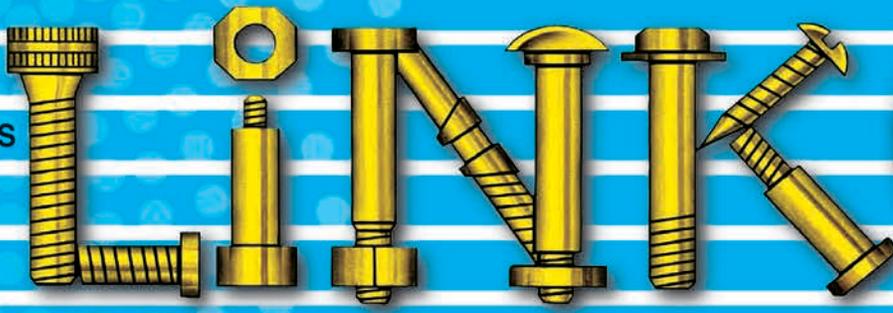


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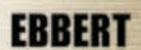
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- 6 LINK MAGAZINE CELEBRATES 40 YEARS**
- 8 SPECIAL REPORT: THE DIGITAL IMPOSTER – HACKERS PENETRATE YOUR WEBSITE TO SCAM YOUR SALES**  
*Joe Dysart*
- 10 TECHNICAL KNOWLEDGE AND TRAINING**  
*Bengt Blendulf*
- 12 FASTENER TECH™ '17: PLANS UNDERWAY FOR THE BIGGEST AND BEST EVENT!**  
*Nancy Rich*
- 14 FUNDAMENTALS OF THREAD FORMING SCREWS – PART 3: THREAD FORMING SCREWS FOR MILD STEEL & LIGHT METALS**  
*Laurence Claus*
- 16 [COVER STORY] AMPG: USING AUTOMATION AND 24/7 PRODUCTION TO KEEP UP WITH CUSTOMER EXPECTATIONS**
- 24 THE EXTREME VALUE OF AN INTEGRATED QUALITY SYSTEM**  
*Carmen Vertullo*
- 26 WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT KEEPING FASTENERS TIGHT**  
*Guy Avellon*
- 28 NIFMSE ANNOUNCES NEW VENUE FOR 2017 AND EXPANDS TO THREE FULL DAYS**  
*Susan Hurley*
- 30 FASTENER COMPANY ACQUISITIONS COMPLETE DURING THE SECOND HALF OF 2016**  
*Richard Hagan*
- 32 CUSTOM PARTS WITH OUT THE TOOLING COSTS**  
*Vincent Rodgers, Rotor Clip*
- 34 NIFMSE: WESTGATE LAS VEGAS RESORT & CASINO IS THE OFFICIAL HOTEL FOR THIS YEAR'S EXPO**  
*Susan Hurley*
- 36 WHAT IS A BLIND RIVET AND HOW DOES IT FUNCTION?**  
*Anthony Di Maio*
- 40 LESSONS LEARNED IN A SCHOOLHOUSE: SELF-FUNDING PROJECTS WITH A VERY HIGH ROI**  
*Robert Footlik*
- 42 DOES BUSINESS OPTIMISM LEAD TO REAL RESULTS?**  
*Jim Truesdell*
- 44 FASTENER INDUSTRY TECHNOLOGY UPDATE FROM THE IFI – AS OF MARCH 2017**  
*Salim Brahimi*
- 46 FACEBOOK FOR WORKPLACE: A PRIVATE SOCIAL NETWORK FOR FASTENER DISTRIBUTORS**  
*Joe Dysart*
- 47 ALL AMERICA THREADED PRODUCTS: KEEPING COOL WITH COLD FORMING**
- 48 SHEREX JOINS FASTENER ADVISORY BOARD**  
*Adam Pratt*
- 50 AVOIDING IDENTITY THEFT**  
*Bart Basi*
- 52 BTM MANUFACTURING: A COMMITMENT TO SERVICE FOR OVER 50 YEARS**
- 54 EZ THREAD™: NECESSITY IS THE MOTHER OF INVENTION, AMBITION IS THE FATHER**  
*Travis Lewis*
- 56 NAW ELECTS 2017 OFFICERS**
- 58 END OF 2016 FIN SURVEY: PROFITS OUTPERFORM SALES**  
*John Wolz*
- 60 ALFA TOOLS CELEBRATES MAJOR MILESTONE**
- 62 FASTENER TRAINING INSTITUTE® INTRODUCES NEW ADVANCED FASTENER CLASSES**  
*Jo Morris*
- 63 PERFECTION CHAIN: WIRE FORMS MADE WITH ULTIMATE PRECISION**
- 66 HOW TO BE YOUR COMPANY'S MOST VALUED EMPLOYEE**  
*John R. Graham*
- 67 UNICORP ELECTRONIC HARDWARE EXPANDS NAS/MS INVENTORY**
- 68 FASTENER INDUSTRY SUMMIT PLANNED FOR JUNE 7 IN ROSEMONT, IL**  
*Marty Nolan*
- 72 DISTRIBUTION ONE: TURNING AROUND YOUR INVENTORY TURNOVER**
- 74 NEFDA TABLE TOP SHOW AND CONFERENCE IN BOSTON**
- 75 NEFDA EXHIBITOR REGISTRATION FORM**
- 76 COILED SPRING PINS OFFER A UNIQUE BALANCE OF STRENGTH AND FLEXIBILITY**  
*Christie Jones, Spirol International Corp.*
- 78 MACLEAN-FOGG METFORM DIVISION SELECTED AS ONE OF THE 2016 BEST PLANTS**
- 78 SFA BOARD ACCEPTING BOARD NOMINEES**  
*John Elsner*
- 80 WOMEN IN THE FASTENER INDUSTRY ELECT NEW LEADERSHIP**
- 81 INTERNATIONAL FASTENERS OPENS NEW PHILADELPHIA FACILITY**
- 84 PAC-WEST/NFDA JOINT CONFERENCE AND TABLETOP SHOW BREAKS ATTENDANCE RECORDS**  
*Vickie Lester*
- 85 PAC-WEST/NFDA JOINT CONFERENCE PHOTOS**
- 86 PALM LABS ADHESIVES: INTRODUCING TURBO-LOCK THREADLOCKERS**
- 86 RAM-BUL: RAMCO'S JOINT VENTURE WITH SWEDEN'S BULTEN**



