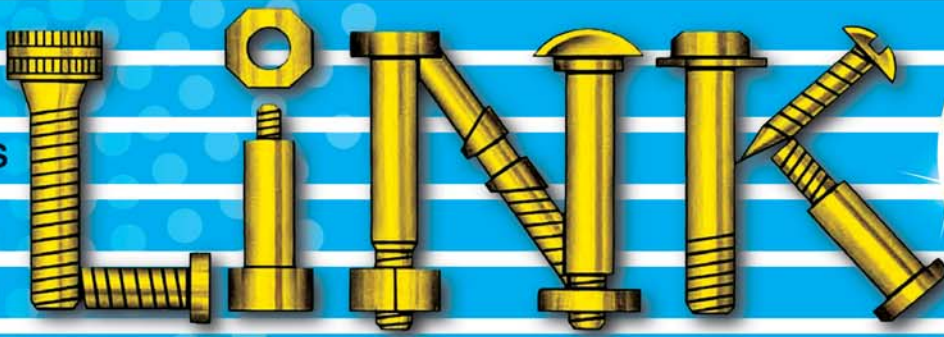


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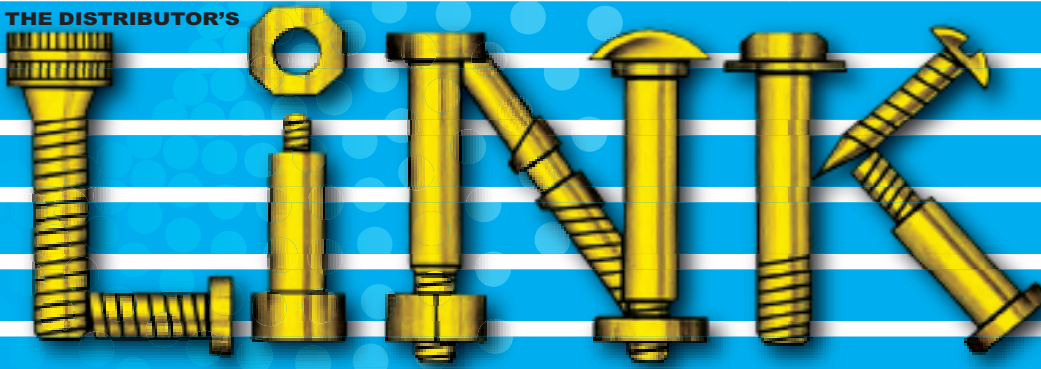
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DISTRIBUTOR NEWS

The **National Industrial Fastener & Mill Supply Expo** has gone live with its completely new web site featuring a fresh look, easier navigation and many more features, announces Susan A. Hurley, CEM, General Manager.

Some of the new features include: more buttons on the menu, a Testimonials page, Exhibitor Resource Center, Marketing Opportunities, Space Selection page, International Exhibitor Center page, Attendee Rules page, Photo Gallery, Share Buttons for Facebook, LinkedIn, Twitter, email and other social media platforms, Comments page and a new look to the VR2 E Exhibit Floor Plan.

"One look is worth a thousand words", comment Jim Bannister and Mike McGuire, General Partners. "We urge everyone to click on

www.fastenershow.com and see for yourself.

You can also view a current list of exhibiting companies for the 2012 Expo and then locate their exhibit space on the floor plan. You will find a lot of red-shaded booths. These are already sold", add Jim and Mike.

"We welcome your comments on the Comments page and will use these as our guide for building even more features and functions into the new site", says Ms. Hurley.

'North America's Largest' Fastener Expo will be held October 10-12, 2012 at the Sands Expo & Convention Center, Las Vegas, Nevada USA. Official Hotels are the Venetian/Palazzo, Harrah's and Flamingo. Complete Expo information and hotel reservation links are available at www.fastenershow.com.

Ann Bisgyer Wolz, 56, co-publisher of Fastener Industry News, died January 2, 2012, at her home in Portland, Oregon.

She first worked in the fastener industry during high school for her stepfather, Eric Cohn, at Allied Int'l.

After earning a masters degree from George Washington University, her first job was in college administration; then she entered the trade show industry in New York City.

Ann returned to the fastener industry when she and spouse John Wolz acquired Fastener Industry News in 1994 and they shared co-publisher titles.

In addition to handling the business side of FIN, she owned and operated Expo Experts, a trade show management firm. Her trade show and meeting planning expertise aided FIN's news coverage of industry events.

Diagnosed with breast cancer in 1993, she went through numerous treatments to put the disease in remission. She began participating in the annual Race-for-the-Cure. In 2000 she was diagnosed with a reoccurrence of breast cancer.

OBITUARY



Her textbook life expectancy at that point was one to three years.

She never let 11 years of aggressive chemotherapies, radiation and multiple other treatments stop her from a full life of managing businesses, travel and family and friends. She was proud to declare, "I've lived past my expiration date."

Before breast cancer was talked about as publicly, Nancy Roberts of Falcon Metal, Fran Sachs of XL Screw and Ann were on a panel of breast cancer survivors at an NFDA spouse program in the late 1990s.

Survivors include her spouse; mother Barbara Bisgyer Cohn, Portland, OR; sisters Susan Bisgyer, McMinnville, OR, and Marcia Bisgyer, Rye, NY; brothers Andy Cohn of Duncan Bolt, and Lee Cameron, New York, NY.

Memorial donations may be made to the Ann Bisgyer Metastatic Fund at the Portland Komen Race for the Cure, 1500 SW 1st #270, Portland, OR 97201 or online at: komenoregon.org/Donate. Messages to the family may be sent to FIN, 2207 NE Broadway #300, Portland, OR 97232. E-mail: FIN@GlobalFastenerNews.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.

US LEGAL, RELUCTANT AND MESSY "CHANGE-OVER" TO SI METRIC

Author's Note:

I wrote the article, "1992 – A Year of Change", in December 1990 in anticipation of our US Government making serious changes in the federal agencies use of the metric system and the formation of the European Common Market. It is amazing over 20 years later nothing much has changed. Some of the information was also included in two earlier Link articles, SI – The International "Metric" Language, which I have incorporated in this section since they all complement each other. The material is, of course, updated.

1992 – A Year of Change

One would automatically assume that, with this headline, reference being made to the much publicized reformation that will officially take place when the European Common Market literally abolishes borders between its member nations that year. The implication of this historical event staggers the imagination.

However, there are other remarkable changes scheduled to occur in 1992 that will have profound effects on multitudes of people within the United States. One such change, of which pitifully few Americans are aware, is the 1988 "Omnibus Trade and Competitiveness Act" in which Congress amended the "Metric Conversion Act" of 1975 with a national policy that states in part:

"It is therefore the declared policy of the United States –

1) to designate the metric system of measurement as the preferred system of weights and measures for United States trade and commerce.

2) to require that each federal agency, by a date certain and to the extent economically feasible by the end of the fiscal year 1992, use the metric system of measurement in its procurements, grants and other business-related activities, except to the extent that such use is impractical or is likely to cause significant inefficiencies or loss of markets to United States firms, such as when foreign competitors are producing competing products in non-metric units."

It's About Time!

The policy statements quoted precede the following statements or findings:

Section 2 (1) "The United States was an original signatory party to the 1875 Treaty of the Meter (20 Stat. 709), which established the General Conference of Weights and Measures, the International Committee of Weights and Measures and the International Bureau of Weights and Measures."

Comment: Ever since the founding of the United States, leaders have been looking for a more scientific, accurate and modern system of measurements. The oldest part of the inch/pound system we currently use was almost 700 years old when independence was gained from Great Britain (where the inch/pound system originated). Benjamin Franklin strongly favored the metric while Thomas Jefferson tried, unsuccessfully, to introduce his own invented "inch" system (also with 10 as a base, 10 inches = 1 foot).

Section 2 (2) "Although the use of metric measurement standards in the United States has been authorized by law since 1866 (Act of July 28, 1866; 14 Stat. 339), this nation today is the only industrially developed nation which has not established a national policy of committing itself and taking steps to facilitate conversion to the metric system."

Comment: Since Burundi and Yemen (South) appear to have recently joined the "metric" world, the remaining "non-conformists", in addition to the United States, are only Liberia and Myanmar (formerly Burma).

Section 2 (3) "World trade is increasingly geared towards the metric system of measurement"

Comment: 95 percent of the world population use metric. From having had 2/3 of the world economy with the United States after WWII, our market share in terms of World GNP is today less than 20 percent. That means that 80 % of the potential world market for goods and services is outside the US borders and it is ALL METRIC. The US share of world market of manufactured goods was about 15 % in 1970, today it is less than 10.



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A more modern and efficient way is for the fastener distributor to create bar code labels for the customer's bins. These are affixed, usually by the fastener distributor.

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The BUSINESS EDGE 2.0 includes a complete integrated VMI (Vendor Managed Inventory) system. The basis for this system is the creation of bin labels for each VMI customer. The data for the Bin Labels is either entered or uploaded to The BUSINESS EDGE. Bin labels that are printed by the system include the customer bin location and either the customer or vendor part number. They can also include the minimum and maximum for the bin and a reorder quantity for that particular bin. Beyond that, with the full Able Label integration, the labels can include a drawing of the part as well. These labels are affixed to the customer bins.

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The Bluetooth Scanner is used by the fastener vendor's salesperson. It is used to scan the orders into the smart phone app which runs on all iOS devices (i.e. iPhones & iPads) and Android devices. The salesperson can view detailed information about the scanned item instantly. The salesperson can upload orders at any time from wherever they have cell phone coverage or Wi-Fi access.

USB and PC for Customer Entry

The USB Scanner stores the order internally until the user (either the customer or the fastener salesperson) is ready to upload it to a PC, where



detailed information is then shown to the user. The order is then transmitted to the vendor's server over the Internet. This is particularly useful for customers scanning and submitting orders themselves. Computer Insights has many clients that are serving customers thousands of miles away using this method. Their clients are actually providing better service to these customers than the customers' former local fastener vendors.

please turn to page 162

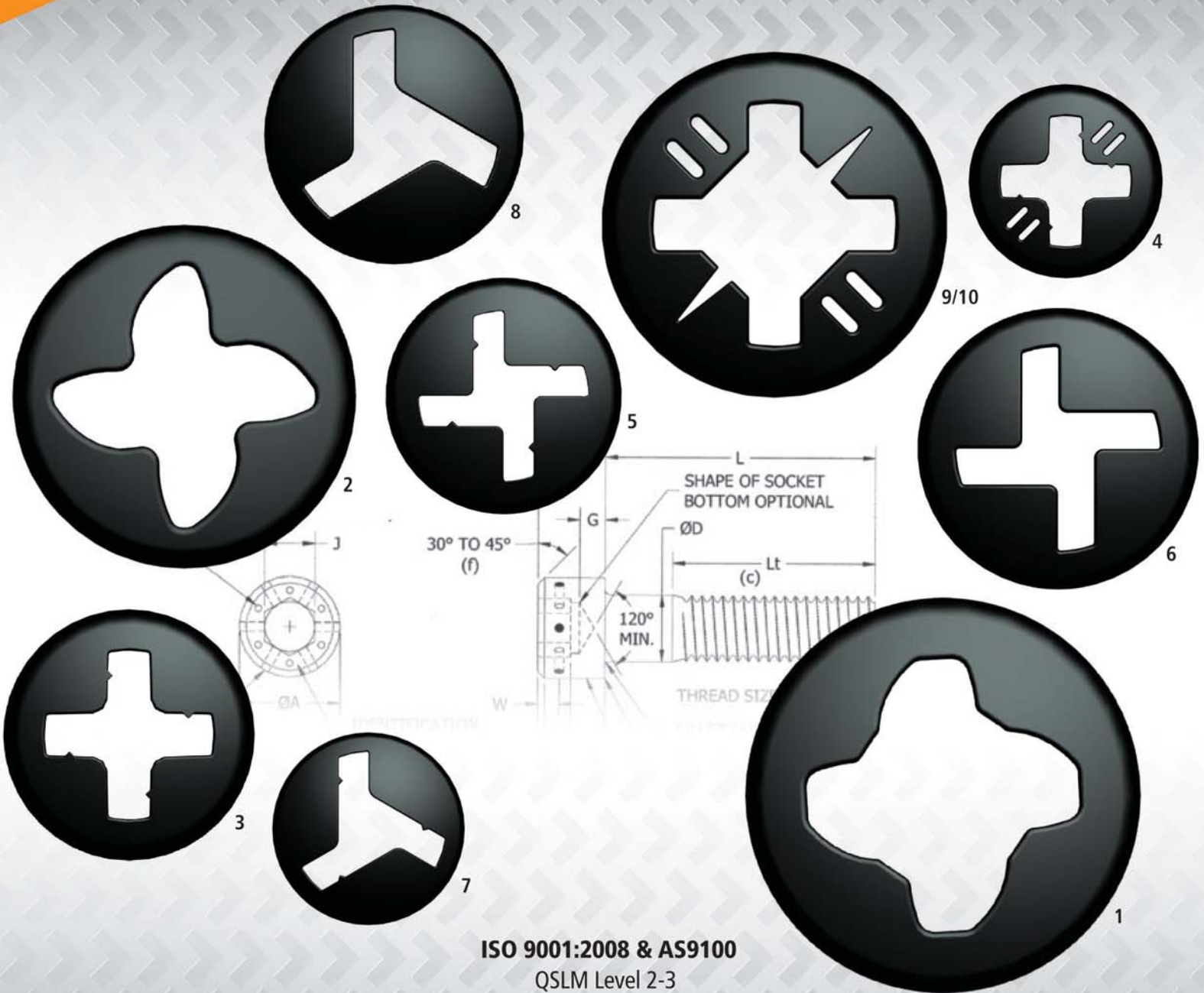


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Barnaby Myhrum is an Applications Engineer at Applied Bolting Technology in Bellows Falls, VT. He has over 25 years of experience in engineering and manufacturing companies in roles as an engineer, manager, executive and consultant. He earned a Bachelor 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.

LESSONS FROM THE FIELD: DON'T MIX GALVANIZED FASTENERS

In the Fall 2010 issue of this publication, I wrote an article about structured problem solving and the benefits of using Squirter DTIs. The gist of the article was:

- 1) if the Squirter doesn't squirt, then you have a problem, and
- 2) structured problem solving is a very effective way to solve problems.

The approach to structured problem solving that I described was developed by Japanese scientist Karuo Ishikawa. His approach to cause and effect analysis used the Ishikawa or fishbone diagram, shown in Figure 1.

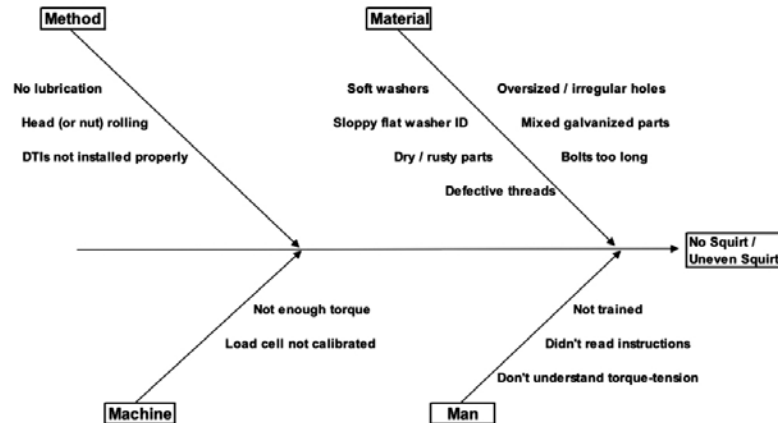


Figure 1: Cause and Effect Diagram for "No Squirt / Uneven Squirt"

The head of the fish is the problem statement, and the "bones" are the four main root cause categories: Man, Machine, Material, and Method. While other categories can be added in unique situations, most root causes will fall into one of the "4 Ms". The fishbone above identifies potential root causes of the "no squirt/uneven squirt" problem.

A Recent Problem in the Field

Recently I had the opportunity to use this approach

to solve a problem in the field. (Names and specific details are intentionally withheld). I was dealing with an inspector who had just inspected the final tightening of galvanized bolts in a building refurbishment project. He was concerned because he didn't see any Squirt.

So, we took it from the top, starting with Man and Method. He was working with an experienced bolting crew, but neither he nor the crew had worked with DTIs before. Fortunately, the inspector had done his homework. I felt he understood the torque-tension dilemma. He had read our instructions and viewed our videos on line, so he was prepared for most of my questions. We ascertained that the DTIs were installed properly, the heads weren't spinning and, while they weren't using any additional lubrication, the bolts seemed to be in good shape.

We moved on to Material and Machine, and this is where we hit pay dirt. He knew that the holes weren't oversized and, since he was using A325T galvanized bolts, they couldn't be shanking out. He didn't have a load cell on site, but from our videos, he knew how to inspect with feeler gages. The DTIs were under the head and they were turning the nut. The 0.005 feeler gage was accepted in all the gaps. Now we were cooking. Clearly the bumps had not been compressed, and therefore the bolts were not tensioned. When I asked him about his wrench, he said that the guys had the torque maxed out. After a quick calculation, I was pretty confident that a root cause was not enough torque. But I wanted to make sure we covered all the bases, and I'm glad we did because we identified a second root cause. It turns out the job had been supplied with Hot Dip Galvanized Bolts and Mechanically Galvanized Nuts.



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REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011

In this article, we will briefly review all the fastener company acquisitions - a total of twenty-nine worldwide - completed last year. 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.

Fastener Deals Completed During 2011

Closing Date	Target	Acquirer
February 7, 2011	Silo Fasteners Inc.	Elgin Fastener Group LLC
February 15, 2011	Acument GmbH & Co.	Ruia Group
March 9, 2011	McKechnie Fasteners	Alcoa Fastening Systems
April 5, 2011	Hill Fastener Corporation	Tramec LLC
May 17, 2011	Heads & Threads International LLC	Porteous Fastener Company
June 15, 2011	MW Industries Inc.	Genstar Capital LLC
July 6, 2011	Flexalloy Inc.	Facil & Cie G.C.V.
July 12, 2011	Lindstrom Metric LLC	Harbour Group
July 29, 2011	Pattonair division of Umeco plc	Exponent Private Equity LLP
July 31, 2011	Energy Hardware Holdings LLC	Lone Star Products Group
August 2, 2011	Superbolt Inc. and P&S Vorspannsysteme AG	Nord-Lock International AB
August 9, 2011	Hydro Stainless Fasteners	Performance Fasteners Limited
August 17, 2011	Max Mothes GmbH & Co. KG	Schüring & Andreas Groupe
August 26, 2011	Anixter Aerospace Hardware	Greenbriar Equity Group LLC
August 29, 2011	Elgin Fastener Group LLC	Audax Group
August 31, 2011	Fabory Group	W.W. Grainger Inc.
Sept 1, 2011	SBS Industries Inc.	Gladstone Investment Corporation
Sept 6, 2011	Reid Supply Company	Filtrona plc
Sept 19, 2011	Fercomat Inc.	Acklands-Grainger Inc.
October 3, 2011	Specialised Fastener Products Limited	TFS Europe Limited
October 4, 2011	PB Fasteners	Precision Castparts Corp.
October 10, 2011	Kenneth Crosby	DXP Enterprises Inc.
October 12, 2011	Economy Spring & Stamping Company	MW Industries Inc.
October 27, 2011	Cardinal Fastener & Specialty Co. Inc.	Würth Group of North America Inc.
November 14, 2011	Fastening Solutions LLC	Field Fastener Supply Company
November 16, 2011	Landreth Fastener Corp.	Elgin Fastener Group LLC
December 14, 2011	Power Steel & Electro-plating Works Sdn. Bhd.	Trifast plc
December 22, 2011	Richco Inc.	Filtrona plc
December 22, 2011	Hi-Vol Products Inc.	Strength Capital Partners LLC

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Dear fastener friends,
 The next eight pages will tell you more about PFC- what we do, and more importantly- who we are. You will get the opportunity to meet some of us, and hear what we have to say- which is pretty cool! We are proud of our company; for it's history and what it stands for today. We are Team PFC!



It's All About Reputation!

Porteous Fastener Company was founded by Anne and Bud Porteous in 1966. They "Bet the Farm" so to speak when Bud opened a 2000 square foot fastener warehouse in downtown Los Angeles. As with most start up businesses, the first years were a struggle but Bud made sure his employees' and suppliers were paid, before ever taking a salary for himself. That is how it all started. Bud's reputation for fairness was the cornerstone on which PFC was built.

We have the best people in the industry! We find quality people and they stay. The average tenure of our Regional Managers is 22 years and with that comes stability and commitment to our customers.



- **Barry Porteous**
 President, Carson CA

*Family
 Owned
 Since
 1966*

PFC provides a family environment that a lot of companies lack. We work together as ONE unit to get the job done. I love it here!



- **Krystal Lewis**
 Inside Sales, Houston TX

I have worked in the fastener industry for 37 years and at PFC the last 6. It took 31 years to find home.



- **Nick Viggiano**
 Corporate Pricing, Chicago IL

I am so proud to be part of a company where the owners have such integrity. It may seem sappy, but it's true!



- **Claudine Gargaro**
 Chief Financial Officer, Carson CA

We have the best support team in the business. We are a full service FAMILY company!



- **Kevin Vesneski**
 Sales, Santa Fe Springs CA

PFC is one big family- we are there for each other. I know I can call Bob or Barry and they are there to help me out. Kurt in Seattle took me under his wings and helped me grow within the company. At PFC, customer service starts within and extends to our distributors. What a great feeling to have!



- **Lori Moore, Branch Manager, Seattle WA**

PFC is not just a company- we are a family. We work together, we play together and we succeed together!



- **Julie Toves**
 Mill Department, Carson CA

It is all about people and their relationships and dedication to providing First Class Service. The PFC sales team, both inside and outside are committed to help you build your business. The operations team makes sure the orders are picked, packed and shipped accurately and on time. PFC is a company of people focused on long-term relationships and friendships within the fastener industry.

Please visit our website @ www.porteousfastener.com -- or call us any time: 877-935-9105 !!

Providing "First Class Service" goes well beyond taking an order and shipping it complete.

It is doing what you say you are going to do, when you say you are going to do it.

It is striving to understand and exceed your customers expectations.



Relationships are more important today than ever. We identify with our distributors, understand their challenges and we are committed to helping them thrive. I believe we have earned our customers trust and respect because of the value we put on relationships.
-Bob Porteous, VP Sales/COO



Being from a military family, I appreciate that PFC donates to different charities- especially those based around the armed forces. It really means a lot to me.
**-Trisha Thompson
Accounts Receivable, Carson CA**



Today Barry and Bob Porteous run the family business. Together they strive to continue their father's legacy and build upon that reputation. Now with 16 locations and almost 250 employees world wide, PFC is much larger in size, but it still has the small family feel like the olden days when Bud made agreements with a "handshake".



Barry, Bud & Bob (2004)

We want everyone who comes in contact with our organization to say, "That's a helluva company!"

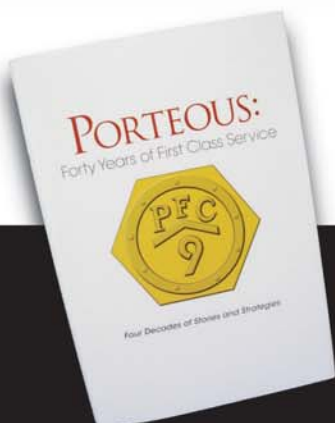


Scott Gibson, Edgar Chen, Tom White, Jim Jordan, Ralph Helmer, Kevin Chavis, Brian Flynn, Jamie Adams, Don Carr, Bob Porteous, Bill Flynn, Jeff Adams, Kurt Valli, Joe McIlhon, Barry Porteous

2011
Las Vegas
Fastener Show

WE ARE TEAM PFC!

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Pg 18:	American Made
Pg 20:	Technology
Pg 22:	Sockets
Pg 132:	QA & Mill
Pg 134:	Branded by PFC
Pg 136:	PFC Vision Statement



Snap the QR Codes on each page (or follow the URL) for more!

More on page 18

PFC published a book in 2007 called "40 Years of First Class Service". If you would like to read the stories that make up PFC's history, contact your local branch or email: info@porteousfastener.com to request a copy.



<http://goo.gl/o2Wpw>

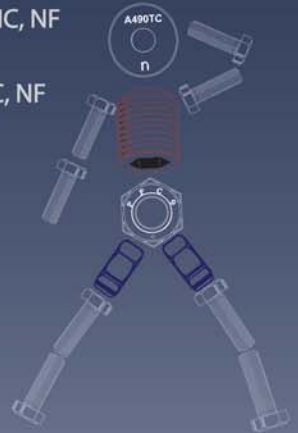
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IN STOCK AT PORTEOUS...

Grade 5 Cap Screws- NC, NF
 Grade 8 Cap Screws- NC, NF
 PFC9° Cap Screws- NC, NF
 A325 Hex Head Structural Bolts
 A490 Hex Head Structural Bolts
 A325 Tru-Tension™ Assemblies
 A490 Tru-Tension™ Assemblies
 PFC9° USS Thick Washers
 PFC9° SAE Thick Washers
 F436 Hard Round Washers
 A325 D.T.I. Washers
 Grade 5 Finished Hex Nuts- NC, NF

Grade 8 Finished Hex Nuts- NC, NF
 PFC9° Thick Nuts- NC, NF
 PFC9° All Metal Locknuts- NC, NF
 2H Heavy Hex Nuts
 Grade C Heavy Hex Nuts
 Grade DH Heavy Hex Nuts
 FLEXLOC® Self Locking Nuts
 Teks® Fasteners
 A490 D.T.I. Washers**
 Squirter® D.T.I. Washers**
 Sockets- Inch and Metric**
 **Available by special order

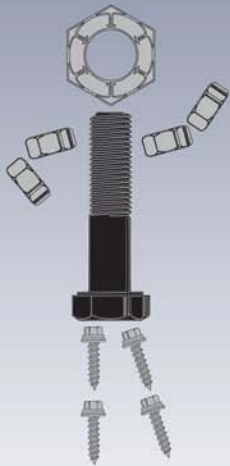


WHY BUY USA?

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- Support Local Businesses
- Government or Military Jobs
- American Recovery & Investment Act
- Buy America Act



Charlie- Nucor Fastener



PFC has teamed up with numerous domestic suppliers so distributors have easy access to products that are Made in the U.S.A!

I am very proud to work for a company that values our military. Donating a percentage of profits for orders placed on Veterans Day to the Hope For The Warriors° charity made me proud to be part of the PFC family.



-Carrie Haggerty, Inside Sales, Denver CO



Continued from page 17

www.porteousfastener.com

More on page 20



PFC has been a stocking distributor of domestic fasteners since day one. This segment of the supply chain is of great importance to the Porteous family. Porteous Fastener Company was built on an American dream.



<http://goo.gl/0uOE0>

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TECHNOLOGY

WIKIPEDIA® SAYS

Technology is the making, usage, and knowledge of tools, machines, techniques, crafts, systems or methods of organization in order to solve a problem or perform a specific function.

PFC Online (www.porteousfastener.com)

PFC Direct Connect

INxSQL Software

RF (Radio Frequency) Guns

QR (Quick Response) Codes

Electronic Certifications

Cross Reference

Wire Guided Lifts

Social Media

Electronic Media

Software Development Kit (SDK)

Electronic Data Interchange (EDI)

File Transfer Protocol (FTP)

Electronic Invoicing

Online Ordering 24/7

Voice Over Internet Protocol Phones

Quality Testing Equipment

Integrated Computer System



PFC Online



Technology today is changing faster than many can keep up. With an internal IT development and programming team as well as innovative personnel throughout the organization, PFC aggressively strives to stay ahead of the game. With the help and support of distributor and supplier partners, PFC has taken steps to make business transactions less cumbersome and more importantly, less costly. Technology is forever changing. Good thing PFC is keeping up!

Sign In Now!



PFC E-COMMERCE

PFC has the ability to support any level of electronic commerce required; from basic web services to fully integrated computer systems. PFC distributors have 24/7 access to 16 locations, over 30,000 sku's and 100 million pounds of inventory. Approved users can process quotes, check stock, place orders, track shipments, retrieve certifications and cross reference their part numbers by using either PFC Online, PFC Direct Connect or INxSQL Software.

To learn more about 24/7 e-commerce please visit: www.porteousfastener.com/pfconline/e-commerce

For more information about PFC's software partner INxSQL visit: www.inxsql.com

For general information please email: info@porteousfastener.com



@PFC1966



Porteous Fastener Company



porteousfastener

Check out our YouTube channel: www.youtube.com/user/porteousfastener

I have turned into a bit of a "techy geek" the last few years. Thanks PFC for giving me the opportunity to constantly learn such cool stuff! I love my job and the people I work with- and yes I love my Mac!



-Jamie Adams Director of Marketing, Carson CA

Working at PFC isn't like going to a "job" every day. I get to talk to my friends- who just happen to be my customers. It's a great family to be a part of!



-Matt Ohlendorf Inside Sales, Houston TX

Continued from page 18

www.porteousfastener.com

More on page 22



1966 when PFC opened for business there were no computers, RF guns, mobile phones or internet. Things are a bit different now and as new technologies present themselves, PFC is at the forefront- learning and sharing with industry partners.



http://goo.gl/WCOrr

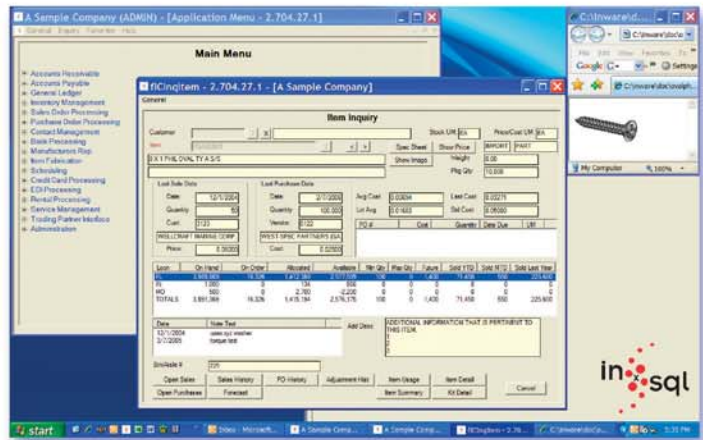


"Purchasing INxSQL was the best decision our company could have made in an economic time when every dollar counts. After being disappointed and swimming in unresolved issues from other software solutions, we had our data converted, our staff trained, and our system operational in just a few months. We have been greeted with quick, friendly resolution from INxSQL staff with every issue we have encountered. I would certainly recommend INxSQL for businesses who want to continue to grow, with total confidence in their software provider."

- Deb Lack
Associated Fasteners, Inc

Our functionality is designed by Fastener Distributors, for Fastener Distributors...

- Rework, Kitting and Manufacturing
- Lot Tracking (on an item-by-item basis)
- Attach scanned "Certs" and HazMat docs for easy reprint
- RoHS and DFARS tracking by item lot
- Bar Code capability "built-in"
- Forms Generator and Report Writer (all forms and reports are user-definable)
- Microsoft[®] Office integration for reminders and e-mails
- Integrated fax capability
- Easily import price updates
- Attach specifications and other important documents
- Purchase Order Worksheet allows you to create RFQ's and PO's accurately and quickly
- UPS[®] and FedEx[®] shipping interfaces included
- Porteous "PFC Direct Connect" allowing instant price and stock checks, as well as ordering
- Accounting and Bank Reconciliation included
- VMI "Vendor Managed" Inventory via handheld device
- Signature capture on delivery via handheld device
- eCommerce fully integrated into Orders and Inventory



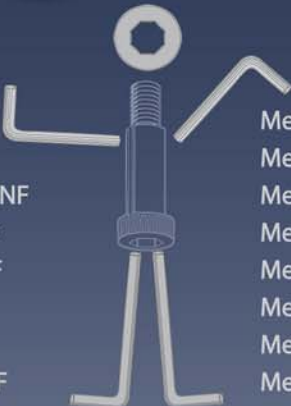
We are the experts in Fastener Distribution Software. Contact us for your free consultation and demonstration!

SOCKETS

SOCKETS

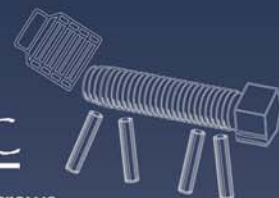
INCH

- Socket Head Cap Screws- NC, NF
- Socket Flat Head Cap Screws- NC, NF
- Socket Button Head Cap Screws- NC, NF
- Socket Low Head Cap Screws- NC, NF
- Knurled Cup Point Set Screws- NC, NF
- Socket Set Screws, Cup Point- NC, NF
- Socket Set Screws, Flat Point- NC, NF
- Socket Set Screws, Cone Point- NC, NF
- Socket Set Screws, Half Dog- NC, NF
- Socket Set Screws, Oval Point- NC, NF
- Socket Head Shoulder Screws
- Square Head Set Screws, Cup Point
- Pipe Plugs, Flushseal and Dryseal
- Dowell Pins, Bright and Pull-Out
- Hex Keys, Short Arm and Long Arm



METRIC

- Metric Socket Head Cap Screws
- Metric Low Head Socket Cap Screws
- Metric Button Head Socket Cap Screws
- Metric Socket Shoulder Screws
- Metric Socket Set Screws, Cup Point
- Metric Socket Set Screws, Knurled Cup Point
- Metric Hex Keys, Short Arm and Long Arm
- Metric Dowel Pins, Bright and Pull Out



ALSO AVAILABLE

- Zinc & Baked
- Nylon Patches
- Mill Quantities
- Special Print Items
- Domestic Socket Products



2012 IS THE "YEAR OF THE SOCKETS" AT PFC

A significant investment was made to bring import stock levels on sockets up to what was demanded by the industry. Many categories were added and the size range on existing categories has been expanded to fill out the line. PFC socket products are widely available in both packaged and bulk options all across the country. The Mill Team can work your special print items or large quantities. If domestic sockets are required, PFC is working with Kerr-Lakeside to help you fulfill those needs. Long gone are the days of sending your socket orders somewhere else.



PFC is your Socket Source!

Our job at PFC is to make things easier for our customers. With our new expanded socket line, and the addition of several new product lines, we've minimized the need for customers to make more calls. That's what "First Class Service" is all about!!



-Robin Marchetti, Inside Sales, Cleveland OH

I started as an order puller, but had a goal to learn more things for the company. I am now in charge of the package area in Chicago. I work with very nice people, we are like a family.



-Gerardo Castellanos
Packaging Department, Chicago IL

Continued from page 20

www.porteousfastener.com

More on page 132



Porteous Fastener Company has become one of the biggest importers of sockets in the country. Now with significant inventories in both inch and metric sockets you can have your standard fasteners and sockets delivered on the same truck.



<http://goo.gl/NoxC9>



**WE'VE BEEN KEEPING THE WORLD
TOGETHER FOR 100 YEARS**



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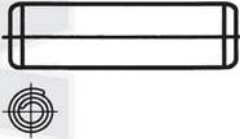
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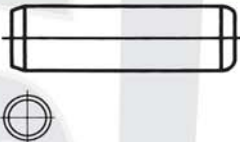
ASME B18.8.2	MS51923
ASME B18.8.3M	MS51987
ISO 8748, 8750, 8751	NAS1407
MS39086	NAS561

SLOTTED PINS



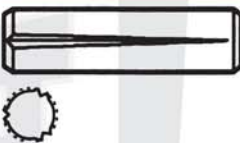
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

DOWEL PINS



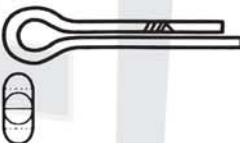
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

COTTER PINS



ASME B18.8.1	MS9245
MS24665	

DISTRIBUTOR NEWS

The MWFA's 31st Annual Fastener Expo is quickly approaching. Show, Seminar, WIFI Meeting, Fastener Bash, Night Golf, 60th Annual Golf Outing and a great deal of networking are all components of this great event!

This year's venues are Medinah Banquets (Addison, IL) and Eaglewood Golf Resort (Itasca, IL). Both look forward to hosting our events to provide you with a great fastener experience. As the MWFA alternates between a booth show (Fastener Tech) and a Table Top Show, 2012 will be a Table Top Show. Each exhibit space will include a 6 foot draped table, 2 chairs, 2 lunch tickets, free attendee passes and show book listing. Exhibitors have found this show to be a great success as it's economical as well as in a very accessible location for local and traveling participants. There are only a few exhibit locations left for this year. More details and an updated floor plan can be found at www.mwfa.net

Be sure to plan on attending by using or passing on the Guest Pass included in this publication. And don't forget to sign up for the other events (see registration forms on page 76). This is a fastener event the fastener industry anticipates each year and as always the MWFA plans to bring you a great event!!

For more information on the MWFA, visit their website at www.mwfa.net.

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IF you've ever experienced problems with overseas sources or ISO compliance, you're not alone. We've all heard the horror stories that could have been avoided by ordering from a quality conscious, certified American manufacturer like Alpha Grainger Manufacturing.

You won't find a commitment to quality and customer satisfaction like Alpha Grainger's elsewhere on the planet. Achieving this level of satisfaction has not been simple. We have designed our own customized computer software and machine tools to create a one-of-a-kind, world-class manufacturing facility here in Massachusetts.

Long recognized as a leading producer of customized fasteners and hardware, Alpha Grainger Manufacturing also stocks a wide array of standard parts that are ready to ship and priced competitively.

Why search the world? Since 1973, Alpha Grainger has been providing the fastener industry with what it needs – consistently superior quality and competitive pricing.

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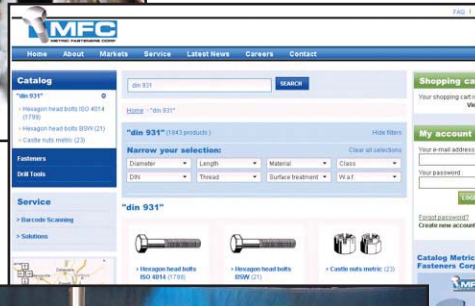
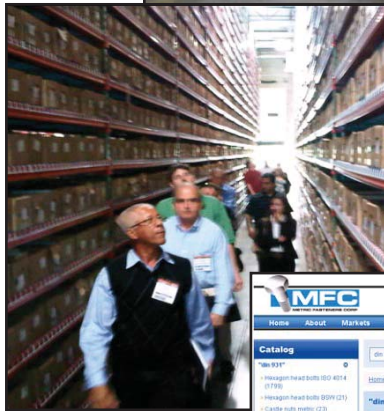
www.metricfastenerscorp.com

TIME FOR A METRICS CHANGE, TIME FOR METRIC FASTENERS CORPORATION

Remember Elementary school, having to learn the whole metric system (back and forth inches to mm's), all part of preparing America for the future? It was all for a reason because the future is now! Whether we like it or not, America is increasingly going

metric and Metric Fasteners Corporation (MFC) is here to help serve the North American Market. MFC sells metric fasteners to only Resellers and Distributors. MFC is a brand new company and opened for business in 2010, with a state-of-the-art distribution facility and brand new corporate headquarters located in Columbus, Ohio. MFC is part of a FORTUNE 500 Global group of leading technical business enterprises offering extensive assortment of fasteners, tools and industrial supplies distributed world wide.

MFC offers over 50,000 metric sku's, with a wide variety of sizes (ranging from M2 to the larger sizes such as M64), not to mention a full range of materials (including SS A2 and A4). MFC has been certified to ISO 9001:2008. With unlimited access to its A2LA laboratories from within the Global holding, MFC is able to offer its Resellers and Distributors a full range of test



reports, including; COC's, MTR's, and PPAP documentation on MFC's metric fasteners assortment. MFC additionally offers various E-business solutions (Webshop & EDI) saving our customer's valuable time and money.


MFC is a proud member of various fasteners associations and organizations. As a team; Inside Sales, Outside Sales and

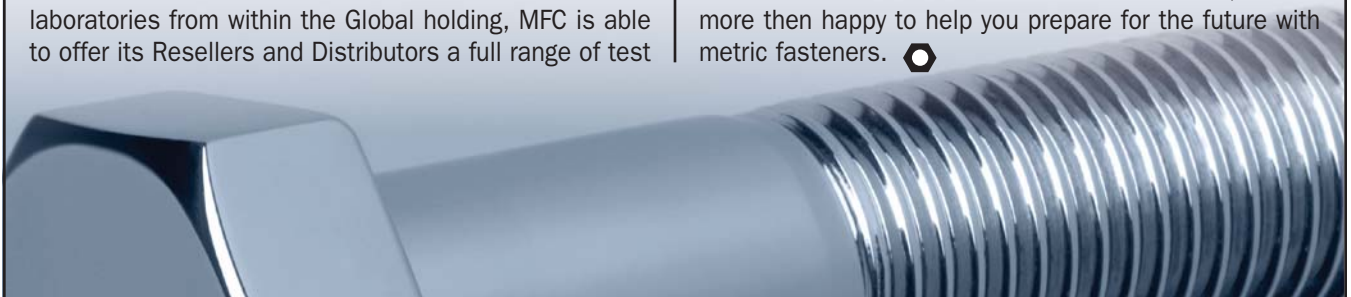
Management, we want to personally reach out to our customers. In 2011 the MFC team participated at all the major Expo and fastener table tops events in North America; NIF&MS Expo/West (Las Vegas, NV), STAFDA (San Antonio, TX), East NIF&MS Expo/East (Columbus, OH), Tech Show (Chicago, IL),

All American Show (Branson, MO), PACWEST (Denver, CO), NCFIA (Independence, OH) and NEFDA (Sturbridge, MA).

In addition, this year MFC will be participating at the NFDA, MWFA, SEFA and SFA events. We want to thank everybody

for their friendly and warm welcome and trust in MFC. In the end it's a business driven by people, establishing and earning each others trust is what we at MFC believe is key to a long term successful professional relationship. If

you have any questions about MFC please contact any member of MFC's staff or Pieter van Kalmthout, we are more than happy to help you prepare for the future with metric fasteners. 



We have this metric bolt and

50,000 OTHERS

as well to meet your specific needs.

From its brand new, state-of-the-art distribution facility located in Columbus, Ohio. Metric Fasteners Corporation is specialized in metric fasteners for resellers and distributors operating in the North American market only. In addition to offering professional customer service, we guarantee:

- Competitive prices
- Wide variety of sizes and materials (incl. Stainless Steel A2 & A4)
- High Quality Standards
- Full lot and batch traceability
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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.

PREPARING THE WAREHOUSE FOR A NEW FRONTIER

For many years we have contended that in a distribution business the warehouse is a marketing tool. Taking this approach implies that the warehouse should evolve as the marketing and philosophies of the distributor change. Today we are on the cusp of another huge paradigm change for the Fastener Distribution industry.

With the growing proliferation of tablet computers and “cloud” based business software it is now possible to maintain and access virtually unlimited amounts of data, product information and “paperwork.” Think of the cloud as an off site resource where you can store all the information required for day to day business functions instead of using a limited on premises central server. While doing this is a huge step in terms of trusting that there will not be unauthorized access to the heart of your business there is no question that cloud storage is both viable and valuable...if used wisely.

For around \$50 per year Google Applications business software provides more than adequate capacity for many Distributors for Email, collaboration, document storage, catalogs, quotations (including Engineered proposals) and price sheets. All of this is accessible using an iPad, Google Android based tablet or similar computer anywhere and everywhere a Wi-Fi or cellular connection is available. This means that every sales representative potentially has 24/7 access to all of the information required to successfully market and manage all their accounts for \$800 or less. And if they should lose or break their device a trip to the local Best

Buy, Radio Shack or an Internet vendor and 10 minutes with a free high speed connection at Starbucks will put them back in business. They can even access (on a limited basis) all their information using their cell phone.

By adding links to vendor websites and scans of documents such as orders and correspondence everything a sales rep needs to actively service their customers is immediately available. Warehouse and inventory information availability is an obvious next step

in this evolving process, but this requires a full commitment to controlling every aspect of the operation.

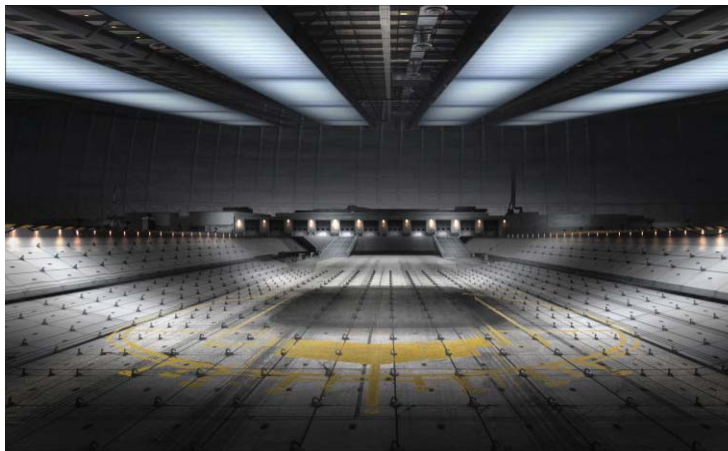
Tapping into the Warehouse Management System (WMS) or computerized inventory is becoming more common and so is the need for reliability because any gap

between the information and reality is glaringly obvious to both the sales staff who are making promises and the customers who expect those promises to be met...or exceeded.

