and never hear what happened, it discourages future reporting and creates the perception that leadership doesn't care. Even basic usability can be a barrier if systems aren't mobile-accessible, intuitive or available in multiple languages.

How to build reporting channels employees actually use

The good news: HR leaders can take specific steps to build systems employees trust.

The most effective programs:

- **Offer multiple intake paths**, such as anonymous hotlines, digital forms, third-party platforms or QR-code posters, so employees can choose what feels safest.
- **Are anchored by clear anti-retaliation protections**, including explicit policies and harassment prevention training for managers and employees.
- **Build transparency into the process**, with clear timelines, regular status updates and outcome communications within the limits of confidentiality.

Finally, leading organizations use reporting data as an early-warning system, tracking report volume, resolution times and repeating issues to spot patterns. These insights strengthen training, policies and leadership behaviors over time.

Building culture through the courage to report

Anonymous reporting channels are often seen as a compliance checkbox, but they’re also powerful culture-shaping tools. Employees who trust their company to handle misconduct are more engaged, less likely to leave and more likely to refer others. They believe leadership will do the right thing.

For HR leaders, the message is clear: Anonymous reporting isn’t optional anymore. It’s a frontline defense against legal, financial and reputational risk and a crucial signal of trust to your workforce. If your organization hasn’t revisited how employees can raise concerns, now is the time. The silence is costing more than you think.

How Traliant can help

Our Preventing Workplace Harassment training (see bit.ly/HARASSMENT-TRAINING) combines cinematic scenarios with unscripted, real-life interviews to help employees recognize, navigate and respond to inappropriate behavior. Fully accessible and compliant in all 50 states, it’s available in industry-specific and global versions – making it easy to scale across your organization.

Source: Traliant, www.Traliant.com

CONTACT US

ADDRESS

5800 S. Eastern Avenue,  
Suite 400  
Los Angeles, CA 90040  
P.O. Box 910936  
Los Angeles, CA 90091  
Phone: 323.728.9500  
www.piasc.org

KEY CONTACTS

**LOU CARON**  
President/CEO  
Ext. 274  
lou@piasc.org

**KATHY SCHMIDT**  
Director, Insurance Services  
Ext. 223  
kathy.schmidt@piascins.com

**EVIE BAÑAGA**  
Employee Benefits  
Ext. 224  
evie@pibt.org

**KRISTY VILLANUEVA**  
Member Services  
Ext. 215  
kristy@piasc.org

**SUSAN LEVI**  
Human Resources  
piasc@jinjhr.com

EVENTS CALENDAR

For full list of events, please visit [www.piasc.org/events](http://www.piasc.org/events)

MANAGEMENT SKILLS – FROM RECOGNITION TO RESOLUTION WEBINAR  
Wednesday, November 5, 2025  
11:00 AM – 12:00 PM PT  
bit.ly/MANAGEMENT-SKILLS

MEMBERSHIP SURVEY DEADLINE  
Friday, November 14, 2025  
For more information contact Gloria Vargas at gloria@piasc.org

CONNECTUP NETWORKING LUNCH  
Friday, December 5, 2025  
11:00 AM – 1:00 PM  
SpyderLab, Brea, CA  
RSVP to Karissa Melara at karissa@piasc.org

SAVE THE DATE  
PRINT EXCELLENCE AWARDS  
Friday, February 20, 2026

SPOTLIGHT EVENT

CONNECTUP NETWORKING EVENT  
Wednesday, November 5, 2025  
4:00 PM – 7:00 PM PT  
Inland Group  
Anaheim, CA  
Delicious food...refreshing beverages...great networking...and an opportunity to see HP's latest equipment up close. Don't miss the chance to enjoy all of this and more! For more information or to RSVP, contact Kristy Villanueva at kristy@piasc.org or Karissa Melara at karissa@piasc.org.

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