- 88 **BAY SUPPLY INTRODUCES THE BAYFAST BRAND**
- 90 **MWFA: CHICAGO FEDERAL RESERVE ADDRESSES THE FASTENER INDUSTRY**  
*Nancy Rich*
- 93 **SEMS AND SPECIALS: STRIVING FOR QUALITY AND OFFERING SOMETHING 'SPECIAL'**
- 94 **FASCOMP ELECTRONIC HARDWARE: QUICKLY GROWING BRAND NAME RECOGNITION**  
*Stan Lockhart*
- 96 **HILL THREADED PRODUCTS: LEGENDARY SERVICE**
- 99 **PAC-WEST/NFDA TABLE TOP SHOW PHOTOS**
- 101 **SUBSCRIPTION FORM**
- 105 **AVK INDUSTRIAL PRODUCTS: 100% DOMESTIC MANUFACTURER**
- 118 **NORTH COAST FASTENER ASSOCIATION HOLIDAY BASH**  
*Jackie Ventura*
- 121 **LINDSTROM ACQUIRES HODELL-NATCO TO INCREASE CAPABILITIES**
- 123 **MWFA FEDERAL RESERVE DINNER MEETING PHOTOS**
- 124 **FASTENER LINKS**
- 129 **ADVANCE COMPONENTS CELEBRATES 45 YEARS WITH FREE SHIPPING**
- 146 **MWFA: MEMBERS ENJOY PARTY FUN & GIVING TO TOYS FOR TOTS**  
*Nancy Rich*
- 147 **MWFA HOLIDAY PARTY PHOTOS**
- 149 **CROSSWORD PUZZLE**
- 151 **YOUNG FASTENER PROFESSIONALS ANNOUNCE THREE NEW BOARD MEMBERS**
- 157 **WORD SEARCH**
- 166 **MFDA TOYS FOR TOTS PARTY BREAKS RECORD**  
*Rob Rundle*
- 168 **MFDA MURDER MYSTERY DINNER PHOTOS**
- 175 **MFDA TOYS FOR TOTS HOLIDAY PARTY PHOTOS**
- 186 **LIES, TRUTHS AND MISCONCEPTIONS: CHALLENGES SAFETY LEADERS FACE**  
*Carl Potter*
- 188 **SHOW AND TELL**  
*John Boe*
- 190 **PUZZLE SOLUTIONS**
- 194 **FIRST STEPS TO EFFECTIVE SALES PLANNING**  
*Dave Kahle*
- 196 **MACK BROOKS TO LAUNCH FASTENER FAIR USA IN 2018**



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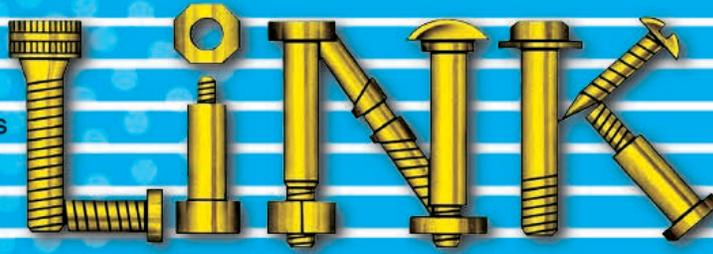
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THE NATIONAL MAGAZINE FOR FASTENER DISTRIBUTORS

# DISTRIBUTOR'S LINK MAGAZINE CELEBRATES 40 YEARS

Well here we are 40 years later and LINK Magazine is still going strong and growing. Just a bit different then when we started. LINK'S print and digital editions are now an equally important part of our industry, as well as our LINK App, Twitter, Facebook, Instagram, and LinkedIn social media pages, all ways to reach the industry which did not exist 40 years ago. Face to face with our readers is still the most important part of our job and Tracey Lumia will continue to cover all the meetings and Trade Shows. We do this to better inform the Fastener Distributor and Suppliers on what is going on in their industry.

I believe that print will still be as important to our industry as ever before and LINK Magazine has never been stronger. 2017 will be a very good year for LINK and our industry as we already see more interest in our magazine and what we offer then we have in the past few years. I know everybody in business is optimistic about the future, it is happening as we speak.

Our magazine is more than current news, it is a technical reference and resource guide for the fastener distributor that has infinite shelf life. Our readers keep the magazine on hand for years, considering it an invaluable source of information and is often required reading for their sales staff. Distributors may not need the information today, but they will need it sometime in the future and that is why we put quality paper into our magazine so that it can be saved without tearing apart.

As to the future of LINK, it is set up to last for many more years with or without me. So look for us in the mail, on line, and at an industry event near you... or via any other new opportunity that comes our way.



We look forward to hearing from and seeing you for the next 40 years.

*Leo J. Coar*

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# LINK SPECIAL REPORT

## THE DIGITAL IMPOSTER: HACKERS PENETRATE YOUR WEBSITE TO SCAM YOUR SALES by Joe Dysart

In the latest twist on identity theft, hackers are clandestinely taking over Web sites – and then brazenly billing the customers who visit those sites as if they are their own.

“Unfortunately, Web site security is becoming a prominent issue,” says Evy Hanson, owner, Leap Online Marketing ([www.leaponlinemarketing.com](http://www.leaponlinemarketing.com)), who adds she personally knows of two businesses whose Web sites have been hacked in the past year.

While any sort of Web site identity theft is alarming, the version that results in a hacker taking command-and-control of your Web site – and ultimately your business dealings – is especially brutal.

Under this scenario, hackers find a way to break into your Web site, and then take over all the interfaces your business uses to operate that Web site.

Simultaneously, the hacker also gets access your business’ accounts payable and receivables tools, as well as its email correspondence tools.

With all the tools to do business as you in hand, the hacker begins cutting deals with your customers,

instructing them to wire payments for goods and services to a new bank account – an account that is owned and operated by the hacker.

After a few quick deals and lots of laughs, the hacker vanishes – along with all the cash that has been wired to his or her bank account.

