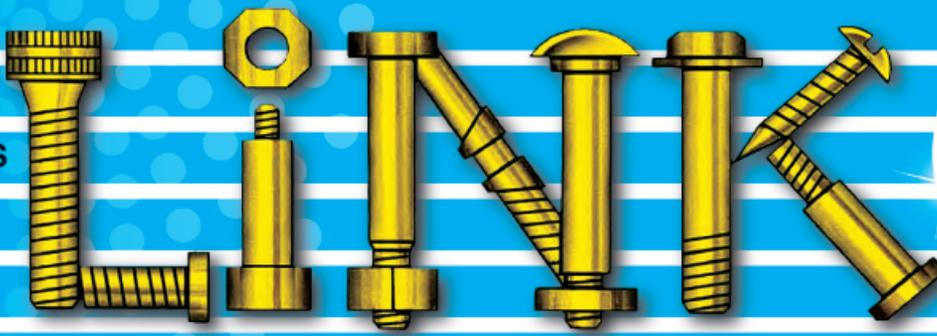


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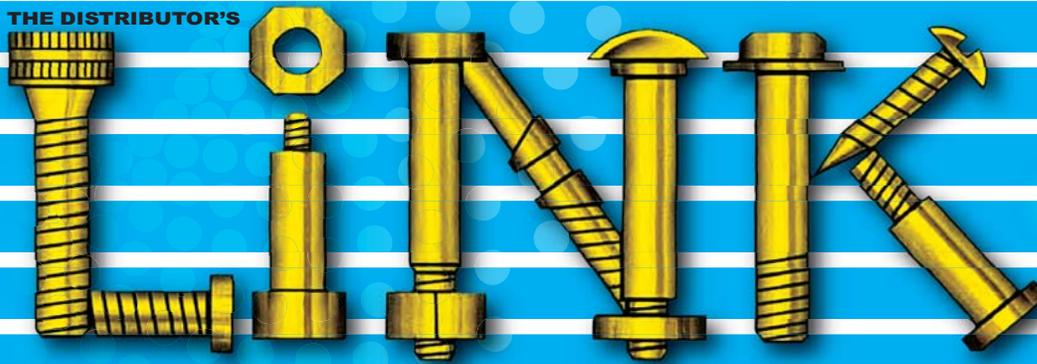
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SPECIAL THANKS TO GLOBALFASTENERNEWS.COM FOR SEVERAL NEWS PIECES IN THIS ISSUE

DISTRIBUTOR NEWS

The management of **Telefast Industries Inc.** is pleased to announce that effective June 1, 2012, Telefast is listed as an approved manufacturer for Class 3 Threaded Fasteners by the Defense Logistics Agency. Telefast will now be placed on the QSLM Lists for both Class 2 and Class 3 Fasteners.

Located in Berea, Ohio, Telefast is a domestic manufacturer of various types of fasteners including nuts, hex head cap screws and cold headed specials.

For more information contact Telefast Industries Inc. 777 West Bagley Road, Berea, OH 44017 USA, Tel: 440-826-0011, email: sales@telefast.com or visit their website at www.telefast.com.

OBITUARY

Ruth Young, 80, who owned and operated Tidewater Industrial Fasteners in Norfolk, VA, from 1963 to 1989, died June 9, 2012. She was proud to be the first woman board member of the National Fasteners Distributors Association.

Survivors include her husband of 27 years, Gene Young; children, Terence Konrad, Melony Cheshire, Barton Walz and Kathleen Vaughan; five grandchildren and four great-grandchildren.

Brighton Best International Inc. is relocating its Chicago facility later this year to a 257,542-sq ft industrial building in the I-88 industrial submarket,

The new branch will be at 940 N. Enterprise St., Aurora, IL 60504.

Brighton Best signed a long-term lease for the entire building, Duke Realty announced.

Built in 1998, the building has 30-foot clear height, 40-by-40-ft column spacing, 36 truck docks, and four drive-in doors.

Brighton-Best distributes fasteners through 31 warehouses in the U.S., Canada, UK, Brazil, Australia and New Zealand and is headquartered in Tainan, Taiwan.

For more information contact BBI at 5855 Obispo Ave., Long Beach, CA 90805-3715. Tel: 562-808-8000 or visit them on the web at www.brightonbest.com.

Industrial Rivet & Fastener Co. a global manufacturer, distributor and importer of quality rivets and fasteners, has launched a new website: www.rivetwear.com, which offers branded merchandise featuring the well-known RivetKing® logo.



“Over the years, our customers have had many requests for hats, t-shirts and other merchandise with the RivetKing logo,” commented Joanne Goodman Sherman, Secretary/Treasurer of Industrial Rivet. “As part of our 100th Anniversary celebration, we are opening an online store that offers merchandise that will be both practical and fits with the lifestyle of our customers.” Visitors to the website will be able to purchase a variety of merchandise including: hats, golf shirts, duffel bags, mugs and jackets.

In addition to the launch of www.rivetwear.com, Industrial Rivet is also celebrating its 100th Anniversary by giving away custom-designed t-shirts (one per customer) in a variety of colors and sizes, which are available on Industrial Rivet’s website. To order a t-shirt, simply visit www.rivet.com and click on the 100th Anniversary banner to place an order.

Established by Willie Goodman in 1912, Industrial Rivet was founded on a set of core values that have remained the cornerstone of the company’s philosophy throughout the decades – to deliver exemplary service, a superior product set, ongoing innovation and unmatched quality to its customers. The company is now in its fourth generation as a family-held business – a rare occurrence in business these days.

Industrial Rivet & Fastener’s duffel bags, mugs, golf shirts and other lifestyle merchandise are featured on the website www.rivetwear.com.

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Bengt Blendulf

Bengt Blendulf is president/principal lecturer of EduPro US, Inc. Educated in Sweden, he moved to the United States in 1974 to start a subsidiary for a Swedish fastener manufacturer. Bengt also served for eight years on the faculty in the College of Engineering and Science at Clemson University. Since 1997 he (EduPro) teaches highly rated courses in Fastener Technology and Bolted/Screwed Joint Design in the U.S., Canada, Mexico, Europe, Asia and India, for engineers and other fastener professionals. Bengt was the chairman of ASTM F16.96 Bolting Technology from 1996 to 2006. In 2006 he received the Fred F. Weingruber award from ASTM for "his efforts to promote and develop standards for the fastener industry." He is the author of an extensive lecture book as well as over 100 technical papers and articles. His business address is: EduPro US, Inc., PO Box 232, Alameda, CA 94501; phone 510-316-3234; email: bengt@edupro.us; web: www.edupro.us.

DIN – A DIN-OSAUR?

Ever since the American manufacturing industries, including automotive, started using some metric designs in the mid-1970's, or when metric spare parts were needed for imported equipment (machinery, power equipment, automobiles, etc.) the German DIN standards has been the rule in the United States. DIN (Deutsches Institut für Normung) had its origin as NADI (Standardization Committee of German Industry) in 1917, but changed to DIN in 1975. The DIN standards have strongly dominated Europe and the rest of the metric world for almost a whole century. The US engineering societies (ASME 1880, ASTM 1898 and SAE 1905) have represented the inch/pound world (the British BSI to a smaller degree) also for about a century.

When metric standard fasteners were initially ordered by general user industries and MRO customers, the primary suppliers were, and still are, fastener distributors/importers. The only standards of practical use for specifying metric fasteners were primarily DIN and, to a much smaller degree (for machine screws) the Japanese JIS. All product catalogues from the suppliers of metric fasteners included primarily DIN references. That same information, of course, was also used by the customers (the fastener using industries) since it was the only common standard commercially available.

ISO

To make it easier for all industrialized countries to share common standards for industrial components, Technical Committee 2 of ISO (ISO TC 2) developed and published, starting in the 1970's, international standards for most metric fasteners. Since the DIN standards for metric fasteners had been around and thoroughly tested for a long time, it was only natural that DIN became the original base for the ISO metric fastener standards.

Enter OMFS

The Optimum Metric Fastener System was the US "answer" to the German DIN standards. The US automotive and fastener industries felt the need to scrutinize the perceived soundness of the DIN standards. Perhaps the feeling was that the Germans had invented a pretty "round wheel" but we could possibly make it rounder! Anyway, the resulting technical research eventually lead to a series of ASME B18-standards (actually called ANSI standards most of the time). These ASME standards for Hexagonal fasteners (in particular) had the looks of the DIN-based ISO standards, but were usually attached with a phrase concerning interchangeability.



For example: ASME B18.2.3.1M states in section 2.1:

"Hex Cap Screws, sizes M5 to M64, as presented in this standard are harmonized to the extent possible with ISO 4014 and for short screws threaded full length, with ISO 4017. Dimensional differences between this standard and ISO 4014 or ISO 4017 are few, relatively minor, and none will affect the functional interchangeability of screws manufactured to the requirements of either."

This is nothing but TECHNICAL TRADE OBSTACLES developed by a group of good, well meaning engineers with little or no understanding of commercial realities!

If, in fact, there are dimensional differences between ISO and ASME (and there is) will the receiving inspectors care about "functional interchangeability" or just go on the tolerances for the lot ordered. For example, ASME allows wider length tolerances than ISO in many cases.

With this unfortunate mixture of all published fastener standards for metric it is no wonder that the commercial market is still stuck on the older (and mainly obsolete) DIN fastener standards.

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Robert B. Footlik

Robert B. Footlik is a licensed professional engineer. A graduate of Illinois Institute of Technology, he has worked extensively in the fields of material handling, plant layout, packaging and management systems. The firm of Footlik and Associates serves as staff warehousing and materials consultants to six trade associations. Footlik writes for 12 trade and professional journals. Footlik and Associates is located at 2521 Gross Point Road, Evanston, Illinois 60601; phone 847-328-5644.

IF YOU REALLY TRUST THE WAREHOUSE (PART 2 of 2)

In the Summer 2012 issue of Link Magazine my article "If You Really Trust the Warehouse" built on an article published in the same magazine "Is It Time for Warehouse Incentives?" Both presented the rationale for building trust with everyone involved with your business (staff, vendors, customers) and achieving a "comfort level" with standards for accuracy, productivity and communication. This article addresses the more practical side of successful implementation of a program that everyone embraces.

Personnel Issues

No matter how well designed and intentioned a quality based effort ultimately success comes from the people involved. If you cannot trust the individuals to perform properly and respond to your program then there really is no point in even staying in business. More Supply Houses fail from poor personnel selection and training than from any other internal or external forces.

A key point of initiating a Statistical Sampling process is to identify the weak links due to ineffective people and processes. By collecting trustworthy data it becomes a relatively simple matter to turn the numbers into solid information. A simple example would be tracking picking errors and discovering that 90 per cent of the problems can be attributed to one individual. Clearly this makes a case for retraining, retasking or terminating the sub performing staff member. Similarly if everyone is making the same mistake a properly designed and implemented training program is often the best solution.

Hiring the right people initially makes the most sense. We have even known a Distributor who fired everyone in the warehouse and started over after a random drug test

proved what he suspected. While not advocating anything this drastic it is important to insure that new hires are acceptable in your context.

With the Statistical Sampling in place new hires should become pickers where their output can easily be inspected. This might initially mean a 100% inspection on every order prior to the carton being sealed and at the same 4% random inspection of sealed orders. It is never enough to check and correct. Data that is

collected and recorded should be regularly examined, especially during and immediately after a 30 day probationary period. Elimination of marginal performer during the first 30 days saves a lot of future aggravation.

When implementing a "Pick/Pack" program packers are usually the best candidates for repurposing. They already know how to "build a box" for the best packing job. In addition they should be able to achieve greater success in choosing what size box to fill. The first pick/packers train the others and act as the lead "go to" resource. This adds an element of learning and teaching with the first initiators taking ownership of the program.

Emphasize that the pick/packer's job is to keep moving and finishing orders. Everyone else in the operation is there to support them. If product is not on the shelf for any reason it slows down the operation. As other warehouse staff members rotate into this position (and everyone should) they will have a better understanding of their supporting roles. With training and encouragement stockers should be looking for shelves with low inventory levels to restock long before a picker arrives. This changes their perspective as well as their job description. Obviously if the WMS can be used to direct these activities it simplifies the process.





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US FASTENER DEMAND A BRIGHT SPOT IN THE GLOBAL ECONOMY

As economic uncertainty continues in Europe and economies in Asia start to slow, many fastener companies are finding relatively strong demand in North America.

This trend is demonstrated by recent sales and earnings releases analyzed by GlobalFastenerNews.com.

While Bossard Group's overall revenue fell by 0.4% in the opening six months of 2012, sales in the U.S. gained 13.2% — including a 22% jump in the second quarter — at a time when European sales fell 5% and Asian revenue declined 5.5%.

"Whereas America reported double-digit sales growth, customer demand in Europe and Asia was in line with the declining Purchasing Managers Indices," the company stated.

Grainger saw U.S. sales in the first half of 2012 gain 8.8%, with sales in Canada growing 9%. Grainger also found 21% organic growth overseas, primarily spurred by disaster recovery in Japan.

Anixter's OEM Supply segment, including fasteners, said six-month revenue grew 5% in the U.S., while Europe achieved a 5.1% increase and Emerging Market (Asia Pacific and Latin America) sales soared 30.6%.

The Würth Group said sales in the company's home country of Germany increased 4.5% during the first half of 2012. Würth operations in North America grew "above average," resulting in a 22.9% sales gain to \$588.5 million. Sales in South America improved 7.6%.

ITW organic revenues grew 2.3%, with North American organic revenues increasing 5.3% and international organic revenues declining 0.8%. European organic revenues decreased 1.7%. Asia Pacific organic revenues "underperformed company expectations,"

growing only 1.8%.

Notably, China organic revenues declined 0.5%.

Fastenal In the Blue-Black

Fastenal Co. reported net sales grew 14.7% to \$804.9 million in the second quarter of 2012, hampered by a slowdown in the industrial production market during the period. Pre-tax earnings gained 19.2% to \$179 million, while net earnings climbed 19.3% to \$112.3 million.

Fastenal said its end-market growth rate slowed to 15.8% in Q2, down from 20.3% in the previous quarter, which was slightly higher than the 20% rate of end-market growth the company experienced in 2011.

"In the first three months of 2012, the daily sales growth in our fastener product line was approximately 15.4%. This dropped to 10.5%, 6.1%, and 8.6% in April, May, and June, respectively."

Six-month sales gained 17.2% to \$1.57 billion, with pre-tax earnings up 22% to \$340.2 million and net earnings up 22.4% to \$212.5 million.

Vending machine installations are soaring in 2012, driving sales and earnings gains. The company installed 3,238 new machines in Q2, driving its six-month vending machine growth rate up 75% to 13,036. Daily sales growth to vending machine customers rose 34.3% in Q2.

In the first half of 2012 Fastenal opened 53 stores, bringing its total to 2,635. It increased its workforce 2.7% to 15,578 employees.

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to page 182





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MID-WEST FASTENER ASSOCIATION

MWFA's 31st ANNUAL FASTENER SHOW & 60th GOLF OUTING HUGE SUCCESSES

The economy has prevented our industry from inventory over stocking, personnel hires, investing in events and more. But this past June proved to be a good investment for many industry personnel as they participated in the MWFA Fastener Show and Golf Outing. The MWFA alternates between a Table Top Show and Fastener Tech Shows. This year's Table Top, at Medinah Banquets in Addison, IL, featured 109 exhibits featuring manufacturers, service industries, secondary services and more. With nearly 300 attendees visiting the show and 200 exhibit registrants, the show entertained nearly 500 industry personnel throughout the day. The Show was followed by a two hour Fastener Bash which included plenty of drinks, food, a photo booth and most of all great networking in a relaxed atmosphere at Eaglewood Golf Resort.

President Matt Delawder (SWD Inc.) states "Rich Cavoto (Vice President) and I made sure that at least one of us had an opportunity to visit each exhibit, not only to thank them but to listen to any concerns, thoughts, suggestions etc. I received so many positive comments that it made me proud of our whole Board for making it come together. We are trying to reach out to everyone involved in our industry to make sure everyone has a voice. The group of people that make up the MWFA Board of Directors is as diverse as our industry, which is a real strength to our organization. Sometimes in a slower economy one needs to direct people to the positives, this year I enjoyed the positives coming from the participants over the two days of events."

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20th Anniversary of Plastic Fastener Manufacturing



When Joe Volltrauer came to the U.S. from Austria in 1952, the teenager couldn't have dreamed that one day he'd be the President and Chief Executive Officer of one of the world's largest plastic fastener manufacturers.

The company founded in 1992 by Volltrauer, Volt Industrial Plastics (V.I.P.), recently celebrated 20 years in the plastic fastener manufacturing industry with an anniversary party held at the company's Yellville, Arkansas facility. The twenty year milestone

was celebrated by employees, customers, and friends on June 1, 2012. The festivities included a company picnic, flag raising ceremony, and addresses by company founder, Joe Volltrauer and Chief Operating Officer Heidi Volltrauer-Skiver.

(continued on page 18)

Pictured from left to right: Volt employees enjoying the 20th Anniversary celebration. • Many long-time friends dropped by the 20th Anniversary celebration to honor the Volltrauer family. Pictured with mascot Sophia are (left to right) Jodie Elizabeth Jeffrey, Tom Schmuecker, and Ann Schmuecker. • Ashton McManness preparing to enter the hot dog line. • The company picnic gave everyone a chance to enjoy some good food and time together. • Ran Branaman enjoying the company picnic with co-workers and family. • Company President, Joe Volltrauer, visiting with his father Joseph Volltrauer, Sr.

20 Years of Fastener Manufacturing

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Manufacturing History Spans 60 Years

The company's history actually begins much earlier than 1992. The foundation for the manufacturing business was laid forty years earlier, in 1952, when Joe Volltrauer came to the U.S. from Vienna, Austria.

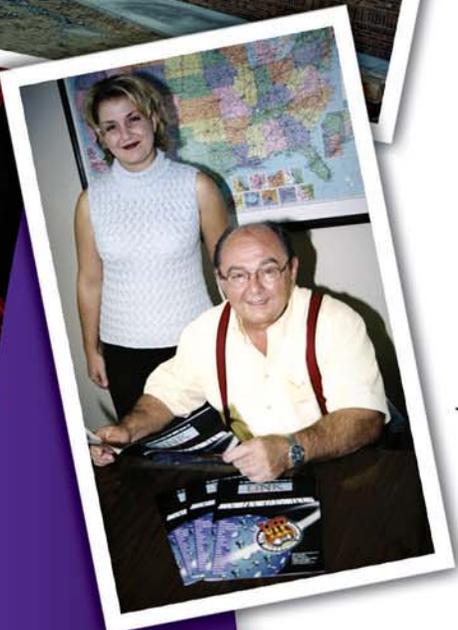
Joe got a job as an apprentice tool and die maker for Acme Tool & Die in Chicago. He particularly loved the challenge of mold making. "It's like an artist sculpting," he explained.

In 1973 he started his own company, JV Tool. For its customers, JV Tool was a problem solver, a quality improver, a cost saver.

A few years later, Joe Volltrauer relocated his business and family to northern

Arkansas where he designed high-quality molds for manufacturers of plastic components, including plastic fastener makers in the region. In 1992, Mr. Volltrauer put his mold and tool making experience in the plastic fastener industry to work and founded Volt Industrial Plastics.

(continued on page 20)



Pictured from top to bottom, left to right: Volt Industrial Plastics Founder, Joe Volltrauer, (seated) with wife, Erwine (standing far right) and daughters (standing left to right) Heidi, Brigitte and Helga • Company founder Joe Volltrauer in 1992, the year V.I.P. was established • J.V. Tool, established in 1973, laid the groundwork for the plastic fastener operation. • Volt's original manufacturing facility located in Flippin, Arkansas • Heidi and Joe Volltrauer pictured in 2000 • Joe Volltrauer working with long-time Tool Room Manager, Jesse Patterson.

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Meeting the Challenges

The plastics manufacturing industry has evolved since the company was founded twenty years ago. Throughout the company's history, Joe Volltrauer reinvested profits back into V.I.P. with the purchase of state-of-the-art equipment and facility upgrades to ensure the company remained competitive in the global marketplace.

At a time when many companies were struggling during the recent economic recession, Volt Industrial Plastics experienced growth. Responding to the increased demand for V.I.P.'s competitively priced, quality plastic fasteners, the company relocated their manufacturing operations to a newly-renovated 65,000 square foot facility in 2011.

(continued on page 22)



Pictured from top to bottom, left to right: Volt's in-house CNC Department provides a quick turn-around for custom orders. The new addition of Mitsubishi EDM machines makes the process even smoother. • Volt's Threaded Rod Department allows the flexibility for in-house threading for customer orders. • Toolmaker hard at work • Ran Branaman operating one of many tapping machines in V.I.P.'s Secondary Operations.

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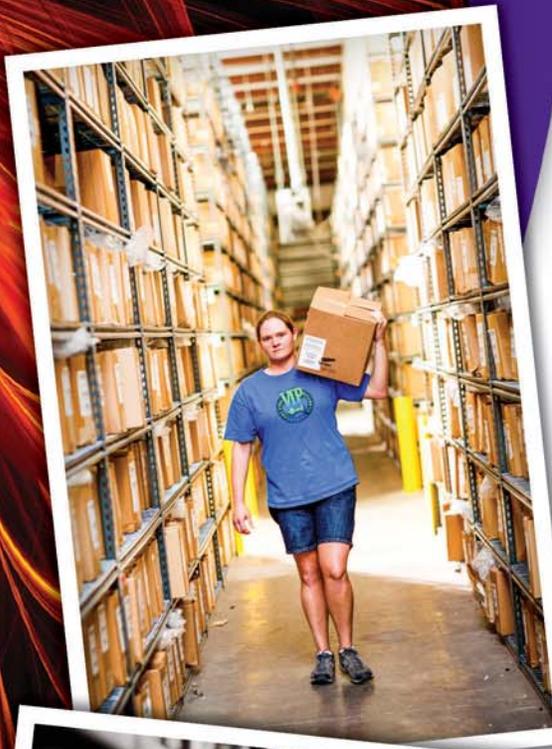
Our New Location

The new location is over two and one half times larger than the previous facility and includes additional warehouse space for raw materials and a finished goods warehouse of approximately one billion plastic fasteners, allowing for same day or next day shipping to customers. The additional manufacturing space in the new facility houses the latest state-of-the-art tool making and production equipment including EDM machines, top-of-the-line CNC-EDM sinker, a CNC milling center and a CNC lathe. V.I.P.'s on-site tooling allows for quick production of custom orders based on specific customer applications.

Tool Department Manager Jesse Patterson explains,

“We often analyze, recommend, quote and have prototypes on the way while competitors are still coming up with a price.”

(continued on page 132)



Pictured from top to bottom, left to right: V.I.P.'s Production Floor includes a total of 22 machines including one 22-ton machine, two 55-ton machines, and nineteen 28-ton machines. • Volt's Product Warehouse allows for a billion-part inventory. Megan Oxford pulls a customer order that ships the same day. • Volt's Shipping Department works hard to ensure orders are fulfilled and shipped on-time, so customers can count on receiving the parts they need, when they need them. • V.I.P.'s Tool Set Up Department gives Volt an advantage by allowing on-site custom tooling for all types of fastener products.

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Guy Avellon

Guy Avellon has been in the MRO and fastener distribution industry for over 30 years. He began his metallurgical engineering career at Republic Steel Research Center in metal coatings and has since held positions as sales engineer; Chief Engineer; Manager of Product Marketing, Product Engineering and Quality and Director of Quality and Engineering. He founded GT Technical Consultants where he performs failure analysis, presents lectures on fastener safety, worked for law firms and designs and audits Quality systems.

He is a member of SAE and is Vice Chairman of the ASTM F16 Fastener Committee and Chairman of the F16.01 Test Methods Committee, since 1988. He also received the ASTM Award of Merit in 2005.

Guy and his wife, Linda currently reside in Lake Zurich, IL and may be reached at 847-477-5057 or visit his website at <http://www.BoltDoc.com>.

ARE YOUR TEST DOCUMENTS ACCURATE? HAVE YOUR PRODUCTS BEEN FAIRLY REJECTED?

In the past decade, there have been many new fastener manufacturers from several emerging industrial nations entering the Global Market. Along with the manufacturers, new material testing laboratories have also begun to support their needs. While the manufacturers and testing facilities strive to meet the standard specifications established by the fastener industry, there is some confusion with the intent of the written standards.

Standards of any type that were written decades ago are now being questioned for clarity. This is because it was not anticipated that these standards would become Global Standards used by people whose first language is not English. However, there are also domestic materials testing labs who have been in business for years that are now beginning to test threaded fasteners and are testing them incorrectly or to the wrong specification. It is the intent of this article to help bridge this gap in understanding some of the meaning of test method requirements so that distributors may be assured of receiving the correct products and also understand why some of their products may be rejected by third party testing when they have been passed by others.

In the very early 1900s, the American Society for Testing and Materials (ASTM) was created to bring standards to industry. One of the first set of standards was for iron and steel products. Some bolting specifications were introduced in the 1930s for high temperature use (boilers and high pressure vessels), but all material testing verification was performed by machining round test specimens, as most fastener products at that time were large in diameter and tensile testing machines did

not have the capacity to test these large products.

The test standard A370 was written to test the raw material and the finished product. Test results produced not only Ultimate Tensile Strength, but Yield Strength, % Elongation and % Reduction of Area. All very useful data for material properties and design considerations, but not indicative of the performance specific for fasteners.

The ASTM F16.01 Committee on Test Methods developed F606/606M, unique to fasteners. More specifically, structural fasteners. These fasteners were

to be tested full sized, as a finished product, not machined. Later, non-structural and smaller diameter products were added, such as with the SAE (Society of Automotive Engineers) J429, which specified fasteners in sizes below 1/2" that are too small to machine.

In the spirit of commonality, the SAE has recommended using several ASTM test standards in their specifications and the A370 has adopted many of the procedures of the F606/606M in their standard. It should be noted that all of these testing standards are procedures only; 'how to perform the test'. These test methods do not invoke pass/fail limits or how to interpret the results. Only the applicable product specification has this information.



Product Hardness

As noted in the test standard of F606, the procedure references ASTM E18, which specifies the method of calibration and use of a Rockwell Hardness machine. This process is assumed to have been observed before conducting the hardness test procedures of F606/606M on the product. If not observed, product could be incorrectly rejected.

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Dennis R. Cowhey

Dennis, R. Cowhey, started Computer Insights, Inc. in 1981 as is currently CEO. He served for many years on the Illinois CPA Society Computer Information Systems Committee. He is a frequent author of articles for Industry Trade Magazines. Before starting Computer Insights, he served as Central District Manager for a division of Litton Industries (now part of Northrup Grumman). That company offered Inventory Control Systems to Retailers. Prior to that, he was a Credit and Financial Analyst for National Credit Office division of Dun & Bradstreet, Inc. He received his education at Chicago City College and DePaul University.

TECHNOLOGY HELPS WITH INVENTORY MANAGEMENT

Fasteners are Difficult to Manage

Fastener inventory is one of the most difficult types of inventory to maintain. When we chose the fastener industry as our specialty, this was one of the main reasons. Fastener inventory is unique:

1. Many products are commodity products and need to be sent to several vendors for quote.
2. Some items are branded products and can only be purchased from one vendor. These need to be purchased directly without a request for quote.
3. Still other items require kitting or processing in order to be sold. These require a processing purchase order that creates demand for the components.
4. Components need to be requested for quote or ordered.
5. Many common products appear in multiple bills of material so potential shortages are easily missed.
6. Blanket orders are common and can often stretch out a year or more.

Code	Description	Available	Branch	Default Cost	Stoc
15128	MJ30400 HHCS 1E1800 DACRO	0	0	5.00	EA
15146	M30X300 HHCS 10.9 P&O	0	0	6.20	EA
15169	M30X700 HHCS 10.9 P&O	0	0	7.00	EA
15191	M30X620 HHCS 10.9 P&O	0	0	2.15	EA
16005	M36 HEX NUT CL10 DIN970 P&O	0	0	0.91	EA
16205	1" 90 Street Elbows Galv Pipe Fittings	1,885	1,885	2.54	EA
16214	Magnetic Dr Hozer	450	0	0.2624	EA
16264	3/4 Caps Galv Pipe Fittings	3,347	3,347	1.71	EA
16730	Nylon Insulated Button Connector 22-18 Gauge	-.50	-.50	7.25	C
16730	Nylon Insulated Button Connector 16-14 Gauge	-.100	-.100	10.84	C
167970	Nylon Insulated Button Connector 12-10 Gauge	50	50	14.25	C
16901025	5/8 X 7-1/2 MC SPECIAL HEX BOLT GRADE 5 ZINC	0	0	1.00	EA
16901235	3/4 X 7-1/2 UNC HEX BOLT GRADE 5 ZINC	0	0	0.80	EA
17000100	440 X 5/16 Phillips Pan Sq cn. Sem	92,700	0	0.0050	EA
170101	1 1/2-5 Q15 1/4 IN. ZINC	0	0	1.1514	EA
17251	#5-0.8 X 8 MM 6 Lobe (1-15) Truss Head	365,000	365,000	25.00	M
1770	1/4 Heat Treat Lock Washer	4,300	0	0.85	C
17745	1.8" X 1 1/2" Cotter Pins Zinc	165	165	0.020	EA
17906	#6 Hose Clamp SS	160	160	0.72	EA
17910	# 10 Hose Clamp SS	185	185	0.72	EA
18190	M27X27 SPL SSS P&O	0	0	0.96	EA
18197	M50 SPL HEX NUT CONTA-CLIP #25506 9	0	0	0.09	EA
18201	NPE 116-4ET PENN PCB Standoff	98,200	98,200	162.00	PK
18222	HCS 1/2-20 X 2 YZ GRADE 8	0	0	0.00	EA
18346	M12X1.5X35 SHC 12.9 P&O	0	0	0.00	EA
18365	SRK-6060-9 PEM KEYHOLE STANDOFF	0	0	0.00	EA
18436	5X11X1 WASHER BARKER #H2025 100 MM	0	0	0.00	EA
18453	8.74X25 4X6 HD WASHER 1E1675G 50 MM	0	0	0.00	EA
18573	71X140X1.5 SPL HD WASHER 13866	0	0	0.00	EA
18610	11X25X19HD WASHER 1E1675G BLK	0	0	0.00	EA
18617	11X25X19HD WASHER 1E1675G BLK	0	0	0.00	EA

And That's Not All

Our clients often have as many as 100,000 products or more in inventory. The products look very similar and the part numbers are descriptive, so they are long and tedious to work with. Using purchasing reports for making buying decisions is problematic. By the time the purchasing agent gets through the entire report, many things have already changed because of the hectic pace of the business. Errors and omissions can easily

creep in and mistakes can be costly. This is an industry where you can easily turn a \$50 order into a \$500 mistake. Make that kind of mistake once too often and you will lose your customer.

Even the Part Numbers are a Problem

Fasteners have more part numbers than centipedes have legs. A fastener could have any or all of the following:

1. A nomenclature part number
2. Several vendor part numbers
3. Several customer part numbers
4. A UPC code
5. Customer purchase order or purchase order line numbers or both
6. Customer end user package part numbers
7. Other miscellaneous part numbers, e.g. catalog numbers, sale numbers, etc.

Alternate	Description	Cust or Vend	Alt ID #
# 1000 786789-21	3/16-24 X 3/4 CARRIAGE BOLT PLA.		85-600-7547
1024X 7500CBP	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 407245 Dura Automotive / Ails	
12324	3/16-24 X 3/4 CARRIAGE BOLT PLA.	V 224 ABRASIVE ACCESSORIE	
34982394-234324-3423-00	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 1000 AA Manufacturing Co	
401-316A	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 407246 Phezer Enterprises, Inc	
5843905-4324	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 1148 C & C Metals	
62P24012	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 407362 M	
6569	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 407361 sci	200-1254-8546
9644889	3/16-24 X 3/4 CARRIAGE BOLT PLA.		
903056	3/16-24 X 3/4 CARRIAGE BOLT PLA.	V 195 PENN ENGINEERING	
AG-CBD 187-24X0 750	3/16-24 X 3/4 CARRIAGE BOLT PLA.		
AN-21212	3/16-24 X 3/4 CARRIAGE BOLT PLA.		
BB-CBD 187-24X0 750	3/16-24 X 3/4 CARRIAGE BOLT PLA.		
HAG123	3/16-24 X 3/4 CARRIAGE BOLT PLA.	C 407321 Haggerly Supplies, Inc	

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When it comes to inventory management, The BUSINESS EDGE 2.0 has the easiest to use and most sophisticated automatic replenishment system available for fastener companies. It is deceptively simple, yet it is remarkably comprehensive and it takes into account all of the nuances of handling fasteners. It saves many hours for the Purchasing Department and it virtually eliminates costly errors.

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Joe Dysart

Joe Dysart is an Internet speaker and business consultant based in Thousand Oaks, California. A journalist for 20 years, his articles have appeared in more than 40 publications, including *The New York Times* and *The Financial Times* of London.

During the past decade, his work has focused exclusively on ecommerce.

Voice: (631) 256-6602; web: www.joedysart.com; email: joe@joedysart.com.

FACEBOOK'S OVERHAUL: HOW FASTENERS ARE NAVIGATING THE NEW LOOK WITH PANACHE

While Facebook's new look has left many IT security firms in a scramble, migrating to the new, mandatory change need not be accompanied by gnashing of teeth. Armed with insights from Web marketing experts, you'll be able to cruise through the upgrade – and perhaps dust a competitor or two – unphased.

In the most fundamental terms, the Great Facebook Migration of 2012 represents a move by the digital hangout to standardize the look and feel of every Business Page on its network. Essentially, Facebook wants every business on its site to be able to express what's happening with its brand right now – as well as the heritage behind that brand – all on a single page.

"The new functionality really does appear to have been introduced with brands in mind," says Pete Goold, the Managing Director of Punch Communications (www.punchcomms.com), a Web marketing firm.

Tom Bukacek, CEO, Black Box Social Media (www.blackboxsocialmedia.com), another Web marketing firm, is less impressed. "Quite frankly, the spacing issues and the way some of the photos look on Facebook isn't really that impressive. I'm amazed that while Facebook claims to be going the direction of photos, Google+ seems to really be crushing them when it comes to pictures."

Love it or hate it, the plain fact is that all fastener

distributors with pages on Facebook will be forced to deal with its latest design change. Fortunately, getting from here to there is fairly easy, as long as you know the way.

Here are the guideposts:



Above: The opening bell at Facebook's IPO in May.

Below: A Facebook employee muses over the next step for the social networking revolution.



Get Acquainted With Your New Start Page

Probably one of the most far-reaching impacts of Facebook's upgrade is that the design format of every business start page – or the page your visitors land on when they first visit you on Facebook – will be standardized.

Essentially, every fastener business will be required to run a large banner image, also known as a cover photo, across the top of its start page. "The large cover photo alone presents a fantastic branding opportunity," says Peter Lee, CEO, WireWalkersVA (www.wirewalkersva.com), a Web design and marketing firm.

Beneath the cover photo, you'll be asked to work with a

number of boxes, organized in a two-column format, which will showcase activity on your page. Some boxes will feature your activity – posts and announcements made by your fastener company, for example. And other boxes will feature visitor activity – their posts, any 'Likes' they've posted about your IT security firm, and similar activity.

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Jim Truesdell

James Truesdell is president of Brauer Supply Company, a distributor of specialty fasteners, insulation, air filtration, and air conditioning with headquarters in St. Louis. Mr. Truesdell is adjunct professor at Saint Louis University and Webster University. An attorney and frequently published writer, he is the author of "Total Quality Management: Reports From the Front Lines".

DISTRIBUTORS NOW FACE THE REALITY OF THE AFFORDABLE CARE ACT

For better or worse, the die is cast on the Affordable Care Act, which the Supreme Court upheld in July. When Chief Justice John Roberts supported the mandate that individuals can be compelled to purchase health insurance coverage, he did so by arguing that compulsory coverage amounts to a "tax" which Congress has the power to impose under its taxing power. This made it unnecessary for the Court to sustain the Act on the basis of an expansion of the legislature's power to regulate business under the Commerce Clause (Article I, Section 8) of the Constitution.

With the individual mandate being upheld, the rest of the Law's confusing, burdensome, and painful impact on business remains intact. Barring a complete political changeover in both the White House and the Congress, distributors are left to face up to the new situation they will encounter as the year 2014

(when most provisions will be effective) approaches.

The label that has been applied to the new law is "Job Killer." This is because many of the provisions seem to encourage businesses to keep their employee census lower than certain threshold amounts. The "big one" is a fifty employee count. Those with that many workers will be subject to the "Employer" mandate (the other side of the individual mandate). The employer will have to provide a still to be clearly defined "qualifying health insurance" to its people or face a fine of \$2000 to \$3000 per worker.

It looks like a strong incentive to not let your payroll grow to more than 50, or to convert workers to part-time so that they won't qualify in that count! With government agencies defining what constitutes a "qualifying plan", will ideological tests (i.e. abortion, same-sex marriage treatment, euthanasia) dictate what health insurance programs will allow a company to avoid the penalty tax. On the other side of things, to offset the increased cost of providing health insurance, a tax credit is available to many firms who employ 25 or fewer people. But the fine

print seems to make this credit more favorable the smaller the work force and the LOWER the average wage. So in this instance the boss will benefit if he doesn't hire more people and he keeps the wages low. Somehow I don't think this is what we need to pump up our economy and put people back to work!

Among the revenue-raising items inserted in the

healthcare law is a surtax on investment income which seems targeted at small business profits when they are paid out to people like limited partners and passive shareholders of Subchapter S Corporations. The Medicare payroll tax for wages and self-employment will also rise almost a full percent for earnings over \$250,000 (or \$200,000 for singles). Self-employed people will have to provide their own health insurance or face an excise tax of 2.5 per cent of adjusted gross income. All of these money-raising measures may be individually challenged in court over the months and years to come.



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1912
Established in NYC as a supplier to NY Port Authority for bridges, representing Bethlehem Steel in the NYC area

1930
Expanded product line to smaller diameter products



1950
First documented evidence that IRFCO became known and named by its customers as the "RivetKing"



1914
Began carrying stock to support demand

1944
Developed specialty fasteners to support war efforts

1960
Sales and marketing developed RivetKing into an e-product



1968

General Rivet manufacturing opened for business and would ultimately be purchased by IRFCO in 1992. General Rivet manufactured solid and semi-tubular rivets and developed a semi-tubular product line for small electronics.



2008

Significant technology upgrade to conform to ISO 17025 in quality control and engineering, including purchase of salt spray, force, and micro hardness testing equipment.

2012

100 Year Anniversary and launch of Green Initiative

1990

Expanded domestic manufacturing facility, renamed it RivetKing Manufacturing

2000

Expanded product line to include blind rivets and blind threaded inserts. Established warehousing in Mexico

2011

IRF Japan and IRF Australia opened

1970

1980

1990

2000

2010

Marketing
the
brand
entire
line

1975

Established IRF Taiwan as manufacturing arm for production

1998

Moved corporate headquarters to Northvale, NJ combining manufacturing and distribution functions. Became ISO9001

2009

IRF Germany opened



2005

10 new domestic warehouses opened in Texas, California, Kansas City, Canada, Denver, Salt Lake City, and Chicago

2010

Developed the database logging and live retrieval of force testing, dimensional inspection and salt spray testing data

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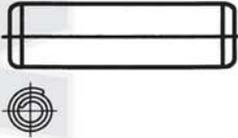
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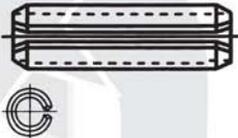
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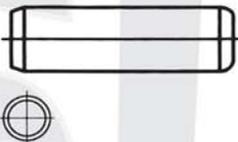
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ASME B18.8.3M	MS51987
ISO 8748, 8750, 8751	NAS1407
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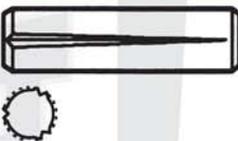
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ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

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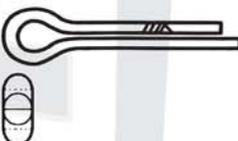
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

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MS35677	MS35678
MS51605	MS51606

COTTER PINS



ASME B18.8.1	MS9245
MS24665	

DISTRIBUTOR NEWS

EFC International, is pleased to announce the opening of their International Sales and Logistics Office to support significant international growth and to continue to expand its global footprint. EFC's success is attributable to its loyal and dedicated support of its suppliers. Coordinated effort in implementing sales and marketing plans with suppliers is a critical factor for the success in growing product lines and international business.

Bill Eagan, VP of Global Sales for EFC, states 'The creation of a formal International Sales and Logistics unit was the natural evolution for us as our international sales have significantly grown, and both our key suppliers and customers have a global presence and a need for our support'.

EFC's dynamic sales team of engineers delivers world-class assembly technology from the industry's leading manufacturers. EFC International, established in 1983, is a leading provider of specialty metal, plastic, electrical component parts to the OEM and Distribution market places.

The International Sales and Logistics office is at the St. Louis Headquarters location.

For more information contact EFC International by Tel: 314-434-2888 or visit the website at www.efc-intl.com.

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Fall River Manufacturing first opened its doors in April of 1984 in Fall River, Massachusetts where the company still operates today. For over 25 years, the company has been producing high quality cold headed stainless steel and non-ferrous screws, bolts, and nuts. Despite turbulent market conditions over the past 28 years, they have managed to become one of the leading domestic manufacturers serving fastener distributors throughout the US for both commercial and Mil-Spec fasteners.

The company continues to grow with over 50 employees and operates under a newly constructed 143,000 square foot manufacturing complex. Fall River is 9001:2008 ISO Certified, and QSLM Class 2 approved, complete with in-process inspections, material and production lot number traceability. They have the ability to supply full certifications to 100% domestic manufacture when required by the purchaser for municipal and government projects.

Company Vice President and General Manager, David Monti, stated that one of the company's key strategies is service. In a market where there have been few technological advances over the years, there are many manufacturers both foreign and domestic who can make quality fasteners. With the growing demand for faster deliveries and in response to "line down" situations, Fall River Manufacturing offers some of the quickest turn-around times in the industry.

Fall River provides personal service and technical assistance to the distributor market that is second to

none. When distributors utilize the type of manufacturing expertise that Fall River provides, they have a new level of confidence that enables them to succeed in competitive markets. Fall River also partners with distributors by initiating blanket order programs with scheduled release dates. This is a great way to stabilize prices over the duration of the blanket order, enabling the distributor to better manage their inventory as well as cash flow.



Fall River specializes in cold-formed American and Metric fasteners ranging in sizes from #8 (M4) through 5/8" (M16) diameter, and lengths up to 6" (150MM). They cover a wide range of Head Styles, Threads, Point Styles and many grades of stainless steel such as 18-8, 302HQ, 304, 304L, 309, 316, 316L, 410, 430, 431, NiCu400, A286, Aluminum, Silicon Bronze, Brass and Copper. Specifications include ISO, IFI, ANSI, SAE, DIN, JIS, MS, MIL, ASTM, FQA, DFARS, ROHS and 100% Domestic.