Quality Standards

Internet providers have learned the hard way that satisfying customers is vital. With rating systems and on line forums, customers have a huge impact of success or failure in a massive potential marketplace. This raises the “bar” on quality enormously.

Most Fastener Distributors are quite pleased with an accuracy rate of 98% and in the past this was attainable with relatively little effort. From the customer’s perspective this means that out of 100 orders two will be



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50 YEARS of expertise, exclusively manufacturing Spirolox Retaining Rings and Smalley Wave Springs



Smalley manufacturing, design, and customer service facilities are 100% dedicated to continuing our reputation as the # 1 global source for Spirolox spiral retaining rings and wave spring products

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- Available from stock in 302 and 316 stainless steel
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- No-Tooling Costs™ on specials; .200" to 90" diameters
- Constant Section Rings now available from stock; .375" to 10"

COMPATIBLE WITH STAMPED RETAINING RING GROOVES

- Easy to assemble and remove
- No Ears To Interfere with mating components
- Immediate design support by engineers experienced in Spirolox ring applications

Distributors' Source

- Free Samples Immediately
- Timely Delivery Guaranteed
- Free Design Assistance to "Support Your Customers"

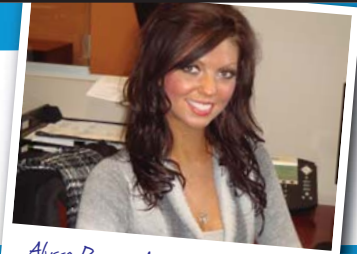
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 Email: sales@cabletieexpress.com
 Website: www.cabletieexpress.com



Alyssa Rogers, Administrative Assistant



Doug Andrews, General Manager

BUSINESS TO BUSINESS - PEOPLE TO PEOPLE

According to Wikipedia, business-to-business (B2B) describes commerce transactions between businesses, such as between a manufacturer and a wholesaler, or between a wholesaler and a retailer. Contrasting terms are business-to-consumer (B2C) and business-to-government (B2G).

Most LINK readers' transactions fall into the B2B arena and Cable Tie Express with its Distributors Only policy is no exception. Cable Tie Express is a Master Distributor for cable ties, heat shrink tubing, wire connectors, mounting bases, and cable clamps. Providing quality products and consistently high service levels are at the foundation of Cable Tie Express and any successful B2B company.

By combining state of the art software with streamlined systems, Cable Tie Express expedites customer transactions effectively and efficiently. Quoting requirements, providing shipping status, and answering questions on the phone or via email are all part of the company's "tying service to quality" approach. At the end of each day, customers receive an automatic shipping notification via email complete with tracking numbers and invoice.

The performance of a company cannot exceed the quality and experience of its staff. Cable Tie Express recognizes the value of its staff's dedication and

combined experience of 80 plus years in the fastener industry.

General Manager **Doug Andrews** is Cable Tie Express's frontline. Doug has been with Cable Tie Express for 15 years, joining the company in 1998 with nine years' industry experience. He is responsible for Cable Tie Express's daily operations, including purchasing, quality control, and shipping. Doug also oversees and manages the company's staff.

Alyssa Rogers, our Administrative Assistant, is often the first voice a customer hears when calling Cable Tie Express. In addition to answering calls and providing superior customer service, Alyssa processes orders, updates pricing, checks inventory, and provides tracking numbers, sales history, and product descriptions.

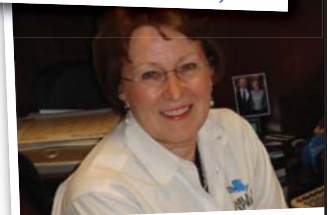
Megan Widner is the Inside Sales Administrator and maintains close contact with both customers and field agents. These relationships enable her to work proactively to maximize sales opportunities, increase efficiencies for customers, provide innovative ideas and leads for growing customer sales, and further strengthen customer and agent partnerships.



Megan Widner, Inside Sales Administrator



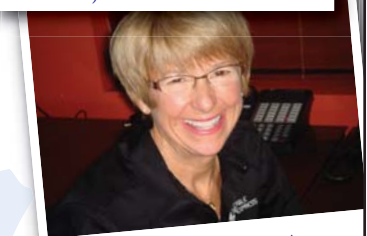
Jacob Rissot, Warehouse Manager



Jeanne Wise, Accounting Manager



Tony Van Hoozer, VP Sales

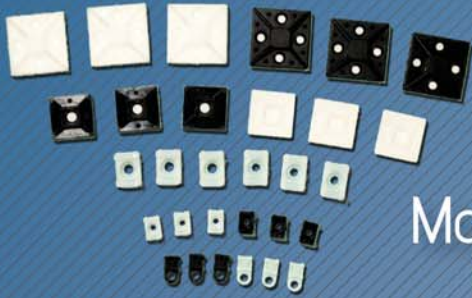


Char Cooper, President

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DISTRIBUTOR NEWS

Pacific Warehouse Sales will begin representing **Beacon Fasteners and Components** in CA, NV and AZ. Beacon is looking to increase their exposure on the west coast and could think of no better way to do so than partnering with the Lehman family; a highly respected presence in the industry since 1980. Founded in 1979 by Bob Wegner and Gary Pavlik, Beacon is a leading supplier of In-Stock Sems, Thread Forming Screws, Thread Cutting Screws, High-Low Self Tapping Screws, Sheet Metal Tapping Screw and Machine Screws, as well as Specialty Cold Headed Fasteners.

Beacon Fasteners is located at 198 West Carpenter Avenue in Wheeling, Illinois. To place an order or request a quote, call Beacon's sales department at 1-800-669-2658 or 847-353-2000. You may also email your order to customerservice@beaconfasteners.com or fax to 847-541-1789. You may view their entire catalog on-line at www.beaconfasteners.com.

* * *

Cable Tie Express, a leading supplier of cable ties and associated wire management items, is pleased to announce that, effective March 15, 2012, Randy Kemp of MTS and Associates will be representing the Company as a Manufacturer's Agent for Colorado, Utah, Nevada, and Northern California.

Char Cooper, President of Cable Tie Express, recently commented, "Randy will be a strong addition to our field agency sales force due to his long term experience in the Fastener Industry. He is truly aware of the support agents can offer customers in maximizing the value a company can bring to its customers in terms of product line, quality, service, and product knowledge."

Randy may be reached by calling 303-882-7772, fax 303-655-1147, or via email rkemp@mtsandassociates.com.

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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>.

TORQUE VARIABLES AND LIABILITY

When is it safe to recommend torque values?

Earlier articles have cited how to calculate torque values, how variables can affect the pre load and different techniques employed for installing the fastener. We spoke of material grades and components and a few applications.

But what does this mean to a distributor? Of course they should be knowledgeable about fasteners; however when it comes to recommending torque values, how great is your liability?

Many times the customer does not reveal all of the details of the application. It takes a trained individual to be able to dig into what the customer is using and how. This is because there are many variables to consider when tightening a simple fastener. The incorrect answer could cause a great failure and it still boils down to "the man with the wrench."

First, let's list some of those variables:

1. Bolt or Nut:

Grade: Does it match the other components being used together? Does it match what you are replacing?

Is the Nominal diameter in tolerance? Is there a proper fillet radius?

Threads: What was the manufacturing process? Hot formed, cold formed? How is the fit, form, engagement? Plating or coating thickness: any thread

interference? Is there proper and complete thread tapping of the nut? Are the threads cut or rolled? Is the thread run-out adequate?

Surface: Any corrosion present? Surface voids or bursts? Was it hot headed? Any lubricants present? What is the type and coefficient of friction.

Bearing surface: Is it free from nicks, gouges and bursts? Is the surface area sufficient for load contact and perpendicularity? How is the surface roughness and/or lubrication?

2. Washer:

Style: Flat, lock, star, DTI, etc. Is the hardness compatible with the expected bolt and joint loads? Is the

size correct; not too small or large an ID or OD? Does it properly seat the entire bolt head or nut? Is it coated and treated for hydrogen embrittlement? Any lubricant present? What type?



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“WHATEVER IT TAKES!”

Kitting/Packaging has definitely changed in the last number of years. What started out at Component Packaging as a belief in becoming an expert in kitting systems so our customers would have a solution for the headaches of packaging; has now become a resource to turn kitting into a value add service & profit center for our customers.

In a commodity driven industry, kitting can provide a distributor more revenue opportunities and offer their manufacturers an opportunity to present a more professional appearance or streamline the processes to complement their core business products. No different than the waitress at breakfast who asked you if you would like a sweet roll with your breakfast, kitting offers a value add opportunity and functionally differentiates your products while increasing your selling price and profit. We believe in this concept and are building our business around it.

Often sales persons in the field are hesitant to approach kitting or value-add packaging, because past experiences have been painful or difficult for both the distributor and the end user. Our goal is to make our packaging solutions seamless, painless and profitable for the distributors we work with! They don't need to know the ins and outs of kitting/packaging ... we do! We are active members in NFDA & WIFI so we understand our customers' needs and challenges.


Our motto still is "whatever it takes". For starters it takes constantly looking at our capabilities and customer service. With the help of Automated Packaging we recently took delivery on the latest technology available in kitting/packaging. Our new eight bowl

kitveyer system offers us more flexibility and speed than any other machine in our shop and now gives us 8 automated production lines assuring timely and accurate kitting for our customers. In addition, this machine offers Component Packaging the capability to break into runs easier and to drive shorter lead times so our customers can feel comfortable that we will make the deadlines their customers demand.

Being a solution source we have the ability to be creative in our approaches and have different divisions whose core

strengths compliment the other divisions with assembly, hand packaging, bulk scaling or JIT shipping in addition to automated kitting.

Located in the center of the country, we are an easy, low cost trucking center where we can receive product in from distributor customers or directly from their manufacturers where we hold the components until all are received, package the kits & ship them either to the distributor or, if wanted, direct to their end user with their boxes & labels. Even after an EF-5 Tornado came through on Sunday night, on Monday we received in & shipped out 8 trucks! We wouldn't let a power outage hinder us! We're that convenient of a transportation hub & that determined to make our deadlines!

Our entire staff at Component Packaging sees this newest production line as an investment in the promise that we will do "whatever it takes" to earn the right to be your kitter/packager. Despite the economic risks we all see in the future we still believe that if we continually strive for excellence and quality improvement in our business; that your business will benefit as well. 





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Lorri Hunt

Lorri Hunt is the president of Lorri Hunt and Associates, and has 14 years experience in implementing quality management systems in diverse businesses such as Honeywell, the Department of Energy, and small businesses. She is an active member of the U.S. Technical Advisory Group to ISO Technical Committee 176. She serves as the chair for the United States group responsible for developing consensus positions related to ISO 9001 and 9004. She also served as the international Deputy Task Group Leader to the amendment to ISO 9001:2008.

Lorri is a frequent contributor to quality publications and journals and is a co-author to the *Insiders' Guide to ISO 9001:2008*. She is also a frequent conference speaker.

ADDING VALUE TO YOUR INTERNAL AUDIT PROGRAM

One of the ongoing discussions in the quality world revolves around the value of internal audits. Many of the viewpoints are derived from the fact that most organizations develop an internal audit program not because they want to but because they are required to implement one. When an organization is required to develop an internal audit program instead of choosing to implement one, they are more likely to not see the value in internal audits. They often see internal audits as being bureaucratic and covered in red tape that causes more problems than solutions for the organization.

In an addition to the perception an organization might have related to an internal audit program required by a customer, an international standard, regulatory requirement, or a corporate mandate, there are some reasons why an organization may not be obtaining value out of their audits. Here are some of the common reasons an internal audit program struggles.

1. Internal auditors do not have enough time to conduct the audit. In many organizations, internal auditing is performed as a part time activity for employees; therefore, time is not always properly allocated to conduct the audit. Some organizations simply do not schedule enough time for the audit. For example, some organizations will audit their entire system in one day, which potentially could not be enough time based on the size of the organization. In these situations, the internal auditor might not go deep enough, thereby not identifying noncompliance in the

organization.

2. The internal auditor has not received proper training. There are two types of training: 1) training on requirements and 2) training on conducting internal audits. Lack of training on requirements can lead to audit findings that are based on personal opinion and not based on a specific requirement or procedure. There is also the potential for the auditor to write very



basic findings such as an incorrect reference in a procedure. While a reference in a procedure not being correct would be a finding, if a corrective action were to be required it would provide a scenario where the amount of time and effort to respond to a corrective action does not equal the severity of the

finding. Inadequate training on audit techniques can lead to ineffective communication on the results of audits which can potentially lead to frustration from the viewpoint of the auditee. In fact in many cases, the internal auditor does not communicate that a finding has been identified until the report is distributed. This lack of communication can create an adversarial relationship and diminish the value of the audit for the organization.

3. Based on the level of detail in the internal audit report, there is limited information that the organization can use to get better. There are a variety of reasons on why internal audits do not contain the right amount of information including lack of time by the internal auditor or a format that does not require that information be provided regarding compliance as well as noncompliance.



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DISTRIBUTOR NEWS

Fascomp, a leading Global Manufacturer of electronic hardware, has strengthened its sales efforts by appointing Jackie Ventura and her staff at Fasteners and Industrial Products as Sales Representative.

Jackie will cover Ohio, Western Pennsylvania, Kentucky, Upstate New York, Michigan and Indiana.

"We are so fortunate to have Jackie and her team join us. I feel sure her many years of experience will help to fuel our growth. We are thrilled to have her aboard" stated Jason Bertone, Vice President.

For more information, literature, samples or a quote contact Fascomp, (Florida) Tel: 407-226-2112; Fax: 407-226-3370; or (Connecticut) Tel: 203-720-1146; Fax: 203-720-1156 Their online catalog can also be viewed by visiting www.fascomp.com.



DISTRIBUTOR NEWS

Smalley Steel Ring Company, world leader in the manufacturing and development of Spirolox® Retaining Rings, Constant Section Rings and Wave Springs announces the launch of a new mobile web site. The mobile site, found at www.smalley.com/mobile offers Smalley customers the increased ease of accessing some of the most useful tools on the Smalley website via smartphone.

The Smalley mobile site features allow for fast and easy part selection. By using the "Quick Search" function, one can view and select parts based on type and diameter, and then further research the part by viewing product specifications. Once a part is chosen, free samples or a quote can be requested with just one more step. The mobile site is perfect for design engineers on the factory floor engaged in the production process. Without even leaving the premises, the engineer can research the perfect Smalley part solution for their design challenges.

Featuring a link on each page to "Contact Smalley", Smalley's engineering staff can instantly be contacted for further consultation. Literature can also be requested from Smalley by clicking the "Get Catalog" link on each page of the mobile site. The mobile site also offers access to the full Smalley web site should more in depth research be needed.

Smalley's mobile site can be utilized by any smart phone. Visit www.smalley.com/mobile.

Smalley Steel Ring Company manufactures Spirolox Retaining Rings and Smalley Wave Springs. Spirolox rings are interchangeable with ordinary stamped retaining ring grooves and require no special tooling for removal. Smalley Wave Springs reduce heights by up 50%, with the same force and deflection as standard coil springs and fit in tight radial and axial spaces. Over 10,000 stock parts are available from .25"-16" in carbon and stainless steel. Specials are available from .200"-120" with No-Tooling-Charges.™

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By John Wolz
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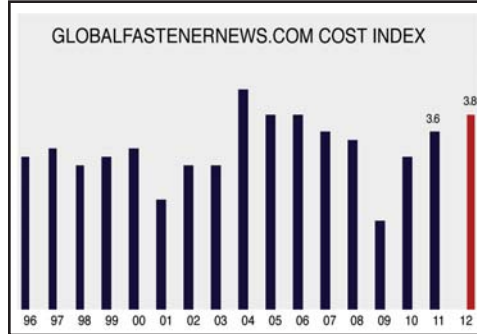
SURVEY OF THE FASTENER INDUSTRY 2011 YEAR END

2011 A Good Year for Fastener Industry

Increased sales and profits were on the menu of fastener companies in 2011 — and strong helpings of both were served, the End of 2011 FIN Survey found. Nearly eight in ten businesses — 78% — reported "moderate" to "strong" sales growth during the year, representing the second straight year of sales growth by at least three out of four fastener companies. An even 50% of fastener firms said sales grew at a "moderate" pace, while 28% saw "strong" sales growth.

An additional 12% of companies participating in the survey said sales stagnated in 2011, while 5% reported a moderate decrease in annual revenues.

Profits were up as well, with 73% of manufacturers, distributors, importers and platers surveyed by FIN recording profit gains. Just over 49% of companies saw "moderate" profit increases, while 24% achieved "strong" profit growth. About two in ten fastener businesses said profit was



unchanged from the previous year, with an additional 2% showing "moderate" bottom-line declines. And fastener companies are overwhelmingly optimistic about their prospects in 2012.

The FIN Survey found nearly eight out of ten businesses — 79% — forecast further sales growth in the coming months. Just under 60% expect "moderate" sales increases, while 21% anticipate "strong" revenue growth. Only 1% estimated a sales decline.

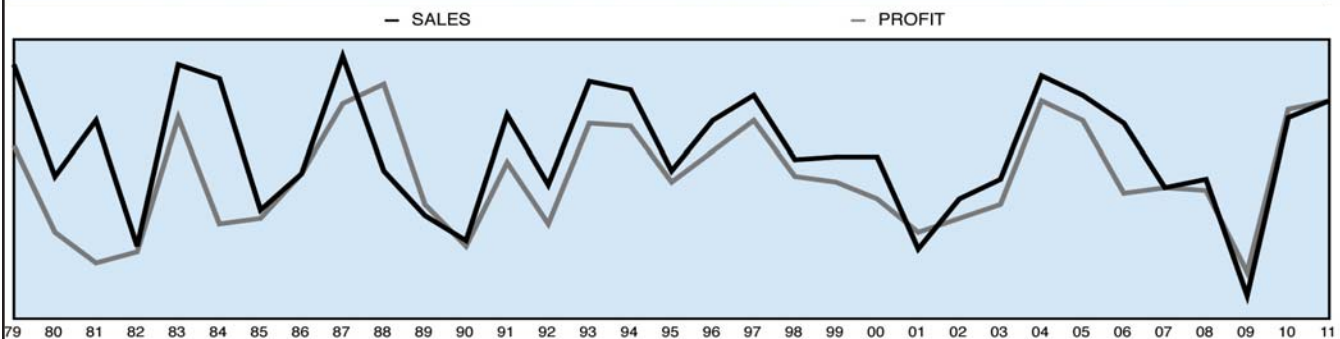
Profits are expected to improve as well, with 82% of survey participants predicting profit gains in 2012, including 61% who foresee a "moderate" profit rise and 21% who anticipate a "strong" increase in profit.

In 2011 the FIN Sales Index jumped to 4.3 from 3.8 the previous year. At 4.2 the FIN Profit Index continued its rebound from 2009's record low of 2.14.

For the coming months the sales index forecasts growth to 4.5 and the profit index indicates an increase to 4.2.

please turn to page 194

Percentage of Fastener Firms Reporting Higher Sales & Profit, 1979-2011



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DISTRIBUTOR NEWS

Elgin Fastener Group

headquartered in Versailles, IN, announces the completed acquisition of Quality Bolt & Screw Co. of Brecksville, Ohio. Founded in 1958, Quality Bolt & Screw is a manufacturer of custom engineered cold headed/cold formed bolts, pins, studs, chain, military and other custom fasteners. With ISO 9001:2008 and QSLM (Military Type 2) certification, Quality Bolt & Screw has a long history as a reputable supplier of special fasteners.

Jeff Liter, EFG President and CEO, said, "The addition of Quality Bolt & Screw to the Elgin Fastener Group further expands our domestic manufacturing capabilities, including the ability to offer 1" and 1-1/4" diameter headed and threaded product. We also intend to capitalize on their reputation as a premium supplier to the specialty industrial fasteners market."

Elgin Fastener Group is comprised of Ohio Rod Products, Leland Powell Fasteners, Chandler Products and Silo Fasteners, Elgin Fasteners International and Best Metal Finishing) providing fasteners solutions for Industrial applications. All of the EFG companies are ISO certified.

For more information, contact Elgin Fastener Group, 1415 S. Benham Rd, Versailles, IN 47042. Tel: 812-689-8917, Fax: 812-689-1825, email: quotes@elginfasteners.com, or visit the website at: www.elginfasteners.com.

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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.

SURE THING: WHY EVERY FASTENER DISTRIBUTOR NEEDS TO GRAB A PAGE ON GOOGLE +

While Google+'s 90 million members is still relatively small for a social network, many fastener distributors have wasted no time scrambling to set up their own pages there.

Search engine optimization experts say the land grab is a smart move, since fastener distributors with a presence on Google+ are expected to move up higher on Google search engine returns.

Web security experts are also urging companies to set up shop on Google+ to ensure that their company names are not snapped up by a competitor or some other ne'er do well – much in the same way squatters appropriated the brand names of global corporations during the dawn of the Web.

And Internet marketing analysts say some of the new social network's more innovative features – like "Hangouts," which enables a group of people on Google+ to video chat simultaneously – make Google+ too promising to ignore.

The social network, which was launched this past summer, is Google's answer to Facebook – which now has 800+ million members, and represents an ominous threat to Google's advertising revenue base.

There are marked differences between the two animals. But both share a core mission: to provide a virtual meeting place where millions of people can socialize using chat, posts, photo and video exchange, and other Web communications tools.

Fastener distributors, of course, continue to be rabidly interested in how activity on social networks can be parlayed into increased sales and brand recognition.

Plus, they're also fixated on ways they can extract the most mileage from word-of-mouth product and service recommendations that are popping up across social media in the millions.

On Facebook, for example, legions of members have been signaling their endorsement of a product or service by clicking a 'Like' button – a nod that became immediately coveted by businesses the moment it surfaced there.

On Google+, members offer the same kudos by clicking a +1 recommendation button. Ali Husayni, founder of Master Google (www.mastergoogle.com), a search engine marketing firm, says that Google's +1 recommendation button makes forging a business page on Google+ "absolutely essential."

Besides seeing marginally improved search engine rankings short term, Husayni indicates fastener distributors that establish a presence on Google+ may very well see significant sales gains as Google+ grows beyond its critical mass, and more and more people begin using the +1 recommendation button to swap recommendations for goods and services on the network.

In fact, Husayni says Google's increasing reliance on word-of-mouth recommendations when ranking search engine returns

could dramatically alter the way company Web pages get found during the next few years. Instead of seeding company Web pages with carefully selected keywords and key-phrases to attract traffic, SEO experts may most likely need to find ways to ensure their clients have as many recommendations from Facebook, Google+, Twitter and other social networks as possible, he indicates.



Google+ is rivaling Facebook's 'Like' button with its own +1 recommendation button.



Google's CEO Larry Page is betting big with Google+ – Google's answer to Facebook.

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CLEVER SEAM DESIGN MAKES THE COILED PIN PERFECT FOR HINGES

by Michael Pasko, Engineer

Coiled Spring Pins are manufactured with a seam which is much better for hinges than the gap or slot of Slotted Spring Pins. (see Figure 1 and Figure 2)

The seam is inherent to Coiled Pins because they are rolled with more than one wrap of material. The Coiled Pin's "duty" will affect material thickness and the number of wraps, but all Coiled Pins will possess a seam.



Figure 1. At left, Slotted Spring Pins have a "C" shape. At right, Coiled Spring Pins have 2 1/4 coils of rolled material.



Figure 2. The Slotted Pin's gap is closed when installed in a hole.

the seam should have absolutely no impact on performance.

The Coiled Pin's tucked seam will allow smooth, interference free rotation of hinge/axle components in the vast majority of assemblies. In most situations where the seam is problematic, it is typically the result of poor installation methods or

improper implementation. If excessive compressive force is applied to one part of the pin and not another, seam deformation may occur. This sometimes happens when assemblies are designed such that they do not properly support the pin.

Some assume that a Coiled Pin's seam is raised above the surface of the pin. This is not the case. A Coiled Pin's seam is actually 'tucked' or rolled to ensure the pin remains round. In addition, the seam is prepared with a beveled edge to soften the transition into the 'comma' area (see Figure 3). As a matter of fact, a key characteristic of a properly rolled Coiled Pin is that the diameter of the pin at the seam is equal to or less than the diameter adjacent to the seam. This prevents the edge of the material from contacting the inside diameter of the hole wall and prevent skiving when inserted.

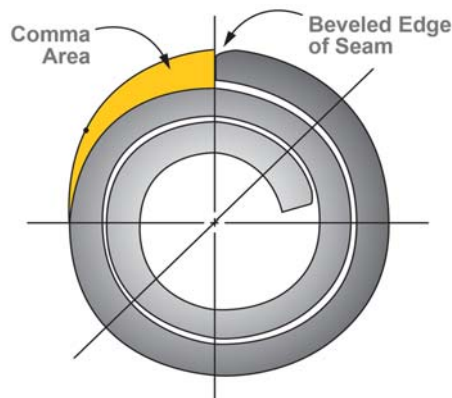


Figure 3. The Coiled Pin's seam is prepared with a beveled edge to soften the transition into the "comma" area. This design feature ensures that there are no "high spots" at the seam.

Similarly, pins can be damaged during installation and this can lead to deformation at the seam. Improper installation technique, equipment, hole condition, or pin material and duty are typical causes. Designers have also attempted to use Coiled Pins and Slotted Pins in assemblies where a 'pawl' or lever must ride axially on the surface of the pin as it rotates. The geometry of these components sometimes causes them to catch or 'hang up' on the seam. ⚙

The plastic SUV rear window latch assembly photo below demonstrates basic Coiled Pin form when installed in an application. The pin conforms to the hole in which it is installed and the 'comma' area is visible as a small gap between pin and hole adjacent to the seam.

A large percentage of Coiled Pins are used in hinges and the unique seam configuration is essential to their proper function. Thus, when utilized in round holes,



Figure 4. This SUV rear window latch assembly utilizes three Coiled Pins as hinges.

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DISTRIBUTOR NEWS

New literature is now available from **Landreth Fastener**, part of the Elgin Fastener Group.



The new literature sheet comprehensively features all of Landreth's product offerings and company background, as well as images of the company's process from first blow to finished part.

Landreth manufactures cold headed solid, semi-tubular and brake rivets for furniture, appliance, automotive, and oil/petrochemical-related applications. Landreth advanced from owning a single piece of cold heading equipment in 1962 to become a 35,000 square foot manufacturing facility with 27 cold headers. Landreth also provides ISO certified quality systems and focuses on custom service. It has been relocated to Martin, TN.

For more information, contact Landreth Fastener, 8160 Highway 45 S., Martin, TN 38237. Tel: 731-587-3106, Fax: 731-587-9613 or visit them on the internet at www.landrethfastener.com.

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Fall River Manufacturing is proud to announce the addition of DOMESTIC STAINLESS STEEL HEX NUTS to their capabilities.

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RING ELIMINATES SUPERCHARGER "WHISTLE"

by Joe Cappello, Director of Global Marketing

If you've ever enjoyed that extra kick a turbocharger can give your engine, then you've probably heard the "whistle" sound that accompanies such a boost. To some purists this sound is a mandatory part of the whole turbocharger experience and they relish the sight of turned heads as they shift into turbo mode while cruising down the highway.


However, for those who find the noise too distracting or a means of attracting unwanted attention, there is a way to eliminate this sound. Turbochargers often come with an optional silencer ring, which is a metal baffle inserted into the turbocharger inlet to reduce the annoying whistling sound. A Rotor Clip constant section retaining ring is a simple and effective means of holding the silencer ring into position.

Rotor Clip's low-profile ring design prevents rubbing or interaction with other parts. A constant section ring

will not damage the bore housing because of its rounded corner radii, and its design also ensures that the ring sits properly in the groove with zero play. Flaking is not an issue with constant section rings because the ring is only slightly oiled rather than plated, which ensures that no stray particles interfere in the functioning of the turbocharger.

Rotor Clip's in-house manufacturing process allows for the highest-standard final product meeting automotive ISO/TS 16949 standards. Rotor Clip rings are stress-relieved eliminating the risk of long-term breaking or distortions as a result of stresses that build up during the ring-forming process.

In addition to constant section rings, Rotor Clip also produces spiral and tapered section retaining rings, along

with wave springs, hose clamps, and installation tools, such as ring kits and clamp tools. 



A "Silencer Ring" (above) prevents the whistling sound associated with turbochargers. It is held in place by a Rotor Clip constant section retaining ring (below).



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DISTRIBUTOR NEWS

Starting in 2012 K International is now **Kinter**. It's a new, shorter name but with the same great people, products and service that you have come to expect from K International.



With the new Kinter name comes an expanded catalog and a larger, modern building at just under 90,000 square feet in size –this is Kinter's fourth move to a larger facility since it's founding in 1980.

The new facility is just two miles down the road from the previous Gurnee, Illinois location. Kinter is a leading provider of plastic and metal fasteners and components for the Point Of Purchase, sign and display industries as well as for fastener distributors all over North America that require bindery type items such as X-mas tree clips, barrel bolts, metal hinged rings and binder posts. Kinter also carries a full line of economy style, single use wrenches and screwdrivers.

.How can Kinter help your company? For more information contact them at 1-800-323-2389 or visit Kinter's web site at www.kinter.com.

* * *

Join the **MWFA** for their Safeguards Against Ordering Wrong Manufactured, Plated or Imported Parts to Minimizing Risks and Loss of Profits seminar.

The event will take place on June 25th at Medinah Banquets in Addison, IL.

This seminar is designed to assist those in purchasing as well as sales/purchasing communication. Miscommunication and errors can create costly mistakes. There is little room for error in today's business environment. Industry specialists will teach you important safeguards.

To register for this event and more information on the MWFA, visit their website at www.mwfa.net.

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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".

GREEN BUILDING AND THE FASTENER DISTRIBUTOR

For many years now, the nation has been gripped by a debate over the effects of what we have come to call "global warming" and which has morphed into the label "climate change." It is a scientific issue which has become a political one. That has caused parties on both sides to exaggerate and speak in terms of absolutes.

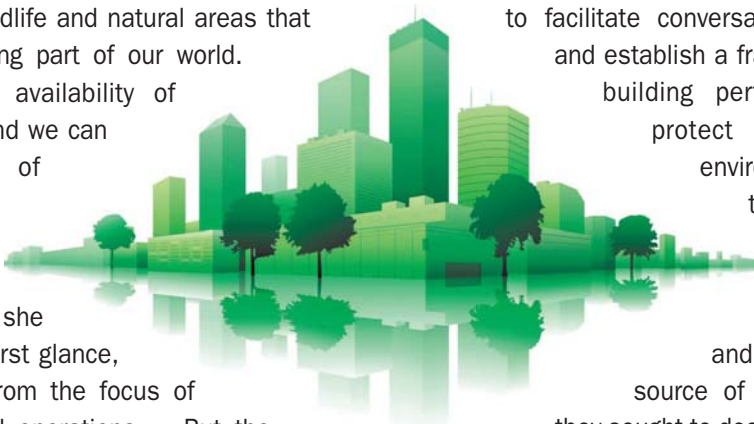
To whatever extent it may be a real threat to mankind and to the Earth itself, it is just one component of a broader environmental concern which most reasonable people accept. We need to be better stewards of the planet's resources. Increased development of land is squeezing out the wildlife and natural areas that are such an appealing part of our world. Both the cost and availability of energy has limits—and we can do a better job of managing it.

The typical fastener distributor and the product he or she provides seems, at first glance, to be far removed from the focus of "Green Building" and operations. But the reality is that, both as a building and business owner/operator, and as a member of the construction team or a partner for OEM customers, the material supplier must be involved. Our customers will be speaking the language of Green Building and asking all members of the supply chain to join in the perspectives and orientations of this movement. The distributor may well be asked to fill out documentation, questionnaires, surveys and attestations supporting the endeavor. Therefore, it behooves us to become familiar with the principles, language and protocols of the Green Building industry.

The public is clearly concerned about our

environment. Schools stress the need to preserve it to our children from the earliest grades. Young people seek careers in "sustainable industries" and companies trumpet assurances to their customers that they are focused on helping the environment. But how do we incorporate into our mission specifically measurable steps to accomplish these goals? How do we match real actions with our good intentions?

The United States Green Building Council (USGBC) was formed in the 1990's to bring together diverse interests relating to building and construction to facilitate conversations, consolidate ideas, and establish a framework to support better building performance in ways that protect and preserves the environment. Recognizing that the "built-environment" (structures made by humans for shelter, commerce, and socialization) was a major source of environmental disruption, they sought to design a system to define and measure "Green Buildings." Over the years, a point rating system was designed to apply to new construction and to major renovations. This was developed to encourage the players and stakeholders in the development community to set and achieve goals in their projects which will not only lessen the negative impact of construction but, in some cases, will create improved indoor and outdoor environments for those who will interact with new projects. This has culminated in the well-known LEEDS (Leadership in Energy and Environmental Design) program which certifies buildings and specified development areas as meeting standards of "Green Building."



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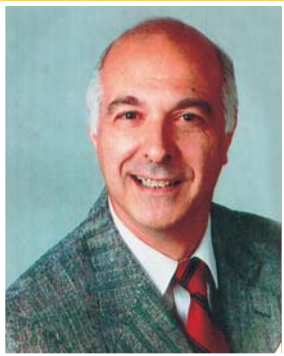


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Bart Basi

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.

THREE GOOD REASONS TO SELL YOUR BUSINESS THIS YEAR

Introduction

The year 2012 appears as though it is going to be the absolute optimal time to sell your business. In the past, business owners faced high interest rates, high taxes, and at times tough economic conditions. Today, three major factors exist to provide you with a substantial value for your business.

The three factors are the tax rules, interest rates, and the economic environment. The current favorable tax structure allow you to sell your business for a lower price and carry away the same amount of money you would have, had you sold in another year at a lower price. Interest rates provide a similar relief. When interest rates are down, buyers can afford to finance more. Last, but not least, the economy is in an upswing. When the economy is in an upswing, business values arise concurrently. When all three factors are together, they provide for an optimal environment to sell a business.

1) Tax Consequences of a Business Sale

The first major factor in selling a business is the tax rules. The tax consequences of a business sale are as important as the selling price itself. When selling a business, it is important to know there are two types of sales. One type of sale is known as a stock sale. In a stock sale, stock is sold and the result is a low tax rate. The gain in this scenario is taxed only once to the shareholders in both the sale of C Corporations and all other incorporated entities.

The other type of sale is known as an asset sale. In

an asset sale, the assets of a company are sold. As such, the sellers must pay what is known as "recapture" to the extent depreciation has been taken. Recapture is taxed at ordinary tax rates. Beyond that, capital gains taxes are assessed for the difference. If a C Corporation is selling its assets, they are taxed not only at the corporate level at ordinary tax rates, but also at the shareholder level as capital gains.

Though not a sale, but yet a business transformation, mergers and acquisitions are another way to change ownership of your business. In a merger or acquisition, one business is taken into another business or combined into another business. The result is a tax free transformation of the business for the seller. Though there are tax ramifications, it is possible for both the buyer and seller to get tax free benefits.

The importance of taxes is even more important to sales involving small businesses. Often the owners of small businesses are not considered wealthy. When tax consequences on a business sale are large, the effect is felt disproportionately. A \$300,000 tax burden will be felt more in a \$1,000,000 sale (where the owner walks away with \$700,000 and cannot retire) as opposed to a \$3,000,000 tax burden where the owner walks away with \$7,000,000 and is able to retire. The current tax and financial conditions combined together make for a more optimistic selling environment. Therefore, it is more likely a seller will get a higher price for a business. The following explains why conditions are favorable to sell a business at the present time.



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MID-WEST FASTENER ASSOCIATION

MWFA CELEBRATES 65th ANNIVERSARY AND AWARDS 2012 SCHOLARSHIPS



On November 10th the Mid-West Fastener Association welcomed Richard Roeper, columnist and movie critic to speak to the group and assist in celebrations of the 65th anniversary as well as scholarship recipients. Several past presidents and board members were in attendance, as well as many pictures from the past! This year's awards puts MWFA scholarships awarded at over \$450,000. We congratulate this year's winners:

\$1,500 Bill Lang Sr. Scholarship

Nearly two years ago, the MWFA lost a President and several term board member - Bill Lang Sr. of Certified Products. Bill Lang Sr. was a one of a kind person in our industry who will always be remembered for his "great ideas," support of the association, his humor and his assistance whenever needed. Bill's family has graciously made a very generous donation to continue this scholarship in Bill's name.

This year's Bill Lang Sr. Scholarship went to Anastasia Iakiviak, daughter of Vera Sherrill from Abbott-Interfast and Al Sherrill. Anastasia is a senior at Lake Zurich H.S. who has maintained an above A average throughout H.S. She plans to pursue an education in linguistics and biology.

\$1,500 XL Screw Corp.

XL Screw is once again proudly donated a scholarship award for the 15th year. This is one of the association's programs which XL believes very strongly in. This year's XL Screw Corp. Scholarship was awarded to Christine Kaberna, an employee of Innovative Components. Christine is pursuing a degree in organizational leadership. Christine attends college full time, at night, while continuing to work full time by day and part time on the week-ends. Once Christine made finishing school a priority she never gave up the momentum.

\$1,500 Bill Unferth Family Scholarship

The Bill Unferth Family has donated back the scholarships their children won many years ago allowing us to give a scholarship in their name this year and next year. This year's Bill Unferth Family Scholarship went to Timothy Hegel, son of Tim Hegel, Stelfast Inc. Timothy is a freshman at the University of Illinois studying engineering, math, physics, and sciences. He graduated from H.S. a top student with honors and plans to achieve the same in college.

\$1,500 David Lebovitz Scholarship

Last year we lost another friend in the fastener business, David Lebovitz of Albany Steel & Brass. David was a great believer in and supporter of the MWFA. His family has donated a scholarship in his name to continue David's beliefs in the MWFA and education. This scholarship was awarded to Julia Karas, daughter of Frances Karas, Innovative Components. Frances is a sophomore at Georgetown University studying business with a double major in accounting and finance. After becoming a CPA, she plans to continue on to graduate school for business or law.



\$1,000 Scholarships Recipients

Mallory Remus, daughter of David Remus, Beacon Fasteners and Components. Mallory is a freshman at Illinois State University pursuing a degree in Business/Marketing.

Kelly & Sharon Yutz, twin daughters of Robert Yutz of EZ Sockets. The girls are currently freshmen in college with Kelly working towards Physical Therapy and Sharon working towards a degree in Psychology with hopes of eventually becoming a Psychiatrist.

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CARDINAL SOARS AGAIN!


Cardinal Fastener Inc. is soaring again! After a 'challenging' summer in 2011, the company is reporting that business is strong and getting stronger. John Grabner, President of Cardinal Fastener Inc., told us that "the Wurth Group has made a significant investment in Cardinal and we are ready to capitalize on that investment."

He further stated "We have a three point plan to grow. 1. We are buying about \$1 million in new equipment, including 5 new CNC lathes. 2. We are buying material directly from domestic mills and reducing raw material costs. 3. We are manufacturing more products including a full line of metric bolts, stainless steel, and low carbon."

To bring you up to speed, after receiving its ISO 9001:2008 registration in January 2009, Cardinal Fastener experienced significant growth. A short restructuring period in 2011 was concluded when the Wurth Group purchased the company on November 1, 2011. As Mr. Grabner pointed out, "Being a part of the



Wurth Group offers the highest level of security to the customer. Security in knowing that customer satisfaction is our top priority – from quality of product and service to having the financial security to perform."

As part of Wurth's hot forming manufacturing companies, Cardinal has a sister operation in Auburn Hills, Michigan, Dokka Fasteners Inc., and it was Marc Strandquist, CEO of Dokka Fasteners Inc., with the foresight and vision to bring Cardinal into the Wurth Group. According to Mr. Strandquist, "Cardinal's reputation in the market for service, coupled with the technology and low cost structure of Dokka, makes for a compelling reason for customers to do business with us." When asked how the two companies are interfacing, Mr. Grabner said, "Fastener distributors have one source with two manufacturing facilities – the best of both worlds. Just call Cardinal and we handle the rest." 

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MID-WEST FASTENER ASSOCIATION

MWFA CELEBRATES 65th ANNIVERSARY AND AWARDS 2012 SCHOLARSHIPS *continued from page 60*

Louis Marello, son of Mary Marello, Metric & Multistandard. Louis is a senior in college planning to pursue a degree the business field.

Dolonda Wallace, daughter of Jossie Williams, Screws Industries. Dolonda is a freshman at Dominican University majoring in pre-nursing with plans to become a pediatric nurse.

Ryan Bane, son of James Bane, Innovative Components. Ryan is a freshman at Indiana University pursuing a degree in exercise science to become an athletic trainer.

AdriAnna Beach, daughter of Steven Beach, Sems & Specials and DeAnne Beach. AdriAnna is a freshman at Rock Valley College pursuing a degree in physical therapy. She then plans to join the Navy to help the injured returning from overseas.

Michael O'Connor, son of Mike and Carol O'Connor, Innovative Components. Michael is a senior in H.S. planning to study Biology or Engineering in College.

Samantha Issebacher, daughter of Jesse Issebacher, Globe-Con Int'l. Samantha is a freshman at Eastern


Michigan University as an aspiring veterinarian.

Crystal Kessen, daughter of James Kessen, Elgin Fastener Group. Crystal is a sophomore at God's Bible School & College studying music teaching.

Gabriela Wnek, daughter of Stanley Wnek, CSM Fastener Products & Mary Wnek. Gabriela is a freshman at the University of St. Francis studying Biology and Psychology with plans of becoming a teacher.

Martyna Szyk, Daughter of Janina Szyk, Acme Companies. Martyna is a licensed Practical Nurse, is finishing up her Bachelors of Science in Nursing, and will then earn a Nurse Practitioner degree.

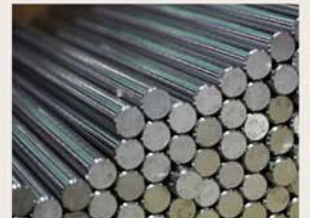
Elizabeth Gruhl, daughter of Kenneth Gruhl, Metric & Multistandard. Elizabeth is enrolled at the Culinary Institute of America. She became involved in cooking during a family illness which created her love of cooking.

Stephanie Coles, daughter of Debbie Coles, Star Stainless Screw. Stephanie is a H.S. senior deciding on colleges to pursue her nursing studies. Having the opportunity to assist doctors in helping others is Stephanie's goal. 

WHEN IT'S CRITICAL... IT'S **STILL** CARDINAL

Cardinal Fastener was founded on the principles of providing security to the customer with superior service, focusing on manufacturing fasteners to the highest levels of quality with very short lead times. This strategy continues to make Cardinal Fastener a leading manufacturer in North America. Not only are we still open for business, we are leaner, stronger and even more competitive than ever.

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SOUTHWESTERN FASTENER ASSOCIATION

SFA TO AWARD TWELVE SCHOLARSHIPS IN 2012 TWO FALL DINNER MEETINGS SCHEDULED

Scholarship Awards

The Southwestern Fastener Association has increased the number of scholarships it will award this year to twelve. In addition to the normal ten scholarships awarded yearly, SFA will again award a scholarship in the name of Will Rodriguez, a long time member of SFA who died from a heart attack while on a golfing expedition to England several years ago. Rodriguez was serving on the SFA Board of Directors at the time of his death. His son, Michael Rodriguez, representing The Fastener Connection, was elected to the SFA Board of Directors in 2011. An additional scholarship will be awarded in 2012 in the name of the Bill Unferth Family. The Unferth family benefited from a SFA scholarship over twenty years ago and elected to help another student aspiring to obtain a college education with a generous contribution to the SFA scholarship fund. 2012 SFA scholarship winners will be announced in the Summer edition of the SFA Newsletter. Information on the SFA scholarship program is available on the SFA web site at www.sfa-fastener.org.



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The Dyson Corporation 53 Freedom Road, Painesville, Ohio 44077. Kelly Sawchik: 440.946.2700, Fax: 440.352.2700, Email: ksawchik@dysoncorp.com
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Metric Fasteners Corporation 2833 Charter Street, Columbus, Ohio 43228. Pieter van Kalmthout: 614-777-7611, Fax: 614-777-7614, Email: pieter.vankalmthout@metricfastenerscorp.com
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Quantum Storage Systems, 15800 N.W. 15th Ave., Miami, Florida 33169. Ed Granger: 1-800.685.4665, Fax: 305.688.2790, Email: edg@quantumstorage.com,

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For information on SFA Conferences, Scholarships and/or Membership in the Southwestern Fastener Association, contact John Elsner, Executive Director, 292 Sugarberry Circle, Houston, Texas, 77024. Phone: 713.952.5472, Fax: 713.952.7488 and/or email at swfa@swbell.net. 