Ultimately, the victimized business only finds out

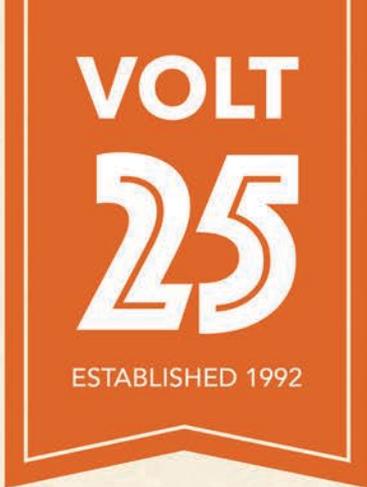
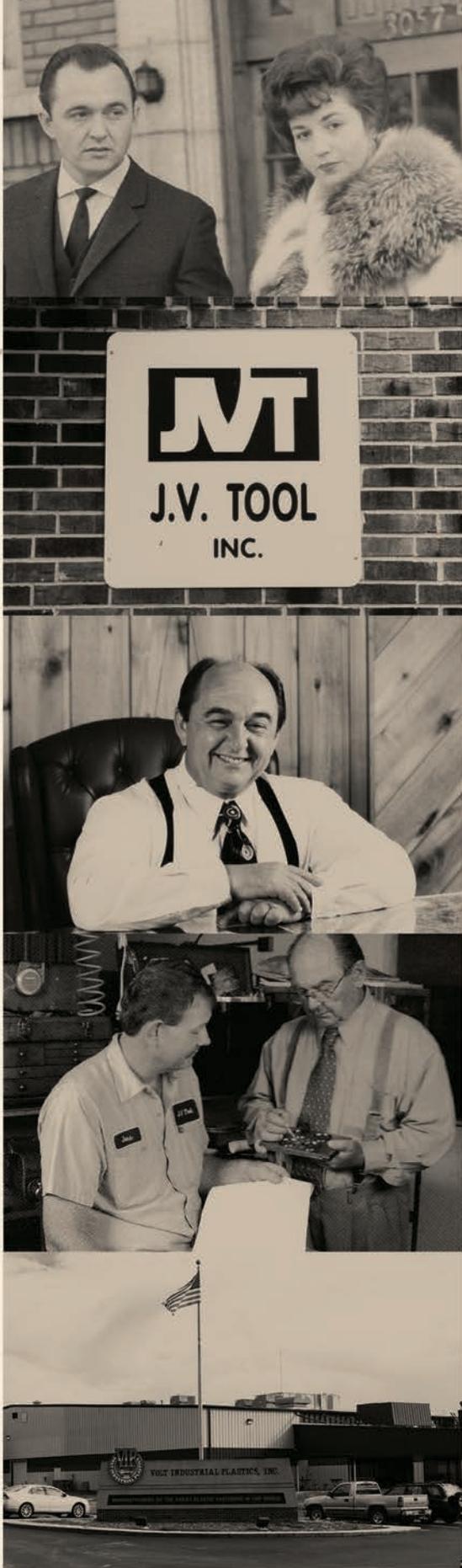
about the scam weeks or months later, when hordes of angry customers start calling, demanding goods and services that were never delivered.

Perhaps the most unsettling aspect of this new spin on cybercrime is that even the most strongly secured Web sites – properties that are maintained by technologically sophisticated,

multibillion global corporations – are vulnerable.

Indeed, IT security researcher Arun Sureshkuma proved that reality with chilling clarity last summer, when he demonstrated how he could hack any Facebook Page – and take over that Page as administrator – in less than 10 seconds (<http://arunsureshkumar.me/index.php/2016/09/16/facebook-page-takeover-zero-day-vulnerability>).





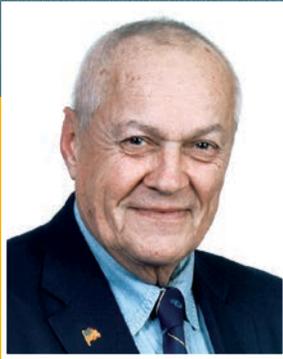
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# Bengt Blendulf

Bengt Blendulf was educated in Sweden and moved to the US in 1974 to start a subsidiary for a Swedish fastener manufacturer. After working as a technical consultant on the faculty of the College of Engineering and Science at Clemson University, he established EduPro US in 1997 to teach highly rated courses in Fastening Technology in the US, Canada, Mexico, Europe and Asia. Being one of the founders, Bengt served as 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." In 2013 he also received IFI's Soaring Eagle Award for "significant contributions to the technological advancement of the fastener industry". Bengt is the author of an extensive lecture book, well over 110 articles and "Mechanical Fastening and Joining", a book published in 2013 by the Industrial Fasteners Institute. He can be contacted through [www.edupro.us](http://www.edupro.us) or by email [bblendulf@yahoo.com](mailto:bblendulf@yahoo.com).

## TECHNICAL KNOWLEDGE AND TRAINING

This is a topic that we have touched on over the past decades in the Link Magazine. From my standpoint it is as important to the fastener distributor as good prices, inventories, shipping efficiency, product quality and many other issues related to the products. But it is oftentimes put on the back-burner for various reasons, mainly time and cost. Let us just re-visit the old saying "if you think that knowledge is expensive – try ignorance" before continuing.

Judging from the participation at the Fastener Show in Las Vegas and my training classes there, it seems to be a small but steady interest in technical training of distributor personnel. Those classes are organized by the Fastener Training Institute, FTI, and they are doing a pretty good job of bringing students to the annual Las Vegas event. However, the typical 25-30 participants are a "drop in the bucket" considering the size of the US distribution market. It is, of course, cost effective to add the training to the expense of sending people to the Las Vegas show, but the total training need is much larger.

What is a good training curriculum for distributor personnel? Let's start with the assumption that most people working at distributors are not graduate engineers. But they are selling products that are often used in highly engineered equipment requiring quality and precise measurements. Distributor people are often technically

challenged by having to respond to questions about a wide variety of issues related to fastener quality and performance. How well are they prepared for answering those technical questions properly? Or do they pass on it and have somebody else (with real knowledge) to respond or to take a guess? We have to keep in mind that the person in the industry asking for or using the fasteners may not have the technical know-how either.

Too often, the industrial customer is also a victim of sub-standard education from their education provider (university, technical college, etc.). Just because the specifier is called an engineer does not necessarily mean that they know the best way of using the fastener they are asking for. I am not suggesting that the distributor should always second-guess the fastener choices made by the industrial customer, but it may be a good idea to, at least, keep an open eye on the specification.