Fall River is approved for the Qualified Suppliers List for Manufacturing (QSLM) (cage code 1JWL5). They manufacture a full line of domestic stainless steel and non-ferrous Standards, Specials and MIL-SPEC fasteners.

Fall River has recently expanded their product line to include domestically made stainless steel hex nuts in 304 and 316 stainless steel.

You can count on Fall River Manufacturing to provide the distributor market with top quality fasteners, backed with the value-added service you would expect from a leading domestic manufacturing company. Call today and experience all that Fall River Manufacturing has to offer. 

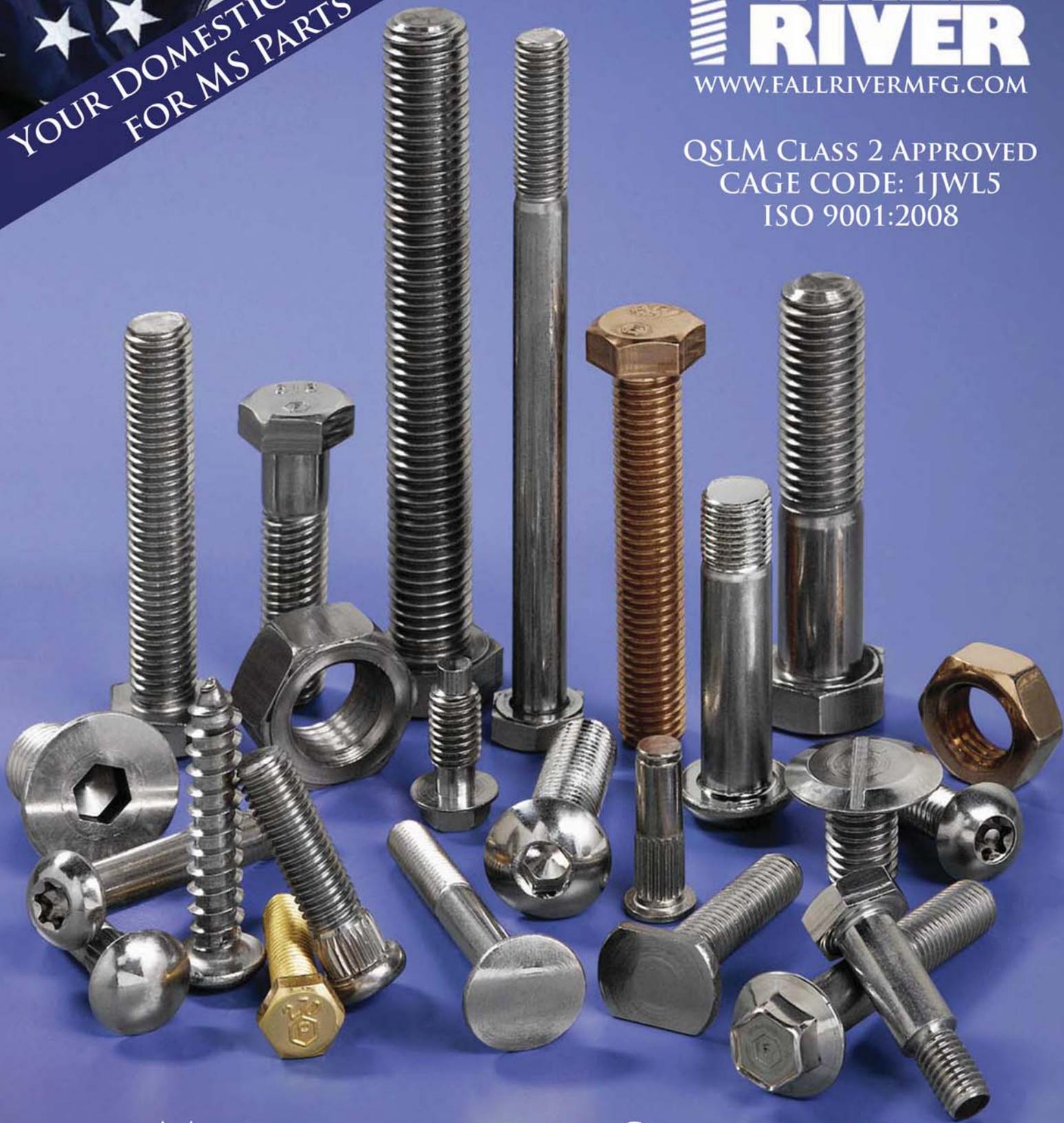


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Richard Hagan

Richard P. Hagan is the president of Pinnacle Capital Corporation, a boutique investment banking firm which specializes in providing merger & acquisition advisory services to the global fastener industry. Hagan has more than twenty-three years of international investment banking experience and has worked on successful domestic and cross-border M&A transactions, corporate restructurings and capital raisings. Hagan earned a B.A. in Economics from the University of North Carolina at Chapel Hill and an M.B.A. in Finance from Fordham University in New York City. Contact: Phone: 212-267-8200 or Email: rphagan@pinnaclecapitalcorp.com.

FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE FIRST HALF OF 2012

In this article, we will briefly review all the fastener company acquisitions - a total of 15 worldwide - completed during the first 6 months of 2012. Of course, it is impossible to track every single fastener company transaction because many deals involving private companies are not publicly disclosed. That said, we believe the following list is the most comprehensive (and detailed) you will find.



On January 25, 2012, Novaria Group Inc. purchased Fitz Manufacturing Industries, Ltd. ("Fitz"). Fitz, a privately-owned company, was founded in 1995 and is located in North Richland Hills, Texas (outside Fort Worth). The company manufactures a diverse range of nuts, bushings and precision-machined components for the aerospace marketplace (for both military and commercial applications). Fitz operates from a single 132,000 square foot facility and employs approximately 150 people. Following the transaction closing, the company was renamed Fitz Aerospace Inc. Novaria Group is a private investment firm that acquires and develops aerospace component manufacturing companies. Based in Fort Worth, Texas, Novaria Group is the newly-formed aerospace and aviation investment platform of Satori Capital LLC.

Purchase price: not available



On January 30, 2012, B/E Aerospace Inc. (Nasdaq: BEAV) purchased UFC Aerospace Corp. UFC Aerospace, a privately-owned company, was founded in 1972 and is

headquartered in Holtsville, New York. UFC Aerospace is a global distributor of fasteners and related assembly hardware to the aerospace market. The company also provides value-added Inventory Supply Chain Management Services, including kitting and JIT delivery programs. UFC Aerospace has approximately 250 employees in 17 locations across the United States and in 6 countries around the world. B/E Aerospace is the world's largest distributor of aerospace fasteners and consumable hardware and the world's leading designer and manufacturer of aircraft cabin interior products (for both commercial aircraft and business jets).

Purchase price: \$400 million



On February 17, 2012, MW Industries Inc. purchased Pontotoc Spring, a division of Union Spring & Manufacturing Corporation. Pontotoc Spring, located in Pontotoc, Mississippi, is a manufacturer of aftermarket coil springs used in automobile and light truck suspension systems. The company also manufactures metal stampings for a diverse range of industrial, consumer and automotive applications. MW Industries is a manufacturer of engineered mechanical components, including highly-engineered springs, specialty fasteners, machined components, precision stampings and custom wire forms. The company is headquartered in Logansport, Indiana and is comprised of 14 operating divisions located in 10 states across the United States. MW Industries is a portfolio company of Genstar Capital LLC, a San Francisco-based private equity firm.

Purchase price: not available

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THE TOTAL AMERICAN DREAM

Hillsdale Terminal is a US manufacturer of solderless terminals since 1976. The family run business was started by Harry "Frank" Condon. His two sons, Jim and John and daughter, Lori, currently run the business. Several moves occurred over the 30 years, and in 1987 the current site was purchased between the towns of Jonesville and Hillsdale, Michigan. Hillsdale has added onto its facilities five times since 1987, bringing the current building to 35,000 sq feet. The original catalog started with stamping only 21 different styles of terminals. Today over 125 different styles are stamping, ranging in sized from 22-18 to 2 ga. Our employees play a BIG part of the business. Most have worked for Hillsdale for many years. We have 3 generations currently working for us.



Left to Right: Jim Condon (President), John Condon (VP), Kurtis Condon, Bennett Adams, Sarah Deck & Lori Atkins (Office Manager). Center: Harry "Frank" Condon (Chairman of the Board)

STAMPING Strip copper and brass is purchased direct from the mill. Certifications and Specification are met to the highest level. The material is run through one of the 15 high speed presses. The average production is 10 - 14 million terminals per month, on a one shift basis.

PARTS WASHER Parts are ran through a parts wash to remove all lubricants and debris, improving the plating finish, before sending to the annealing oven.

ANNEALING Terminals are heated in an oven which removes the hardness or the temper of the copper. The process of annealing softens the copper making it

possible for a good crimp.

BRAZING Some of the terminals are sent to a brazing machines. Parts are fed through feeder lines until a thin line of silver solder seals the barrel of the terminal. This sealing enables the terminal to be crimped in any position without opening. Other parts are sold with the seams butted and are not sent through this process.

PLATING This is about the only process Hillsdale has done out side the premises. Parts to and from the platers are done on a weekly basis. The electro-tin plating is placed on the terminal for corrosion resistance. The plating meets Mill Spec MIL-T-1072C Type 1, ASTM B 545B. specifications. The steel terminals are nickel plated making them high temperature up to 900°F.

MOLDING A molding department houses 9 injection molding machines. The recent addition of an extruder has allowed Hillsdale to manufacture 99% of it's insulation in house, helping control quality and cut cost with huge freight savings. This department also molds the red, white and blue instant tap connectors. Hillsdale may be the only manufacture to make these in the USA.

ASSEMBLY MACHINES 55 fully automated machines assemble the bare terminal with vinyl, nylon, a nylon with support sleeve or a heat shrink insulator. Hand assembly machines do the low volume parts and a rivet machine rivets the three and ways parts together.

PACKAGING Parts are packaged on one of our auto baggers or hand weighted on scales. The standard package of 1,000 is labeled and placed in stock. Packaging can also vary from the 100 count bag or plastic box. 



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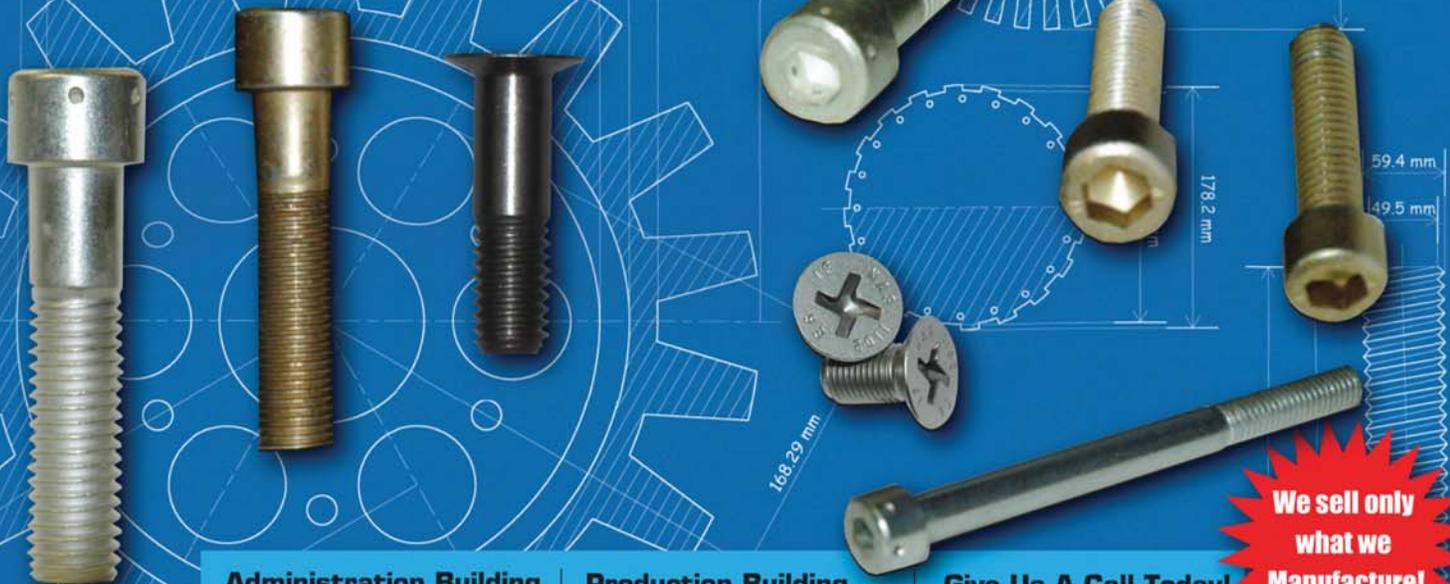
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PTS: YOUR SOURCE FOR METRIC STAINLESS

Precision Technology Supplies Ltd (PTS) was formed in 1988 in a small office in East Grinstead, England to supply Metric Stainless Steel fasteners to the UK market. By 1992, they had grown to a size where they were exporting to large European distributors. The company received quality accreditation to ISO 9001 in 1996 and this has been regularly updated. In 1997, PTS moved to a larger facility.

Since 2000, PTS has exhibited their products at many trade shows in the UK, Europe, Asia and North

America, gaining enhanced market and product knowledge and making a lot of friends along the way. They also became a member of BAFD (British Association of Fastener Distributors) in 2006.

In 2008, PTS purchased an additional warehouse for their growing business and have since built a third facility.

PTS completed its website in 2011 to provide stock pricing, availability and an automatic global freight calculator. Customers can also view photos and technical specifications on all 30,000+ items. Other

features include real-time parcel tracking and order status. Customers in over 50 countries now use their website to order and quote for Metric Stainless Steel fasteners.

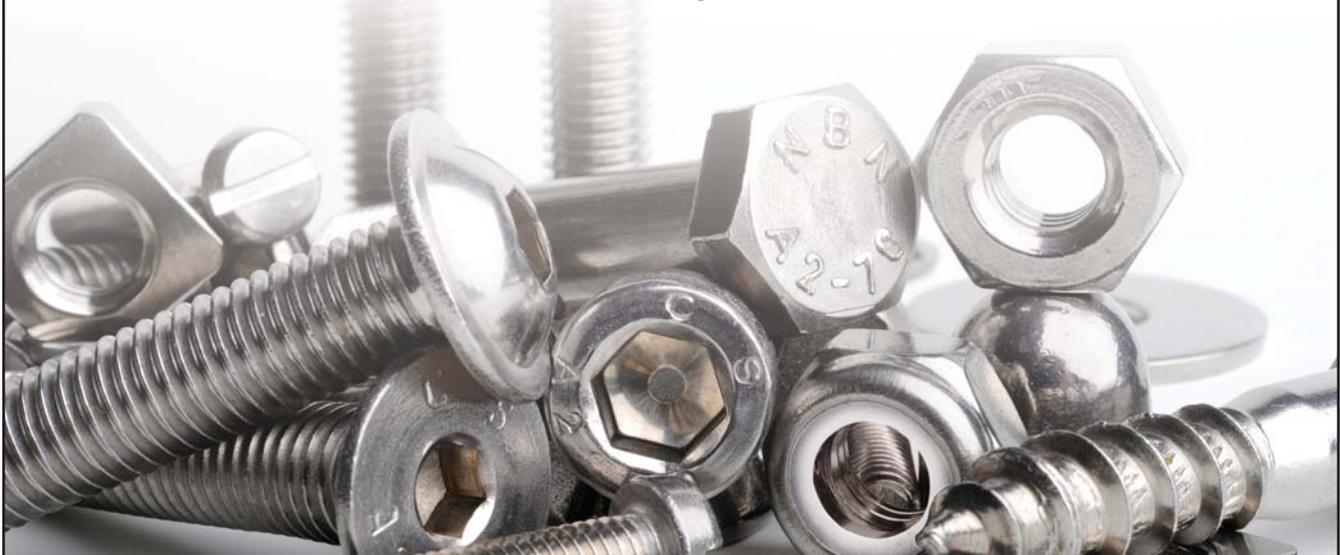
Due to demand from Asia, 2012 saw PTS launch their first E-Catalog which is updated in real-time as new product lines are continually added.

This October they are exhibiting at NIFS in Las Vegas for the 5th time and look forward to meeting both friends and customers at Booth #348.

PTS has over 25,000 different Metric products to DIN and ISO

standards in Stainless Steel A2 and A4 grades. Their "off-the-shelf" range is a very accommodating M1.0 to M36, including the widest range of non-standard lengths and diameters. They are globally known as specialists for their product and market knowledge with the four company directors alone having over 110 years experience in the fastener trade between them.

If you need to source Metric Stainless Steel fasteners, off-the-shelf at great trade prices, don't gamble, talk to the specialists at PTS. 





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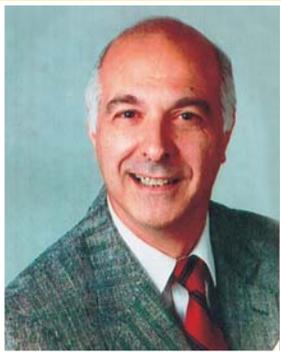
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Bart Basi

Dr. Bart A. Basi is an expert on closely-held enterprises. He is an attorney, a Certified Public Accountant, and President of The Center for Financial, Legal & Tax Planning, Inc. He is a member of the American Bar Association's Tax Committee on Closely-Held Businesses.

CORPORATE RECORDS? I THINK THEY ARE AT MY ATTORNEY'S OFFICE...

Introduction

Unfortunately, corporate records are routinely neglected by those in charge. The subject rarely comes up, and record books are largely perceived as unnecessary, tedious records that take up precious time to format and get right. The fact is many corporations fail to hold even annual meetings. Additionally, many corporations' record books are blank and many directors, officers, and shareholders (many times one and the same) are not even aware of the requirements and potential liabilities

Corporate record books contain the formal minutes of a corporation's stockholders' and directors' regular and special meetings held during each year. The books should contain the articles of incorporation, corporate by-laws, stock certificates, resolutions and minutes of corporate meetings.

Specific requirements exist in each state regarding form, content, viewing rights, and penalties for not complying with the law. Illinois holds the following:

A. Requirements

Required to be kept under Illinois Business Corporation Act of 1983, each corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its shareholders and board of directors and committees thereof; and shall keep at its registered office or principal place of business in this State, or at the office of a transfer agent or registrar in this State, a record of its shareholders, giving the names and addresses of all

shareholders and the number and class of the shares held by each. A record of shareholders certified by an officer or transfer agent shall be competent evidence in all courts of this State.

B. Shareholders are entitled to view the corporate records

Any person who is a shareholder of record shall have the right to examine, in person or by agent, at any reasonable time or times, the corporation's books and records of account, minutes, voting trust agreements filed with the corporation and record of shareholders, and to make extracts therefrom, but only for a proper purpose. In order to exercise this right, a shareholder must make written demand upon the corporation, stating with particularity the records sought to be examined and the purpose therefore.

C. If the records are not available for viewing, penalties can follow.

If the corporation refuses examination, the shareholder may file suit in the circuit court of the county in which either the registered agent or principal office of the corporation is located to compel by mandamus or otherwise such examination as may be proper. If a shareholder seeks to examine books or records of account the burden of proof is upon the shareholder to establish a proper purpose. If the purpose is to examine minutes or the record of shareholders or a voting trust agreement, the burden of proof is upon the corporation to establish that the shareholder does not have a proper purpose.



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DISTRIBUTOR NEWS

Elgin Fastener Group has announced the recent appointment of Marty Goeree to the position of Vice President of Sales.



Goeree brings more than 16 years of experience as a fastener industry executive to EFG, having spent that time in key management positions and multiple locations with Fabory North America, Fabory CEE, and Textron Fastening Systems. He holds bachelor's degrees in geography, history, and education from Mount Allison University in Sackville, New Brunswick, Canada, and earned his MBA from Oxford Brookes University in Oxford, England.

Elgin Fastener Group CEO, Jeff Liter, said, "We are very pleased and excited to welcome Marty Goeree to the Elgin Fastener Group. His knowledge of the domestic and international fastener distribution networks will aid our sales efforts immediately; his addition represents a vital step for our organization as we continue our efforts to be recognized as the premier North American supplier of specialty fasteners." Former EFG Vice President of Sales, Joe Hertz, will continue to serve EFG as Director of Sales, reporting to Goeree while concentrating on sales management and maintenance of key accounts.

Elgin Fastener Group is comprised of seven leading domestic specialty fastener manufacturers (Ohio Rod Products, Leland Powell Fasteners, Chandler Products, Quality Bolt & Screw, Silo Fasteners, Landreth Fastener, Northern Wire, LLC), a metal finishing company (Best Metal Finishing), and an offshore sourcing and engineering division (Elgin Fasteners International).

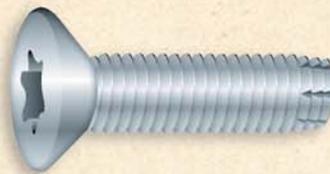
Contact Elgin Fastener Group via phone at 812-689-8917, email: quotes@elginfasteners.com, or visit their website at www.elginfasteners.com. Also find Elgin Fastener Group on Facebook and Twitter.

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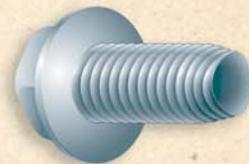
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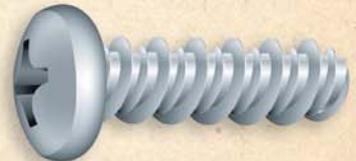
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DISTRIBUTORS & RIVET MANUFACTURERS: WORKING TOGETHER TO SOLVE PROBLEMS FOR OEMS WITH BLIND RIVETS

by Steven Sherman, Vice President of Engineering

Original equipment manufacturers (OEMs) are always looking for more efficient assembly methods that offer low startup costs, and many times the answer is a blind rivet. This is due in large part to innovations in the riveting process that have made using blind rivets in a variety of applications faster and more cost effective than ever before.

Previously, riveting was a two-person process with one person driving the rivet and the other supporting it during setting. Permanent fastening evolved from here into a single person process, but requiring the use of an expensive and specialized riveting machine. Today, further advancements have made it possible for one person to accomplish the same tasks with common pneumatic hand tools. As a result, there is no longer a need for a highly skilled workforce – making the cost for OEMs to establish a new production line dramatically less expensive than it once was. With these more efficient riveting systems, OEMs are able to bring their newly developed products to market faster. This also provides for greater flexibility, enabling them to scale production for seasonality or launch new products quickly and easily. As an added benefit, the combination of flexibility and low startup costs is helping to bring manufacturing back to the United States and paving the way for American competitiveness.

Technology, however, is not the only thing that has changed the way OEMs work. The current environment is much more collaborative than it has been in the past, and distributors are working closely with their customers as well as their manufacturers to find innovative solutions that add efficiency to assembly methods while also continuing to bring costs down.

Overcoming Typical Constraints as Partners

While blind riveting has existed for nearly 50 years, rivet manufacturing methods still make it

challenging to customize a rivet for a specific application. Customers are forced instead to use boilerplate “catalog” rivet designs that may not work reliably.

Plus, when a rivet manufacturer is unable to access specific application requirements – either due to the fact that they are not local or because they lack the depth of knowledge needed to properly assess the application – blind rivets are often not even recommended as a fastening solution.

As an example, a manufacturer of smart boards came to the conclusion that a blind rivet would be an ideal method to fasten the sides on aluminum extrusions. However, various distributors and manufacturers said there was no product available in their respective catalogs that would properly set the rivet in this particular application. This was due to two main reasons:

- 1) The hole could not be accessed by the rivet
- 2) The hole could not be accessed by the nose piece of the riveting tool.

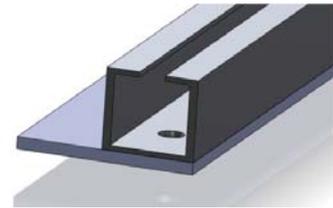


Figure 1 - Original Application Example

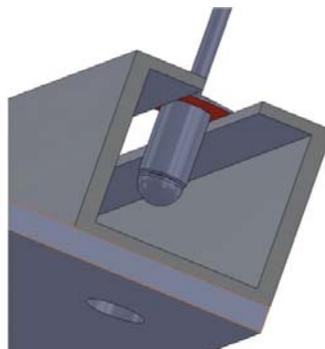


Figure 2 - Problem: Rivet Access Interference

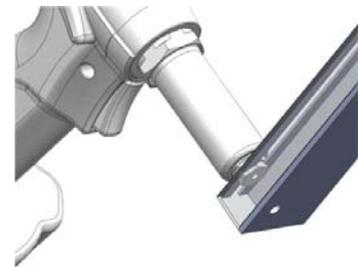
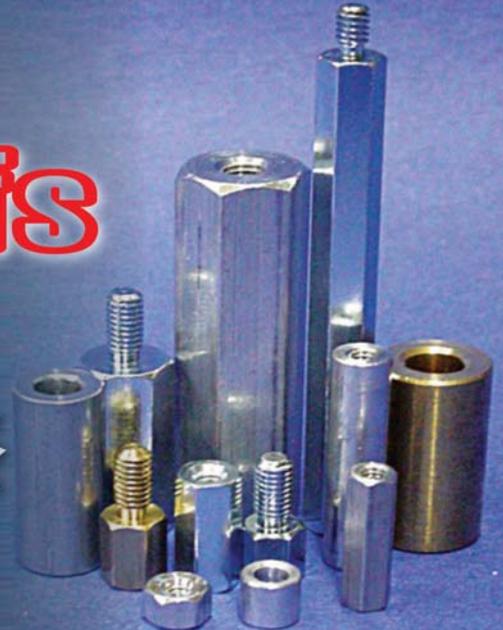


Figure 3 - Problem: Nose Piece/Riveting Tool Interference

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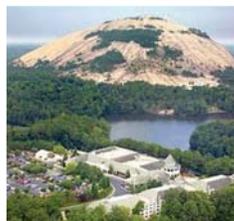
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SEFA ANNOUNCES UPCOMING SPRING CONFERENCES

Upcoming Spring Conferences

SEFA is pleased to announce plans for the next two years' conferences to allow you ample time to plan your calendars. The 2013 SEFA Spring Conference/Table Top Show will be held over the dates of April 16, 17, & 18 at the Evergreen Marriott Conference Resort in Stone Mountain, GA. This venue offers great amenities for our event as well as several park activities for those wanting to spend some extra time enjoying the area, yet is only 16 miles from downtown Atlanta. Registration forms will soon be available allowing exhibitors to reserve their tables.



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New Membership

SEFA is pleased to announce the following new members:

CSM Fastener Products in Elk Grove Village, IL
Fastener Specialties Manufacturing in West Palm Beach, FL
Martin Fastening in Jackson, TN
Nylok LLC in Macomb, MI
Star Stainless Screw Co. in Norcross, GA
Trio Fasteners, Inc. in Ashland, VA

For more information about the association or to join the SEFA just visit website www.theseffa.com and complete the on line membership application. 

In 2014, we will hold our Spring Conference in Charlotte, NC. over the dates of April 9, 10, & 11 at the

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DISTRIBUTOR NEWS

In its recent Board of Directors meeting David Wooldridge was unanimously appointed to serve as the President and Chief Executive Officer of **Batching Systems, Inc.**

Wooldridge, 45 has served as acting President since the death of his father in February 2012, former President and founder, Donald Wooldridge. Wooldridge has spent the last 15 years of his career at Batching Systems, Inc. as an integral part of the management team working alongside the President and other key management associates in preparation for his future role in managing the business. He has extensive knowledge in numerous plant functions and has a thorough understanding of the company's core business and customer base.

Batching Systems, Inc. (BSI) is a recognized leader in volumetric weighing, counting, batching and filling technology. Founded in 1989, the Company remains privately owned and continues to provide high technology filling and packaging solutions to the industrial, food, and medical industries. BSI systems are highly engineered and rugged offering reliability and precision filling accuracy while at the same time providing maximum operational flexibility.

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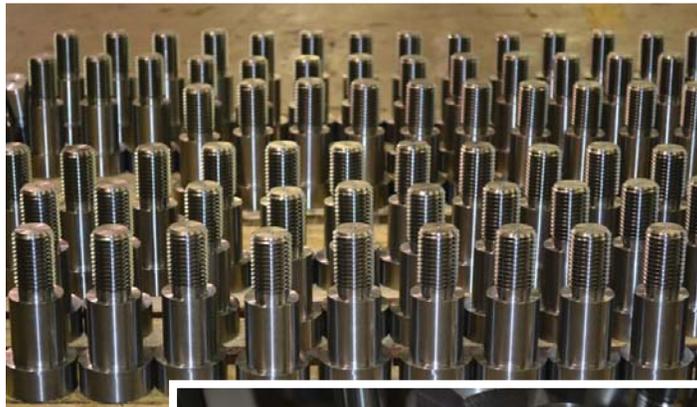
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AN INTRODUCTION TO USA FASTENER GROUP, INC.

Established in 2002, USA Fastener Group, Inc. has established itself as a recognized leader in the Fastener Industry. With well over 100 plus years of combined sales experience, stable financial backing, and the commitment towards continued growth, USAFG remains dedicated to providing the highest quality customer service and support to existing and future customers.

Located in Houston Texas, with nearly 100,000 square feet of manufacturing and warehousing space, USAFG has positioned itself to provide customers with quality products in a timely and efficient manner.



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- CNC Milling
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- Milling
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- Threading
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- HOT Forging (Hex Bolts/Nuts/12Pts./ Flange Bolts/ Sockets to name a few)

Being located in a large industrialized city does have its advantages. In addition to the extensive line of

manufacturing capabilities, USAFG also offers to its customers a wide variety of coatings and platings. Some of these include PTFE coating (Xylan[®], Fluorokote1[®], SC1[®], and Sermagard[®]), zinc plating, cad plating, hot-dipped and mechanical galvanizing, Dacromet[®] and others.

One of the many benefits USAFG offers to all of its

customers is an emergency callout program. A benefit of this program is that a representative with the company can be reached 24/7 in any given moment. This service also provides customers with the assurance that USAFG is always there when needed. No matter how large or small the emergency may be, USAFG's dedicated employees are eager to assist.

While they are constantly analyzing

and adapting to today's economy, USAFG remains focused on the task at hand; supporting current and future growth. In taking the next step forward, USAFG has created new jobs within the company. Additional office support (clerical and accounting), inside sales support, outside sales, engineering and quality assurance support, warehousing (shipping/receiving), manufacturing, and manufacturer's representation are all some of the many value added changes that we have made within the company.

please turn to page 148

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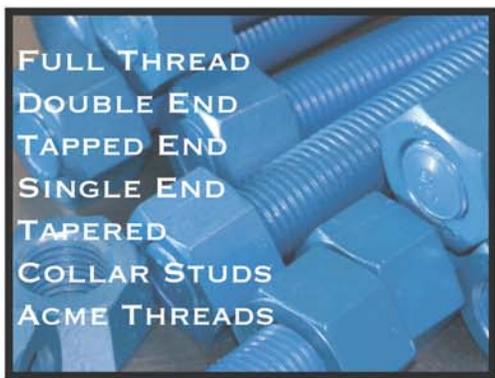
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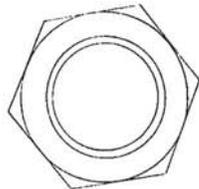
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DISTRIBUTOR NEWS

Lindapter USA national sales manager Charlie Humphreys announced two new distributors: Clement Support Services and Struct-Fast Inc. serving the California and Western U.S. market.

Lindapter North American distributors already included All Pro Fasteners, Texas; Southwest Fastener, Arizona; UCC Steelwork Connections with New Jersey, Delaware and Florida locations; Strut & Supply, Illinois; Edge Construction Supply, Washington; and UCC Industries International Inc, Canada.

Clement Support is located at 480 Vandell Way, Campbell, CA 95008. Tel: 408-227-1171 Fax 408-227-1178 or visit online at www.clementsupport.com.

Struct-Fast is headquartered at 8648 Commerce Dr. #1200, Easton, MD 21601. Tel: 410-770-9414 or 1-800-327-6719, Fax 410-770-9416, email: hugh@structfast.com web: www.structfast.com.

UK-based Lindapter was founded in 1934 by engineer Henry Lindsay to market the Lindsay Bolt Adapter, a single casting which converted a bolt into a hook bolt. The adaptor clasped an iron beam flange with the nut to connect equipment to steel.

Contact Lindapter by Tel: (44)-1274-521444 Fax (44)-1274-521130, by email: inquiries@lindapterusa.com or on the internet at www.lindapter.com.

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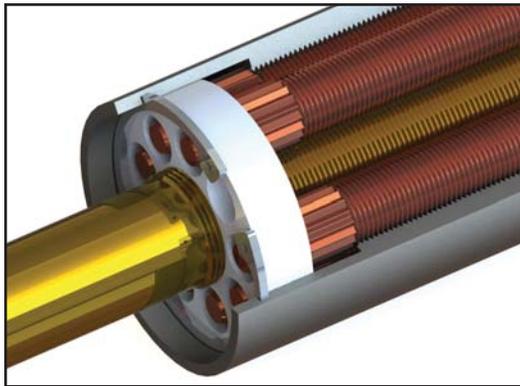
RETAINING RINGS SECURE COMPONENTS IN ROLLER SCREW ACTUATOR *by Vincent E. Rodgers*

There are two retaining rings utilized in this planetary roller screw and each do the same job. The purpose of the rings is to secure the threaded rollers, timing gears, and spacer as they rotate in unison with the screw shaft. Without these rings in place the threaded rollers would simply push the gear and spacer out of place causing the entire roller screw to malfunction. The rings are beveled, featuring a 15 degree beveled angle along the outer edge which fits into a precut, complementary groove to firmly secure the actuator components in place as the screw moves up and down the shaft.

The retaining rings use less material making the roller screw lighter and cheaper on the already expensive planetary roller screw. Although the planetary screw does not have to be maintained frequently, it can easily be taken apart by removing the cover and then removing the rings from one end or both to gain access to the threaded rollers for maintenance.

An actuator is a type of motor for moving or controlling a mechanism or system. There are different types of actuators that perform different tasks from small to large. Some examples include power locks on a car, an electronic gate, or a valve system in oil pipelines. Most actuators are controlled electronically but there are others that are controlled manually, such as a car jack. The main purpose of actuators is to facilitate movement and to carry or support loads.

The actuator featured here is called a roller screw, more specifically a planetary roller screw because the threaded rollers rotate on axis like a planet in space. The actuator travels on the threaded screw shaft moving extremely heavy loads. Unlike other screw technologies, the roller screw does not have to be maintained frequently. Common uses for this type of actuator are the landing gear for airplanes because they do not take a lot of room; they are lightweight and can withstand extreme pressure and weight. 



ABOVE: The main purpose of actuators is to facilitate movement and to carry or support loads. BELOW: Retaining rings secure the threaded rollers, timing gears, and spacer as they rotate in unison with the screw shaft on this actuator.



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DISTRIBUTOR NEWS

Pivot Point Incorporated, announces the release of their latest full line catalog. This 48 page full color catalog features both stock and specialty fastener solutions, plus technical information for products, materials, plating and heat treatments. A special section details the Leitzke family's 83 year history in the fastener industry.

New products are debuted, including Extended Locking Pull Pins and Precision Machined Components. Expanded product sections provide exhaustive information on popular Pivot Point fastener inventions including SLIC Pins™, Bow-Tie Locking Cotter Pins™, Rue-Ring™ Locking Cotter Pins, Nylon Lanyards™, Infinity S-Hooks™ and more.

Contact Pivot Point to request a copy or visit the new www.pivotpins.com to request a catalog online.

* * *

The Gilchrist Foundation has awarded four scholarships from the 2012 applicants. Congratulations to the recipients. We wish them well and are pleased to assist them with their education. They are as follows;

Brittany Moulton sponsored by Edsco Fasteners of Elba, AL. Jack Nelson Sponsored by FPC Corporation of Waconda, IL. Kyle Strahm sponsored by Wurth Snider Bolt of Louisville, KY. Daniel Lyman sponsored by Hodell-Natco, Valley View, OH.

Robbie and Gina Gilchrist established the Gilchrist Foundation Fastener Scholarship in 2000. Their goal was to return something to an industry that was very good and supportive to them. The criteria for applying are that upon completion of their schooling the applicant must make an effort to work in the Fastener Industry or be a current employee from an NFDA or SEFA member company. Unlike other scholarships, the Gilchrist Foundation Scholarship may be applied for during any year of a persons schooling. Also, an applicant may be a part time student currently working in the fastener industry.

The Gilchrist Foundation Scholarship is available to any student of an NFDA or SEFA member company.

For additional information contact: Robbie Gilchrist at 336-884-1704 or send an email to: rgilchr485@aol.com.

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SOUTHWESTERN FASTENER ASSOCIATION

SFA AWARDS TWELVE SCHOLARSHIPS; TWO FALL DINNER MEETINGS SCHEDULED

The Southwestern Fastener Association awarded twelve scholarships in July to a group of well deserving students. The winner of the Will Rodriguez scholarship was Mallory Condon, representing Hillsdale Terminal. Mallory is entering her sophomore year at Northwood University. Bill Unferth, retired and a long time fastener industry executive, elected to give back to the industry that helped his family with their college educations by making a generous contribution to the SFA scholarship program this year. SFA awarded a scholarship in the name of the Unferth Family to Jared Burks, representing Tifco, Inc. Jared is enrolled in a pre-med program at Arkansas State University.

Additional scholarship winners were Andrea Carr, Porteous Fastener Co, attending Texas State University; Tyler Condon, Hillsdale Terminal, attending Trine University; Abbey Jackson, Delta Fastener, Inc., attending Texas A&M University; Louis Marello, Metric &



Multistandard Components, attending College of the Holy Cross; Paden Mouton, Drillco, Inc., attending Southeastern Louisiana University; Melissa Murphy, Threaded Fasteners, Inc., attending Troy University; Frank Palatucci, Ford Fasteners, attending Ramapo College of New Jersey; Emily Pels, Tifco, Inc. attending the University of California – Davis; Connor Silverstein, EFC Inc., attending the University of Missouri and Megan Woodard, Drillco, Inc., attending Tulane University.

SFA has scheduled two dinner meetings for the Fall. The first dinner meeting is scheduled for October 25 in Houston and the second dinner meeting will be November 1 in the D/FW area. Specific locations and program content will be announced at a later date.

In additional SFA activity, the Association has selected the dates of April 25 through April 27, 2013 for their Spring Conference at Lowes Ventana Canyon, Tucson, Arizona. Lowes Ventana Canyon is a four star resort with two championship golf courses. It promises to be a rewarding experience for SFA members. 

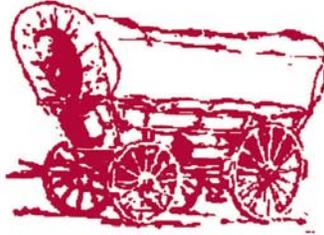
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DISTRIBUTORS NOW FACE THE REALITY OF THE AFFORDABLE CARE ACT *continued from page 32*

So what kind of strategies are we likely to see small businesses employ as they face the uncertainty of the Affordable Care Act? It could bring a surge in the hiring of part-time employees to keep companies from tripping the 50 and 25 employee limits. Is it possible we could even see down-sizing of full timers to fall below the thresholds? How many companies will elect to pay the penalties and not provide coverage to their full-time workers? What will be the impact on overall jobs growth in our still-struggling economy?

This was the wrong time, and the wrong format, to experiment with solutions to the health care crisis. When our economy is reeling, companies are failing, and people are out of work it is not the time to commit massive resources from both government and the private sector to engage in social engineering. But then, did not some of the President's operatives offer the advice that they did not want to squander the opportunity provided by a "good crisis?" While so much is being decided and everything is up in the air it seemed a perfect time for those seeking

to push us further down the path to socialism to seize the moment.

Of course, all business like certainty. With the Court's ruling distributors can now at least turn their attention towards "how" to comply. The federal government is compelled by law to avoid rules and regulations that unfairly burden business. Hopefully, the people writing the administrative regulations will remember this and strive keep paperwork and costs down.

There is still time to put some reasonable limitations on this law or to correct some of its aspects that create incentives for behavior that is not in our national economic self-interest. All of this will play out as individual businesses make decisions as to how they will comply. Of course, we are still in the midst of an important political campaign where the Health Care law is a central point of debate. Perhaps it is not a complete fait accompli yet. Let's see what the voters say in both the White House and the Congressional elections! 

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Durham has two manufacturing facilities; the original

90th
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a second facility in Juarez, Mexico. Durham also operates distribution centers in Durham, CT, El Paso, TX, Atlanta, GA and Chicago, IL. To help celebrate Durham's 90th year anniversary, a new logo has been designed.

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by Joe Greenslade Director of Engineering Technology, IFI

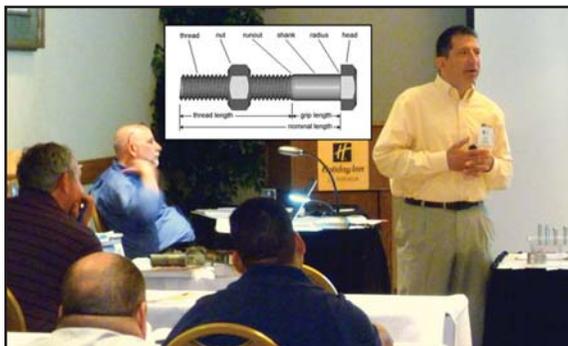
One of the major weaknesses in the fastener industry today is the same one I found on July 15, 1970, my first day in the fastener industry. The breadth and depth of technical knowledge is woefully lacking.

Training provides the best possible return on investment for fastener companies!

When I started as an inside sales person in Arlington, Texas for CAMCAR, a fastener company with 1,000 employees and seven divisions, the only training available was on the job training (OJT). I sat next to a nice gentleman who was a very loyal CAMCAR employee. He taught me all about dealing with paperwork and how to do pricing. I soon learned he knew absolutely nothing about fastener technology and had no interest in learning. All of his training had been OJT. After a very short time I wanted to know why we stocked thousands of different types of fasteners. They all had a lump on one end and a wrinkle on the other, but I just knew there had to be reasons why we had so many different styles and types.

I started my quest for knowledge by taking one piece out of every different part box we had in stock and I wanted to know why a user would use a pan head instead of round head or a truss head for starters. I went up the chain to the manager who ran the facility. He was also a very nice man who had 25 years of sales

experience with CAMCAR. His answer to my questions was to hand me a copy of the 4th Edition of the IFI Standards Book dated 1965. In those days it was only 401 pages (1,137 pages in the 8th Edition) and just as boring reading then as it is today.



I struggled through the IFI book as best I could, because I just knew there must be a reason why we had thousands of different types of screws, and my manager told me all of the answers were in there. As I came to various points in the book that were not clear to me I would take the book into the

manager and ask him for specific answers to my various questions.

I soon learned that he did not know much about fastener technology either and was not very interested in it. He said, "Joe, you have asked me more technical questions in the past six months than I have encountered in 25 years." So much for the effectiveness of OJT where fastener technology is concerned.