Dinner Meetings

Following a trial run in 2011, SFA will continue the successful dinner meetings in the Fall of 2012. The first dinner meeting is scheduled for October 25 in the Houston area 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.

New Membership

In additional SFA activity, the Association experienced a good number of membership applications prior to the 2012 Spring Conference and Expo.

Some of the companies that applied for membership include:



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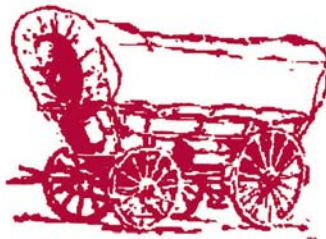
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BOLT MATERIAL STANDARDS REFER TO SEVERAL DIFFERENT TYPES OF STRENGTH

by Joe Greenslade Director of Engineering Technology, IFI

Most of the bolt material standards refer to five or six different strength values which sometimes causes confusion for those using the standards. To explain these different values I am going to use SAE J429, which can be found in Tables 1 and 5 on pages 164 and 171, respectively, in the IFI 8th Edition Inch Standards Book.

The six different strengths listed in SAE J429 are:

1. Full Size Bolts, Screws, Studs, Sems Proof Load

(Stress), psi (Table 1)

2. Full Size Bolts, Screws, Studs, Sems Tensile Strength (Stress), psi (Table 1)

3. Machined Test Specimens of Bolts, Screws, and Studs Yield Strength (Stress), psi (Table 1)

4. Machined Test Specimens of Bolts, Screws, and Studs Tensile Strength (Stress), psi (Table 1)

5. Proof Load, lb (Table 5)

6. Tensile Strength, lb (Table 5)

SAE J429 Steel Bolt Grades	Material Strengths, Table 1			1/2 - 13 Bolt Strengths, Table 5 (tensile stress area = 0.1419 sq. in.)		Comparable ASTM Bolt Grades for reference only
	Proof Load Strength (PSI)	Minimum Tensile Strength (PSI)	Minimum Yield ¹ Strength (PSI)	Proof Load Strength (pounds ²)	Ultimate Tensile Strength (pounds ²)	
Grade 1	33,000	60,000	36,000	4,700	8,500	A307
Grade 2	55,000	74,000	57,000	7,800	10,500	NA
Grade 5	85,000	120,000	92,000	12,100	17,000	A449 and A325
Grade 8	120,000	150,000	130,000	17,000	21,300	A354 BD and AA490 ³

Note 1: Yield strength is not a routine testing requirement.

Note 2: The pounds values are calculated by multiplying the values in Table 1 by the tensile stress area of the test bolt. Values are rounded to the closest 50 pounds increment.

Note 3: ASTM A490 is the only grade that has a maximum allowable tensile strength in addition to a minimum value.

The values in SAE J429, Table 1 references the material strength expressed in pounds per square inch (psi). In the above table 1/2-13 is used to illustrate how the values in Table 1 relate to the values shown in Table 5. Each bolt thread size has an associate tensile stress area (TSA) that is used for calculating the required strength of finished bolts. The tensile stress area is a theoretical diameter that is not directly measurable. It is

located at approximately the midpoint between the thread's minimum pitch diameter size and the maximum thread minor diameter size. The tensile stress area is calculated using the formula $AS = 0.7854[D - (0.9743/n)]^2$ providing a TSA for 1/2-13 of 0.1419 square inches.

The minimum **tensile strength** of the material for Grade 5 in Table 1 is 120,000 psi and the minimum tensile strength of a 1/2-13 Grade 5 bolt is 17,000 (lb) pounds (120,000 X 0.1419). The tensile strength of any material or part is the maximum value indicated in a tensile testing machine prior to the breaking of the material or part.

please turn to page 208



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DISTRIBUTOR NEWS

Quantum Storage Systems,

announces a huge inventory expansion of its stainless steel wire shelving line. In stock for immediate delivery, the shelving is offered in all sizes from 14" deep to 72" long, with 600 to 800



pound capacity per shelf. Quantum is now providing 25 different shelf sizes and five post heights as well as stainless steel accessories such as dividers and ledges. Quantum's stainless steel wire shelving, with its all welded construction with additional wire trussing for high strength, is the ideal storage solution for any application where corrosion is a concern; perfect for laboratory, pharmacy, cleanroom, hospital, industrial, retail, food service, florist and grower use. Wire allows air to circulate, light to penetrate for increased product visibility, and minimal dirt accumulation. Similar to all other Quantum products, the company will be offering its' Low Price Guarantee on these new stainless steel items. Quantum is also a nationwide provider of other shelving finishes including epoxy-coated, chrome, solid stainless, and solid galvanized.

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3/16"	1/8 thru 2"	Type 303 and Type 316 Stainless
7/32"	1/8 thru 2"	Type 303 and Type 316 Stainless
1/4"	1/8 thru 5"	Type 303 and Type 316 Stainless
5/16"	1/4 thru 6"	Type 303 and Type 316 Stainless
3/8"	1/4 thru 8"	Type 303 and Type 316 Stainless
1/2"	3/8 thru 8"	Type 303 and Type 316 Stainless
5/8"	1/2 thru 8"	Type 303 and Type 316 Stainless
3/4"	1/2 thru 8"	Type 303 and Type 316 Stainless
1"	1" thru 8"	Type 303 and Type 316 Stainless
1-1/4"	1" thru 4"	Type 303 and Type 316 Stainless
1-1/2"	1" thru 3"	Type 303 and Type 316 Stainless

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M6	10MM thru 50MM	Type 303 and Type 316 Stainless
M8	12MM thru 50MM	Type 303 and Type 316 Stainless
M10	16MM thru 70MM	Type 303 and Type 316 Stainless
M12	16MM thru 70MM	Type 303 and Type 316 Stainless
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INDUSTRIAL FASTENERS INSTITUTE

IFI - SERVING THE INDUSTRY IN MANY WAYS IN 2012

The IFI is following its 70 year heritage of serving the fastener industry with many beneficial activities in the first half of 2012.

Spring Meeting

The IFI's Spring Membership meeting was held at the Four Seasons Resort and Club at Los Colinas, in Irving Texas on March 17 – 20, 2012. Many interesting programs were presented including:

- Gordon England, former Deputy Secretary of Defense and twice US Secretary of the Navy, presenting "The Economy, National Defense & World Affairs".
- Harry Moser, founder of the Reshoring Initiative, presenting "Reshoring Fastener Manufacturing".
- Kim Korh, President of IRN, Inc., presenting "Positioning Your Firm in an Increasingly Volatile Worldwide Market".
- Salim Brahimi, President of IBECA Technologies, presenting "The Future Use of Ultra-high Strength Fasteners in the Auto Industry".
- Laurin Baker, President of the Laurin Baker Group, LLC, presenting "How Governmental Affairs Are or Will Impact the Domestic Fastener Industry."
- Joe Greenslade, IFI Director of Engineering Technology, presenting "The Current State of Standards and Other Technology Issues Relate to Mechanical Fasteners."

IFI members had the opportunity to participate in a VIP Tour of Cowboys Stadium or the JFK Conspiracy Tour. North American mechanical fastener producers interested in evaluating the potential value of IFI membership may attend the entire meeting free of meeting registration charges. For more information contact Rob Harris at rharris@indfast.org.

New IFI Members

Since September of 2011, Shannon Precision Fastener, LLC., Topura America Fastener, Inc. (TAF), Rightway Fasteners, Inc. and West Coast Aerospace, Inc. have joined the IFI.

IFI Legislative Activities

- **ITAR** – the IFI has been continually interacting with rule makers explaining the arduous nature of the restrictions on the export of fasteners for several years. It finally appears new rules will be issued in the near future that will remove the restrictions on all mechanical fasteners except those specified for stealth aircraft.
- **Conflict Minerals** – the final rules on "conflict minerals" reporting have been delayed for approximately six months allowing more time to work on the rules and exactly what must be reported and how. This will impact the aerospace fastener manufacturers in particular because many of the alloy materials used to making aerospace fasteners contain the concerned minerals. The IFI continues to work on this in hopes of helping to shape the rules in ways that make reporting compliance

the least burdensome possible.

Training Programs

- **Fastener Training Week, Mon.- Fri., Feb. 27-Mar 2 (CFS Classes in La Mirada CA.)**

This basic level course covering a wide range of fastener related topics like; fastener tightening and calculations, the use of fastener standards, the basics of quality systems, fastener measuring, fastener testing, tours of fastener manufacturing facilities and much more. The same program will be offered a second time in July of 2012 at the IFI Headquarters in Independence, OH.

- **Automotive Fastener Technology, Wed.-Thurs., April 18-19 (Class in Detroit MI)**

This program is targeted at engineers involved in design, manufacturing, and inspecting mechanical fasteners intended for automotive use. The course contains fastener tightening technology, fastener failure analysis, metric thread technology, and tours of fastener processing facilities.

- **Aerospace Fastener Manufacturing Training:**


The aerospace fastener manufacturing course at EL CAMINO COLLEGE/COMPTON CENTER graduated 20 students on December 8, 2011. Most went directly to work for Los Angeles fastener manufacturers. Starting in February of 2012 there will be a daytime and an evening class which will accommodate an estimated 60 students who will graduate in June 2012. This is the only fastener manufacturing class of its type in existence and is being evaluated as prototype for other parts of the United States in the future.

- **Online Course Offerings:** Online courses on the Corrosion of Steel, Basic Metallurgy and Basic Heat Treating now available. Students work at their own pace and do not need any technical background to benefit from these courses.

IFI Technology Connection

The IFI Technology Connection™ continues to add subscribers taking advantage of the most sophisticated fastener data source in existence. A major update was introduced during January making the output pages look more like finished product prints with all dimensional, mechanical, finish and tightening information on a single sheet. Subscribers can now have their logo on every output page that they share with their customers. For a 15 minute web conference demonstration of this service send a message to techinf@indfast.org.

Online Store Offering Expanded

- The IFI continues to add to its online store offerings. All individual ISO fastener standards and the ISO Fastener Handbook are now available. A new section has been added containing IFI Technical Bulletins covering a wide range of subjects related to fastener technology. All products are available for download.
- The IFI 8th Edition Inch Standards Book is available in hard cover or pdf format. 

Dyson Introduces UnitPac

Domestic Bolt and Nut Assemblies

Dyson has long been known for providing the highest-quality standard, special, and semi-special domestic bolts and nuts servicing all industries through distribution.

Now Dyson has created, exclusively for fastener distributors, UnitPac, a domestically manufactured bolt and nut assembly provided as a package and ready to ship via Dyson's rapid response service. UnitPac will meet distributors' need to find a particular domestic combination when quick delivery is paramount. The UnitPac inventory has been established for common bolt head styles and grades and is available in diameters from 1 1/4" through 2 1/2".

Dyson also offers a wide variety of bolt and screw head shapes in diameters from 1/2" to 8", with metric sizes



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800-680-3600





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.

CONSIDERATIONS WHEN SELECTING BLIND RIVETS

The following considerations should be taken when selecting a blind rivet for your application.

Tensile and Shear Values

The blind rivet should have the proper tensile and shear strength to withstand all the forces your application could apply to the riveted joint. This force calculation should be made at the most extreme force condition on the riveted joint. This extreme tensile and shear force that is exerted on the blind rivet must be used for a secure riveted joint. All blind rivet manufacturer's list the tensile and shear values of all the diameters and alloys of the blind rivets they produce. Just by viewing the manufacturers catalog or the Industrial Fasteners Institute (IFI) blind rivet specifications, you can select the proper blind rivet that will satisfy your application.

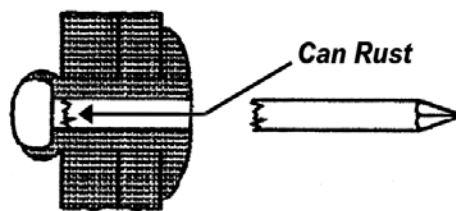
When calculating the correct tensile and shear values of the blind rivet for your application, a safety factor should be considered in your calculation. For example, if your components to be riveted will exert 500 pounds of tensile and shear force to the blind rivet, you should add your safety factor percentage to the 500 pounds. If your safety is 100% then you will select the rivet or rivets that can resist 1000 pounds tensile or shear force.

Alloy

The alloy of the blind rivet is the next consideration to be made. The alloy selection is determined by the tensile and shear values needed and also the environment that the blind rivet application will be

subjected to. If your application is in contact with food, a stainless steel rivet body should be selected. This is a blind rivet with a stainless steel rivet body and a stainless steel mandrel. If your rivet application is outdoors and subjected to the weather, your alloy selection can be all stainless steel or all aluminum blind rivets. The tensile and shear calculation will determine which alloy should be used. Stainless steel has a higher tensile and shear value. There are blind rivets that have a combination of alloys. For example, aluminum rivet body with a steel mandrel. This blind rivet has a rivet body made of 5056 aluminum, which is stronger than 5050 and 5052 aluminum rivet bodies. 5050 and 5952 rivet bodies are used with aluminum mandrels. The 5056 aluminum rivet body with a steel mandrel are used in applications that require higher tensile and shear values greater than the 5050 or 5052 aluminum rivet bodies. The 5056 rivet body cannot be used in outdoor applications. Even though the steel mandrel is zinc plated, it will rust where the mandrel breaks.

PROPERLY SET RIVET



This same theory is applied to the stainless steel rivet body with a steel mandrel. This blind rivet cannot be used outdoors or in food preparation applications because where the mandrel breaks it can rust.



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Medinah

Join us on June 25th, 2012 for MWFA's 31st Annual Fastener Show.
Medinah Banquets • 550 Shriners Dr., Addison, IL 60101

Exhibitor Registration

(Please print or type – info will be used for show book)

Company _____

Brief Product/Service Description _____

Street Address _____ City, State, Zip _____

Phone Number _____ Fax Number _____

E-mail _____ Website _____

Representative: *(to receive further info & listed in show book)* _____

We would like _____ (number) exhibit spaces for 2012. \$500 MWFA Member (after Feb. 29th \$550). \$600 Non-Members. (after Feb. 29th, \$650)

Exhibit space includes: Skirted 6' x 30" table, 2 chairs, company table sign, two luncheon tickets, free attendee passes and Fastener Bash *(open to all badge holders).*

Location choices *(please list three)* _____ **See updated floor plan at www.mwfa.net or page X in this Newsletter.**

We will need **electric*** (additional \$50) Yes No Additional Lunch Tickets \$25 Yes No. of tickets _____

Invoice Us Check Enclosed Bill My Credit Card MasterCard Visa American Express

Card Number _____ Exp. Date _____

Signature _____

NOTE:
This is a Table Top Show,
please do not bring booths, as
there will not be enough room
for their set up.

Return this form with fees to: MWFA, P. O. Box 5, Lake Zurich, IL 60047. **Note: No refunds after May 1st.**

Cancellation prior to May 1st subject to a \$100 service fee. *If you require electric, please select perimeter table or contact MWFA Office at 847-438-8338.

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60th Annual MWFA Golf Outing – 2 Reasons To Be A Hooker

Glow in the Dark Night Golf - June 25th, 2012

Register Now.... Limited openings!

4 holes / 8:00 pm - Golf \$45 per golfer No. of Tickets _____

Includes glow in the dark ball & necklace, drink ticket.

Total Due _____

Golfer: _____

Golfer: _____

Golfer: _____

Golfer: _____

We will make arrangements for those not part of a foursome

Golf Outing - June 26th, 2012

Please reserve tickets (tickets to be picked up at the course) for the following:

Golf, Cart, Lunch & Dinner \$140 members (after 5/21 \$160)

No. of Tickets _____

Golf, Cart, Lunch & Dinner \$160 non-members (after 5/21 \$180)

No. of Tickets _____

Golfers order your Putting Contest, Betting Hole tickets and Mulligans now:

Putting Contest: \$5.00 per person No. of Putting Hole Tickets _____

Betting Hole (there will be two): \$5.00 per hole No. of Betting Hole Tickets _____

Mulligans (Limit two per golfer) \$5.00 per hole max 8 per team

No. of Mulligans _____

Dinner Only (Casual attire) members \$50 per person, \$70 non-members

No. of Tickets _____

(after 5/21 members \$60.00) – (after 5/21 non-members \$80)

Seating is open, but you can reserve a table for a group of 8 for an additional fee of \$50.00

Yes No

We reserve the right to fill open tables.

Total Due _____

Golfer: _____

Golfer: _____

Golfer: _____

Golfer: _____

We will make arrangements for those not part of a foursome

Sponsor a Green or Tee \$150 _____

Sponsor a Skill Contest \$250 _____

*Sponsor Course Refreshments _____

Sponsor Cocktail Hour \$500 _____

Donate a door prize _____

Donate a silent auction item _____

Donate a Gift for each Golfer _____

Company _____

Phone Number _____

Company Representative _____

E-Mail: _____

**Contact Nancy Rich (847-438-8338 for fees)*

Please Return a COPY of completed forms to MWFA, P.O. Box 5, Lake Zurich, IL 60047 or fax to 847-438-7580 by May 30th.

Questions may be referred to Nancy Rich: 847-438-8338 Fax 847-438-7580

Check Enclosed Invoice Us

Company _____

Bill Credit Card: M/C Visa AmEx

Phone _____

Toatal Due: _____

Address _____

City, State, Zip _____

Card Number _____

E-Mail: _____

Exp. Date _____

Signature _____

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Fastener Bash Sponsorship

The Fastener Bash will be held June 25th at the Eaglewood Resort from 6:00 p.m. to 8:00 p.m.

We ask that all companies, interested in sponsoring, register early so we can begin publicizing your company.

We would like to be a Fastener Bash Sponsor: (All sponsors will be properly recognized in publications, on banners at the show and golf outing.)

Silver Sponsor (\$500)

Gold Sponsor (\$1000)

We Invite You
to be a
Fastener Bash
Sponsor

Company _____

Address _____

City, State, Zip _____

Phone No. _____ Company Rep Name _____

Following the show, the Fastener Bash will be held at Eaglewood Resort. Hilton shuttle will pick up at Medinah Banquets at 5:30 & 5:45 for drop off at Eaglewood Resort. Fastener Bash hours are 6:00-8:00.

Hilton and Eaglewood shuttles will be available to transport between locations-see Shuttle Schedule.

Return this form with applicable fees to: MWFA, P. O. Box 5, Lake Zurich, IL 60047 847-438-8338 Fax 847-438-7580
www.mwfa.net or questions contact us at mwfa@ameritech.net

Hotel Info

Hilton Garden Inn (next to Medinah show location)

551 N. Swift Rd., Addison, IL 60101

630-691-0500

Rate: \$119 until June 10, 2012.

Eaglewood Resort & Spa (location of reception & golf outings)

1401 Nordic Rd., Itasca IL 60143

630-773-1400

Rate: \$149 until June 10, 2012.

Distance between 2 venues is 1 mile (both off Swift Rd)

Shuttle Schedule

Monday-June 25th

Hilton Garden Inn & Eaglewood Resort shuttles will pick up hotel guests at Medinah Banquets at 5:30 (after show) to transport to Eaglewood Resort for Fastener Bash.

Hilton Garden Inn shuttle will return to Eaglewood Resort for pick up at 8:30 or upon hotel guest request based on availability.

Tuesday-June 26th

Departure from Hilton Garden Inn to Eaglewood Resort will be at 11:00. Return shuttles will be at 9:30.

Schedule of Events

June 25th – Monday, 2012

31st Annual MWFA Fastener Show / Medinah Banquets

Exhibitor Set Up 8:30 a.m. - 11:30 a.m.

Seminar 8:00 a.m. - 11:45 a.m.

"Safeguards against ordering wrong parts, and minimizing risk"

A seminar for Purchasing Managers, Buyers, and Salespeople.

Exhibitor Lunch 11:30 a.m. - 12:15 p.m.

Registration Opens 12:00 p.m.

Show Hours 12:30 p.m. - 5:30 p.m.

June 25th – Monday, 2012 — Eaglewood Resort

Fastener Bash 6:00 p.m. - 8:00 p.m.

Glow in the Dark Golf (4 holes) 8:00 p.m.

June 26th – Tuesday, 2012 — Eaglewood Resort

Golf Registration 11:00 a.m.

Putting contest 11:00 a.m. - 12:00 p.m.

Golfers Lunch 12:00 p.m. - 12:45 p.m.

Shot Gun Scramble 1:00 p.m.

Cocktails 6:30 p.m.

Dinner 7:00 p.m.

Awards & Prizes During & following Dinner



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GREEN BUILDING AND THE FASTENER DISTRIBUTOR *continued from page 56*


The group also developed a system of certifying professional individuals as competent to participate in "Green" projects. Both the building and individual certifications are under the guidance of the separately created Green Building Certification Institute (GBCI).

Green building encompasses much more than energy saving appliances, insulation, and lower utility bills. The integrative team which plans development considers things like location of the project (near mass transit and other services), impacts on environments where resources for buildings originate, effects on available water, area wildlife, human health, and carbon emissions. There is an emphasis on the interaction of the different disciplines in the construction process early on, when key decisions about the building are made. In this way mechanical systems can be designed to complement one another without being overbuilt and placing more of an energy drain on the grid. Expensive retrofitting and duplication of efforts after construction has begun can then be avoided.

If all works well, the additional costs of "Green Building" can be minimized or cease to exist altogether. Certainly this can be the case when long-term operating

costs of the building over its lifetime are considered. Savings can be even greater when we consider the costs of human health maintenance. Market values of certified Green buildings have been shown to be higher than standard construction.

I recently returned from a national trade show of the mechanical trades which was geared to contractors, manufacturers, and distributors. It was clear that great ingenuity is being applied in this country and around the world to develop products and systems which are targeting an improved "built-environment". Our free enterprise marketplace is responding to the demand to meet these concerns.

Whatever the political debate on "climate change", there is much we can all agree upon in the process of environmental stewardship. There is certainly money to be made for those who can bring solutions to the marketplace. Beyond that, we can put reality behind the slogans and good intents of the environmental dialogue. The Earth and future generations are indeed, the "silent stakeholder" in all of our businesses. Regardless of our ideological orientation we can do many specific things, at minimal cost, to meet our responsibilities in this area! 



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DISTRIBUTOR NEWS

Cable Tie Express, a leading supplier of cable ties and associated wire management items, recently announced the winners of its 2011 Annual Sales Agent Contest. Capturing top honors was the All American Systems, Inc. sales agency located in Naperville, Illinois.



*From left to right: Mike Felty, Steve Urhausen,
 Laura Nash, Andrew Urhausen, Char Cooper .*

All American Systems Owner Steve Urhausen with his associates Mike Felty, Andrew Urhausen, and Laura Nash took top honors for the third time since the contest was established in 2004. All American Systems has been representing Cable Tie Express since 2005.

Char Cooper, President of Cable Tie Express, commented when presenting the award at the All American offices recently, "The professionalism and energy of the All American Systems team has been consistent throughout the years and we truly recognize their stellar performance in the field. The strong, loyal, and growing relationships they develop with both their customers and their principals are certainly to be commended. We are honored to among the companies they represent in the fastener industry."

The second place award went to Rick Dexter and Doug Brown of Dexter and Associates who have been Cable Tie Express agents for six years covering Ohio, Kentucky, and Western Pennsylvania. Alan Lindahl of Atlas Industry Marketing rounded out the podium winners with a third place award for his sales performance in Texas, Oklahoma, Arkansas, and Louisiana. Alan is the newest Cable Tie Express agent with his representation beginning in 2011.

Contact Cable Tie Express at 1-888-603-1233, Fax 1-800-695-1233, email: sales@cabletieexpress.com or by visiting www.cabletieexpress.com.

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CELEBRATING 20 YEARS OF EXCELLENCE

In 2012, Offshore Milling Services, Inc. (OMS) celebrates 20 years of business, importing threaded fasteners and various cold headed specialty products. They have focused their efforts over the years on specialty products that are made custom to a print. Serving the fastener distributor market, they offer a unique service that takes the risks out of importing for the small to medium sized distributor. In the past year, OMS has re-developed their website, and more detailed information can be found at the site, as well as, the ability to enter requests for quote.

They have nurtured a supply base of very qualified vendors that support the customers with competitive pricing. Custom software has been developed that precisely calculates all the fixed and variable costs of importing into the

price for the customer. This eliminates the chance for error and surprises, and allows them to completely offer the lowest pricing with confidence.

There is needed experience and understanding of international business to successfully acquire specialty parts made to a print. There are many differences in factories and their abilities to manufacture, as well as, deliver on time. It takes time and effort to understand the intricacies of the manufacturing landscape. OMS takes the risk out of that process for the customer, guaranteeing the product will meet the print specifications. Steps are taken to make sure the product will meet the print. This has




value to many distributors who do not specialize in international business and the pitfalls that lie there. Letting OMS handle the process allows the distributor to focus properly on the end-customer and on more sales.



In addition to manufactured-to-order items, OMS sells from a \$10MM Taiwan Inventory of stainless steel standard parts. The items available are standard screws – machine, tek, socket head caps, set screws, and some nuts and washers. This inventory is ready to ship.

OMS offers a program of blanket orders/releases from Taiwan. They work with the customer to design a program that works best for the supply needed. The pricing is custom fitted to meet the need, and nothing more is included in the pricing

They have developed a strong presence supplying fasteners made from Stainless Steel. Stainless has unique properties that can make it difficult to cold-head. OMS has developed relationships with vendors with great skill to do difficult products, and succeed.

20 years of experience with the factories, and importing specialty items of every type, has made them proud to look forward to the next 20 years. 



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 Factory-Direct Fasteners
 High Quality, Great Service
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 Competitive Prices
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 Let us Do it for You!**

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MWFA's HOLIDAY PARTY & NEWS

MWFA Holiday Party relives 1946 & delivers toys and provides fun for all!!

The most festive MWFA event of the year is definitely the Holiday Party. This past Holiday Party continued the tradition of collecting Toys and Cash for Toys for Tots. The MWFA is very proud to report over 100 toys were collected and \$2500 in cash. Sgt. Kevin Cavanaugh, United States Marine Corps, was on hand to gratefully collect the generous gifts. He had attended the MWFA Holiday Party in 2010 and announced it's one of the most successful collections in the area.



An additional guest of honor appeared to hand out presents. There must have been many who made the "good" list this past year as Santa Claus arrived to distribute several gifts commemorating 1946 (the year the MWFA formerly CBNSA was incorporated). Gifts included boxes of retro candy, 1946 Chicago team pictures, framed photos of downtown Chicago in 1946, music and movies from 1946, Fannie May Pixies which came out in 1946, model cars from 1946 and more.

Between the food, drinks, presents, music and visiting with industry friends, the event was a great celebration of the holidays for all!!

Class "C" Seminar

The MWFA, brought back their Class C Products Seminar on November 10th. With the increased challenges of selling, during current times, it's important to offer additional products. Instructors included Matt Duedenhoeffer/EFC discussing Tinnerman Products, Richard Pease/RK Precision Products discussing rivets,

electrical terminals and connections, Ross Shepard/Alfa Tools discussing drill bit and tap & die features, cutting tools, Steve Rogalla/Bradley Group discussing sealants, patching and Glen Brin and Mike O'Connor/Innovative Components discussing plastic products. Students realized, through this seminar, the importance of expanding product lines to have the capability to offer customers more options. The increase in attendance at all MWFA seminars in 2011 indicates employer's desires for industry training for their personnel. The MWFA is committed to addressing "Education is a Priority" and continuing to offer valuable training.

2012 MWFA Board of Directors Announced

President	Matt Delawder - S.W.D. Inc.
Vice President	Rich Cavoto - Metric & Multistandard Components Corp.
Treasurer	Paula Evitts - KDS Imports
Co-Treasurer	Bob O'Brien - Certified Products
Secretary	Glen Brin - Innovative Components

Directors:	Brian Christianson - South Holland Metal Finishing
	Cliff Hauger - Acme Companies
	Becky Russo - American Fasteners and Components
	Wayne Wishnew - XL Screw Corp.

Alternates:	David Gawlik
	Rich Pease - RK Precision Products
	Bill Vodicka - Allstar Fasteners Inc.

Executive Director: Nancy Rich

MWFA Welcomes New Members

Brikksen - Sanford, FL
CohnCo Technical Sales - Buffalo Grove, IL
Component Technologies - Melrose Park, IL
Enthone - West Haven, CT
Quicker Products Inc. - Spring Grove, IL
Suburban Bolt and Supply - Roseville, MI
Universal Punch - Santa Ana, CA 

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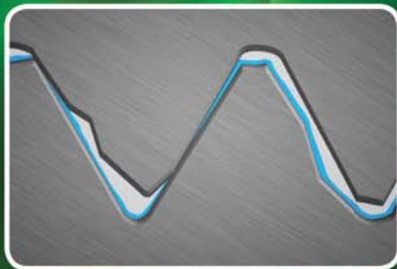
increases in volume **20 to 50%** on installation, penetrating the gaps in fastener threads left unfilled by conventional threadlockers.

HOW IT WORKS:

1. Install Expand-A-Seal-coated fastener into mating part.
2. Installation pressure makes Epoxy Resin & Expanding Capsules burst.
3. Epoxy expands, filling fastener thread gaps while hardening.
4. Fastener is fixed in place within 10-15 minutes. Full cure in 24 hours.

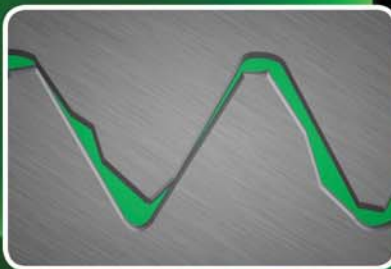


CONVENTIONAL



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



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.

PRODUCT BENEFITS:

- Low prevailing on-torque.
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For Canada call: 1-800-263-6167
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DISTRIBUTOR NEWS

Elgin Fastener Group has acquired licensing to produce MATHread® and MATpoint® threaded fasteners. Joe Hertz, EFG Vice President/Sales, stated, "Our range of manufacturing continues to expand. The 2011 acquisitions of Silo Fasteners and Landreth Fastener were designed to accelerate EFG's growth in the construction and appliance markets, and the addition of MATHread® capabilities will enable us to make new inroads in the production of automotive and truck industry applications."

The patented thread design of MATHread® and MATpoint® prevent virtually all threaded fasteners from cross threading and/or jamming during installation. Their unique ability to prevent fastener jamming

while improving ergonomics have enabled MATHread® fasteners to become the preferred standard screw for industries ranging from automotive to furniture, construction, heavy duty engines, and earth-moving equipment.

Elgin Fastener Group is comprised of Ohio Rod Products, Leland Powell Fasteners, Chandler Products and Silo Fasteners, Elgin Fasteners International and Best Metal Finishing) providing fasteners solutions for Industrial applications. All EFG companies are ISO certified.

For more information, contact Elgin Fastener Group, 1415 S. Benham Rd, Versailles, IN 47042. Tel: 812-689-8917, Fax: 812-689-1825, email: quotes@elginfasteners.com, or visit them on the internet at: www.elginfasteners.com.

DISTRIBUTOR NEWS

Silo Fasteners, part of the Elgin Fastener Group, offers a new literature sheet detailing the company and its product offerings. Among Silo's product offerings are 5/8-18 Lug Bolts, Form Pins and 1/2-13 Round Head Fin Neck Bolts, plus other bolts, pins and special rivets for concrete form, highway construction and other general distribution markets.



The literature provides a company background from Silo's start in 1990 in Kansas City, MO to its acquisition by Elgin Fastener Group in February 2011. Silo relocated to Versailles, IN to Elgin Fastener Group's Ohio Rod Products division. Silo Fasteners is able to provide entry to new markets for Elgin Fastener Group, as well as expansion for their current participation in the construction market, with access to ISO quality systems.

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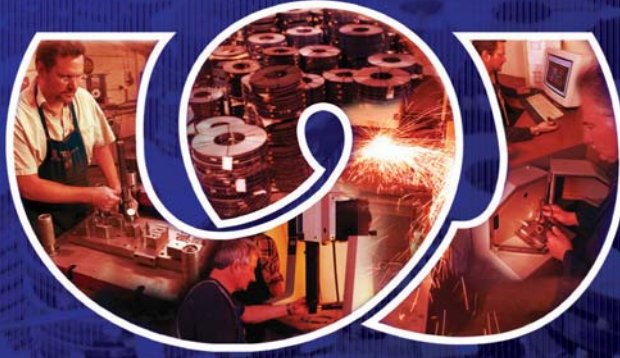
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BLIND RIVETING 102: HIGH STRENGTH RIVETS

by Steven Sherman, Vice President of Engineering

End users rely on fastener distributors to recommend the best blind rivet for their various applications. However, with recent technological innovations – the choices for high strength rivets in particular can oftentimes be confusing. That's why it's more important than ever to be familiar with the blind rivet technologies available today and how they work to solve specific problems.

High Strength Blind Rivets Defined

A high strength blind rivet is a precision two-piece fastener that can be installed with access to only one side of the assembly and that also has a mandrel design integral to the strength of the riveted joint. The mandrel of a high strength rivet is retained in the shear plane and, as a result, yields higher strength under shear loads. By comparison, the mandrel in a standard blind rivet is used only for the purpose of installation and does not have any impact on the strength of the riveted joint.

High Strength Rivet Types

There are many variations of high strength rivets, and each offers its own distinct advantages. Generally speaking, there are two classifications of high strength blind rivets:

- Mechanical Lock
- Interference Fit

Regardless of the type, these rivets are all flush breaking or nearly flush breaking. That means the mandrel is nearly breaking flush with the rivet head after installation, and it is this feature that provides the increased strength.

Mechanical Lock

With a mechanically locked high strength rivet, the mandrel is locked into the body during riveting process. This design prevents the rivet and joint from weakening in applications that have a high degree of vibration such as cars, trucks, locomotive engines, HVAC and more. The types of locking systems include:

- External Locking Multigrip
- Internal Locking Multigrip
- Bulbing

External & Internal Multigrip Locking Systems

The externally locking and internally locking multigrip (IFI-134) systems are similar to one another in both performance and overall appearance. Most commonly known as "structural rivets," they are offered in three diameters: 3/16", 1/4" and 3/8". While the bodies of the external and internal locking multigrip may resemble a standard blind rivet, the mandrel differs in that it has an elongated tail with a blind bore. This is what gives the rivet its multigrip properties.

Both products are held to the same shear, tensile and pushout requirements, as detailed in IFI-134. However, they have different installation requirements and may not perform identically in a given application.

With an external locking multigrip system, the locking feature takes place outside the rivet body and is visible after application. A special nosepiece is required to set the rivet, which swages the mandrel and creates a small shoulder opening in a pocket on the surface of the rivet head. This allows the locking feature to be inspected during assembly and confirms that the mandrel is locked.

In general, the external lock ensures positive mandrel retention for high pullout loads. With this, the design tends to clamp up substrates better at minimum grip.

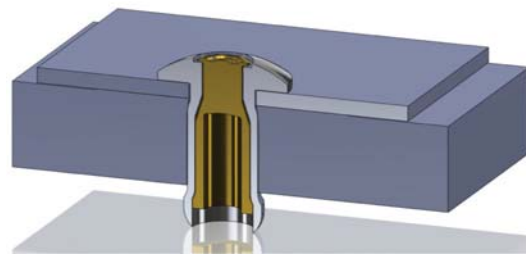
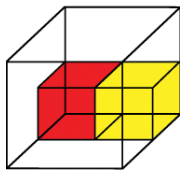


Figure 1 - Tigerbolt®, external mechanical lock structural rivet

Alternatively, the locking feature for the internal locking multigrip system is created inside the rivet body and is not visible after application. The locking system is engaged when the rivet body and mandrel impact one another which displaces the material between them. This, of course, makes it impossible to inspect the rivet effectively after it has been set.



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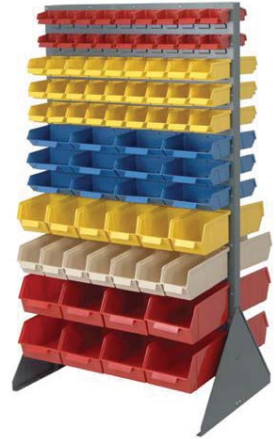
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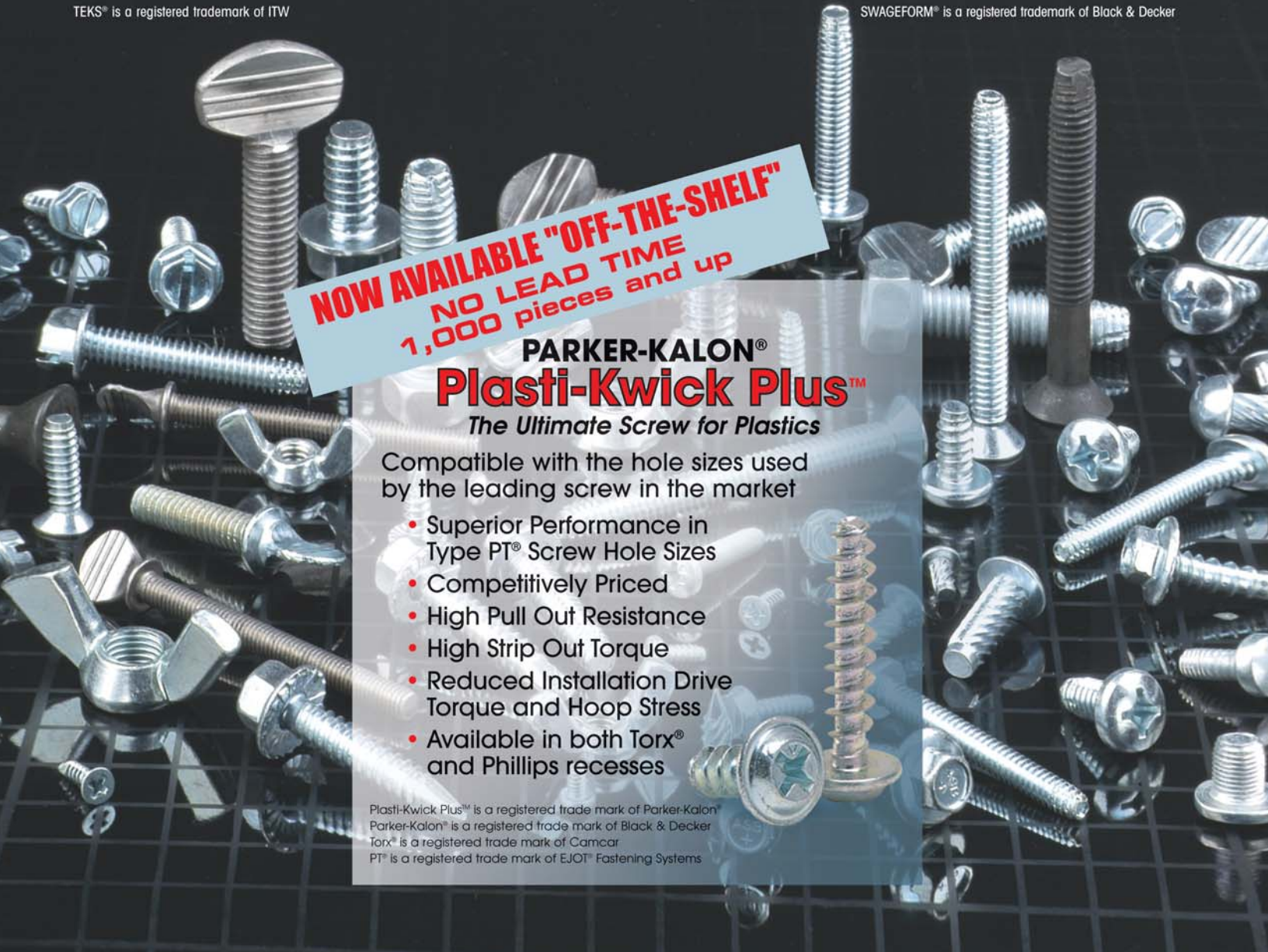
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John R. Graham

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WHY “ELEVATOR SPEECHES” DEFEAT SALES

There are few offenses in business worse than challenging the validity of the near sacred “elevator speech,” that one-minute message verbalizing the unique qualities of what a salesperson does or sells.

The need for the “elevator speech” seems obvious since hordes of salespeople fumble and stumble when asked what they do. Even though they may have adequate knowledge of what they sell and the company they represent, they're unable to verbalize the message clearly and succinctly.

As someone said, “If you don't have an elevator speech, people won't know what you really do.” It's no wonder that sales managers make it a top priority to motivate their people to prepare and practice mini-messages.

If all this is true, then why knock it? Why challenge something that's needed and useful to a salesperson? *To put it bluntly, an “elevator speech” is damaging because it's a one-way, robotic “conversation” that defeats sales. It “tells” but doesn't “sell.”*

To better understand the “elevator speech” problem, consider one of the most common complaints of sales managers: salespeople talk too much. Silence seems to drive them crazy so they fill “the empty space” with a constant flow of patter about anything and everything.

There's more to the story. Customers also complain that salespeople turn them off by talking constantly and failing to listen. It's become a vicious circle: they're poor listeners because they won't shut up. On and on they go babbling about their product, service and the company they represent and don't stop long enough for customers to ask questions.

“Many salespeople feel compelled to recite their canned pitch regardless of the customer's actual interest,” comments Steve W. Martin of USC's Marshall School of Business. In other words, they spin their spiel

rather than interacting with customers and prospects.

Of course many salespeople talk too much — and it's always about themselves and their company. *That's what they know. It's drilled into them day-after-day. And they simply regurgitate the words because that's what they're told to do.* So, why should anyone expect them to change or do otherwise?

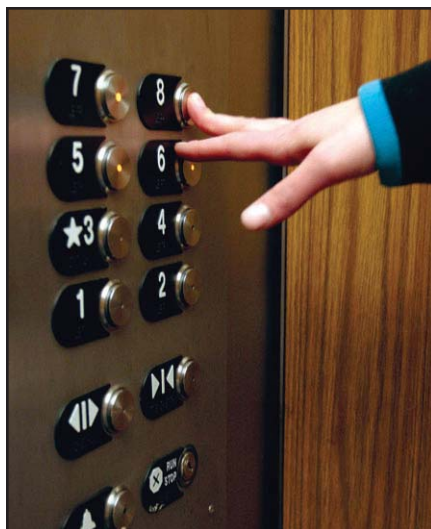
Salespeople go to lead generation groups, stand up and talk about themselves. No one listens, particularly when they've heard the same words week-after-week. In such situations, salespeople should be asking themselves this question: “Why should the people sitting round the table recommend me?” But they don't because they've been taught to mouth an “elevator speech.”

They show up at networking meetings and say (a dozen times over), “Hi, I'm Susan from Gotcha International and....” Susan is doing what she has been told to do and leaves with a handful of business cards. Back at the office, she tells

her boss that it was a good day for Gotcha.

When making cold calls, salespeople invariably start out by saying, “Hi, I'm Roscoe and my company....” Whether it's in person, on the phone or in emails, it's time to slam the door, hang up or hit delete. It's time salespeople got the Special Memo: no one cares who you are or what you're selling.

- *The “elevator speech” approach breeds disaster. It undermines and kills sales because it fails to engage customers. In fact, it has just the opposite result: it bores the listener. No one wants to spend even 60-seconds listening to people talking about themselves. It's far and away the most successful method of driving prospects away. They don't want to do business with those who have zero interest in anything but what they want to accomplish.*



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QUESTIONS & ANSWERS

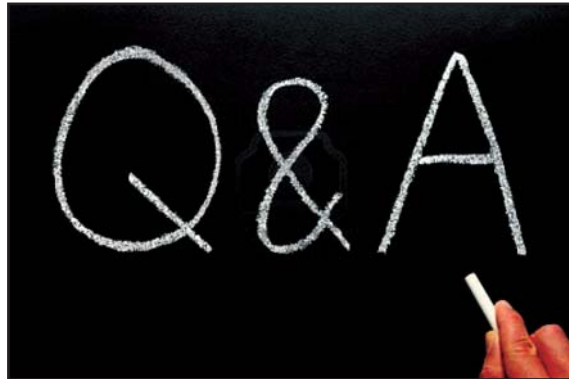
What do I do when my goals don't match the company's goals for me?

I can look at this in two ways – expressing two different situations. In the first, there is a legitimate difference in the expectations for a sales person, but a basic agreement on the issues on which to be focused, as well as the values of the organization. In the second, there is a deeper and more significant difference of opinion.

Let's consider each separately. In the first scenario, the sales person and the company differ on the degree of what is possible. The sales person expects a 10% increase, while the company thinks 15% is reasonable. Both agree that sales growth is reasonable, but the amount of growth is the issue. What do you, the sales person, do in this case?

Persuade and negotiate. Try to convince your boss that your perspective is more accurate than his/hers. Don't just assert that, be convincing. Back up your beliefs with substance. Describe specific situations and accounts, and explain why you think about them the way you do. Prove your point.