First of all, the distributor should always keep its own sales catalogues up-to-date. It is sad to see how many of the current distributor catalogues are severely obsolete, particularly when they are specifying metric fasteners. For example, the references to DIN are often much too late since the Germans did make them obsolete in the 1990's. One has to wonder why the US distributors are keeping obsolete DIN standards in their catalogues.

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## PLANS UNDERWAY FOR THE BIGGEST AND BEST FASTENER TECH™ EVENT! by Nancy Rich

# FASTENER TECH™ '17

**FASTENER TECH™ '17** will be held, again, at the Donald E. Stephens Convention Center in Rosemont, IL. Exhibitor set up will be June 5th with the show opening on June 6th and continuing on the 7th. See schedule for all events affiliated with **FASTENER TECH '17**. The MWFA 65th Annual Golf Outing will be held the following day on June 8th at Chevy Chase Golf Club in Wheeling, IL. Once again, our schedule is such that you can plan to come for the show and stay for the golf.

This show will feature fastener manufacturers, importers, fastener service companies and manufacturers of fastener machinery. Besides the show, **FASTENER TECH '17** also features educational, informative and social opportunities. Exhibitors are encouraged to sign up early for their booth selection. Fastener Tech originated in 2007 and continues to provide a valuable show for the fastener industry. The show is hosted by Fastener Technology International and Midwest Fastener Association.

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### Schedule of Events

#### Monday, June 5th

EXHIBITOR MOVE-IN - 10:00am - 4:30pm

WHY FASTENERS FAIL - 8:30am - 4:30pm

*Presented by the Fastener Training Institute®*

#### Tuesday, June 6th

EXHIBITOR SET UP - 8:00am - 9:45am

SHOW HOURS 10:00am - 5:00pm

INTRO TO COILED SPRING PINS - 10:00am - 10:45am

*Presented by Spirol International*

EXHIBITOR LUNCHEON - 11:30am - 1:00pm

MAKING FASTENERS FROM

BEGINNING TO END - 1:00pm - 3:30pm

*Presented by Fastener Technology Int'l*

TECHNOLOGY CENTER HAPPY HOUR - 4:00pm - 5:00pm

ALL INDUSTRY RECEPTION - 5:00 p.m.-7:00 p.m.

#### Wednesday, June 7th

SHOW HOURS - 9:00am - 1:00pm

FASTENER SUMMIT - 1:00pm - 6:00pm

*Presented by Fastener Industry Coalition*

EXHIBITOR MOVE-OUT - 3:00pm - 7:00pm

#### Thursday, June 8th

EXHIBITOR MOVE OUT - 8:00am - 11:00am

GOLF OUTING - 12:00 noon

Shotgun start at Chevy Chase Country Club, Wheeling IL 



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## Laurence Claus

Laurence Claus is the President of NNI Training and Consulting, Inc. He has 25 years of experience with a medium sized automotive fastener manufacturer, holding positions including Vice President of Engineering, General Manager, Director of Quality, Director of New Business Development and Applications Engineer. In 2012 he formed NNI offering technical and business training courses as well as technical consulting, expert witness and consultation work. He can be reached at 847-867-7363 or by email: [Lclaus@NNITraining.com](mailto:Lclaus@NNITraining.com). You can learn more about NNI at [www.NNITraining.com](http://www.NNITraining.com).

# FUNDAMENTALS OF THREAD FORMING SCREWS - PART 3: THREAD FORMING SCREWS FOR MILD STEEL & LIGHT METALS

## Introduction

Besides wood, the second most common material to employ thread forming screw technology is steel. It is possible that one day steel will be surpassed by thermoplastics and aluminum, but likely, not anytime soon. In fact, there are probably more thread forming screw design variants for steel than for any other type of application. Steel poses a challenge, however, because generally speaking it is the same material that the screw will be made from. As you may recall from Part 1 of this series, Rule Number One of thread forming is that the material must be softer than the thread forming screw. This is important because for successful thread forming, the screw's threads must not collapse, break, or be otherwise compromised. It is for this reason, therefore, that we speak about thread forming into mild steel but not hard steels or materials like cast iron.

Part 3 will explore thread forming into mild steel and other light metals. We will see that these materials possess different design and application considerations from the thread forming screws for plastics addressed in Part 2. We will examine the differences between metallic materials that are commonly thread formed and explore the unique considerations when working with unique metallic materials. In particular, we will look at mild steel, aluminum, and magnesium. Part 3 will conclude this series with a brief description of several advancements in new thread forming technology.

## Thread Forming Screws for Mild Steel

Steels are a very broad category of materials. They are the materials that are formed when carbon is purposely added to iron. This addition changes the mechanical properties of the iron, making it much stronger and tougher than in its pure elemental form. The mechanical properties are, in fact, so dependent on the addition of carbon and other alloying elements, that steels get classified as low, medium, and high carbon depending on the amount of carbon they contain. Like a pitcher of brewing ice tea that only absorbs a limited amount of sugar before dropping the excess to the bottom, iron can absorb no more than about 6.5% carbon. However, at those levels the iron-carbon alloy is much too hard and brittle to be classified as steel, and is, in fact, considered a cast iron. Steel, therefore, maxes out at a little over 2% carbon.

As we study the relationship between the composition and the behavior of steels, we find that the more carbon in them the harder and stronger they become. We also discover that with more carbon, if we expose them to certain heat treating processes, their strength and hardness may be radically increased. Therefore, anecdotally we understand that a sample of 1008 steel (which contains 0.08% carbon) will be significantly softer and thus easier to thread form into than 1080 steel (which contains 0.80 % carbon) and, likewise, that a non-heat treated 1018 material will accommodate thread forming while a heat treated 1035 material will not.

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WHO HAS TIME TO WAIT? TODAY'S CUSTOMERS ARE SMARTER, MORE DEMANDING, MORE EMPOWERED, AND HAVE HIGHER EXPECTATIONS THAN EVER BEFORE.