That did not stop me. I kept digging and, as I met people in the home office in Rockford, Illinois, I scrapped together a growing stock of information. After about nine months some of the executives in Rockford starting wondering who this young pain in the rear in Texas was and whether he was worth investing any time and effort into.

please turn to page 231





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DISTRIBUTOR NEWS

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ALFA TOOLS EXPANDS PRODUCTION

Alfa Tools, has recently expanded its National Abrasives and Tools facility in Morton Grove, IL, to include the production of Type "R" Non-Woven Surface Conditioning Discs. This state-of-the-art production utilizes spin-welding technology that insures a permanent bond between the abrasive material and the Type "R" Quick Change fitting. These high performance abrasive discs feature a tight, non-woven fibre web impregnated with a specially processed Aluminum Oxide grain for fast initial cut, high productivity and long disc life. Applications include deburring, blending, cleaning and finishing of metal surfaces as well as oxidation and gasket removal. These discs are available in Extra Fine, Fine, Medium, Coarse and Extra Coarse grades in 1-1/2", 2", 3" and 4" diameters.

The National Abrasives facility, established in 2005, also produces the highest quality Aluminum Oxide, Silicon Carbide and Ceramic grain abrasive discs in Pressure Sensitive Adhesive and Hook & Loop formats with paper and

cloth backings. National Abrasives complete abrasive program includes over 4,000 stock coated abrasive products including Discs, Abrasive Sheets, Rolls, Bands and Belts as well as made-to-order specials.

National Abrasives products are an integral portion of Alfa Tools' complete offering of Cutting Tools, Power Tool Accessories, Abrasives and Chemical Products. These products are sold exclusively through Alfa Tools' network of distributors, who offer their customers this complete "One-Stop Shop" program.

Alfa Tools recently celebrated its 35th year in business. The new, full-line Alfa Tools General Catalog is due out in January of 2013 and will reflect the growth of the product line to nearly 30,000 SKUs. Look for expanded offerings of Blitz Bits® Premium Heavy Duty Drill Bits, MegaCut® Abrasive Wheels and Circular Saw Blades, Carbide-Tipped Hole Cutters and Solid Carbide End Mills with TiCN and TiAlN coatings. 



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DISTRIBUTOR NEWS

Shear-Loc Products, developers of the Original Instant Thumb Screw Knob have recently added a new laser engraved carbon fiber look that will add a technical touch to your product. The carbon fiber design can stand alone or be combined with your custom requirement.



The new carbon fiber design is an addition to the companies standard "Info Guide Series" that offers you 14 standard options to instruct, inform or give warning to the customer at the point of use. This approach not only works but it also gives a professional finished look to your product.

Shear-Loc also offers custom laser engraving on their entire line of black inch and metric thumb screw knobs. Custom artwork can be sent via e-mail in the form of jpeg, tiff or PDF with a minimum resolution of 150 dpi although 300 dpi is ideal for the highest quality mark.

For more information or for free samples contact Shear-Loc at Tel: 1-800-775-5668, Fax: 949-768-8705 or email: sales@shear-loc.com Their entire line of thumb screw knobs can be seen at www.shear-loc.com.

* * *

Detroit Washers & Specials named Bob Elam quality manager and received ISO/TS 16949:2009 certification.

Detroit Washers, a division of MH Industries Ltd., is a domestic manufacturer of industrial washers, shims, spacers and specialty stampings for automotive, appliance, military, and aerospace industries.

For more information contact Detroit Washers at 32235 Industrial Rd., Livonia, MI 48150. Tel: 734-261-2600 or 1-877-694-0412 or on the web at www.detroitwasher.com.

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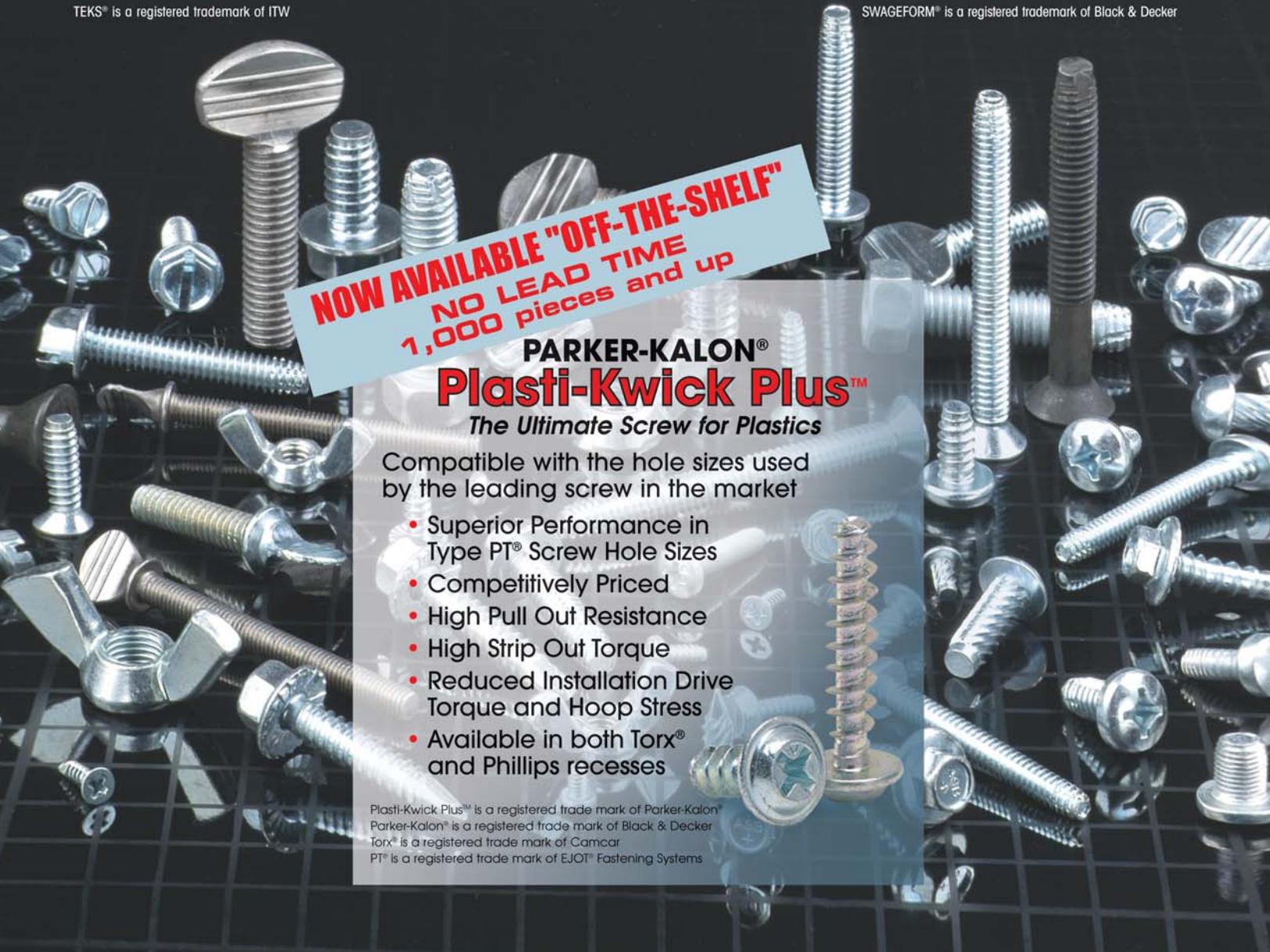
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The 16th National Industrial Fastener & Mill Supply Expo scheduled for October 10-12, 2012 at the Sands Expo & Convention Center, Las Vegas, Nevada USA is on track to be the largest since 2008, it was reported here today by Susan A. Hurley, CEM, General Manager.

"This is, by far, our strongest start since 2008 with 580 companies and 745 exhibit booths already under contract. These numbers include 65 companies which are either completely new to the Expo or are returning after an absence of at least two years. This means there are lots more products and services for distributors to see and buy. In addition, the greatly expanded Machinery & Tooling World area is brimming with exciting equipment and we continue to grow the amount of mill supply products offered such as abrasives, air compressors, cutting tools, drills, hand tools, plant maintenance and safety supplies, etc. of interest to today's multi-line distributors. These are all very positive signs of a recovering industry. We continue to receive exhibit space applications and inquiries on a daily basis and fully expect the 2012 Expo to well exceed last year's event in both size and buyer attendance", informs Ms. Hurley.

The 1 and 1/2 day Expo includes exhibiting companies from throughout the USA as well as 17 other countries including Belgium, Brazil, Canada, China, Denmark, Germany, India, Israel, Italy, Japan, Korea, Mexico, Singapore, Spain, Taiwan, United Kingdom and Vietnam. "We have the largest number of international companies ever represented in the Expo's proud 32-year history, making this a major, global, industry event not to be missed", comment Jim Bannister and Mike McGuire, General Partners.

Conference

As usual, the Expo will not only showcase the very latest products and services offered by domestic and international companies but, also, provide a full day educational conference on Wednesday, October 10.

The Fastener Training Institute is conducting a

Fastener Technology Workshop from 8:30 a.m. to 4:30 p.m. The workshop will be led by Bengt Blendulf, one of the most dynamic and experienced fastener instructors in the US and Europe. This fact-and-fun filled day will focus on the practical aspects of working in the fastener industry. You will learn how to respond to technical



questions from engineers and technicians and how to find the answers. Workshop registration is open to everyone. Registration fees are \$299 for Fastener Association Members and \$399 for non-members. These rates increase by \$100 after August 26.

The Pacific-West Fastener Association is sponsoring a program on "Protect Your Company! Technical Knowledge Policies as a Risk Management Tool" from 2:00 p.m. to 4:00 p.m. The speaker is Carmen



Vertullo, CFS, a developer and lead presenter of the Fastener Training Institute's Certified Fastener Specialist training program. The program addresses how to put technical knowledge policies to work to keep your customers happy, protect your profits, and most importantly, limit your liability. Registration for this program is open to anyone. Registration fees

are \$100 for Fastener Association Members and \$150 for non-members. These rates increase by \$50 after August 26.

Women in the Fastener Industry (WIFI) will have a meeting and program on "Women in Leadership: An Evolving Perspective" from 2:00 to 4:00 p.m. The speaker is Sandra L. Cardillo, President of Conrad Associates, LLC. Sandi consults with both profit and not-for-profit organizations applying Accountable Management principles in structuring, talent management and improved managerial practices leading to increased profits. Registration for the program is \$15 for WIFI members and \$25 for non-members.

The Fastener Industry Finance, Controllers, Credit & Accounting Managers Meeting will be held from 9:00 a.m. to 3:00 p.m. This meeting is presented by the National Fastener Industry Finance Manager Network & the Business Credit Management Association. Financial

please turn to page 178

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Barnaby Myhrum

Barnaby Myhrum is an Applications Engineer at Applied Bolting Technology in Bellows Falls, VT. He has over 25 years of experience in engineering and manufacturing companies in roles as an engineer, manager, executive and consultant. He earned a Bachelor of Science in Mechanical Engineering from the University of Vermont, and a Masters of Business Administration from Carnegie Mellon University. He can be reached by email at barnabym@appliedbolting.com.

APPLIED BOLTING SQUIRTERS™ IMPROVE CONSTRUCTABILITY

Applied Bolting Technology sells over one million Squirter™ DTIs each month. The best EPCs in the world gladly pay a little more to include them in their fastener assemblies. Why? There are many reasons, but it all adds up to CONSTRUCTABILITY. Squirter™ DTIs make the work on a construction site easier and more efficient. Put another way, our customers save money and improve quality when they use our products.

Squirter™ DTIs guarantee that fastener assemblies achieve desired tension regardless of the torque required to get there. The relationship between torque and tension varies considerably depending on many factors: manufacturing tolerances, coatings, lubrication, job site conditions, installation tool, etc. Squirters™ are immune to these variations. When the installer sees the proper amount of squirt media, the bolt is properly tensioned. This ease of installation and inspection improve constructability.

Squirters™ Guarantee Target Tensions +/- 10% with a 97.7% Confidence Interval

Squirters™ are accurate, too. In 2009, Applied Bolting Technology engaged Germanischer Lloyd to evaluate our larger Squirters™ designed primarily for the wind energy market. After a remarkably thorough evaluation, we received a GL certificate stating that our M36, M42 and M48 Squirters™ guarantee that target bolt tensions can be achieved +/- 10% with a confidence interval of 97.7%. This was not surprising to us, but it is gratifying to have a world-renowned consultancy and certification authority provide affirmation. Their test criteria were rigorous to say the least. The testing consisted of (a) a five piece calibration exercise, and (b) blind

tests of eight pieces performed as follows:

(a) For each size/grade to be certified, five pieces were compressed in a Skidmore Wilhelm load cell. The operator observed the volume and appearance of the squirt media at the target clamp load.

(b) The operator then performed blind tests of an eight piece sample (per EN ISO 3269, .65 AQL) of the DTI to be certified. During these tests, the gauge measuring the clamp load was covered so that the operator could not see the loads achieved. The operator tensioned the bolt based on squirt appearance



An M36 Euro Squirter installed in a wind turbine flange.

alone. A person other than the operator recorded the test values with no feedback to the operator.

The data was analyzed and blessed by Germanischer Lloyd. As shown in table 1, in all cases the 97.7% confidence interval was within a +/- 10% range around the target tension. These results were achieved using squirt appearance alone with no feedback to the operator. Ease of installation and inspection combined with a high level of accuracy all contribute to improved constructability.

Table 1: Squirter™ Blind Test Results

Size	Grade	Specifications			Blind Test Results			
		Min Tension (kips)	Max Tension (kips)	Target (kips)	Mean (kips)	97.70% C.I. (kips)	C.I. Min (kips)	C.I. Max (kips)
GL Certification Tests: 2/2009								
M36	"Euro"	111.6	136.4	124	130.4	5.37	125.0	135.7
M36	8.8	102.6	125.4	114	114.8	3.54	111.2	118.3
M36	10.9	127.8	156.2	142	145.6	11.2	134.5	156.8
M42	10.9	157.5	192.5	175.0	177.9	5.04	172.8	182.9
M48	10.9	207.0	253.0	230.0	227.8	6.68	221.1	234.4
Customer 1 Tests: 11/2010								
M24	10.9	55.1	66.3	60.7	63.1	2.71	60.4	65.8
M27	10.9	71.3	85.4	78.5	79.8	1.38	78.5	81.2
M30	Non-Std	81.2	97.6	89.5	91.0	3.12	87.9	94.2
M36	10.9	133.8	153.8	143.9	143.0	4.43	138.6	147.5
Customer 2 Tests: 5/2012								
M36	10.9	133.8	153.8	143.9	144.0	5.37	138.6	149.4

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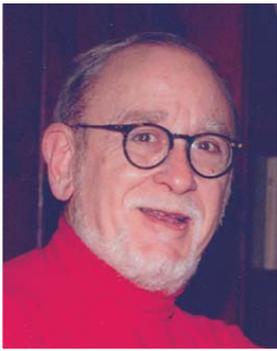
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Woodruff Imberman

An economic historian by training, the author, Dr. Woodruff Imberman, is President of Imberman and DeForest, Inc., management consultants. He has published many articles in *Distributor's Link* on improving managerial effectiveness, supervisory training, improving employee productivity, and on implementing Gainsharing Plans in the fastener industry. For further information on these subjects and the articles, please contact him at Imberman and DeForest, Inc., IMBandDEF@aol.com.

THE PERILS OF PROSPERITY

Most fastener producers think happy now; the worst is over, business is good! The Great Recession of 2008-2009 is a thing of the past – a bad dream, only faintly remembered.... Think again.

Take automobile production – the engine driving the American economy, and the purchaser of roughly 25 percent of the fastener industry's output. In 2010, auto makers built 13.62 million automobile and light trucks in the US, up nearly 33% from 2009's low of 9.17 million, according to the US Department of Transportation. That's good, right? Think again.

Think back to 2005. Then, domestic auto and light truck production was 15.9 million – about 42% higher than 2009, and 14 percent higher than in 2010. Although 2012 production is predicted to improve to perhaps 14 million cars and light trucks, the American economy still struggles, unemployment is stuck at nearly nine percent, productivity is declining, home values are still tanking, and consumer confidence is in the cellar. And Washington continues to fiddle. It has nothing on Nero!

Who Buys Fasteners?

Fastener industry prosperity depends upon the world's Original Equipment Manufacturers (OEMs). Most fasteners are highly engineered to OEM specs, and are used to hold together the products made by the automotive (25% of total fastener use), farm and construction equipment (15%), aerospace (14.4%), industrial machinery (13%) fabricated metal products (9.9%), electrical/electronic equipment (8%), as well as consumer durables like refrigerators, washing

machines, and other big-ticket items (7%). Cheap Far Eastern commodity fasteners for home improvement do-it-yourselfers jobs are the industry's only end-products - - minor compared to the OEM markets. (SEE: "Why Detroit's Past Is Important To Your Future," *Distributors Link*, Winter, 2009)

In their efforts to control expenses, the big specialty fastener buyers – the major OEMs – continue their global squeeze on suppliers. That trend is intensifying as OEMs face slack worldwide demand and politicians everywhere dither in their efforts to revive slack national economies.



The World Outlook Today

In the United States, Washington continues to dodge the nation's continuing deficit problems caused by the Great Recession. Widespread concern about future governmental red ink, high unemployment, slack demand, and ever-sinking home prices mean low consumer confidence – and purchases. Few believe Washington will do much

of anything to boost revenues (read more taxes) and/or cut spending (read cut defense outlays) until after the Fall elections...if then. So, fastener makers...don't look to Washington for a quick fix.

In Europe, politicians mumble bailout as the 17 Euro-using nations watch the Euro crumble as their national economies stumble. Poles there are reluctant to okay the trans-national fiscal union needed to make a monetary union effective. That won't happen until European nations cede economic sovereignty to a supranational authority. Fat chance of that! So, fastener makers....don't look to Europe for a quick fix.

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DISTRIBUTOR NEWS

Anixter Fasteners announced its L450,000 (US\$702,000) independent testing laboratory in Gloucester is commissioned and is independently audited.

"We support the largest OEMs, including a large proportion of the automotive industry," Anixter vice president of technical services Richard Hawker explained. "The fasteners and components that we supply are therefore often application critical, for example in chassis build or construction of braking assemblies."

"At A-lab in Gloucester we offer over 25 different tests to scrutinize the integrity of a huge array of components," metallurgist Lee Pugh noted. Testing includes metallurgical, mechanical, chemical, failure investigation and product finish and BS, ISO, ASTM and Ford standards.

For more information, contact them at 2301 Patriot Blvd., Glenview, IL 60026. Tel: 224-521-8000 or visit us on the web at www.anixter.com.

* * *

For the first time in its history, **Alcoa Fastening Systems** is announcing that the Huck brand of fasteners and tooling will be available through open distribution.

The new plan offers three levels of distributor involvement: Tiers 1, 2 & 3.. Tiers are assigned based on levels of product support, sales requirements, training participation, and other services. "With open distribution we're increasing the availability of our entire product line. Single-point ordering and clear-cut field support is going to be better for everyone," stated Michelle Hanley, Distribution Program Manager for Alcoa Fastening Systems.

Distributors will now have a choice of purchase locations. They may continue to purchase Huck brand product from other distributors, or purchase directly through the AFS warehouse in Tracy, CA. Select Huck products will be made available at the Tracy warehouse for small orders.

For more information contact Alcoa Fastening Systems at 8001 Imperial Drive, Waco, TX 76714, call 1-800-388-4825 or go to the website at: www.afsindustrial.com/distribution.



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Conference Education

• **Fastener Basics Workshop**

The difference between you and your competition is employee skill, knowledge and productivity. It is the people you employ who will lead your company into the economic upturn. Their commitment, productivity and ability to add value will keep you competitive.

This unique class, offered for the first time in Northern California, will provide valuable, fundamental information to help your team communicate with your customers and give you a competitive edge.

Course content includes:

- o Basic terminology
- o How to call out parts
- o Methods of manufacturing
- o Coatings and finishes
- o Hydrogen embrittlement
- o Consensus standards
- o How to use the IFI Manual
- o Fastener Quality Act

This pre-conference workshop is not included in the conference registration fee. You can register individually for the workshop without having to attend the full conference.

• **Critical Fastener Technical Issues**

Keeping up with everything you need to know about fastener specifications, standards and technology is a daunting task. Fortunately we have Joe Greenslade to keep us informed about critical issues that can have a big effect on our business bottom line.

- What kinds of regulation should we be anticipating?
- RoHS and REACH –Is anyone truly monitoring this? Where's it going? Are there RoHS police?
- Certificates of conformance, certificates of compliance Are they worth anything?

Should we (as distributors) author them?

- What kinds of quality audits should we consider for our suppliers? What should we ask our suppliers in order to be diligent buyers?

Joe Greenslade has been active in the fastener industry

since 1970. He has held positions with major fastener producers in sales engineering, marketing, product design, manufacturing management, and research and development management. Currently Joe is director of engineering technology for the Industrial Fasteners Institute.

• **Prospecting: Call Plans, Strategies and What to Say to Expand and Develop Business**

Prospecting remains one of the most critical, cost effective activities to create opportunities, deepen relationships with current customers, and expand market share. Training your team to see potential opportunity and consistently ask meaningful questions can transform performance and increase revenue.

Learn:

- How to develop a call plan
- Create discipline and goals around calling
- Craft meaningful questions for your target audience
- Create a follow up plan
- How to start a prospecting call
- How to close a prospecting call

Enhance your Fall Conference investment by signing up for one of the limited-availability free consultations with Ann Marie Houghtailing after the morning program.

Ann Marie Houghtailing, a sales trainer, business strategist, motivational speaker, and entrepreneur who has trained thousands of professionals to increase revenue.

• **Business Owners Forum**

This is perhaps one of the best benefits of membership in the Pacific-West Fastener Association and always one of the most highly rated sessions of every conference. You and your peers will share experiences and solutions in a frank interchange. You can submit topics for discussion in advance or jump in during the session.

• **Business Executives Workshop: Emotional Intelligence for Leadership Influence**

We're doing something different for Business Executives this time. Instead of an open forum discussion, we're bringing in a professional development program to recharge your leadership skills.

While individuals at your company may be currently functioning at high levels, this program represents an opportunity to use leading-edge thinking to continue to get to the next level of performance. It will provide you with tools and strategies to increase your ability to manage yourself as well as manage the critical relationships that exist between you and the people around you.

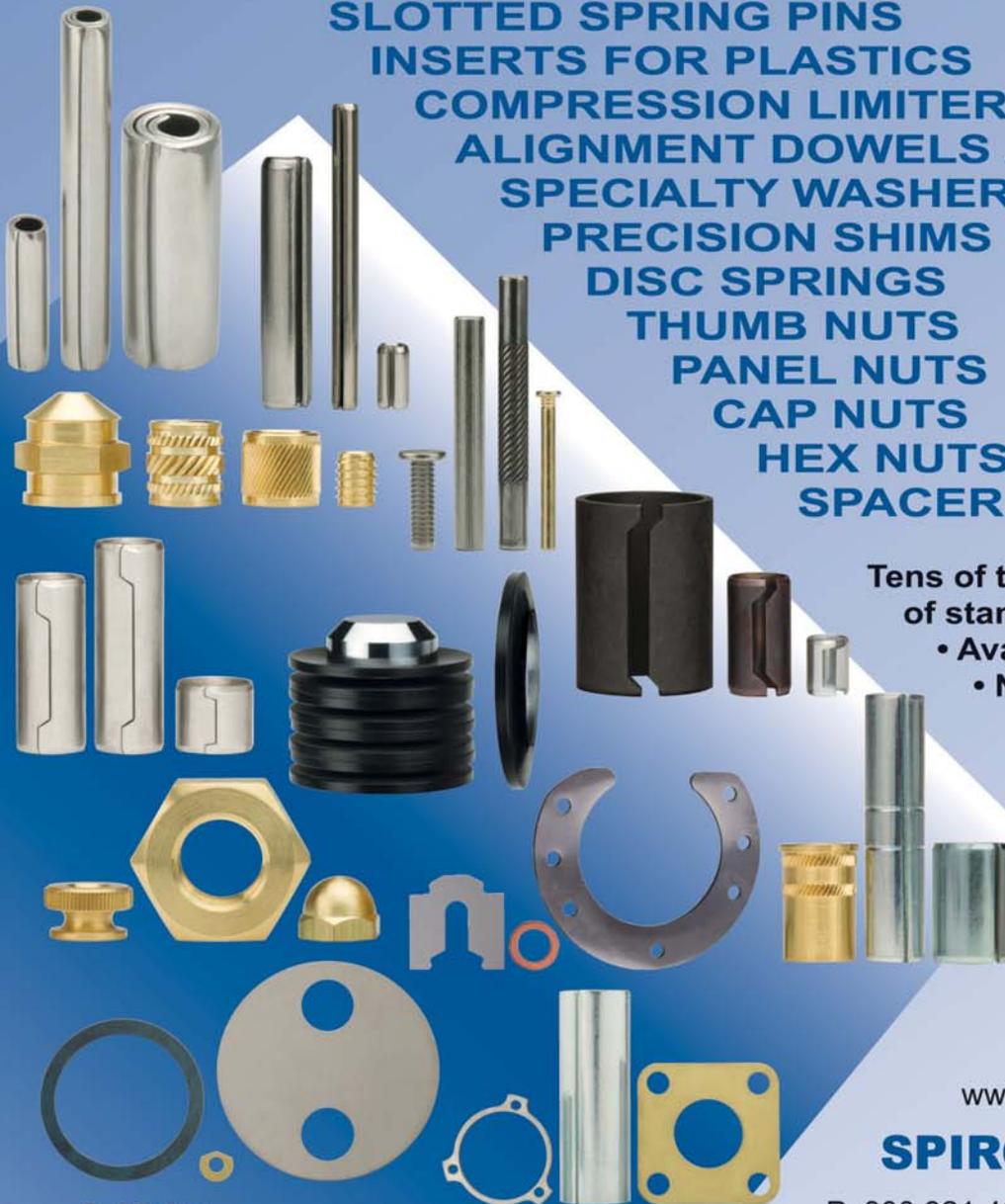
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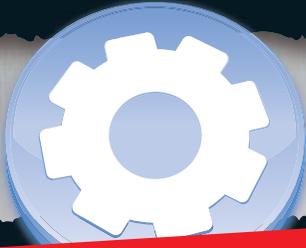
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FREE The BUSINESS EDGE 2.0 SYSTEM AT NIFMSE VEGAS

COMPUTER INSIGHTS DOES IT AGAIN!

Dennis R. Cowhey (Denny), CEO of Computer Insights, Inc., maker of the **The BUSINESS EDGE 2.0** surprised the industry announcing that they will give away another FREE SYSTEM as a prize in a contest at the National Industrial Fastener and Mill Supply Expo in Las Vegas. The drawing will be on the show floor in the Computer Insights, Inc. booth at noon on Friday October 12th. They did this last year to celebrate their 30th anniversary, but Denny said that the response to the contest was so overwhelming; they decided to do it again. The system can be up to 50 users. It is completely FREE. It even includes one year free hardware and software maintenance. The winner does not need to be present to win.

Last Year's Winner - Perfect Lock Bolt America, Inc.

As a last minute entry (they filled out the form on their iPad on the show floor), Perfect Lock Bolt America, Inc. was surprised and pleased with their good fortune. Mark Doll, President and CEO, said "The system is simply amazing. While we were exhibiting at the show, we were also there with the goal to source a fastener-specific accounting system, and an inventory management solution. **The BUSINESS EDGE 2.0** is all of that and much,

much more. It does more than we would have ever imagined. We're beyond pleased with the features, training and support that Computer Insights has provided."

Entering The Contest is Easy

Companies can qualify for this contest by filling out a short survey form at **www.ci-inc.com/survey**. Filling out this form will help the distributor discover what **The BUSINESS EDGE 2.0** can do for them. It will also give Computer Insights the ability to determine if **The BUSINESS EDGE 2.0** is a good fit for the client.

Denny said, "We put all our bets on the Fastener Industry and the industry has been very good to us. This is our way of giving back. The prize has no cash value, but for someone who needs a new system it is a great opportunity."

Complete System

The FREE system includes everything the company needs. It includes an IBM Server, User Licenses for up to 50 concurrent users, an Uninterruptible Power Supply and unlimited free training and support. It also includes a year of online backup service. It even includes free programming of all the custom business forms that the system produces. All the business forms (Quotes, Invoices, Requests for Quote, etc.) can be E-mailed, faxed or printed. The only exception is that Windows PC's, Apple or Ubuntu workstations, printers and other peripherals are not included with the free system. The system is for the exclusive use of the winning company and cannot be transferred to another company. Only one entry is permitted per company.

The BUSINESS EDGE 2.0



please turn to page 238

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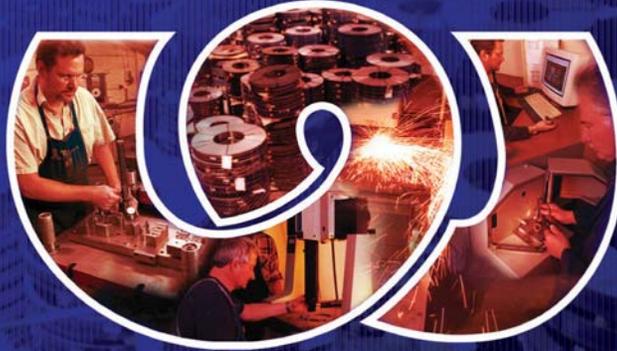
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Sems Washers

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FASTENER WORDSEARCH

Can you find and circle in the grid above, the terms listed below?

- Aerospace rivet
- Button head
- Camber
- Chamfer
- Clipped washer
- Dents
- Dowel pin
- Flank
- Forged eye bolt
- Gage
- Headless set
- Heavy hex nut
- Hole saw
- Lap
- Nicks
- Pit
- Pliers
- Ribbed neck
- Rod
- Socket screw
- Tapping screw
- Thunder stud
- Truss head
- Tubular rivet
- U-bolt
- Woodruff key
- Wrench

Solution on Page 25 I



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Email: sales@cabletieexpress.com

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CABLE TIE EXPRESS...AT YOUR SERVICE!

"Stop! It's a Kodak moment!" Such were the words of one dear to all of us LINK readers - Tracey Lumia.



What caught her eye and subsequently spurred the clicking of Tracey's camera to capture this photo? You got it - cable ties, the remarkable product that touches our lives in many ways....and this time SERVICING motorists by increasing awareness of a stop sign in Juneau, Alaska.

A rather quirky way to begin a news story?

Perhaps but it clearly demonstrate just how far reaching cable ties are in life. More importantly, however, it is a statement of how important SERVICE is to success and fulfillment in business and life.

Cable Tie Express, a leading supplier of cable ties, heat shrink tubing, wire nuts, cable clamps, and mounting bases, has taken this element of service to heart and recognizes how far reaching SERVICE truly is.

"Providing that key element of service extends through many facets of our lives at Cable Tie Express and goes well beyond the course of action we try to take with every one of our valued customers," Char Cooper, President of Cable Tie Express, recently commented.

SERVICE.....to families and friends.....

With a solid team of employees who hang their hats each day at Cable Tie Express and incorporate over 85 years of experience in the fastener industry, SERVICING the Cable Tie Express family through sport sponsorships,

charity donations for personal and benevolent causes, and furthering educational pursuits are all part of the offerings to the staff at the Company.

SERVICE....throughout the community..... and miles down the road...

Check out the youtube video found at the link <http://www.youtube.com/watch?v=KGf0NsRysME&feature=youtube> to see the

results of a mixture of 13,000 cable ties, children and adults of all ages, the transformation of an empty bicycle rack and light post, brilliant summer sunshine, and unleashed imagination - certainly SERVICING the community with a smile for a zip tie art project at the



Nickel Plate Arts Festival in Noblesville, IN. What a glorious day of community bonding, family fun and inspiring others through creativity and art!

Avidly supporting a major employer and one of the largest providers of food for those in need in Hamilton County, any one of the Cable Tie

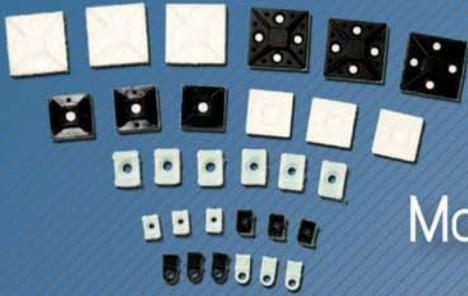
Express employees or family members might be spotted supporting the efforts through collections of canned goods, participating in walk-a-thons, or providing sponsorships and matching gifts, all with the goal of SERVICE with that "Good Samaritan" spirit.

Stepping away from the Midwestern locale and recognizing the value of education, Cable Tie Express recently focused its SERVICE efforts with assistance in launching the first year of a charter school in New Orleans.

please turn to page 215



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Patent Pending

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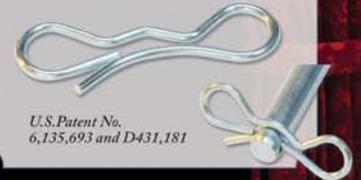
SLIC PINS™



Spring-loaded plunger retracts when inserted, then locks pin into place.

U.S. Patent No. 6,872,039
Foreign Patents Issued

BOW-TIE LOCKING COTTERS™



U.S. Patent No. 6,135,693 and D431,181

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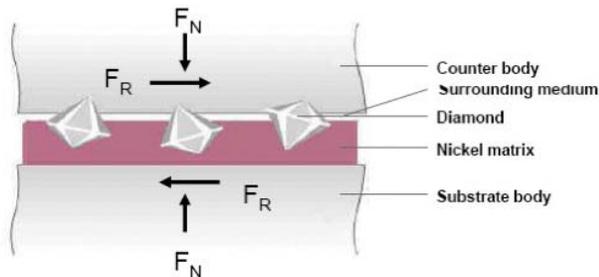
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 Email: bserabin@tigertight.com
 www.tigertight.com

SPACEX UTILIZED TIGER-TIGHT FRICTION WASHER TECHNOLOGY FOR FIRST MISSION TO THE SPACE STATION

Tiger-Tight, subsidiary of Precision Aerospace Components, proprietary friction washer technology was used by Space Exploration Technologies (known as SpaceX) on the Dragon spacecraft launched atop a Falcon 9 rocket from Cape Canaveral Air Force Station in Florida on May 22, 2012.

The Tiger-Tight technology operates on a micro-topographic scale. Industrial diamonds embedded in an electro-less nickel matrix penetrate and interlock with the mating surfaces to create an extremely high retaining force and prevent loosening under vibration and shock. See Diamond Matrix Graphic below.

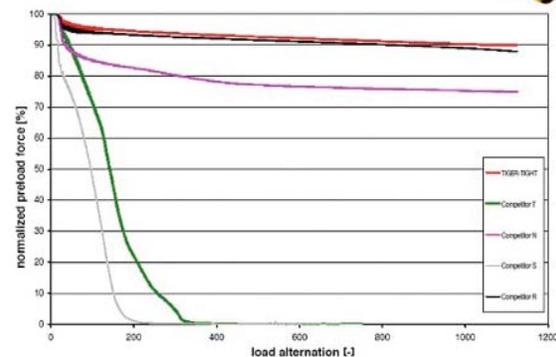


Because the interaction is at the micro level, there is no critical damage to the affected surfaces.

Tiger-tight washers and shims promote safe, effective joints under static and dynamic load conditions by resisting loosening from external transverse loads and/or distributing the joint pre-load.

Tests conducted on a Junker Vibration Test Rig, designed to impart transverse cyclic loads on a fastener joint, show Tiger-tight outperforms all other competitors tested.

JUNKER VIBRATION TEST -
 SUBSTRATE MATERIAL ALMGSI1



TIGER-TIGHT LOCKWASHER
 A NEW JOINT LOCKING DEVICE

Tiger-tight Corporation is a subsidiary of Precision Aerospace Components, Inc. Tiger-tight is the North American master distributor of Tiger-Tight Friction Washers. Tiger-Tight washers promote safe, effective bolted joints under static and dynamic load conditions by distributing the pre-load and resisting loosening from external transverse loads. Its patented coating features industrial diamonds embedded in an electro-less nickel matrix that penetrate and interlock with the mating surfaces to create an extremely high retaining force and prevent joint relaxation. 



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K-Lock, Machine, Pal, Panel, Slotted,
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NEW PRODUCTS, PEOPLE AND WAYS TO DO BUSINESS AT VOGELSANG

Vogelsang's 40th anniversary year began with a formal welcome to Nick Penney, National Sales Manager. Nick has over 25 years of sales management experience in the fastener and engineered components industry. Along with driving sales into new markets (targeting compression limiters and large diameter pins) Nick has already helped expand Vogelsang's present markets and is at the forefront of Vogelsang's re-commitment to customer service in 2012. "We've turned our customers' comments and suggestions into actionable items which are already improving customer service such as bringing back incremental pricing by diameter & length, and improving current delivery systems," explained Penney.



Working with Vice President & General Manager, Dale Stuban, and the entire sales team at Vogelsang, Penney has also set his sights on expanding inventory to keep up with ever-changing customer demands. To this end, Vogelsang's same-day shipment program — Quick Ship — has been expanded to offer customers even lower pricing on popular Rollpins®, spring pins, coiled pins and bushings. Starting in the first quarter of 2012, over 700 new line items were added, with new steel Rollpins® SKUs topping the list of new offerings. Spring pin SKUs have tripled including carbon steel plain, carbon steel zinc, 420 stainless steel and 18-8 stainless steel. Spring pins are also now stocked in inch and metric. "Our Quick Ship program and competitive pricing have helped us establish Vogelsang as the premier stocking manufacture in the fastener industry."

commented Stuban. Vogelsang production capabilities encompass four manufacturing plants located in the US and Europe.

As one of the world's largest producers of split metal products, their line consists of: Tension Pins, RollPins,® Coil Pins, Automotive Spring Pins, Large Diameter Pins, Military Pins, Tension Bushing, Split Tension, Bushings, Compression Limiters®, Spacers, Sleeves and AVS Cages



This anniversary year for Vogelsang has also included the launch of their new website. A visit to www.VogelsangCorp.com will bring up a modern, sleek design with easy navigation, 24/7 pricing for Select Dealers, easy to find product information and specifications, rep locator,

press releases, an easy RFQ process and much more. "We wanted to design a site that was very comprehensive, yet easy to navigate with all the resources and tools our customers were looking for," explained Penney, adding "We will also provide continuing information for our customers on the site with monthly updates." Vogelsang has also established their presence in the Social Media world. "It's all part of adapting to how people do business today" explained Penney. Vogelsang encourages people to connect and keep in touch with Vogelsang online to stay informed about products, services and more. "Like" them on Facebook (www.facebook.com/VogelsangCorp), "Follow" them on Twitter (Twitter.com/#!/vogelsangcorp), and find them on LinkedIn. 





You Spoke. We Listened.

New ways of doing business to serve you better.



Our new site design at VogelsangCorp.com

When we surveyed our customers about what they wanted, they weren't shy. We heard them loud and clear. We're proud to now offer...

- **Incremental Pricing**
- **Better Customer Service**
- **Improved Delivery Systems**
- **Expanded Inventory**
- **More Steel Products**
- **Faster Turn-Around**

We've also launched our brand new website featuring a more user-friendly layout. And keep an eye out...we'll be coming to your area soon!



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DISTRIBUTOR NEWS

Fascomp Electronic Hardware is a world leader in the business of supplying electronic hardware. Determined to continue to work towards business excellence, Fascomp has committed to achieving ISO Certification by year's end.

We have implemented a program (CANI - Constant & Never-ending Improvement) which enables us to develop, analyze and continually improve our systems, processes,

and personnel. The decision to meet the requirements of the ISO 9001 standard reinforces our commitment to excellence" – Mark Georgia, "This assures our customers of fine quality products and services that meet or exceed their needs, requirements, and expectations" - he continued..

For more information contact Fascomp, Tel: 407-226-2112; Fax: 407-226-3370; You can view our full line Catalog at www.fascomp.com

DISTRIBUTOR NEWS

Intercorp., an importer of high quality construction fasteners under the Strong-Point® brand, is pleased to announce the addition of Aaron Renfro and Justin Estes, two new Account Managers that will work from InterCorp's Portland and Dallas branches.



"Intercorp has had an unprecedented period of growth over the last two years, and because of this, we have hired additional staff to help support that growth," said National Sales Manager Law Winchester. "Justin and Aaron bring a great deal of customer service skills and energy to InterCorp and will help us continue to provide outstanding service to our customers as the demand for our products continues to soar."

For more information, InterCorp can be contacted by Tel: 216-750-2265, Fax: 216-750-2266 or Toll Free: 1-800-533-9669. Visit them on the internet at www.intercorpusa.com.

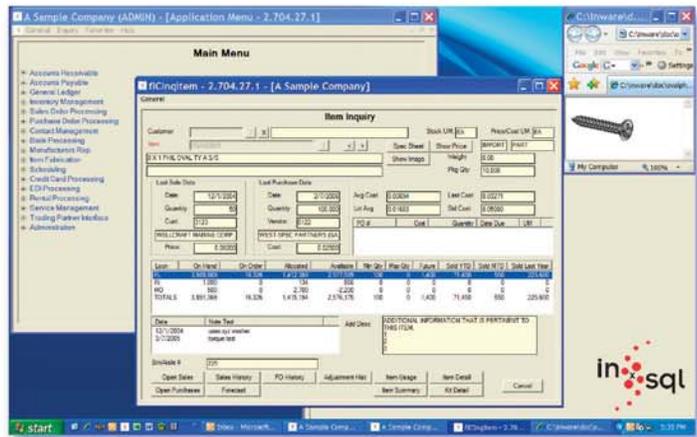


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- Deb Lack
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Z-LINE ANNOUNCES ITS NEW LINE OF MRO AEROSOLS

Z-Line Industrial Coatings, a company dedicated to providing full service solutions for the MRO professional, has launched its performance proven line of MRO cleaners/degreasers, enamels, lacquers, primers, welding supplies, and inverted paints to the industrial coatings market.

The Z-Line MRO line has a wide variety of products that are ideally suited for industrial as well as automotive, aeronautical, home, marine, ground marking and construction applications. These products are highly competitive and have been specifically developed to protect and restore an array of substrates. The entire

program consists of: high solids enamels, acrylic enamels, cleaners and lubes, spray lacquers, spray primers, athletic and field marking sprays, traffic striping sprays, and utility marking sprays.

"The all-new MRO aerosol program offered by Z-Line is designed to provide MRO professionals with multiple options for providing maximum protection through corrective and preventative maintenance as well as restoration," stated Steve Hughes, Business Unit Manager. "We are confident that our customers will be excited about the durability, spray characteristics, gloss and adhesion features, and fast dry times offered by

these performance proven products."

About Z-Line Industrial Coatings

In 2010, Z-Line Industrial Coatings joined the Quest Specialty Chemicals family as a member of the Quest Specialty Coatings division. The addition of Z-Line has complimented the industrial and construction sectors by offering innovative solutions for the maintenance, repair, and operations of industrial machinery and equipment. The Z-Line product offering consists of a wide selection of paints and paint-related products, from general-purpose to specialty products to rust-preventative paints and primers. 