At some point in this process, there is going to be a resolution. There will be a quota or a goal. Whether it is your idea of what it should be, or your manager's version, or some compromise, it doesn't matter. At that point, when the issue is resolved and the number is set, your job is to give all of your best efforts to doing what your company wants you to do.



You are, after all, an employee of the company. Your job is to do what your company wants you to do. That's what they pay you for.

Sometimes sales people can get a little too convinced of their own importance. I succumbed to that temptation more than once when I was selling full time. We think that we really are in business for ourselves, that we own our customers, and that we know what is

best for the company and the customer. So, therefore, we become agitated and upset when the company asks for a 15% increase and we think 5% is reasonable. We are tempted to go off mumbling under our breath about the screwy management, and we decide we are going to do what we want to do instead.

A little reality check is in order under these circumstances. If you worked in the warehouse, would you be able to decide what you wanted to do today? If you were a customer service rep, would you get to determine how best to spend your day, and which parts of your job you'd really do? If you were in the purchasing department, if you didn't like the company's direction, would you have the freedom to ignore it?

So what makes you think you are so special?

Nothing. Let's put the freedom that we enjoy and the money that we make in perspective. We are, when all is said and done, employees of the company. And, I believe, we have a moral obligation to give our best efforts to that company for as long as we accept a paycheck.

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QUESTIONS & ANSWERS *continued from page 100*

Which brings us to the second situation. You have some major difference of opinion in not only the degree of what is expected, but a deep-seated difference of opinion in the basic issues themselves. I'm not talking about issues like you think you need to focus on your current customers and your company wants you to sell new customers. Those are relatively superficial issues that fit into the previous discussion.

Instead, I'm talking about differences in fundamental values and ethics. Here's an example from my own experience. I once worked for a company that introduced a new product, and developed a quota for each of us to sell that product. The problem was, the product never worked. It didn't do what the company said it was going to do. We, the sales people, knew it, and the company knew it. Yet, they still wanted us to sell it. We were given quotas and strongly directed to go out and get orders at all costs. They directed us to, in effect, lie to

our customers. I left the company shortly thereafter.

The issue wasn't "Do I sell 100 or 130 of these?" That's an issue of degree. Instead, the issue was, "Do I lie to my customers?" That's an ethical issue.

If it's an ethical issue, then I think you have only one choice. Find another job. Life is too short to spend it violating your ethics and compromising your integrity.

That sounds simple, and it rarely is that black and white. It almost never happens that your manager sends you an email that says, "From this day forward you will lie to your customers." Instead, it is more

likely that a pattern emerges over a period of time. One incident is generally not representative of a character flaw. But, when you see a pattern of cutting ethical corners, of disdain for integrity, of fuzzy moral boundaries, then you can conclude that those are expressions of a corporate character flaw.

**Sometimes
sales people can
get a little too
convinced of their
own importance.**

QUESTIONS & ANSWERS *continued from page 101*

In my situation, the “lie to your customers” direction was not the first indication of a lack of moral compatibility between me and the company. It was, however, the final one for me – the most recent and blatant of a string of incidents that made me feel uncomfortable with myself for being a part of it.

Also, sometimes the price is high. The position I left was the most fun, most challenging, best paying job I ever had. It was 15 years before I made the kind of money again that I made in that job. Believe me, leaving that job for ethical reasons was a difficult decision.

Money is just money. It comes and it goes. People, and sales people particularly, who will do anything for money, who evidence no compulsion and no moral boundaries, are sad characters. They have succumbed to the most superficial of temptations and displayed themselves to all those around them as people with little integrity. They

are unfortunate examples to their families, friends, and all who know them.

You only have to read the newspapers over the last year or so to see multiple examples of the damage that greed, un-tempered by morality, can do. The real damage, though, is not the highly visible corporate crooks that we read about every day. The real tragedy is all the less visible managers and sales people who we don't read about – those business people who share the same “money at all costs” attitude – whose legacy is not as public, but none-the-less still damaging.

I would hope that you would not be one of those. That you would have the strength of character to disassociate yourself from a situation that comprised your integrity.

So, when it becomes an issue of morality, I think it's time to leave.

Good luck. Sell well. 

...Sales people... will do anything for money, who evidence no compulsion and no moral boundaries, are sad characters.

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more photos on page 112



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DISTRIBUTOR NEWS

The **PennEngineering®** facility in Winston-Salem, NC, has been certified to Aerospace Standard AS9100 (Rev. C), it was announced today by the Company. In a separate development, the Winston-Salem site additionally has been awarded QSLM (Qualified Suppliers List of Manufacturers) approval from the Defense Logistics Agency to be a supplier of Class 2 and Class 3 threaded fasteners.

The scope of the AS9100 certification covers the design and manufacture of self-clinching fasteners, threaded inserts, and other threaded and unthreaded fasteners. (PennEngineering's operations in Danboro, PA, have recently been upgraded to Rev. C of the standard.) The widely adopted AS9100 industry standard, based on the current version of International Quality System Standard ISO 9000, adds specific requirements unique to the aviation, space, and defense industries to further ensure safety, reliability, and quality of aerospace products. NSF International Strategic Registrations, Ltd., issued the registration.

Under the QSLM program, manufacturers must demonstrate that an acceptable Quality Program is in place. Every aspect of a facility's Quality Management System is assessed, including organizational structure, procedures and processes, resources, customer satisfaction, and continuous improvement. The Defense Logistics Agency-Defense Supply Center Philadelphia (PA) awarded the approval, which extends to all threaded fasteners manufactured at the Winston-Salem site. (Three other PennEngineering operations were previously awarded QSLM approval.)

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DDI's inform software combined with the DDI Team of industry experts is dedicated to providing the highest level of service with an

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DDI has successfully converted companies from hundreds of applications. Our proven hands-on transition methods and data conversion experts ensure a smooth transfer with minimal interruption.


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Highly-qualified customer care technicians are available to personally answer all of your questions. Ongoing training programs and an annual user conference allow you to stay up to date with the latest system features and network with fellow users.

The Latest in Technology

Programmers with a passion for current and future technology trends ensure DDI's inform software remains on the cutting edge! Whether it's integrating with today's mobile sales apps, creating a single-system e-commerce solution, or free software enhancements designed for industrial distributors, DDI System's team will meet your company's every need.

"I love the 'nuts and bolts' features in DDI's inform software. Inventory management, sales history and automatic credit hold keeps us operating at maximum efficiency." – Jeff G.

If you haven't already, now's the time to contact DDI System! Learn first-hand about DDI's commitment to high performance software and unparalleled customer service. Call 877-599-4334, email sales@ddisys.com or visit ddisys.com. 





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www.ezlok.com

E-Z LOK ADDS LINE OF COIL THREAD REPAIR INSERTS

E-Z LOK of Gardena, CA has manufactured solid thread repair inserts since 1956. In recent years, E-Z LOK has evolved into a manufacturer/master distributor hybrid. In addition to the proprietary solid insert line, E-Z LOK offers domestic and imported threaded inserts for use in plastic and wood.

Now E-Z LOK is expanding its product line to include coil thread repair inserts. Also known as wire thread or helical inserts, the E-Z Coil inserts are available in Unified sizes from #2 to 1-1/2" and Metric sizes from M2 to M39. While current inventory is free running. Future plans call for the addition of screw locking inserts. In addition to inserts, E-Z LOK offers a wide range of kits, drills, taps, installation tools, and tang break tools

E-Z LOK solid inserts differ from coil inserts in that they have standard threads on the OD. This allows for the use of a standard tap for installation. Once the hole is drilled and tapped, the insert can be installed with a screwdriver, bolt/jam nut, or optional drive tool. Offered in carbon and stainless steel, E-Z LOK solid inserts are available in Unified sizes from #4 to 1" and Metric from M3 to M20. Unified/Metric combination inserts are also available.


The E-Z LOK line of inserts for plastic includes styles designed for use in thermoplastic and thermoset plastic. The inserts for thermoplastic are commonly referred to as ultrasonic inserts because they are typically installed using an ultrasonic horn. This type of insert can also be installed by heat staking. E-Z LOK ultrasonic inserts are

available in tapered (single or double vane) and straight (flush or flanged) designs. E-Z LOK ultrasonic inserts are offered in brass in Unified and Metric threads.

E-Z LOK's Press Insert line is designed for use in thermoset plastics. These inserts install "cold" into drilled or molded holes. Slots running vertically on opposite sides of the insert allow the insert to compress slightly when installed. As a fastener is threaded into place, the insert expands and locks in the hole. Available in brass and stainless steel, Press Inserts are produced in flush, flanged, and reverse slot designs. Thread sizes run from 0-80 to 3/8-16 and M3-M6.

Inserts for wood are provided in two styles. The Hex Drive line provides an inexpensive solution for preventing thread erosion in soft woods, like pine, composition board, and MDF. These die cast zinc inserts feature a broad external thread that provides a secure hold in softer materials. Hex Drives are offered in flush and flanged designs. Internal threads run from 8-32 to 3/8-16, as well as M6 and M8. Various lengths are offered for most internal threads.

For hard woods like oak, cherry, and maple, E-Z LOK offers their Knife Thread line. These inserts use a sharp external thread to slice into the hard wood during installation. This results in superior holding power. The inserts are slotted drive and can be installed with a screwdriver, bolt/jam nut or optional drive tool. Available thread sizes range from 4-40 to 3/8-16 and M3 to M8. Knife threads are offered in brass and stainless steel.

Non-standard designs can be produced with minimal lead time. Domestic and international shipments are made from eight regional warehouses. 



DISTRIBUTOR NEWS

Intercorp., an importer of high quality construction fasteners under the Strong-Point® brand, is pleased to announce the opening of a distribution warehouse in Cleveland, OH.



This new location will compliment their other existing locations in Los Angeles, Chicago, Atlanta, Houston, Dallas and Portland.

"The demand for our products in the Midwest has increased dramatically over the last few years and because of this, we have opened a new distribution warehouse in Cleveland, Ohio to better serve our customers." said Midwest Regional Manager Ken Spencer. "From this strategic location we can offer same day pickup for the Cleveland area, as well as one day shipping throughout Ohio, Pennsylvania, New York, New Jersey and West Virginia on over 500 different types of construction fasteners. This new location will also help us deliver our products into the Northeast region more efficiently until we open our Northeast warehouse later this year."

The new location is 16625 Granite Road, Maple Heights, OH 44137. Tel: 216-750-2265, Fax: 216-750-2266 or Toll Free: 1-800-533-9669. Visit their website at www.intercorp.com.

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- Standard OD threads...install without special tools

New!
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- Coil • Unified: 2-56 to 1-1/2-6; Metric: M2 to M39
- Extensive inventory of STI taps, drills & installation tools
- Prepackaged kits and assortments

For Plastic:

- Press Inserts • Press-in installation...install cold
- Flush, flanged & reverse slot designs in brass & stainless
- Unified: 0-80 to 3/8-16; Metric: M3 to M6
- Ultrasonic • Tapered design in single & double vane
- Straight design in flush and flanged configurations
- Unified: 2-56 to 3/6-16; Metric: M2.5 to M6

For Wood:

- Knife Thread • Superior holding power in hard woods, like oak, maple, & cherry
- Unified: 4-40 to 3/8-16; Metric: M3 to M8
- Available in brass & stainless steel
- Hex Drive • Inexpensive solution for soft woods, composition board, & MDF
- Flush & flanged designs; multiple lengths
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MID-ATLANTIC FASTENER DISTRIBUTORS ASSOCIATION

MAFDA CELEBRATES A STRONG 2011

by Chuck Halpin


In appreciation of the membership loyalty and the success with the events and the scholarship program, the MAFDA decided to combine its annual meeting with a complimentary holiday party. One representative from each member company was invited to enjoy the open bar and buffet at the prestigious Seasons 52 in King of Prussia, PA. Over 35 companies were represented at the gala event and spirits were high as the association looked back over a strong year and forward to an even brighter future.

The Mid-Atlantic Fastener Association held its annual state-of-the union meeting in conjunction with the holiday party and included elections for the new year's leadership to be elected by the membership.

The MAFDA had a 5% increase in membership through 2011 and is expecting to continue to expand through 2012 by making sure the quality of the meetings and topics presented continue to bring benefits to the distributor membership. A new slate of officers and a revamped Board of Directors will keep the quality of the events high and the topics current.



May 21, 2012 - Annual Golf and Scholarship Outing - MAFDA presents Scholarship awards and hosts a Golf Outing at the Downtown Country Club

The MAFDA will be led by Tricia Frey (Smith Associates) and Lee Johnson, Jr. (Lee Johnson & Associates) as the co-presidents. Gary Wilson (Brighton-Best) and Tim Bozarth (Guidon) were voted in as Vice presidents by the membership and John Pohlhaus (PM Fasteners) is the newly elected Treasurer. The board of Directors includes Rick Lubker (Lubker Distribution), Barb Shimer (Specialty Resources), Chuck Halpin (Brighton-Best), Dave Andrichyn (PM Fasteners), Jeannie Kondraski, Bill Bankoske (Aall American Fasteners). 

MAFDA 2012 Board



Co-President, **Tricia Frey**
Smith Associates



Co-President, **Lee Johnson, Jr.**
Lee S. Johnson Associates



Vice President, **Tim Bozarth**
Guidon Corporation



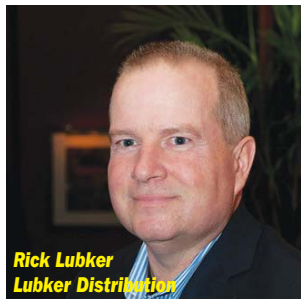
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Brighton Besta



Treasurer, **John Pohlhaus**
PM Fastener



Barb Shimer
SRI Fasteners



Rick Lubker
Lubker Distribution



Chuck Halpin
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AC	Aluminum, Chemical Cleaned	3	3/8 IN	F D	1640.32	16	1 IN
CB	Brass, Calcium Plated	4	1/8 IN	E	1900.32	17	1-1/16 IN
BT	Brass, Tin Plated	5	5/16 IN			18	1-1/8 IN
C	Stainless Steel, Passivated	6	1/8 IN			19	1-3/16 IN
H	Nylon					20	1-1/4 IN
						21	1-5/16 IN
						22	1-3/8 IN



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 www.porteousfastener.com

PORTEOUS FASTENER COMPANY PRESENTS CHECK TO HOPE FOR WARRIORS®

Porteous Fastener Company presented a donation check to Tina Atherall, Hope For The Warriors® Executive Vice President. Hope For The Warriors® is a national nonprofit organization that supports U.S. service members, their families, and the families of the fallen.


On Veterans Day, November 11, 2011, PFC announced to their customers that the company would donate 10% of that day's profits to Hope For The Warriors®. Many customers placed extra orders that day to increase the donation amount. The total donation presented was \$18,500.

"We are proud to be living in this great country and



for our freedom, which others sacrifice to provide", Bob Porteous said. "We thank everyone for supporting us, so that we can help support our troops and their families with this donation!"

Tina Atherall added, "We are proud that Porteous Fastener Company dedicated their efforts on Veterans Day to raising funds and awareness to the needs and challenges of today's military family. Hope For The Warriors®

understands that by accepting this donation, we have a responsibility to both the company and their customers to continue our hard work for those that have served and sacrificed." 

MWFA 65TH ANNIVERSARY CELEBRATION AND SCHOLARSHIP AWARDS





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DISTRIBUTOR NEWS

Effective of January 1st, 2012, **Tri-State Bolt** was acquired by Haggard & Stocking Associates. Tri-State Bolt will be integrated into Haggard & Stocking Associates effective immediately.

As part of the Tri-State alignment, Haggard & Stocking intends for Tri-State Bolt to maintain a business as usual approach under the name Tri-State Bolt LLC, a division of Haggard & Stocking Associates.

At this time it is the plan that Tri-State LLC will remain at their current location and continue to do business as they had in the past with the financial and sales backing of Haggard & Stocking. Added to the Sales team of Tri-State will be the sales arm of Haggard & Stocking. With a strong market presence in Indiana, Haggard & Stocking also has several stocking locations throughout the country. All purchase orders and paperwork will be generated out of the location in Bargerville. Please send all invoices to Tri-State offices as before.

To find out more information about Haggard & Stocking, please visit their website at www.haggard-stocking.com.

* * *

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In support of SPIROL's growing Sales team, **SPIROL International Corporation** is pleased to announce the addition of Andrew Robinson as the U.S. OEM Field Sales Manager.

Andy joins SPIROL after a successful 13 year career spanning Application Engineering, Sales Engineering, Regional Sales Management, Regional Marketing Management and National Marketing Management positions. Andy received his Bachelor of Science in Engineering from Clarkson University. He will be based of SPIROL's global headquarters in Danielson, Connecticut.

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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC

MFDA HOLDS ECONOMIC & BUSINESS SEMINAR

On January 26, 2012, the MFDA hosted an Economic and Business Seminar at Moran's Restaurant in the heart of Manhattan's Chelsea District. This is the first in a series of educational seminars scheduled for 2012 in the greater New York City area.

The evening was graced with the talents of Jerry Lynch CFP CLU ChFC, President & Founder of JFL Consulting Inc., and Mike Michalowicz, Best-Selling Author, Entrepreneur, and Founder of Obsidian Launch.

Jerry Lynch, who has been seen and heard on CNBC, WABC, The Star Ledger, and USA Today, started the economic portion of the seminar, discussing the U.S. debt ceiling and deficit, interest rates, tax law changes, the global economy, U.S. and World stock markets, and suggestions and ideas for year-end closings.



Mike Michalowicz, best-selling author of The Toilet Paper Entrepreneur, has been seen on NBC, MSNBC, Fox News, ABC News Now, and CNBC, proved exceptional charismatic personality discussing tips on

business and marketing, utilizing techniques from behavioral and social psychology.

Jay Minichino, President of the MFDA, welcomed approximately 50 guests, including several new members. Alpha Fasteners Corporation - Jim Thomas & Mike Perdios, accepted a plaque from Marilyn Efron, 1st Vice President. Charlie Franck accepted a plaque from Dave Schuster, Ex Officio and past Director, on behalf of LEP Special Fasteners.

Ralph Barone, owner of RAB Components, Inc., accepted his plaque from current director, Richard "RJ" Jackson. Bill Lang, Director of MFDA Membership introduced Anthony Pape of AFI Industries, Inc., who made the trip all the way from Chicago to attend the event.

For more information on future meetings, please see the calendar page on the organization's website at www.mfga.us, or contact the MFDA administrator

Nancy Montesano at (201) 644-7427. ☎



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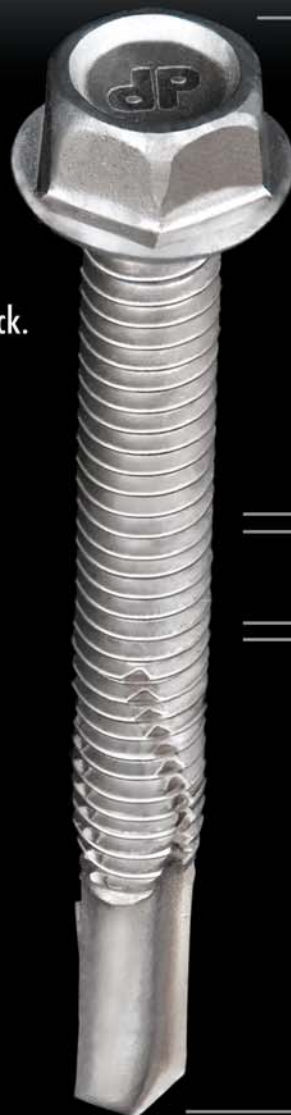
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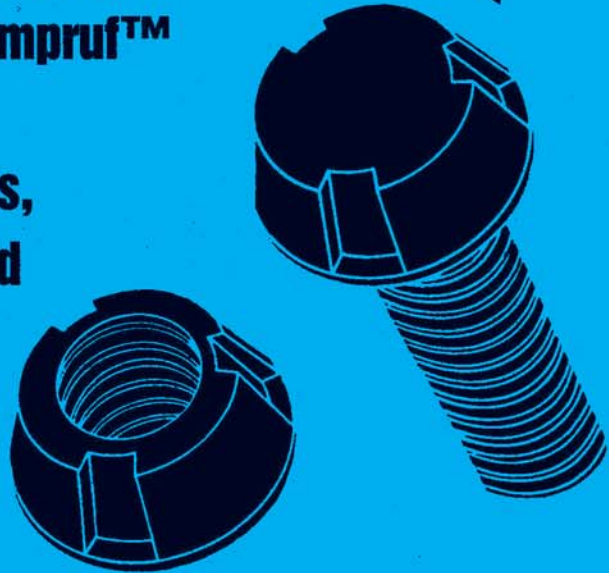
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Agenda

Wednesday April 11

7:30am - 11:00am Board Meeting
 12:00pm - 12:50pm Tee times at Ross Bridge Resort Golf Course
 7:00pm - 9:00pm Welcome Reception and Night Putting

Thursday April 12

8:00am Continental Breakfast
 8:30am Membership Business Meeting
 10:30am Shuttle Departs Ross Bridge Resort for Oxmoor Valley Golf
 11:00am Oxmoor Valley Golf Scramble
 6:00pm - 9:00pm Reception, Dinner, Awards, Silent Auction

Friday April 13

8:30am - 9:00am Continental Breakfast
 9:00am Dan Reeves Guest Speaker
 10:45am - 12:00pm Panel Discussion
 Featuring:
 Pete Carlino, International Fasteners
 Kent Carter, Elgin Fastener Group
 Glenn Goins, Southern Fasteners
 Mickey Matheny, NorthStar Sales
 12:00pm - 1:00pm Lunch (provided)
 1:00pm - 2:30pm Round Table Discussions
 Featuring:
 Social Media for Business
 Quality Testing
 Doing Business on the Internet
 2:30pm - 3:00pm Raffle and Closing




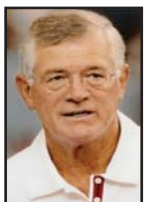
overall coaching record was 190-165-2. He played or coached in a record nine Super Bowls – five with the Dallas Cowboys, three with Denver and one with Atlanta. Prior to coaching, he spent 16 years in the Cowboys organization – five as a player, three as a player/coach and eight as an assistant coach.

Ross Bridge Golf Resort Features Amazing Golf !!

Robert Trent Jones Trail, 18-hole championship Ross Bridge golf course is the newest addition to the Robert Trent Jones Golf Trail: Ross Bridge, beautifully carved into the rolling terrain of Shannon Valley, these 18 holes will challenge

even the best golfers. The course meanders through indigenous landscape and around the 259 room Renaissance Ross Bridge Golf Resort & Spa. Ross Bridge is one of the longest courses in the world but offers multiple tees for golfers of all levels. The beauty and challenge of each hole leads many to believe there is not one signature hole but possibly eighteen. 4.5 Star Rating by Golf Digest.

The Oxmoor Valley Course is dotted with rolling fairways, picturesque lakes and a dramatic uphill finishing hole. To add to its character, the course also stretches two miles downrange along a slender valley. Oxmoor Valley built on former mining land owned by U.S. Steel. Sculpted from the peaks and valleys of the Appalachians, the courses offer scenic forests, numerous creeks and challenging elevation changes. 4 Star Rating by Golf Digest. 



Dan Reeves to Address Spring Conference Attendees

Dan Reeves, football legend will address our group. Dan spent 23 years as head coach of the Denver Broncos, New York Giants and Atlanta Falcons. His

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The advertisement features a central circular logo with a laurel wreath border. The logo contains the text "CHICAGO" at the top, a stylized "C" above a triangle with "H" and "F" at its base, and "Since 1912" at the bottom. A gold ribbon banner across the logo reads "1912 100 YEARS 2012". The background is a stylized American flag with stars and stripes. Various metal hardware items, including shackles, keys, and bolts, are scattered around the central logo. At the bottom, three columns of text read "American Made", "Family Owned", and "Superior Quality". The website "chicagohardware.com" is printed at the very bottom.

American Made **Family Owned** **Superior Quality**

chicagohardware.com



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by Michael P. O'Shea, Vice President

Our History

S&M Retaining Rings became a division of Schneider & Marquard in January of 2001 as a result of the vision of the current owner Michael J. O'Shea, who realized the need for an additional manufacturer in the retaining ring market. He was then able to bring to S&M his experience in the manufacturing of fasteners and retaining rings.

With the understanding of the skills and limitations of these companies and of the other retaining ring manufacturing companies in England and Germany, he developed new designs for high-speed precision tooling with the assistance of the S&M engineering and tool room staff. This tooling has made it possible for S&M Retaining Rings to produce and deliver exceptional quality retaining rings in a shorter period of time.

By utilizing Schneider & Marquard's 80 years of tool and die manufacturing resources and Mike's experience in the industry, S&M Retaining Rings has been able to quickly grow into the major retaining ring supplier it is today. S&M Retaining Rings initially began and continues to manufacture higher volume rings in order to satisfy the market's demand for these items. Custom rings are also fabricated based on our customer's needs.

Our Products


S&M Retaining Rings has a significant inventory of rings, including 1074 carbon steel, stainless steel (PH15-7Mo) and beryllium copper. We can supply our carbon steel rings with black phosphate, zinc bright/clear, zinc dichromate yellow and zinc trivalent plating.

Our rings are manufactured to the military standard and certificates of compliance to the MS number are available upon request. All of the items we manufacture are DFAR compliant.

We also manufacture retaining ring applicators and dispensers for our customers and have the capability to fabricate custom automated tooling for a company's individual application.

All of the employees at S&M Retaining Rings strive to make sure that our rings will always meet the highest quality standards. Our rings are inspected continuously throughout the manufacturing process with excellent SPC results. Our employees are committed to total quality management from the time we quote the job until the rings are shipped from our facility. We stand behind the quality of our rings 100% and are very proud to be ISO9001:2008 certified.

Our Goals

S&M Retaining Rings' extraordinarily rapid growth as a company has been fueled by its customer's needs and the desire to add its products to the fastener market as soon as possible. We are continuing to grow each year. Currently, we have increased our manufacturing area by 20,000 square feet and have been producing new tooling at the rate of one to three per month, depending on complexity of design. We have also recently added two additional employees to our manufacturing staff. All of these decisions have been made to more effectively service our expanding customer base. 



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DISTRIBUTOR NEWS

At the close of the 2012 Winter X Games, extreme athletes from **Henkel Corporation's** Team Loctite(r) had pushed their bodies and their equipment to the limit, snagging two silver medals as a result of their performance on the slopes. The Winter X Games took place January 26 through 29, in Aspen, Colo.

Pro snowboarders Nick Baumgartner and Sage Kotsenburg secured their respective silver medals in the Men's Snowboarder X and Men's Snowboard Slopestyle events. Adaptive snowboarder Mike Schultz showcased his impressive skills in the Adaptive Snowboarder X Exhibition, a Loctite(r)-sponsored, non-medal event.

All three snowboarders rely upon Loctite(r) threadlocking adhesives to prevent injuries caused if fasteners on their bindings come loose.

Adaptive athlete "Monster" Mike Schultz - who lost his left leg in a racing accident in 2008 yet still competes on motorcycles, snowmobiles and snowboards - has a special use for Loctite(r) adhesives and sealants. Mike swears by Loctite(r) products to "keep all of my foot and knee bolts tight" on his prosthetic equipment, particularly the unique MOTO KNEE that has allowed him to return to extreme sports.



"Extreme sports push equipment to its limits," explains Mike Shannahan, Henkel's director of marketing for the North American general industry business. "The Loctite(r) brand is known around the world for its extreme performance, and our athletes rely on Loctite(r) products to keep their equipment in top shape for the competitions, resisting the most powerful forces of man and nature."

For information about Henkel's sponsorships visit www.henkeln.com/loctitesponsorships1.

For more information, contact Henkel Corporation Engineering Adhesives, One Henkel Way, Rocky Hill, Connecticut 06067. Tel: 1-800-LOCTITE (562-8483) or 860-571-5100 or visit their website at www.henkeln.com/industrial.

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CONSIDERATIONS WHEN SELECTING BLIND RIVETS *continued from page 74*

Hole Preparation


The next consideration is the diameter and condition of the hole in the application to be riveted. The diameter of the hole must be within the manufacturers specifications in order to achieve the best riveting results. Hole diameter is critical for proper blind rivet hole fill, clamping force and blind rivet body upset. The hole to be riveted must be free of burrs. Burrs will cut into the rivet body when setting the rivet and will weaken the rivet body wall, which will reduce the tensile and shear value of the set rivet.

Blind Rivet Length

Next is the correct rivet body length. The total thickness of the components to be riveted will determine the length of the blind rivet that should be used. Once you have the maximum thickness of the blind rivet application, look at the manufacturers catalog that will give you the minimum and maximum work thickness

range of the blind rivet listed. Check the work thickness of your application with the grip range shown in the manufacturer's catalog and that will be the proper blind rivet length for your application. Proper blind rivet length is important to achieve mandrel head retention in the set rivet.

Setting Tool

Be sure that your power or hand tool is in good working order. Follow the manufacturers maintenance procedures. A properly maintained power or hand-setting tool will set any blind rivet that is the proper length for the application, in one stroke. If a power tool does not set the blind rivet in one stroke, the power tool is either low on hydraulic oil, air pressure is too low or the pulling jaws are worn and should be replaced. If the hand tool does not set the proper length blind rivet in one stroke, the tool is in need of new pulling jaws or the pulling jaws need cleaning. 

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The 16th National Industrial Fastener & Mill Supply Expo scheduled for October 10-12, 2012 at the Sands Expo, Las Vegas, Nevada USA is enjoying record early sales; it was reported here today by Susan A. Hurley, CEM, General Manager.

"This is our strongest start ever with most of last year's companies already under contract. We have 392 companies filling 589 booths. In addition, we have gained many new exhibiting companies including Associated Spring Raymond, Contora Components, Forest City Technology, Grand Industries, Lamons, Master Magnetics, Mitter Fasteners, Nitrex Heat Treating, Praxair Surface Technologies, Inc., Soling PHF S.L. and USA Fastener Group joining the Expo.

We also have Anchor Bolt, Babu Exports, Engineered Components, TE-CO, Innovative Components and United Dowell Pin returning to the Expo after being absent last year. All of this is very positive, plus we continue to receive new exhibit space applications and inquiries on a daily basis. We fully expect the 2012 Expo to outperform last year's event in both size and attendance", informs Ms Hurley.

As usual, the Expo will not only offer the very latest products and services but, also, a full day of programs during the all-day conference on

Exhibitors at the 2011 Vegas Expo



From top to bottom: Atlanta Rod, Intercorp, Kerr Lakeside, Distribution One & Jay-Cee Sales

Wednesday, October 10. The Fastener Training Institute will be conducting several training workshops, the Pac-West Fastener Association will be sponsoring a program and Women in the Fastener Industry (WIFI) are planning a big meeting.

The always popular and well attended Welcoming Reception sponsored by Expo Management will again be held at Harrah's Nevada Ballroom on Wednesday evening.

'North America's Largest Fastener Expo' will be open from 9:00 AM to 4:00 PM Thursday, October 11 and from 9:00 AM to 1:00 PM Friday, October 12.

The Expo has completely rebuilt its website and invites all interested persons to visit www.fastenershow.com to view complete Expo information, including a current list of exhibiting companies, up to date floor plan showing all booth locations, links to participating hotel reservation sites and much more. Complete conference program information as well as online registration will be available on this site by June 1, 2012.

For additional information contact National Industrial Fastener & Mill Supply Expo, tel (614) 895-1279, email info@fastenershow.com or visit the Expo website at www.fastenershow.com. 

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316 Strain Hard, 317L Stainless,
321, 330, 410, 416, 420, 430, 431,
440 Stainless
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AZTECH LOCKNUT: A MANUFACTURING MARVEL

Marvel Production Group selected Aztech Locknut Company for a segment on Manufacturing Marvels™ that aired this past March 13 on the FOX Business Network.

You can view the segment online at: <http://vimeo.com/manufacturingmarvels/aztechlocknut>

The selection is no surprise, the innovations in machines, tooling, software and building technology over the past several decades by the Kaindl brothers, Mark & Mike, is indeed a marvel.

Mike is the design engineer. With a master's degree in mechanical engineering, his education background coupled with well-developed programming, electrical and analytical skills are applied to the projects most technical aspects. Mike draws the projects in 3-D models for CAD/CAM conversion by the toolmaker. In the shop, Mike marries his software to the electrical hardware he installs & debugs the design.

Mark is the visionary. Starting with a concept, he systematically improves and simplifies the design into the most feature filled, yet practical form to build and to use. Before the work day starts, Mark is often found in the shop working from a hand sketch to skillfully fabricate some component not worthy of the engineering


time to design, but essential to the assembly.

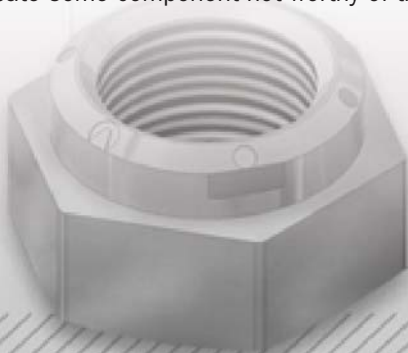
Together, the brothers have hatched dozens of technical advancements including fastener test equipment, production tooling systems and production machines. Pictured here with their latest design "The



Crusher" is a high speed, high pressure, high precision fully automatic locknut press. With a hot tub sized feed bowl and the capacity to run 30 tons of 1 1/2" locknuts in an 8 hour shift, it is typical of the Kaindl approach: "if it's worth doing, it's worth overdoing". Along side the Crusher is its accompanying automatic

torque-testing machine with a 4" nut size capacity.

The Aztech impeccable facility also bristles with advanced technology installed by the brothers; independent electrical load monitoring automatically reports monthly usage, custom controls synchronizing the high performance HVAC systems for the offices, in production, a ceiling supported "trapeze" supports all the utilities for machines & operators, and Mike's electric car can be found at the indoor charging station. Group visits from trade associations, the Green Building Council, building design and systems engineers, customers and quality systems auditors are routine. 



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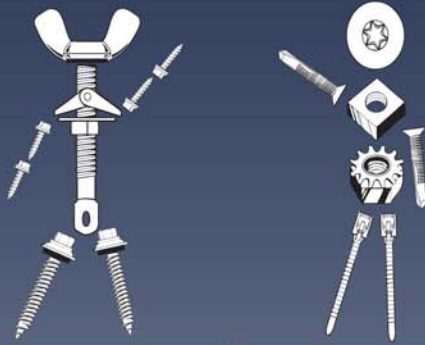
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When the PFC Mill Division and Quality Assurance Department team up, they can tackle insurmountable obstacles. Their combined expertise and relationships with supplier partners are invaluable to the Porteous organization and to the fastener industry. Almost anyone can pick a factory overseas and place an order for delivery into North America, but with the PFC team you receive "First Class Service" from the early stages of the quote to the final production, testing and shipment of the product. PFC only partners with quality factories registered to ISO 9001 and/or TS16949 and has built many trusting relationships over the last four decades.



TRUE STORY: "FROM SAMPLE TO PRODUCTION"

A PFC distributor needed a special patch screw for an OEM customer, but had nothing to provide except a single sample of the screw and a very tight delivery requirement. Once the sample was reviewed by the PFC team a qualified supplier was selected and the sample was sent to PFC's ISO 17025 accredited lab in Taiwan to help with the print production. When the final print and quote were approved by the customer, PFC reviewed the specifications one more time, then issued a purchase order to the supplier to begin production. The PFC team in Taiwan followed the production and patching activity and then tested the parts upon completion. Since the end user had strict deadlines, both air and vessel shipments were arranged to meet their assembly demands. When the air shipment arrived, the parts were inspected in the A2LA accredited lab in Carson, then released to the customer. The ocean shipment went through a similar process and was released on time.

A lot of PFC resources went to work and in the end deadlines were met, the OEM was happy and the distributor, the supplier and PFC all had repeat orders!



- Sample Received
- Print Created
- Quote Sent
- Purchase Order
- Final Review of Specs
- Product Production
- Special Processes
- Testing in Taiwan
- Air/Ocean Shipments
- Testing in Carson
- Release to Customer
- Happy end-user
- Repeat PO's!



It's great to know Porteous fully supports the fastener standards organizations (i.e. ASTM, ASME) and allows the time for attending the fastener committee meetings. It keeps us educated and up to date while providing us with voting input to fastener standards and revisions to such standards.



-Bill King, Q.A. Manager, Carson CA
(Very active ASTM and ASME fastener committee member)

Every time I visit our vendors I am reminded how much respect they have for PFC and the way we do business. The long term relationships we've built with suppliers, customers and industry partners is the proof!



-Jim Jordan, Mill Department, Carson CA

Continued from page 22

www.porteousfastener.com

More on page 134



PFC has tremendous amounts of resources and capabilities at their disposal. They are not limited to selling only standard fasteners. If you have a special or print requirement, the team at PFC will work diligently to bring you the highest quality products and services available from across the globe.



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GRADE 2 FLANGE LAG SCREWS

METRIC

CLASS 8.8 DIN FLANGE SCREWS
CLASS 10.9 DIN FLANGE SCREWS
CLASS 10.9 JIS FLANGE SCREWS
CLASS 8.8 SERR FLANGE SCREWS

FLANGE NUTS

INCH

GRADE 5 FLANGE NUTS
GRADE 8 FLANGE NUTS
GRADE 6 FLANGE LOCKNUTS
SERRATED FLANGE LOCKNUTS
GRADE 8 SERR FLANGE LOCKNUTS
SERR LARGE FLANGE LOCKNUTS

METRIC

CLASS 10 JIS FLANGE NUTS
CLASS 10 JIS SERR FLANGE NUTS
CLASS 10 DIN FLANGE NUTS
CLASS 10 DIN FLANGE LOCKNUTS
CLASS 8 SERRATED FLANGE NUTS

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PFC9®, U.S. Anchor and PFC Preferred™ were added to the PFC line in response to customer requests and industry needs. All exceed top specifications and pass stringent testing requirements. The Proferred Drillerz™ and Drywallz™ were produced recently to enhance PFC's construction line, which is geared toward professional contractors. The heavy duty colored boxes and pails, along with quality product compete with the other leading construction screw manufacturers.



In August 2005 Hurricane Katrina devastated the Gulf Coast. I was blessed to be able to take a group of Sr. High students from my church into Louisiana to help with the recovery. The Porteous family not only provided all the fasteners we needed, they also sponsored 4 vans to transport the entire group from FUMC Midlothian, TX. I am proud to be a part of the Porteous family.
-Don Carr, Regional Manager, Southwest Territory



There is no greater feeling of pride than knowing that the owners of your company can steer the mother ship through the greatest of storms!



-Scott Gibson
Area Sales Manager, Carson CA

Continued from page 132

www.porteousfastener.com

More on page 136

Please visit the products page at www.porteousfastener.com where catalogs, literature and specifications can be found on all of these products (and more).

The PFC Preferred line is relatively new and has it's own website:

www.pfcpreferred.com.



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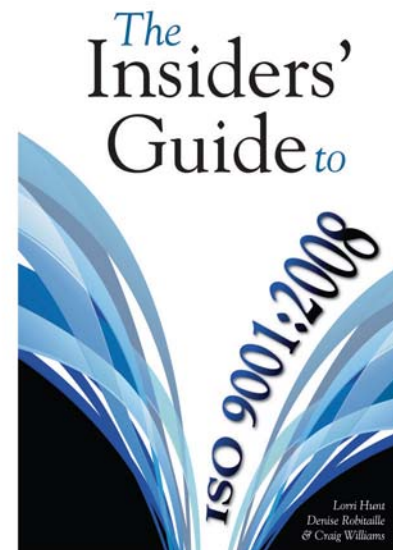
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VISION STATEMENT

It's all about reputation. We want everyone who comes in contact with our organization to say,
"That's a helluva company!"

MISSION STATEMENT

We continually strive to be the leader in the industry by developing lasting relationships with our customers and suppliers. Employees are family and First Class Service is our way of doing business.

STRATEGIC OPERATING PRINCIPLES

We will always provide our customers with First Class Service.
We will always treat customers, suppliers, and each other with integrity and respect.

STRATEGIC DIRECTIVES

People buy from people they like

Always strive for long term relationships with customers and suppliers.

Keep our customers competitive by offering the right mix of products and services.

Make every customer profitable.

Seek every opportunity to expand our business.

Sell more to existing customers.

Never fire a customer. Always explore other possibilities.

Utilize available resources to increase profitability.

Streamline the product flow from our suppliers to our customers.

Never ship product in an unacceptable condition.

Always strive for accuracy in all that you do.

Invest in continuous improvement.

Invest in our people and encourage them to pursue and achieve their highest potential.

CORE OPERATING PRINCIPLES

We are all part of Team PFC

Always strive to foster better teamwork.

Always look to promote from within.

Always maintain a positive attitude.

Always communicate in an open, honest and compassionate manner.

Always keep your promises and commitments.

Always treat your customer as your best friend.

Always strive to understand and exceed your customer's expectations.

Always take the opportunity to be your customer's hero.

Remember, your attitude and behavior reflects on our reputation.



Thank you PFC for allowing us to participate in the Corporate Challenge competition every year. It brings individuals from all departments together to work as a team and have some fun!



-Emilio Garcia
Quality Lab, Carson CA

I have been with PFC for many years, and I feel as though we are all part of a big family. Thank you PFC, I couldn't ask for anything more!



-Irene Brockelmeyer
Branch Manager, Santa Fe Springs CA

Thanks for reading!

Continued from page 134

www.porteousfastener.com

The end.



The vision and mission statements were written during a long day of brainstorming by 50 of PFC's management personnel from all departments and all branch locations. It was a day filled with heartfelt ideas, passion and even some tears.



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SPECIAL SERVICES

BUSINESS TO BUSINESS - PEOPLE TO PEOPLE *continued from page 30*

Jacob Rissot, Warehouse Manager, manages the Cable Tie Express shipping department and physical facility. Jacob typically oversees two assistants in receiving product, preparing orders for customer shipments, including private labeling for customers and providing samples. He also prepares fulfillment orders for outlying Cable Tie Express distribution centers in Dallas and Orlando.

Jeanne Wise has served as Accounting Manager for eight years in addition to assuming human resources oversight and administering payroll. As a key member of the Credit Management Committee, she reviews aging of accounts and sets credit limits. She has also implemented many of the options now available to customers such as credit card payments, automatic order confirmation, and daily emailing of invoices with tracking numbers.

Char Cooper, President, and **Tony Van Hoozer**, VP Sales, are the founding partners of Cable Tie Express. Char and Tony have shared overlapping responsibilities for over 17 years with Char's focus being customer

contact, sales, and finance and Tony's being sales and operations.

Char recently summarized the secret of Cable Tie Express's B2B relationships, "A finely tuned machine powered by the human element – a streamlined blend of mechanical energy and the dynamics of people – that is the combination that has embellished and provided heightened meaning to Cable Tie Express and its definition of B2B. Taking this concept a step further, it truly has been the growing and strong relationships developed through the years with our customers and vendors that have enabled the dramatic growth pattern we continue to enjoy.

I invite you to call any of us at Cable Tie Express to take advantage of what we are always eager to promote – strong, effective, and loyal B2B relationships."

For further information, please contact Cable Tie Express at 888-603-1233, by fax 800-695-1233, via email sales@cabletieexpress.com or by visiting www.cabletieexpress.com. 

US LEGAL, RELUCTANT AND MESSY "CHANGE-OVER" TO SI METRIC *continued from page 8*

Section 2 (4): "Industry in the United States is often at a competitive disadvantage when dealing in international markets because of its non-standard measurement system, and is sometimes excluded when it is unable to deliver goods which are measured in metric terms."

Comment: It is very difficult to find spare parts made to the inch standards, such as bolts, nuts, bearings, etc., in Europe and the other important trading areas. Maintenance is therefore expensive, time consuming and difficult. American made machinery are often altered or "re-worked" to fit metric replacement parts. For this reason some US suppliers are told by their overseas agents and customers to convert export products to metric or lose the business. US industries serving both domestic and international markets sometimes choose to use both measurement systems, which is not only very expensive, but also generates conversion problems and translation errors. Non-US manufacturers don't have this problem, since metric machinery and products can easily get serviced in the US with metric parts.

Section 2 (5): "The inherent simplicity of the metric system of measurement and standardization of weights and measures has led to major cost savings in certain industries which have converted to that system."

Comment: A change to metric only occurs once and can, in most cases, be made (at no extra cost) when re-tooling is done for model changes, etc. Many major US industries report great advantages through the switch to metric. By strictly following available international metric standards, the number of parts used in production can be drastically reduced. IBM claimed a reduction of fastener parts (screws, nuts, etc.) from 38 000 to 4000, with great savings in space, unit price and inventory turnover. Caterpillar standardized steel plates and sheet metal to metric (fewer sizes) and so did Deere and Company, both companies saving several hundred thousand dollars per year with this approach, GM found that the actual conversion cost ended up being less than 1 (one) percent of the original estimate. Dramatic savings like this have also been reported by many small and mid-size businesses as well.