**A**mazon, Netflix, Apple's App Store, and the digital revolution are reshaping customer expectations. Today's customers are smarter, more demanding, more empowered, and have higher expectations from the companies with whom they choose to do business. The technologies that are available today mean customers expect and demand amazing service and immediate gratification. The impact of this revolution touches every industry, including the world of fasteners. Companies must learn to adapt to new customer expectations and evolve their processes to create world-class experiences in order to continue competing effectively. AMPG hopes we are well on the way, and our motto is simple: **Evolve. Adapt. Compete. Be Humble.**

Thinking back to how industrial sales were done in the 70's and 80's, you would find that price and delivery took weeks or months and production times even longer. The typical industrial distributor stocked mostly higher volume "A" items, and mailed (via US Postal service) prints back and forth to manufacturing partners for pricing. Prices were quoted in person or by mail, and lead times were from 4 to 16 weeks for a manufacturing run with high quantity minimums.

## I WANT IT, AND I WANT IT NOW

The industrial fastener marketplace has been irrevocably changed by the Internet and B2B catalogs and websites. The amazing growth of Amazon as a marketplace for all things (136 Billion in sales for 2016, and the industrial Amazon Business B2B portal hit \$1 Billion in sales within 12 months and is now experiencing 20% per month growth) has conditioned all consumers buying today that everything should be available from stock for fast delivery. **Customers no longer believe that there is a lead time associated with anything they want to buy.**

Large catalog distributors used to have a physical limitation on how many products they could merchandise in their books. Print catalogs were expensive to produce, had a binding limit and were heavy to ship. These considerations limited the number of items that



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distributors were able to catalog as their product line. The web eliminated many of those constraints and helped large distributors expand their product line more rapidly without expanding their existing infrastructure.

Since we purchased each new item from a manufacturer, large production run quantities were necessary for each and every item, leading to a natural limitation on the products offered due to space and cash considerations. By 2003,



As such, the universe of wonderful and strange items that fastener distributors must fulfill quickly has grown exponentially. As always, the company that can get hard-to-find items to the customer the fastest will triumph. It's going to be almost impossible to win new business with a discounted price on 1/4-20 Hex Nuts.

we realized that our business model had to change, and we purchased our initial Swiss lathes and milling centers. From that point forward, we evolved into a legitimate manufacturing business.

## NEW KIDS ON THE BLOCK

On July 5, 1994, Amazon began as an electronic commerce and cloud computing company selling books. Five months later, AMPG developed a business strategy to aggregate slow moving items and ship them to industrial distributors from stock. Some of the original items were extra-thick flat washers, measuring equipment, and machine tool accessories. At that time, we were not manufacturing in house, so we contracted with job shops to make production run quantities, scheduled secondary heat treating & plating, assembled and packaged items, and held the product on our shelves to ship from stock.

## TRYING TO BE BETTER

In the intervening 13 years, we have learned a lot about how to be a competitive manufacturing operation through listening:

- 1 *Listening* to experienced machinists that worked for us running our machines.
- 2 *Listening* to the machine tool dealer who recommends, sells, and services the Star CNC Swiss lathes that we exclusively use.
- 3 *Listening* to experts in other disciplines for techniques that we can integrate into our manufacturing organization.

- 4 *Listening* to consultants we hire for specialized knowledge in team building, robotics, and workplace innovation.
- 5 *Listening* to our customers who tell us not only what they need, but what they can imagine.
- 6 *Listening* to our advisory board for points of view that aren't always represented in our management team.
- 7 *Listening* to a management team that is always looking for an improvement in any process, large or small.
- 8 *Listening* to our entire staff for suggestions and operational improvements.

## FROM PRINT TO PART IN 7 DAYS

The result of all this input is a unique system and culture that allows us to manufacture beautiful parts to spec with our customers' prints within seven days. *From Print to Part in 7 Days* has turned out to be a repeatable reality for AMPG and our distribution partners. Our ISO 9001:2008 system and processes are utilized to make sure all of our internal and control processes are streamlined.

Our commitment to Lean Manufacturing methodologies compel us to run all 24 of our automatic Swiss lathes with automatic bar loaders 24/7/365.

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 <p><b>ARCHITECTURAL ITEMS</b> A stock line of structural standoffs, glass fastening components, coupled with a 7 day turnaround for custom components</p>	 <p><b>BINDING POSTS &amp; BARRELS</b> The largest line in the world, on the shelf. Hard-to-find binding sizes and materials</p>
 <p><b>EXTRA THICK WASHERS &amp; SPACERS</b> Manufactured in small to large quantities from 1/8" thick and up, outside diameters up to 14"</p>	 <p><b>LOW HEAD PRODUCTS</b> Low profile head binding barrels, shoulder screws, socket screws and other items for reduced head clearances</p>
 <p><b>NUTS</b> Acorn, coupling, finger, hex and round nuts available in many materials in fine and extra-fine threads and special metric pitches</p>	 <p><b>PRAIRIE BOLTS</b> Flange head socket screws for soft materials, specified by grip range and material</p>
 <p><b>SHOULDER BOLTS</b> The largest line of ASME Standard and Precision Standard shoulder bolts available in 18-8, 316, and 17-4 PH Stainless Steel, Aluminum, Brass, Titanium, and Monel</p>	 <p><b>SOCKET HEAD CAP SCREWS</b> Non Standard sizes, extra-long lengths, special head configurations of socket screws in a wide range of materials</p>

## IN-HOUSE BAR STOCK INVENTORY

Lot traceability on all material buys is carried through to all finished products. We maintain hundreds of thousands of pounds of round bar stock. All bars are melted in the US and meet DFARS requirements. At our Indianapolis facility, AMPG stocks a wide range of sizes and materials to facilitate our custom manufacturing of items and to support our rapid deliveries, *"Print to Part in 7 Days."*

**STEEL:** Low & Medium carbon steel, Stress Proof 1144 Steel, Alloy 4140 Steel

**STAINLESS:** 303, 304, 316, 410, 416, 17-4 PH Stainless Steel

**ALUMINUM:** 6061 and 2011 Aluminum

**BRASS:** 360 Commercial Brass

**EXOTICS:** Monel 405, Stainless Steel A286, Titanium Grade 2 and Grade 5, Inconel 718

## OUR PARTS GUARANTEE

Whether items are big or small, stock or special, products are made to our customers' quality requirements. AMPG's Swiss machines can produce super close tolerances and extra-long parts. Our larger lathes handle up to 3" diameter bar stock through the spindle. All of our bar stock that goes into our Swiss lathes are

centerless ground to .0005" guaranteeing enhanced concentricity, repeatability, and enhanced run times.