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DISTRIBUTOR NEWS

J.W. Winco Inc. was awarded the 2012 APSE Best Employer Award for medium-sized companies.

Association for Persons in Supported Employment presents awards annually to the nation's top companies in customized employment – the integration of persons with disabilities into the workforce. Award recipients were selected out of thousands of U.S. organizations.

Wisconsin-based Winco is led by brothers Mark Winkler, CFO; CEO John Winkler; and CIO Robert Winkler. They share of office of president of the family-owned company.

"A company that employs a diverse workforce is better able to understand the demographics of the marketplace it serves, and is better equipped to thrive in that marketplace," Mark Winkler said in accepting the award. "As our father always said, 'Building a strong foundation of talented and hardworking employees supports a roof of success!'"

Winco works with Milwaukee-based Creative Employment Opportunities Inc., a private, for-profit employment agency that assists individuals with disabilities in obtaining and maintaining employment. Winco supplies fixture & fastening components, adjustable levers, cabinet U-handles, plastic and steel hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, inch and metric construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, retaining magnet assemblies, toggle clamps, metric casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries.

For more information about J.W. Winco and this award, or any of their products, contact them at 2815 S. Calhoun Rd, New Berlin, WI 53151. Tel: 1-800-877-8351, Fax: 1-800-472-0670, email: sales@jwwinco.com or on the web at www.jwwinco.com.

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Knapp Fasteners is a leading supplier to the Aerospace, Military and Industrial markets with over 16 million fasteners in stock and over 60,000 different parts. Serving the North American and overseas markets for over 25 years, their commitment to providing superior quality, timely delivery and exceptional customer service is a promise that began over two decades ago and one they still honor today.

Knapp offers a large stock of Hex Serrated Flange Screws – ready to ship today with no minimum quantity. They are ISO 9001:2008 certified and registered with the Controlled Goods Directorate.

In January 2010, Knapp Fasteners moved into a brand new 25,000 square foot state of the art building

which is staffed by highly skilled, dedicated and experienced employees which all have one goal in mind – complete customer satisfaction. Knapp offers innovative, effective solutions for all of your fastener

needs and boast an extensive inventory available for immediate delivery. Knapp Fasteners is a large stocking distributor of Spaenaur parts.

Need a fastener, any fastener? You're at the right place. Knapp Fasteners offers every size, shape or material you require – standard or semi-standard, inch,

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DISTRIBUTOR NEWS

Elgin Fastener Group

announces the completed acquisition of Northern Wire, LLC of Merrill, Wisconsin. Founded in 1970, Northern Wire has grown into one of the leading privately held wire forming companies in the United States.

Jeff Liter, EFG CEO, said, "The acquisition of Northern Wire gives the Elgin Fastener Group a solid foothold in the wire form market and opens new doors to product lines that were previously closed to us. We continue to add domestic manufacturing capabilities that expand our total range of specialty fastener options."

Northern Wire, LLC is an ISO 9001:2008 certified manufacturer with machining, cold heading, and welding capabilities in addition to wire forming. Northern Wire processes material ranging from .080" to .750" in diameter, up to 12 feet in length.

Elgin Fastener Group is comprised of seven leading domestic specialty fastener manufacturers (Ohio Rod Products, Leland Powell Fasteners, Chandler Products, Quality Bolt & Screw, Silo Fasteners, Landreth Fastener, Northern Wire, LLC), a metal finishing company (Best Metal Finishing), and an offshore sourcing and engineering division (Elgin Fasteners International).

Contact EFG at 812-689-8917 or visit their website at www.elginfasteners.com.

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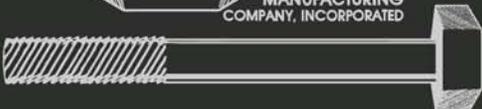
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DISTRIBUTOR NEWS

Sphere 1 named **Simpson Strong-Tie** as its 2011 Preferred Supplier Partner over 84 other preferred companies.

The award from the cooperative of independent tool and fastener distributors goes the organization ranking highest overall in six criteria, including sales volume increase over 2010, growth percentage, number of members purchasing from the supplier, completion of Gateway for Growth programs and Sphere 1 University course completions during 2011.

"Simpson Strong-Tie came on as a preferred supplier in the anchor and connector categories in 2008, at the cusp of the worst market meltdown since the Great Depression," Sphere 1 CEO Carol Shackelford said. "The company never gave up on our members and stayed steadfast in establishing strong partner bonds and growing our mutual business as conditions improved." Web: sphere1.coop

"Sphere 1's recognition of Simpson Strong-Tie as Preferred Supplier Partner of the Year is a great honor for our company and for all of our employees," Simpson Strong-Tie president Terry Kingsfather responded.

The Simpson family had been in the San Francisco Bay Area construction business in 1914,. In 1956 a neighbor of Barclay Simpson inquired about structural connectors for a flat roof, which led to development of Simpson Strong-Tie.

Simpson's 2011 sales totaled \$603.4 million. Simpson creates structural products for homes and buildings – helping structures resist high winds, hurricanes and seismic forces. Products include connectors, fasteners, fastening systems, lateral-force resisting systems, anchors in addition to products for concrete repair, strengthening and protection.

For more information about Simpson and their award, or their products, contact Simpson at 5956 W. Las Positas Blvd., Pleasanton, CA 94588. Tel: 925-560-9000 or 1-800-925-5099 or on the web at www.strongtie.com.

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ADVANCE COMPONENTS: STOCK, SERVICE, SUCCESS

For 40 years, Advance Components has been providing distributors with the best in specialty fasteners and customer service. Since 1972, the company has steadily increased its stock, its status and its warehouse square footage. Despite all that growth, Advance hasn't changed its motto: "Stock and service equal success for the customer."

It takes a team of thoroughly trained professionals to live up to the Advance motto, and no one knows that better than Advance's executive vice president and general manager, Gary Cravens.

"The Advance team has worked hard to make this one of our best years for the company and our customers," says Cravens.

"The economic downturn really opened our eyes to the value of our employees and how valuable they are to our customers. Today, we are very conscientious about what we put on our shelves. We only stock for the distributors in the industry, so our products are the best performers, our sales team is at the top of the class in product and engineering applications and our warehouse has quality control and shipping down to a science. You can't sail a successful ship without a great crew," says Cravens.

Advance helps its customers succeed by being a master-stocking distributor of ARaymond Tinnerman, AVK, Heyco and Johnson & Hoffman products. Advance is also a distributor of Richco, Captive, Spirol, Gripco POP and TRW Automotive fasteners.

The company's main office and warehouse are centrally based in Carrollton, Texas, just outside Dallas. Advance also has an office in Ohio headed by industry veteran Dave Audia.

"Having an office in Ohio is very advantageous as we have a strong customer base in this area," says Audia. "Whenever a customer or a potential customer has any engineering application questions or problems, I'm always available whether by phone or an office visit. Working on a tricky fastener application is my forte," says Audia.

Advance has updated its website with a contemporary design and a streamlined user experience.

Advancecomponents.com is now a true resource for distributors, offering its users:

- Detailed engineering specs and images to help customers find the right product for the job.
- An interactive map identifying Advance's sales territories and managers to help customers identify where to call for engineering questions and quotes.
- Current videos of the latest products and applications.
- A live twitter feed for product and industry news.

"Our new site offers more detailed product information and improved navigation, providing a much better experience for our new and returning customers," says Pam Berry, Advance's executive vice president/marketing "We have been working toward this goal for

months, and are very excited to launch our new website during our 40th year of business in the fastener industry," says Berry.

Advance Components is a master-stocking distributor for distributors in the fastener industry, which gives customers more options when ordering large amounts of fasteners from manufacturers such as ARaymond Tinnerman, AVK, Heyco, Johnson & Hoffman and more. ○



Above: The Advance Components team.

Below: Scan here to link to Advance's website



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Anthony Di Maio

Anthony E. Di Maio attended Wentworth Institute and Northeastern University. In 1962 he started working with Blind Fasteners as Vice-President of Engineering & Manufacturing for two blind rivet manufacturers. He has been Chairman of the Technical Committee of the Industrial Fasteners Institute (IFI) and is still involved in the writing of IFI specifications. In 1991, he started ADM Engineering and is working with Fastener Manufacturers developing new fasteners and special machinery. He can be reached at ADM Engineering, 6 Hermon Ave., Haverhill, MA 01832; phone and fax 978-521-0277; e-mail: tdimaio@verizon.net.

BLIND RIVET SETTING TOOL MAINTENANCE

I receive many phone calls claiming that their blind rivets are not setting properly. After a few minutes of conversation with the user, I find that it is not a malfunction of the blind rivet, but it is the problem of the setting tool.

The following are 10 subjects that should be acted upon to maintain good steady blind rivet setting tool performance.

1. Clean Jaws

At least after 25 hours of setting blind rivets, the pulling jaws should be removed from the setting tool and cleaned and lubricated. If wear is visible on the gripping teeth of the jaws, the jaws should be replaced. The outer surface of the jaws should be lubricated each time the jaws are cleaned or replaced. When setting blind rivets that have a stainless steel mandrel, jaw wear is more rapid because of the hardness of the stainless steel. A pulling jaw service cycle of 25 hours is still adequate for jaw inspection.

The pulling jaws will cause flaking of the mandrel material when gripping the mandrel. These metal flakes will lodge themselves in the pulling grooves of the jaws and will prevent the jaw gripping grooves from penetrating the surface of the mandrel, thus, causing the jaws to slip on the mandrel and not set the blind rivet.

2. Tool Leaking Oil

Most setting tools are powered by compressed air and hydraulic oil. The compressed air pushes a piston and the rod of this piston is pushed into the hydraulic oil chamber. The oil is then pushed into a hydraulic piston section and this hydraulic piston pulls the setting jaws and sets the blind rivet.

Any loss of hydraulic oil will reduce the stroke of the setting tool and will not set the blind rivet in one stroke.

Hydraulic oil seals and o-rings should be checked if you have a loss of stroke or oil dripping from the setting tool. The seals and o-rings should be replaced.

3. Tool Needs Two Strokes To Set Blind Rivet

When the proper length blind rivet is used in the application and the setting tool is properly maintained, the blind rivet will set in one stroke, no matter which diameter blind rivet is being used.

The following are the reasons why the setting tool does not set the blind rivet in one stroke.

- (A) Dirty or worn pulling jaws.
- (B) Low air pressure. Air pressure must be what the tool manufacturer recommends.
- (C) Low air volume. Air/hydraulic setting tools should not be attached to small diameter air hoses.
- (D) Loss of hydraulic oil.



4. Service Setting Tool

When servicing pulling jaws, the setting tool should be inspected. It is the hydraulic oil pressure that pulls the pulling jaws and sets the blind rivet, but it is a compression spring that returns the stroke of the pulling jaws to open the jaws to release the spent mandrel and accept the next blind rivet. The "return spring" should be checked for length and condition. If the return spring is 5/16 of an inch shorter than a new compression spring, replace with a new compression spring. Also, be sure that all locking nuts are tight.

5. 2 or 3 Piece Jaws

Pulling jaws are constructed of either a set of 2 or 3 pieces. 2 piece jaws are usually used for setting tools that will set 3/32 to 3/16 diameter blind rivets. 3 piece jaws are used in setting tools that set 3/16 to 1/4 diameter blind rivets. Both the 2 and 3 piece jaws should be inspected after 25 hours of operation.

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MWFA's 31st ANNUAL FASTENER SHOW & 60th GOLF OUTING HUGE SUCCESSES *continued from 14*

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Morgan Ohare	Rockford Secondaries	Valley Fastener Group
National Threaded Fasteners	Rogers Brothers Galvanizing	Vertex Distribution
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Ningbo Jinding Fastening Piece	Sems & Specials	Willie Washer Mfg.
Nucor Fastener Division	Solution Industries	Wrought Washer Mfg. Inc.
Nylok LLC	South Holland Metal Finishing	XL Screw Corp.
OSR Inc.	Star Stainless Screw Co.	Yellow Woods
Paulin Industries	Stelfast Inc.	
Porteous Fastener Company	SWD Inc.	
Praxair Surface Technologies	The Dyson Corp.	

Comments Received Included:

"Thanks, and congratulations on putting together an excellent show. I believe this was the best tabletop we've participated in for several years, and the facility was excellent."

"Excellent job and you are to be commended. Nice facility and despite the slow golf...only complaint I could imagine you might hear, everything else was perfect."

"I received so many new leads at this show, it was great!"

"I wanted to congratulate you on the great success of the 31st Annual Fastener Expo held this week in Addison. Both exhibitor and "customer" traffic was great; you wouldn't know that the economy was underperforming based on the overall attendance. Further, most comments I heard were very favorable regarding current and near-future sales and production volumes. Some of this can be accounted for by a major re-shoring effort in the fastener industry, some is inventory rebuilding, and some is pent-up demand. Any way it comes, we'll take it!"

"The table top show was just awesome. Great attendance, good venue and lots of networking and mingling."

Nancy Rich reports the enthusiasm at the show and golf events was greater than she'd seen in a long time. Shows became more of a challenge as the industry faced economic issues but the MWFA adjusted to still provide exhibitors and visitors with beneficial business opportunities. The history of economics doesn't allow every show to get better than the last but it does allow a value opportunity every time. "Many long time exhibitors

have expressed their support of shows as it's an opportunity for face to face with many industry people for a small fee per meeting." It was great to see the industry enjoy two days of great events, opportunities, networking and appreciation for what the MWFA provided them.

Next year the MWFA will feature Fastener Tech '13 cosponsored by Fastener Technology International and contributors to events in conjunction with the show. SUR/FIN '13 will once again co-locate their show with Fastener Tech creating a multiple show, one stop event.

Note: Exhibitors have begun to register for Fastener Tech '13. Be sure to visit websites where you can find info & register at www.fastenertech.com and www.mwfa.net.

Exhibit questions may be directed by email to Nancy Rich at: mwfa@ameritech.net or Tom Hutchinson at: tlh@fastenertech.com.

Dual Golf Outings with This Year's MWFA Fastener Show

Some brave contenders participated in glow golf after the Fastener Bash which turned out to be a great fun as they golfed their way through four holes in the dark. The next day brought over 180 golfers out for an all day event with 7:30 a.m. and 1:00 p.m. shot gun starts which featured Brian Walker, "hot shot" golfer who demonstrated his driving talents during lunch and shared golf swing advice, at one of the holes, with everyone. The golf outing winning teams were: Glow Golf-Dan Duffield (Detroit Washers & Specials), Andy Hayman (Aztech Locknut Co.), and John Butler (K&L Sales).

please turn to page 130



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LELAND INDUSTRIES IS EXPANDING!

Leland Industries Inc., a leading domestic manufacturer of fasteners for Agricultural Storage, Metal Building and industry, recently announced the acquisition of "Canadian Threadall Limited", located in Waterloo, Ontario. The addition of Threadall's manufacturing capabilities enhances Leland's



commitment to the expansion of their domestic product offering to new and existing markets, in addition to custom bending and threading, Studs, U-Bolts, J-Bolts, Eye Bolts, threaded rod and miscellaneous specialty fasteners to its product offering. The purchase also includes CNC and EDM machining and other specialized machining equipment.

Canadian Threadall continues to operate separately to Leland Industries allowing both companies to collaborate on special projects, while enjoying the opportunities afforded by shared inventories.

Leland Industries, (est.1984), also purchased the production equipment from the former "Westland Steel Products Ltd." of Winnipeg, Manitoba, earlier in 2012. The production capabilities gained from this purchase included an increased bolt making ability up to 3/4" x 6".

Leland Industries has experienced continuous growth since incorporation. Currently the company operates from a wholly-owned 155,000 sq. ft. facility in a suburb of Toronto, Ontario servicing North America, Europe and the Near-East.

Leland has for many years dominated the "Grain Storage Market", being sole-sourced by many large corporations serving this industry. Leland does not import; it supplies its clients with bolts, nuts and screws manufactured using only North American steel and labor and plated with their exclusive "JS1000." 

Fastener Synergy

Now, with the acquisition of Canadian Threadall, an independent Canadian manufacturer, custom bending, threading, studs, U-Bolts, J-Bolts, Eye-Bolts, threaded rod and other specialty fasteners are added to the product mix.

The synergy allows both companies to collaborate on special projects, and take advantage of shared inventories.

Leland has also purchased the production equipment from Westland Steel Products of Winnipeg – giving us increased capabilities, including bolt making up to 3/4" x 6".

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CARDINAL'S WINNING COMBINATION

by Grace Wehner

What a difference a year makes. When you look at Cardinal Fastener today, you see smiling faces and levels of enthusiasm like only those seen at the London Olympics. On a recent visit to the company, it was reassuring to see the same people that have been there for so many years – many with different titles. According to John Grabner, (still President), “The growth we have been experiencing has necessitated the need to hire some great people and promote others.” The changes in the sales area alone include Danielle Taylor who is now Inside Sales Manager, Cristy Muha has added Certified Fastener Specialist to her Inside Sales title, and Ann Brady is back from maternity leave. Other recently hired sales people include Holly Flauto, Inside Sales, Mylon McConoughey, Key Account Manager, and Dennis Cote, Southern Regional Sales Manager. Another indication of Cardinal’s growth is that they have doubled the size of their booth in Las Vegas, and if you stop by, you will see it staffed with many sales people.

I asked John Grabner what he attributed the growth to and without hesitation he responded, “Cardinal has always been known for great quality product and responding to customers quickly with fast lead times. Combine this with lower prices and an expanded product line, we are really meeting the customer needs on all fronts.” Apparently, Cardinal has found a way to lower its costs and prices by purchasing material directly from the steel mills (remember, Cardinal is 100% domestic

manufactured product), and investing in new equipment to improve efficiency.

When I spoke with Danielle Taylor, she echoed the increase in business but offered another aspect, “We have become very competitive on all levels, including large volumes, and we are also quoting these larger inquiries full freight allowed. We have negotiated really low freight rates and are passing these savings along to our customers.”

When you walk through the 90,000 square foot facility, things are humming and people are busy. Apparently the IFI (Industrial Fasteners Institute) liked what they saw because after scheduling a tour for their 23 Fastener Training Seminar attendees in July, they reported the following highlights:

- The operators at Cardinal explaining the process – intelligent work force
- Speakers and tour at Cardinal
- Cardinal Fastener – enjoyed seeing the bigger fasteners hot forged

In conclusion, I would suggest a call or a visit to the same Cardinal Fastener that has been in business for almost 30 years but with new improvements. It is nice to see companies in our industry buying new equipment and adding people to keep up with the growing demand. As Wendy Brugmann, Chief Operating officer said, “Our philosophy is build it and they will come. So we continue to build a great company.” 



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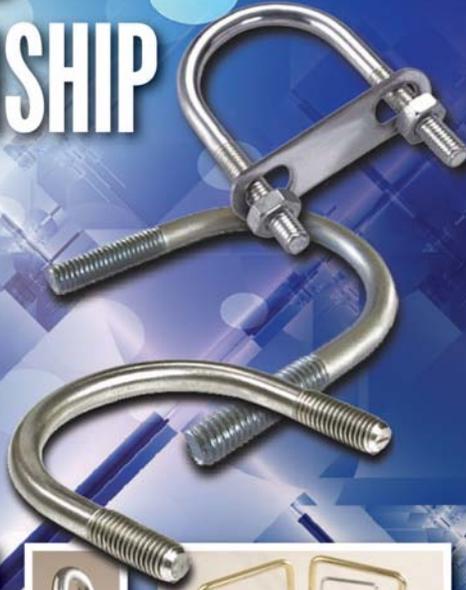
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Cardinal Fastener Inc. is the largest manufacturer of hot forged fasteners in North America. The product line ranges from ½" to 3" diameter, or M20 to M72.

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DISTRIBUTOR NEWS

The **Quick Cable Corporation**, the DC power experts announced the release of the new Golf Cart Accessory Catalog featuring the Quick™ brand of golf cart battery cables. The new catalog contains 40 pages of the highest quality golf cart battery components such as pre-made cables, connectors, wire & cable, spill kits, chemicals, tools and hold downs.



The new catalog is a natural progression for Quick Cable. All golf carts need batteries to run and electric golf carts run solely on battery power "Golf cart batteries are subjected to extreme conditions day-in and day-out. Bringing a comprehensive offering to protect that investment was our goal and we think we've succeeded in doing that." Said Bob Hoganson, President of Quick Cable Corporation.

You can view the new Quick Cable Golf Cart Accessory Catalog online by visiting www.quickcable.com or request your own copy by calling customer service at 1-800-558-8667.

DISTRIBUTOR NEWS

Hawk Fastener Services LLC would like to announce the purchase of a 28,000sf. warehouse in Alsip, Illinois. The larger facility will help us to more efficiently meet the expectations and requirements of our customers and will be fully operational on August 1, 2012.

Established in 1997, Hawk Fastener Services LLC is a distributor of bonded sealing washers, roof pipe flashing, brass

threaded insert plugs and self drilling screws with or without bonded sealing washers attached. Automated assembly of many different types of fasteners with bonded sealing washers and powder coating of the screw head and bonded washer is available in-house

Contact: Hawk at Tel: 708-599-9947, Fax: 708-599-9943, Email: thehawk1@ameritech.net or go to www.hawkfastservices.com.



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Understanding our customer, this is a must in Beta Steel's dedication to providing superior customer service. We take the extra steps that are needed to be a more complete supplier. Our belief is that pro-active thinking and assisting our customer beyond the supply of steel rod and wire products will build the foundation for a successful partnership.

Attention to detail is also an essential piece of the superior service we provide. Every customer has different needs, we work hand-in-hand with our customers to develop supply and stocking programs that exceed expectation and adhere to the most demanding product requirements.

The service we provide goes well beyond that of our competition. Our job is not finished until product has

been produced from our material and our customer is 100% satisfied. To achieve this satisfaction, we are always working on innovative means and processes that will keep us in the forefront of the steel rod and wire industry.

With the widest variety of steel inventory in the industry and 300,000 square feet of warehousing space, Beta Steel provides quick response to the most demanding steel requirements.

Our knowledge of the steel wire industry matched with our processing capabilities, give us a combination that customers have relied on for over 40 years.

Please visit us at www.betasteel.com for more information as to how Beta Steel can be your premier steel rod and wire supplier. 



Beta Steel provides logistics to meet every steel need

When it comes to delivering quality steel wire products, Beta Steel employs logistics that get the job done. Our use of proprietary trucking allows us the flexibility and speed to satisfy customer needs regardless of load weight or product combination.

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To get a better idea of how Beta Steel's speed can work for you, scan the QR code or visit betasteel.com



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NATIONAL FASTENERS DISTRIBUTORS ASSOCIATION

NFDA STRATEGY SESSION: HILTON SCOTTSDALE RESORT, NOV 7-8, 2012

Be Part of our Future

There are exciting times ahead for NFDA, and we want you to be involved in shaping our direction.

To get there, we are changing things up for our 2012 Fall Meeting. Instead of what we traditionally offer, we are going to spend the time this fall focusing on the future of our association.

At the 2012 Spring Meeting in Georgia we announced the strategic initiatives for our association:

1. The NFDA brings leaders of the fastener industry together;
2. The NFDA provides tools and insights to owners / executives to increase the profitability of their businesses;
3. The NFDA will work with other fastener associations to strengthen the our industry;
4. The NFDA will serve as a national voice in policy matters that impact our members.

How do we get there?

Only with your guidance, advice, experience and ideas. As we discussed, we want our members to define our organization and our future.

Here is the plan. We would like you to volunteer to work with other NFDA members to develop paths to achieve each of these four strategic initiatives.

You will get together with each other in virtual meetings before November (web meetings, conference calls, collaborative sites – whatever works for you). Then, we need you to bring your ideas to Scottsdale this November where, together we will finalize a roadmap for NFDA.

No speakers, maybe some badges, for sure lots of great ideas. It will not be all work. We have reserved time for poolside fun, golf, and a reception with members of the Pacific-West Fastener Association, who will be meeting at a nearby hotel after. Our goal is to better get to know each other as well as members of the

Pacific-West Fastener Association.

Speaking of Pac-West, NFDA members are invited to attend that association's fall conference, which takes place November 8-10 at the nearby Scottsdale Resort and Conference Center. Pac-West has generously offered the member discount registration fee to NFDA members. Registration details are at www.nfda-fastener.org.

If you are ready to roll up your sleeves and help us make NFDA stronger, please contact us with your ideas. Call 877-487-6332 or 714-484-7858, or email info@nfda-fastener.org.

We already are making plans for our 2013 Spring Meeting, which will bring back our usual format of education, recreation and networking. As of press time, tentative dates are February 19-21 in Florida. 

Fall Meeting Schedule

Tuesday, November 6

NFDA Board of Directors Meeting

2:00pm – 6:00pm

Wednesday, November 7

Task Force Meetings

9:00am – 11:00am

Lunch

11:30am – 12:30pm

Strategy Session

1:00pm – 6:00pm

Evening Dinner

Thursday, November 8

Morning Optional Golf

Morning Optional Tour/Activity

NFDA Social Activities

3:00 – 5:00 p.m

Evening Reception with Pac-West



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COPPER STATE CELEBRATES 40 YEARS!

On May 1st 2012 Copper State Bolt & Nut Co. Inc. (CSBN) celebrated its 40th year in business. From the onset Martin Calfee outlined basic principles which would help steer the company through both economic as well as business challenges. Martin and his team at CSBN committed themselves to being the finest manufacturer and distributor of fasteners and related products in North America. Over the years Martin's focus on being the best has not waived while his saying, "If you do business today like you did yesterday, you will not be around tomorrow" has become somewhat of a mantra with many of his lean and quality focused managers. Their focus on the future is for continuous improvement.

CSBN is an \$85 million supplier of fasteners, industrial and construction supplies, tools and tool repair, cutting tools and abrasives, and fluid sealing products. With almost 450 people on its team, CSBN is comprised of 21 distribution locations in Arizona, Texas, Colorado, New Mexico, and Nevada, and a Manufacturing Division located adjacent to the corporate headquarters in Phoenix, Arizona. In addition to CSBN's own distribution centers, the Manufacturing Division supports additional fasteners distributors throughout North, Central, and South America. CSBN prides itself in developing talented employees, carrying inventory to support customer needs, providing quality products and services, and in being an active and environmentally conscious participant in each community in which they are located.

CSBN Manufacturing supports more than 1,500 distributors and distance is not a problem for CSBN customers. Sixty percent of our domestically manufactured product makes its way east of the Mississippi River. CSBN's 40 years of experience as a fastener distributor has been a key in developing their Manufacturing Division's processes and services which

are specifically designed to support distributors in the industry. Supporting over 1,500 distributors has also provided extensive experience throughout many industries, such as Steel Fabrication, Mining and Aggregate, Construction, Heavy Equipment, Renewable Energy, Fluid Sealing, Scrap Metal, and more. Customers can capitalize on CSBN's experience to fulfill the types of products and service required.



Martin Calfee, Chairman/CEO

The types of products CSBN Manufacturing produces are basically hot-headed specials. While most of the products are viewed by distributors as "specials", the users of these products view them as critical components. The difficulty of the specials industry is in the repeatability of processing products; CSBN's answer to this problem is Critical Care Processing and Critical Care Products. Tight process controls, lean manufacturing, FMEA, PPAP, and an in-

house A2LA Accredited lab are integral parts of this critical processing. Improving this further, the scope of their lab is not only for destructive testing, but also for the in-process dimensional inspections required for consistency and reliable inspection frequencies.

To be "the best" with both users and distributors CSBN has focused on Service to the customer and Quality of its products. The management and employees of CSBN are committed to meeting or exceeding customer expectations. Much training and education are needed to optimize performance in these areas as challenges are forever developing. Communication throughout the organization is the key to promote an atmosphere of continuous improvement. CSBN has done much to improve the past 40 years with the effort of "being the best". CSBN's efforts will always be ongoing as Martin Calfee will remind everyone, "it is the customer who determines who is best." 



40th Anniversary
1972-2012



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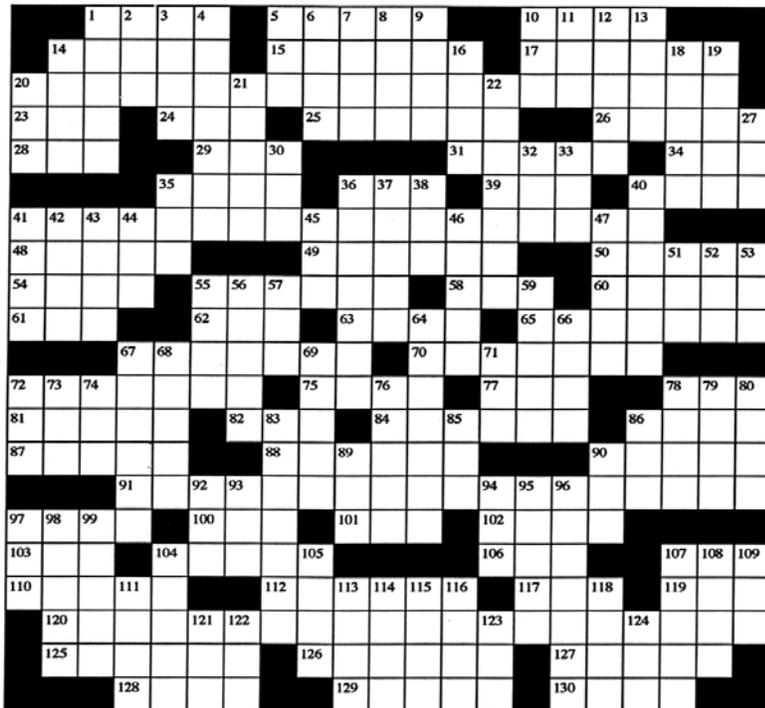
ACROSS

1. ___ screws; fasteners that lay flat and resist corrosion
5. Main body of a screw
10. Surface depressions
14. "...but if it ___, I would appeal to God..." (Job 5:8)
15. Stated again
17. "What ___?"; words of pity
20. With 65 Across, place to use finishing nails
23. Breather's need
24. Go downhill fast
25. Tenant
26. More wily
28. Co. that merged to form Verizon
29. Dog show presenter: abbr.
31. Wound soother
34. One ___ million
35. Thought
36. Nos. expert
39. Blessed Padre ___; saint canonized in 1982
40. Hasidic celebration
41. What should be fastened with a dowel screw
48. "___ say more?"
49. '68 Best Picture Oscar winner
50. Respond to a stimulus
54. Prohibitionists
55. Angry looks
58. One ___ time
60. Aquatic mammal
61. Scourer's need
62. Klutz
63. Long time
65. See 20 Across
67. Truncated cone point of a screw
70. ___ wrong word; misspoke
72. Water skier's line
75. Sale tag words
77. Gangster's gun
78. Word with about or fly
81. "There was an old woman who lived in ___..."
82. Continent: abbr.
84. Canned heat
86. Alfalfa bundle
87. Large rodent
88. Irish province
90. Actor Alexander

91. What should be fastened with a tack
97. Thickness of material secured by a fastener
100. Abbr. in a business name
101. Nav. rank
102. Company
103. ___ favor
104. Sleeve anchor head style
106. Sinatra's second
107. Curve in a fastener side
110. Crush
112. Disturbs
117. ___ bolts
119. Have debts
120. What one might do with brads
125. Nerve coil
126. Ice cream treat
127. Cozy homes
128. Old insecticides
129. Sweet hot cereal
130. Fem. titles

DOWN

1. Name on a tractor
2. Miscalculate
3. So-so grades
4. "Painter of Light"
5. ___ Lanka
6. Sermon topic
7. 1975 Wimbledon champ
8. Dundee denials
9. Optima and Spectra
10. Family members
11. Suffix for self or fool
12. Far things pointed to
13. Paul, before his conversion
14. Tiny amount
16. Monograms for Ike and others
18. Mid-11th century year
19. Actress Barbara's kin
20. Comedian
21. South Carolina city
22. New Orleans, San Diego, or Charleston
27. Cheerleader's yell
30. Despicable fellow
32. Full deck
33. Otto ___ Bismarck
35. No. of film dalmatians
36. Raised flanges on the heads or shanks of fasteners
37. Self-assurance
38. Part of speech: abbr.
40. Large, biting fly
41. Shank extremities
42. Infamous emperor
43. Actress Susan's family
44. Patriots' goals, for short
45. Word of amazement
46. Casual wear
47. Engagement
51. Greek capital: abbr.
52. Corp. head
53. Credit record agcy.
55. Ivory, for one
56. "...along ___ spider and sat down..."
57. Mistaken
59. "...It is a nipping ___ eager air..." ("Hamlet")
64. Ejections
66. Mr. Preminger
67. Appear unexpectedly
68. Turn soil
69. Viscount's superiors
71. Actor Robinson's monogram
72. Tic-Toe connection
73. Barcelona bear
74. For what reason?
76. Five and five ___
78. Sudden breath
79. Lotion ingredient
80. Fender blemish
83. Support about which a lever turns
85. Suffix for cream or crock
86. Milled from the ___
89. Sault ___ Marie
90. ___ nuts
92. Here, in Latin
93. Beatle wife
94. One ___ kind
95. Small solid ___
96. Gift for a child
97. Family docs
98. Word with nose or numeral
99. Furious
104. "___ Day's Night"
105. Charitable assns.
107. J- and U- followers
108. Night birds
109. Parker or Montgomery
111. Projection weld ___
113. Tenement area
114. Author Ferber
115. Neat
116. Cold spell
118. Pitcher
121. Portable bed
122. Schwarzkopf's monogram
123. Metro or Prizm
124. Light ___ feather



Solution
 on
 Page 251

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DISTRIBUTOR NEWS

Precision Specialties, LLC headquartered in Collierville, TN announces the appointment of Matt Wallace to the position of Operations Manager.



Matt has 30 years of experience in the fastener industry including positions in sales and procurement, most recently with Supply Technologies, in Memphis. Matt brings a new level of energy and industry experience to Precision Specialties and will facilitate our future growth, says Roger Szafranski, President of Precision Specialties.

Precision Specialties is ISO 9001 certified and is a master distributor for specialty fasteners from manufacturers such as AVK, Tinnerman, Oetiker, Rotor Clip and for critical components such as spring washers, belleville washers, lock washers, and grease fittings.

When "Quality and Service Matter" contact Precision Specialties. You can reach them at 901-854-5640 or visit their website at www.precspec.com.

DISTRIBUTOR NEWS

Southern Fasteners & Supply Inc. was named one of "25 North Carolina companies to Watch." Southeast-based entrepreneurial support organization CED chooses winners based on growth-oriented, second-stage companies that demonstrate performance, and innovative products.

The 25 recipient companies collectively added 936 jobs at an annual rate of 35% between 2008

and 2011, and grew revenue by an annual rate of 41% during the same period, totaling \$191 million in revenue.

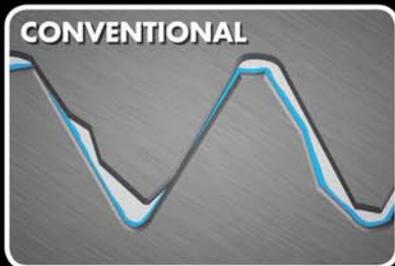
Founded in 1982, Southern Fasteners is a minority-owned distributor with 60,000 items in inventory for MRO and OEM customers.

Contact Southern Fasteners at 1-800-642-0921 or on the web at www.southernfasteners.com.

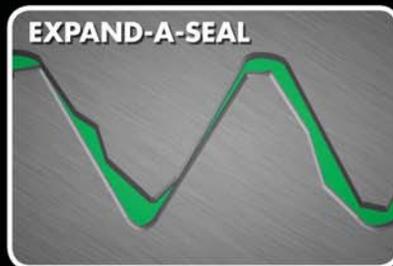
FILLS GAPS

But only between fastener threads.

Expand-A-Seal ES0105[®], a unique, microencapsulated, thread sealing and locking compound, increases in volume 20 to 50% upon installation. It penetrates the gaps in fastener threads left unfilled by conventional threadlockers.



Fastener variation can create gaps (shown in white) between mating surface threads. Conventional threadlockers (blue area) are thin and insufficient at filling these spaces.

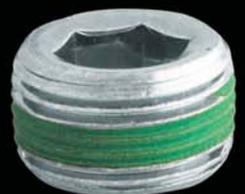


Expand-A-Seal (green area) expands 20 to 50%, completely filling the gaps between fastener threads, resulting in a strong lock and high-pressure seal.

ADDITIONAL PRODUCT BENEFITS:

- Low prevailing on-torque.
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MID-WEST FASTENER ASSOCIATION

MWFA's 31st ANNUAL FASTENER SHOW & 60th GOLF OUTING HUGE SUCCESSES *continued from 116*

We thank the many companies who donated bucket raffle and silent auction items. Thank you to our Premium Sponsors: All American Systems (Putting Contest), Star Stainless Screw (Lunch), Set Screw (Hot Shot Pro & Golf Balls), Screws Industries (Golf Balls), Brighton-Best Int'l and Nylok (Cocktail Hour), Solution Industries (Special Awards).

Thank you also to our many course contest sponsors:

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Fall River Mfg.

Solon Wire Processing
Sems & Specials Inc.
Tramec/Hill
XL Screw Corp.
Rosemont Expo
Allstar Fasteners
Stelfast
World Washer Mfg.

Eaglewood Golf Resort provided a great venue for the golf outing and dinner and we were fortunate with great temperatures before the 100 degree heat wave hit Chicago! Since the resort hosted the prior days Fastener Bash, Glow Golf and the 60th Golf Outing events, it was especially convenient for out of town guests.

A special thanks also to the Golf Committee, Rich Cavoto (chairman)-Metric and Multistandard Components, Bob Baer-Abbott Interfast, Brian Christianson-South Holland Metal Finishing, Matt Delawder-SWD Inc., Bob O'Brien-Certified Products, Bill Vodicka-Allstar Fasteners and Wayne Wishnew-XL Screw Corp. spent many hours planning and bringing to fruition this outing. We thank them for their hard work.

MWFA Welcomes New Members

Accurate Drilling & Manufacturing-Elk Grove Village, IL
Anderson Manufacturing Co. Inc.-Bristol, WI
B&D Cold Heading Inc.-Taylor, MI
Borg & Beck-Sterling Heights, MI
Chun Yu Works Ltd-Geneva, IL
ICS Flange-Huntley, IL
Industrial Steel & Wire-Chicago, IL
Lucky 13 Sales Inc.,-Elk Grove Village, IL
Paulin Industries, Inc.-Parma, OH
The Dyson Corp.-Painesville, OH
Twin Fasteners and Supply Inc.-Bensenville, IL
Trinity Logistics Corp.-Davenport, IA
Varvit USA, LLC-Aurora, IL
Velocity Energy-Naperville, IL

Upcoming Events

October 20th	Plating Heat Treating Seminar Addison, IL
November 8th	Scholarship Awards, Elections Dinner Meeting with Guest Speaker Roe Conn, Radio Celebrity
December 13th	Holiday Party-Medinah Banquets Addison, IL 

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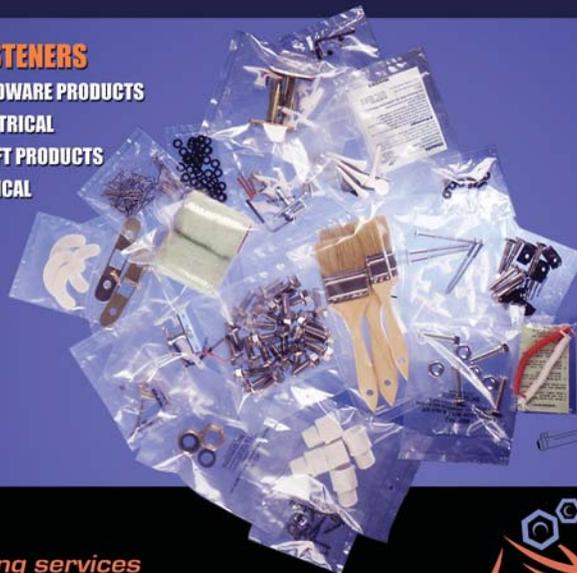
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20 Years of Fastener Manufacturing

Page 18: Manufacturing History Spans 60 Years

Page 20: Meeting the Challenges

Page 22: Our New Location

Page 132: Proudly American Made

Page 134: Planning for a Successful Future

Page 136: Serving Clients Worldwide



Proudly American Made

Today, V.I.P. produces plastic screws and nuts (both standard and metric), license plate screws and nuts, Christmas tree clips, rivets, wire and cable routing clips, printed circuit board hardware, dowels, washers, spacers, tapped spacer, and many other fasteners for customers all over the world. The V.I.P. production line operates 24 hours a day, seven days a week. All products are proudly American made and have been since the company's inception.

(continued on page 134)



**Made in
the USA**
Yellville, Arkansas



Pictured from top to bottom, left to right: The V.I.P. management team handles the task of daily operations for the growing company. Pictured with V.I.P. President Joe Volltrauer (seated) are (standing left to right) Jesse Patterson, Tool Room Manager; Heidi Volltrauer-Skiver, Chief Operating Officer; Ran Branaman, Secondary Operations Manager; Chad Avise, Vice President of Operations; Linda Williams, Accounting Manager; Carl McBee, Director of Information Systems; and Ron Schnakenburg, CNC Manager. • Every product Volt manufactures goes through stringent quality checks. Volt's Quality Department takes a measurement to ensure the fastener is within the desired tolerance. • A highlight of the 20th Anniversary Celebration was a flag raising ceremony. • Members of the Alley-White American Legion Post 52 Color Guard salute the flag.

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Various heads. Thread #10-24.
Length 1/2" - 4". Other sizes available.
Materials: Steel, Zinc Plated, Stainless Steel.

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Other sizes available.
Material: Aluminum, Brass.

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Round and Hexagon heads. Big and small flanges.
Open and closed ends. Knurled ones are also available.
Materials: Aluminum, Brass, Stainless Steel and Steel.

Clinching Parts (Nuts & Screws)



Bushes, Clinching Nuts, Stand offs, Studs and
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Internal thread #2 - 7/8". External thread
M4.5 - M36. Provides stronger and more
durable permanent threads in plastic.
Materials: Steel, Brass & Stainless Steel.