Section 2 (6): "The federal government has a responsibility to develop procedures and techniques to assist industry, especially small business, as it voluntarily converts to the metric system of measurement."

Section 2 (7): "The metric system of measurement can provide substantial advantages to the federal government and its own operations."

Comment: Being a member of NATO, the United States and its Department of Defense has for several years worked for full implementation of metric in order to achieve full technical integration with other NATO countries. This process will be completed by the end of this year.

Other US Developments

This interest in metric conversion within the federal government is nothing new. Some years ago, a special "Committee on Coinage, Weights and Measures" issued a report (200+ pages) which included the following statements:

"That, in view of the very general conviction of the need of a change arising out of the inconveniences of the old system in our international business transactions and the adequacy of the new or metric system, and in order to a clear understanding of the latter, we have thought it proper, as well as instructive, to present a condensed history of the metric system, including tables"

"The first essential thing for the civilized world to establish at this time, then, is a fixed and determined unit of international linear measurement."

"A person has only to familiarize himself with the foregoing tables (authors note: metric tables) to complete his rudimentary knowledge of the whole system. A boy or girl of ten years of age may master the metric system in a day, while years are required, in most cases, to gain knowledge of the inconsistencies and incongruities of the existing system of weights and measures."

"....that the adoption of the metric system in solving mathematical problems in our public and private schools would save one full year's hard study in a boy's or girl's collegiate course. If this be true – and there is no reason to doubt – it is an unanswerable argument in favor of the adoption of this system in our public schools, and that at once."

The report quoted above was to the 46th Congress and the year was 1879!!

The main reason it was not adopted and implemented then was the preconceived importance of trade with Great Britain. Well, that country completed a 10 year metric conversion period 1965 – 1975 in order to become a full member of the European Common Market!

Historical Review of Measurement Systems

There has probably existed, from the earliest human history, the need for man to "measure" things around him. The cavemen only had to argue about who caught the biggest fish or rabbit. Of course, to truly measure they must have some commonly understood ideas about lengths and weights against which comparisons could be made.

For example: In Genesis 6:15. God instructed Noah "The length of the ark shall be three hundred cubits; the breadth of it fifty cubits; and the height of it thirty cubits."

How many billions of individuals have read this and asked the obvious question: "What, pray tell, is a cubit?"

DISTRIBUTOR NEWS

Trinity Hardware Headquarters, has just introduced:

- Grade 8 Shaker Screen Bolts Trinity's Grade 8 Shaker Screen Bolts (fully threaded Carriage Bolts) are available in stock in 3/8" to 3/4" diameters. Their square neck on shank is designed for use in square punched holes which prevents nut turning when tightened.
- 63° Hook Bolts for shaker screen applications. Our newest line, for the mining and quarry industry, are our 63° hook bolts for shaker screen applications. Made of heat treated steel in plain finish, they are in stock in 1/2" diameter from 4" to 7" lengths and 5/8" diameters from 5" to 8" lengths.
- Grade 8 #7 Bucket Tooth Plow Bolts Also new and in stock are the Grade 8 #7 Bucket Tooth Bolts in 3/8" to 1-1/2" diameters. These feature a flat, round, countersunk head with a single reverse key that prevents the head from turning.
- Large Diameter Cap Screws, Nuts, and Washers made in the U.S.A. Trinity Hardware Headquarters' Large Diameter Cap Screws are made in the U.S.A. and are stocked in Grades 5 and 8 in diameters of 1-1/4" and 1-1/2" in lengths of 10" to 24". The Grade A354 BD Cap Screws are stocked in diameters of 1-3/4" and 2" in lengths of 10" to 24". Accompanying Hardened Flat Washers and Nuts are also available.

Hundreds of items are packed in smaller package quantities to meet today's fastener buyers' needs. Trinity can provide 1/8 keg and 1/4 keg configurations as well as additional value-added services such as custom packaging, kitting, subassembly, private labeling, drop shipping, and third-party logistics (3PL).

Trinity's inch, metric, and specialty fasteners are lot controlled and quality inspected. The hardware adheres to industry standards including, but not limited to, IFI, ANSI, ASME, DIN, and SAE. Trinity is ISO 9001:2008 registered and provides consensus standard parts for your applications, a product test facility, and engineering and CAD support.

Additional company information can be found www.TrinitySCS.com.

DISTRIBUTOR NEWS

The **PWFA** announce its Summer and Fall schedule of events.

- Jul 10 Understanding the Bolted Joint (FTI CFS™ Class in CA)
- Jul 13 Pac-West "A Night at the Races"
- Jul 23-27 Fastener Training Week Cleveland (FTI CFS™ Classes in OH)
- Aug 14 Dimensional & Material Specifications (FTI CFS™ Class in CA)
- Aug 21 Fastener Basics (FTI Class in CA)
- Aug 28 Pac-West Dinner Meeting, La Mirada CA
- Sep 11 Fastener Quality Assurance (FTI CFS™ Class in CA)

For more information contact the Vickie Lester at PWFA, 10842 Noel Street #107, Los Alamitos CA 90720. Tel: 714-484-4747 (Toll-free 1-877-606-5232) or Fax 562-684-0695 or (Toll-free 1-877-607-5232) or on the internet at www.pac-west.org.

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PACIFIC-WEST FASTENER ASSOCIATION

INDUSTRY SPECIFIC SALES TRAINING - FREE TOOLS FOR FACING THE NEW ECONOMY

The Pacific-West Fastener Association is committed to the success of its members. We want to give them exclusive, members only tools for facing the challenges of the new economy.

Pac-West is the only fastener association so committed to member success that we have engaged national sales consultant Ann marie Houghtailing of The Houghtailing Group, to serve our membership.

New Pac-West membership benefits include:

- Free quarterly webinars on sales and marketing
- February 1 – “How To Run an Effective Sales Meeting”
- May 1 – “Manufacturing Motivation”
- August 1 – “Internet Marketing”
- November 1 – “Asking: The Most Critical Tool”
- One private consultation with Ann marie Houghtailing per company, at no charge to the member company
- Sales assessment tool for evaluating your organization's efficacy, also at no charge to members
- Case study report of a Pac-West member that took The Houghtailing Group's 30-day challenge that increased sales, expanded opportunity and gathered critical information for future business.

We also will offer

- Discounts for customized training by The Houghtailing Group, only for Pac-West members
- A three-hour workshop in San Francisco March 23 (as part of the Pac-West spring conference on “Hiring, Building and Growing a Sales Team,” with deep discounts for Pac-West members.
- Live workshops in Southern California (June 5) and the Pacific Northwest (June 7) on “High Performance Sales Planning,” again deeply discounted for Pac-West members.

We want Pac-West members to grow their companies. It is our commitment to elevate their businesses - You can't afford NOT to be a Pac-West member!

After all, “Sales cures all ills,” says Martin Calfee (Copper State Bolt & Nut).

WEBINARS

How To Run an Effective Sales Meeting

Sales meetings are important vehicles to motivate and improve your sales team; but what is required to structure a high performance meeting that improves performance and is a value to your team rather than just one more meeting to attend? This webinar will focus on the structure, content and purpose of high quality sales meetings to improve both efficiency and performance.

Manufacturing Motivation

The success of individuals as well as sales teams is dependent upon the capacity to sustain motivation, but motivation does not always wake up with us in the morning, and some days the lack of motivation impacts our drive as well as our performance. This webinar will focus on how to create and sustain motivation for maximum performance to optimize your sales team's productivity.

Internet Marketing

The Internet and Social Media have changed the marketing game. Every business from every business sector needs to participate in marketing to claim its space in the market, but where does a business begin? Which efforts are the most effective? Which investments are the most critical when building a marketing campaign? This webinar will focus on creating traffic as

well as generating and closing more leads.


Asking: The Most Critical Sales Tool

Asking is both art and science and remains among the most significant sales skills, but is rarely taught. This webinar will focus on asking for opportunities, information, referrals and business to increase revenue and fill your sales pipeline. Asking can shift your sales culture from order taking to revenue making. Stop assuming and start asking!

June Workshop - High Performance Sales Planning

The most profitable companies possess a measurable, transferable, specific sales process to expand current accounts and increase market share. This workshop will focus on crafting meaningful goals, developing prospecting plans and shaping high impact language to increase opportunities, advance relationships and close more business. Setting up a target or output goal is easy, but the input goals and daily discipline that is required to increase productivity is equally if not more significant to success.

Consultations

Each Pac-West member company can get a free 30-minute consultation with Ann marie Houghtailing via telephone, with e-mail follow-up). Members who wish to take advantage of this benefit will be required to complete and submit to The Houghtailing Group the Sales Assessment Tool prior to the phone consultation. Once you've completed the Sales Assessment Tool, email it to The Houghtailing Group to schedule your consultation. 



Ann marie Houghtailing

DISTRIBUTOR NEWS

Trinity Supply Chain Solutions, a leading distributor of industrial fasteners and related supply chain management and logistics services, has opened a new distribution center in Calhoun, Georgia.



Located at 170 Rus Drive SE, the Calhoun location will serve Georgia and the Southeastern United States with an 80,000 sq. ft. warehouse. This addition brings Trinity's overall warehouse space to over 330,000 sq. ft. in nine North American locations.

With this expansion, Trinity provides a full range of standard and customer-specific fasteners and components through its Trinity Hardware Headquarters catalog distribution service. In addition, the Calhoun location offers bulk and package items. Trinity is a complete source for industrial fasteners with over 36,000 types of standard, metric, and specialty hardware and fasteners in stock, along with per print items.

Additional company information can be found www.TrinitySCS.com.

DISTRIBUTOR NEWS

RAB Components is one of the leading importers of precision fasteners and electronic hardware. We have competitive pricing and on time deliveries and we offer the highest quality precision parts manufactured both domestically and overseas.

RAB Components success is based upon these important details. Our products are competitively priced, we sell top quality products, and our sales staff have over 20 years experience in the fastener business. RAB Components deals in specialty screw machine products, shoulder screws, cold headed specials, self-clinching hardware, thumbscrews, spacers, standoffs, electronic hardware, handles, etc. We are also able to supply PEM® and Captive equals in all materials. Our suppliers allow us to provide fast and timely deliveries along with full certification when requested. We would also like to mention that we are very competitive with high volume quotes!

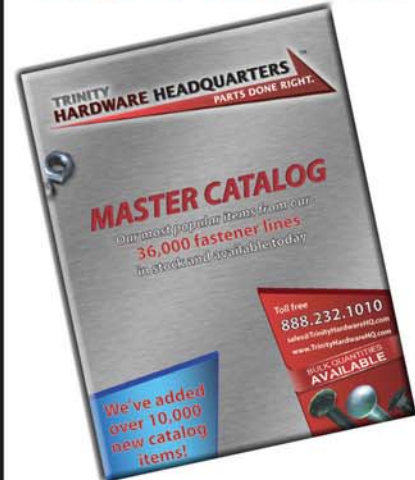
RAB Components will be ISO Certified by April 2012.

To request literature, or to request a quote, please contact RAB Components, Inc. 49 Otis Street Suite B West Babylon, NY 11704. Tel: 631-539-4741 or 631-482-8206, Fax: 631-482-8119. Email: rabcomponents@yahoo.com or you can visit their website at www.rabcomponents.com.

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US LEGAL, RELUCTANT AND MESSY "CHANGE-OVER" TO SI METRIC *continued from page 138*

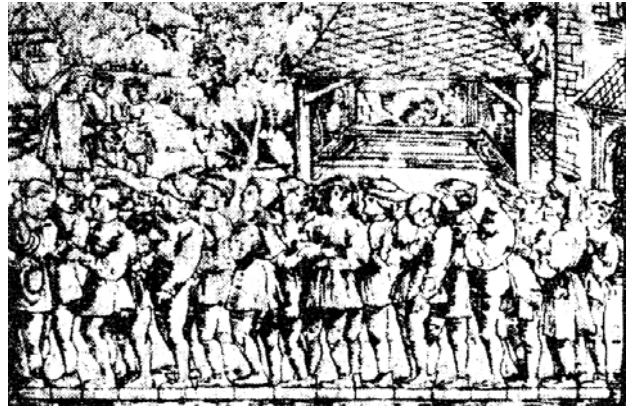
Well, everyone should know that a cubit equals 2 spans and that 1 span equals 3 palms. From this we can easily derive that 1 palm equals 4 digits and one digit is the width of a finger (who's finger is not specified). Hope this clears up any confusion!?! The cubit was the distance from the elbow to the tip of the middle finger (!) of the ruling pharaoh and was used in Egypt as far back as 7000 BC. From this other units were derived. It is really amazing how they managed to build the pyramids at Khufu with a length error of only 1:4000! Other units were 1 pace = 10 palms and 1 fathom = 4 cubits. For comparing the weight of grain and other trading commodities, the BEQA system was used. This was based on limestone cylinders (very even density) of different sizes, and the accuracy was probably a lot better than the cubit, since pharaohs came in many different sizes.

Protagoras, the famous Greek philosopher, also claimed that "man is the measure of all things" and early Europeans developed their own units in the same fashion as the Egyptians, but they used, of course, their own local unit names.

The so called "domestic" (or imperial, or English, or customary, or standard, etc.) inch/pound system had its origin about 900 years ago when the enlightened King Henry I of England (1069-1135) established the yard in 1101. It was originally called the "gird", which was the circumference of the waist of His Royal Highness, but since that measurement sort of fluctuated due to eating habits and exercise, King Henry took the more stable measurement from his nose tip to the end of the thumb nail when his arm was fully stretched.



A couple of centuries later, King Edward II (1284-1327) was the inventor of the more accurate inch measurement based on the combined length of three barley corns "round and dry, taken from the middle of the ear". He also ordered the first 16 male persons coming out of a church service to line up with their left feet together (heel to toe) to make up the "rod", which was to be used for larger measurements.



40 rods became a furlong, 8 furlongs made a mile and an acre was 160 square rods (or 4 roods). At some later time, all these measurements had to be adjusted, because most of them were developed independently of the others. For example, the rod was adjusted to 16 1/2 feet. A unit for weight was also developed by the same monarch in 1324. A royal handful of grain constituted an ounce. When the handful was counted, it was found to be 437 grains. This was later adjusted to 437 1/2 grains.

These rather unscientific units were easy to relate to centuries ago since almost everyone lived on a farm and had access to a near-by grain bin.

Units for volume were introduced during the reign of King Henry VII (1457-1509) and consisted of a jungle of strange sounding and looking names.

2 pints	=	1 quart
4 quarts	=	1 gallon
42 gallons	=	1 tierce
1 1/2 tierce	=	1 hogshead
1 1/3 hogshead	=	1 puncheon
1 1/2 puncheon	=	1 pipe
2 pipe	=	1 tun

These units were used primarily for various liquids like wine, beer, etc. Then, it depended also on the specifics about the liquid in the bottle or barrel. A hogshead of claret was 46 gallons, one butt (no kidding) of sherry 108 gallons, one pipe of port was 115 gallons (but if it was Madeira a pipe was 92 gallons). To top this off, a hogshead of brandy could be 45-55 gallons, but usually 46 gallons. To make it even more confusing, the beer and ale trade added units like firkins, kilderkins, barrels and other sizes of butts.

A Henry VII gallon (known as the Imperial gallon) was initially 274 1/2 cubic inches, later changed to 277.274. Used in GB and Canada before their conversion to the liter. In the US, we liked the so called wine-gallon better (ref. Queen Anne, 1665-1714) measuring 231 cubic inches.

Due to the obvious lack of a reliable scientific base, the surviving measurements in these categories are today defined in SI metric units. But, I guess we will still swing a pint at the bar.

DISTRIBUTOR NEWS

Fascomp, a leading Global Manufacturer of electronic hardware, is increasing its inventory once again. Recently, a broad range of instrumentation handles and ferrules has been added to the product offering.

"Our goal is to continuously expand the breadth of product we keep on the shelves for our customers. The Handle Line compliments the already bulging inventories of Spacers, Threaded Standoffs, Jackscrews, Captive Screws, Shoulder Screws and other related products." – Jason Bertone, Vice-President.

Mark Georgia, President of Fascomp, points out that "Custom design and manufacturing represents a substantial portion of our business, however, we manufacture catalog items in volume which allows us to offer our customers both inventory and attractive prices. This truly is, an inventory business." He goes on to say "Adding the Handle line reinforces our commitment to our customers."

For more information, contact Fascomp, (FL) Tel: 407-226-2112; Fax: 407-226-3370; or (CT) Tel: 203-720-1146; Fax: 203-720-1156 Their online catalog can also be viewed by visiting www.fascomp.com.



DISTRIBUTOR NEWS

Emhart Teknologies announces its newest specialized rivet, the LS rivet.

When fastening soft, thin or brittle materials, without the proper rivet, you can easily distort the pliable material. The LS rivet is designed to set in a tri-fold configuration which separates into three legged sections to ensure a secure joint.

Joachin Sanchez (POP Product Manager) noted, "This distinctive set creates a large secondary head formation that will evenly distribute the load which is key in preventing any material damage, pull-through or rivet failure."

The LS rivet is characterized by a wide grip range which reduces the need for inventorying multiple rivet sizes. The mandrel head is contained within the rivet body eliminating ratting joints and making the LS rivet ideal for use in applications across many industries.

All POP® riveting systems have been designed to offer the best features available in the market today. POP offers the quality, durability and reliability that are expected from genuine POP® product line.

For more information, contact Emhart Teknologies at 50 Shelton Technology Center Shelton, CT 06484. Tel: 1-877-364-2781, Fax: 1-800-225-5614 or visit their website at: www.emhart.com.



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US LEGAL, RELUCTANT AND MESSY “CHANGE-OVER” TO SI METRIC *continued from page 142*

The French Revolution and the Metric System

When the bloody French revolution was over, new times required that anything related to England and the “old ways” had to be replaced. One important issue was the English inch/pound system. The Institute of France (Academy of Sciences) took some advice from James Watt, a Scottish engineer and inventor, in the choice of length unit – the meter. Since it, by definition, was 10 % longer than the British yard, it suited the French very well. All new measurement units were to be based on physical phenomena in “Mother Nature”, things that would not fluctuate or change. The Metric System was established 1795 and slowly gained popularity in Europe (outside England, of course). In 1875 “The International Meter Convention” was signed by 17 countries, including the United States. The other signatory participants went home and started to use it, the US just signed it.

Through some evolutionary steps, the first CGS system (centimeter, gram, second) from 1881 developed into MKSA (meter, kilogram, second, ampere), which became the base for SI, The International System of Units. SI was formally accepted in 1960 and is today the base for all international (and most national) standards, and is commonly referred to as the Metric System. Our yard, foot, pound, mile, etc. are today specified with SI units.

SI – The International “Metric” Language The Fundamentals of SI

1. SI is based on physical laws and is a coherent system.
2. SI is used and accepted worldwide.
3. SI is used in science, technology and commerce.

SI makes obsolete all older metric definitions, standards and habits that are not in accordance with SI. This includes kilogram force, kilopond, kilogram meter, centigrade and a few others.

Basics of SI

Unambiguous: Every unit shall define one (and only one) quantity.

Universal: Every quantity shall be measured in one (and only one) unit.

Concordant: No corrections or translations to be used in connection with the units.

Multiples: Easy to form suitable multiple units for specific cases.

Accuracy: Related to specific physical phenomena (in one case, kilogram, to a standard).

SI Consists Of:

Base units (7) see Table 2

Supplementary units (2) see Table 3

Derived units (18) see Table 4

Additional units (5) see Table 5

Prefixes, see Table 6

Table 2 – SI Base Units

Quantity	Unit name	Unit symbol
Length	meter	m
Mass	kilogram	kg
Time	second	s
Electric current	ampere	A
Temperature	kelvin ¹⁾	K
Luminous intensity	candela	cd
Substance	mole	mol

1) *Thermodynamic temperature. Do not use a degree symbol with kelvin. 1 kelvin unit is of the same magnitude as a Celsius degree. 0°C equals 273.15 K. 0 K represents the absolute zero temperature, can also be written as -273.15 °C. The unit is named after William T. Kelvin (1824-1907), later Lord Kelvin, a British physicist. Use K only in scientific contexts. Degree Celsius (°C) to be used in “normal” engineering, commerce and “every-day” life. The °C unit is named after Anders Celsius, 1701-1744, a Swedish physicist and astronomer.*

Use symbols and unit names exactly the way they are written in Table 2 and all other places in this writing. Letters are case sensitive, i.e. low case k means kilo, upper case K means kelvin (spelled with low k!). Avoid using the French spelling “metre” for meter.

Table 3 – Supplementary SI Units

Quantity	Unit name	Unit symbol
Plane angle	radian	rad
Solid angle	steradian	sr

Note: On blueprints and similar documentations it is still proper, and very practical, to use the additional unit degree(°) since it is easier to work with in the shop.

Table 4 – Derived SI Units

Quantity	Unit name	Unit symbol	Definition
Frequency	hertz	Hz	1/s
Force	newton	N	kg · m/s ²
Pressure and stress	pascal	Pa	N/m ²
Energy, work, quantity of heat	joule	J	N·m (Nm)
Power, radiant flux	watt	W	J/s
Quant. of electricity, electric charge	coulomb	C	A · s
Electric potential, el. difference	volt	V	W/A
Electric capacitance	farad	F	C/V
Electric resistance	ohm	Ω	V/A
Electric conductance	siemens	S	A/V
Magnetic flux	weber	Wb	V · s
Magnetic flux density, magn. induction	tesla	T	Wb/m ²
Inductance	henry	H	Wb/A
Luminous flux	lumen	lm	cd · sr
Illuminance	lux	lx	lm/m ²
Activity (of a radionuclide)	becquerel	Bq	1/s
Absorbed dose (radiation)	gray	Gy	J/kg
Dose equivalent	sievert	Sv	J/kg



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THE CUSTOMER IS NUMBER ONE

By Kim Guerrette, VP Sales/ Quality Coordinator

Even before the days of ISO9001 and AS9100, Crescent's philosophy was always to service our customers to the best of our ability. The old adage of "You can't make all the people happy all of the time" certainly holds true but we like to think that we make most of them happy most of the time. In our ever expanding attempt to keep that number growing, we have and are implementing changes on a continual basis. So, you ask, what have we done for your lately? And the answer.....

Crescent Launches A New Website

In March 2012, Crescent launched our new website. Please visit www.crescentmanufacturing.com and see our whole new look. We really wanted to emphasize our pride in being able to say "Proudly Made in the U.S.A". We want our customers to be reassured that the quality products they have become accustomed to continue to be manufactured at our world headquarters here in beautiful downtown Burlington, CT. We are a patriotic group and the red, white, and blue means something to us. Besides our new look we have changed the format to be more user friendly for quick access to the information you are looking for. Crescent's available inventory is broken down for fast reference and is updated weekly. Don't forget our Stocking Program where we keep "off the shelf" availability on an extensive list of MS parts for your convenience. Other information includes various reference charts, a full list of all AN, MS, and NAS part numbers presently being manufactured by Crescent, and other product information.

"A Howdy Do" From Crescent


Another new addition to the website is a smile and a handshake from our International Sales division to distributors around the world. You might not be able to find Burlington, CT on most maps but that hasn't stopped us from inviting new customers to experience what we have to offer. Our international base keeps growing and we wanted to offer a "Hello" and an invitation to visit us in their language. As new countries join us we are thrilled to have their flags join ours in a global initiative to provide quality fasteners to the world.

Sales Force Expansion

Crescent likes to make ourselves available to our customers on a face to face basis as often as we can. We continue to do this by participating in various regional table talks and the National Industrial Fastener Show in Las Vegas each year. We also travel to meet with customers across the country usually with our Outside Sales Reps. New to Crescent is Robbie Gilchrist of Capital Marketing located in High Point, NC, representing us in North & South Carolina, and Virginia. Also, Todd Walters located in Lincoln, NE, representing Crescent in Colorado, Kansas, Missouri, and Nebraska. Please visit our new website for the full listing of our Outside Sales Reps with contact information if you would like them to pay a visit. In addition to standard sales calls, Crescent offers what we refer to as "Lunch & Learn" sessions where we will come in and meet with your staff to educate them in Crescent's capabilities and products over lunch. Just give our sales staff or our Rep in your area a call if you would be interested in a visit. We would love to say "howdy do" to our fellow patriots as well.

Process Improvements

Crescent has expanded our workforce to increase our productivity. We have conducted time studies to better determine our quoted deliveries. We have expanded our outside processing vendor base to improve turn around. All in our effort to better service our customers. Our magic wand is out for repair but slowly these changes are making us able to provide more accurate information and respond to the needs of our customers. Crescent still offers paid expedite services to meet specified quick deliveries but our goal is to be able to fill your orders within the acknowledged lead-time. Crescent wants to extend our "THANKS" for your patience and for you to know that we have not been "Happy" either with our many late deliveries. No complaint ever falls on deaf ears and improvements are being made.

Well, that about sums it up for now. Our goal – happy customers all the time. We'll keep trying and hope to hear from you soon. Thanks to you all for your continued support! 



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DISTRIBUTOR NEWS

J.W. Winco Canada, Inc., a leading supplier of standard industrial machine components, announced it now offers series GN 418 Cam Point Screws and GN 418.1 Cam Point Levers in metric sizes. These RoHS compliant components are maintenance-free clamping elements designed for a wide variety of different uses and applications, including clamping flat or round workpieces, centric clamping in bore holes, and multiple clamping in tight spaces. They are stable, compact, and easy to use.



Cam Point Screws and
Cam Point Levers

The mode of function is identical for both: The screw head of the cam point screw is fitted with two cams: a radial clamping cam (with additional 30° chamfer) and an axial draw-down cam. The self-locking cam ensures that the clamping force is of the same magnitude in every angular position. The force components acting at the clamping point generate friction and a draw-down effect which presses the workpiece against a fixed-end stop. The thread and the 30° chamfer (if fitted) generate an additional draw-down effect.

Cam point screws are fitted with a hexagon head socket. The steel is case-hardened, zinc-plated and blue passivated. Cam point levers have a handle (with black plastic ball knob) connected to the cam point screw with a serration, allowing the suitable clamping position to be selected and the lever to be adjusted. Both the screw and the cam are case-hardened and burnished. Both right-hand and left-hand thread types are available.

For more information, contact J.W. Winco Canada at 1-800-877-8351, Fax: 1-800-472-0670, Email: sales@jwwinco.ca, or on the web at www.jwwinco.ca.



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DISTRIBUTOR NEWS

EFC International, a leading provider of specialty engineered fastener component parts, now has stock on the latest PT® screw development, the Delta PT®, which provides the optimum thread forming in plastic without any material damage. The Delta PT® screw provides better clamp loads and increased joint life in a wide range of plastic materials.

The Delta PT® screw offers improved vibrational safety, improved dynamic safety by new shear area, and high clamp load at smaller contact pressure by increased flank engagement.

EFC offers professional engineering support and samples. Delta PT® screw configurations are available in range diameters of 1.8mm to 10mm, lengths of 3mm – 100mm and any head style. Recommended drives are TORX Plus®, TORX®, ACR®, Phillips II®, Phillips Square-Drive®, Quadrex® Type 1A, and Type 1.

Contact EFC International at 1940 Craigshire Road, St. Louis MO 63146. Tel: 314-434-2888 or visit the website at www.efc-intl.com.

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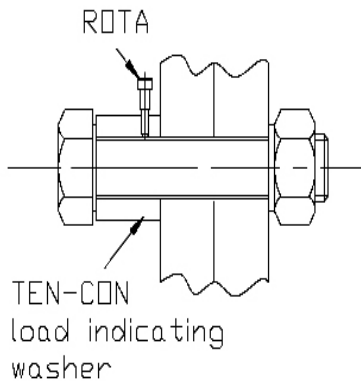
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DISTRIBUTOR NEWS

Clarkwood Engineering Ltd., are introducing a new innovation "patented pending" load indicating washer. It will be known as "Ten-Con" tension controlled washer used for the bolted joint. There are also further innovations being worked on that are related to fastener tightening process and tension control which are in the procedure of patent study and application. These innovations are in the forefront of advanced world technology in the fastener industry.

The washer is designed for assembly into any bolted joint and can be installed with unskilled labor for any type or size of fastener and depending on the application can have a protective coating to suite



CAN BE USED WITH
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any environmental condition. The basic design is based on Hook's Law that is Modulus of Elasticity equals the ratio of stress over strain within the materials elastic limit. The physical size of the height of the washer is a constant of approximately 35mm and the bore sized to suit the fastener. The wall thickness of the washer is designed in accordance with Hook's law to compress for a constant deflection for any desired load. The washer compresses under tension from the tightening process such that a highly small tolerance hole with the washer which is fitted a high tolerance pin. The pin (known as the Rota) is free to rotate by hand until a pre-determine load is reached at which point the Rota locks. At this point the exact preload is known usually the preload is for the fastener material proof load although it can be for any desired preload. The Ten-Con washer is code marked to suit the fastener size and desired preload.

For more information, contact Clarkwood Engineering Ltd, Unit 7, Blakenhall Industrial Estate, Wolverhampton, WV2 4PF Tel: (+44) 01902 710868 or visit www.clarkwood.co.uk.



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DISTRIBUTOR NEWS

Atlantic Fasteners' aerospace division has become a master distributor for a high-strength aerospace fastener line and is tripling its warehouse space to store the product. Master distributors sell to other distributors and manufacturers, alike.

The new line of A286 socket head cap screws is widely used in aerospace, military and defense and can often be difficult to source economically in small quantities, aerospace director Marc Dionne said. According to Dionne, nearly all socket head manufacturers and distributors are on the west coast, require \$150 to \$350 minimum orders and charge for necessary certification paperwork. Atlantic requires only a \$35 minimum order and provides certifications at no charge.

For more information, contact Atlantic Fasteners at 49 Heywood Ave, P.O. Box 1168, West Springfield, MA 01090. Toll free: 1-800-800-BOLT (2658), Tel: 413-785-1687, Fax: 413-785-5770, Email: info@atlanticfasteners.com or visit their website at www.atlanticfasteners.com.

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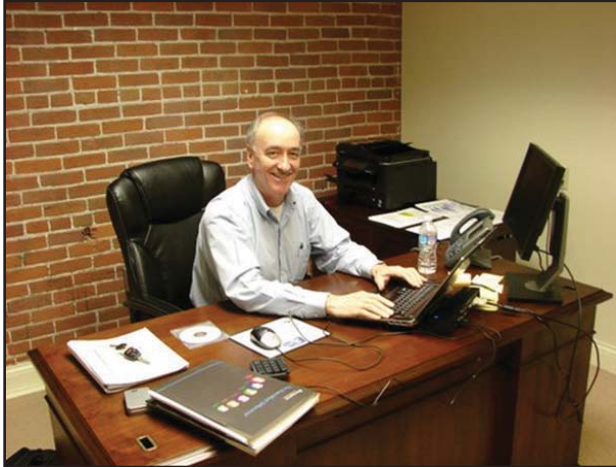


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DISTRIBUTOR NEWS

Elgin Fastener Group headquartered in Versailles, IN, announces the recent appointment of Ian McKenna to the position of Chief Financial Officer.



McKenna has an extensive background of senior financial management positions in Canada and the U.S., in industries ranging from cosmetics, injection molding, and steel to automotive parts manufacturing; he spent twenty years in various financial director and alliance management roles with Eli Lilly and Company. He and his family currently reside in Indianapolis. EFG President Jeff Litter said, "We are extremely pleased to welcome Ian to our senior management team. His previous experience will serve us well as we continue to pursue strategic fastener acquisitions and expansion of our existing manufacturing divisions."

Elgin Fastener Group is comprised of Ohio Rod Products, Leland Powell Fasteners, Chandler Products and Silo Fasteners, an engineering and international procurement division (Elgin Fasteners International), and a metal finishing company (Best Metal Finishing) providing fasteners solutions for Industrial applications. All of the EFG companies are ISO certified.

For more information, contact *Elgin Fastener Group*, 1415 S. Benham Rd, Versailles, IN 47042. Tel: 812-689-8917, Fax: 812-689-1825, email: quotes@elginfasteners.com, or visit the website at: www.elginfasteners.com.



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DISTRIBUTOR NEWS

Inspired Automation is pleased to announce the release of their new Model 2B1S Super Hi-Res, Super high resolution fastener counter/weigher!



This machine will repeat between batches, within (+,-) 0.05 grams! That's one ten-thousandth of a pound!

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DISTRIBUTOR NEWS

Industrial wholesaler **Atlantic Fasteners** has hired a customer service pro and a director of quality to handle new business.



Tony Orvis, a 20-year expert in customer service, has recently joined the firm's industrial fastener division. Orvis, a former operations manager for a Connecticut fastener supplier, also has extensive background in sourcing fasteners and "c" items.

Bruce Bonzey has taken over as director of quality as the department expands.



He has a diverse background that includes stints at manufacturers Barry Controls, Standard Thomson and Cole Hersee, where he spent 10 years as director of quality.

Commenting on the additions, Atlantic president Tony Peterson notes, "As a 100% employee-owned company, we're proud of our success in this stagnant economy and are preparing for robust growth in '12, as we pursue three major initiatives."

Atlantic Fasteners is an ISO 9001:2008 and AS9120 certified industrial and aerospace fastener wholesaler. The 31 year old firm specializes in vendor managed inventory programs at point of use, technical troubleshooting, and design help.

For more information, contact Atlantic Fasteners at 49 Heywood Ave, P.O. Box 1168, West Springfield, MA 01090. Toll free: 1-800-800-BOLT (2658), Tel: 413-785-1687, Fax: 413-785-5770, Email: info@atlanticfasteners.com or alternatively you can visit their website at www.atlanticfasteners.com.



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DISTRIBUTOR NEWS

Maria Garcia, National Sales Manager for **Rivet & Eyelet Technologies**, announced a corporate sponsorship for the 2011-12 season with DaSilva Racing out of New Hampshire.



The #172 Rivet & Eyelet Ski-Doo driven by Jake DaSilva will compete nationwide in the ECS/ISOC AMSOIL SERIES. Rivet & Eyelet is a domestic and international source of stamped and extruded blind rivets, setting tools, and custom engineered eyelet products.

Rivet & Eyelet Technologies is located at 1215 Main St (unit 110); Tewksbury, MA 01876. For more information, Tel: 1-800-853-7011, Fax: 978-851-4488, Email: maria.garcia@riveteyelet.com or visit their website at www.riveteyelet.com.

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DISTRIBUTOR NEWS

Spirol International Corporation was presented with the 2010 GreenCircle Award by the Connecticut Department of Energy and Environmental Protection (CTDEEP) for the creation of the SPIROL Nature Conservation area.



In the Inset image above are, from left, Michael Woznicki, EHS Manager, Charles Wells, Facilities Maintenance/Shipping Supervisor, and Daniel C. Esty, CTDEEP Commissioner.

This is their second GreenCircle Award demonstrating Spirol's continued commitment to environmental preservation. SPIROL's first GreenCircle Award was received in 2008 for their Environmental Management System.

For more information, contact Spirol by Tel: 1-860-774-8571, Fax: 1-860-774-2048, Email: info@spirol.com or visit their website at www.spirol.com.

* * *

Precision Specialties, a master distributor headquartered in Collierville, Tennessee, has added Breeze clamps to its line of high quality fasteners. The Breeze worm drive clamps complements the Oetiker stepless ear clamps which Precision Specialties has distributed for years along with AVK inserts and assembly tools, Tinnerman, Palnut as well as spring washers, retaining rings, locknuts, and grease fittings.

To find out more about their products and to see the entire range, visit their website at www.precspec.com.



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DISTRIBUTOR NEWS

The **Auto Bolt Company**, a premier manufacturer of quality fasteners based in Cleveland Ohio proudly announces the addition of their new Operations Manager, Leo McNeeley effective 1/6/2012. Leo brings over 30 years of expertise in fastener manufacturing and cold heading. He grew from the ranks on the shop floor holding positions such as: Machine Repair, QC, Engineer and ultimately Operations Manager. He has hands on experience in growing fastener businesses from production to strategic planning. Leo also has a reputation for being a leader with a coaching style as well as extremely knowledgeable relating to the fastener & cold heading industries. Everyone at Auto Bolt welcomes Leo to help us on our continued path to make Auto Bolt a great Made in the USA manufacturing company.

For more information about Auto Bolt's products, contact them at 4619 Perkins Ave, Cleveland, OH 44103. Tel: 216-881-3913 or visit them on the internet at www.AutoBolt.net.

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Laboratory Testing Inc. (LTI) of Hatfield, PA recently hired Alan Fabiszewski as a Metallurgist in the company's Metallography Department. His responsibilities include microscopic, macroscopic and microhardness examinations of test samples, failure analysis and weld qualification.



Fabiszewski is a graduate from Drexel University with a B.S. degree in Mechanical Engineering and has completed numerous courses through ASM International and NACE International. He brings with him over 20 years of experience in metallurgy, materials

engineering, corrosion engineering and failure analysis to his new position.

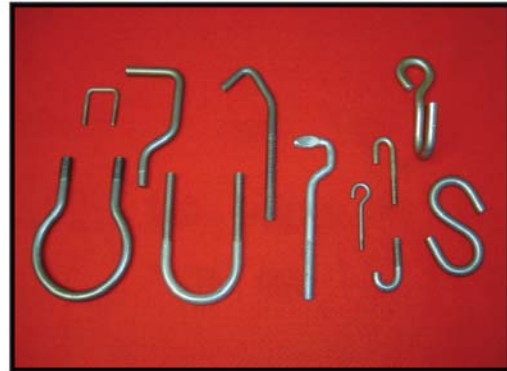
The Metallography Department at Laboratory Testing Inc. has the capabilities to detect internal and surface defects on test samples, reveal the microstructure or macrostructure of metal samples and determine conformance to required industry specifications. LTI's metallurgical testing services also provide insight into the cause of material failures, when performance expectations are not met. A wide-range of metallurgical testing services are provided including grain size determination, plating evaluation, case depth, alpha case, surface contamination, grain flow, intergranular corrosion, Knoop and Vickers testing and more. The laboratory also prepares test samples and provides photomicrographic examination and digital imaging with optical magnification from 7X to 1000X to document test results.

The SEM/EDS at LTI has magnification capabilities to 300,000X for microanalysis and analyzing small areas of interest on samples. Metallurgical testing and analysis services performed at LTI are Nadcap accredited.

For more information visit *Laboratory Testing* at www.labtesting.com or contact them at sales@labtesting.com or call 800-219-9095.



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DISTRIBUTOR NEWS

Captive Fastener Corporation now produces its new CFHS Concealed Head Standoff.



New Captive Series CFHS Concealed Head Standoffs are designed to be installed on the interior side of an enclosure panel, resulting in a smooth exterior surface.

The 300 Series Stainless Steel Standoffs are pressed into a blind milled hole, using a hollow punch and solid anvil, in metal sheets as thin as .060 in. (1.6mm).

The standoffs are available in inch and metric thread sizes ranging from 4-40 to 1/4-20 and M3 to M6 in full thread, partial thread and blind thread versions, depending on length.

For complete information, contact us at *Captive Fastener Corporation*, 19 Thornton Road, Oakland, NJ 07436. Tel: 201-337-6800, Fax: 201-337-1012 or visit the website at www.captive-fastener.com.

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DISTRIBUTOR NEWS

Gary Sullo, President of **Tramec LLC** announces that Tramec has acquired the Hill Fastener Corporation located in Rock Falls, Illinois, owned by Robert Hill, CEO. This acquisition positions Hill Fastener as an integral part of the Tramec LLC fastener business. The legacy of the Hill Fastener brand solidifies Tramec's presence in the industrial fastener market and creates instant synergies for both Tramec and Hill Fastener businesses.

Sullo stated, "The value proposition for both companies' customers will be immediately enhanced. The strategic acquisition of Hill Fastener adds manufacturing expertise to Tramec and represents a unique transaction where the sum of these two companies exceeds the individual components. We are enthusiastic about this acquisition, which is named Tramec Hill Fastener, LLC."

Robert Hill remarked, "I have had nearly 40 years of experience working here and it has always been my business strategy that, at the right time, Hill Fastener would be turned over to a company like Tramec LLC. As promised, our employees will be retained and the business will remain in the community where my father started it in 1957. I am very gratified by what has occurred for Hill Fastener and its employees."

The Tramec LLC product portfolio services the heavy-duty tractor and trailer OEM and aftermarket businesses, as well as the industrial market. Tramec's product line of high caliber products engineered from years of expertise includes red nylon insert lock nuts, Uni-Torque® and Mac-Loc® products, the WhizLoc® serrated flange screw and bolt product line, and patented Crewson Brunner automatic brake adjusters, air brake and electrical components, assemblies and related accessories for the truck and trailer markets.

Tramec LLC is a business within the MacLean Investment Partners (MIP) portfolio owned by the MacLean family. This acquisition fits nicely with the long-range investment strategy to diversify manufacturing capabilities and customer base.

For more information, contact Gary E. Sullo at gsullo@tramec.com or 847-455-5920. Visit them online at www.tramec.com.



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DISTRIBUTOR NEWS

Captive Fastener Corporation now makes its new Self-Clinching Threaded Post Standoff.

Captive Series CFMS Standoffs provide a



permanently mounted fastener with a reusable threaded post to mount PC boards and electronic display assemblies in various applications.

The part is also useful in situations where the captivated standoffs assist in hanging an object prior to securing it in place with standard nuts and washers.

The unique part is available with common 6-32 inch or M3 metric threads in various lengths and made of heat-treated, zinc plated steel or passivated stainless steel. They can be installed into metal sheets as thin as .050 in. (1.27 mm) thick.

For complete information, contact us at Captive Fastener Corporation, 19 Thornton Road, Oakland, NJ 07436. Tel: 201-337-6800, Fax: 201-337-1012 or visit the website at www.captive-fastener.com.

THE BUSINESS EDGE 2.0 WITH BIN STOCKING SAVES TIME AND MONEY *continued from page 10*

The BUSINESS EDGE 2.0

with Bin Stocking

Confirming Email

Upon order submission, eMail confirmations are sent to the interested parties. The system also supports Consignment Inventory. Throughout the entire process, no one has to key in or write down a part number. The order is perfect because it is based on information that was provided by the system in the first place. The result is exceptional customer service and a huge reduction in work. The ultimate goal of the VMI system is to improve customer service, enhance customer loyalty and improve margins. The whole system is designed to be used by non-technical people so it is easy to implement.

MRO Option for Salespeople

Many times, customers are not interested in a full service formalized Bin Stocking program, but they are happy to have the salesperson take stock and place orders for them. Many MRO (Maintenance, Repair and Operations) customers fit this model. They don't have bins per se, but they tend to order many

of the same things and they want the Salesperson to determine their needs.

With the MRO Option in The BUSINESS EDGE 2.0, the salesperson can scan any label (whether or not it was created by the system) and create an order


from that input. Examples of labels that they might scan could be a UPC Code or a manufacturer label with a bar coded part number.

If there is no bar code at all, a part number can be keyed in. This type of order can be submitted to the office the same way as a traditional VMI order, but there may be more processing required researching the unknown bar codes. It still saves a huge amount of time and it improves accuracy dramatically.

Award Winning Software

Fastener Technology International recognized Paul DeFalco, Computer Insights, Inc. developer of The BUSINESS EDGE 2.0 VMI Mobile program in their sixth annual FTI Technical Achievement Awards, Class of 2011. They stated that, The work accomplished by DeFalco in the development of the VMI Mobile app has simplified the use of the TBE software product and made it more focused and effective.

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. 



DISTRIBUTOR NEWS

Recently North Texas has seen some important fastener industry growth with **AFT Fasteners** announcing expansion in its global sourcing department. This investment in specialized sales personnel, inventory control systems and new warehousing is how they accomplish their mission to make distributors and hardware end-users competitive in today's International Markets. ISO certified manufacturers in China, Taiwan, Europe, Malaysia and even Mexico make up the reliable sources that contribute to successful sourcing of reliable internationally produced fasteners and construction hardware.

AFT is dedicated to helping companies intimidated by global sourcing. Some best practices include removing any roadblocks, answering all questions and helping businesses get started sourcing their parts internationally. Whether a pallet, container or mill shipment is needed – there is a solution for your business.

Some advantages of sourcing your products internationally are:

- Skilled Labor - Foreign labor is cheaper and has become more skilled and reliable than in the past.
- Resources - Tap into less expensive global resources not found domestically or at domestic cost levels
- Suppliers - Entirely new competitive vendors and suppliers compete for your business at competitive rates to boost their economies.

Offering businesses free sourcing consultations is part of AFT's successful system in finding out if companies are ready for international sourcing success.

For more information, feel free to contact them at linkinfo@aft-corp.com, visit their new website www.aftfasteners.com, or call their dedicated sales personnel at 469-865-2800.