## CUSTOMER SERVICE & RESPONSIVENESS

A small staff of experienced people turns information fast. Quotes for custom parts are generally returned in a matter of hours, and all information about orders and stock products is available immediately. Our ISO Certification was used to implement a true paperless environment with all relevant information accessible immediately. Comprehensive PIM (Product Information Management) on our broad line enables quick technical information. Our complete Autodesk CAD CAM manufacturing system captures all information from quote to order for quick setup and manufacturing runs.

## ONLINE PRESENCE

Our website, [www.ampg.com](http://www.ampg.com), is designed to provide updated listings of the stock products we have in our line. There are templates and forms to assist users in quoting special manufactured parts. Our catalogs are available as PDFs for download, and our blog gives a picture of what's happening in our company.

## INDUSTRIAL JEWELRY

The machinery and methods that we use, combined with the uncommon attention to finish quality practiced by our staff make a machined part from AMPG visibly different. Many people are astonished, and we frequently hear that our parts look like jewelry. So we use the term "Industrial Jewelry" to communicate the impact that our products make with your customers.

Our goal is simple to understand: "To satisfy customer expectations," but it is tough to accomplish. That is why we need to ***Evolve, Adapt, Compete, and be Humble.*** ■

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## Carmen Vertullo

Carmen is the founder of CarVer Consulting, a San Diego-based consulting, engineering and training company specializing in fasteners and bolted joints. He has experience in fastener quality assurance, manufacturing, sales, and inventory management programs. Carmen is a designer and producer of aircraft support equipment and tooling for all branches of the U.S. military, prime contractors and foreign military sales. He has developed and teaches a series of advanced fastener training classes for the Fastener Training Institute®. Mr. Vertullo is a Certified Fastener Specialist through FTI, and he holds a BS in Manufacturing Engineering Technology.

# THE EXTREME VALUE OF AN INTEGRATED QUALITY SYSTEM

If you look up the definition of “Integrated Quality Management System” you will find a hodgepodge of descriptions that include things like “interfaces with all other departments in the organization”; “includes all standards relating to the organization’s products and processes”, and “takes customer, supplier and internal needs into account”. While these features do feed into what would be considered “integrated” they all miss one of the most important and practical characteristics of an integrated quality management system.

### *Integration Is Critical*

As a fastener supplier, imagine if your sales function did not integrate with your purchasing function, or your purchasing system did not integrate with receiving or inventory management. Not very long ago very few systems had integrated CRM and email functions –so most of us don’t really have to imagine a system – or systems where we have to enter customer data twice, or go to another program or system altogether to send an email or see the latest customer contact data.

If you had enough money to throw at the problem you could hire an integrator to make all these other functions work and play well with your ERP. Then you get to learn terms like “single source” “third and fourth party integration” “middleware”, “best in class” and “custom programming”. This is not an article about computer systems so I will leave it to you and your interest to define these terms.

### *A New Definition Of Quality Integration*

However, I have what I consider to be a new and better definition for the term “Integrated Quality Management System”:

*An Integrated Quality Management System is one where we endeavor to incorporate all, or as many as possible, of the functions of the Quality Management System into our ERP. It shows up as a drop down on our system just like sales, purchasing, accounting, inventory, etc.*

Today, we would not tolerate a non-integrated ERP – we don’t want to reenter part numbers, customer data, vendor data and we certainly don’t want to waste time using multiple systems to perform customer contact tasks, inventory management or accounting functions – we want an integrated system to manage all of our business functions.

### *Missing Pieces*

For example, I often see suppliers using a non-integrated CRM system. They re-enter the entire customer’s contact information into that system. When they are taking an order they have to simultaneously operate the non-integrated CRM system. I also often see fastener supplier quality departments filling out forms or re-entering part data, customer data or vendor data into an electronic form that is not linked to their ERP. This is not an integrated system.

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## Guy Avellon

Guy Avellon has been in MRO and Fastener Distribution for over 30 years, in such positions Sales Engineer, Chief Engineer, Manager of Product Marketing, Product Engineering & Quality and Director of Quality & Engineering. He founded GT Technical Consultants where he performs failure analysis, lectures on fastener safety, works for law firms and designs/audits Quality systems. He is a member of SAE, is Vice Chairman of the ASTM F16 Fastener Committee, Chairman of the F16.01 Test Methods Committee and received the ASTM Award of Merit in 2005. Guy can be contacted at 847-477-5057, Email: [ExpertBoltGuy@gmail.com](mailto:ExpertBoltGuy@gmail.com) or visit [www.BoltFailure.com](http://www.BoltFailure.com).

# WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT KEEPING FASTENERS TIGHT

Many times a customer has a particular problem with keeping parts together. The fastener and joint loosens and they may seek your advice on how to prevent this from happening. There are a host of reasons why parts loosen; from not being able to initially tighten the nut and bolt properly to severe vibration problems.

First, there is no single product that will serve the needs for vibrational resistance for all applications without having some limitations. This is why there are such a variety of products on the market.

In some cases, the hardness and softness of the joint materials must be considered to avoid embedment. In other cases, there may be times where we intentionally want to have the fastener mechanically dig into the material to provide a solid grip.

The type of external loading will also influence our choices of what method we choose to help keep the parts together. Axial loading, for instance, is a force perpendicular to the joint. It may be steady for awhile, and then provide intermittent impacting loads. When an impact load hits the joint, it will cause a momentary loss of clamp load due to joint compression as the joint absorbs the load. After the impact load dissipates, the joint will relax again to its normal position. However, during the brief moment the joint was compressed, the nut has the desire and ability to rotate down the helix angle of the fastener. This may be only a few degrees of rotation, but over time and frequency of impact or vibrational loads, the nut will continue to rotate off, causing a considerable loss of clamp load until the joint is totally loose.

Transverse loading, or shear, will cause the parts to

slide. If the loads shift to the left, the nut will also move to the left which will cause loosening. The intent here is to stop the parts from sliding or any movement. To do this, the mating surfaces must be rough to increase surface friction. The transverse loads must overcome the joint friction to cause movement. In this case, we need a strong fastener and locking nut.

One basic tenet is: if you don't want the nut to come off, lock the nut.