Stretch Folding Blind Rivets



Rivet Dia. 5/32" & 1/5". Length 0.57" - 1".
Finish available in a multiple of colors.
Rivet Body: Aluminum 5052.
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20 Years of Fastener Manufacturing

Page 18: Manufacturing History Spans 60 Years

Page 20: Meeting the Challenges

Page 22: Our New Location

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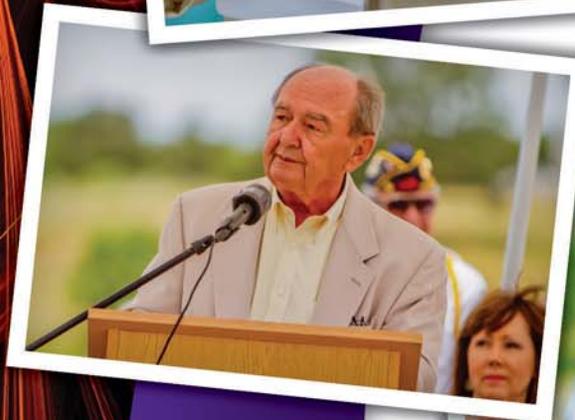
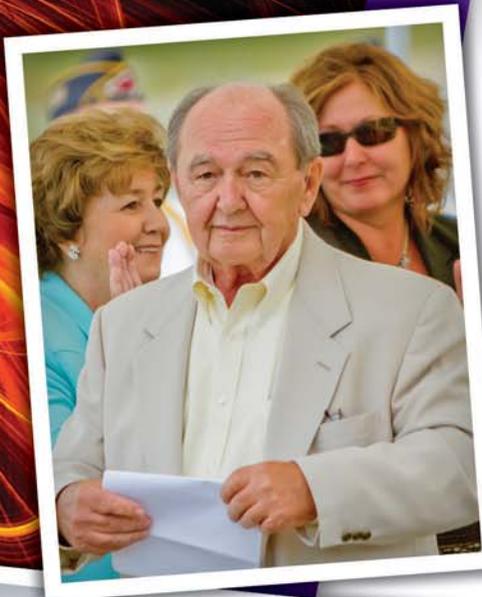


Planning for a Successful Future

Although Joe Volltrauer remains the driving force behind V.I.P., the company's daily operations are now overseen by the second generation of the Volltrauer family. Daughter Heidi assumed the role of Chief Operating Officer in 2011. Prior to her role as C.O.O., Heidi Volltrauer-Skiver gained years of valuable experience working at all levels of the manufacturing operation from shipping, administration, and sales to most recently serving as Vice President of Sales and Marketing.

“We are extremely excited to recognize this milestone in our company’s history. It is a wonderful opportunity to celebrate with our employees, customers, family, and friends who have contributed greatly to our success over the last 20 years. I look forward to a bright future for V.I.P. as we are guided by the customer-focused principles and dedicated work ethic established by my father over 20 years ago,” states Heidi Volltrauer-Skiver, Chief Operating Officer.

(continued on page 136)



Pictured from top to bottom, left to right: Heidi and Joe Volltrauer enjoy a moment together before cutting the cake. • Joe Volltrauer received much support from his proud family during the ceremony. • Company President and C.E.O, Joe Volltrauer, addresses employees, management staff and friends during the 20th Anniversary Celebration. • Heidi Volltrauer-Skiver, C.O.O. introduces her father Joe Volltrauer, President and C.E.O.

MORE

There's lots to do in Kansas City, Missouri



May 8-9, 2013

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Kansas City at the Plaza

**Exhibit or Attend
the 3rd Annual
All American
Fastener Show!**

**NEW
Location**



Things to do!

Kauffman Center for the Performing Arts - live theater, dance, concerts

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20 Years of Fastener Manufacturing

Page 18: Manufacturing History Spans 60 Years
 Page 20: Meeting the Challenges
 Page 22: Our New Location
 Page 132: Proudly American Made
 Page 134: Planning for a Successful Future
 Page 136: *Serving Clients Worldwide*



Serving Clients Worldwide

Volt Industrial Plastics serves clients worldwide from their manufacturing facility located at 700 Hwy 202 West in Yellville, Arkansas. For more information on V.I.P.'s 100% American-Made products and services phone toll-free at 1-800-844-8024 or visit online at www.VoltPlastics.com.

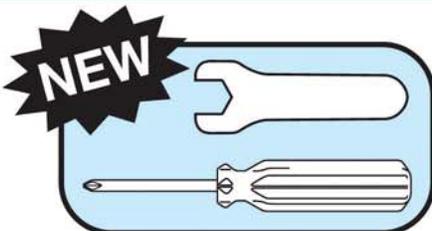


Pictured from top to bottom, left to right: Sophia, V.I.P.'s mascot and Heidi's faithful sidekick • Welcome to Volt Industrial Plastics - pictured is the front hallway entrance to the plant. • The entire Volltrauer family celebrates 20 years of plastic manufacturing. • In-house bagging capabilities means Volt can pre-package fasteners for customers based on their specific needs.



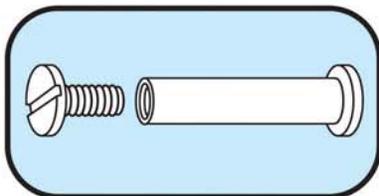
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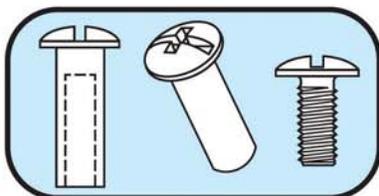
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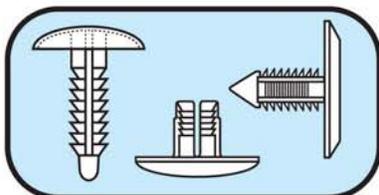
SEX SCREWS (Male & Female)

Also known as Binder Posts, Chicago Screws. 1/8" thru 6" long & extensions. Other sizes available. Aluminum, Brass & Anodized Black



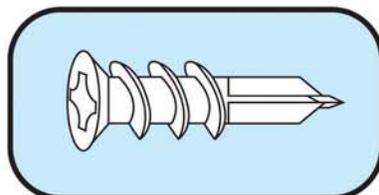
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CITIZENS IN A GLOBAL ECONOMY

Earlier this year, a customer who had gone through the hassle of being “no-quoted” and “no-stocked” by several other metric fastener suppliers paid us an unusual but memorable compliment. She called us expecting to be turned down again. But, as we always do, we found exactly what she was looking for and replied back with a quick quote. After we went over the details, she commented, “You guys are like superheroes...”

Her compliment was greatly appreciated but it also resonated with every one of us, here in the office and the warehouse. Eurolink is an importer/supplier of hard-to-find metric fasteners manufactured to both DIN and ISO standards, so we have a unique perspective on the globalization of business. We understand the value of companies that invest in manufacturing and research facilities around the world. We recognize the impact of jobs, new products and the businesses that are striving to contribute to the global economy. In a time when being a successful business is politically unpopular; we understand that without conscientious corporate citizens the economies on which we all rely will suffer dramatically. To put it simply, we recognize our responsibility to live up to that “superhero” label and to contribute to the marketplace we serve.



A cynic would say, “So what?” And, unfortunately, cynicism becomes a powerful philosophy in a troubled economy. Individuals fail to see what they can do to make a difference and their anxiety is carried over into their workplaces and businesses. But here at Eurolink, we know that individuals and small businesses can make a difference and so we rise to the challenge of being labeled superheroes. We don’t expect to save the world singlehandedly like the characters of comic book fame; but we do know that good business practices, integrity and a determination to success are contagious and empowering.

To respond to the cynic we need more than simple words; we need actions that reinforce ideals. So here’s what we have done:

Eurolink has added to our sales force – by expanding our representation around the country we expect to simplify the process of sourcing hard-to-find metric fasteners. Obviously, we are motivated to achieve greater sales but consider the impact on the efficiency of business. When a distributor’s employees can cut hours off the work of finding critical fasteners, their time is freed for greater productivity and increased sales.

please turn to page 144



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MAFDA ANNUAL GOLF & SCHOLARSHIP CLASSIC

Downingtown Country Club again played host to the MAFDA Annual Golf and Scholarship Classic held on May 21st, 2012. Forty Four Golfers were greeted with fantastic weather (although questionable at the start of the day!), a beautiful leather embossed shoe bag, and opportunities to win a myriad of prizes including electronic devices, a large screen TV, and even a custom engraved baseball bat which was entrusted to the 'lucky' long drive winner!



Steve Gillmor, Lee S. Johnson Associates

place trophies, while team Lubker Distribution finished Second. Greg Cardamone of System 22 won the 'Big Bat' for his long drive blast, easily thirty yards ahead of the nearest player! Congratulations to all!

Raffle and 50/50 drawings followed with lots of fun bantering by both the MC and the crowd. Tricia Murty

Frey was the lucky 50/50 winner, while Steve Cellary of Ford Fasteners was the lucky winner of the 40" Flat Screen Grand Prize.

The evening was concluded with a buffet dinner and the announcement of the scholarship awards. Tricia

Murty Frey (Scholarship Chairperson) had the



Our sponsors this year came out BIG! Stelfast lead the way as Grand Prize Sponsor, Brighton Best continued their tradition of rewarding any hole in one efforts with LOTS of cash (unfortunately no winners,

but many were close), Ford Fasteners sponsored the delicious lunch, Lee S Johnson Assoc. was beverage sponsor, KDS Imports and American Fasteners & Components, Inc. jointly provided a fabulous par three respite including Philly pretzels and fine beverages, and BBC Fasteners along with Solution Industries and Reilly Finishing rounded out the support by providing THE Trophies of the fastener Industry!



honors of announcing the award winners, and the pleasure of personally granting the award to those in attendance. ⬡



Top left: Lee Johnson and Gary Shotlander signing in for golf outing.

Top middle: Winners' trophies

Middle: Scholarship awards

Right: Rick Lubker emcee.

Bottom left: Par 3 sponsors KDS and American Fasteners & Components

Bottom: Lee S Johnson & Associates were the winning team of the event.

The golfers also came out to play. Team Lee S Johnson Assoc. took home the coveted first



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- Properties of 316 are required, but tensile strength need to exceed 120ksi
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- Steel fasteners are corroding and causing serviceability or cosmetic problems
- Steel fasteners are in an environment susceptible to hydrogen embitterment or stress corrosion cracking
- Application temperatures are unsuitably high or low for carbon or alloy steels
- The cost of multiple lower strength stainless steel fasteners needs to be reduced. (Because of its superior strength, Bumax fasteners can be used in lower quantities to achieve the same or improved clamp loads)
- Component weight and size are an issue (a smaller size Bumax product replaces a much larger lower strength fastener)
- DFARS compliance is necessary

Bumax fasteners are commonly used in areas where the highest level of quality is required for strength and corrosion resistance. Some examples are construction, ship building, oil rigs, pressure vessels, military and defense industry, and various other applications where high strength corrosion fasteners are required. 

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CITIZENS IN A GLOBAL ECONOMY *continued from page 138*

Eurolink has expanded our office staff - more work demands more workers but we also have a goal of contributing to the economy by being an active employer. It is easy in today's business environment to delay hiring under the argument of uncertainty. We are going to buck that trend and plan for success and the resulting growth.

Eurolink has moved to an expanded location - in July we completed a move to a facility with more office space and a significantly larger warehouse. The move gives us greater capacity for inventory, the ability to bring on even more people, and the space we need to process orders more efficiently.

Eurolink is participating in industry trade shows - as with these other initiatives, it is our goal to grow the business. But trade shows have a positive impact on their host cities, like Las Vegas, and we feel good about our ability to contribute in this way. Through these exhibits we will reach more partners, vendors and

customers with the message that we are here, we are strong and we are moving forward.

We may not really be superheroes, but we're not going to tell ourselves that. We choose to believe that a focus on integrity, success and excellent customer service sets us apart on a grand scale. Let us show you how a focused supply chain partner can ease the work of sourcing metric fasteners of all sizes and materials. Call Eurolink and talk to a superhero today.

Founded in Greer, SC by Craig Penland, Eurolink FSS is guided by one unwavering principle: to work with our customers, not as just another metric fastener importer, but as a supply chain problem solver. Rather than being a massive supplier of common metric fasteners, Eurolink FSS strives to bring a personal touch and a memorable experience to the business of hard-to-find metric fasteners manufactured to both DIN and ISO standards. 

**BLIND RIVET SETTING TOOL MAINTENANCE** *continued from page 114*

6. Hold Setting Tool At Approximately 90 Degrees To Work Piece

A setting tool should be held at approximately 90 degrees to the work piece. The reason for this is that if the setting tool is at an angle to the work piece, the setting tool will bend the mandrel when the blind rivet is set. A bent mandrel will lodge itself in the setting tool and will not eject from the setting tool.

Also by holding the setting tool at an angle will also break the mandrel of the blind rivet before the blind rivet is set.

7. Push Setting Tool Forward When Setting Blind Rivet

When setting a blind rivet, if you push forward slightly toward the work piece, you will get a good set rivet. If you set a blind rivet and do not push the setting tool, the flange of the blind rivet would not be flush against the work piece after you set the blind rivet.

8. Special Structural Blind Rivet Nosepiece

Nosepiece inspection should be performed at the start of each shift. The inspection should entail checking

to see that the nosepiece is tight in the setting tool.

There is one Structural blind rivet that requires a special nosepiece to set this blind rivet. The nosepiece has a small raised ring around the hole of the nosepiece. This ring locks the mandrel in the blind rivet body when this Structural blind rivet is set. If this ring is chipped or worn the mandrel will not lock securely in the rivet body when set.

9. Clean And Lubricated Compressed Air

An air filter and air lubricator should be installed in the compressed air line near the air/hydraulic setting tool. Clean and lubricated compressed air extends the life of the setting tool. The amount of oil drops into the compressed air line should be according to what the setting tool manufacturer suggests.

10. Air Fittings

Proper sized air fittings should be used in compressed air lines to operate air/hydraulic blind rivet setting tools. If small diameter air fittings are used, the setting tool will not have the correct volume of compressed air and the setting tool will malfunction. 

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NORTH COAST FASTENER ASSOCIATION

THE NCFA TURNS 30!

This year is a milestone for the North Coast Fastener Association, as they celebrate 30 years in the fastener industry!

The NCFA was founded in 1982 by a small group of fastener industry entrepreneurs. Their vision was to provide a forum in which the fastener companies could attend educational meetings, develop strong relationships and stay abreast of the events taking place in the fastener industry. Since then, many great people and companies have dedicated their time and invested much effort in making the NCFA what it is today.

On July 14, 2012, the NCFA said "thank you" by celebrating their legacy with a formal dinner gala at the historically elegant Andrews Osborne Academy in Willoughby, OH. The evening included a delicious gourmet dinner followed by a live band where many



danced the night away. In celebration of their history, there were pictures and historical memorabilia to reminisce the days gone by.

The North Coast Fastener Association would like to thank all of the companies that continue to support their association. It is with this support, that the NCFA continues to thrive, bringing their members the type of meetings and networking events they are looking for.

The NCFA is looking forward to another 30 fabulous years!!

If you are interested in joining the NCFA, or would like more information on the association, please visit the website at www.ncfaonline.com or give the office a call at 440-975-9503. ☎



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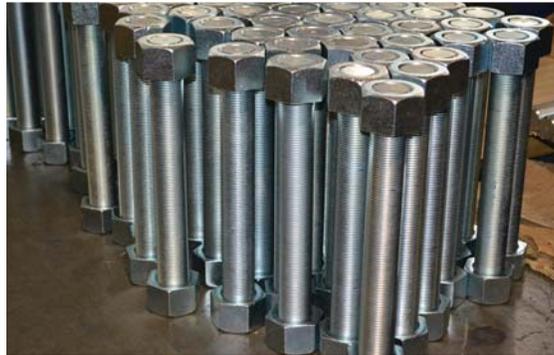
MWFA 31ST ANNUAL FASTENER SHOW MEDINAH BANQUETS, ADDISON, IL - JUNE 26, 2012



more photos on page 154

AN INTRODUCTION TO USA FASTENER GROUP, INC. *continued from page 54*

In conjunction with our approved suppliers, domestic and abroad, USAFG has developed an improved inventory control system and logistics planning program that remain key in meeting customer's demands for on-time deliveries. Direct Mill shipments of raw product are another key benefit. These type of shipments aide in securing USAFG's competitive position in this ever changing market and economy.



Expanded marketing strategies, including nationwide sales efforts, education, trade shows, and involvement in local associations will keep USAFG in touch with the fastener industry and its surroundings. USAFG's commitment to future growth, including a new website (coming soon) is one of many ways USAFG

intends to keep our customers informed of its growth within the industry.

As a company, USAFG remains steadfast in its pursuit as an industry leader. One such commitment includes adopting ISO 9001:2008 standards. USAFG's future growth plan includes certification by early 2013. Feel free to contact one of our ISO Management Team members for more details. With a bright future ahead, USA Fastener Group, Inc. shall always create and maintain a loyal commitment to customers while constantly looking for methods of improvement. In doing so, USA Fastener Group, Inc. is dedicated to providing its customers with the highest quality products, customer service, and on-time delivery. 





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SPD offers other special services, such as wire shaping, piercing, bending, coining, grinding, packaging, assembly and painting. Peterson Spring has two locations under the SPD umbrella and both work with each other to ensure your product is given the utmost attention.

Our Specialty Spring Division (SSD), located in Madison Heights Michigan, is equipped to handle all of your short run/prototype spring, wire form, and spring clip needs in a



quick and economical manner. Parts with wire sizes from 0.010" to 0.750" can be produced by SSD. Complete design assistance is available on site if needed.

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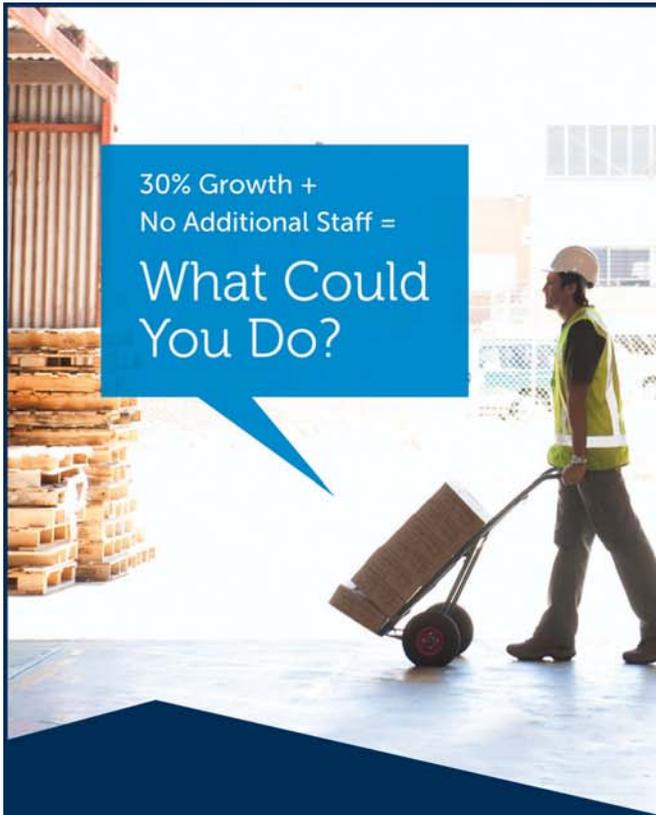


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DISTRIBUTOR NEWS

DDI System is pleased to announce several new distribution companies that have made the switch to their inform software solution in 2012.



Camden Bag & Paper

Co - A United Group member and former StanPak user joined DDI System in March of 2012. Camden Bag is a strong and successful paper and jansan distributor in the competitive NJ market. They boast of an extremely smooth transition process and are quoted as saying, "The DDI Inform Software has exceeded all expectations." Their success is largely due to their rapid adoption of DDI's proven workflows in pricing, order management and product procurement. Camden Bag's willingness to embrace DDI's technology achieved an almost instantaneous increase in efficiency throughout their organization.

Knight Marketing Corporation of NY - A ground breaking jansan distribution competitor in the NY metro market switched from AS400 to DDI's inform software in the spring of 2012. This DPA member was looking for software with industry specific tools and excellent customer service for their 20+ users. After comparing Prophet 21 and DDI's inform, inform proved to be the right choice for their complete operations.

All Florida Paper - This highly customer-centric paper wholesaler in southern Florida features a complete line of beverage, cleaning and industrial packaging supplies. They are the latest of the many AFFLINK members who have joined DDI System in part due to inform's industry-specific feature set designed for paper and jansan distributors. Converting from StanPak, a system that DDI has converted over 50 times, All Florida Paper rolled out the inform solution to their 30 user staff in February, 2012.

To find out the benefits of DDI's inform distribution management software and how it will revolutionize your business operations, call DDI System at 1-877-599-4334 or visit www.ddisys.com.

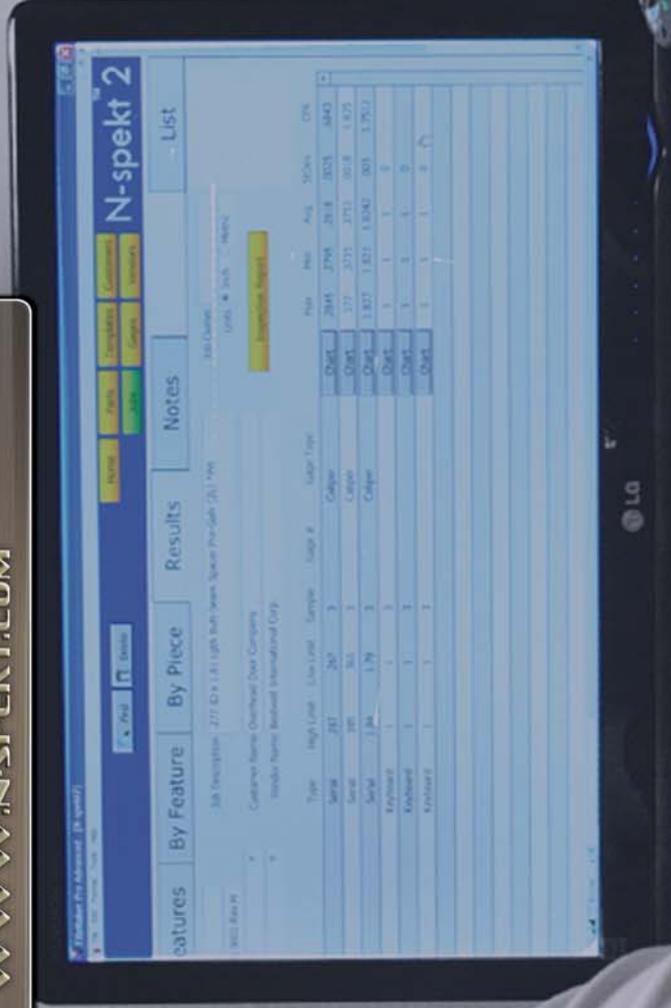
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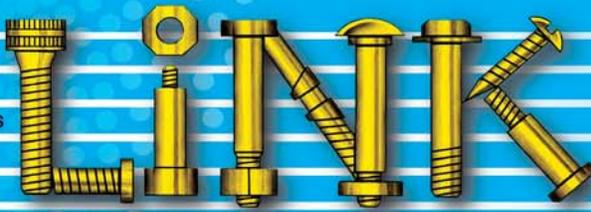
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NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

NEFDA 2012 SCHOLARSHIP GOLF OUTING

by Peter Wisk

Oak Ridge Golf Course in Feeding Hills, Massachusetts was once again the scene for the New England Fastener Distributor's Association annual Scholarship Golf Outing on June 5, 2012. This year was the 24th such event. The outing has become the association's largest fundraiser for its scholarship fund. This year was no exception.

Eighty-four golfers were treated to a hamburger and hot dog lunch along with the usual amenities. There are always new faces at the golf outing, so there was plenty of opportunity to make a new acquaintance or two. Of course, many old friendships were renewed.

The skies at Feeding Hills were cloudy and threatening all morning as play got under way with a shot gun start promptly at 12:00 noon. But while the golfers had to endure a light shower or two for about the first hour of play, the weather behaved for the rest of the day, gradually clearing and becoming comfortably cool and breezy. Play was quite prompt and all were finished by 4:30 pm.

The 160 yard 4th hole par 3 was the scene of the double your money tee shot. Many wagered on their ability to hit the green with their tee shot, and quite a few succeeded in doubling their money. But the golfers were generous, as many who hit the green donated their winnings to the scholarship, and we were able to raise over \$300 at the hole. The 4th hole was also the scene of the hole in one contest sponsored by Brighton-Best International. Alas, there were no winners!!

The contest hole results were:

Men's Longest Drive

Alex Maxfield, NEFCO

Women's Longest Drive

Carrie Ingham, Specialty Bolt & Screw

Closest to the Pin

Dave Monti, Fall River Mfg. Co. and Tom Grover, Stelfast, Inc.



The golf winners were:

1st Gross

Dave Monti, Fall River Mfg. Co.
John Conti, Fall River Mfg. Co.
John Moynihan, Callahan & Moynihan Associates
Joel Roseman, Arnold Industries, Inc.

2nd Gross

Wayne Wishnew, XL Screw
Skip Maxfield, NEFCO
Harrison Maxfield, NEFCO
Alex Maxfield, NEFCO

1st Net

Jim Condangelo, Jim Grazlusi, Mike Velardi, Phil Hood,
Electronic Fasteners, Inc.

2nd Net

Fred Barr, O.J. Simpson, Steve Daniels, Tom Grover,
Stelfast, Inc.

About 100 attended the evening's buffet dinner, awards presentation, and raffle. John Conte and his Golf Committee out did themselves with the raffle, as there were too many prizes to count! There were certainly more than enough prizes to win, ranging from golf clubs and tee shirts to a power washer and a 39" flat screen TV.

Of course, the most important part is the fact that the NEFDA was able to raise over \$10,000 for the Scholarship / Member Education Fund. And the association is grateful to those who worked on the outing and those sponsors who contributed support in the form of hole and and tee sponsorships or raffle prizes.

We acknowledge them as they deserve your recognition!!

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please turn to page 183



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maximizing value. Trinity's ScanSwift system makes ordering and replenishment easy, putting you in control of what is ordered, when it's ordered.... AND in what volume! No more over stocking your bins. The ScanSwift system improves the efficiency of the ordering process, provides review of order prior to submission, expedites shipping, and increases productivity.

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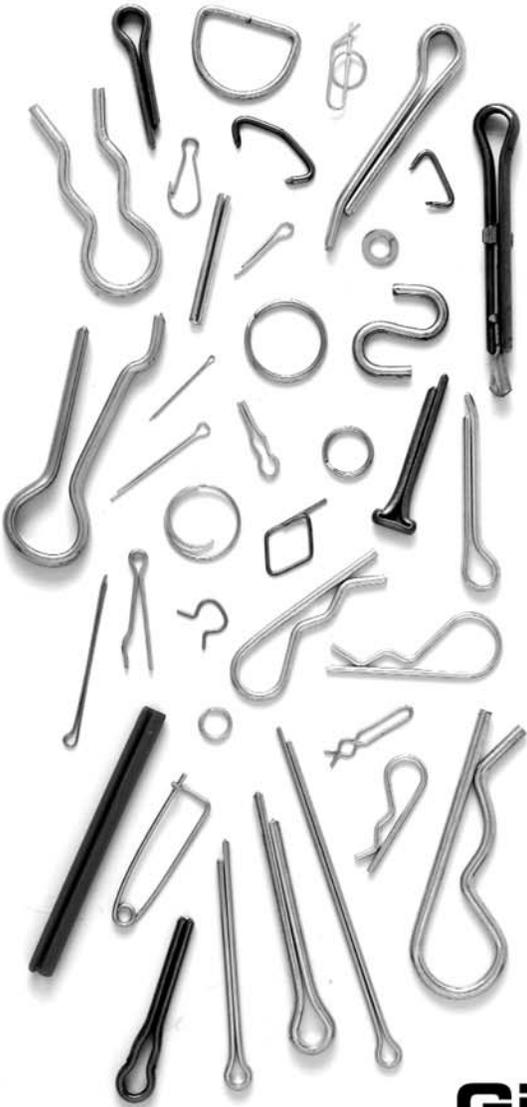
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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC

MFDA AWARDS \$18,000 IN SCHOLARSHIPS AT ITS 33rd ANNUAL AWARDS MEETING *by Barb Traum*

The Metropolitan Fastener Distributors Association held their 33rd annual scholarship awards meeting on June 19th at Al Di La Restaurant in East Rutherford, New Jersey awarding a total of \$18,000 in scholarships to deserving students in the industry.

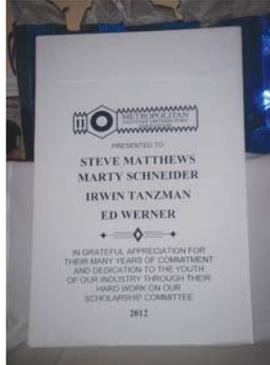
Lloyd Abraham, son of Lalu Abraham, a QC Inspector at Columbia Nut & Bolt, received the Board of Directors Scholarship in the amount of \$3,000. The Century Fasteners Scholarship in the amount of \$2500 was presented to Louis Marello, son of Mary Marello, Assistant Sales Manager at Metric & Multistandard. The Tanzman Family Scholarship in the amount of \$1500 was presented to Melissa McGowan, daughter of Denise McGowan, Inside Sales at Brighton Best International.

Andrew Rhinesmith, son of Stephen Rhinesmith, QC Manager at Captive Fasteners was awarded the Tower Fastener Scholarship in the amount of \$1250. The ND Industries Scholarship in the amount of \$1000 was awarded to Nicholas Rogers, son of Steven Rogers, Key Account Manager at Tower Fasteners. Nicoletta DelRosso, daughter of Angela DelRosso, Payroll Department of Columbia Nut & Bolt, received a \$1000 MFDA Scholarship.

Ryan Knapp & Eric Knapp, sons of Janet Knapp, an administrative assistant at ND Industries both received scholarships. Ryan received the Metric & Multistandard Scholarship in the amount of \$1000 and Eric was awarded a \$750 MFDA Scholarship.

Alyssa Briana Nirmaier, daughter of Kellie Nirmaier, CSR at Kanebridge Corp was awarded an MFDA Scholarship in the amount of \$750. Courtney Fee, daughter of George Fee, Sales Manager at Baco Fasteners received a \$750 MFDA Scholarship.

The Ben Rockland/Murray Laufer Scholarship in the amount of \$750 was awarded to Danielle Pimentel, the daughter of Elsa Pimentel, QC Manager at Columbia Nut & Bolt. Elizabeth Gruhl, daughter of Kenneth Gruhl,



Assistant Purchasing Manager at Metric & Multistandard, received a \$750 MFDA Scholarship.

Frank Palatucci, son of Rosanna Palatucci, Office Manager at Ford Fasteners received a MFDA Scholarship in the amount of \$750. A \$750 MFDA



Scholarship was awarded to Karla Correa, daughter of Martin Correa, QC Inspector at Captive Fasteners. Kristin Payne, daughter of Steve Payne from Safety Socket received a \$750 MFDA Scholarship. Odalis Cardenas, daughter of Franklin Cardenas, Maintenance Technician at Captive Fasteners received a \$750 MFDA Scholarship.

In addition to the scholarships presented, the MFDA recognized former members of the scholarship committee. Plaques of appreciation were presented to Ed Werner, EZ Sockets, Marty Schneider, Continental Aero, and Irwin Tanzman. Steve Matthews, Secure Fastener was recognized as well but was unable to attend.



Thank you to the following companies and individuals for their generous donations to this year's scholarship drive:

Aerospace Nylok Corp., American Global Co., Baco Enterprises, Beron Associates, BMB Fasteners, Brighton-Best International, Captive Fasteners, Century Fasteners, Columbia Nut & Bolt, Continental Aero, Crescent Manufacturing, Delta Secondary (In memory of Walter Kielar), E Z Sockets, Inc. (In memory of Isador B. Mintz), Efron, Marilyn & James, Fall River Mfg. Co., Fastbolt Corporation, Ford Fasteners, G K Y Industries, Hardware Specialty, Kanebridge Corp., Ken Forging, Inc., Lee S. Johnson Associates, Leo J. Coar Associates, McCormick Associates, Merchants Fastener Corp., Metric & Multistandard, Mutual Screw & Supply, ND Industries, Prestige Stamping, R.W. Rundle Associates, Safety Socket, LLC., Smith Associates, Swiss Stainless, Tanzman Family, Tower Fasteners, Uneeda Bolt & Screw (In memory of Alice Brickman), Weinstock Bros., and Yellow Transportation. 



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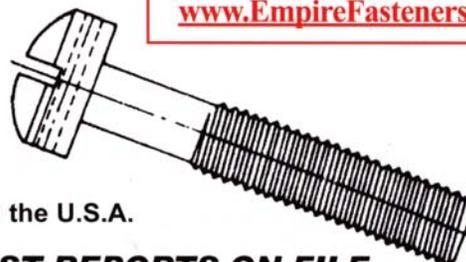
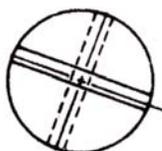
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DIN - A DIN-OSAUR? *continued from page 8*

For those of you who are still specifying DIN 931, DIN 933, DIN 934, etc. keep in mind that they were withdrawn as German standards many years ago. If we in the US insist on clinging to the past this way, we are only preserving an old DIN system abandoned by the German industries. By ordering fasteners to those old standards we are forcing the fastener manufacturers around the world to maintain tooling for both old DIN and today's ISO. Very few US industries specify the ASME standards for fasteners because they are not readily available. These US metric standards are now rapidly fading out for that reason.

What the US fastener market (end users, manufacturers, distributors, etc.) must do to avoid further misunderstandings, is to use ISO standards across the board.

AND DO IT NOW!

One area that have helped preserving the obsolete DIN specifications is the WAF (width across flats) for Hex Head Screws, sizes M10, M12 and M14 (avoid using this size anyway). The ISO WAF for the three sizes is 1 mm smaller than the obsolete DIN sizes. Most people probably don't realize the enormous material savings we get by using the 1 mm smaller sizes. And, there are no technical reasons for not changing the WAF from a joint design point of view. In Table 1 below I have calculated a couple of important variables that can have an impact on the bolted joint itself with respect to the smaller head sizes.

1. The ratio between the thread stress area, A_s , and the compression area under the head, A_{dw} (based on the washer face) should show some consistency between screw sizes.
2. How high is the relative surface pressure generated by the various head sizes?

For M10 I have used both 15 (old OMFS), 16 (current ISO) and 17 (old DIN). I also added M16 and M20 to have some relative comparison of ratios. The surface pressure is calculated on ISO Class 8.8, using the proofing load level (about 90 % of Rp0.2 or yield).

Table 1

Thread size	WAF mm	A_s mm ²	A_{dw} mm ²	A_{dw}/A_s	Surface pressure MPa (N/mm ²)
M10	15	58	149	2.6	624
	16		168	2.9	461
	17		197	3.4	330
M12	18	84.3	217	2.6	582
	19		237	2.8	-
M14 ¹⁾	21	115	294	2.6	570
	22		330	2.9	-
M16	24	157	397	2.5	580
M20	30	245	624	2.5	602

1) Not preferred ISO choice for Hex Cap Screws

A normal ratio for A_{dw}/A_s is 2.5-2.6. For M10, both the old 17 and the new 16 have higher ratios than the average, also giving lower relative surface pressures. For M12 I used a 13 mm clearance hole since 13.5 (medium) reduces the bearing area more than I like. If we really need larger bearing areas, we should consider using Flange Screws.

The following is a "short list" of current ISO standards and the obsolete DIN and ASME B18 standards they replace:

ISO	REPLACES
ISO 4014	DIN 931 (<i>partly threaded</i>) ASME B18.2.3.1M (<i>partly threaded</i>)
ISO 4017	DIN 933 (<i>fully threaded</i>) ASME B18.2.3.1M (<i>fully threaded</i>)
ISO 4032 (<i>style 1</i>)	DIN 934 ASME B18.2.4.1M
ISO 4033 (<i>style 2</i>)	DIN 934 ASME B18.2.4.2M
ISO 4035 (<i>low</i>)	DIN 439B ASME B18.2.4.5M
ISO 8678	DIN 603 ASME B18.5.2.1M

In addition we should also change Socket Head Cap screws and machine screw standards to ISO even if they are not affected by the WAF change for Hex Screws and Hex Nuts.

Conclusion

According to documentations I have received from Germany, DIN 931 was withdrawn 1987, DIN 933 withdrawn 1992 and DIN 934 withdrawn 1992. They also had a transition period set to end 1992. Looks like we have had enough time to adjust!

May I suggest that all of us fastener professionals follow the lead set by Joe Greenslade, IFI, and the committee members of ASME B18 and ASTM F16 to phase out the US metric standards and get moving to the ISO. The United States is an important member of ISO and if we have a need for revisions of current ISO standards we should be able to influence TC 2 without having to publish our own unique documents.

Suggestions to the Fastener Trade:

1. Revise all your metric documentations (catalogues, etc.) from DIN to ISO. Don't wait – do it NOW!
2. Coordinate the changes with your customers.
3. Train your and your customers, personnel, it will pay off.

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FIELD FASTENER MAKES INC 500|5000 FOR THE 2nd CONSECUTIVE YEAR

Field Fastener, a global fastener distributor, announced today that it has once again been named one of the fastest growing private companies in America, earning its spot on the Inc. 500|5000 list for the 2nd consecutive year.

The Inc. 500|5000 list is an exclusive ranking of the nation's fastest growing private companies. With 31% growth in revenue over a three year span, Field Fastener was ranked #4149 overall on this year's list and #165 for the manufacturing industry.

"We are honored to once again be recognized by Inc. magazine, and counted among other top growth companies in the US", said Field president, Bill Derry. "We have a value proposition that truly lowers our customers' costs and improves their competitive position. Our team is dedicated and well trained, a combination that has resulted in superior growth, not just in the past 3 years, but for the past 20 and will be the case for the foreseeable future."

As a leader in the competitive fastener distribution industry, Field has built its reputation on meeting customers'

cost reduction, material availability and quality by utilizing superior systems, team members, and suppliers. Field provides value added activities and cost reduction solutions through various services, including vendor inventory management programs and technical support services.

"Even in a stagnant economic environment, Field continues to see impressive growth by providing industry leading engineering and technical support, resulting in viable cost reduction solutions for fasteners and other class c commodities", said Field Executive Vice President, Jim Derry.

"Now more than ever, we depend on the Inc. 500|5000 companies to spur innovation, provide jobs, and drive the economy forward," states Inc. magazine Editor Eric Schurenberg. "Growth companies, not large corporations, are where the action is"

Since appearing on the 2011 Inc. 500|5000 list, Field opened a new \$3 Million Dollar facility expansion and completed its acquisition of Fastening Solutions LLC, a division of Duncan Bolt. 

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DISTRIBUTOR NEWS

In its recent Board of Directors meeting **Batching Systems, Inc.** unanimously appointed John Staruch to serve as a member of the Board as well as Vice President and General Manager of the Company.

In his new roles Staruch will assist in defining strategic business objectives and be responsible for the day to day management of the company. "Batching Systems' entrepreneurial mindset and disposition for quick decision-making is a perfect fit for my managerial style," stated Staruch.

Batching Systems, Inc. (BSI) is a recognized leader in volumetric weighing, counting, batching and filling technology. Founded in 1989, the Company remains privately owned and continues to provide high technology filling and packaging solutions to the industrial, food, and medical industries. BSI systems are highly engineered and rugged offering reliability and precision filling accuracy while at the same time providing maximum operational flexibility.

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Manasquan Premium Fasteners LLC named Ryan Unick market development manager. His role includes local and national market development, managing the company's marketing and social media campaigns and supervising product line expansion.

Manasquan co-owner Bob Day commented that Unick "possesses a combined knowledge of the building and fastening industries that is

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Custom Screws	260-270 Brass
Shoulder Screws	Low Carbon 1010-1022
Hi-Lo Screws	Medium Carbon 1038, 10B21
Thumb Screws	Steel Alloys 4037, 4140
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SEMS Rolling ■ Shank Slotting
Trimming ■ Heading
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www.mw-ind.com/divisions/rumco.html

IF YOU REALLY TRUST THE WAREHOUSE - PART 2 OF 2 *continued from page 10*

People need feedback to know how what is expected and how they are performing. Record and post all the data that is accumulated. Initially this will be for the individual and then extended as required to groups of pick/packers and finally warehouse teams. Good natured competition and fairly distributed prizes (not just to the top producers but also for the most improvement) will foster a more cooperative atmosphere. With job rotation every individual has a chance to demonstrate what they can achieve and ideally share what they have learned.

Keep the information/statistics separated by the type of picking, i.e. full warehouse vs. conveyor, as well as any seasonality or outside factors. Note and explain any anomalies so that everyone fully appreciates what is going on. A night or early morning crew is going to experience fewer interruptions and this measurably helps their output.

Without factoring this into the statistics comparisons with the day crew become meaningless at best and antagonistic at worst.

By taking the personnel into the program a step at a time while providing vital information you can build trust and confidence in the system, but more importantly in the person and team. Statistically sampling the output will help minimize any possible risk and with customer involvement (reporting to the quality assurance individual) there will be an additional element of tracking.

Physical Considerations

Housekeeping, layout and lighting are obvious starting points. People need to have sufficient light to read and not have to worry about stumbling, tripping and impacting trash, columns and storage equipment. Neat is nice, but precision and order are far better. Having teams clean up adjacent aisles and then critiquing the results is one way to develop consistency and standards that fit your context. The object is to get the staff to look for improvements not just walk around the building.

Getting stocking under control will make

implementing pick/pack far easier and eliminate initial quality issues. While training alone can improve both procedures and accuracy there are some simple and relatively inexpensive tools that can easily enhance this function.

Bar code labels need to be implemented to fully support any warehouse improvement program. Item Number and Description should be placed in standard locations on master cases (side) and inners (top flap) if you have control of packaging or repackaging. Standardized labeling positions on the product should also take into consideration carton placement on pallets or in the warehouse. Select the most prominent side or use a wrap around label on the carton corner to guarantee readability.

Ideally to insure that the products are being stocked in the right locations bar code labels incorporating item number and description should be placed on the rear of the flow racks and on the front. Similarly shelves and pallet rack beams should be labeled to create a uniform numbering system throughout the warehouse. Changing colors, borders and special notes can be used to convey item specific information such as "Do not ship this item without all the components."

Taking this to a higher level means purchasing appropriate readers or smart phone "apps" that are compatible with the bar codes. Add simple programming for matching bar codes on racks/shelving/flow racks with the ones on the products and stockers then have a tool for immediate verification of accuracy without the expense of an online, real time Wi-Fi link. Incorporating the same bar codes on paper documents can also be used to insure accuracy.

All these changes can also set the stage for implementing a more sophisticated WMS and can gain perhaps 60% to 90% of the benefits before making any substantial software investments. It will take at least 2 months for any bar code label program to be usable so starting on this in the near future is imperative and it has never been easier.

No matter how well designed and intended a quality based effort ultimately success comes from the people involved.

ENVIRONMENT

CUSTOMER SERVICE

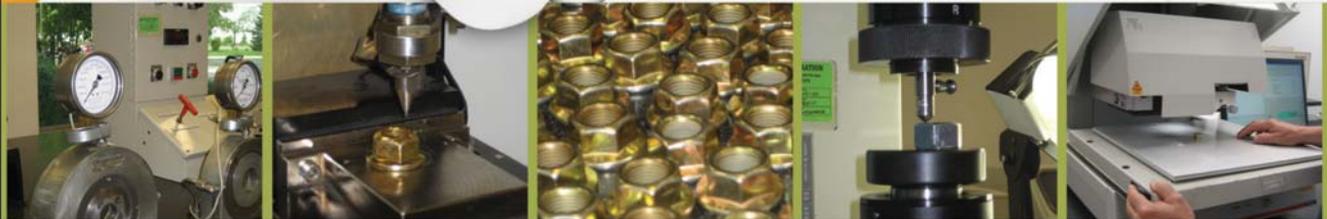
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FASTENERS

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"Here's something important... The Distributor's Link Magazine will print in their news section, FREE of charge, any new products, services, promotions or company expansion plans, etc.... I say we contact them immediately!"