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DISTRIBUTOR NEWS

Captive Fastener Corporation announces its new Reel Mounted Spacers & Nuts.

New Captive Series CRM Reel Mount Spacers and threaded nuts



provide a low-installed-cost solution for surface mount hardware.

The fasteners are fed from the recyclable reel using "pick and place" equipment and oriented prior to the wave soldering operation.

The carbon steel fasteners have a coated electro-tin plating and are available in common inch and metric sizes. The automated installation of the surface mount fasteners results in minimal handling and damage to the PC Boards.

For complete information, contact us at Captive Fastener Corporation, 19 Thornton Road, Oakland, NJ 07436. Tel: 201-337-6800, Fax: 201-337-1012 or visit the website at www.captive-fastener.com.



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American Imperial Screw Corp, a family owned business since 1927, began with just a small manufacturing facility and now they have become a full service fastener company stocking over 500 million screws. American Imperial is focused on locating and stocking extremely hard to find fasteners. They often say, "We don't make it a guessing game!"

American Imperial Screw Corp is the favorite choice in the fastener industry with so many because they take pride in customer service and will find you a reasonable substitute to fit your needs.

They carry unusual sizes as Type B Tapping Screws, along with AB and A. Again priding themselves with the vast majority of these hard to find fastener products you need.

They have all Threads including 2-64, 3-56, 4-36, 4-48, 6-40, 8-36 & much more. Their customers are so delighted to find the following platings: Zinc, Zinc Yellow, Black Zinc, Black Oxide, Nickel and Brass plating, and Zinc Olive Drab right out of stock.

Recently, they have acquired very unusual stock; 6-32 to 1/4-20 Knurled Brass Thumb Screws plain and Nickel Plated. American Imperial prides itself in locating extremely hard to find products. They have new arrivals weekly.

American Imperial Screw Corp is offering 50% off factory pricing of their surplus stock of Richco Inc. parts, Topy Fasteners and Threaded studs. 

PREPARING THE WAREHOUSE FOR A NEW FRONTIER *continued from page 28*

wrong on the average (whatever that means in the real world). In a highly interactive and structured environment this is far too high. The real expectation is that there will be zero errors or omissions and this moves the accuracy level to 99.999% or better. Achieving this is not as simple, and with a tablet computer in the customer's hands it becomes vital.

Everything starts with instilling a sense of perfection in every individual and empowering them to become quality inspectors at every step of the process, from order entry through customer usage, not just receipt at the destination. Using real time tools means that one can establish reasonable limits and provide logical pathways for both information and activities. For example, a smaller customer might order 10,000 pieces of an SKU, but does this make sense when all their previous orders were for 100 pieces or less. Flagging this order entry is not difficult and asking for human intervention as verification is a reasonable way to deal with this new situation. In fact the verification call can be turned into a sales and customer relations

opportunity. Having done this, the transaction can be flagged for others down the line simply by putting the number or description into italics, or corrected before anything bad happens.

Without some notation every individual who is in contact with the order should be responsible for verifying that the quantity is accurate. How would they know this? In a manual system this would be strictly by "gut feel." But in an interactive system additional logic filters in the program might alert them to an unusual condition.

Similarly, a discrepancy between the shelf quantity and what the customer ordered should automatically trigger a review of both the inventory level and the validity of the specified quantity. In other words the picker should take another look at the shelf (immediately updating when necessary) with the program simultaneously contacting sales/marketing to check their accuracy. The implication is that there must be constant feedback between the warehouse and the office with the Warehouse Management System (WMS) acting as an "agent" of the customer.

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Flat, Button, Cap

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REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 *continued from page 14*

On February 7, 2011, Elgin Fastener Group LLC ("EFG") purchased Silo Fasteners Inc. Founded in 1990 and located in Kansas City, Missouri, Silo Fasteners manufactures externally-threaded fasteners for highway construction, concrete forms and the general distribution market. Following the transaction closing, the Silo Fasteners machinery and selected production personnel were relocated to EFG's Ohio Rod Products business unit in Versailles, Indiana. Ohio Rod Products manufactures longer-length (up to 96 inches), smaller-diameter (up to 5/8 inch) externally-threaded fasteners. The addition of Silo Fasteners expands EFG's presence in the construction marketplace. EFG is headquartered in Versailles, Indiana and is jointly-owned by GFI Energy Ventures LLC and Oaktree Capital Management LLC. **Purchase price: not available.**



On February 15, 2011, Ruia Group purchased Acument GmbH & Co. ("Acument"). from Acument Global Technologies Inc. Acument GmbH is the holding company for the automotive fastener manufacturing operations of Acument in Germany. Acument GmbH operations include four manufacturing plants (in Neuss, Beckingen, Neuwied and Schrozberg) and a logistics center in Cologne. Acument GmbH employs more than 1,300 people and generated net sales of approximately \$230 million in 2010. Acument GmbH supplies most of the major European automotive OEMs, including Volkswagen, BMW, Daimler, Ford, General Motors and MAN Group. The sale to Ruia Group is the culmination of a self-administered, pre-packaged restructuring plan (similar to a Chapter 11 bankruptcy) filed by Acument in August 2009 and supervised by the Insolvency Court in Düsseldorf, Germany. Ruia Group is a privately-owned, automotive and industrial conglomerate based in Calcutta, India. Upon completion of this transaction, the acquired operations were renamed Ruia Global Fasteners AG. With this divestiture, Acument has now exited fastener manufacturing in Europe. Acument is a portfolio company of Platinum Equity LLC, a Los Angeles-based private equity firm which acquired Acument in August 2006. **Purchase price: not available.**



On March 9, 2011, Alcoa Fastening Systems ("AFS") purchased McKechnie Fasteners from TransDigm Group Inc. (NYSE: TDG). McKechnie Fasteners is comprised of two companies: i) Valley-Todeco Inc. located in Sylmar, California; and ii) Linread Limited, with manufacturing plants in Leicester and Redditch in the United Kingdom. The two companies employ a total of 400 people and manufacture a broad range of high-strength, specialty-

alloy threaded fasteners and spherical, slotted-entry bearings for commercial, military and general aviation aircraft. In the 12 months ended Sept. 30, 2010, McKechnie Fasteners generated net sales of approximately \$65 million. McKechnie Fasteners was acquired by TransDigm Group in December 2010 as part of the purchase of McKechnie Aerospace Holdings Inc. ("McKechnie") from a private equity owner. With this sale, TransDigm Group divested 22% of the total net sales of McKechnie and recouped 19% of the total purchase price paid for McKechnie. **Purchase price: \$240 million.**



On April 5, 2011, Tramec LLC purchased Hill Fastener Corporation from the founding family. Founded in 1957 and located in Rock Falls, Illinois, Hill Fastener is a manufacturer of cold-headed, externally-threaded fasteners for the general industrial market. The company manufactures screws and bolts with a diameter range of 3/16 inch through 5/8 inch, including Hill Lock® self-locking screws, carriage bolts and hex flange screws. Tramec is a manufacturer and distributor of engineered fasteners for the general industrial market, along with a diverse range of brake components and assemblies for the heavy-duty tractor and trailer industry. Tramec is headquartered in Iola, Kansas and also has a manufacturing plant in Buffalo, New York. Tramec is a portfolio company of MacLean Investment Partners LLC, the private equity investment vehicle of the Barry MacLean family. Hill Fastener will continue to operate from its 48,000 square foot factory in Rock Falls and the business was renamed Tramec Hill Fastener LLC. **Purchase price: not available.**



On May 17, 2011, Porteous Fastener Company ("PFC") purchased the business assets of Heads & Threads International LLC. Heads & Threads is an importer and stocking master distributor of industrial fasteners and related assembly hardware with five distribution centers in: Chicago (headquarters); Sayreville, NJ; Atlanta; Dallas; and Los Angeles. The company was founded in 1953 and is one of the largest full-line fastener distributors in North America focused exclusively on supplying the distributor market. Heads & Threads was a portfolio company of Capital Partners Inc., a private equity firm located in Greenwich, CT. Capital Partners acquired Heads & Threads from Alleghany Corporation (NYSE: Y) in December 2004 for \$53.8 million. Following the transaction closing, the operations of Heads & Threads were consolidated into the existing operations of PFC, which has warehouses near each of the five Heads & Threads warehouses. Founded in 1966 and headquartered in Carson, California, PFC is the largest privately-owned importer and master distributor of fasteners in the United States. **Purchase price: not available**

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PREPARING THE WAREHOUSE FOR A NEW FRONTIER *continued from page 164*

Trying to accomplish this without an accurate warehouse numbering (location) and inventory (quantity) system is an exercise in futility. There is no way of achieving a high accuracy level externally without a super reliable system internally. Bar code or Voice based stocking and picking systems are easy to install and in fact there are iPhone applications that can read bar code information, double check accuracy and prompt the worker to perform the correct action. This can be as simple as a paper based system that verifies bar codes on the document against identical codes on the product and/or shelf.

Taking this a step further requires a portable reader/terminal to enable the warehouse personal to verify the inventory levels with each operation as they are directed through the warehouse. While this may sound cumbersome, the practice would be quite simple if the check counts are made when the shelf level is low in terms of cartons and pieces. Asking a stocker to count any shelf with less than a specific inventory level takes statistical sampling well beyond the normal random sampling of "X" locations per day and insures that items with low inventory levels are regularly sampled. Temper this technique with time constraints, verify no more than

once a day or week to eliminate redundancies, and the accuracy will be well beyond even the best cycle counting technique.

How would this work in everyday practice?

Consider the receiving operation. Any verification on the dock must be accomplished by personnel who are "blind" to the outcome. Counting against a published, known quantity should be eliminated whenever practical. Think of this in terms of a receiver who counts the cartons against the trucker's bill of lading. While both the driver and the receiver are comparing figures this is done against the quantity on the documentation which could very well be wrong. One of the two should be doing their job independently to insure greater accuracy, and probably this won't be the driver. Teaching the dock personnel to count first; look at the paper work second; then tell the driver the result is a simple technique that can be reiterated when they enter any information into the system.

This does not necessarily insure the accuracy of what the vendor shipped, but it does set the stage for greater care in the check in process, and the likelihood of catching a vendor error at the earliest possible time.

Memo to Purchasing

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304

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316L

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317L

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501

17-4 PH

Alloy 20

Nitronic 60

AL6XN

904L

254 SMO

2205

304 SH

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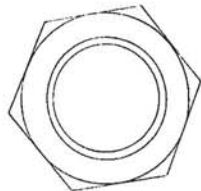
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NORTH COAST FASTENER ASSOCIATION

THE NCFA WELCOMES "MAGNET"


by Marty Nolan, NCFA Trustee

On Thursday, February 9, the NCFA hosted speakers from a MAGNET (Manufacturing Advocacy & Growth Network). MAGNET, located in Cleveland, Ohio, exists solely to help manufacturing companies in Northern Ohio become more competitive and grow. MAGNET provides a variety of services directly to manufacturers and also serves as the workforce intermediary connecting companies with the resources they need to accomplish their business goals. The presentation included an overview of the status of manufacturing nationally as well as in Ohio and Northeast Ohio, in particular. The speakers also discussed some of the challenges faced by local manufacturers and they discussed some of the specific solutions that MAGNET has developed to assist specific companies in the region.

The meeting was well attended by a mixture of manufacturing companies and distributors. Larry Kelly of

Buckeye Fasteners commented. "Some of the manufacturing concerns they discussed are similar to challenges we face at Ohio Nut & Bolt. It is always good to get the perspective of people from an organization that works with other manufacturers."

Don Shan of Solution Industries added, "While this was a meeting that might be more geared towards the manufacturing members of the NCFA, anything that helps increase local manufacturing is good for anybody in the fastener industry".

The NCFA strives to find meeting topics that are relative to today's business world. We offer a variety of events to our members. If you are interested in joining the NCFA or looking for additional information on the association, please take a moment to visit our website at www.ncfaonline.com or contact our call our office at 440-975-9503. 

REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 *continued from page 166*

On June 15, 2011, Genstar Capital LLC purchased MW Industries Inc. from Brockway Moran & Partners Inc. MW Industries is a leading 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 thirteen operating units located in nine states across the United States. MW Industries manufactures more than 40,000 products for end-user industries such as electronics, medical, automotive, military & aerospace, energy, agriculture, heavy truck and high-end motor sports. The company services its broad customer base through both direct sales efforts and catalog operations. MW Industries was acquired by Brockway Moran and CITIC Capital Partners (both are private equity firms) in November 2006. Genstar Capital is a San Francisco-based private equity firm with more than \$3 billion of committed capital under management. **Purchase price: not available.**



On July 6, 2011, Facil & Cie G.C.V. ("Facil") purchased Flexalloy Inc. from Acument Global Technologies Inc. Flexalloy is a distributor of fasteners and related assembly hardware, providing value-added supply chain management services to manufacturing OEMs. The company was founded in 1967 and is headquartered in Twinsburg, Ohio (outside Cleveland). Flexalloy focuses primarily on supplying the North American automotive and truck markets and its largest customer is Daimler Trucks of North America. The company operates four full-service distribution facilities in the United States and Mexico. Facil, headquartered in Genk, Belgium, is a full-service distributor of fasteners and assembly hardware. Facil was established in 1999 as a strategic alliance between Germany-based KAMAX-Werke Rudolf Kellermann GmbH & Co. and France-based A. Raymond & Cie. KAMAX is a leading manufacturer of bolts and screws for the automotive market. A. Raymond is a leading manufacturer of metal and plastic clip fasteners for the automotive market. **Purchase price: not available.**



On July 12, 2011, Harbour Group purchased Lindstrom Metric LLC from Norwest Equity Partners ("NEP"). Lindstrom Metric is a leading importer and stocking master distributor of metric fasteners, supplying the North American distributor market. The company is head-quartered in Blaine, Minnesota and operates three stocking warehouses in: Greer, South Carolina, Elgin, Illinois and Beacon, New York.

Lindstrom Metric also manufactures large diameter (M20 and up) hex head and socket head cap screws and double-end studs at its Mega Metric division located in Greer, SC. NEP, a Minneapolis-based private equity firm, purchased a majority ownership interest in Lindstrom Metric from the founder, Virg Lindstrom, in March 2006. Harbour Group is a St. Louis-based private equity firm that invests in middle-market US companies. Mr. Lindstrom and his management team will continue to own a significant equity stake in Lindstrom Metric. **Purchase price: not available.**



On July 29, 2011, Exponent Private Equity LLP purchased the Pattonair division of Umeco plc (London Stock Exchange: UMC). Pattonair is a global distributor of fasteners and related hardware to the aerospace market. The company has more than 1,000 customers and provides logistics and supply chain management services to virtually all segments of the aerospace and defense industries. Pattonair is headquartered in Derby, United Kingdom and operates a total of 16 distribution and sales offices around the world - 8 in Europe, 6 in North America and 2 in Asia. The company employs more than 770 people located in 10 countries. For the fiscal year ended March 31, 2011, Pattonair generated net sales of £252.5 million and EBITDA of £15.8 million. Exponent Private Equity is a London-based private equity firm with £1.2 billion under management. Exponent invests exclusively in companies headquartered in the United Kingdom. **Purchase price: £145.8 million (with £8.0 million paid in equal installments over four years).**



On July 31, 2011, Lone Star Products Group ("Lone Star") purchased Energy Hardware Holdings LLC. Energy Hardware is a value-added distributor of fasteners, gaskets, seals and related assembly hardware, which focuses on supplying the power generation, oil & gas, construction and high-end industrial markets. Founded in 2001 and based in Greer, South Carolina, the company also operates a full-service branch warehouse in Pensacola, Florida and four customer-specific stocking centers in California, France, Hungary and China. Lone Star is a global manufacturer of high-performance fasteners, gaskets and flow-control components headquartered in Wolverhampton, United Kingdom. Lone Star owns manufacturing and distribution operations across Europe, North America, the Middle East and Asia. The company supplies a diverse range of critical-application components to the oil & gas, petrochemical, power generation and high-end industrial markets. Lone Star is a portfolio company of AEA Investors LP, a New York, NY-based private equity firm. **Purchase price: not available.**

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ACROSS

1. Hex head ___ screws
4. Screw-and-washer assemblies
8. Surface defect ___ up; misbehaves
15. Actress Teri ___
16. Hertz rival
17. Age for Mickey Rooney in 2011
19. Rods with two types of thread
22. Fastener with a built-in washer
23. Ring king, once
24. Part of the foot
25. Aspirins, e.g.
27. ___ big deal; doesn't matter much
28. Did the jitterbug
30. Legit; authentic
33. Baseball's Mel
35. Actress ___ Ward
36. Fasteners with oblique angles
42. Singer ___ James
44. Constipation remedy
45. Instructor
47. Czech or Croat
50. TV's "Hee ___"
52. Cold cubes
54. Gas station chain
55. Accept one's pension
57. Shade tree
60. Ms. Gardner
61. Sandbars
62. Win by ___; squeeze out a victory
63. Shoe sole ridges
65. Underhanded
67. Nunn or Elliott
68. Large flat fasteners
72. Possesses
75. Actress Jillian
76. Overlaid with a thin gold coat
77. On ___; having continued success
79. Cartoon ghost
84. Do drugs
86. Near the ground
87. Fit to be eaten
88. "___ Irish Rose"
89. Dined
90. Actor Mineo
92. Nut surface's shallow pocket
93. Master again
95. Emitted an electric curve

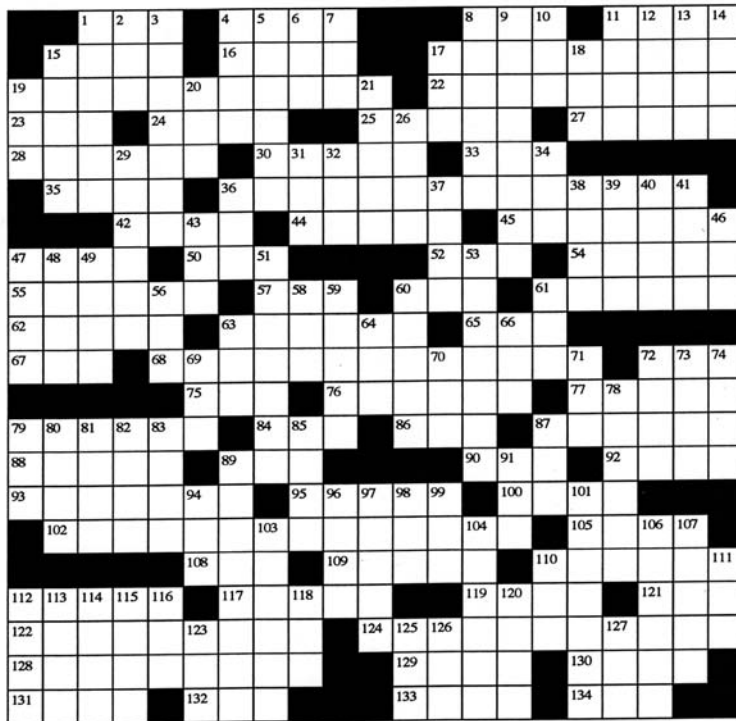
100. Delight
102. Heavy-duty fastener
105. Ticket's end
108. Matterhorn, for one
109. Strong rope, often made of wire
110. "Let ___"; song usually heard in December
112. Book of maps
117. ___ Park, Colorado
119. Projecting, domed part of a cathedral
121. W's partners on a weather vane
122. Common, sharp-pointed fastener
124. Thick, six-sided screw clincher
128. "___ Kill!"; 007 movie
129. Christmas carol
130. Farrow and Kirshner
131. ___ gin; berry-flavored liqueur
132. Dog tags, for short
133. Otherwise
134. Drink slowly

DOWN

1. Wolf or collie
2. So. Amer. nation
3. Cake recipe verb

4. "Kemo ___"; Tonto's line
5. Develop
6. Wire measure
7. Concorde, for short
8. Head cushion
9. ___ of confusion; bewildered
10. Cube root of 1000
11. Positive votes
12. Hartford's state: abbr.
13. Often-pronged, flanged fastener
14. ___ good example; be a role model
15. Celebrations
17. Raiders' league: abbr.
18. ___ Friday's; restaurant chain
19. ___ nothing to do with; shunned
20. Ruby or scarlet
21. ___ the beans; tattle
26. Creative thought
29. ___ pin
31. "___ Maria"
32. Law, in Latin
34. Mao ___-tung
36. Sheep's cry
37. 514, in old Rome
38. Chopped meat dish
39. Resound
40. Actress ___ Perlman
41. Peddle
43. Definite article
46. Initials for author Stevenson
47. Married women in Mexico: abbr.
48. Singer ___ Horne
49. Tiny particle
51. Screw mate that gets fused to another piece
53. Nut dish favorites
56. Football official, for short
58. Marvin or Iacocca
59. Bart Simpson's mom
60. ___ get out; to the utmost
61. Neighbor of Israel: abbr.
63. Wolf Blitzer's network
64. Prefix before light
66. Went before others
69. Listener's need
70. Justice O'Connor's monogram
71. Depressed
72. Tramp
73. "___ want for Christmas is my two front teeth..."
74. Toboggan
78. Headed bolts
79. Aries or Taurus
80. Vigoda and Lincoln

81. Sandy residue
82. Look long & hard
83. Jacob's twin
85. Burn
87. Building wing
89. Horned, as a moose
91. Insurance co. rep.
94. TV brand
96. Marathon
97. Conflict
98. Flow back
99. 100 cts.
101. Respects highly
103. Rattles
104. Departs
106. Prepares to take off a jacket
107. Employee's extra sum
110. Suffix for self or fool
111. Damp
112. Hole-making tools
113. Work hard
114. Crazy
115. "Zip___-Doo-Dah"
116. Personal 9-digit no.
118. ___-faced; phony
120. Ernie or Gomer
123. TV crime series
125. 90° from NNW
126. Large Internet serv. provider
127. Clock numeral



Solution
 on
 Page 230

FASTENER CROSSWORD PUZZLE

REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 | continued from page 170



On August 2, 2011, Nord-Lock International AB purchased Superbolt Inc. and P&S Vorspannsysteme AG. Superbolt designs and manufactures a range of proprietary multi-jack tensioners, expansion bolts and torque bolts used in safety-critical applications typically involving high-pressure and/or high-vibration environments. End-user industries utilizing Superbolt products include: oil & gas, petrochemical, power generation, mining, shipbuilding and heavy equipment. Founded in 1984, Superbolt is located near Pittsburgh, Pennsylvania and employs approximately 85 people. P&S Vorspannsysteme (in English, "P&S Tensioning Systems") is the European sales and marketing company for Superbolt products. P&S focuses exclusively on the Superbolt product range and is based in St. Gallenkappel, Switzerland. Headquartered in Mattmar, Sweden, Nord-Lock International is a niche manufacturer of proprietary lock washers and locknuts.

Purchase price: not available.



On August 9, 2011, Performance Fasteners Limited purchased the Hydro Stainless Fasteners division of RPS Engineering Limited. Hydro Stainless Fasteners ("HSF") is a small-batch manufacturer of precision-machined, externally-threaded fasteners and related components produced from stainless steel and other exotic metals. Following the transaction closing, the machinery and select staff of HSF were relocated from Birmingham to the Performance Fasteners factory in West Bromwich, United Kingdom. Performance Fasteners manufactures and distributes socket screws, specialty fasteners and made-to-print machined parts using cold-heading, hot-forging and bar-turning production. The company supplies a broad range of high-end industrial customers in the UK and European markets. **Purchase price: not available.**



On August 17, 2011, Schüring & Andreas Groupe purchased Max Mothes GmbH & Co. KG from the founding family. Max Mothes is a value-added distributor of fasteners and related assembly hardware serving the European marketplace. Founded in 1918 and based in Düsseldorf, Germany, Max Mothes also manufactures standard and specialty fasteners at its ultra-modern warehouse / factory in nearby Neuss (outside Düsseldorf). The company employs 230 people and generated net sales of approximately EUR42 million in 2010. Max Mothes filed for bankruptcy in early 2011 and was sold via a competitive bidding process

conducted by a German insolvency administrator. Schüring & Andreas is a Berlin-based investment partnership that specializes in distressed companies and turn-around situations. Schüring & Andreas invests for the long-term in German manufacturing companies and the partners typically become actively involved in the management of portfolio companies. **Purchase price: not available.**



On August 26, 2011, Greenbriar Equity Group LLC purchased the Aerospace Hardware division of Anixter International Inc. (NYSE: AXE). Upon completion of this transaction, Anixter's Aerospace Hardware division was renamed Align Aerospace. Align Aerospace is a global distributor of fasteners and related hardware to the aerospace market. The company has more than 1,100 customers and provides logistics and supply chain management services to virtually all segments of the aerospace and defense industries. Align Aerospace is headquartered in Chatsworth, California and also maintains full-service warehouses in: Arlington, Texas; Collegien, France (outside Paris); and Boucherville, Canada (near Montreal). The company employs approximately 325 people worldwide. In the 1st half of 2011, Align Aerospace generated net sales of \$94.1 million and EBITDA of \$12.0 million. Greenbriar Equity Group is a Rye, NY-based private equity firm with \$1.5 billion of committed capital. Greenbriar invests exclusively in the global transportation industry, including aerospace and defense companies. **Purchase price: \$185 million (\$155 million cash and a \$30 million earn-out).**



On August 29, 2011, Audax Group purchased Elgin Fastener Group LLC ("EFG") from a fund which is jointly managed by GFI Energy Ventures LLC and Oaktree Capital Management LLC. Elgin Fastener Group manufactures a diverse range of cold-headed, externally-threaded, specialty and semi-standard fasteners. The company is comprised of three principal business units: Ohio Rod Products in Versailles, Indiana; Leland Powell Fasteners in Martin, Tennessee; and Chandler Products in Cleveland, Ohio. Each EFG business unit produces a distinctly different product range for separate industrial applications and end-user markets. GFI Energy Ventures and Oaktree Capital acquired EFG in March 2007 when they purchased Elgin National Industries Inc. Audax Group, founded in 1999, is a Boston-based private equity firm with more than \$4.8 billion of capital under management. **Purchase price: not available.**



Telefast Industries Inc

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TELEFAST INDUSTRIES' OLDEST EMPLOYEE TURNED 20 ON 02/29/12!



On 2/29/2012 Telefast Industries' oldest employee, Chairman George Wasmer turned 20 years old. He was born February 29th, 1932 in Cleveland, Ohio. George's tenure in the fastener industry has spanned seven decades. His career began at Lake Erie Screw Corporation where he served as President from 1972 to 1996 and Chairman from 1996 to 2000.

His expertise and leadership established Lake Erie Screw as a leader among domestic fastener manufacturers. His dedication to quality, service and innovative approaches to the industry resulted in his election as a board member to the Industrial Fastener Institute in 1988, becoming Chairman of the group in 1990.

Recognized nationwide for his leadership in the industry, Wasmer was appointed to the U.S. Commerce Department Fastener Advisory Committee from 1991-1999. His service there was instrumental in focusing attention on the safety issue of counterfeit fasteners in the industry. In 1988 Wasmer was inducted into the National Industrial Fastener Hall of Fame.

George's continued industry involvement in recent years includes serving as President of Parts Associates from 2003 to 2004 and its Chairman from 2004 to 2009. In 2004 he became Chairman of Ottawa Products and he joined Telefast Industries in 2007 as its Chairman.

A St. Ignatius graduate, Wasmer served in the United States Coast Guard before continuing his education at John Carroll University. Always strongly dedicated to his community, Wasmer has served on numerous boards including St. Ignatius High School, Catholic Community Foundation, Magnificat High School, Cleveland Central Catholic High School and Ursuline College. George has even turned his lifelong love of horseback riding into a service opportunity. Since 1999 he has volunteered with two different equestrian therapeutic riding groups bringing joy to many youngsters.

George has been married to Mary Lu Schwind for over 56 years and their lives have been blessed with five children and seven grandchildren. ◻

Happy 80th Birthday George Wasmer!

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DISTRIBUTOR NEWS

Quantum Storage Systems, the Nation's leading manufacturer and supplier of bins, bin storage systems and wire shelving, is pleased to announce the opening of its second largest U.S. wire shelving and carts distribution center.

Ideally located in Philadelphia, the new center will allow Quantum to better serve its Northeast distributors by

providing considerable freight savings along with the support of a new regional sales manager, in conjunction with Quantum's independent representatives in the area. In addition to Philadelphia, Quantum also ships from Miami, Chicago, and Los Angeles.



Adding to its already extensive product portfolio, **Quantum Storage Systems** now provides the industry's largest selection of environmentally friendly bins, manufactured from recycled, 100% post consumer, high density polypropylene. The bins are available in many sizes and styles, and have all the features of Quantum's current standard bins, at a more economical price. Available in black, the bins are manufactured in the U.S.A. and are in stock for immediate shipping from the company's nationwide distribution centers.

Quantum Storage Systems is the single-source solution provider for your sorting, organizing, and transporting needs. It provides its customers with many top-quality products at great prices with quick delivery. All products are sold through a nationwide network of distributors.

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WOMEN IN THE FASTENER INDUSTRY

WIFI ANNOUNCES NEW BOARD MEMBERS AND EXECUTIVE OFFICERS




The Advisory Board of Women in the Fastener Industry (WIFI) appointed new board members recently as the organization continues to expand and attract highly qualified individuals who will bring invaluable experience to the group and its members. Following the charter of the board, WIFI also appointed executive officers and chairs of the WIFI committees that work to further the goals of the organization.

The new board members are: Mary "Lou" Aderman, The Aderman Co.; Pam Berry, Advance Components; Joane Bialas, International Fasteners; Ruth Dowling, Jinding Fasteners; Julee Kerivan Mortenson, Lucky 13 Fasteners; Beth Van Zandt, Timberline Fasteners; Cris Young, Hudson Fasteners; and Sandy Wilson, Spaenaur Co.

Executive officers are: President, Mary "Lou" Aderman; Vice President, Pam Berry; Vice President Cris Young; Secretary, Ruth Dowling; and Treasurer, Suzy Cravens.

WIFI committees and chairs are: Scholarship, Sandy Wilson; By-laws, Joane Bialas; Membership, Ruth Dowling; Mentor Program, Mary "Lou" Aderman; Communications, Pam Berry and Cris Young; and the Ambassador Program, Beth Van Zandt.

"I am excited about the mix of members on the board and committees," said Mary "Lou" Aderman. "Their expertise, enthusiasm and passion will undoubtedly inspire and motivate our members as WIFI continues to grow in size and mission."

Women In the Fastener Industry (WIFI) is a network of women dedicated to supporting women in the fastener industry. WIFI's mission is to provide opportunities for women in the fastener industry, at all levels of experience, to unite in order to educate, mentor and encourage one another, for the express purpose of advancing women in the fastener industry. 

REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 *continued from page 172*

On August 31, 2011, W.W. Grainger Inc. (NYSE: GWW) purchased Fabory Group from HgCapital. Fabory Group is a distributor of fasteners and related MRO products with operations in 14 countries throughout Europe. Fabory Group is headquartered in Tilburg, the Netherlands and generated net sales of approximately EUR211 million (US\$295 million) in 2010. The company is projecting 2011 net sales of EUR250 million (US\$350 million). W.W. Grainger is one of North America's largest sellers of MRO products with 2010 net sales of \$7.2 billion. This acquisition significantly enhances Grainger's presence across Europe - Fabory Group has 120 locations and more than 1,600 employees. Grainger intends for Fabory Group to continue as a separate business unit, maintaining the Fabory name and brand. Fabory Group was acquired by HgCapital, a London-based private equity firm, in September 2007 for EUR345 million (US\$485 million). **Purchase price: EUR242 million (US\$346 million).**



On September 1, 2011, Gladstone Investment Corporation (Nasdaq: GAIN) partnered with senior management to purchase SBS Industries Inc. SBS Industries is a manufacturer and distributor of specialty fasteners and screw machine parts. The company was founded in 1975 and is located in Tulsa, Oklahoma. Gladstone Investment is a buy-out fund that purchases small to mid-sized US companies in partnership with the existing management of those businesses. Gladstone Investment typically provides full financing for its acquisitions in the form of senior debt, subordinated debt, preferred stock and/or common equity. For a controlling interest in SBS Industries, Gladstone Investment invested a total of \$13.8 million via a combination of senior debt (\$11.6 million), preferred stock (\$2.0 million) and common stock (\$0.2 million). **Purchase price: not available.**



On September 6, 2011, Filtrona plc (London Stock Exchange: FLTR) purchased Reid Supply Company from the founding family. Reid Supply is a distributor of mechanical components and industrial supplies sold via a 900+ page catalog. The company's major product categories include: handles, knobs & levers; clamps & workholding devices; fasteners & assembly hardware; metalworking tools; bearings & power transmission components; and pneumatic & hydraulic components. Reid Supply was founded in 1948 and is based in Muskegon, Michigan. Filtrona, headquartered in Milton Keynes, United Kingdom, is a leading international supplier of specialty plastic and

fiber products with four operating divisions: Protection & Finishing Products; Porous Technologies; Coated & Security Products; and Filter Products. Filtrona operates a global network of 29 manufacturing facilities with 3,400 employees worldwide. Reid Supply is highly-complementary with Filtrona's Protection & Finishing Products division. **Purchase price: \$32 million (\$30 million cash and a \$2 million earn-out).**



On September 19, 2011, Acklands-Grainger Inc. purchased Fercomat Inc. Fercomat is a distributor of fasteners, tools, industrial hardware and general industrial supplies. The company operates from a single location in Baie-Comeau, Quebec (northeast of Quebec City) and supplies MRO and OEM customers in the surrounding area. Founded in 1957, Fercomat employs 12 people and is expected to generate net sales of approximately \$3 million in 2012. Acklands-Grainger is Canada's largest distributor of industrial, safety and fastener products, with 175 branches and six distribution centers spread across the country. Acklands-Grainger is a wholly-owned subsidiary of W.W. Grainger Inc. (NYSE: GWW). **Purchase price: not available.**



On October 3, 2011, TFC Europe Limited purchased Specialised Fastener Products Limited ("SFP") from the founding family. SFP is a stocking distributor specializing in sheet metal fasteners, electronic hardware and threaded inserts. Founded in 1989 and located in Colchester, United Kingdom, SFP supplies standard and brand name fasteners to the European industrial marketplace. TFC Europe is a stocking distributor of fasteners and industrial supplies, which also provides vendor managed inventory (VMI) services to its OEM and MRO customer base. TFC Europe has distribution centers in the UK, Germany and France and approximately 45% of net sales are generated outside the UK. TFC Europe is a portfolio company of Foresight Group LLP, a private equity firm headquartered in Sevenoaks, United Kingdom with more than £400 million under management. **Purchase price: not available.**



On October 4, 2011, Precision Castparts Corp. (NYSE: PCC) purchased PB Fasteners from the founding family. PB Fasteners manufactures a broad range of bolts, screws, nuts and pins for the aerospace market. The company produces industry standard parts and aerospace OEM standard parts (for Boeing, Lockheed Martin, Northrop Grumman and numerous others), along with specials and proprietary parts. Specializing in

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NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

NEFDA HOLDS SEMINAR ON “RESHORING” ON JANUARY 12, 2012 *by Joe Soja*

The fastener industry was one of the first industries to outsource many of its products especially those considered to be commodities. Everyone was doing it and it became a herd mentality. Consequently, manufactures of fasteners who could not compete either outsourced themselves or closed their doors.

Today things are different; the wage gap with Japan and China continues to shrink. The labor cost gap will be largely overcome by the incremental costs associated with offshoring.

Harry Moser, President Reshoring Initiative, was invited to speak to NEFDA members to advise them on how to make better sourcing decisions. Prior to Harry's visit to Sturbridge, MA he was summoned to the White House to meet with President Obama and his economic council headed by Jeff Emmelt, Chairman of General Electric. The President was so impressed with Harry's presentation he adopted the initiative of bringing back manufacturing to the United States and talked about it in his State of The Union Speech. Jeff Emmelt has directed his staff to study Harry's power point presentation.

It seems many companies had offshored more than what was in their company's self interest. A survey conducted by Archstone Consulting in 2009 showed that 60 % of manufacturers ignored the 20% plus cost of offshoring.


Harry went on to discuss in detail the total cost of

ownership and making a compelling case for each company to revisit their outsourcing program and see if it is still achieving the original goals and profit margins. Reshoring Initiative has agreed to provide a free Total Cost Estimator software to compare the cost of offshoring and domestic sourcing. If you would like a copy of the power point and Total Cost Estimator email Harry Moser at harry.moser@comcast.net. You can also call him at 847-813-2223.

NEFDA News & Calendar

NEFDA has moved its Table Top Show date up in 2013 from September to April 30th to distance itself from the National Fastener Show which moved its show into October only a few weeks from NEFDA's show formerly in September. NEFDA is planning another general session at the show and focus on a topic that is important to the fastener industry. We have invited NFDA members to join us and experience New England hospitality, culture and history. Hold the date April 30, 2013!

April 2012 (TBD) – Annual Meeting & Mobile Technology Seminar – Sturbridge Host Hotel & Conference Center, Sturbridge, MA

June 5, 2012 – Scholarship Golf Outing – Oak Ridge Golf Course, Feeding Hills, MA 

NEFDA “RESHORING” SEMINAR JANUARY 12, 2012





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REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 *continued from page 176*

fasteners for airframe applications, PB Fasteners' in-house developed SLEEVbolt® fastening system is critical for mitigating the impact of lightning strikes on composite body aircraft, including the Boeing 787 and numerous military aircraft. PB Fasteners was founded in 1967 and is located in Gardena, California. Precision Castparts is a global manufacturer of complex, highly-engineered metal components for the aerospace, power generation and general industrial markets. The Fastener Products division of Precision Castparts generated net sales of \$763 million in the six months ended October 2, 2011. **Purchase price: not available.**



On October 10, 2011, DXP Enterprises Inc. (Nasdaq: DXPE) purchased Kenneth Crosby. Kenneth Crosby is a value-added distributor of MRO supplies, including cutting tools, abrasives, fasteners, hand tools, tooling components, lubricants and gauges. The company is based in Rochester, New York and maintains four branches in: Syracuse, NY; Falconer, NY; Corning, NY; and Hopkinton, Massachusetts. Kenneth Crosby was founded in 1946 and employs 56 people. For the 12 months ended July 31, 2011, Kenneth Crosby generated net sales of \$49 million and adjusted EBITDA (before non-recurring items) of \$3 million. DXP Enterprises is a value-added distributor of industrial supplies to both MRO and OEM customers. Through its Innovative Pumping Solutions division, the company stocks and services industrial pumps and designs and fabricates pumping systems. DXP Enterprises also owns Vertex Distribution, an importer of stainless steel fasteners supplying the North American distributor market. DXP Enterprises is headquartered in Houston, Texas and generated net sales of \$656 million in 2010. **Purchase price: not available.**



On October 12, 2011, MW Industries Inc. purchased Economy Spring & Stamping Company from the founder. Economy Spring is a manufacturer of specialty springs, wire forms and metal stampings used by a diverse range of end-user industries including medical, electronics and aerospace. For the medical industry, the company's products are used in applications such as medical equipment, implantable components, laboratory hardware and general surgical devices. Founded in 1973, Economy Spring employs more than 90 people at its 85,000 square foot manufacturing facility in Southington, Connecticut. MW Industries is a manufacturer and distributor of highly-engineered springs, specialty fasteners, machined components, precision stampings

and custom wire forms. The company operates thirteen manufacturing business units which employ approximately 900 people. MW Industries is headquartered in Logansport, Indiana and is a portfolio company of Genstar Capital LLC. **Purchase price: not available.**



On October 27, 2011, Würth Group of North America Inc. ("Würth Group") purchased Cardinal Fastener & Specialty Co. Inc. Cardinal Fastener specializes in the manufacture of large diameter, hot-forged bolts for the North American oil & gas, heavy construction, wind power and general industrial markets. Founded in 1983 and located in Cleveland, Ohio, Cardinal Fastener filed for Chapter 11 bankruptcy on June 30, 2011. In accordance with bankruptcy procedures, Würth Group submitted a "Stalking-Horse Bid" for Cardinal Fastener, which was approved on October 17, 2011. There were no competing bids received at the subsequent auction (conducted by the bankruptcy court) and Würth Group's Stalking-Horse Bid was accepted without objections. Würth Group is a global manufacturer and distributor of fasteners and assembly components, with annual net sales of more than \$12 billion. Headquartered in Künzelsau, Germany, Würth Group is comprised of more than 410 companies located in 84 countries worldwide. Cardinal Fastener is highly complementary to Würth Group's Dokka Fasteners Inc. business unit located in Auburn Hills, Michigan. **Purchase price: \$3.9 million.**



On November 14, 2011, Field Fastener Supply Company purchased Fastening Solutions LLC, a wholly-owned subsidiary of Duncan Bolt Company Inc. Fastening Solutions was formed in 2008 to provide vendor managed inventory (VMI) services to the existing customer base of Duncan Bolt. Based in Phoenix, Arizona, Fastening Solutions supplies customers with a wide range of "Class C" components outside the typical fastener range and will add more than 30 new suppliers to the Field Fastener vendor base. Field Fastener is a full-service distributor of fasteners and related assembly hardware, providing logistics and supply chain management services to more than 900 customers worldwide. Field Fastener was founded in 1976 and is located in Machesney Park, Illinois (outside Rockford). Following the transaction closing, the warehouse operations of Fastening Solutions were consolidated into Field Fastener's newly-expanded (by 43,000 square feet) Illinois warehouse and most of the Fastening Solutions employees were retained. **Purchase price: not available.**

DISTRIBUTOR NEWS

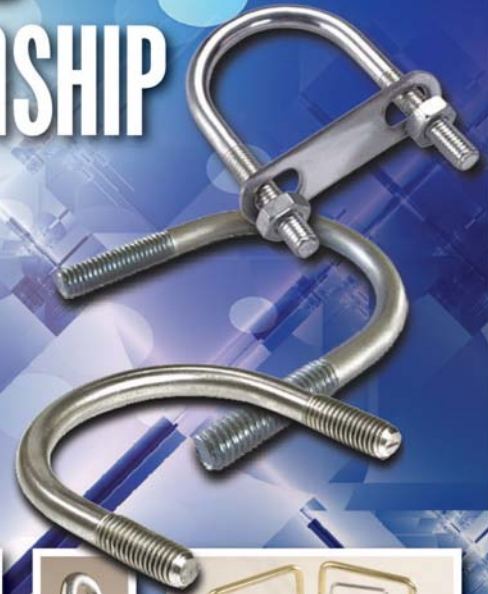
Modern Plating Corporation is pleased to announce that it has changed the name of Superior Coatings & Finishes in Elizabethtown, KY to Modern Plating Coatings & Finishes.

The Company said that the name change is designed to tie the two companies more closely together and to take advantage of the varied capabilities offered by both companies. Modern Plating acquired the former Superior Coatings & Finishes in 2006.

Modern Plating Coatings & Finishes provides zinc plating using both barrel and rack lines. The company is also a licensed applicator of the Doerken line of high performance coatings as well as Geomet® zinc rich coatings. The company specializes in zinc plating small metal components such as fasteners and stampings using its state of the art barrel plating lines. Complex shapes, larger stampings and other larger metal components with deep draws are processed on the company's rack line which features alkaline zinc chemistry.

For information, contact Modern Plating Corp at South Hancock Avenue, PO Box 838, Freeport IL 61032. Tel: 815-235-3111, Fax: 815-235-4571 or on the internet at www.modernplating.com.

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OBITUARY



Donald Wooldridge, President And CEO of Batching Systems Passed Away February 20, 2012 at Calvert Memorial Hospital in Prince Frederick, MD,

Don was a businessman and entrepreneur, and held more than dozen patented designs. Along with his wife he co-founded Batching Systems, Inc. an automation machinery manufacturing company that he began as a home based business that has expanded to its current location in Calvert Industrial Park in Barstow, MD.