First, one must be careful when using the term 'lock' to describe a feature, such as a lock nut. This implies a permanent condition relating to the performance of the connection. Law suits have been filed for use of terminology like this, so the proper description is 'prevailing torque'. This term will describe an entire genre of nuts which will provide a type of interference friction between the threads of the fastener and nut that will cause an increase in both the assembly and disassembly torque, which is sustainable for several applications and removals.

Most prevailing torque (PT) nuts are metal and produce a drag against the mating threads, which is felt as an increase in torque effort while the nut is being run up the threads of the fastener. This drag is dissipated when the nut contacts the joint surface and the fastener is tightened in tension.

The 'locking' element may be caused from distorting the body of the nut at the sides, having a slotted or castle-like top, to a crowned top which has crimps on the top that deflect the first few threads. Some designs and crimping locations differ between manufacturers.



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## NIFMSE ANNOUNCES NEW VENUE FOR 2017 AND EXPANDS TO THREE FULL DAYS by Susan Hurley

The National Industrial Fastener & Mill Supply Expo (NIFMSE), announced last year that the largest fastener event in North America will be moving from the Sands Expo & Convention Center to the Las Vegas Convention Center, Central Hall starting with the Fall 2017 show that will take place on October 17-19, 2017.

The show, which has seen significant growth in the last year since Emerald Expositions' acquisition, will expand from two and a half days to three full days of conferences and exhibition.

This year the educational track will take place on Tuesday, October 17, 2017 and the exhibition hall will be open all day from 9:00 a.m. to 4:00 p.m. October 18-19, 2017.

In 2016, National Industrial Fastener & Mill Supply Expo experienced its largest attendance to date, with 18% growth in qualified buyers and a 26% increase in overall attendance from 2015.

"With the move to the Las Vegas Convention Center, attendees and vendors can expect a new look and feel to the show. The new location gives the show the ability to increase the size of the exhibit space where vendors will have even more opportunities to promote their brand and increase awareness to attendees," says Karalynn Sprouse, EVP of Emerald Expositions.

NIFMSE is also working on updating and expanding its product categories. Automotive is a growing category in the international section of the expo, along with materials on the domestic side. The biggest expansion area for the

2017 event is looking to be the machinery section.

***At ten months out, floor space is filling up quickly with more than 80% of the show already booked.***

Held annually in Las Vegas, NV, the National Industrial Fastener & Mill Supply Expo is the largest fastener expo in North America. Since 1981, the event continues to bring together the manufacturers and master distributors of industrial fasteners, precision formed parts, fastener machinery & tooling and other related products and services

with distributors and sales agents in the distribution chain. The event consists of an all-day conference program presented by endorsing fastener associations and a show floor with more than 600 exhibiting companies from around the world.

National Industrial Fastener & Mill Supply Expo is owned and operated by Emerald Expositions, a leading operator of large

business-to-business trade shows in the United States, producing more than 50 trade shows and over 100 face-to-face events in total, including conferences, summits and other events. Emerald Expositions connects more than 335,000 sellers and buyers each year and operates within the U.S. in 10 end markets (Gift, Home, General Merchandise and Manufacturing; Sports & Apparel; Design; Jewelry, Luxury & Antiques; E-Commerce; Creative Services; Licensing; Healthcare; Military; and Food).

***To inquire about booth space availability for the October 2017 show, please email [info@fastenershows.com](mailto:info@fastenershows.com) or visit [www.fastenershows.com](http://www.fastenershows.com).*** 



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## Richard Hagan

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

# FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016

In this issue, we will briefly review the fastener company acquisitions completed during the second half of the 2016 calendar year (see *Link Fall 2016 Issue*, page 36, for the acquisitions completed in the first half of 2016). 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.

With forty-nine deals being consummated last year, fastener industry deal-making activity remained strong last year and 2016 witnessed the most deals completed over the past nine years - the time period Pinnacle has been assiduous in compiling this comprehensive deal list.

Year	Total Number of Deals Completed
2016	49
2015	47
2014	41
2013	29
2012	35
2011	29
2010	30
2009	14
2008	24



On June 17, 2016, **Colony Hardware Corporation** purchased **Fasteners Inc.** Founded in 1946 and headquartered in Grand Rapids, Michigan, Fasteners Inc. is a regional distributor of fasteners, power & hand tools, safety products and consumable supplies for the construction and general industrial markets. The company's main distribution center is in Grand Rapids and there are nine branch stores/warehouses in Michigan (7) and Illinois (2). Fasteners Inc. also provides power tool repair and rental services across its network of branches. Founded in 1988 and headquartered in Orange, Connecticut, Colony Hardware is a regional distributor of power tools, safety equipment and consumable jobsite supplies for the commercial

construction market. The company provides extensive jobsite delivery services, along with equipment and power tool rental and repair services. Colony Hardware operates eleven branch stores/ warehouses in New York (3), Connecticut, Massachusetts, Rhode Island, New Jersey, Pennsylvania, Maryland and Ohio (2). Colony Hardware is a portfolio company of Tailwind Capital Group LLC ("Tailwind"), a New York City-based private equity firm with more than \$1 billion of committed capital.

*Purchase price: not available*



On June 22, 2016, **Raimund Beck GmbH & Co.** ("Beck Group") purchased **ET&F Fastening Systems Inc.** ("ET&F"). Founded in 1982 and located in Solon, Ohio (a Cleveland suburb), ET&F is a designer, manufacturer and distributor of pneumatic fastening systems for steel and concrete construction. The company's proprietary product range includes application-specific pneumatic power tools and collated ballistic-point steel pins used for attaching interior and exterior building materials (such as wood or gypsum-based panels or sheathing) to steel beams/studs or concrete substrates. Founded in 1904 and headquartered in Mauerkirchen, Austria, Beck Group is a designer, manufacturer and distributor of a proprietary range of collated fasteners and auto-feed, pneumatic power tools. The company's products are used by the construction industry, along with a diverse range of non-construction production/assembly applications (automotive, furniture & bedding, millwork, pallets & crates. etc.). Beck Group maintains four branch offices/warehouses in Germany, Italy, China and the United States. FASCO America, a wholly-owned subsidiary located in Muscle Shoals, Alabama, serves as the master distributor for Beck Group products in North America.