IF YOU REALLY TRUST THE WAREHOUSE - PART 2 OF 2 *continued from page 172*

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No matter how well designed and intentioned a quality based effort ultimately success comes from the people involved.

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IF YOU REALLY TRUST THE WAREHOUSE - PART 2 OF 2 *continued from page 174*

Accumulating these with periodic picking timed to meet the shipping schedule requires a leap of faith and knowledge of achievable output. Pulling even 100 orders at a time requires putting them in warehouse sequence manually or using a WMS program. This technique is available to any Fastener Distributor who trusts their warehouse crew and usually saves 70% to 80% of the time and effort required for order fulfillment. Obviously with the orders picked and packed on the fly the "order finishing" requirements are also radically diminished, especially if shipping labels can be provided to the pick/packer or printed on the cart.

At the opposite end of the batch size spectrum any orders going to one customer should also be fulfilled using batch pick/pack techniques. For customers who order multiple times per day this means holding all the orders for a timed release with confidence that shipping schedules will be met. For most operations 40 to 50 individual lines in a batch is about the most that can be handled manually by shuffling paper documents. Computer directed operations are limited only by the quantity of materials that the transport cart can hold. Regardless of whether the orders are for one customer (a little lower risk) or for multiple customers one trip through the zone or warehouse should complete every order without back tracking or wasted movements.

Where weigh counting is required this too is done on the fly. Boxes, bins and totes are removed from the shelf at the point of picking, weighed and immediately returned to the stock position. If a container is emptied, turning it upside down signals the stockers that replenishment is required. Noting this manually or with an online report can trigger a systematic batch restocking effort or alert the stockers to do the job whenever they are nearby. This saves even more steps with minimal training and management intervention.

Full carts of prepacked materials are exchanged for empty carts at the "Order Finishing Station." Transferring the tool tote and replenishing the carton supply should take only seconds and the pick/packer can go onto the next batch while their picked orders have flyers, dunnage and paperwork added before being weighed (if necessary) and routed. One finisher should easily handle the output from 5 or more pick/packers.

The ratio goes even higher with semi-automated taping equipment and some inexpensive roller or skate wheel conveyor. Under these circumstances it is not unusual to have 10' or more of output conveyor to accumulate orders prior to staging sortation by route or carrier. As timing becomes more stable and trustworthy the same conveyor can even be used for batch receiving or UPS, USPS and FedEx orders in the morning with order finishing in the afternoon. Many Internet Distributors (and other) use an extension conveyor directly into the carrier's truck or trailer to further minimize travel and handling.

The net result will be labor savings (generally through attrition), better quality and reliability. Predictable timing translates into always fulfilling the promises made to customers and more time for performing the support functions that keep the warehouse running smoothly. People who cannot "get the program" generally leave of their own accord, "flunk out," or are moved into other functions better suited to their potential.

Everyone wants more money, but job satisfaction, pride and recognition are the best motivators in a recessionary economy.

Incentives

The long range goal would be an incentive based payment system that shares the savings being generated by the pick/pack improvements with everyone in the warehouse. But one should never mess with people's paychecks until everyone in the company has reached a very high level of trust. Everyone must be on board with this and that won't happen is less than a year in even the best operation.

What one can immediately implement are incentives such as ice cream, pizza, candy or cookies to take home, etc. as goals are met and exceeded. Public recognition and endorsements as skill sets are mastered cost little and go a long way towards building trust. This is another feedback mechanism that lets the people know how they are doing when measured against both their peers and their previous methods. It also insures that management is fully aware of the program success and on top of any changes that should be implemented. Feedback works for everyone.

Everyone wants more money, but job satisfaction, pride and recognition are the best motivators in a recessionary economy. This is how trust is built and how the right atmosphere, philosophies, tools and techniques can come together to create synergies that ultimately generate far more income for both the company and the individuals most involved in satisfying the customers. ○

DISTRIBUTOR NEWS

Powers Fasteners, inc., placed 1st out of 84 preferred suppliers in distributor member voting for 2011 Vendor of the Year at SPHERE 1 - a cooperative of independent tool and fastener distributors. Their annual member meeting in was held in Las Vegas on May 7th-10th at Red Rock Resort.

"Due to the fact that this particular piece of the ballot is the only component that the distributor has a vote on, we obviously take it very seriously. Finishing 1st in Member Voting tells us that we are doing the right things on a day-to-day basis. We will continue to provide best in class support through our sales and field engineering representatives as well as keep our momentum going by offering a continuous stream of new, innovative fastening solutions" said Lenny Colasuonno, V.P. Sales and Marketing. "We would like to thank the Sphere 1 membership for recognizing our efforts with this vote of confidence".

For more information, to arrange a free demonstration or to find the nearest authorized Powers Fasteners distributor, call our toll free number at 1-800-524-3244, or you can visit us on the internet at www.powers.com.

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DISTRIBUTOR NEWS

New from **Craftline Storage Systems** is their 8 drawer heavy duty service tray compartment box rack cabinet. Drawers are equipped with ball bearing drawer slides and solid drawer bottoms for maximum support and a smooth quiet tool box type slide. Each drawer will support 100 lbs. for a total weight handling capacity of 800 lbs. The cabinet measures 20.5"W x 12.5"D x 30"H and is designed to be used with



locking system are also available. Cabinet is shown with Craftline's heavy duty lockable service tray boxes and heavy duty 6" high base.(service trays and base not included). Available in a Black Textured or Gray powder coat finish. Made in the U.S.A.

To find out more information contact Craftline Storage System at 70

Stoddard Avenue, North Haven, CT 06473. Tel: 1-800-505-9099, Fax 203-234-7978. Email them at sales@craftline.us or visit their website at www.craftline.us or www.plattlabonia.com.

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VEGAS FASTENER EXPO ROARS PAST 700 EXHIBIT SPACES: LARGE TURNOUT EXPECTED *continued from 76*

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managers and staff are encouraged to attend. Arranging sales agreements, contracts, managing cash flow, assessing sales risk while extending open account credit to customers has never been more challenging. Learn about all this and more (including companies payment habits of those purchasing from fastener industry suppliers) during open discussions. There is no charge for attending this meeting for anyone wearing their 2012 Expo badge. To register and/or for more information contact Darryl Rowinski, President of BCMA at (262) 827-2880 Ext 222 or email darrylr@wacredit.org.



Welcome Reception

Get ready for the granddaddy of them all! Join the fun from 6:00 p.m. to 7:00 p.m. Wednesday evening, October 10th in the Nevada Ballroom at Harrah's Las Vegas as Expo Management presents the biggest and best party of the year to launch "North America's Largest Fastener Expo". This always popular and well attended event continues to be the fastener industry's most anticipated gathering place annually. With an array of tasty appetizers, inviting drinks and good times, who could ask for more! The Welcome Reception is a great setting to get together with old friends and colleagues as well as form new relationships. It is "Networking Central". The event is complimentary for all Expo exhibitors and attendees wearing their 2012 Expo badge.

North America's Largest Fastener Expo

The exhibition will be open from 9:00 a.m. to 4:00 p.m., Thursday, October 11 and from 9:00 a.m. until 1:00 p.m., Friday, October 12. Expo registration fees are \$40 until August 26, \$50 after August 26 and \$60 onsite. The Wednesday evening Welcome Reception is free for all Expo exhibitors and attendees wearing their badge.

Expo Hotels

The Venetian/The Palazzo are the Official Headquarters hotels, however, the Expo's original room block has been sold out and rooms are now being

offered on a space and rate availability basis only.

You can reserve rooms by going online to www.fastenershow.com/hotels/ or by calling 877-283-6423 and using the special code listed on the website.

Harrah's Las Vegas is an Official Expo partner hotel and is offering rates guaranteed to be 10% lower than Harrah's online rates. Register online at www.fastenershow.com/hotels/ or by calling 800-214-9110 and using the special code listed on the website. Harrah's is also the site of the Expo's Welcome Reception on Wednesday evening, October 10 and conveniently located a short walk from the Sands Expo Center.

The Flamingo is another Expo partner hotel and is offering rates guaranteed to be 10% lower than Flamingo online rates.

You can register online at www.fastenershow.com/hotels/ or by calling 888-902-9929 and using the special code listed on the website.

Visit Expo Website for More Information and Planning Expo Visit –

Expo Management strongly encourages everyone to visit www.fastenershow.com to get complete information about the exhibition and conference. Viewers can also see the current exhibitor list, up-to-date exhibit floor plan and much more. Website visitors can also find what they are looking



for by clicking on Exhibitors, then clicking on Groups and locating companies by product category ranging from Abrasives to Wire and everything in between.

Online Registration

Convenient, fast and secure online registration for the Expo and all conference sessions is available at www.fastenershow.com. Expo Management urges everyone to take advantage of advance registration. "It saves Expo visitors both time and money, plus it makes the Expo experience so much easier", says Erin Thomas, Registration Manager.

For Additional information

Contact Susan Hurley, General Manager at (614) 895-1279 or email info@fastenershow.com.

Exhibitor list on page 210



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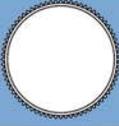
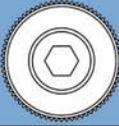
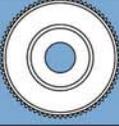
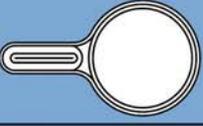
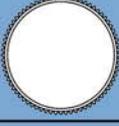
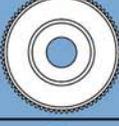
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INCH SERIES		KNURLED SERIES MALE THREAD #4 THROUGH 5/16. Available knobs only, assemblies and in kits. This style offers the most common knob for light locking applications.
		KNURLED SERIES WITH KEY DRIVE MALE THREAD #4 THROUGH 5/16. Available assembled only. This is the same style as the above series but allows for dual hand or hex wrench locking and adjustments.
		KNURLED SERIES FEMALE THREAD WITH ALUMINUM INSERTS #4 THROUGH 5/16. Available assembled only and in kits. These match the above series for design uniformity.
		L-SERIES MALE THREAD #10 THROUGH 5/16. Available knobs only, assemblies and in kits. This style is useful in close quarter applications.
		TEE SERIES MALE THREAD #10 THROUGH 3/8. Available knobs only, assemblies and in kits. This style allows for a little extra torque.
		ROSETTE SERIES MALE THREAD 1/4 THROUGH 3/8. Available knobs only, assemblies and in kits. This style offers a more decorative look.
METRIC SERIES		KNURLED SERIES MALE THREAD M3 THROUGH M8. Available knobs only, assemblies and in kits.
		KNURLED SERIES FEMALE THREAD WITH ALUMINUM INSERTS M3 THROUGH M8. Available assembled only and in kits.
		TEE SERIES MALE THREAD M5 THROUGH M10. Available knobs only, assemblies and in kits.
		ROSETTE SERIES MALE THREAD M6 THROUGH M10. Available knobs only, assemblies and in kits. <i>NOTE: All knobs for male thumbscrews are cold formed onto standard socket head cap screws.</i>
LASER	INFO GUIDE SERIES STANDARD OR CUSTOM Knobs are black acetal resin with white engraving	
	     	        

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US FASTENER DEMAND A BRIGHT SPOT IN THE GLOBAL ECONOMY *continued from page 12***Other stock results include:**

Wesco Aircraft Holdings reported revenue grew 5.2% to \$189.3 million in its fiscal third quarter ended June 30, 2012, driven by a 34.5% increase in international sales. Fiscal Q3 net income increased 59% to \$22.3 million. Nine-month revenue gained 6.5% to \$564 million, with net income improving 13% to 465.2 million. On July 3, Wesco acquired fastener distributor Interfast Inc. for CDN\$134 million.

Carpenter Technology reported Aerospace & Defense market sales, including fastener material, rose 49% to \$293.9 million in the fourth quarter of fiscal 2012. Excluding surcharge revenue, aerospace & defense sales jumped 55% on 105% higher volume (or up 24% on 21% higher volume without Latrobe Specialty Metals). "Demand for titanium fastener material grew again in the quarter and is now well above prior peak levels. Nickel and stainless fastener demand has led to eight straight quarters of year-over-year growth and is approaching prior peak levels."

Barnes Group reported revenue, including fasteners, decreased 2% to \$293.4 million. Organic sales rose 1% in the quarter, offset by a 3% negative impact from foreign exchange. Income from continuing operations for the second quarter grew 9% to \$24.8 million. Q2 orders increased 17% to a record backlog of \$642 million. Overall revenue during the first six months of 2012 gained 1.5% to \$596.5 million, with operating income up 4.1% to \$67.1 million.

Precision Castparts Corp. reported Fastener Products sales increased 42% to \$492.8 million in the first quarter of fiscal 2012, which included a full quarter of Primus and a partial quarter of sales from Centra. Segment operating income rose 37% to \$146.2 million, or 29.7% of sales.

Fastener Products orders for the 787 program are gradually aligning with build rates, PCC stated. "Base critical aerospace fastener sales showed more than 15% growth year over year due to base aircraft production increases, slowly improving 787 orders, and heightened distribution activity, and the segment's aerostructures businesses, including the newer acquisitions, are seeing steady top-line improvement as well," the company stated. "Operationally, the base aerospace fastener businesses are starting to drop through solid

incremental margins as larger volumes are leveraged across much improved cost structures."

Vossloh reported Fastening Systems revenue dropped 17.5% to EUR 114.3 million during the first six months of 2012, hampered by "project delays in China and the related sales shrinkage." In June, shipments resumed in China, contributing a sales gain of 3% to EUR 74.9 million in the second quarter. First-half order influx by the Fastening Systems segment fell 24% to EUR 143.2 million, though major new contracts were booked in Germany and Thailand during Q2.

ITW reported total revenues grew 0.9% to \$4.65 billion in the second quarter of 2012, hindered by negative currency translation. Operating income gained 8.3% to \$770 million. Six-month revenue grew 3.5% to \$9.2 billion, with operating income improving 7.7% to \$1.47 billion.

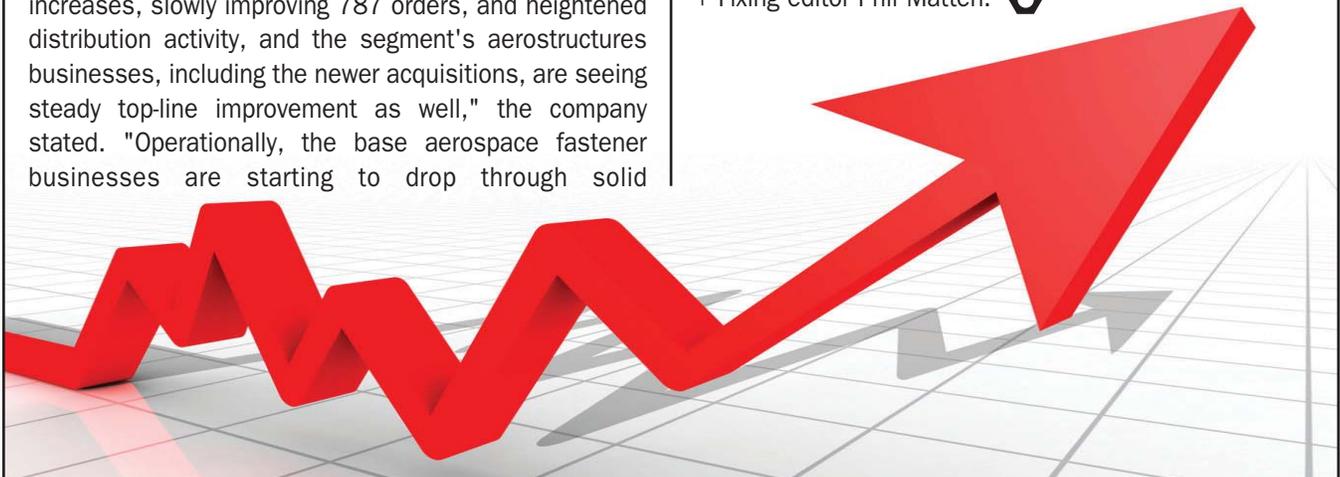
B/E Aerospace reported revenue at its Consumables management segment (CMS) — primarily fasteners — climbed 19.5% to \$286.6 million in the second quarter, with operating earnings rising 14.9% to \$55.5 million. The second-quarter CMS growth rate slowed a bit from the 24.3% rate of growth recorded in Q1. Six-month consumables revenue increased 21.8% to \$573.4 million, with operating earnings gaining 15.5% to \$107.3 million.

EU Launches Stainless Steel Fastener Circumvention Investigation

The European Commission initiated an investigation of possible circumvention of antidumping measures on imports of stainless steel fasteners originating in China via Malaysia, Thailand and the Philippines, Fastener + Fixing Magazine reports.

Initiated on the EC's own initiative, the investigation commenced June 24, 2012.

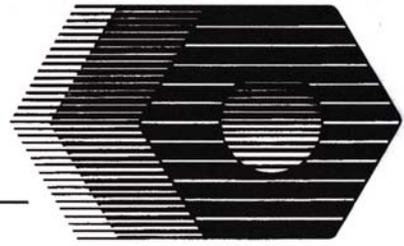
"The Commission says it has prima facie evidence that antidumping tariffs on stainless steel fasteners are being circumvented by means of transshipment via Malaysia, Thailand and the Philippines," writes Fastener + Fixing editor Phil Matten. 



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Thin Nylon Insert Lock Nuts
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Tee Nuts
Galvanized Nuts
DIN 934-Finished Nuts
DIN 985-Nylon Stop Nuts
DIN 980-Prevailing Torque
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Coupling Nuts
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Mark Wilcox is the new North American president of **DrillCo Cutting Tools**, owner Chad Mouton announced.

Wilcox was with Sandvik subsidiary Precision Twist Drill (Precision Dormer) in various roles for the past 32 years – including North American president.

"Mark's experience with both the manufacturing and sales sides of the business will be a huge asset to propel DrillCo to the next level," Mouton said. "Mark will be tasked with growing marketing share, creating and executing our marketing strategy, and taking advantage of new market opportunities that exist."

For more information contact DrillCo at 1-800-851-3821, Fax 225-273-9201, or visit the website at www.drillcocuttingtools.com.

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Stafford Manufacturing Corp. received ISO 9001:2008 certification for its quality management system. "This certification validates the quality values which have guided our company since 1975," founder and president Arthur Stafford said. "Manufacturing has systems in place designed to achieve continual improvement and assure the highest levels of customer

satisfaction."

Stafford manufactures shaft collars and couplings for the OEM and distribution markets.

For more information contact Stafford Manufacturing Corp. at 256 Andover St., Wilmington, MA 01887. Tel: 978-657-8000 or 1-800-695-5551, Fax 978-657-4731. Email: sales@staffordmfg.com or visit them on the web at www.staffordmfg.com.

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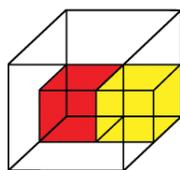
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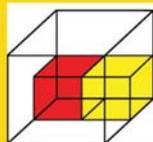
Quantum recently announced its new line of Stackable Shelf Bins. These durable polypropylene bins



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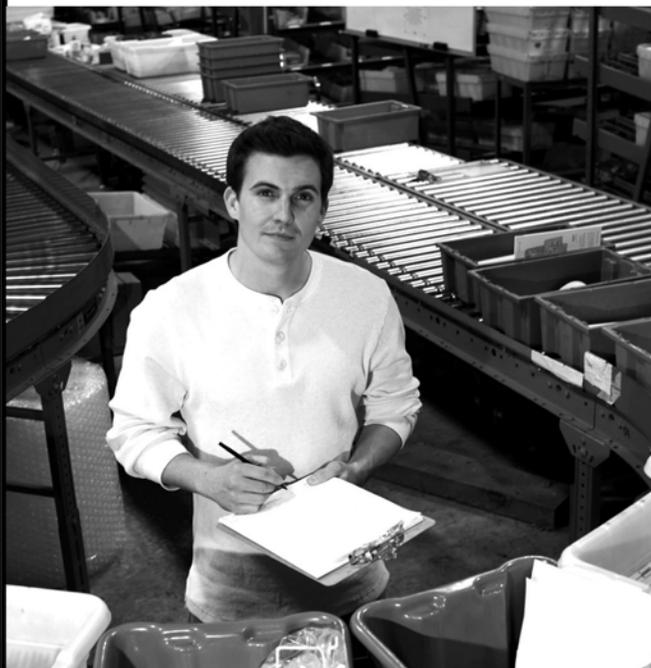
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For an example of an Ignite session, see Pac-West executive director Vickie Lester presenting one at the 2011 annual meeting of the American Society of Association Executives at <http://www.youtube.com/watch?v=jMjaHPxb514>

Social Events

It's important to have fun at conferences too! We'll kick off the conference with a reception generously sponsored by Copper State Bolt and Nut, and one night there will be a western cookout.

Golf is planned on two days, at the McCormick Ranch Golf Club and at the Estancia Club.

Not into golf? Then we have tours of Frank Lloyd Wright's Taliesin West and a hiking and photography excursion, plus, not to forget spouses with an outing to Old Scottsdale.

Registration

Visit www.pac-west.org for registration details. There are special rates for members and nonmembers. NFDA members are invited to participate in the conference at the Pac-West member rate. We hope to see you in Scottsdale! 

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DISTRIBUTOR NEWS

The Auto Bolt Company is expanding their capabilities. With the purchase of a 3/4" trimmer, Auto Bolt has the ability to manufacture 3/4" (M20) hex head and square head bolts, up to 4" in length. The new machine is expected to be up and running mid fall 2012.

Auto Bolt would like to welcome Elias Caraballo to their sales team as of May 2012. Elias joined Auto Bolt in 2007, working in the shipping department. His knowledge of the cold forming process and relationship with vendors makes him a valuable asset to the sales team. He also brings bilingual Spanish speaking capabilities which is a huge asset for the Spanish speaking fastener marketplace.

Auto Bolt is a cold-forming manufacturer of bolts, rivets, and pins, specializing in longer lengths and mid to heavy diameters. The company has been doing business since 1948 in Cleveland, Ohio. The company prides itself on exceptional customer service and superior quality.

For further information, contact Auto Bolt at 4619 Perkins Ave., Cleveland, OH 44103. Tel: 1-800-988-BOLT (toll-free) or 216-881-3913; Fax: 216-881-3918 or visit the Autobolt website at www.autobolt.net.

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DISTRIBUTOR NEWS

Elgin Fastener Group has announced the appointment of Javier Martinez to the position of Director of Information Technology.

Martinez has more than 15 years of experience in the development and execution of information technology solutions for a variety of companies in southeastern Ohio. He holds a B.A. in Computer and Information Technology from Susquehanna



University, a Master of Science in Management Science from the University of Dayton, and a Masters Certificate in IT Project Management from Villanova University. Martinez will report to

EFG Chief Financial Officer Ian McKenna.

Elgin Fastener Group is comprised of seven leading domestic specialty fastener manufacturers (Ohio Rod Products, Leland Powell Fasteners, Chandler Products, Quality Bolt & Screw, Silo Fasteners, Landreth Fastener, Northern Wire, LLC), a metal finishing company (Best Metal Finishing), and an offshore sourcing and engineering division (Elgin Fasteners International).

Contact Elgin Fastener Group via phone at 812-689-8917, or visit their website at www.elginfasteners.com. Also find Elgin Fastener Group on Facebook and Twitter.

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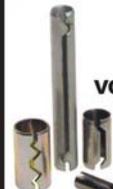
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05	Steel, Tin Plated	05	5/16 IN			18	1-1/8 IN
06	Steel, Tin Plated	06	1/8 IN			19	1-3/16 IN
07	Stainless Steel, Passivated	07	1/8 IN			20	1-1/4 IN
08	Nylon					21	1-5/16 IN
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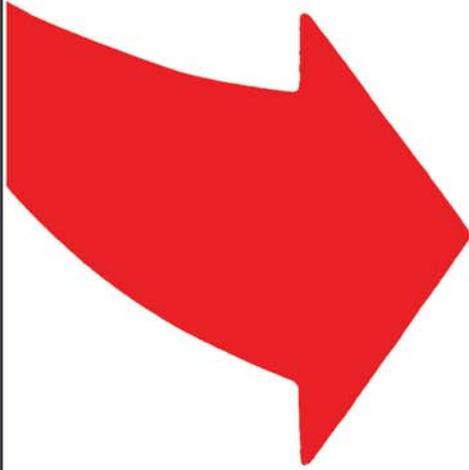
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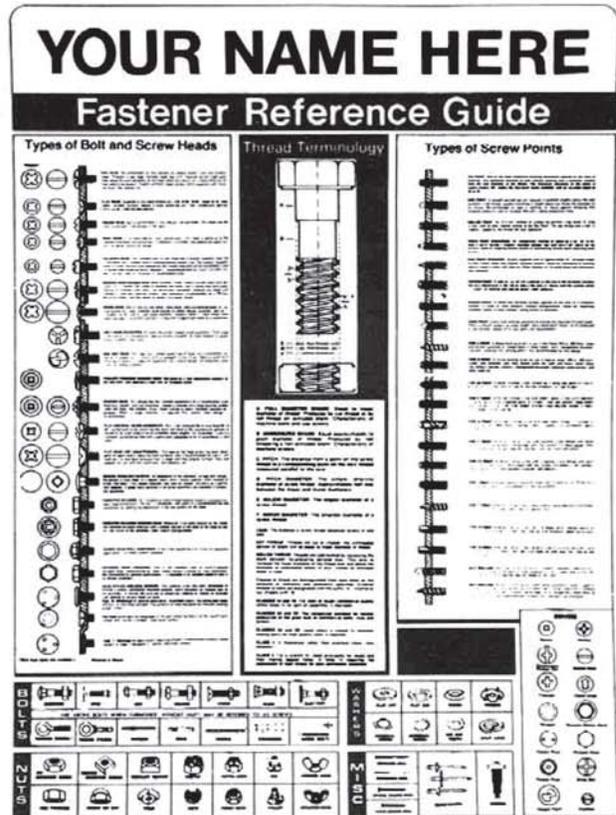
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ARE YOUR TEST DOCUMENTS ACCURATE? HAVE YOUR PRODUCTS BEEN FAIRLY REJECTED? *continued from page 24*

For instance, when changing the anvil on a Rockwell hardness machine from a flat stage to a 'V' anvil for holding rounded specimens, a first indentation is made, then discarded as it produces a load that 'sets' the anvil in place and would otherwise produce a false reading. The same is true for the first readings of the day, after calibrations have been made or after changing any grips or other removable component of the test equipment.

Product could be incorrectly rejected because the F606 clearly states that the average of all readings must meet the minimum hardness reading or higher. This is so that there are no hardnesses readings below minimum, which could indicate heat treatment problems. If not so specified, the product with one low reading could be accepted if the mathematical average was at or above the minimum.

Often, surface hardness is tested as an audit procedure for the heat treatment. However, it is the core hardness that will indicate whether the heat treating process was complete.

The core is the part of the body of a fastener beginning beneath the surface, at a point where the subsurface hardness ends. For example; if a bolt is either carburized

or decarburized, the core begins at the point where the effect of the carburization or decarburization is no longer measurable. The core is not a precise location: therefore, fastener standards universally require the core hardness be measured at mid-radius as the arbitration method.

As with all test procedures, the results are greatly affected by precision and bias. For example, hardness readings are affected by the perpendicularity of the test indenter to the surface. This is critical if grinding a flat spot on a cylindrical surface. Otherwise, remove the coating with an abrasive cloth and use the proper conversion factor for cylindrical surfaces given on hardness charts. When removing surface coatings or burrs, care must be taken to keep both surfaces parallel.

Longer bolts will create a cantilever effect and produce a non-parallel surface. Cut the head off and test either the shank or head.

If the bearing surface of a nut is too small for an indentation, the hex flats may be used. However, the hex flat of a small nut may flex slightly under load. Threading a short bolt into the nut will minimize distortion.

MWFA GOLF OUTING AND BANQUET EAGLEWOOD RESORT, ITASCA, IL - JUNE 26, 2012



ARE YOUR TEST DOCUMENTS ACCURATE? HAVE YOUR PRODUCTS BEEN FAIRLY REJECTED? *continued from page 201*

Proof Load

Since a fastener's performance can only be measured on the complete finished product and yield strength cannot be determined by traditional materials testing procedures, the Proof Load Test was developed as an indicator of ductility and yield performance. By definition, Proof Load is the maximum load a fastener can withstand without incurring permanent set.

The bolt's length is measured to within 0.0001 inches, using spring loaded pointed anvils into drilled depressions, then placed into a tensile testing machine using a hardened thick flat washer under the head as in the Axial Method and tensioned to a predetermined load, which is held for 10 seconds. To have passed, the bolt is measured again and shall exhibit no permanent elongation in excess of a 0.0005-inch tolerance to account for straightening. To save time and sample size, the proof load specimens may be used for the wedge tensile test.

Compensation for 'straightening' must be considered for fastener and threaded rod products that are longer than 8 inches.

The Proof Load test is required for all ASTM A354 Grade BD fasteners. This separates the A354 Grade BD from the SAE J429 Grade 8 fasteners. All Material Test Reports for the ASTM product must have the proof load test results clearly stated as well as the location of the fracture.

Axial Tensile Testing

The primary physical characteristic widely specified by any design engineer or user is the strength of the product, expressed as the 'Ultimate Tensile Strength'. This is the amount of force required to cause total fracture under a simple axial load.

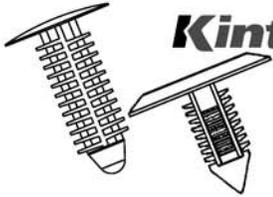
Axial tensile strength is determined when a specimen is pulled to fracture by a machine, where one end of the specimen is attached to a fixed beam and the other to a movable cross-head. The force is measured by a load cell and is recorded as stress, while strain is measured by the movement of the cross-head. Axial tensile tests are also performed on machined test specimens or from full sized products to determine Yield Strength.

Wedge Tensile Strength

Unlike the Axial Test that uses a hardened flat washer under the bolt head, the Wedge Tensile Test uses hardened wedges of different angles used to intentionally stress the bolt's head. The excessive angular loads will verify correct process controls for the heading operation and heat treatment. Therefore, the Wedge Tensile Test is the preferred method to employ for testing full sized products. Labs familiar with testing fasteners will perform the Wedge Tensile Test without asking.

please turn to page 204

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ARE YOUR TEST DOCUMENTS ACCURATE? HAVE YOUR PRODUCTS BEEN FAIRLY REJECTED? *continued from page 202*

There are length limitations for the products that can be tested. In this case, core hardness tests are sufficient. However, be wary if the size and length is appropriate and the Wedge Tensile Test is not performed.

When the wedge test is completed on standard full sized ferrous cap screw products, and the bolt has fractured, the fracture must always occur in the threads; never at the juncture of the head and shank and never in the shank for heat treated steels. This is regardless of whether or not the minimum tensile load has been achieved or exceeded. The sample must be loaded to complete failure and the fracture must always occur in the threads.

Fractures occurring outside the threads are permitted for non-ferrous materials and low carbon steels, as the threads may cold work faster than the shank. Thus, the area of the shank may be reduced until fracture. However, the standard thread stress area formula still applies for stress calculations as the original tensile stresses originate in the smallest cross-sectional area, the threads.

Testing the full sized fastener product is perhaps the most important criteria in testing. It verifies proper manufacturing practice and gives an indication of how the fastener may perform in service. The Wedge Tensile will also exhibit grain flow by its ability to successfully support fracture loads without thread stripping or head separation. Head separation can be caused by improper heat treatment, insufficient fillet radius, or even material flashing at the fillet from forging.

Yield Strength

Many design engineers predicate their stress loads on the yield strengths of the materials being used. When a material experiences yield, it has entered its plastic zone where it ceases being elastic. In yield, the material loses its spring-like properties, becomes permanently elongated and loses strength and clamp load.

To test for yield strength, a specimen must be machined from the heat-treated product. The machining is to produce a dog-bone like shape whose cross-sectional area is less than the supporting threads, thereby ensuring the fracture will take place in this predicted area.

Both ends of the specimen may be threaded or, if the fastener is of a large enough diameter, the original head and threads may be used while the shank is machined. The machined area has several specific

dimensions and 'gage lengths' to be compatible with industry standard extensometers. Connected to the machined and reduced shank of the specimen, the extensometer sends stress-strain data to an X-Y recorder.

Dimensions and Lengths

Dimensions are expressed in 'nominal' values. Nominal is a convenient term used to express the approximate dimension of a fastener in whole numbers, without listing tolerances or other factors.

For all axial load tests on standard bolts, there must be a minimum of 6 unengaged threads outside the grip area. Due to the shorter thread length of heavy hex structural bolts, there is a minimum requirement of 4 exposed threads. It has been proven that fewer exposed threads will adversely affect the test results.

The standard maximum test length of a fastener is 8". Beyond this, many machines do not have the capability to accommodate longer lengths. Then, the specimens are machined. However, if the machine's capability allows for longer specimens to be tested, care must be observed when interpreting the results as 'straightening' of the longer length may occur. This may produce some cold working to the sample.

Straight Answers to Common Questions:

- A full sized fastener must always be tested when feasible.
- A complete fracture must always occur. No thread stripping allowed.
- Fracture of heat treated steel fasteners must always be in the threads.
- Fracture may never occur at the head to shank junction at any load; including loads above the minimum tensile requirements.
- Even though the fastener has experienced a load equal to or greater than the minimum tensile load, the test loading must continue to full fracture.
- A sample used for proof load testing may be used for tensile testing.
- When averaging all test readings, such as hardness readings, all recorded test values must meet or exceed the minimum requirement. No reading may be less than the specified minimum to factor in an average.
- You always have the right to have a retest performed for verification. 

DISTRIBUTOR NEWS

The **Alcoa Fastening Systems'** Huck brand introduces the Huck 360®, an advanced nut-and-bolt fastening system designed never to loosen. This system resists vibration, no matter how intense the environment.



Key to the fastener's vibration resistance is its engineered design: the nut threads are softer and thicker than the bolt threads. When the nut is tightened on the bolt, the bolt threads become embedded in the nut threads, eliminating any "gap" between the nut, pressure flank, and crest of the bolt thread. This design prevents any movement of the nut, while allowing the fastener to absorb very high spike loads.

In addition, the Huck 360 can be installed quickly due to the fact that the nut is designed to free-spin onto the bolt. In studies, the Huck 360 installs in one-third the time needed to install conventional locknuts.

The Huck 360 fastening system is available in 3/8" – 1-3/8" and 10mm – 36mm to fit a wide range of application requirements.

For more information contact Alcoa Fastening Systems at 8001 Imperial Drive, Waco, TX 76714, call 1-800-388-4825 or go to the website at: www.afsindustrial.com/huck360.



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Concord
Promptus
Unicorp
Handles Unlimited

Military Specs

NAS
NASM
NA
MS

Custom Prints

Material List

Aluminum

2011T3
2017T4
2024T4
6061T4/T6
7075T6

Aluminum Bronze

C630
C642

Brass

360
464

Beryllium Copper

C110
C145
C172

Manganese Bronze

C544

Steel

C1018
12L14
4130/4140

Steel Tubing

1010
1026

Stainless Steel

A286
8740
13-8PH
15-5PH
17-4PH
300 Series
400Series

Plastics

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PEEK
Glass Epoxy
Teflon
Nylon
Paper Phenolic
Turcite
Polyethylene
Polycarbonate
Tefzel
Polysulfone
Lamitex

Tool Steel

A2
M2

Inconel

718
X750

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TECHNOLOGY HELPS WITH INVENTORY MANAGEMENT *continued from page 26*

Takes Many Factors into Account

The system examines all the information about usage, on hand position, open sales orders, open purchase orders, lead time and stocking objective. Based on the information that it finds, it actually produces requests for quotes for items that can be ordered from many vendors. Then it creates purchase orders for things that are always ordered from one vendor, e.g. branded products, or products that have a preferred vendor.

Works for Kits, Components and Secondary Processes as Well

Then it looks at the products that must be kitted or processed (plated, drilled, through hardened, etc.) and it creates processing purchase orders for them. Finally, it looks at the raw parts that are going to be needed to produce these products or kits, and it creates requests for quotes, purchase orders or processing purchase orders for the raw parts as well.

All of the documents are automatically created, eliminating hours of data entry and putting an end to errors. The user then reviews the documents. Any line item can be changed from the proposed document to another, e.g. from a processing purchase order to a purchase order for a part that is normally sent out for plating, but is going to be ordered plated this time. Once all the decisions are made, the user simply has the system e-mail, fax or print the documents to send them to the Vendors. When the documents go out to the vendors, of course, each vendor has their own part numbers included, thus eliminating errors and expediting the order process for everyone involved.

Classification	Document	Vendor	Date Req	As of Avl	U.	Qty to Order	Available	Current On Hand	Re-Order Point
DI - 25N1LCCZ	RFQ	** 4 **	08-09-12	-35	EA	35	-35	0	0
DI - 31C7HC6SZ	RFQ	** 4 **	08-09-12	-85	EA	95	-85	30	0
DI - 37N1LCCZ	RFQ	** 4 **	08-09-12	-1,500	EA	2,500	-1,500	250	100
DI - RIDT15682	PO	W-145 RIDGE TOOL	08-09-12	-1	EA	1,001	-1	0	100
DI - SC30 250-20X1 000	RFQ	** 4 **	08-09-12	-500	EA	500	-500	0	0
DI - SC30 250-20X1 000B0	PPO		08-09-12	-500	EA	1,500	-500	0	100

Product Inquiries

All through the entire process, the user has complete access to product inquiries that show all of the information that is needed to make an intelligent purchasing decision. Summarized usage is shown below. Detailed usage inquiries are a click away.

Item	Value
# Qty Sold Sales Profit	11860 91.35-12 250 0.65 C
This Month 0.0 0.0 0.0%	152 11.65-96 10.000 0.65 C
2012 YTD 300 16.94 82.2%	
Last Year 0.0 0.0 0.0%	

Cardex Shows All Activity

Every detail record of the product's usage is accessed to refine the final decision. Is the usage based on an anomaly? Is it a product that the largest customer no longer uses? Who is buying this part and who is the lowest cost vendor? The human judgment factor isn't lost when the Automatic Replenishment System is used. It's just the drudgery that is eliminated.

Date	Name	Description	Qty In	Qty Out	Unit Cost	Unit Price	Price Extension
05-18-12	Carver Sand & Gravel	To: C467504 IHW02470074	40	0.65	3.99	1.60	
03-05-12	Carver Sand & Gravel	To: C467504 IHW02470002	50	0.65	3.99	2.00	
03-01-12	Integrated Lener Technology	To: C467503 IHW02470049	10	0.65	2.35	0.24	
02-09-12	STAR STAINLESS SCREW	To: VSTAR P0H14413	100	0.65	0.65	0.65	
02-02-12	Carver Sand & Gravel	To: C467504 IHW02470050	50	0.65	3.99	2.00	
01-20-12	East Penn Manufacturing Co.	To: 111860 P0M04112	200	0.65	0.65	0.65	
01-01-12	F W Webb Company	To: C467505 IHW02470053	100	0.65	3.99	3.99	
01-01-12	Integrated Lener Technology	To: C467503 IHW02470047	50	0.65	2.32	1.11	
06-01-07	Albert Lea Trailer	To: C46 IHW02302	700	0.65	1.30	9.75	
05-28-07	Albert Lea Trailer	To: C46 IHW02301	1,500	0.65	1.30	19.50	

Editing Basic Inventory Information

Because of the easy access, editing the inventory master file information is a snap. The basic inventory data can easily be changed immediately, rather than becoming yet another project to do at the end of a hectic day.

Field	Value
Stocking Objective	3.00 Months
Max Stocking Objective	2x Stock Obj
Re-Order Point	100 EA
Maximum Quantity to Stock	1,000 EA
Lead Time	7 Days
Product Primary Vendor	
Minimum Purchase Quantity	100 EA
Optimum Purchase Quantity	0 EA
Forward Pick Location Values	
Forward Pick Locations Minimum	0 EA
Forward Pick Locations Maximum	0 EA
Automatic Replenishment Values	
ARS Minimum Re-Order Point	-1 EA
ARS Minimum Max Qty to Stock	0 EA

Automatic Replenishment Changes Everything

The work that is needed to set up the Automatic Replenishment System is worth the effort 100 fold. The system saves countless hours and tedium. Clients that use this system are in complete control of their inventory. They dramatically reduce stock-outs and they also improve their overstock position. They do less work and have better results.

More Information

Computer Insights, Inc. can be reached at 108 Third Street, Unit 4, Bloomingdale, IL 60108. Their telephone number is 1.800.539.1233, E-mail sales@ci-inc.com and their website is www.ci-inc.com. 

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WOMEN IN THE FASTENER INDUSTRY

WIFI OFFERS SCHOLARSHIP & MENTORING

Women In the Fastener Industry (WIFI) is pleased to announce the launch of its scholarship and mentoring programs. Both programs were created to help further the careers of women who work in the fastener industry and related fields.

Two scholarships, both dedicated to the memory of outstanding women in the fastener industry, are available for eligible members. The Ann Bisgyer Wolz Scholarship honors the memory of the co-publisher of Fastener Industry News, who spent much of her adult life working in and reporting on the fastener business. The Edith Cameron Scholarship is named after a woman who was a pioneer in the field for 55 years. The WIFI Scholarship Committee is comprised of women who are dedicated to furthering educational opportunities for WIFI members. They are: Sandy Wilson, Spaenaur Co.; Joanne Bialis, International Fasteners and Nancy Rich, Midwest Fastener Association.

The WIFI Mentoring Program helps connect members

to industry veterans who are happy to share their work-related experiences along with advice on juggling family and work. The WIFI Mentoring Committee will help make the perfect connection so that members get the most out of the experience. Mentoring Committee members are: Sara Vasicek, Aztech Locknut; Ruth Dowling, Ningbo Jinding; and Mary Lou Aderman, The Aderman Co.

Applications for the scholarship and mentoring program are available on WIFI's website www.fastenerwomen.com.

The WIFI Speaker Series at the National Industrial Fastener and Mill Supply Show in Las Vegas on October 10th, 2 – 4PM, will feature Sandi Cardillo, president of Conrad

Associates, speaking about "Women in Leadership: An Evolving Perspective." An awesome networking event will follow the speech. All are welcome to attend. Tickets are \$15 for WIFI members, and \$25 for non-members.

WIFI will be at the NIFMSE Vegas show, Oct. 11-12, 2012, Booth 1504. 



NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO

VEGAS FASTENER EXPO ROARS PAST 700 EXHIBIT SPACES: LARGE TURNOUT EXPECTED *continued from 178*

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Continued on page 216

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- * Rimmed Push-on Nuts
- * Dart & U-Clips
- * Quarter Turn Fasteners

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FACEBOOK'S OVERHAUL: HOW FASTENERS ARE NAVIGATING THE NEW LOOK WITH PANACHE *continued from page 30*

Running down the extreme right margin of your start page, Facebook is also mandating that you create a 'Timeline.' This new feature is essentially a vertical list of hotlinked dates, which lead to posts and images chronicling your company's history.