REVIEW OF THE FASTENER COMPANY ACQUISITIONS COMPLETED IN 2011 *continued from page 180*

On November 16, 2011, Elgin Fastener Group LLC ("EFG") purchased Landreth Fastener Corporation from the founder. Landreth Fastener is a manufacturer of solid & semi-tubular rivets, externally-threaded fasteners and cold-headed specialty parts. Founded in 1962 and located in Houston, Texas, Landreth Fastener supplies a diverse customer base including automotive, appliance, furniture and petrochemical-related companies. Elgin Fastener Group manufactures a diverse range of cold-headed, externally-threaded, specialty and semi-standard fasteners. EFG is comprised of three principal business units: Ohio Rod Products in Versailles, Indiana; Leland Powell Fasteners in Martin, Tennessee; and Chandler Products in Cleveland, Ohio. Each EFG business unit produces a distinctly different product range for separate industrial applications and end-user markets. Following the transaction closing, the operations of Landreth Fastener were consolidated into EFG's Leland Powell Fasteners business unit in Martin, Tennessee. **Purchase price: not available.**



On December 14, 2011, Trifast plc (London Stock Exchange: TRI) purchased Power Steel and Electro-plating Works Sdn. Bhd. ("PSEP") from its founder. PSEP was founded in 1973 and is located in Shah Alam, Malaysia (outside Kuala Lumpur). PSEP is a manufacturer of cold-headed fasteners and related components principally for the automotive, motorcycle and compressor industries in Malaysia and South East Asia. The company employs 170 people and operates from two factories with combined floor space of 18,210 square meters. PSEP's customer base consists of approximately 60 active customer accounts, with the top ten customers accounting for approximately 80% of total net sales and the largest customer (a Malaysian automotive manufacturer) accounting for 35% of total net sales. For the fiscal year ending August 31, 2011, PSEP generated net sales of £12.8 million and EBIT of £2.4 million. Trifast is a global manufacturer and distributor of industrial fasteners and a provider of vendor managed inventory (VMI) services, primarily to OEM customers. Trifast operates 20 distribution centers (13 in Europe, 5 in Asia and 2 in the United States) and 5 manufacturing facilities (1 in the UK, 2 in Taiwan, 1 in Singapore and 1 in Malaysia). For the fiscal year ending March 31, 2011, Trifast generated net sales of £106.1 million and EBIT of £3.1 million. **Purchase price: £15.0 million.**



On December 22, 2011, Filtrona plc (London Stock Exchange: FLTR) purchased Richco Inc. from the founding family. Richco is a designer, manufacturer and distributor of engineered plastic fasteners, circuit board hardware, wire routing products, cable ties and a diverse range of specialty assembly hardware (all from plastic). The Company was founded in 1954 and is headquartered in Morton Grove, Illinois. Richco operates four manufacturing facilities in the United States, the United Kingdom, Spain and China, along with nine other distribution sites in North America, Europe and Asia. For the year ending December 31, 2011, Richco is projecting total net sales of approximately \$78 million and EBITDA of approximately \$12.5 million. More than 70% of Richco's revenue is generated outside North America. Filtrona is a leading international supplier of specialty plastic and fiber products with four operating divisions: Protection & Finishing Products; Porous Technologies; Coated & Security Products; and Filter Products. Following the transaction closing, Richco became a business unit of Filtrona's Protection & Finishing Products division. **Purchase price: \$110 million.**



On December 22, 2012, Strength Capital Partners LLC purchased Hi-Vol Products LLC ("Hi-Vol") from TriMas Corporation (Nasdaq: TRS). Hi-Vol is a manufacturer of specialty cold-headed and precision machined components for the North American automotive, industrial and aerospace markets. The Hi-Vol product range includes tube nuts, spacers, bushings, collars, sleeves and couplings. The Company also produces locking wheel nuts (marketed under the AMCOR brand name) for the automotive and truck aftermarket. Hi-Vol was founded in 1951 and is located in Livonia, Michigan. Also included in the sale was TriMas' Precision Tool Company subsidiary, which is comprised of three business units: KEO Cutters Inc., Richards Micro-Tool Inc. and Cutting Edge Technologies Inc. The Precision Tool Company business units produce a variety of drills, countersinks, end mills and other specialty metal cutting tools. For the year ending December 31, 2011, Hi-Vol and Precision Tool Company (combined) were expected to generate net sales of \$46 million and EBIT of \$7 million (approximately). Strength Capital Partners is a Birmingham, Michigan-based private equity firm which invests in middle market manufacturing and distribution companies. ARCH Global Precision LLC is the newly-formed entity created to consummate the acquisition. **Purchase price: \$38.6 million (plus additional earn-out payments up to \$2.5 million).** ○

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INDUSTRIAL RIVET CELEBRATES 100 YEARS!

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. It's this commitment to values combined with a truly family-oriented approach to business that Steven Sherman, the fourth generation to work in the company, says has helped Industrial Rivet weather the economic ups and downs of the last century.


"We believe one of the secrets to our longevity is our family culture. Not just that we are still family owned and operated 100 years after my great-grandfather started this business, but that we consider our employees, customers and business partners all members of our extended family." Mr. Sherman adds, "That and the fact that we have never taken our eyes off the tradition of quality and excellence that Willie Goodman, my great grandfather, so firmly believed in."

What began as a small, local operation based out of Brooklyn, NY has grown into a world leader in the field of rivets and fasteners with 10 international locations and 11 U.S. distribution centers with nearly 65 employees. This includes four Goodman family members that form the

foundation of the company's expertise: Bill Goodman, President; Steven Sherman, Vice President; Joanne Goodman Sherman, Secretary/ Treasurer; and Allen Goodman, Accounts Receivable.

According to Joanne Goodman Sherman, "It's rare to see a family-owned company thrive for this many generations and still have the same level of dedication and commitment to the business as the founder did, but we do. And since my father, brother, son and I are directly involved in the day-to-day operation we can make critical decisions to help our customers meet their needs faster than any other company in the industry."

Ms. Sherman goes on to say, "For Industrial Rivet, it's all about relationships – with our customers and with our business partners. We know that we would not be here today if it weren't for the long-standing relationships we have built... and our ability to do that is based largely on Willie's vision a century ago."

To say thank you to its customers, Industrial Rivet is giving away t-shirts to commemorate its first 100 years of business. To get your free t-shirt (one per customer), simply visit www.rivet.com and click on the 100th Anniversary banner to place an order. 

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ADDING VALUE TO YOUR INTERNAL AUDIT PROGRAM *continued from page 38*

Some organizations that choose to implement a checklist as their report find that the internal auditor only includes an indication of yes or no for compliance. With no additional information, the organization does not have an opportunity to make improvements where observations could be made or identify best practices when the internal auditor identifies noteworthy accomplishments.

4. The right employees are not being assigned as internal auditors. Instead of choosing the best employees to conduct internal audits based on their competence, some organizations use the position as fill-in work or as a reassignment when the employee is not performing. Organizations that make these types of assignments may find that the internal auditor does not have the right personality to conduct audits. This situation can also cause adversarial relationship during the conduct of audit.

In order to develop an internal program that management and employees see as contributing to the business, it is important to identify those things that are within are control and make change. In today's environment where organizations continue to be conservative on managing costs, there might be limited budget available to provide training or increase the number of auditors. However, there are some things that an organization can do without increasing the cost of their internal audit program.

Develop a plan on improving value. Without a plan, it

is unknown what needs to change, thereby minimizing your opportunity to improve value. Don't assume you know what management and other internal auditor customers need within the organization. Conduct a brainstorming meeting and determine the expectations from management and then add these expectations to your plan. Once an approach to meeting expectations is developed, it is important to follow through with management to ensure enough time is available to conduct internal audits. Expectations can be set, but without the necessary resources, improvements cannot be made.

Organizations that experience tough economical times will reduce their internal audit program either by reducing the number of internal auditors or the number of audits conducted. They might also choose not to provide training on an ongoing basis to ensure that auditors have the right skills to provide audits. It is important to emphasize to the management team that internal audits become an important tool used to ensure compliance with programs are being changed, employees are changing positions, and procedures are being modified. Instead of cutting internal audits, they should actually be increasing them. Internal audits that are conducted during these critical times provide a tool to ensure compliance. The cost of an internal audit is minimal compared to the cost of a program change that does not meet customer expectations.

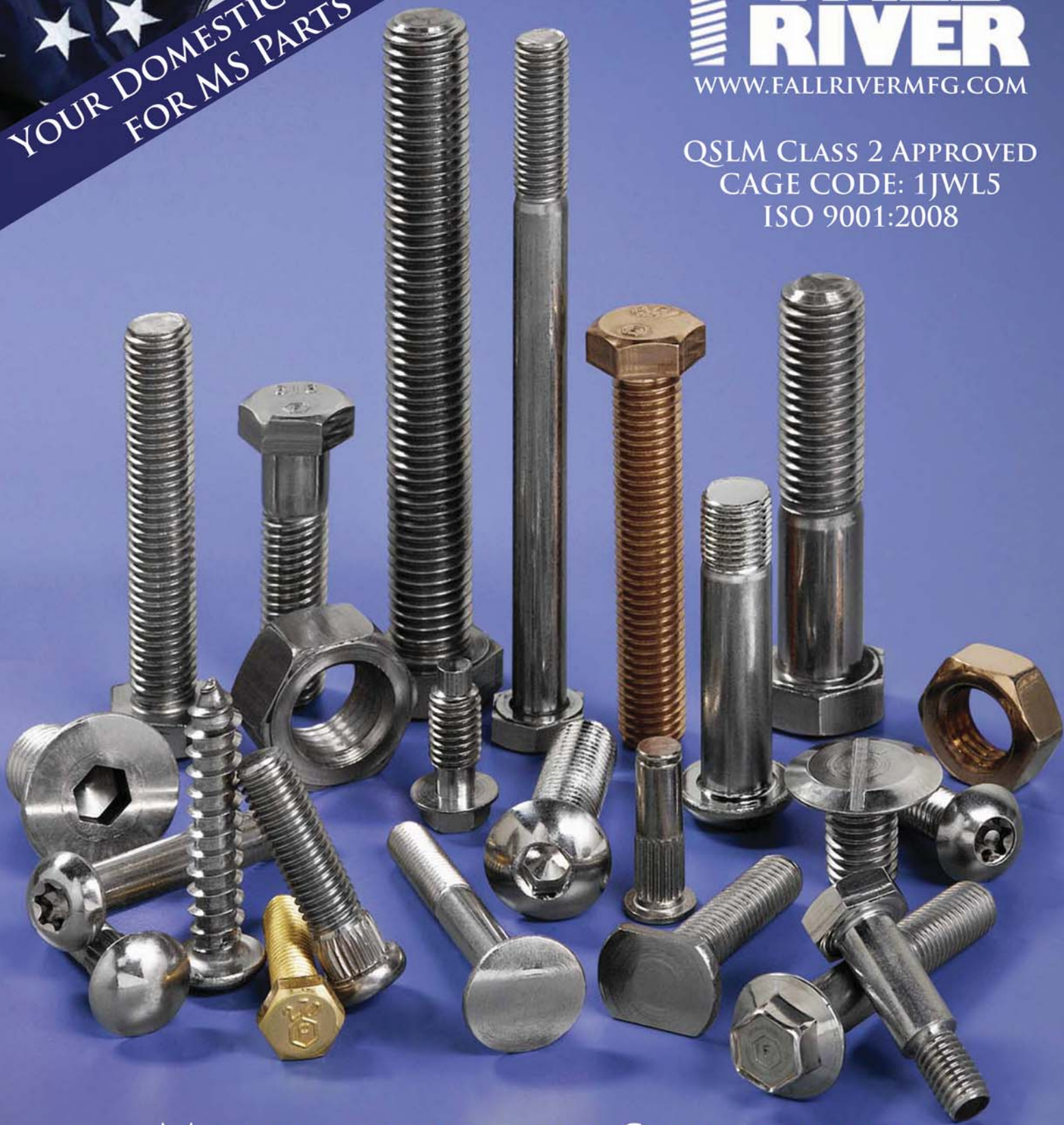
please turn to page 190

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LESSONS FROM THE FIELD: DON'T MIZ GALVANIZED FASTENERS *continued from page 12*

In summary, two root causes were identified for why the Squirter hadn't squirted. The wrench didn't have enough muscle, and they had a mix of hot-dipped and mechanically galvanized hardware. When they replaced the nuts and used a higher capacity wrench, it was clear sailing. Problem solved.

Things to Remember About Galvanized Fasteners

This experience provides an opportunity to review some basic but important aspects of galvanized fasteners and how to avoid problems in the field. For more detail, see references 2 and 3.

There are two processes used for galvanizing fasteners: hot-dip and mechanical. Hot-dip is a thicker coating, and therefore the nuts are tapped after the coating process to allow the nut to fit on the bolt. In the Mechanical process, the coating is pounded onto the bolts and nuts using a glass media. The coating is thinner and more uniform, and therefore the nuts are tapped over size before the coating process. You can tell the difference by the coating appearance as shown in Figure 2.

"Mixing high-strength bolts that are galvanized by one process with nuts that are galvanized by the other may result in an unworkable assembly." This sentence comes from the RCSC specification (reference 3). Stated more simply: hot-dipped galvanized bolt threads are too big for a mechanically galvanized nut. Mixing the two increases torque requirements and can lead to broken bolts. Conversely, a mechanically galvanized bolt is too small for a hot-dipped nut. When these two are mixed there is insufficient thread engagement which can cause the threads to strip when the nut is turned. Stated even more simply: Don't mix hot-dipped and mechanically galvanized fasteners!

If you see different colored nuts, you probably have a problem. When required, manufacturers of galvanized nuts apply a visible dye lubricant on all the nuts. Unfortunately, there is no universal color code system, but some manufacturers have adopted their own. For instance, Nucor's mechanically galvanized nuts are blue and their hot-dipped nuts are green (see figure 2). So if there is more than one color nut on the job, chances are you have a problem.

Watch Out for Rust and Oversized Holes. A common misconception is that galvanized fasteners do not rust. However, the coating does oxidize, leaving a white powder. This white rust causes the same friction problems that red rust does with uncoated fasteners.

Also, we occasionally see fabricators use oversized holes to accommodate the coating thickness. The same hole size should be used for galvanized fasteners as for uncoated fasteners.



Figure 2: Mechanically galvanized fasteners (left, blue nut) have a dull flat gray finish compared to the shiny appearance of hot-dipped galvanized fasteners (right, green nut).

It's a Good Thing They Used Squirters


Once again we have an example of a situation where the Squirter DTI alerted the inspector that there was a problem with the structure. It is possible that the problem would not have been noticed if they weren't using Squirters. The absence of Squirt meant that the bumps hadn't been compressed properly and therefore the bolt had not achieved proper tension. Squirter DTIs improve quality by making installation and inspection visual, as shown in Figure 3. 



Figure 3: Squirter DTIs Make Installation and Inspection Easy

REFERENCES

- 1) "Lessons From the Field: If Your Squirter DTI Doesn't Squirt, You Have a Problem"; Barnaby Myhrum; *Distributor's Link Magazine*; Fall 2010.
- 2) "On Galvanized Bolts and Nuts"; Chris Curven; *Modern Steel Construction*; June 2011.
- 3) "Specification for Structural Joints Using High-Strength Bolts"; Research Council on Structural Connections; December 31, 2009.

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PREPARING THE WAREHOUSE FOR A NEW FRONTIER *continued from page 167*

Ultimately these activities directly affect every aspect of the operation and in a fully interactive marketing system all of it is on display to the customers as well as the sales staff.

Viewed from the outside looking in inventory accuracy becomes the cornerstone of credibility. From the customer's perspective he is scheduling personnel and making promises based on the availability of your inventory. Stock outs, back orders and inaccurate shipments are an irritation at best and a major upset at worst. If he is tapping into your information using a cell phone app or other wireless computer then the expectation is that what they see is what they will receive and this cuts across multiple aspects of your WMS.

Customer order entry is the obvious starting point. If the products are not in stock as shown by the device in the customer's hand then their alternatives are to go elsewhere or make an accommodation. A fastener that is too short won't work, but one that is longer and in stock might work just as well. Knowing this in advance can mean simply notifying production of the change or it might trigger the purchase of a set of deeper sockets. Similarly, if the quantity in stock is insufficient for the production run, but enough to get started...with more on back order reliably expected in the near future...an order that might have been lost can be captured. Knowledge like this empowers better ordering and customer loyalty.

At any point in the process if problems are detected an immediate exception notice can go to both internal and external users...at your discretion. An example of this would be a counter "sale" that depletes the shelf stock through an unreported transaction. How might this occur in a well run system? Simply by the diligence of the individual who makes a substitution "on the fly" to satisfy the customer in front of him, fully intending to correct the inventory later. During the lag period the inventory will be wrong and this could occur just prior to another order being picked. This may seem far fetched, but we have seen it happen on more than one occasion, especially when the lag extends to days and weeks.

When the picker arrives at the shelf and discovers there is a shortage the normal procedure today is to simply back order that line. This is unacceptable when


the customer is tied into the process. In an interactive environment any shortage should immediately trigger several internal processes such as directing the picker to a back up location, suggesting an alternative, letting the picker know if the materials are in transit, in receiving or being stocked, etc. If this does not work an exception report goes to the account representative as well as purchasing/inventory specialist and top management...*with a notice to the customer.*

Inclusion of the customer is a huge leap for most Distributors, but a natural extension of a marketing philosophy based on "Partnering" with a loyal customer base. Doing this the moment a problem is identified, when it cannot be immediately resolved, means that one cannot let this happen often (if ever!) and that all the parties need to collaborate. Given the obviously high visibility of the issue it an opportunity to turn a problem into a success story from the customer's perspective.

Inclusion of the customer is a huge leap for most Distributors, but a natural extension of a marketing philosophy based on "Partnering" with a loyal customer base.

There are many possibilities based on the customer's needs. Perhaps the item is for inventory and will not be immediately required; or between their on hand quantity and what you can ship there is enough to satisfy production demands for the near future. Under these circumstances bringing the consumer into the problem prevents panic and unnecessary actions. Alternatively if there is a high user priority then doing whatever is required to expedite the materials not only makes sense, it's absolutely vital. Priorities can only be set with full information, not guesses. The key to doing this is the customer's customer, so perhaps they too should be notified.

Special production runs, alternative sourcing, substitutions, expedited delivery and other alternatives can only be based on the quality of the communication and reliability of the sources. If the whole event was triggered by an incompetent or under trained receiver, stocker, or order picker your warehouse and by extension your company is going to be more than embarrassed. Does this make the case for reliability?

The examples cited are just one aspect of the changes implied in bringing the "cloud" into the warehouse. New technology tools are coming whether you are ready for them or not. In your market area now is the best time to be the best prepared for this future. 

DISTRIBUTOR NEWS

Screw Products, Inc. is delighted to welcome Jonny Morisset and David Ondich to the Professional Sales Team at SPI!

Morisset, based in Gig Harbor, WA, will be acting as the inside Sales Manager, whose main focus is to expand the SPI brand World Wide! He is also going to working to expand DeckLok, The Advanced Lateral anchor across the country! Jonny has 15 years of sales and management experience and will be huge asset to the Screw Products, Inc.

Ondich, based out of New Jersey, will be acting as the NE Regional Sales Manager, whose main focus is to expand the SPI brand on the East Coast of the United States. David has twenty-five years experience in the building supply industry and is a proud member of *NADRA, The North American Deck & Railing Association and *NARI, The National Association of Remolding Industry.

Whether you are a distributor, dealer or even an end user, Screw Products, Inc. is the leading professional source for the highest quality "Star Drive" Fasteners, DeckLok Advanced Lateral Anchors, Hidden Deck Fasteners and MORE!

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DISTRIBUTOR NEWS

Responding to the increased demand of **Lindapter Steel Connections**, distributor UCCSC (UCC Steelwork Connections Inc) has opened a new inventory facility in Trenton, New Jersey, to better service the Mid-Atlantic and North Eastern United States.

The expansion offers customers increased availability of original Lindapter® products including the Girder Clamp and Hollo-Bolt® and local delivery at a lower cost. Distributors are supported by UCCSC and parent company UCCI also offer next day delivery from their fully stocked distribution centres in Tampa, Florida and Pickering, Ontario servicing the South East United States and Canada respectively.

Lindapter USA continues to expand its Authorized Distributor



network, to provide specifiers and contractors with an excellent regional customer service. UCCSC and all other Authorized Lindapter Distributors are supported by Lindapter's R&D and Technical Support Department, with seven engineers providing a rapid response to technical inquiries, free connection design services, CAD drawings and installation guidance.

To locate your nearest Authorized Lindapter Distributor go to: www.LindapterUSA.com.

ADDING VALUE TO YOUR INTERNAL AUDIT PROGRAM *continued from page 184*

It is also important to realize that providing training to internal auditors is an investment for the organization. Not all training needs to be classroom training. It also does not need to be provided by an outside source. A peer can provide training to an internal auditor. Internal auditors can also be trained by serving as a team member on audits prior to serving as an internal auditor by themselves. However, since many organizations use internal auditors in a part-time role, they frequently do not have the experience in understanding a specific standard. There are many resources available; many of which are available at no cost. One of the best resources available to internal auditors that are conducting ISO 9001 is the work developed by the Auditing Practices Group.

The Auditing Practices Group is an informal group of quality management system (QMS) experts, auditors and practitioners drawn from the ISO Technical Committee 176 Quality Management and Quality Assurance (ISO/TC 176) and the International Accreditation Forum (IAF). It has developed a number of guidance papers and presentations that contain ideas, examples and explanations about the auditing of QMSs. These reflect the process-based approach that is essential for auditing the requirements of ISO 9001 Quality management systems – Requirements.

These papers can be found by visiting www.iso.org/tc176/ISO9001AuditingPracticesGroup.


Communication can be further improved by having the internal auditor conduct an opening and closing meeting. These meetings ensure that those involved understand the process and scope for the internal audit during the opening meeting. The closing meeting offers an opportunity to discuss the findings and ensure understanding of the issues by both the internal auditor and auditee. In addition, internal auditors should be trained to provide feedback to the auditee any time an issue is identified. The auditee should not be surprised at the closing meeting with any results. Using these simple communication methods can improve value by eliminating misunderstandings and provide a method for partnering to improve the performance of the organization.

Another method to improve the value of internal audits is the report format. If your organization is only identifying findings and is not identifying additional format, consider the report format being used. Checklists tend to not identify much information and may lead the internal auditor to not performing an in-depth audit. Consider requiring an executive summary that provides quick details regarding the audit. This provides management the ability to review the information quickly and see from a summary the results of the audit. The organization should also consider circulating the results of the audit report to other departments and managers. Providing audit reports for others to review allows others in the organization to be proactive in taking action in their respective work areas. This provides an opportunity to eliminate a potential noncompliance before it occurs.

When an organization is required to develop an internal audit program instead of choosing to implement one, they are more likely to not see the value in internal audits.

Develop a plan on improving value. Without a plan, it is unknown what needs to change, thereby minimizing your opportunity to improve value.

The organization can also consider conducting audits based on risk and using management to help develop the internal audit schedule to obtain their buy-in. Many organizations adopt an approach where they audit every department or every requirement in a standard every year. Many standards indicate that internal audits can be scheduled taking into consideration the results of past audits and the importance of the area to the organization. Departments that are not performing as well should be audited more frequently than organizations that are performing well. Production departments are more critical to audit than management. If an organization is struggling to meet its internal audit schedule, thereby scheduling minimal time to conduct audits in each area, moving to an approach where they consider risk in developing the schedule will allow more time in fewer areas which can add value to ensuring the department is covered.

While there are many opportunities for an internal auditor to add value, the responsible parties for conducting audits should select and focus on a few key activities and then continue to improve. Internal audits are one of the cornerstones on which a management system is based. A little investment into creating an improved program can yield better results thus improving value to the organization. 



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 R T E L T E L L I F E T C T T
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 S O E G D S G A C M F E E A O
 L B B U X L T S B T L X R S B
 L R O O C H E E I X A N C H R
 A O L G E N R P R C N U S E E
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 D A E C N I P R E P A T D A R
 M W M O N O B O L T R I V E T
 T I N N E R M A N C L I P S S

FASTENER WORDSEARCH

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

Anchor bolt	Seams
Cap screw	Sems
Carriage bolt	Stripper bolt
Drywall screw	Swell neck
Eye bolt	Taper pin
Fillet	Taps
Fillister head	Thread
Flange	Timber screw
Flat head	Tinnerman clip
Flat washer	
Gimlet point	
Gouge	
Hex nut	
Machine screw	
Monobolt rivet	
Nail	
Needle point	
Pit	

Solution on Page 230

TORQUE VARIABLES AND LIABILITY *continued from page 34*

3. Hole/Joint:

Upper and Lower Surfaces: Is the joint material too soft for the fasteners being used? Are the materials compatible to avoid galvanic reactions? Is the design to allow for complete drainage to avoid standing water? Is the surface too rough? Is there corrosion? Are there any compressible materials within the joint interface? Paint, plating or lubrication between the joint surfaces? How is the flatness of the joint materials? Parallel? Is the size and shape of the hole adequate to prevent interference, especially with the fillet?

Tapped Hole: Is the hole clean and free from burrs, metal shavings and other debris? Is there cutting fluid present? Is there too much oil in the hole to create a hydraulic effect when tightening? Thread form, concentricity and size meet specification needs? Is there any thread deformity or damage from prior use or breakage? What is the strength ratio of the cap screw to the joint material?



4. Installation:

Method: Angle control, Turn-of-the-Nut, Torque-to-Yield, applied torque, arm strong.

Tools: Torque Wrench, Impact Wrench, Slug Wrench, Hand Wrench. Also affecting the torque will be the lever length of the wrench and extensions, such as a 'crow's foot'.

Fit: Again, a component that affects the installation performance of the nut and/or bolt to the joint connection.

Speed: The speed affects the clamp load and longevity of the fastener; too fast and the threads may strip or the fastener may go into yield, or the joint loses compression due to 'spring-back' relaxation. Too slow and the joint may never be compressed to where it will



not relax under service loads, but instead lose more clamp load.

Temperature: Molecules expand with heat and contract with a cold ambient. If the temperatures are different from installation to operating, make the proper adjustments. Each material, from the bolt to the joint, has its own coefficient of thermal expansion rate. Check it out.

Technique: This is more important than torque. This will provide an even clamp load to the joint and assure for a solid connection.

Torque: See all of the above variables. Then tell it to the 'Man with the Wrench'.

There are over 80 possible variables listed and probably a few more I neglected. This also means there are over 6,000 interactive combinations that can make life miserable.

Unfortunately, each one of us has a different idea of 'how tight is tight'. Every one of the above variables will affect the amount of torque applied by any wrench. Yet it happens every day because we can't imagine that some small trivial thing can affect the connection so greatly.

For example, a supplier of hydraulic hose and fittings receives a call from one of their customers who has a leak with the O-ring on one of their fittings. The fitting is a Code 62 high pressure fitting that

has an O-ring seal and is tightened by a bolted split flange coupling onto the port. The customer wants to know what torque they should use to tighten the stainless steel fasteners. The hydraulic supplier's business isn't fasteners, yet they have a variety of stainless steel fasteners they sell with their fittings that is procured from a local fastener distributor. The hydraulic company calls the fastener distributor for the torque value.

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TORQUE VARIABLES AND LIABILITY *continued from page 192*

What should the fastener distributor do?

The fastener distributor cannot know all of the variables of the application. He can supply a 'guide' of standard torque values which may or may not work. For liability, they cannot know the entire scope of the situation. They must either give their customer a disclaimer or contact an engineer.

The end user is on an off-shore oil drilling rig. They use a variety of stainless steel fasteners and have many types of anti-seize thread compounds, including nickel, copper and a nuclear grade material to prevent galling and corrosion.

Here is where they need to pay attention to the many variables; from the conditions of the tapped hole, surface discontinuities, prior use and types of lubrication to the fastener material types and installation techniques.

One material was quoted as being a 174 stainless, condition 1150. Fortunately they included the condition which meant the material was really a 17-4 PH, a precipitation hardening alloy with a prescribed heat treatment.

Most mechanics will tell you that they will tighten a

bolt or nut until it squeals, then rotate it one more full turn. Standing next to some of these hulks, I'm sure it has happened that way many times and the fastener is stretched into yield. However, for most of us, it is almost physically impossible to rotate the nut that far by hand. It not only depends upon the diameter and grade of the fastener, but also depends upon the length of the wrench: a big wrench can make anyone a hero, and destroy the bolt.

To completely compress an O-ring is not good. The connection needs to be evenly loaded to avoid leaks caused by high pressure spikes and pulses. Therefore, the correct technique must be employed to tighten the bolts to assure they are all producing the same, even clamping force. Besides, stainless steel fasteners aren't that strong and cannot absorb the same amount of torque that a Grade 5 fastener could withstand.

A torque number doesn't mean anything to an impact wrench. Torque values are meant to be used as a guide, and then apply it with the proper variable(s). However, it is the technique of applying that torque which will go a long way to making the connection a safe connection. ⬡

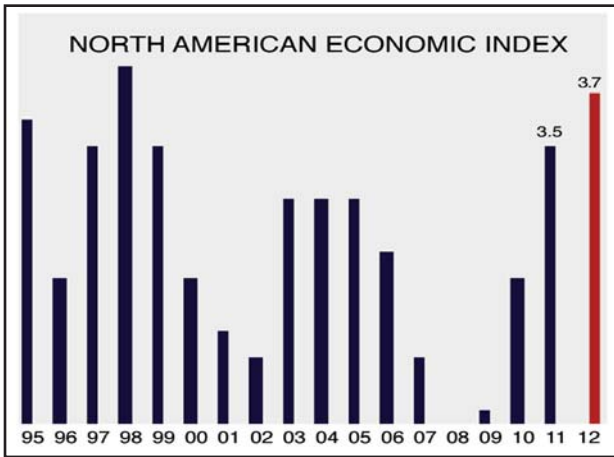
SURVEY OF THE FASTENER INDUSTRY - 2011 YEAR END *continued from page 42*

Economic Confidence Jumps

More than one-third of End of 2011 FIN Survey participants expressed "high" confidence in the North American economy for 2012. In addition, half expressed "moderate" confidence in the domestic economy.

Two years ago no FIN Survey participants rated their confidence for 2010 as "very high."

This year only 7% were negative on the economy. A 55% majority expressed "moderate" confidence in the global economy. At 21% "low" ratings of the international marketplace bested 16% with "high" confidence.



Hiring Increases As Business Grows, But Many Predict Fewer Hires in 2012

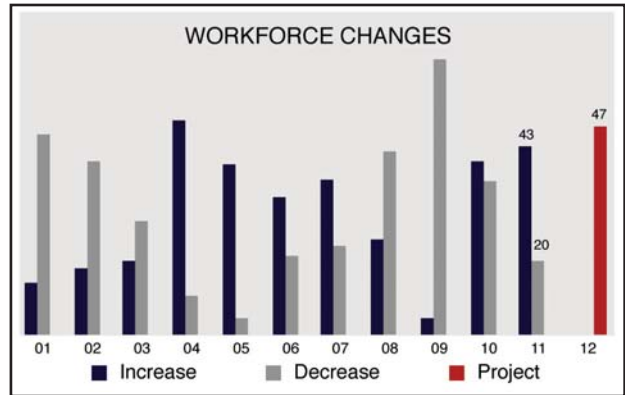
Just over one in two fastener companies participating in the End of 2011 FIN Survey added jobs in 2011, up from the 40% who increased their workforce in 2010.

In a year of widespread sales and profit growth, an additional 24% of businesses did not add workers to their payrolls last year, while 19% cut jobs, suggesting that fastener companies have learned to do accomplish more with fewer employees.

While virtually no companies projected job cuts in


2012, 50% said they had no plans to hire more workers, despite growing confidence in the North American economy and modest cost projections.

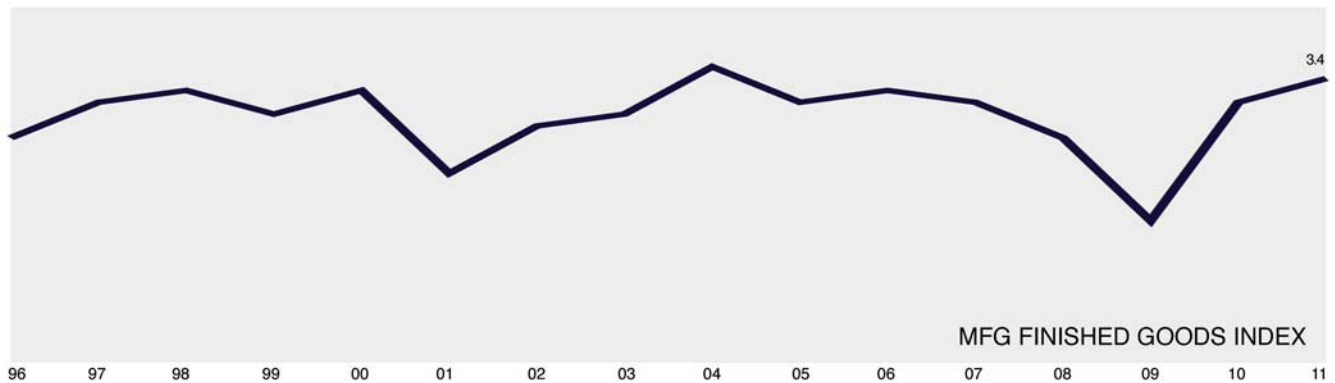
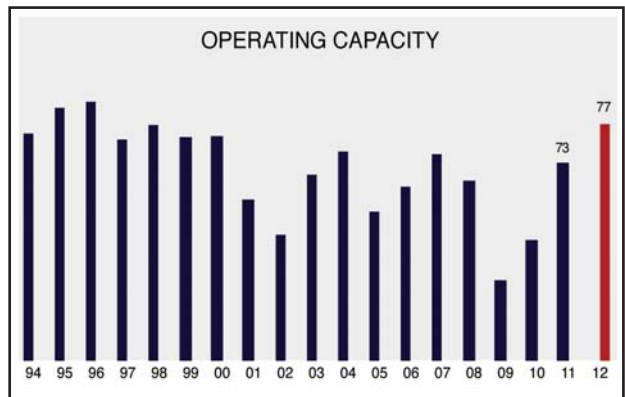
However, companies intend to boost wages in 2012.



Factories Ramping Up for Busier 2012

For a second straight year, fastener manufacturers operated at a higher percent of capacity during 2011. Inventory turnovers, finished goods on hand and raw material prices rose from the year before.

Manufacturer operating capacity climbed nearly 10 percentage points to a 73% average during 2011, approaching a level not seen since the late 1990s. The 2009 figure of 59.3% was the lowest in the 17 years the FIN Survey has charted capacity. 

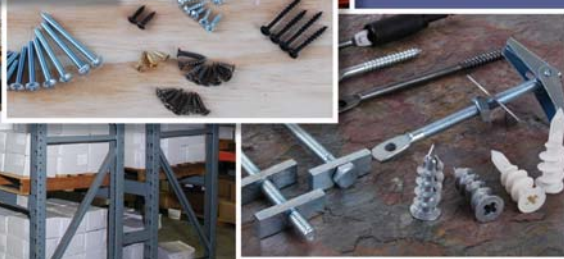


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Josh Egbert has been named as Continuous Improvement Director for EFG and will focus on Lean Manufacturing improvements at all of the EFG divisions. Egbert has previous experience in the CI field with lumber, automotive, and pharmaceutical companies, and has also served as a CI consultant for 7 years. He holds a B.S. in Engineering & Human Factors from Wright State University, Dayton, OH, and membership in AME (The Association for Manufacturing Excellence).

Elgin Fastener Group is comprised of Ohio Rod

DISTRIBUTOR NEWS

Elgin Fastener Group has announced two recent additions at their corporate management level.



Kim Haines is EFG's new Human Resources Director, after previous positions in Operational and Client Service management and HR /Employee Relations and Services with Fidelity Investments and WILD Flavors, Inc. She will

Products, Leland Powell Fasteners, Chandler Products and Silo Fasteners, an engineering and international procurement division (Elgin Fasteners International), and a metal finishing company (Best Metal Finishing) providing fasteners solutions for Industrial applications. All of the EFG companies are ISO certified.

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SURE THING: WHY EVERY FASTENER DISTRIBUTORS NEED TO GRAB A PAGE ON GOOGLE+ *continued from page 46*

"My initial thought is that Google is shifting the power from SEO companies toward networks and circles," Husayni says. "It's kind of like the past, when word-of-mouth was more important than anything else. We're almost moving in that backward direction, but on the virtual world of the Internet."

Meanwhile, Web security experts say fastener distributors that take a wait-and-see approach to establishing a presence on Google+ could get burned. Currently, anyone can stake-claim to a business name on the Google+ social network – whether or not that person is in any way associated with the company.

Bank of America is still smarting from that hard truth, after pranksters quickly put together a parody page of its brand in early November. The rogue Bank of America page – which looked very authentic – openly mocked homeowners facing foreclosures – as well as those who would come to their aid.

The unauthorized Google+ presence went up complete with the Bank of America logo, links to the company's real Web site, as well as a legitimate address and telephone info. One of the snarky posts made in the name of Bank of America hissed, "Big company party in foreclosed house #2340087 tonight!" And another dissed the Occupy Wall Street movement with: "You will sit down and shut up, or we will foreclose on you."

Granted, Google is enabling companies to formally verify their presences on the Google+ network. But like many things Web, it's still the Wild West on Google+.

For Web video marketers, being able to take advantage of Google+'s 'Hangouts' feature – which enables a group of people to video chat simultaneously – is another key reason why your fastener distributor should have a page on Google+.

For everyday fastener distribution businesses, uses for Hangouts will probably include video chat customer service, video chat focus groups and other more traditional company-to-customer communications and company-to-company communications that can be greatly enhanced by real-time, interactive video.

With just a webcam and a typical computer, users can quickly join a Hangout chat with a group of friends,

colleagues, business partners or customers. In practice, the video chat appears on the user's PC screen as a giant image of a chosen participant displayed front-and-center. Smaller thumbnail videos of others participating in the chat run along the bottom, and can be swapped in-and-out of the main video stream at will.

One of the most famous initial users of Google+ Hangouts was the L.A. hip hop group the Black-Eyed Peas, which hosted a widely publicized backstage Hangout last fall during one of its concerts. Only 74 people actually attended the cyber-video event. But hundreds of thousands more heard and read about it via the mainstream and other news media – a public relations coup.


"For you and me, this means we can now hang out live with the local bike shop, or discuss our wardrobe with a favorite clothing line, or follow a band on tour," says Vic Gundotra, vice president of engineering, Google. "For businesses and brands, Google+ pages help you connect with the customers and fans who love you. Not only can they recommend you with a +1, or add you to a circle to listen long-term. They can actually spend time with your team, face-to-face-to-face."

Fortunately, if you're looking to set up a Google+ page for your fastener distribution business, the logistics are painless. If you'd like to plunge in and see what all the fuss is about, simply sign into your free Google account, click to (<http://www.google.com/+/>

[business/#utm_source=google&utm_medium=cpc&utm_campaign=pages](http://www.google.com/+/business/#utm_source=google&utm_medium=cpc&utm_campaign=pages)) and follow the prompts.

You can also get some additional background first with a webinar (<http://www.buddymedia.com/products/conversationbuddy/google-plus>) from Buddy Media on how to get the most from a business page Google+ – although the tutorials include a pitch for the company's social media product, Conversation Buddy.

And SEO Inc., a Web marketing firm, has put together a fairly thorough white paper at (<http://www.seo-inc.com/seo-blog/google-pages-for-business-download-free-whitepaper>) on maximizing Google+ for business.

Bottom line: there's really no downside to establishing a business presence on Google+ – only opportunity and potential. 



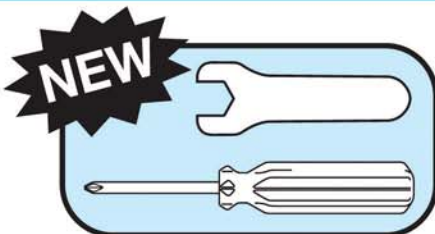
Mark Zuckerberg's Facebook currently has 800+ million members.



SEO Inc. offers a fairly thorough white paper on maximizing Google+ for business.

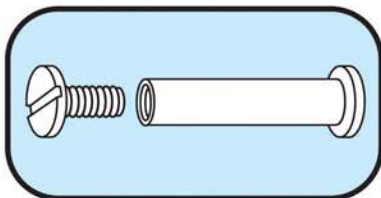
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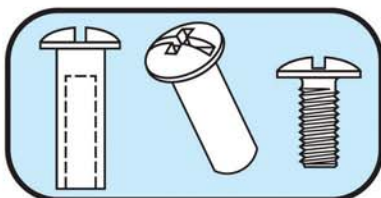
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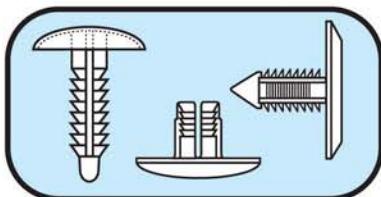
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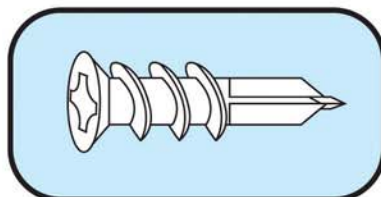
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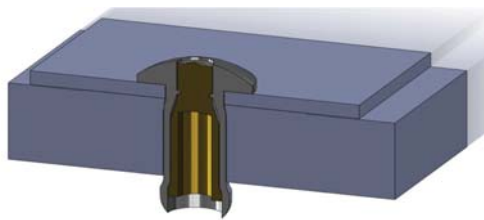
BLIND RIVETING 102: HIGH STRENGTH RIVETS *continued from page 92*

Figure 2 - Inlock®, Internal mechanical lock structural rivet

As a result, the risk of an improperly set rivet for whatever reason – whether a manufacturing defect or installer error – is higher compared to the external system. For that reason, it is important to consider how critical the performance of this one rivet is to the overall application.

Bulbing / Rear Flange Structural Rivet

Although a bulbing rear flange rivet is not commonly referred to as a structural rivet, they do have similar strength and locking properties. The specific advantage, however, is its large footprint on the backside of an application after the rivet has been set. Since this footprint covers a greater surface area compared to externally or internally locking rivets, it offers more powerful clamp up. This is especially true in thin gauge materials and is also beneficial when riveting in oversize holes.

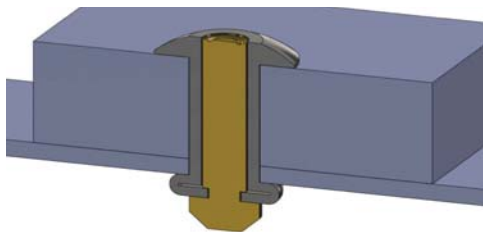


Figure 3 - Stemlock®, Bulbing Structural Rivet

The locking system is not a swaged or displaced as with external or internal lock rivets. Instead, the body is deformed so that it impacts the mandrel radially and collapses onto it.

The primary disadvantage to a bulbing or rear flange structural rivet is a drastically reduced grip range. Consequently, application of the rivet is very grip specific – making it crucial to evaluate where the mandrel sits in the shear plane after installation to determine how strong the joint will be. That's because it is possible to use this type of rivet in the correct grip, yet have it result in lower than expected shear strength if and to what degree the mandrel sits in the shear plane. Therefore, it is imperative that strength within a specific grip range be tested in a graphical format and preferably by a computer that simulates a force versus distance curve.

As with external and internal locking rivets, there are many different types and styles of bulbing rivets with varying degrees of strength and grip ranges. Available diameters are: 1/8", 5/32", 3/16" and 1/4".

Interference Fit

Due to the extensive research and development, advanced manufacturing processes, high-grade materials and quality control associated with production – locking structural rivets come at a high cost per piece and, as such, may not always be practical.

Cost effective alternatives are available, however, that use mandrel interference to hold the mandrel in place after riveting and to prevent loosening under load. In addition, a breakpoint that is designed to break flush with the head will also increase strength. By breaking the mandrel as close to the head as possible, the mandrel will sit in the shear plane and improve the joint under shear loads.

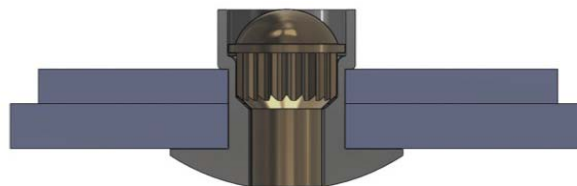



Figure 4 - RK-Q® Self Plugging Rivet

While there are standard products such as the self plugging rivet (IFI 116), many flush break and positive mandrel retention rivets are not in the IFI. Standard blind rivets can also be produced to break flush and secure the mandrel, however, they are typically custom designed. The performance of such a rivet should be proven in the application by shear, tensile, pushout and or vibration testing.

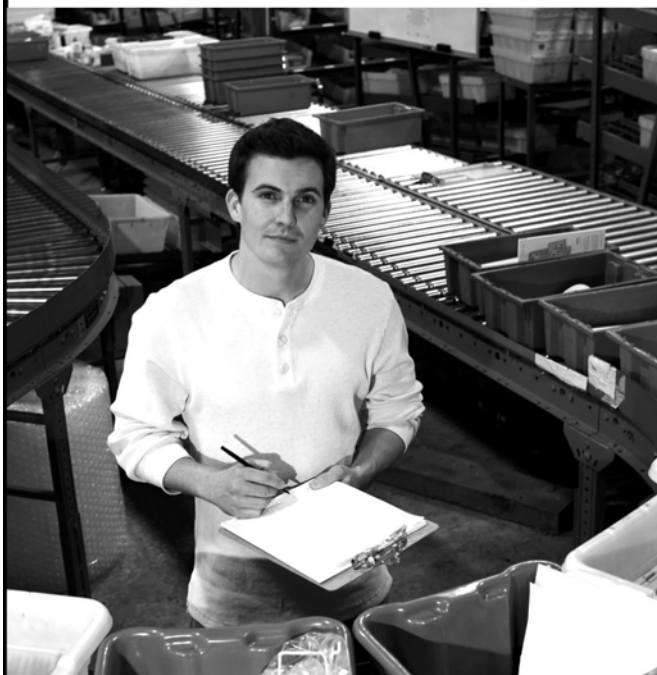
Ensuring Quality and Reliability

The purpose of a high strength rivet is to secure a critical joint, and the appropriate product is selected based specifically on its strength properties and suitability for a given application. As a result, quality and reliability are a critical concern for the end user.