Use Care Selecting a Banner Image

Facebook sees the banner image as an opportunity for you to give visitors a feel for your brand. So it's prohibiting businesses from using the giant image simply to sell stuff. In practice, that means you won't be able to post an image with a '50% off' come-on, or populate the image with phrases like 'limited time offer' or '2-for-1.' Ditto for including other info, such as your email address, Web address or mailing address. Facebook prohibits embedding that kind of info in the banner image.

For optimum display, Facebook recommends your banner image measure 851 pixels by 315 pixels.

Create a Mandatory Timeline

If your fastener distributorship has a rich, interesting heritage, you're in luck. With the aforementioned Timeline running down the extreme right margin of your page, you'll be able to tell your company's story in words and images. In practice, this will mean selecting a series of 'Milestones' in your company's history, which will appear as hotlinked dates stacked vertically on the right side of your start page.

If your marketing staff excels at this kind of creative storytelling, Timeline may offer your company an excellent opportunity to connect with visitors. "In the end, even those who are skeptical about the concept will find that the new Timeline offers greater connectivity and branding opportunities," says WireWalkersVA's Lee.

Pin Important News/Posts Up Top:

A new feature, post-pinning enables your company to anchor a post near the very top of your start page for up

to seven days. This is perfect for businesses looking to add staying power to important company news. Plus, it can keep a special offer or sale top-of-mind for visitors for an extended period of time. Such posts, like all other posts, can also include images.

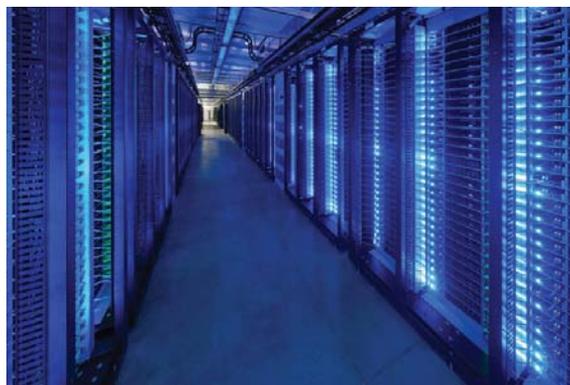
Hide/Delete Unwanted Posts

Warning – with the redesign, old unwanted posts may automatically be incorporated into your Timeline by Facebook. Fortunately, Facebook offers a tool that will enable you to hide or delete old posts that reflect badly on your company, or simply need to be removed.



Above: Facebook's CEO Mark Zuckerberg says more than 900 million people use the social network on a monthly basis.

Below: A Facebook server room in Prineville, Oregon



Be Aware of 'Visitor Graffiti'

One of the dicier elements of Facebook's new start page is that it is so chillingly efficient at tracking what Facebook 'friends' are saying about your company. For good or bad, all those posts will show in an activity box just below your banner photo. The box is put there by Facebook, and your company has no way to remove it.

Essentially, your company may spend tens of thousands or even millions of marketing dollars to ensure your start page on Facebook looks and feels just right.

But all those considerable efforts can be undone in a nanosecond if my friend Wilbur has a bad experience with your

fastener firm, and posts an especially nasty review about what happened while he is on Facebook. Unfortunately, the way the new start page is designed, Wilbur's nasty review may pop up – front and center in an activity box – for any of Wilbur's Facebook's friends who happen to visit your Facebook page.

Ain't Technology Great?

Of course, the reverse is true. If my friend Madeline absolutely adores your product or service, and posts that review while on Facebook, her glowing accolade will also probably also pop up on your company start page any time any of Madeline's Facebook friends stop by.

Introducing The Precision Engineered SCREW IDENTIFIER

LIKE ALL GREAT IDEAS, IT'S INCREDIBLY SIMPLE
IT'S THREADED!

SAVES TIME & PREVENTS COSTLY ERRORS

How much valuable time has been lost by mechanics, maintenance people and do-it-yourselfers in guessing of screw sizes? How many dollars in damage is done each year through the use of the wrong size screws?

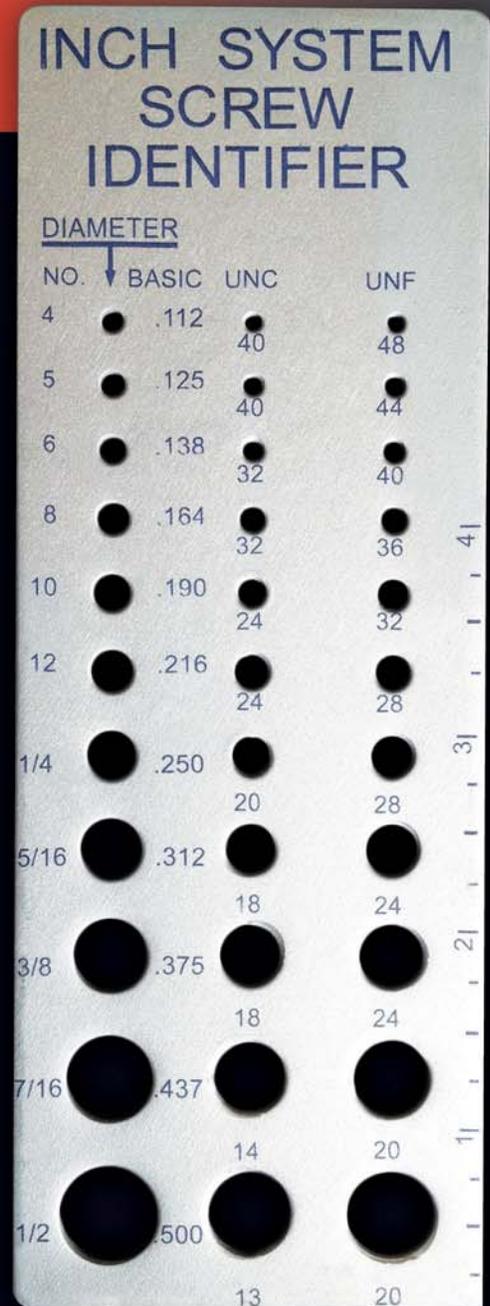
The Screw Identifier is an easy to use, fool-proof tool that eliminates all the guesswork out of screw selection!

HOW IT WORKS

The precision engineered 'Screw Identifier' saves time and prevents costly errors by first, identifying a threaded fastener by diameter. When accepted in one of the threaded holes from the row that called out the diameter, shows you the pitch. The 'Screw Identifier' is able to identify both Unified National Coarse and Unified National Fine thread pitches.

FEATURES

Manufactured out of 12 gauge steel and measuring just $2\frac{7}{16}$ " x $6\frac{5}{8}$ " [shown actual size], the 'Screw Identifier' is both compact and portable. It is clearly and vividly marked with long-life furnace baked epoxy ink and attractively packaged in a see-thru polyethylene case.



\$15 LIST PRICE
QUANTITY DISCOUNTS AVAILABLE

FACEBOOK'S OVERHAUL: HOW FASTENERS ARE NAVIGATING THE NEW LOOK WITH PANACHE *continued from page 212*

As you might imagine, the graffiti factor has left many businesses a little gun-shy.

Consider Private Messaging

As a kind of counter-balance to the graffiti factor, Facebook has also introduced company/visitor private messaging with this latest upgrade. The feature enables your company to handle tricky customer service problems via private messaging. It's a welcome relief to scores of businesses who previously were often forced to publicly wrestle customer complaints and public relations nightmares on Facebook walls, according to Punch's Goid.

Of course, if you'd rather not handle customer complaints in this way, Facebook enables you to eliminate private messaging altogether.

Say Good-Bye to Custom Landing Pages

In another controversial move, the latest Facebook redesign no longer allows businesses to create custom landing pages. Every visitor who clicks to your Facebook presence is automatically routed to your start page. No exceptions.

More than a few firms are grouching about this particular mandate, given that many had spent considerable time and money coming up with stunning custom landing pages that worked just fine, thank you, under Facebook's previous design format.

Check Out the New Admin Panel

Virtually every aspect of your Facebook presence can be managed and monitored from the new Admin Panel. Here, you can work with page and privacy settings and engage in private messaging with visitors. You can also monitor visitor activity with Admin Panel, including who's 'Liking' your fastener business. "From a research and review viewpoint the new admin panel is much more user-friendly," says Punch's Goid.

Get More Help

There's plenty of help available for companies that are looking to migrate to the new look at Facebook's help center which can be found by navigating to (<http://www.facebook.com/help/?page=240939812618946> 

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CABLE TIE EXPRESS...AT YOUR SERVICE! *continued from page 92*

SERVICE....to our customers....

Char stands a little taller as she recently highlighted the tag line for Cable Tie Express, "Our tag line - 'tying service to quality' - sums up in four small words just what we embrace each and every day with our customers. In previous LINK articles (Cable Ties 101, LINK Spring 2011; Heat Shrink Tubing 101, LINK Fall 2011), we discussed the quality products we sell but clearly the focus of this article emphasizes our goal of providing the highest level of service to our customers. Coupled with our tag line, our mission statement, developed in 1995 - "to be the most responsive, dependable, and knowledgeable provider of superior quality cable ties and associated products" - remains the same today and truly speaks of who we are at Cable Tie Express."

With every phone call, email, and communication, SERVICING customers is the energizing force behind each transaction. Same day shipping of orders, immediate

turnaround on quote requests, and cross referencing of parts work hand in hand to enable customers to achieve their goals of securing new business, maximizing gross margins, increasing inventory turns, and meeting goals leading to a stronger bottom line.



The listing of services from Cable Tie Express continues with custom labeling and packaging capabilities, opportunities for making joint sales calls with Cable Tie Express sales agents, training programs to enhance product and application knowledge, and marketing assistance for growing sales.

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NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO**VEGAS FASTENER EXPO ROARS PAST 700 EXHIBIT SPACES: LARGE TURNOUT EXPECTED** *continued from 210*34 North High Street • New Albany, OH 43054 • Phone 614-895-1279 • Fax 614-895-3466 • www.fastenershow.com**National Industrial Fastener & Mill Supply Expo Exhibitor List as of 8/15/2012**

LEP Special Fasteners
 Leyong Industrial (Shanghai) Co., Ltd.
 Lianyungang Xingyi Fasteners Co., Ltd.
 Liberty Brass Turning Company
 Likuo Industrial Co Ltd
 Lindstrom Fastener Group
 Linkwell Industry Co., LTD.
 Linus Products, Inc.
 Locknut Technology, Inc.
 Locksure Inc.
 Lok-Mor Inc.
 Lone Star/Walker Bolt
 Long-Lok Corporation
 Loomis International, Ltd.
 Lu Chu Shin Yee Works Co., Ltd.
 Lyn-Tron, Inc.
 Magni Group, Inc. (The)
 Magnum Mfg., LLC
 Magnus Industries, Inc.
 Mangalam Alloys Limited
 Master Magnetics, Inc.
 Master Products Co. (The)
 Master United Corp.
 Masterpiece Hardware Industrial Co.
 Matenaer Corporation
 MATHread, Inc.
 MDI - Manufacturing & Design, Inc.
 MDM Special Tools s.r.l.
 Mectron Inspection Sytems
 Mercer Abrasives
 Metal Coatings Corp
 Metal Fabricating Corp.
 Metal Resource Solutions, Inc.
 Metalurgica Hassmann S/A
 Metric & Multistandard Components Corp
 Metric Fasteners Corporation
 Miao Run Sen China
 Micro Plastics, Inc.
 Midalloy Specialty Materials
 Midland Metal Manufacturing
 Midwest Control Products
 Min Kuan Co., Ltd.
 Minneapolis Washer & Stamping, Inc.
 Mols Corporation
 Morton Machine Works
 Mr. Metric
 MSI Products
 Mubea, Inc.
 Muking Heavy Truck Accessories Co., Ltd.
 Multi-Tek Fasteners & Parts Manufacturer Corp.
 MW Industries, Inc.
 Nakashimada USA
 Nanmat Technology Co., Ltd.
 Nantong Da Sheng Fastener Co., Ltd.
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 National Fastener Distributors Association (NFDA)
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 National Machinery Exchange
 National Machinery LLC
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 National Threaded Fasteners Ltd
 NCG Tools Industry Co., Ltd.
 ND Industries
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 Ningbo Fastener Factory
 Ningbo Haixin Hardware Co., Ltd.
 Ningbo Jinding Fastening Piece Co., Ltd.
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 Ningbo Yonghong Fasteners Co., Ltd.
 Ningbo Zhongbin Fastener Mfg. Co., Ltd.
 Ningbo Zhongjiang Petroleum Pipes & Machinery Co.
 Nitrex, Inc.
 Nitto Kohki U.S.A., Inc
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 Nord-Lock, Inc.
 Norseman Drill & Tool
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 Northwest Hydra-Line
 Nucor Fastener
 Nylok LLC
 Ofco Industrial Corp
 Offshore Milling Services, Inc.
 Ohio Nut & Bolt Company
 Oread Fasteners (Vietnam) Co., Ltd.
 Ornit, Inc.
 OSG-Sterling Die, Inc.

Outback Flashlights, LLC
 Pacific-West Fastener Association
 PACMET (A Division of Pacific Metals Group, LLC)
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 Pentrate Metal Processing
 Perfect Lock Bolt America, Inc.
 Perfection Chain Products
 PINGHU ZHAPU NUT FACTORY
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 Plan-E-Tech Industries, Inc.
 Plano Moulding Company
 Portage Packaging Systems, Inc.
 Porteous Fastener Company
 Powell Systems, Inc.
 Praxair Surface Technologies, Inc.
 Precision Technology Supplies, Ltd.
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 Pres-on Tape & Gasket
 Prestige Stamping, Inc.
 Prestole Fasteners
 Prospect Fastener Corp.
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 Raabe Company LLC
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 Ramco Specialities, Inc.
 Ray Fu Enterprise Co., Ltd.
 Ray Industries
 Reed Machinery, Inc.
 Reg-Ellen Machine Tool Corp.
 Regg Inspection
 Rexlen Corp.
 Richard Manno & Company
 Richco, Inc.
 Ring Masters, LLC.
 Rivet & Eyelet Technologies, LLC
 Rivet & Eyelet Technologies, LLC
 Rockford Fastener Inc
 Rockform Carbide Manufacturing
 Rocknel Fastener, Inc.
 Rolled Alloys
 Rolled Threads Unlimited
 Rotor Clip Company
 RTI International Metals
 RTM Products, Inc.
 Ruian Jiulong Fasteners Factory
 Rumco Fastener Div MW Ind
 S & M Retaining Rings
 Safeland Industrial Supply Inc
 Safety Socket LLC
 SAIDA Mfg. Co., Ltd
 Sakai Threading Tool Co., Ltd.
 Sakamura USA, Inc.
 Sanhuan Fasteners Co., Ltd.
 Sarjo Industries, Inc.
 Saspi Talleres S.A.
 Screws Industries, Inc.
 Seastrom Mfg. Co., Inc.
 Sems & Specials Inc.
 Sen Chang Industrial Co., Ltd.
 Set Screw & Mfg. Co.
 Seymour of Sycamore
 Shandong Minmetals Co., Ltd.
 Shandong Tengda Stainless Steel Products Co., Ltd.
 Shanghai Fast-Fix Rivet Corp.
 Shanghai Jingyang Fastener Co., Ltd.
 Shanghai Ming Stainless Co., Ltd.
 Shanghai Minmetals-Fasteners
 Shanghai Pinnacle International Trading Co., Ltd.
 Shanghai Prime Machinery Co., Ltd.
 Shanghai Qiuming Standard Parts Co., Ltd.
 Shanghai RECKY International Trading Co., Ltd.
 SHANGHAI RIVET FASTENER MANUFACTURE CO.,LTD
 Shanghai Sunray Co., Ltd.
 Shanghai Sunrise Fasteners Co., Ltd.
 Shanghai Tianbao Fastener Manufacturing Co., Ltd.
 Sherex Fastening Solutions, LLC
 Shin Guang Yin Enterprise Co., Ltd.
 Shuenn Chang Fa Enterprise Co., Ltd.
 Sivaco Wire Group
 Snelly Steel Ring Co.
 Socket Source (The)
 Solon Manufacturing Co.

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 Southeastern Fastener Association
 Southwestern Fastener Association
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 Specialty Screw Corporation
 Spectro Wire & Cable, Inc.
 Spirol Distribution
 Standing Industrial Co., Ltd.
 Star Stainless Screw Co.
 Stelfast Inc.
 Strut Support Systems
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 Xing Chang Fasteners Factory
 XL Screw Corporation
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 Yih Shwei Bolt Industrial Co., Ltd.
 Your Choice Fasteners & Tools Co., Ltd.
 Zhejiang Aozhan Industrial Co., Ltd.
 Zhejiang Huantai Fastener Co., Ltd.
 Zhejiang New Oriental Fastener Co., Ltd.
 Zhejiang Qifeng Hardware Make Co Ltd
 Zhejiang Shengrui Machinery Co., Ltd.
 Zhejiang Taisheng Fastener, Co., Ltd.
 Zhejiang Xiaoshan Goaling Auto Parts Co.,Ltd.
 Zhoushan Zhengyuan Standard Spares Co., Ltd.



DISTRIBUTOR NEWS

Fastener distributors have a reason to be excited with the **FCH Sourcing Network**. The popular online fastener sourcing network now supports direct access from The Business Edge, INxSQL, and Distribution One. Also in development is an interface to Prophet 21, the flagship ERP platform from Epicor, which is widely used in the industry.

The new interface allows FCH members to identify and upload inventory from within their enterprise data environment, and then to have automated updates pass to FCH over time, to maintain up to date listings.

"The new interface makes listing on FCH a very simple proposition for users of any of these software platforms," says FCH technical manager, Brian Musker. "And linking directly to our members' databases will provide even more benefits going forward."

The new FCH interface uses a suite of web services that support the transfer of data between users and the FCH server that has proven to be fast, secure and reliable during development trials. Users of the participating platforms who are also FCH members can use the new interface at no additional charge.

For more information contact Eric Dudas by email: eric@fastenersclearinghouse.com or phone 1-877-332-7836.

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FASTENER COMPANY ACQUISITIONS COMPLETED IN THE FIRST HALF OF 2012 *continued from page 38*

On March 1, 2012, Elgin Fastener Group LLC ("EFG") purchased Quality Bolt & Screw Company. Quality Bolt & Screw, a privately-owned company, was founded in 1958 and is located in Brecksville, Ohio. The company manufactures cold-headed bolts, pins and studs for the military and general industrial markets. Quality Bolt & Screw focuses primarily on producing larger diameter (up to 1-1/4 inch) male fasteners and/or custom-engineered parts for specialty industrial applications. EFG, headquartered in Versailles, Indiana, manufactures a diverse range of cold-headed, externally-threaded, specialty and semi-standard fasteners. The company is comprised of five principal fastener manufacturing business units, with each EFG business unit producing a distinctly different product range for separate industrial applications and end-user markets. EFG is a portfolio company of Audax Group, a Boston-based private equity firm.

Purchase price: not available



On March 8, 2012, Tanner Bolt & Nut Corporation purchased City Sprint Safety & Supply LLC ("CitySprint"). CitySprint, a privately-owned company located in Long Island City, New York, is a specialty distributor of construction fasteners, safety products, lifting products, power tools and general hardware supplies. CitySprint specializes in providing express delivery of contractor supplies to job sites in New York City, New Jersey, Long Island and Westchester. Tanner Bolt & Nut, a privately-owned company, was founded in 1979 and is located in Brooklyn, New York. The company distributes a diverse range of fasteners, security hardware and general industrial supplies to contractors, manufacturers and government agencies throughout the great New York metropolitan region.

Purchase price: not available



On May 14, 2012, MacLean-Fogg Component Solutions ("MFCS") purchased Sky Manufacturing Inc. Sky Manufacturing, a privately-owned company, was founded in 1997 and is located in Commerce, California. The company manufactures bolts for the aerospace market to standard NAS, MS, AN and AS part numbers, along with customer-specific specials from a range "exotic" alloys including titanium, Inconel, Waspalloy, H-11 Vacuum Melt and A-286. MFCS is a diversified manufacturer of highly-engineered fasteners and specialty metal & plastic components with 14 manufacturing facilities in the US and Europe. The company supplies a wide range of end-user industries including automotive, heavy truck, aerospace, appliance, wind power and mining. MFCS is a division of The MacLean-Fogg Company, a global enterprise with annual net sales of \$900 million and a workforce of more than 3,200 people.

Purchase price: not available



On May 18, 2012, Precision Castparts Corp. (NYSE: PCP) purchased Centra Industries Inc. ("Centra"). Centra, a privately-owned company, was founded in 1974 and is located in Cambridge, Ontario, Canada. The company manufactures a range of precision-machined airframe components and assemblies in both aluminum and difficult-to-machine aerospace alloys (such as titanium, Inconel and hardened steels). The company also assembles major aircraft sub-structures and performs kit integration. Centra does not produce what would be considered a typical fastener, however, the company's products are complementary to those of PCP's Fastener Products segment and will be reported as part of this business segment. Precision Castparts is a global manufacturer of complex metal components and products serving the aerospace, power and general industrial markets.

Purchase price: not available

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FASTENER COMPANY ACQUISITIONS COMPLETED IN THE FIRST HALF OF 2012 *continued from page 218*

On May 25, 2012, Precision Aerospace Components Inc. (OTC: PAOS) purchased Fastener Distribution and Marketing Company Inc. ("FDMC"). FDMC is a privately-owned holding company comprised of two wholly-owned subsidiaries: Aero-Missile Components Inc. ("Aero-Missile") and Creative Assembly Systems Inc. ("CAS"). Aero-Missile is a stocking distributor of aerospace fasteners based in Bensalem, Penn. (outside Philadelphia). CAS is a value-added distributor of proprietary and specialty fasteners based in Groveport, Ohio (outside Columbus). Precision Aerospace Components ("PAC") is a stocking distributor of aerospace quality internally-threaded fasteners. The principal operating subsidiary of PAC is Freundlich Supply Company Inc. located in Staten Island, New York.

Purchase price: \$9.3 million



On May 29, 2012, Gris Decoupage S.A. purchased Knipping Umformtechnik GmbH ("KUT") from LISI Group (Euronext Paris: GFII). KUT, located in Herscheid, Germany, is a manufacturer of specialty stamped and press-formed components for the automotive and electrical markets. KUT is a key supplier to numerous German automakers including: Volkswagen, Audi, Daimler, BMW and MAN. KUT employs approximately 50 people and generated net sales of EUR8.7 million in 2011. Following the transaction closing, the company was renamed Gris Umformtechnik GmbH. Gris Decoupage is a privately-owned company, located in Pont-A-Mousson, France, which manufactures specialty stamped and press-formed components for the European automotive and industrial markets.

Purchase price: EUR4 million



On May 31, 2012, Stanley Black & Decker Inc. (NYSE: SWK) purchased Powers Fasteners Inc. Powers Fasteners, a privately-owned

company, was founded in 1921 and is headquartered in Brewster, New York. The company is a leading supplier of mechanical and adhesive anchors for concrete and masonry applications, along with powder-actuated fastening systems used primarily in commercial construction. Powers Fasteners is projected to generate net sales of approximately \$140 million in 2012, with 90% of net sales derived from non-residential construction. Following the transaction closing, Powers Fasteners will become part of the Stanley Black & Decker Construction Do-It-Yourself ("CDIY") division's Professional Power Tools Group. The company will maintain its headquarters in Brewster. Stanley Black & Decker is a diversified global provider of power & hand tools, mechanical access solutions, electronic security & monitoring systems and products & services for various industrial applications.

Purchase price: \$224.4 million



On June 1, 2012, Tramec LLC purchased LRG Fastener Corporation, doing business as Continental-Aero. Continental-Aero, a privately-owned company, was founded in 1948 and is headquartered in Harrison, New Jersey. The company is a stocking master distributor of nylon insert locknuts, all-metal locknuts and finished hex nuts. The majority of the product sold by Continental-Aero is imported from Asia and the company's main stocking warehouse is located in Alsip, Illinois (outside Chicago). Following the transaction closing, the company was renamed Tramec Continental-Aero LLC. Tramec supplies a diverse range of highly-engineered components to the heavy-duty tractor and trailer markets (both OEM and aftermarket sales), along with the general industrial fastener market. Tramec is headquartered in Iola, Kansas and is a portfolio company of MacLean Investment Partners LLC, the private equity investment company of the Barry L. MacLean family.

Purchase price: not available

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 - Unified: 2-56 to 3/6-16; Metric: M2.5 to M6

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DISTRIBUTOR NEWS

ND Industries, a trusted name in pre-applied fastener adhesives and sealants, expands their in-house inspection and sorting capabilities with the addition of world-class equipment from Linear GS. With this new equipment, customers of ND Industries can now use one company for fastener inspection, processing, and packaging.

Customers who utilize this new opportunity will see lower shipping and handling costs by having ND Industries conduct complete part inspections at the same location that it performs the fastener processing. No transportation time also leads to a quicker part turnaround. Less part handling means that there will be fewer touch marks and less potential for part damage.

ND Industries' new Linear GS Inspection machines can inspect various fastener dimensional tolerances including shank length and head diameter. Fasteners can be sorted for defects such as bent shanks, missing threads, recess fills, broken punch formations, and the presence of foreign material.

ND has processing centers strategically located across the United States, additional facilities in China and Taiwan, and licensees throughout the world. Inspection and sorting is currently available at the following ND Industries locations: Clawson, Michigan; Northbrook, Illinois; Twinsburg, Ohio.

More information about ND Industries can be found online at www.ndindustries.com. To learn more about Linear GS, visit www.LinearGS.com.

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FASTENER COMPANY ACQUISITIONS COMPLETED IN THE FIRST HALF OF 2012 *continued from page 220*

On June 4, 2012, Building Material Distributors Inc. (“BMD”) purchased Master Fasteners International LLC (“Master Fasteners”). Master Fasteners, a privately-owned company, was founded in 1994 and is headquartered in Long Beach, California. The company is an importer and stocking master distributor of pneumatic fasteners, including brads, staples and nails. Master Fasteners sells to STAFDA members and OEMs / end-users throughout the United States. The company has a Memphis, Tennessee branch which operates under the name Fastener Source. BMD, an employee-owned company, was founded in 1943 and is headquartered in Galt, California. The company is a wholesale distributor of specialty building materials focusing on the Western United States.

Purchase price: not available



On June 13, 2012, Elgin Fastener Group LLC (“EFG”) purchased Northern Wire LLC. Northern Wire, a privately-owned company, was founded in 1970 and is located in Merrill, Wisconsin. Northern Wire is one of the largest wire-formers in North America, operating from a 100,000 square foot facility with 140 employees. The company also has cold-heading, machining and welding capabilities, along with a full complement of secondary operation machinery and its own plating facility. EFG, headquartered in Versailles, Indiana, manufactures a diverse range of cold-headed, externally-threaded, specialty and semi-standard fasteners. The company is comprised of six principal fastener manufacturing business units, with each EFG business unit producing a distinctly different product range for separate industrial applications and end-user markets.

Purchase price: not available.



On June 18, 2012, Validor Capital LLC completed the purchase of EDSCO Fasteners Inc. (“EDSCO”). EDSCO, a privately-owned company, was founded in 1985 and is headquartered in Denton, Texas. The company is a premier fabricator of anchor bolts and anchor bolt cage assemblies used in large steel structures such as power transmission, wind power and cellular towers. In addition to the main facility in Denton, Texas, EDSCO has branch operations in Charlotte, North Carolina and Spanish Fork, Utah (near Provo). Validor Capital is a New York-based private equity firm which focuses on acquiring majority equity stakes in small to middle market manufacturing and industrial service businesses with high-quality senior management.

Purchase price: not available



On June 20, 2012, MW Industries Inc. purchased Hi-Tech Machine Inc. Hi-Tech Machine is a privately-owned company located in Concord, North Carolina. The company manufactures precision-machined steel components for the medical, aerospace, military / defense and hand power tool markets. Following the transaction closing, the operations of Hi-Tech Machine will be consolidated into MW Industries’ Springmaster Division located in Greer, South Carolina. The founder / seller of Hi-Tech Machine will join the Springmaster organization to integrate the existing business base and drive growth opportunities. MW Industries is headquartered in Logansport, Indiana and is a manufacturer of engineered mechanical components, including highly-engineered springs, specialty fasteners, machined components, precision stampings and custom wire forms to name a few.

Purchase price: not available 

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The Importance of Corporate Records

Corporations are created and maintained to insulate owners from liability. Even with sole shareholders, the corporation can protect the owner from liability. The lack of corporate record books can be used as a factor in piercing the corporate veil.

A Tort Case

A primary purpose of doing business as a corporation is to insulate stockholders from unlimited liability for corporate activity. Limited liability will ordinarily exist even when the corporation is closely held or has a single shareholder. *Peetoom*, 334 Ill. App. 3d at 526.

Courts can disregard corporate protection. For instance, a court may disregard a corporate entity and pierce the veil of limited liability where the corporation is merely the alter ego or business conduit of another person or entity. The doctrine of piercing the corporate veil is an equitable remedy; it is not itself a cause of action but rather is a means of imposing liability on an underlying cause of action, such as a tort or breach of contract." *Peetoom*, 334 Ill. App. 3d at 527.

A Contract Case

In a breach of contract case (*Macaluso v. Jenkins*, 95 Ill. App. 3d 461), the court looked to the absence of records as a veil piercing factor.

With respect to the factors used to determine whether piercing the corporate veil was appropriate, the trial court found that the following factors weighed in favor of doing so: inadequate capitalization, failure to observe certain corporate formalities, failure to pay dividends, operation of the corporation without a profit, commingling of corporate and personal assets, a non-functioning officer or director, insolvency of the corporation, and absence of corporate records.

Tax Requirements

Owners of closely held companies tend to infuse or withdraw money into and from their companies. The question becomes, is the transaction a loan or is it a constructive dividend? Shareholders receiving loans must properly record the loan. If the loan is not properly recorded in the corporate minutes, the loan may be deemed as a constructive dividend. What does this mean for the shareholder? The shareholder may be

forced to pay ordinary income taxes on money that would otherwise be nontaxable.

There is also the issue of setting fiscal years. Though the issue of timing can seem relatively insignificant, for some companies that have busy seasons and slow seasons, the timing of the tax year can radically reduce their tax liability. In addition to the requirements based off the Internal Revenue Code and IRS procedures, shareholders and corporations must document the change of the fiscal year in their records as well.

Company use of Personal Possessions

Many owners of closely-held companies intermingle their own possessions into their companies. The line between what is company owned and what is personally owned may become blurred and indistinguishable from each other, even to the corporate owner. Vehicles, tools, equipment, and the like commonly used in company and personal settings are prone to this problem. Shareholders giving loans to or borrowing equipment from the corporation must properly record in the minutes the ownership of the equipment. If the loan or equipment is not properly recorded here, the loan or property may be interpreted as property of the corporation during litigation.

Corporations are created and maintained to insulate owners from liability. The lack of corporate record books can be used as a factor in piercing the corporate veil.

Conclusion

Corporations tend to move large volumes of money in terms of loans, leases, purchases, and distributions, etc. In most cases, corporate finance dwarfs individual finances. When corporate resolutions are not adopted or memorialized as minutes, personal liability can result. When personal liability results from company debts and finances, the overrun can bankrupt a business owner's personal finances in the process.

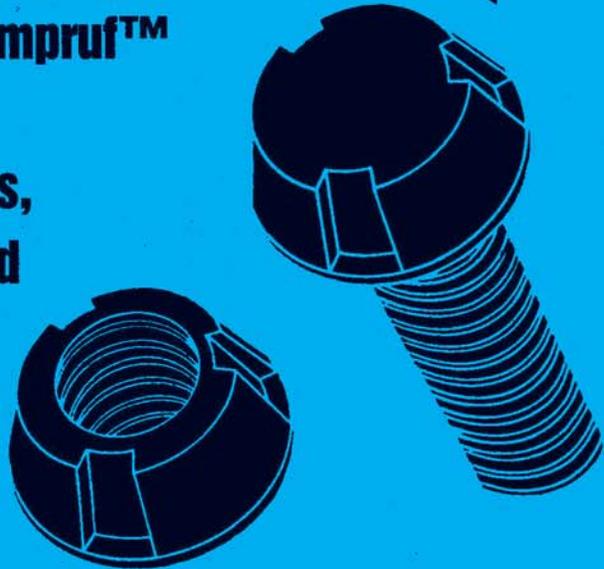
One of the most effective ways to protect clients is to keep an updated corporate record book. An updated corporate record book shows that formalities have been observed, which is what is legally required. It shows proper resolutions were adopted that shed liability in certain circumstances and corporate records reduce decisions to writing. Having this level of organization is critical in business and specifically required of corporations under state law. The Center for Financial, Legal, and Tax Planning, Inc. maintains a number of corporate record books for various corporations and companies. 



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DISTRIBUTORS & MANUFACTURERS WORKING TOGETHER TO SOLVE PROBLEMS FOR OEMS WITH BLINK RIVETS *continued from page 48*

After further review, the OEM's assembly and industrial engineering staff felt certain that blind rivets would offer the necessary speed of assembly, reliability and permanence they required. In addition, the low capital expenditure and labor cost associated with blind riveting also made it a highly attractive solution. They consulted a knowledgeable distributor who sold products based on what they referred to as their "solutioneering" abilities as well as their access to rivet manufacturers who could provide the necessary design support.

In this case, the distributor and rivet manufacturer worked together to solve the problem at hand.

The distributor's solution was to provide an access hole that could be drilled by the OEM at the same time as the joint hole as seen in diagram.

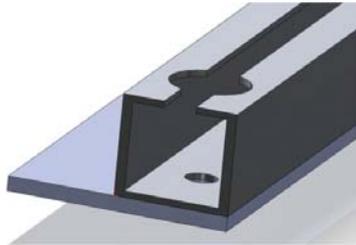


Figure 4 - Distributors Solution:
Nose Piece Access Port

However, while the distributor had successfully resolved the issue of how the rivet could access the joint hole, other challenges surfaced.

The nose piece wasn't long enough to reach the primary material. Although this was technically an easy fix since the nose piece length could be increased, doing so would require a longer mandrel for the riveting tool jaws to properly pull the mandrel to set the rivet. Nearly all blind rivets have a mandrel protrusion length of between 1.00"~1.10", which is not long enough to engage the jaws.

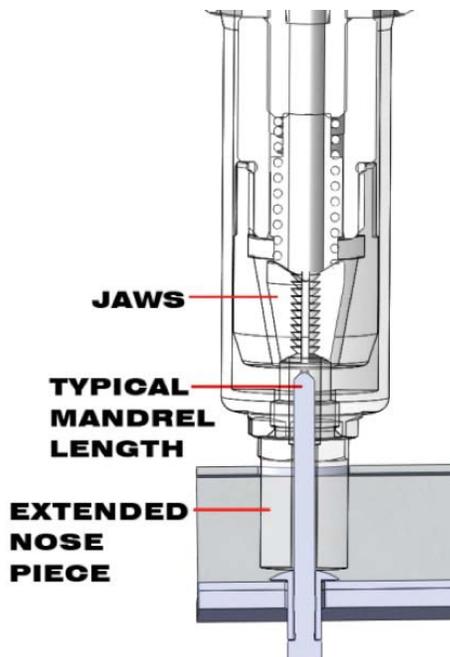


Figure 5 - Insufficient Mandrel Length:

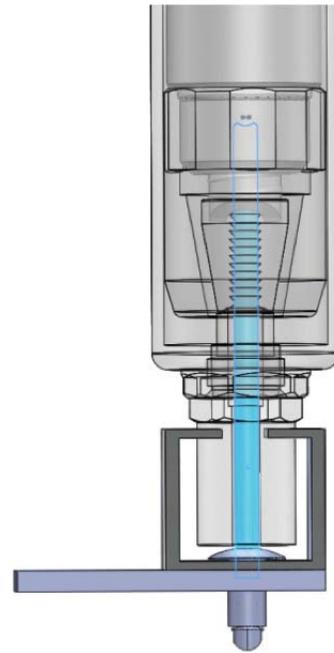
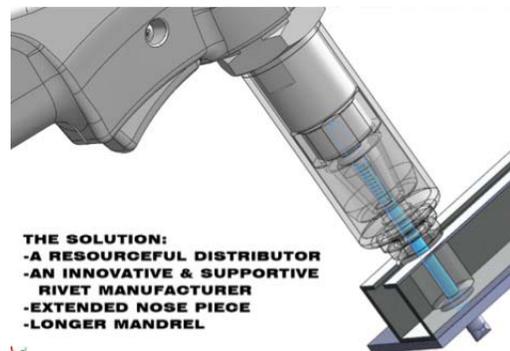


Figure 6 - Manufacturers Solution:
Custom designed nose piece
Increased Mandrel Length

The rivet application engineer measured the access port to determine what the proper nose piece length would be. Then, the rivet manufacturer calculated the necessary mandrel length and mocked up samples of the nose piece – revising the rivet design based on these results. With some trial and error, a final design was submitted to the customer along with samples, which was approved shortly after as the right solution.

Win-Win-Win in Blind Rivet Distribution

This hand-in-hand, seamless support gave the OEM a cost effective assembly method that helped them meet their production goals. The distributor was also highly regarded as a solutions provider, which resulted in the sale of many millions of rivets as well as other fasteners. At the same time, the rivet manufacturer was able to create a pinnacle product with this solution that will provide a reliable source of business well into the future. ⬡



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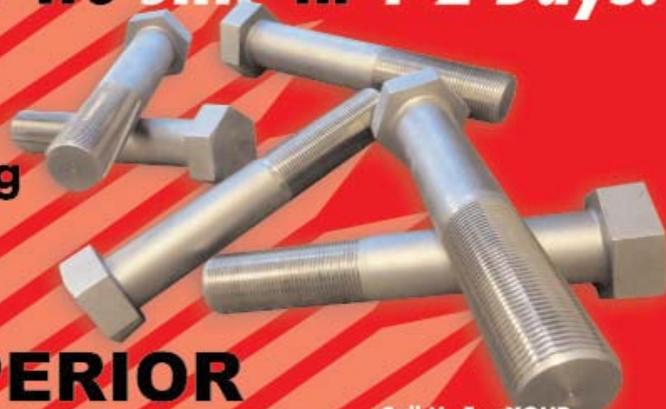
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THE BIGGEST ROI A FASTENER COMPANY CAN GET SADLY GOES UNDER EXPLOITED *continued from page 70*

Shortly thereafter I was flown to Rockford for two weeks' exposure to manufacturing and applications engineering. They had no formalized way to train new employees, so they just wrote down a series of departments and told the department managers I was coming and to show me what they could or what I asked to see. I was the human sponge of fastener technology. It was an exciting and enlightening experience.

When I returned to Arlington, Texas, I decided learning in this unorganized, unstructured way was too difficult and not many people would do what I was doing to gather fastener technology knowledge. I decided to do something for future employees that had not been done for me. I wrote a 200-page training manual on fastener technology based on what I had raked together and learned in two weeks spent in fastener manufacturing and engineering.

The book was typed up by staff in Rockford, copyrighted, and used for at least the next 20 years as one of the primary training tools for new hires in technical sales and engineering. I benefited greatly from the experience of gathering the information and writing the book. This experience formed the foundation upon which I built the broad knowledge of fastener technology I have today.

The point of this story is that there was no industry

training available in the 1970s; therefore, it took many years for a person to become adept at fastener technology. Because fastener technology was passed on as tribal knowledge, there was no guarantee what was learned was correct. Unfortunately, not a lot has changed in since in the way most fastener companies approach training. It still appears to be primarily OJT.

The good news is that organized fastener technology training is available today to every fastener company in North America through the joint efforts of the Fastener Training Institute® (FTI) and the Industrial Fasteners Institute (IFI). Currently there are two different programs available, Fastener Training Week, and the Automotive Fastener Technology Program.

The FTI is an organization created by the members of the Los Angeles Fastener Association (LAFA), now Pacific-West Fastener Association, in an effort to convert their highly successful Certified Fastener Specialist™ program into a nationwide program. The original west coast program has turned out more than 300 Certified Fastener Specialists (CFS) over the last 14 years. The original program consisted of six individual one day seminars with a different one offered approximately every other month, so it took more than a year to complete the program.

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THE BIGGEST ROI A FASTENER COMPANY CAN GET SADLY GOES UNDER EXPLOITED *continued from page 231*

Because of my struggle to learn fastener technology, as explained above, I was thrilled to be asked to be one of the instructors in the original CFS program. When I assumed my current position as Director of Engineering Technology for the IFI in January of 2007 I knew one of the things I wanted to do for the fastener industry was to help improve the availability of fastener technology training for all of North American fastener suppliers to improve the breadth and depth of knowledge throughout our industry.

The IFI leadership agreed to support a cooperative effort between the IFI and FTI to adapt the west coast CFS program into a nationwide program that would be condensed into one week. The result of that agreement and joint effort lead to the creation of the Fastener Training Week program starting in the summer of 2009. It is now conducted every summer at the IFI Headquarters in Independence, Ohio and in Los Angeles each spring.

The following are the topics covered during the five day program:

Fastener Training Week Content

- Consensus Standards Organizations
- Torque Tension Demonstration
- Acquiring Fastener Specifications
- Quality Assurance Systems
- Fastener Terminology
- Thread Specifications and Gaging
- Certifications, Test Reports and Lot Traceability
- Fastener Testing and Inspection Equipment
- Hands-on Equipment Experience
- Advanced Print Reading and Tolerances
- Fastener Material Standards
- Fastener Dimensional Standards
- Machine Screws and Stainless Steel Standards
- Metric Fastener Standard Dimensions, Tolerancing and Threads
- Hydrogen Embrittlement in Threaded Fasteners
- Plant Tour Day
 - o hot heading and cut threading facility
 - o surface coatings facility
 - o independent laboratory facility

please turn to page 234



THE BIGGEST ROI A FASTENER COMPANY CAN GET SADLY GOES UNDER EXPLOITED *continued from page 233*

The CFS instructors include Carmen Vertullo, ME, CFS and Lead CFS Instructor, Salim Brahimi, Chairman of American Society for Testing and Materials (ASTM) F16, Bengt Blendulf of EduPro U.S., and myself.

Based on feedback from some automotive fastener engineers who attended the Fastener Training Week in 2010, a more in-depth two-day fastener technology program specifically related to automotive fasteners was initiated in 2011 and is now scheduled for each spring in the Detroit, Michigan area.