With the continued growth of the global economy, there are simply more players in the marketplace – and while costs may be attractive, not all will provide the same level of quality assurance. That's why it is important for end users to consider all of the following when selecting a rivet supplier. The right supplier should:

- Provide expertise in selecting the right rivet for a specific application
- Have the ability to manufacture the rivet, as well as control the manufacturing process
- Demonstrate an in-depth understanding of IFI-135 and/or ISO 14589 testing methods
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MAFDA's HOLIDAY SUPPLIER SOCIAL DECEMBER 2011

*Photos courtesy of
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THREE GOOD REASONS TO SELL YOUR BUSINESS THIS YEAR *continued from page 58*

The capital gains rates are currently 5% and 15%. Historically, the capital gains rates have been as high as 20%. This means that capital gains will be taxed at 5% if the combined Adjusted Gross Income of the selling taxpayer (including capital gains) is at or below the two lowest tax brackets. The amount of capital gains at or over the 25% bracket will be taxed at 15%. These new rates produce much more favorable tax consequences than in past years.

For example, if a company is sold and capital gains are determined to be \$1,000,000, in this tax year, the seller of the company would pay \$150,000 in capital gains taxes as opposed to \$200,000 in a past year. The result is a tax savings of \$50,000 just given the fact that the sale happened this year as opposed to a past year.

Capital gains can be recorded in installment sales (i.e. over a period of years). In an installment sale, gain is recognized when money comes through the door. This means the capital gains can be reported over time. However a capital gain is dependent on the rate of tax in the year for capital gains. If it fluctuates, capital gains could go up. That is why it is important to consider selling a business now. The capital gains rates will more than likely not go up in the new few years and you will be able to use the lower rates effectively in an installment sale.

Ordinary tax rates are also some of the lowest they have been in recent times. Since ordinary taxes usually result in business sales of assets, sellers are at an advantage this year to sell their companies as opposed to waiting for a future year when ordinary tax rates go up.

For example, the top ordinary tax rate has been around 40%; now the top tax rate is 35%. Given a taxpayer has \$100,000 in ordinary gains, the taxpayer will pay \$5,000 less in taxes for selling this year as opposed to a higher tax year. Remember, taxes can go just so low before Congress has to raise them or increase our debt.

The taxes at the C corporation level are slightly less than they have been in the past. Additionally, it is a longstanding fact that corporations do not benefit from the low capital gains rates from which individuals benefit. Even though this might make a sale of a C Corporation seem bleak as far as tax consequences are concerned, such is not the case. In the recent past, the concept of "Personal Goodwill" has been developed. Personal Goodwill results when the owner of a business develops goodwill outside of the company. This type of goodwill is taxed only at the shareholder level and not at the corporate level. The result is favorable

tax treatment at personal capital gains rates. However, since this concept is new, it may change. Therefore, C Corporations still face high taxes to operate their business, but may face low taxes to sell their business. C Corporation owners are advised to take advantage of this concept before it is changed or modified.

Subchapter S corporations are taxed at the personal level. Thus, with the personal rates decreasing and capital gains rates of 15% applying, now is the time to consider selling your Subchapter S Corporation as well.

The year 2012 appears as though it is going to be the absolute optimal time to sell your business.

Ordinary tax rates are also some of the lowest they have been in recent times.... sellers are at an advantage this year to sell their companies

2) Low Interest Rates

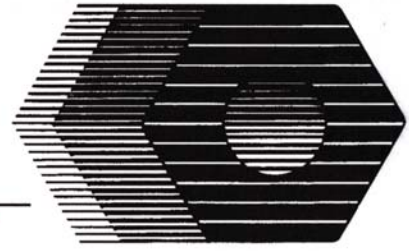
The low interest rates of today are a bit of an anomaly in today's market. Generally, buyers finance the amount of principal they can with the prevalent interest rate. This can best be seen in the housing market. Before the interest rates went down, housing prices were still generally low. An average American might have been able to afford \$1000 per month with his or her income. This would have financed roughly a \$125,000 house. Since the interest rates went down, that same monthly payment can finance approximately a \$200,000 house.

The same is generally true for business sales. When a buyer can finance more, sellers will get more for their business. The best results can be obtained by selling now before interest rates go back up.

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THREE GOOD REASONS TO SELL YOUR BUSINESS THIS YEAR *continued from page 202*

3) Economic Conditions

The past 5 years have been a historically rough ride for the United States economy. In early 2007, the economy and real estate market were in exceptionally good condition. Housing was, for the most part, still in a boom; employment was expanding, and the values on most assets were well valued. Since then, we have seen an unprecedented fall in housing and real estate, unemployment was briefly above 10%, and gas prices have been elevated. Early in 2012, the economy is showing signs of continued recovery. As of Friday, January 6, 2012 the unemployment rate fell to 8.5% and 200,000 jobs were created in December. It is without doubt the economic situation has come a long way. Along with the better economy, increased opportunities to sell exist as people; overall, have more money and more credit to work with.

**Anyone planning
to sell a business should
do so now as long as taxes,
finances, and the
economy are factors in
the decision
process.**

Conclusion

Now that President Obama faces reelection, the tax law that gives rise to the low tax rates, in all likelihood will be allowed to lapse. During his first term, the Administration and Congress extended the previous tax cuts favoring taxpayers, both businesses and individuals alike. Being that congress and the government desire some change in the tax code, it is inevitable the tax code will be changed during the next few years. Many of the current tax changes expire at the end of the year. Then, what happens is potentially anyone's guess. From a tax, financial, and economic perspective, now is a great time to sell your business if you are thinking about retiring. The tax rates are at low levels, interest rates have started to increase and the economy is on the upswing. Anyone planning to sell a business should do so now as long as taxes, finances, and the economy are factors in the decision process. 

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DISTRIBUTOR NEWS

Craftline Storage Systems is pleased to announce the release of their new Heavy Duty Service Tray Compartment Boxes. Made in the U.S.A. from cold rolled steel.

These large compartment tray boxes have a heavy duty tubular carry handle, full width piano hinge and two lockable heavy duty catches that insure the cover stays closed even when transporting the heaviest loads.



(Padlocks not included). These new compartment tray boxes are available in eight (8) different compartment configurations and are finished in a great looking Silver Mist powder coat. Craftline's

heavy duty service tray boxes measure 18"W x 12"D x 3"H and are boxed individually. These heavy duty compartment tray boxes can be used in Craftline's four (4) and six (6) drawer heavy duty ball bearing slide service tray box rack cabinets that will allow you to store 100 pounds per drawer.

For further information you can contact Craftline Storage Systems at 70 Stoddard Avenue, North Haven, CT 06473. Tel: 1-800-505-9099 or Fax 203-234-7978. Alternatively, email them at: sales@craftline.us or visit their website at www.craftline.us or www.plattlabonia.com.

DISTRIBUTOR NEWS

Elm Plating Company

has been named a licensee of Dörken Corporation USA, the USA-based operation of Dörken MKS Systeme GmbH & Co., Herdecke, Germany. The announcement was made jointly by Fred Schultz, Vice President, Dörken Corporation USA, and Jonas McCluskey, President of Elm Plating.

Dörken is a global leader in the manufacture of corrosion protection coating systems, trade marked under the name DELTA-MKS®, for a variety of parts which includes fasteners, brackets, clips and stamped components.

With this announcement, Elm Plating Company has added an additional facility where the equipment required to apply the DELTA-MKS® zinc flake systems.

The DELTA-MKS® micro-layer corrosion protection systems are tailored to a large variety of applications, including, but not limited to, fasteners and fine-blanked stampings. As a result, applications sensitive to hydrogen embrittlement and recess fill are ideal candidates for the DELTA-MKS® family of finishes.

DELTA-MKS® finishes are approved for a large selection of specifications

For more information, contact Elm Plating at 1319 S. Elm Street, Jackson, MI 49203 or visit their website at www.elmplating.com.

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SCREW PRODUCTS, INC OBTAINS ASSETS OF DECKLOK - THE ADVANCED LATERAL ANCHOR

Screw Products, Inc. has recently acquired the assets of DeckLok Bracket Systems. DeckLok is a patented, Advanced Lateral Anchoring system that significantly strengthens the critical connections between deck components to greatly reduce the risk of collapse. The DeckLok system enhances the critical nailed connections with lateral brackets that are bolted to hold the deck's sub frame together. Decks fail when the nailed connections pull loose. When DeckLok anchors are used, decks hold together to the limit of the timber strength, not just until the nails pull out. By adding DeckLok Brackets to your current construction methods, your deck will be able to meet or exceed IRC & IBC 2009 requirements for resisting lateral force and guard rail post loads.

The DeckLok lateral anchor system was engineered to address the three most critical connections on a deck: railing systems, ledger boards and stair stringers.

- For rail posts, DeckLok creates a bolted connection, oriented in shear, between the rail post and the deck floor joist. A single DeckLok Lateral Anchor provides a 500 percent strength increase over current construction methods.

- For ledger boards, DeckLok anchors the deck's ledger board to the floor

joists of the house. Each set of anchors used provides up to 4,000 pounds of resistance to deck pullout and collapse.


- For stair stringers, the DeckLok Lateral Anchor reinforces the connection between the stair stringer and the deck frame to reduce the possibility of the stairs shifting away from the deck and collapsing.

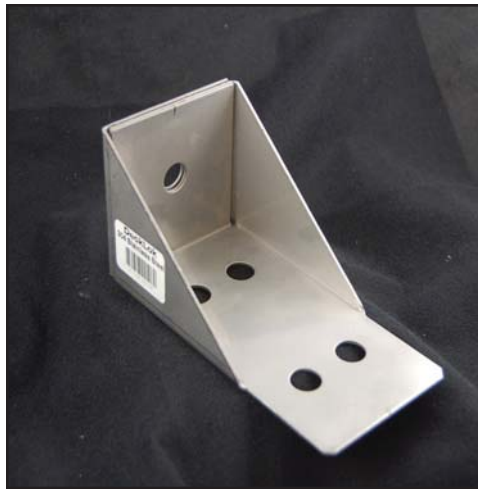
Simply put, your deck will be dramatically stronger and safer.

As decks get older, the wood degrades (dries out, cracks, checks) and the nailed and screwed connections become unreliable; the possibility for collapse dramatically increases. DeckLok Lateral Anchors can be easily retrofitted to existing decks, as well as new construction, to strengthen the substructure of your deck.

DeckLok Advanced Lateral Anchors are constructed from 16 gauge steel and available with a post-manufactured hot dip galvanized coating for traditional deck applications and in 316 stainless steel for use on boat docks and other seacoast applications. These products are compatible with treated wood products.

ICC-ES-2114, proves DeckLok Patented Connection Meets Code

DeckLok Strengthens All Three Critical Deck Connections! You NEED DeckLok to meet Code! 





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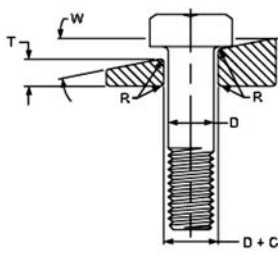
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Wyandotte Industries, Inc.

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BOLT MATERIAL STANDARDS REFER TO SEVERAL DIFFERENT TYPES OF STRENGTH *continued from page 66*

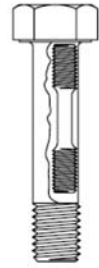
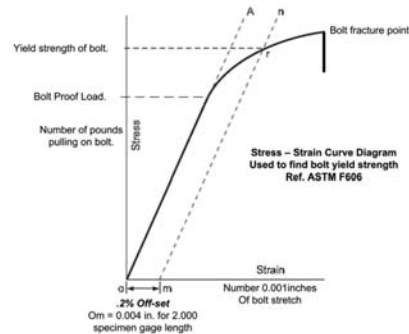
There are two types of tensile strength tests: wedge and axial. The wedge tensile strength is tested by fixturing a bolt in a tensile testing machine with a wedge plate under the head of the bolt so the bolt will bend slightly under the head before breaking in the body or threads. This demonstrates that the bolt has some ductility in addition to its strength. Bolts that break where the head joins the body are considered non-conforming even if the test value exceeds the minimum strength requirement.

Axial tensile testing is a tensile test conducted without the wedge angle under the head so that the part is not bent during testing. The axial tensile test applies to flat head screws, square neck bolts of all types, and most recessed head screws.

The **yield strength** of a material is measured by pulling a test specimen shaped like a “dog bone” in a tensile testing machine while the applied force and the amount of bolt stretch are simultaneously plotted on a computer screen or paper plotter. The yield point of a material is indicated on the stress – strain plot at a point slightly passed where the plot line becomes non-linear. Before a material reaches its yield point the plot is linear, meaning that for every pound of force exerted on the material it stretches a proportional amount. When the yield point is reached for each additional pound of exerted force applied to the bolt an increasingly greater amount of part stretch is exhibited. The plot changes from indicating a straight, slighted slanted line on a consistent slope to a line that becomes increasingly more horizontal with each additional amount of applied force.

The definition of a material's yield strength is the point at which the part will not assume its original length when the applied force is removed. The best illustration of this is when a coiled spring is stretched. As long as the materials yield strength is not exceeded the spring will bounce back to its original length. If excessive stress is applied to the spring it will remain elongated even after the stretching force is released.

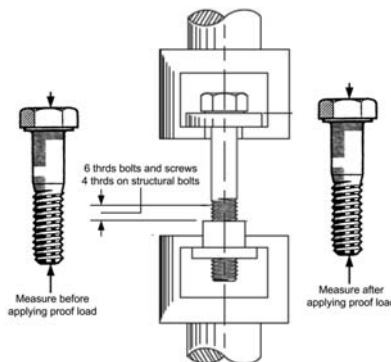
Yield strength is not a routinely required test requirement. It is primarily utilized when




the bolt is too large to test to destruction in the available tensile tester. When that is the case the “dog bone” shaped specimen, as defined in ASTM F606, is cut from the bolt and tested.

Yield strength testing is time consuming and requires sophisticated plotting and/or computer software and hardware making. These factors make yield strength testing not well suited the routine testing of full sized bolts. For these reasons, the “proof load” test was created many years ago to demonstrate that a bolt can be stressed near to its yield point without exhibiting elongation, thus demonstrating the bolts are functional.

The proof load stress is a calculated value approximately 8% below the part's yield strength. The proof load test is defined in ASTM F606. The test starts by performing a very precise measurement of the length of a full size bolt. The bolt is then fixtured into a tensile testing machine in which a tension is applied to the part up to its proof load stress value and held for 10 seconds. After the proof stress is relieved the bolt is removed from the fixture and the bolt length is again measured very precisely to determine if the bolt bounced back to its original length. If the bolt shows more than a growth in length of 0.0005 inches or more the bolt does not pass the proof load requirement.



As seen in the earlier table, the proof load stress for Grade 5 bolt material is 85,000 psi in Table 1. By multiplying 85,000 psi by the tensile stress area of the 1/2 -13 bolt (0.1419 sq. in.) the proof load value in Table 5 is 12,100 pounds. Proof load tests are performed by pulling axially. A wedge is never used under the head of a screw or bolt when performing this test.

With the existence of five or six different strength values within most fastener material standards it is easy for there to be confusion in conversations about bolt strength. When discussing a bolt's strength make sure it is clearly understood by all parties which of the five or six different strengths are the subject of the discussion. 



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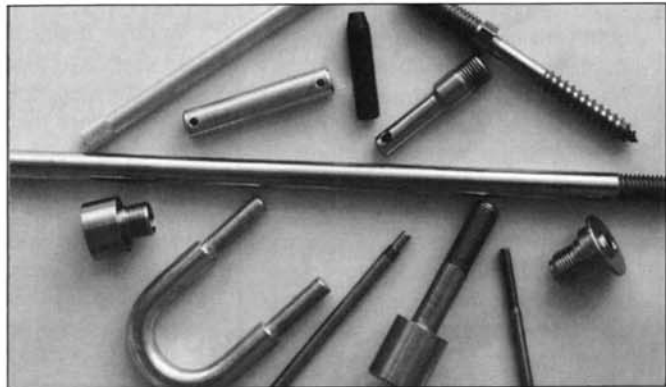
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WHY "ELEVATOR SPEECHES" DEFEAT SALES *continued from page 96*

So, what should a salesperson say when someone asks, "What do you do?" Instead of pressing the "elevator speech" button and jabbering about the products or services they sell or the company they work for, the best response is simply to say, "Thanks for asking."

If played correctly, the next step gives salespeople the opportunity to begin a conversation. What this takes is a captivating statement that compels someone to ask what it means. Here are several examples of how to do that:

- *"It's my job to snoop around and find where my clients are spending money needlessly."* Much better than saying, *"I'm a consultant."*
- *"Businesses depend on me to make sure they have a constant flow of new prospects."* That's far more interesting than saying, *"I'm in marketing."*
- *"My customers depend on me to make sure they won't run out money when they need it most."* Much better than saying, *"I'm a financial advisor."*
- *"I help my clients take advantage of new, profitable opportunities."* Much better than saying, *"I'm a commercial loan officer."*

By now, the picture should be clear. When a salesperson makes this type of statement, it opens the door for the prospect to ask a question: "How do you do that?" or "What does that mean?" Now, a situation is


right for moving forward and starting a conversation.

By engaging people in such a way that they are intrigued, they will want to know more. Now, they are the ones asking for additional information, which is so much better than turning them off.

This approach is far more demanding than parroting an "elevator speech." It requires thinking and most importantly, careful listening, something that's impossible when we're talking. It also forces salespeople to think about what they really do and then express it in a way that pulls prospects closer.

On one occasion, the president of a company asked what I did. I responded by saying, "I help CEOs avoid embarrassing themselves." Looking confused, he said, "Can you explain that?" I did, saying, "I help them recognize that they are too close to the business to manage the company's marketing objectively."

As long as salespeople are "stuck" with the "elevator speech" mindset, it's difficult, if not impossible, to actually engage others. They give their little "speech" about what they sell, instead of initiating a conversation that draws the other person into a dialogue. Without this involvement, potential buyers tune out.

The shift from "elevator speech" thinking to an "engaging conversation" is not difficult. When you think about it, it begins with asking the key question, "What is it that I really do for my customers?" 

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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC**MFDA HOLDS 13th ANNUAL TOYS FOR TOTS PARTY**

The MFDA gathered on December 9, 2011, for the 13th Annual Toys for Tots Party. The party was held at the Al Di La Restaurant in East Rutherford, New Jersey. Through the amazing efforts of Toys for Tots Chairmen, Roy Castell, International Fasteners, Keith Monteleone, Kanebridge, and Doug Thonus, Fastar, Inc., many companies in the tri-state area acted as "collection sites" for the U.S. Marines Corp, collecting toys for weeks before this evening.

Fifty people came out for the MFDA's last event for the year, and all were overwhelmed when they saw the piles and piles of wonderful gifts that filled dining room. Two U.S. Marines dressed in full uniforms came to join in the festivities, and to express their appreciation to the association for their efforts and generosity. Many MFDA companies and their colleagues also made monetary contributions, which will be used by the Marines to purchase additional toys for children. Together with these donations, and the MFDA's contribution, the MFDA




presented the Marines with a check for \$4,500.

While everyone was enjoying good company and delicious food, a raffle was held. MFDA Board Member, Pat Lang, Kanebridge Corp., won 50/50 and donated her winnings to the Marines. Anthony Manno, Anthony Manno & Associates, won an autographed picture of Yankee's player, Eduardo Nunez, donated by MFDA's 1st V.P., Marilyn Efron, Fastbolt Corp.

Having concluded a very successful year, the Board of Directors would like to thank everyone who supported their association in 2011, and is looking forward to providing the membership with educational and social events during 2012.

Mark your calendars:

April 12, 2012 – Round Table: Fastener Industry Vendors/Importer/Exporter – Moran's NYC.

May 17, 2012 – Comedy Night – The Fiesta 

photos on page 221



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- Set Bolt Anchors
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CUSTOMERS FIND CHALLENGER INDISPENSABLE

Measurable Results

Wade Moore, President of Challenger Component Services has a proven formula for business success. During a recent interview, he told us about it. He said, "At Challenger, we work together with customers to identify critical metrics, provide recommendations for improvement, help implement the change, and then we meet with them on a regular basis to review the results." "When customers see the metrics routinely met or exceeded, they are able to see Challenger's value. Yet besides helping our customers save money and increase efficiency, we also recognize when customers are happy, in two specific and identifiable ways:

1) The customer asks us to get involved in other areas of their business, or,

2) The customer will recommend us to other companies in their sphere of influence. That's when we know that we have hit a home run."



Solving a Typical Problem

One of Challenger's customers, a manufacturer of automotive and truck suspension products had a supply base of more than 75 individual suppliers and purchased more than 700 individual component parts from those suppliers. The customer sourced, purchased, and managed all these parts and then shipped approximately 75% of the parts to an outside contractor who performed kitting services for the customer. The finished kits were then shipped back to the customers' warehouse where they were stocked until required for production. This approach leads to multiple purchasing personnel being dedicated to these components. It also resulted in component inventory being held at multiple locations. The total dollar value of the Class C component inventory was in excess of \$1.3 million on average.

The Challenger Solution

Collaborating with this customer, Challenger created a solution that accomplished several things.

1) Challenger took over the sourcing, purchasing, quality and warehousing functions for all class C components;

2) They worked with the customer's engineering department to reduce the total number of components through part consolidation and communization of certain components;

3) Challenger set up five in house kitting lines to perform the kitting functions. This eliminated inventory being held at multiple locations and reduced the safety stock typically held by the customer;

4) The customer was able to then buy finished kits for most of its requirements, reducing the number of component parts which had to be maintained in its systems;

5) Challenger developed with the customer a Kan-Ban for finished kits and these kits now replenish the production cells as needed, thus further reducing the customer's inventory and associated carrying cost.

Dramatic Results

This completely integrated solution had a huge positive impact on the customer:

1) The customer's class C component inventory was reduced from \$1.3 million to under \$900,000 on average.

2) The customer no longer managed relationships with 75 suppliers.

3) Kitting functions were consolidated in house, thus eliminating duplicate inventory.

4) The customer was able to reduce total component part numbers they managed from 700 to approximately 550.

please turn to page 214

The
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Source

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Greenslade & Company, Inc.

Greenslade & Company supplies the widest range of fastener inspection equipment in the world. Our line includes GO/NOGO and variable thread gages, recess measuring devices, head height protrusion gages, length gages, concentricity gages, tapping screw testing equipment (including drill-screw and torque-tension measuring), and recording equipment. Much of our unique equipment is covered by U.S Patents

Greenslade & Co. is a specialized provider of dimensional calibration services to manufacturers and distributors throughout the world. Just to name a few, our services extend to the automotive, commercial, aerospace, and medical industries. Our calibration laboratory has state-of-the-art precision equipment. To ensure the greatest degree of accuracy, all certifications are generated using automated input methods and a registered calibration software program. We are accredited to *ISO 17025* by the American Association of Laboratory Accreditation (A2LA). With continued equipment additions and scope expansions, we are broadening our capabilities to ensure the best possible service to our customers.

With our highly trained engineering department, Greenslade designs special gages to meet customers' unique requirements. This service is performed at **NO CHARGE**. Most design proposals are provided within 48 hours of receiving a design request. Gage designs can be of attribute or variable type depending on the customer's specific requirements.

Greenslade also provides consultation services in matters related to fastener quality issues, gage usage, calibration issues and special gage design requiring technical expertise.

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CUSTOMERS FIND CHALLENGER INDISPENSIBLE *continued from page 212*

Many Years of Experience

In 2002 Wade Moore launched Challenger Component Services Inc. Drawing on past relationships and 22 years of experience with industrial distribution and logistics management. He brought together a management team to help him accomplish Challenger's goal of bringing excellent distribution services and cost reduction opportunities to major North American manufacturers.

Wade said, "We believe the 21st century manufacturer has more responsibility than ever before. Purchasing Class C production components may not be the most glamorous part of any purchasing job, and may cause major stress when dealing with dozens of suppliers. We believe Challenger exudes the "can do" spirit. Our hard-working and diligent team at Challenger work to create solutions that help our customers supply chain become more efficient and reduce in place cost.

Two Facilities

Challenger Component Services has two facilities; one in Nashville, TN and the other in Oklahoma City, OK that serve its customers from Mexico to Canada and from west Texas to North Carolina.

A Full Compliment of Services

Challenger's value added services range from regional warehousing with JIT delivery programs to kitting, sub assembly and bagging services. At Challenger Component Services they strive to be the "go to supplier" for their customers. When their customers have a supply chain or component problem they want Challenger to be the first place they look for a solution.

Wade stated, "At Challenger Component Services we are continually examining how we can become more efficient so that we can better serve our customers."

Efficient Systems a Must

Wade described a problem that Challenger had to overcome. He explained, "One of the areas we addressed in 2011 was our ERP software. The package we had used for the previous 8 years was no longer meeting our needs, frankly we had outgrown it. We

recognized the need for more robust functionality in 2008 and after reviewing several software providers we settled on a software product. Boy did that become a nightmare. After we got into the installation and implementation process it became apparent that we had selected the wrong people to work with." Even though they had made a significant investment, Challenger chose to scuttle the project. Wade said, "We just didn't feel comfortable moving forward and we decided to cut our losses"

The BUSINESS EDGE 2.0 is the Right Answer


After that failed attempt in 2008 with the other provider, Challenger turned to The BUSINESS EDGE 2.0 from Computer Insights Inc. In early 2011 Challenger undertook a second examination of the various products available to meet its needs. As before, they looked at several providers and sat through multiple demos. After narrowing their choices to three companies Challenger

selected The BUSINESS EDGE 2.0 from Computer Insights, Inc. Wade continued, "The BUSINESS EDGE 2.0 had all the functionality we needed now and for the foreseeable future. That coupled with the comfort we felt with the staff at Computer Insights, Inc. made the final choice clear. We had as smooth an installation as I have ever been involved with, the training and help desk really

made the implementation easy for us. Actually Computer Insights, Inc. serves Challenger Components, Inc. the way we serve our customers. We think alike and it is a very good fit."

More Information

Challenger Component Services can be reached at 427 Enos Reed Drive, Nashville, TN 37210 Mr. Wade Moore President. Their telephone number is (615) 251-8794, E-mail wmoore@challengerinc.net and their website is www.go2supplier.com

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MFDA ANNOUNCES GOLF OUTING & TABLE SHOW 2012

The Metropolitan Fastener Distributors Association, Inc. ("MFDA") announces its 16th Annual Golf Outing to be held on Sunday, September 23, 2012 @ Wild Turkey Golf Course in Hardyston, NJ.


The 14th Table Top Show to be held Monday, September 24, 2012, at the Fiesta in Woodridge, NJ from 2:00 - 8:00 pm. This is a unique cost-effective opportunity to show and grow your business at an exposition that continues to grow every year. As the economic turnaround is happening what better opportunity to meet with current customers and vendors.

Tables are available for MFDA members and past exhibitor's until July 15th - Space is limited. Any remaining exhibit space will open to the industry after the 15th of July. Included in the exhibitor fee are 9 foot

draped exhibit table, two (2) complimentary badges, valet parking, luncheon and dinner buffet and a list of attendees for the nominal price of \$300.00.

The Table Top Show boasts an exhibitor base that covers all aspects of the industry offering attendees the opportunity to meet with existing vendors and open doors to new sources, discover new products and vendor capabilities and learn the latest updates on fasteners and industry changes - without the time and cost that national shows require.



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For more information on Allegheny Coatings, you can visit them on the internet at www.alleghenycoatings.com.

DISTRIBUTOR NEWS

The **North Coast Fastener Association** is proud to announce its "Summer" Events schedule. Mark these on your calendar and don't miss out!

June 7th Distributor Social (free for distributors) Crowne Plaza Cleveland, South Independence, OH

July 14th 30th Anniversary Dinner Celebration, Andrews Osborne Academy, Willoughby, OH

August 27 NCFCA Open Golf Outing

Signature of Solon, Solon, OH

The proceeds taken from these events will directly benefit the NCFCA Scholarship Fund, so please give generously.

The NCFCA offers a variety of events to their members. If you are interested in joining the NCFCA or looking for additional information on the association, visiting their website at www.ncfaonline.com or by calling their office at 440-975-9503.

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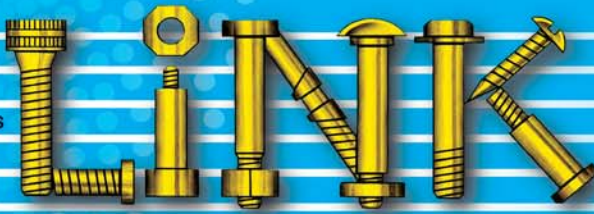
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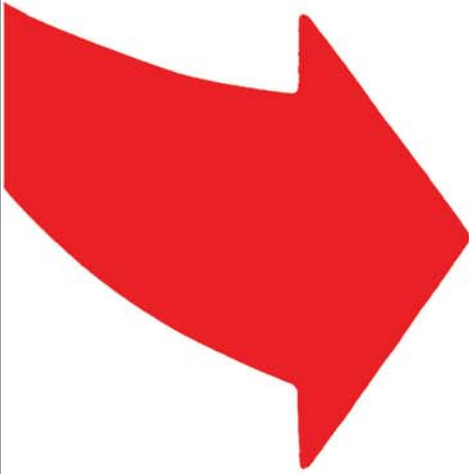
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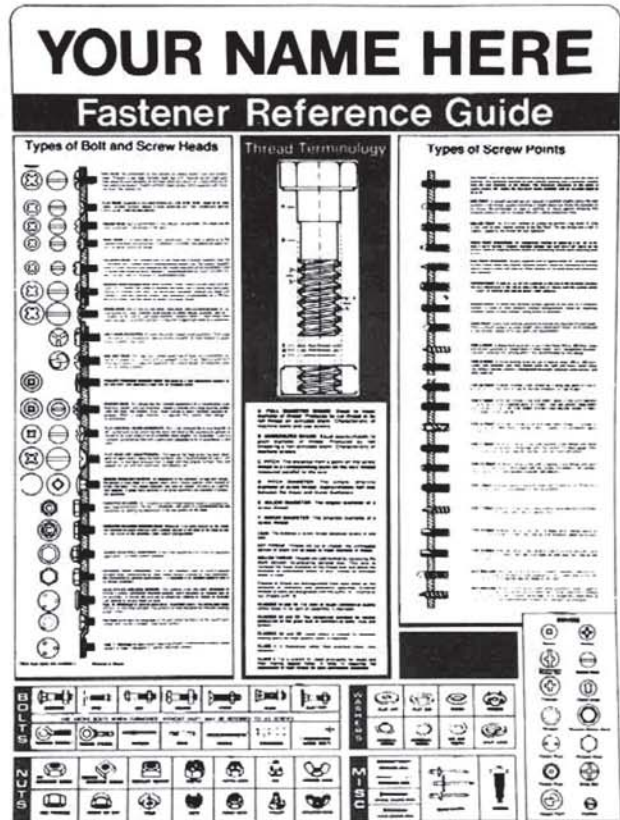
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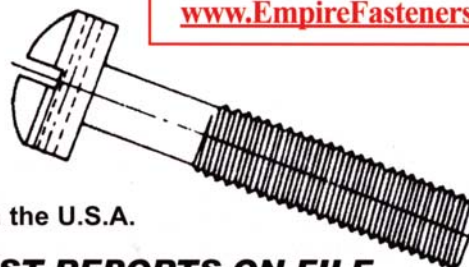
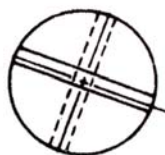
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US LEGAL, RELUCTANT AND MESSY "CHANGE-OVER" TO SI METRIC *continued from page 144*

The derived SI units are "ready-made" for more practical use. The unit for force – newton – eliminates earlier metric expressions like kgf (kilogram force) and lbf in the inch/pound world.

The pascal unit, Pa, is currently used in the US as MPa for fastener strength. ISO and the rest of the world use N/mm², which is the same in terms of magnitude.

SI covers, in principle, all conceivable application in science, technology and commerce. There are, however, some non-SI units that for historical and practical reasons have been accepted for use with SI units. These are called Additional Units (see table below).

Table 5 – Additional Units with SI

Quantity/Name		Symbol	Definition
Plane angle:	degree	°	1° = 1/360 of a full circle
	grade/gon	g	1g = 1/400 of a full circle
	minute	'	1' = 1/60°
	second	"	1" = 1/60'
Volume:	liter	L	1 L = 1 dm ³
Time:	minute	min	1 min = 60 s
	hour	h	1 h = 60 min = 3600 s
	day	d	1 d = 24 h
Mass:	metric ton	t	1 t = 1000 kg = 1 Mg
Temperature:	degree Celsius	°C	1°C = 1 K (as interval) °C = K + 273.15

You may use these units at your convenience, but not in scientific/technical contexts or calculations. A special name, hectare (ha), for larger areas such as farms, building lots, etc. can be used if m² or km² are not practical in special cases.

NEVER use the term "centigrade" instead of degree Celsius. A couple of easy to remember temperature comparisons:

$$-40^{\circ}\text{C} = -40^{\circ}\text{F} \text{ (too cold either way)}$$

$$0^{\circ}\text{C} = 32^{\circ}\text{F}$$

$$37^{\circ}\text{C} = 98.6^{\circ}\text{F} \text{ (body temp.)}$$

$$100^{\circ}\text{C} = 212^{\circ}\text{F}$$

The last major "building elements" in the SI system are the prefixes. A prefix is combined with a unit to indicate that the unit has been multiplied by a certain power of 10. The unit expression that has been formed this way is called a multiple of the unit.

Table 6 – SI Prefixes

Multiplication factor		Name	Symbol
10 ²⁴		yotta	Y
10 ²¹		zetta	Z
10 ¹⁸	1 000 000 000 000 000 000	exa	E
10 ¹⁵	1 000 000 000 000 000	peta	P
10 ¹²	1 000 000 000 000	tera	T
10 ⁹	1 000 000 000	giga	G
10 ⁶	1 000 000	mega	M
10 ³	1 000	kilo	k
10 ²	100	hecto	h 1)
10 ¹	10	deka	da 1)
.....			
10 ⁻¹	0.1	deci	d 1)
10 ⁻²	0.01	centi	c 2)
10 ⁻³	0.001	milli	m
10 ⁻⁶	0.000 001	micro	μ
10 ⁻⁹	0.000 000 001	nano	n
10 ⁻¹²	0.000 000 000 001	pico	p
10 ⁻¹⁵	0.000 000 000 000 001	femto	f
10 ⁻¹⁸	0.000 000 000 000 000 001	atto	a
10 ⁻²¹		zepto	z
10 ⁻²⁴		yocto	y

1) Avoid using these prefixes. 2) Avoid, except for garment sizes (body measurements).

Prefixes to be used to keep numerical values in tables, results and specifications between 0.1 and 1000.

Example: 144 000 N = 144 kN, by using prefix k for kilo = 1000.

In complex calculations, use coherent SI units and replace prefix with exponentials. 106 J, not 1 MJ.

Very few, if any, of us will ever have to use all of these SI prefixes. For "normal" industrial/commercial applications the following are the ones that we have to be comfortable with:

micro	μ
milli	m
centi	c
kilo	k
mega	M

If you have these memorized, you have 99.9 % of the area covered. Exceptions must sometimes be made from this rule, generally when you are dealing with prefixed units with an exponent, such as area and volume.

Decimal Rules

ISO and most countries in the world are using a decimal comma (,). The United States (for reasons unknown to me) a decimal point (.).

Since we in the US often use a comma as a separator in 3-digit groupings (large numbers) it can easily be misunderstood in dealing with the international market. The US Dept. of Education has issued a ban on commas as separators in text books for our schools.

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Every challenge, setback and personal difficulty you encounter in life also brings with it the seed of equivalent or greater benefit! The key to overcoming adversity is to avoid the temptation of panic and instead, focus on finding the greater benefit. Adversity will never leave you where it found you; it will either strengthen your character or weaken your resolve.

During the early years of WW II Nazi submarines, operating in wolf packs, roamed the frigid waters of the North Atlantic with impunity sinking an alarming number of British military and merchant ships. Hitler was confident that his U-boats could blockade England and eventually starve the British people into submission.

In the summer of 1940, while the Battle of Britain was being played out over London, the Germans unmercifully sank over 300 British military and merchant ships. Prime Minister Winston Churchill, fearing the negative impact these devastating losses might have on the nation's morale, ordered the information withheld from the public. In an effort to reduce the appalling number of casualties lost at sea, Churchill instructed the British Royal Navy to begin a study to determine what, if anything, could be done to save more lives during sea rescue.

While interviewing the survivors an interesting discovery was made. To their complete astonishment, the researchers noted that the survival rate for the younger, presumably more physically fit sailors was remarkably lower when compared to their older shipmates. The study concluded that the older sailors had a significantly higher survival rate due to the fact that they had overcome more adversity and therefore, had developed greater confidence in being rescued than the younger, less experienced sailors.


The head of the research project, Kurt Hahn, was so moved by this discovery that he created the Outward Bound program. Hahn designed the Outward Bound program, utilizing a series of progressively rugged challenges, to mentally and physically prepare young British sailors to cope with the adversity of naval combat. Today, the Outward Bound program works with troubled youth to help them develop greater confidence and self-image.

I find it interesting that people faced with similar adversity often experience remarkably different outcomes. Some people become weakened, some become hardened and some become stronger. If you place a carrot, an egg and a coffee bean into a pot of boiling water, each reacts in a completely different manner to their conditions. The carrot goes into the boiling water firm and comes out soft; the egg goes in fragile and comes out hardened; while the coffee bean turns the hot water into coffee by releasing its flavor and aroma!

Selling in these challenging times demands determination and personal fortitude. Having the will to persevere when times are tough is a characteristic commonly found among self-made millionaires. Are

you a quitter? The last time you failed, did you stop trying because you failed or did you fail because you stopped trying?

Thomas Edison documented 10,000 failed attempts to develop the electric light bulb. A reporter asked the great inventor how it felt to have failed 10,000 times trying to invent the light bulb. Edison responded, "Young man, I didn't fail 10,000 times trying to invent the light bulb, I simply documented 10,000 ways that it wouldn't work." Imagine how different our world would be today if Edison had been a quitter.

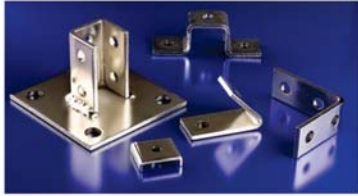
You must expect to encounter detours, roadblocks and potholes of adversity along the road of life. The next time you are faced with adversity, learn from it and know that you are becoming a much stronger person because of it! 



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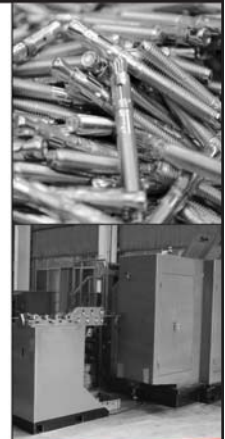
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US LEGAL, RELUCTANT AND MESSY "CHANGE-OVER" TO SI METRIC *continued from page 224*

Therefore write: 4500 mm, NOT 4,500 mm which will be read ad 4,5 mm, and 1 234 567.2 NOT 1,234,567.2. If we only have 4 digits, no space is needed.

How to Write SI Terms

Unit names are, when spelled out (meter, newton, pascal, etc.), treated as common nouns in English. Even if the unit names are derived from famous scientists, engineers and from other walks of life, they are NOT CAPITALIZED. The only exception from this rule is the name Celsius for temperature, but here the name is preceded by the word "degree" in low case letter. Unit symbols are unaltered in the plural. (1 N, 100 N, 1 m, 150 m, etc.).

Summary of SI units for general engineering purposes. The following is a listing of units normally associated with the use of mechanical fasteners.

Length: mm (millimeter) for all linear measurements on prints, etc. Use μm (micrometer) for small measurements like plating thickness, decarburization depth, etc.

Area: mm^2 for all cross sectional areas of fasteners, like stressed area (AS) in thread, bearing area under screw head or nut, etc.

Temperature: °C (degree Celsius) for heat treatment data, working temperatures, etc.

Forces: N (newton), kN, MN for fastener/joint load data.

Mass: kg (kilogram) or other multiples of g. Shipping mass (weight) of goods in tons (t).


Volume: mm^3 or other multiples of m^3 . Liter (L) for liquid goods (gasoline, soft drinks, wine) in limited volume.

Pressure/Stress: For use with ISO standards or in communication with countries outside the US use N/mm^2 rather than MPa (same magnitude) for mechanical properties (tensile strength, proofing loads, etc.).

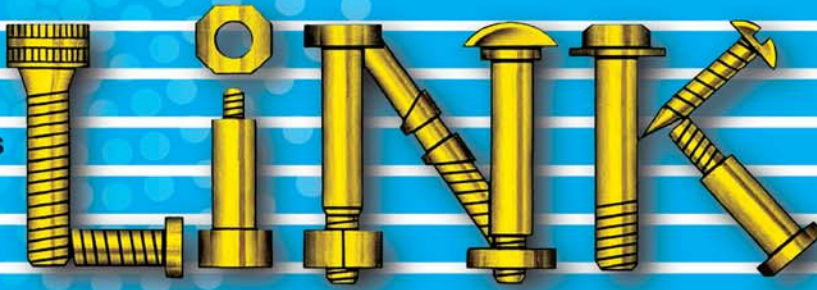
Torque: Nm (newton meter) for "normal" size fasteners.

Conversion Between Inch/Pound and Metric

Use, wherever possible, a "hard conversion", meaning using metric units as a base for all new design. If "soft conversion" = using inch/pound units as a base, but using metric, converted numbers, make sure that the converted numbers are not more precise than the original. For example: 2 3/4" should be converted to 70 mm, not 69.85.

One final piece of advice – most "metric" countries (and ISO) use "First Angle Projection System" for technical drawings, the United States uses "Third Angle Projection System". By noticing the symbol on a print we should know which one is to be used, but too many times it is ignored due to old habits, and a machine part is made to the wrong projection method. The part will look good in a mirror, but not in its place in the machine. 

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I		H	E	E	L			P	I	L	L	S		I	S	N
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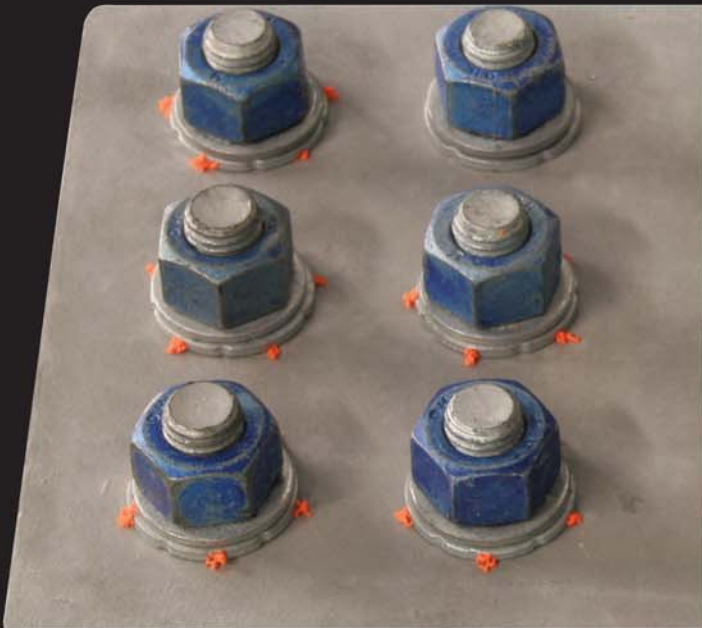
Fastener Wordsearch Solution

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L	B	B	U	X	L	T	S	B	T	L	X	R	S	B
L	R	O	O	C	H	E	E	I	X	A	N	C	H	R
A	O	L	G	E	N	R	P	R	C	N	U	S	E	E
W	H	T	A	I	S	X	G	O	H	G	T	P	R	P
Y	C	D	H	C	S	M	E	S	I	E	P	A	S	P
R	N	C	R	T	H	R	E	A	D	N	A	C	M	I
D	A	E	C	N	I	P	R	E	P	A	T	D	A	R
M	W	M	O	N	O	B	O	L	T	R	I	V	E	T
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