Automotive Fastener Technology Program Content

- Fastener Tightening Technology
 - o An overview of the fundamentals of fastener tightening
 - o Torque – Angle Tightening Technology
 - o Ultrasonic Tightening Technology
- Failure Analysis
 - o Responding to product complaints
 - o Fundamentals of fracture and failure
 - o Types of failure and how to identify them
 - Ductile fracture modes
 - Brittle fracture modes
 - Tensile failure
 - Torsional failure
 - Fatigue failure
 - Thread failures
 - Hydrogen related failures
 - Hydrogen embrittlement (internal causes)
 - Stress corrosion cracking (external causes)
- Metric Thread Technology
 - o Applicable standards
 - o Thread class calculations (6e and 6E)
 - o Inspection requirements and applicable gages
- Fastener Metallurgy
 - o Common carbon and alloy steels
 - o Progression and properties of metallurgical structure
 - o Heat treating basics
 - Through hardening vs. surface hardening
 - Quench and tempering
 - Case hardening

- Induction hardening
- Fastener Coatings and Surface Finishing
- Plant tours
 - o Heat Treat Facility
 - o Automotive Coating Facility

Below are some questions I would like to answer for readers:

Q1. Are these programs any better than OJT?

A1. Attendees have had from one month to 30 years of fastener industry experience. Those with five years and more all state that they learned more in the one week or two day program about fastener technology than they had learned since they have been in the industry.

Q2. How do we know these programs are any good?

A2. Since 2009 about 170 students have participated in these programs and when surveyed at the end of each program almost 100% said they would recommend to their managers that their associates should also attend these programs.

Q3. What is the reference to ROI in the title about?

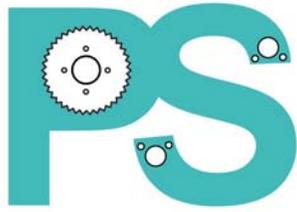
A3.1 Customers respect suppliers who are technically astute and can help them with fastener technology questions. Landing one new customer, because your people are more knowledgeable than your competition, will quickly off-set the cost of training.

A3.2 More knowledgeable employees make fewer errors. In the fastener industry one error can easily exceed the cost of training. You will never know the value of the errors that do not happen, but the more people you employ who are well trained the fewer costly errors your company will have to absorb over time.

A3.3 The more you invest in excellent fastener technology training for your staff the greater your return will be in terms of more business and fewer errors. The training is paid for one time, but the return to the organization continues to pay off the longer the employee stays with you.

please turn to page 236





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Q4. What feedback do you get from owners and managers who have sent more than one participant over the years?

A.4.

"Sending our employees for training tells them that what they are doing in our company is important and that we are willing to invest in them."

Cathleen Law, Ababa Bolt

"CFS training is one of the absolute best investments we can make in our people and in our business. Our folks consistently return from the training week enthused and appreciative of the knowledge they've gained and the priority we've placed on equipping them to do their job and serve our customers. A heartfelt thank you to Carmen, Joe, Salim and everyone involved in CFS. It's a fantastic program taught by true industry experts."

Russ Doran, Timberline Fasteners

"Furthering your fastener education is the best investment you can make in your company and for your customers. Here at Brighton Best International, we value our distributors and we make sure our staff is formally trained in all aspects of the fastener industry, which includes attending the CFS training program. Suppliers and distributors face many challenges in a competitive market, so having formal training in our craft will help us gain that extra edge."

Rosa E. Hearn, Brighton Best International—Los Angeles

Q5. What do attendees have to say about the program?

A.5.

"Great. Well worth my time and money. The instructors are very dedicated to the improvement and education of the industry. I have always worked in management. I can now look up specs and know where to go for information."

"This was a wonderful learning experience for me. My plan is to continue to get more fastener and technical training for my staff and myself. You have to be proud of all you have done to improve the professionalism of the industry. Thank you for sharing your knowledge and experience; I know each one of us in the training learned a

great deal."

"The CFS program drastically shortened my learning curve regarding fastener specifications. This program is a great addition to my experience."

"The course helps you understand the language of the industry. I have been in this business for two years, and I had no idea prior to taking this course how high tech the business of (seemingly) low tech parts can be. What goes into manufacturing them is incredibly precise and complex not to mention interesting. There is no way anyone would fully understand this business without that course. By the second day, I had already resolved a few (prior) customer problems. I also found out how this can help us with corrective actions in the future; this alone will probably pay for the course."

Q6. Where can I get more information about the Fastener Training Institute/IFI training programs?

A6. www.fastenertraining.org

I am very excited about the strides that have been made over the last few years in making professional fastener technology training available to our industry. As explained at the outset, I learned the hard way and would have loved to have gotten a head start by going to one or both of these programs.

That said, I am disappointed at the fact that more management teams are not taking advantage of these valuable programs. We are averaging about 25 attendees per program out of an industry that is estimated to have more than 50,000 employees. Also as stated at the outset of this article these great programs continue to be sadly under exploited.

It is my hope for the fastener industry that more management teams will take this message to heart and start taking advantage of these training programs for the good of your companies and the good of the fastener industry. As a training method OJT is no match for a professional fastener technology program. When running my own business for 28 years I told my staff, "I hate spending money, but I love to invest in this business." There is no better return on investment a manager can make in their business than providing good training to their staff. 



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Quantum Storage Systems, announces its industrial strength plastic carts, in stock for immediate shipment.



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COMPUTER INSIGHTS DOES IT AGAIN! FREE THE BUSINESS 2.0 SYSTEM AT NIFS VEGAS *continued from page 90*

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The Brighton-Best Connection

In 2010 Computer Insights, Inc. and Brighton-Best International (BBI) released the Brighton-Best Connection and now it is in use all over North America. This exclusive system allows users of The BUSINESS EDGE 2.0 to view price and availability from Brighton-Best while they are inside The BUSINESS EDGE 2.0. They can also place orders with Brighton-Best from inside The BUSINESS EDGE 2.0. The distributors get their web discount from Brighton-Best and eliminate the need for double entry. Now BBI's customers can even get MTR's for the products that they receive from BBI with a click of a button in The BUSINESS EDGE 2.0.



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This is included in the base system and the scanners for capturing the data at the customer locations are as little as \$300.00. Orders can be transmitted to the distributor over the Internet and the customer automatically receives an eMail acknowledgement.

Wireless Warehouse System

The system also has an optional Wireless Warehouse module which uses bar codes to track every movement of inventory from the moment it is received to the final shipment of the inventory. With thousands of stock keeping units, having a bar code tracking system enables near zero errors. All the labels are produced by the system and read by the system so there is very little room for human error.



Quality System

In addition to the normal ERP (Enterprise Resource Planning) capabilities that The BUSINESS EDGE 2.0 offers, there is an optional Quality System Module that integrates all of the major functionality required by an ISO or AS 9100 quality system. Integrating these capabilities eliminates the possibility of errors and it saves The BUSINESS EDGE 2.0 fastener clients a huge amount of time and money.

Great Opportunity

Denny said, "This is an outstanding opportunity to learn more about our industry leading system and perhaps even own it FREE."



More Information

To find out more about The BUSINESS EDGE 2.0 or to arrange a demonstration, Computer Insights, Inc. can be reached at 108 Third Street, Bloomingdale, IL 60108. Their telephone number is 1-800-539-1233, email sales@ci-inc.com and their website is www.ci-inc.com. 

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Fax: 330.656.4175

T9 NUT

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4140 Alloy Steel

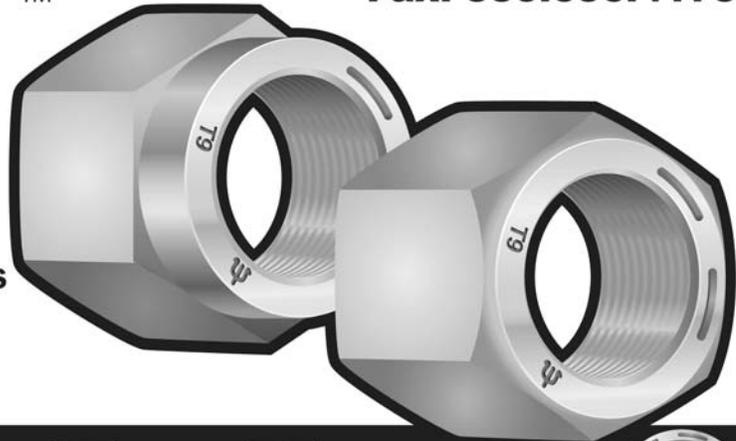
Works with High Strength Bolts

Stock 3/4" - 1 1/2"

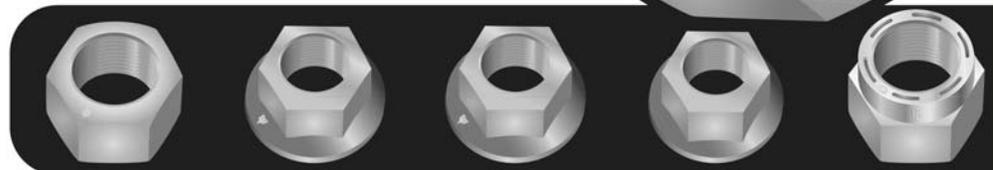
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Grade F
1/4" - 1/2"

Grade G
3/8" - 3/4"

Class 10
Metric Flange
M6 - M16

Grade C
Collar &
Thin Collar
5/8" - 3"

THE PERILS OF PROSPERITY *continued from page 82*

In the Far East, fastener manufacturers see their rising labor costs adding to the woes of their export-based economies hurt by slack international demand. Mainland China's government faces yet an additional problem. Migrant workers have become restive. They account for a large portion of the work force in China's special economic zones—coastal areas with market economies. Harsh working conditions, official corruption, repressive social policies like the one-child rule, and their government's efforts to cool a real estate speculation threaten their Communist rulers whose key concern is maintaining political power. So, fastener makers... don't expect sales to Mainland China's superheated economy to grow at their previous pace.

Adding it all up, FedEx Corp. in April reported a nine percent drop in international shipments through its main Memphis hub, showing the European slowdown is deepening and another is starting in Asia. In light of these trends, what should fastener makers and distributors be doing NOW to prepare for a less torrid tomorrow? How should astute fastener executives protect themselves from what looks like an approaching thunderstorm?

Steps Needed for Tomorrow's Survival

Wherever located, fastener producers who best meet their customers' pricing requirements will be the survivors when the thunder is upon us. This means preserving cash by building fortress balance sheets, training executives to

execute faster, and motivating workers to improve productivity. Together, these efforts will result in the lower per-unit costs needed to meet customers' price demands, ensuring survival in a flat or declining markets that are on the horizon.

Astute fastener suppliers are now taking sequential steps to prepare. First, they define and focus on core markets and products, prune product lines, and keep only the most profitable ones with the greatest potential growth.

Second, they assess their strengths and weaknesses honestly. Through market analysis and sales force reports, they conduct an external competitive survey of customer demands and competitors' strengths to determine where their greatest opportunities lie. They follow-up with a rigorous review of internal costs and productivity, to define strengths and weaknesses, figuring how best to prune costs and keep customers happy.

There is usually an overwhelming response to an internal Audit of employees, supervisors, and mid-managers when done by an impartial outside expert with no turf to protect. Staffers happily offer a host of good suggestions for improving operations and cutting costs because they often have been frustrated by perceived top management indifference to inefficiencies which fly in the face of daily operating realities. Together with productivity and cost data, the Audit enables a company to pinpoint its current competitive position, and plan what must be done to improve it.

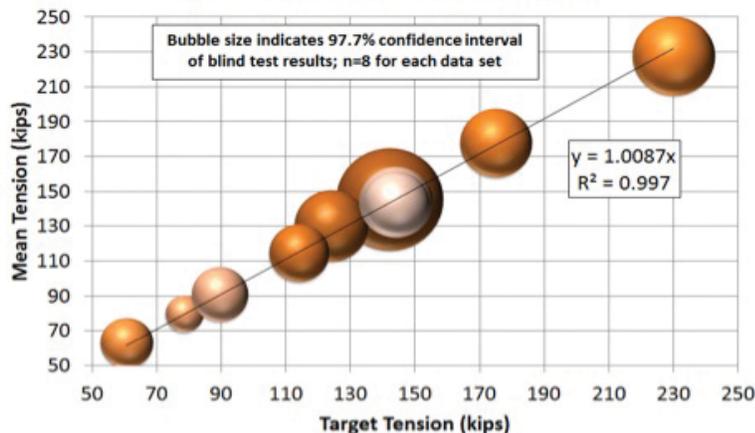
All Squirters™ Improve Constructability

We travel all over the world training first-time users how to use Squirters™. Occasionally we encounter skeptics who find it hard to believe that squirt appearance alone can allow the iron workers to achieve such consistent results. We understand that change can be difficult. Usually with a little coaching, we turn the skeptics into believers. However, the real challenge is to convince the decision makers to specify Squirters™ in their projects. Fortunately we have many years' worth of experience and testimonials from believers to help make the case for improved constructability.

Decision makers are usually engineers, so in addition to testimonials, the GL evaluation criteria carry a lot of weight. So, we applied the same test program to some of our smaller Squirters™. As shown in table 1, the results were equally impressive. Sizes M24, M27, M30 and a new generation M36 all had confidence intervals well within a 10% range around the target tension.

Figure 1 summarizes the results from all the confidence interval tests. In this bubble chart, I plotted the mean tension achieved in the tests versus the target tension, with the size of the bubble indicating the 97.7% confidence interval. These results are truly impressive. As indicated by the slope of the line (1.0087), on average the mean tension is slightly higher than the target tension with extremely tight fit (correlation coefficient = 0.997). Again, these are the results of blind tests where the operator used squirt appearance alone to tighten the bolt with no feedback during the test. The bottom line is that all Squirters™ allow you to consistently achieve target bolt tensions and improve constructability.

Figure 1: Sqrter™ Mean Tension vs Target Tension
97.7% Confidence Interval Tests
Various Grades: Sizes M24, M27, M30, M36, M42 & M48

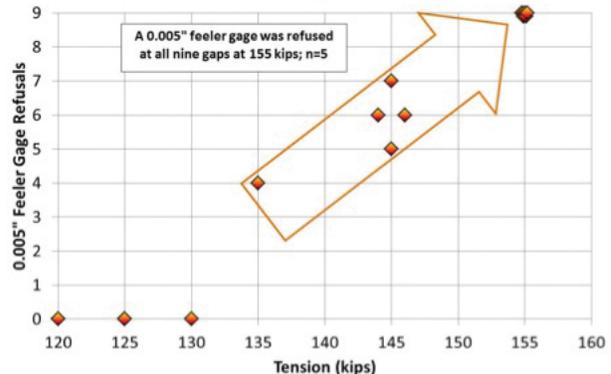


Do Not Worry About Over-Tensioning

Some of our customers, particularly State Departments of Transportation and wind turbine manufacturers, need assurance that bolts have not been over-tensioned. This is not a problem. A feeler gage can always be used with all of our Squirters™ as a back-up inspection technique.

We demonstrated this recently with a customer who is developing a proprietary structural system designed to resist seismic activity. In addition to consistent and accurate bolt tensions, it was imperative that no bolts exceed their specified maximum tension. As shown in Table 1, our M36 10.9 Squirters™ gave a mean tension of 144 kips (versus a 143.9 target) with a 97.7% confidence interval of 5.37 kips, well positioned within their required tension range. We also provided a means of identifying over-tensioned bolts using a 0.005" feeler gage. The test data is given in Figure 2. This Sqrter™ has nine bumps; if the feeler gage cannot be inserted between two bumps, it is called a refusal.

Figure 2: M36 10.9 PL Refusals vs Tension
F959M Tension Range: 134 - 154 kips



At 145 kips, in the middle of the required tension range, the feeler gage was refused in roughly half of the locations. However, at 155 kips, one kip higher than their specified maximum tension, the feeler gage was consistently refused in all nine locations. This condition indicates that a fastener assembly was over-tensioned and should be replaced. The Sqrter™ gave them a cost-effective way to consistently and accurately achieve target tensions, and a feeler gage can be used as a back-up means of verifying that the bolts were not over-tensioned. Talk about constructability! 

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THE PERILS OF PROSPERITY *continued from page 239*

As a result of their internal analyses, many fastener executives often find they must handle three problem areas to capitalize on its internal strengths. These include:

- Freeing senior management time so they can focus on long-term goals. As the problems of the organization come into focus, senior managers can learn in special training sessions how to relate their activities to their major key goals, so they can be effectively concentrate on critical matters while delegating the hum-drum to back-office staffers. (SEE: "Why Isn't Your Bottom Line Bigger?" (*Distributor's Link*, May, 2005).
- Developing a cadre of mid-managers and supervisors who know the difference between busyness and efficiency. That can be accomplished by training efforts to show them how to focus on their productivity goals and the activities they must undertake to reach them. (SEE: "Realistic Training for Today's Realities," *Distributors Link*, Aug. 2004)
- Generating employee cooperation in meeting company efficiency goals. This can be accomplished by implementing the motivation/compensation systems needed to generate an enthusiasm for excellence. Senior executive compensation is

quite often tied to company performance. Why not tie compensation of lower-level employees to their performance and innovation as well? By sharing some of these cost-savings through pay-for-performance programs, both employees and the company benefit. (SEE: "How Employees Can Improve Your Profit Level," *Distributors Link*, Winter, 2005).

What is Necessary Today for Tomorrow's Prosperity

Focusing on markets with the greatest potential, shedding unprofitable products, cutting costs, and installing motivation/compensation systems to boost employee productivity and achieve company efficiency goals and are all sound strategies for executives who understand being the low cost producer in the fastener industry means success.

When Teddy Roosevelt yelled CHARGE as he thundered up San Juan Hill, he didn't have to worry whether the Rough Riders were close behind him. Similarly, no matter how well executives plan how to meet tomorrow's challenges, their charge will falter unless their employees are right behind them, sharing in their company's success. 



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DISTRIBUTOR NEWS

Leland Industries Inc. is pleased to announce the acquisition of "Canadian Threadall Limited", complete with all assets.

"Canadian Threadall Limited", a privately owned manufacturer, established in 1982 and located in Waterloo, Ontario is ISO 9001: 2008 certified and has a solid reputation for producing quality threaded products. Manufacturing from ferrous and non ferrous metals, the company provides specialized threading, bending and forming services for the concrete forming, construction and automotive industries. Products include U-Bolts, Anchor Bolts and Threaded Rod; all of which complement Leland's existing fastener portfolio. "Canadian Threadall" will continue to operate independently of Leland Industries Inc., at their existing location. All of their contact information remains unchanged.

Leland Industries Inc. continues to grow and expand its offering of domestically made fastener products.

For more information you can contact Leland Industries Inc. at 1-800-263-3393 x221 and by Fax: (416) 291-0305. E-mail: lcarter@leland.ca or visit them at www.leland.ca.

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OBITUARY

Donald Heppes 1940-2012

Donald W. (Don) Heppes 72, died of cancer. He is the only person to head both the Industrial Fastener Institute and the National Fastener Distributors Association.

Heppes was 2001-02 NFDA President and the 1986-87 chairman of the IFI. He started his fastener career in 1974 with Times Screw in Rockford, IL. From 1976 to 1992 he worked for Milwaukee-

based Medalist Industries. In 1992 Heppes bought Pacific Fasteners, which he sold in 2006 to Bamal Corp. based in Sidney, Ohio.

Survivors include wife Gay Mead Heppes; daughters Lynn Hancock and Carol German; and five grandchildren.





John Boe

John Boe presents a wide variety of motivational and sales-oriented keynotes and seminar programs for sales meetings and conventions. John is a nationally recognized sales trainer and business motivational speaker with an impeccable track record in the meeting industry.

To have John speak at your next event, visit www.johnboe.com or call 937-299-9001. Free Newsletter available on website.

SALES TRAINING TIPS FROM THE TRENCHES

If recruiting is considered the lifeblood of an organization, then training must certainly be its pulse. Experienced salespeople are often reluctant to take time away from their busy schedule for training and as a result, over time, become less productive. It is only natural to expect commission-based salespeople to resist any activity that takes them away from their customers. Award winning sales managers place a high premium on training and purposefully design their training programs to be timely, relevant, realistic, and reoccurring.

There is absolutely no substitute for a well-trained and highly motivated sales force! In his best selling book, *The 7 Habits of Highly Effective People*, Dr. Stephen Covey makes a strong case for the fundamental importance of training, or as he calls it, "sharpening the saw." In addition to skill development, Dr. Covey points out that time allocated for training also provides an opportunity for much needed personal reflection and renewal. Progress and growth are virtually impossible in an environment void of assessment and training.

Timing is everything. It is important to operate from a written training program and schedule training well in advance. Due to the damaging ripple affect on appointment calendars, training must be scheduled at least 30-days in advance and short notice changes should be avoided. Planning ahead not only helps minimize scheduling conflicts, but it also provides opportunity for training preparation and promotion. Attendees are typically more receptive and inclined to participate when they have been given sufficient time to plan and prepare for the training.

For training to be perceived as relevant and beneficial

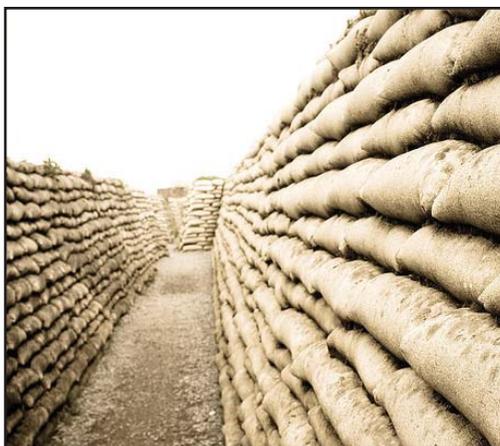
by the sales force, they must be given the opportunity to contribute to topic selection. An excellent way to elicit input and establish training priorities is through the use of a self-administered, skills assessment survey. A well-designed survey will evaluate skill expertise over a wide array of categories such as administrative tasks, product knowledge, and sales proficiency. For example, it is quite common for a low producer to rate themselves high in

product knowledge and low in sales related categories. The skills assessment survey not only provides a good benchmark of an organization's current overall training level, but it also serves to identify potential peer trainers as well. With the appropriate person, peer training can be extremely effective and therefore should be encouraged.

As they say in the military, train like you plan to fight! Obviously, the more realistic and

thought provoking the training, the greater its impact. Build value into your training sessions by finding ways to inject realism. For example, if you are role-playing phone scripts, it's preferable to separate the participants and conduct the training over the phone vs. across the table. Due to the lack of visual cues, this approach closely mimics the real experience. If a picture is worth a thousand words, then videotaping a role-play session speaks volumes. Videotaped training sessions don't lie and therefore, provide an excellent opportunity for self-critique. A videotape provides meticulous feedback on body language and sales techniques that otherwise may go unnoticed.

Designing a successful training program is limited only by your creativity. With a little effort and imagination, you can develop a world-class training program that will excite your sales team and keep them coming back for more! 



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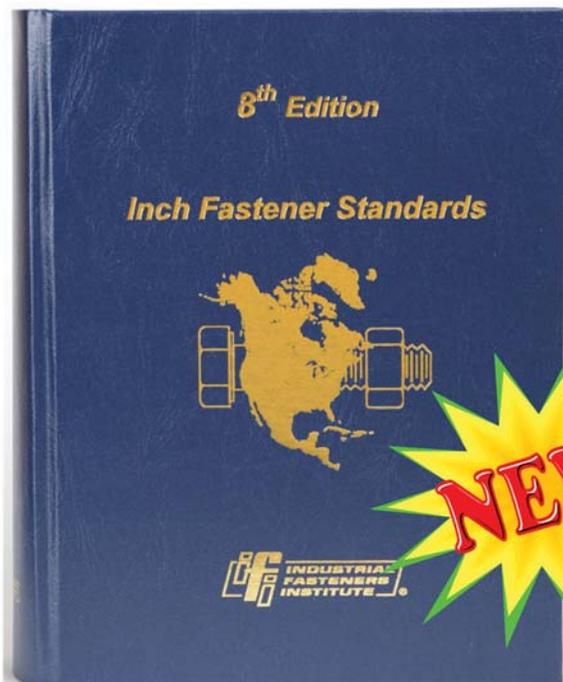
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Dave Kahle

Dave Kahle has trained tens of thousands of distributor and B2B sales people and sales managers to be more effective in the 21st Century economy. He's authored eight books, and presented in 47 states and seven countries. Sign up for his weekly Ezine, or visit his blog.

For more information, or to contact the author, contact: The DaCo Corporation, 835 West River Center Drive, PO Box 523, Comstock Park, MI 49321. Email: cheryl@davekahle.com <http://www.davekahle.com>, Phone: 800.331.1287 or 616.451.9377 Fax: 616.451.9412

JUST LISTEN

I recently came across some research that confirmed what many of us in the profession of educating sales people have known for years: That purchasers would be "much more likely" to buy from a sales person if that sales person would just "listen" to the customer.¹

Listening is one of the four fundamental competencies of a professional sales person, and yet, the profession is, in general, so poor at it that most customers remark on our inability to do it well.

Wow! If there is anyone I wouldn't want thinking I was a poor listener, my customers would be towards the top of the list.

Why is listening such a powerful sales competency? In my book *Question Your Way to Sales Success*, I describe a number of reasons. Here are a few.

First, it is our primary way of digging beneath the surface of a customer's needs and uncovering deeper and more powerful needs and motivations. That makes it a primary tool – of which the skillful use separates the master sales people from the mediocre. For example, it doesn't take any skill whatsoever to pick up an RFQ, a set of blueprints, or to write down a list of what the customer says he needs. You don't have to be a master listener to do that. But to dig deeper and uncover deeper issues, that takes the ability to listen.

Here's an example. In a routine sales call with a regular customer, the customer says, "We're thinking of going to X product. What's your price?"

Lots of sales people would look up the price and provide it. There. Job done.

The master would hear the words "Thinking of going..." and dig a little deeper. "What makes you

interested in that?" he says.

The customer replies: "Well, we're looking for a solution for a problem with our widget production line, and one of the key operators mentioned it as a possibility."

"I see. What sort of problem are you having in that production line?"

"An abnormally high reject rate."

"I may have some other solutions. Can I talk to your production manager?"

I don't have to take this scenario much further to make the point. A visit with the production supervisor could very well result in a deeper understanding of the problem and the development of an alternative solution with a whole lot more gross margin to it. The master sales person, exercising excellent listening skills, hears opportunities where many sales people don't. Listening is the

primary tool for digging deeper and uncovering deeper and more significant issues in our customers.

But that's not all. When we listen, we send a powerful message that we care about the other person. Conversely, when we don't listen, we send the message that our agenda is far more important than the customer's trivial ideas and issues. That makes effective listening one of the all time great relationship-building devices.

Listening requires us to take in information, ideas and opinions that are outside our comfort zone. It is, therefore, one of the primary tools we use to grow intellectually, to broaden our views, and ultimately, to become wiser and more knowledgeable. If we never listen to someone with a different perspective, we never consider the possibility that we might be wrong.



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JUST LISTEN *continued from page 246*

From a sales person's perspective, the more we listen, the more different positions, motivations, opinions and nuances we are able to understand and accommodate. The wiser and more capable we become. Since we are able to understand an ever-growing panoply of positions and opinions, we are able to feel a rapport with more and more customers, and move closer to a consensus position with them.

Listening positions us as a consultant, not a peddler, in the eyes of the customer. Ultimately, listening provides us our competitive edge.

So how do we do it better? Here are two specific techniques to help you improve your listening effectiveness.

Listen constructively.

My wife is a crisis counselor. She talks about "listening empathetically." That means she listens in order to understand what a person is feeling. That is very appropriate for that type of work. However, we are sales people. It is more important that we listen "constructively." Think of "constructively – construction – building." We need to listen for things upon which to build. Listen for opportunities, problems, opinions, etc. on which we can build our solutions.

One way to do this is to plant a couple of questions into our mind before every sales call. These are questions for which we want to gain the answer. You could, for example, say to yourself before a sales call:

"What is the one thing that is this customer's most pressing challenge today?" And, you could ask yourself, "On what basis will this customer make the decision to buy or not?"

By planting those questions into your mind, you sharpen your sensitivity to what the customer says, enabling you to listen more constructively to the customer's conversation.

Discipline yourself to build the habit of responding to your customer's comments.

Here's how we think the sales interview should go.

- a. We ask a question.
- b. The customer answers.
- c. We ask another question.

When you exercise the habit of responding, you change the format. Now, it goes like this:

- a. We ask a question.
- b. The customer answers.
- c. We respond to the answer.
- d. We now ask another question.

Notice that we have intervened in the process with something we call a "response." A response is a verbal or non-verbal signal that we send to the customer that we are listening, and accepting what the customer says. It flatters the customer, makes him/her feel good about answering, and encourages him/her to answer in more depth and detail.



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DISTRIBUTOR NEWS

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* * *

Bryce Fastener Inc. president and founder Bryce Campbell announced the launch of a website for its theft-proof fasteners:

Founded in 1972, Bryce designs and manufactures high security screws, nuts and bolts for government, banks, prisons, schools, electronics, solar, retail and other industries.

View the new website at www.brycefastener.com.

DISTRIBUTOR NEWS

At a board meeting held on July 12, 2012, the **New England Fastener Distributor's Association's** Board of Directors elected officers for the period 2012-2013. President Steve Wilson first introduced and welcomed the newly elected board members.

Newly elected Board Members are Dan Bielefield (Smith Associates), Barry Carpe (All-Tech Specialty Fasteners) and Jon Queenin (Specialty Bolt & Screw)

The Board of Directors then elected the new officers - **Chairman of the Board** - Barry Carp (All-Tech Specialty Fasteners) - **President** - Steve Wilson (Crescent Manufacturing) - **Vice President** - Lesley Carr (Northeast Fasteners Co. Inc.) - **Treasurer** - Rick Rudolph, (Lehigh-Armstrong).

For more information, contact the NEFDA at 1-860-529-4539 or visit their website at: www.nefda.com.



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Headquartered in Taiwan with two factories in China and a monthly production capacity of 500 million blind rivets. SRC offers break stem blind rivets of various materials and some high strength STRUCTURAL blind rivets. Because of our high production capacity we offer good prices and service. SRC has been supplying blind rivets to some of the largest companies in the blind rivet market.

SRC now has a company representative in the U.S. to serve our customers. Tony Di Maio is well known in the blind rivet industry and he will assist you in every way he can. We appreciate the opportunity to quote your blind rivet needs. Contact Tony for catalogs.



SRC offers the following:

- Quality ISO Approved and Manufactures to IFI Specifications
- Competetive Pricing • Fast Delivery
- Fast, Accurate Communication • Technical Assistance by Tony



Contact: **Tony Di Maio**

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Phone & Fax: 978-521-0277 • Email: tdimaio@verizon.net

JUST LISTEN *continued from page 247*

Here are two powerful responses:

A. Select one or two words out of the customer's conversation, and repeat them back to the customer, nodding your head.

Here's an example. You ask the question, "Which of these challenges are most pressing for you?"

The customer responds by talking for a few moments about his challenges. When he pauses, you say, "back orders" and nod your head. "Back orders" was one of the issues he talked about. You just repeated it, and nodded your head.

That's a powerful response because it shows the customer that you have listened to the point that you have captured and repeated one of his main thoughts. That feels good to the customer and conditions him to answer the next question with even more depth and detail. Just as importantly, since you were focused on finding a key word or two to repeat, you had to listen to the customer's conversation! This technique forced you to listen more effectively, and made the customer feel good in the process.

B. Summarize and rephrase what the customer has said, and repeat it back to him.

This is similar to the one or two word techniques discussed above, more intense. When the customer has finished answering your question, you say something like this: "Let me see if I understand you correctly. In other words, what you are saying is....." Paraphrase and give him back your understanding of what he just said.

Like the prior technique, this is a powerful tool because it forces you to listen, it engages the customer, and it seeks agreement. Using this a couple of times in the sales interview will make the customer feel good about you, ensure that you understand him, and create an atmosphere of agreement.

Ultimately, your ability to listen more effectively evolves out of your discipline to apply some of these techniques regularly and methodically. If you are going to listen more effectively, you must first make the commitment to expend the effort to do so. 

Sales & Marketing Management Magazine, August, 2005¹ The survey found that some of the worst offenders were experienced sales people.



Industrial Fasteners Institute
636 Oak Tree Blvd. • Independence Ohio 44131
Phone: 216.241.1482 • Fax: 216.241.5901
www.indfast.org



IFI TECH UPDATE 2Q 2012

by Joe Greenslade Director of Engineering Technology, IFI

Industrial standards are the foundation of the fastener industry. Even though most standards are quite mature work is constantly going on with in the various standards organizations to keep standards relevant and up to date. Below is a summary of the standards activities that took place during the second quarter of 2012.

Standards Organizations Activities

a. Standards published during the second quarter 2012:

- i. **ASTM A193/A193M**, Alloy Steel and Stainless Steel Bolting Materials for High Temperature Service
- ii. **ASTM F901** – 12, Aluminum Tower Bolts and Nuts
- iii. **SAE J81** – Inch Thread Rolling Screws – This standard has been “Stabilized”. This means it will no longer be updated or maintained. The Rationale states that inch thread rolling screws are now covered by ASME B18.6.3 and that standard should be used for future reference.
- iv. **ISO 4162**, Hexagon bolts with flange — Small series Product grade A with driving feature of product grade B
- vi. **ISO 7041** (2012), Prevailing torque type hex nuts (with non-metallic insert) style 2 – property classes 9 and 12
- vii. **ISO 10642**, Hexagon socket countersunk head screws, Amendment

b. ASME B18 Standards in the revision process:

- i. **B18.2.1**, Inch Bolts and Cap Screws - The comments from the first ballot have been addressed and the second ballot will be issued during second week of August.
- ii. **B18.2.5M**, Metric Twelve Point Screw – The comments from the first ballot have been addressed and the second ballot was issued during last week of July.
- iii. **B18.6.3**, Inch Machine and Tapping Screws – The comments from the first ballot have been addressed and the second ballot will be issued before the end of August.

c. ASTM F16 in the revision process:

- i. **ASTM F959/F959M**, Direct Tension Indicating Washers (DTI)- A ballot closed on the revision of section 5.3 and was approved by the sub-committee in May and it will go

out for a main committee ballot during early August.

- ii. **ASTM A193/A320** – a joint working group of ASTM members of F16 and A01 has been created to more thoroughly defined method of applying tolerances to continuously threaded studs. Once completed both ASME B18.31.2 and ASTM A962 (covering A193 and A320) will be modified to adopt the refined method of tolerancing and inspecting stud lengths. Two web conferences were held during July and good progress was made. It is expected that no later than Mid-September a ballot will be proposed to incorporate the length calculating formula and a table covering the most common sizes will be submitted to A 01 for inclusion in ASTM A962. A similar proposal will follow for ASME B 18 to adopt the same formula into B18.31.2

d. SAE in the revision process:

- i. **SAE J429** – A revision will be balloted before the end of August. This will put J429 closer in alignment with the chemistry requirements in ISO 898-1, but a slightly higher carbon content will be maintained for Grade 8 products than the comparable ISO 898-1, property class 10.9.

e. ISO in the revision process:

- i. ISO 10683, zinc flake coatings for fasteners
- ii. ISO 4042, electroplating finishes for fasteners
- iii. ISO 3269, fastener acceptance
- iv. ISO 6157, fastener surface discontinuities
- v. ISO 2320, locking nut performance

f. IFI in revision process:

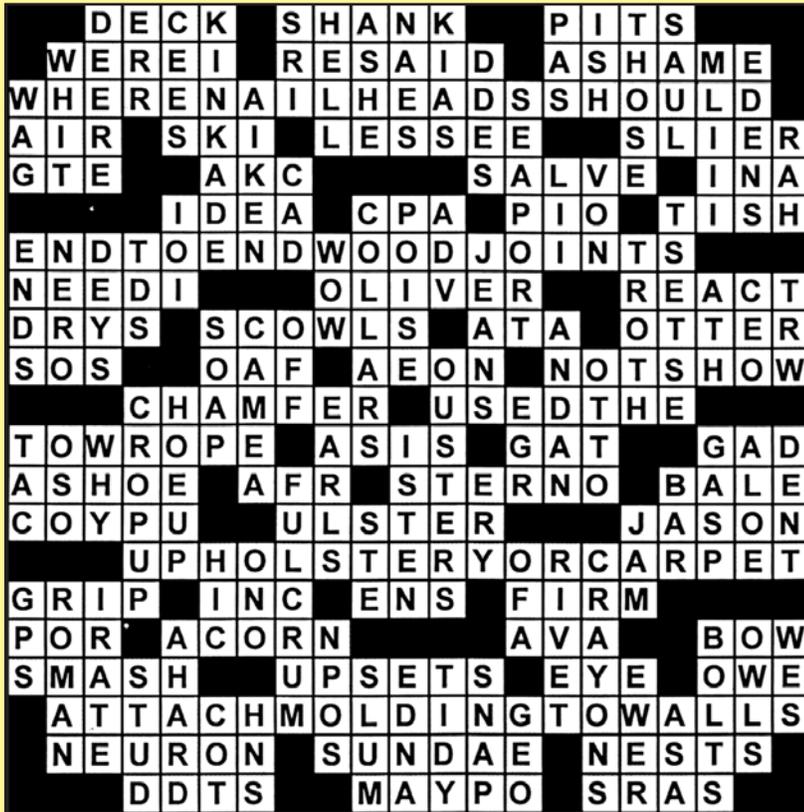
- i. **IFI 114**, Break Mandrel Blind Rivets – work will begin on a new revision by the end of August.
- ii. **IFI 134**, Multi-grip Flush Break Pull Mandrel Self-Plugging Blind Rivets - a ballot on the revision will go to the membership before the end of August.

For readers interested in more information send questions to techinfo@indfast.org. 

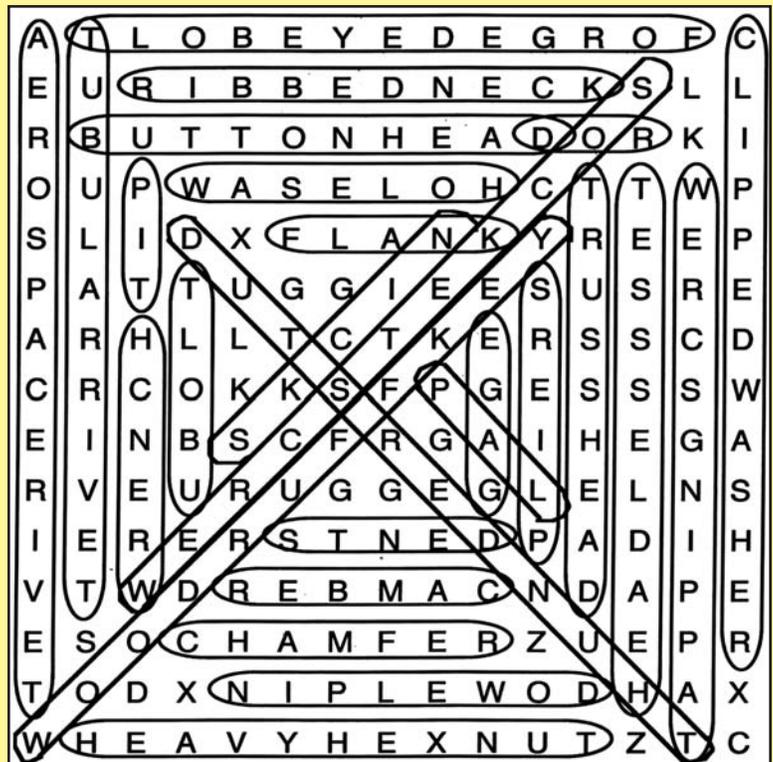


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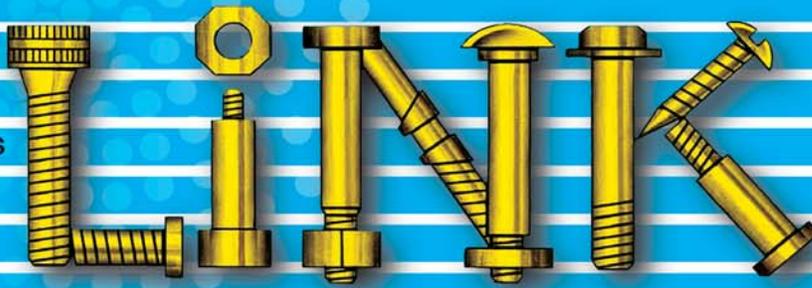
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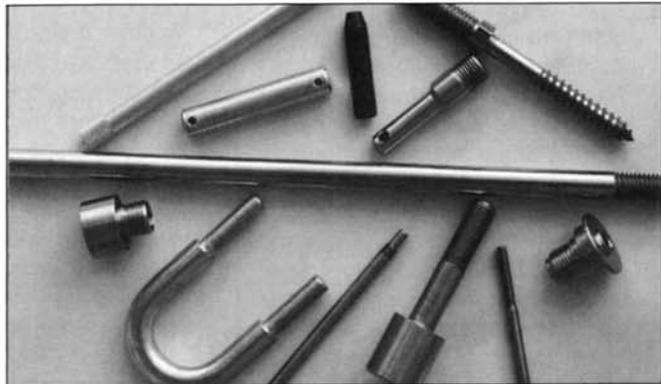
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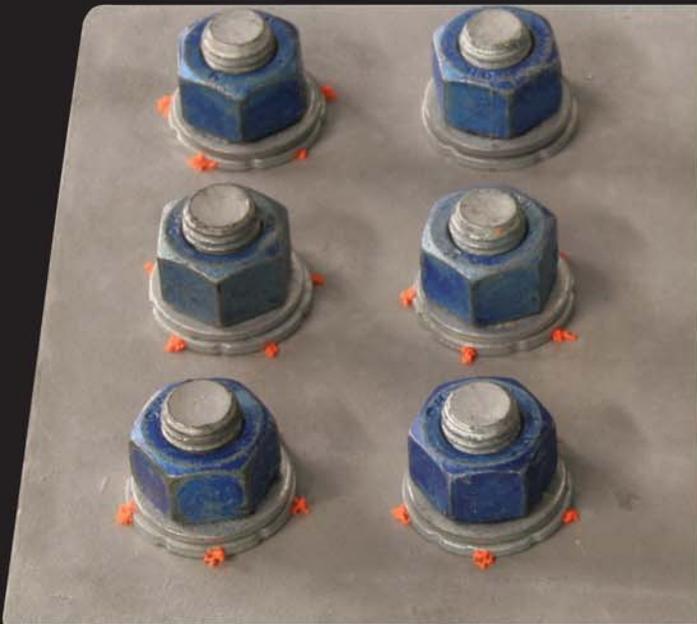
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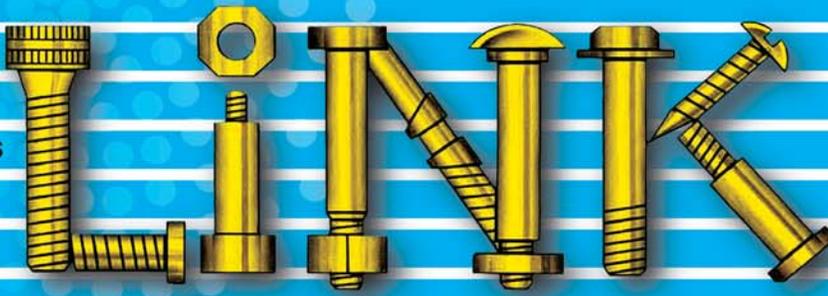


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