*Purchase price: not available.*

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## CUSTOM PARTS WITHOUT THE TOOLING COSTS by Vincent Rodgers

Rotor Clip's technical sales engineers work with customers to find solutions for their application needs on a daily basis. The case below describes the simple but brilliant way a Rotor Clip engineer satisfied this customer's special request while still being able to keep costs down.



**ROTOR CLIP'S DSR 24**

A customer approached Rotor Clip about modifying the standard DSR-24 tapered section ring. The customer asked Rotor Clip if it was possible to increase the thickness of the DSR-24 since the ring was having trouble holding current thrust loads.

However, to satisfy the customer's request for a thicker ring, Rotor Clip would have had to produce new tooling for the custom part, which would result in cost increases, or use laser cutting.

Increasing the thickness beyond the DSR standard would have also required changes to the max and min section to maintain a proper aspect ratio. These

changes would have produced a ring that would not have proper spring properties and would not have sat tight in the groove after expansion over the shaft.

With increasing ring thickness ruled out, Rotor Clip engineers suggested the customer use two DSR-24's in an extra wide groove. However, this solution left room for error since using two separate rings might have caused quality issues if rings were left out during assembly.

Rotor Clip's engineers then offered a custom spiral retaining ring with 4 turns total, rather than the standard 2 turns, which doubles the thrust load attainable compared to the standard spiral ring. Even though an additional 2 turns were added to the ring there was no need for custom tooling, which keeps costs down.



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## WESTGATE LAS VEGAS RESORT & CASINO IS THE OFFICIAL HOTEL FOR THIS YEAR'S EXPO by Susan Hurley

National Industrial Fastener & Mill Supply Expo (NIFMSE) is pleased to announce the official hotel of this year's expo is the Westgate Las Vegas Resort and Casino (Westgate). Located right next door to the Las Vegas Convention Center, the Westgate invested more than a \$100 million in renovations, including the newly remodeled pool deck area where the official Welcome Reception party



will be held this year. In addition, NIFMSE has worked closely with the hotel management to provide added hotel amenities and to secure the lowest rate for Westgate's

Premium Room at \$149/night and their renovated Signature Room at \$169/night.

The change of venue from the Sands Expo Center to the Las Vegas Convention Center, Central Hall—C4 and C5 caused a bit of disruption from both exhibitors and attendees about lodging options and being off the strip. "We understand your concerns and for the past few months, we have been working diligently with the Westgate hotel to secure low room rates and special amenities specifically for our customers to enjoy that you won't find anywhere else on the strip" says Camille Candella, VP of Marketing of Emerald Expositions. "Not only will our customers be staying within walking distance to the show, we've also secured the newly renovated pool and cabanas for the Welcome Reception party and bringing back the "Circle Bar" where it belongs" continued Candella.

### Highlights include:

- **The Welcome Reception Party** - Tuesday, October 17, at the Westgate pool deck, will feature a live DJ spinning, open bar, light appetizers, whiskey tasting station, and cigar rolling station.

- **The Circle Bar** - back by popular demand. Branded as the "NIFMSE Circle Bar," the International bar offers comfortable seating and large screens to view your favorite sports and casino games. It's also a great place to mix, mingle, and network with others and enjoy nightly special drinks and relax without leaving the hotel.



- **Newly renovated rooms** - Premium Room is \$149 night and the renovated Signature Room is \$169/night. Experience the glamour of Las Vegas at a fraction of the cost while enjoying first-class amenities in a Vegas-chic and dazzling Hollywood-inspired setting.

- **25% off spa services** - unwind and experience relaxation at Serenity Spa by Westgate. All attendees, exhibitors and their guests will receive 25% off on all spa services including massages, facials, manicures, and pedicures.

- **Eleven dining options** - Whether you're in the mood for Italian, steak, buffet, sushi or just ordering room service, Westgate has eleven dining options for you to enjoy.

- **Monorail train** - Want to hit the Las Vegas strip? The Westgate offers the convenience of a monorail stop right outside their front door.

The Westgate will not be the only hotel option for attendees and exhibitors. Other hotels are The Venetian® Las Vegas, Wynn Las Vegas, Treasure Island Hotel and Casino, and Harrah's Las Vegas.

Official hotel booking will open early April. For more information about the amenities offered by NIFMSE, visit [fastenershow.com](http://fastenershow.com). Attendee registration is scheduled to open in June. For inquires on booth space availability for the October 2017 show please email [info@fastenershow.com](mailto:info@fastenershow.com). 

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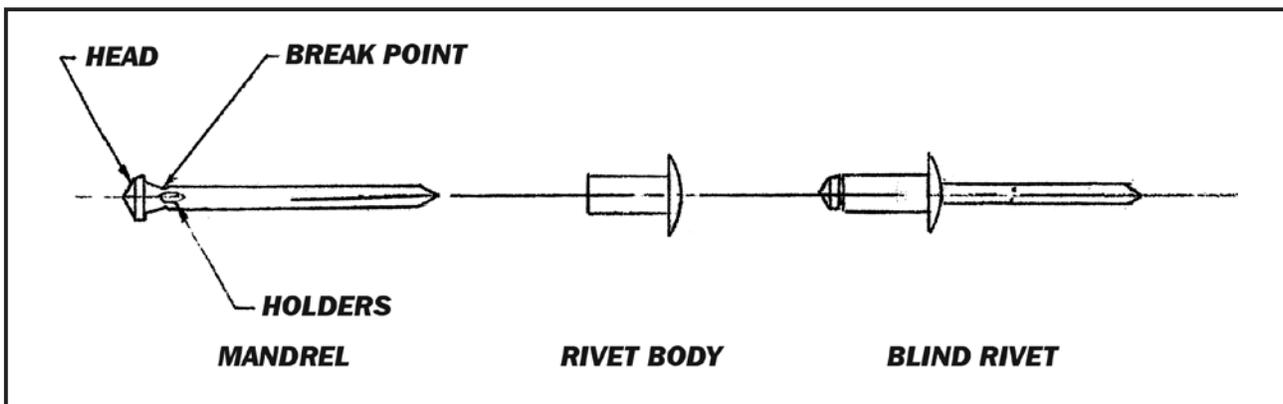
## Anthony Di Maio

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

## WHAT IS A BLIND RIVET AND HOW DOES IT FUNCTION?

A Blind Rivet is a two component fastener consisting of a rivet body and a mandrel that can be fastened from one side of the work piece or assembly.

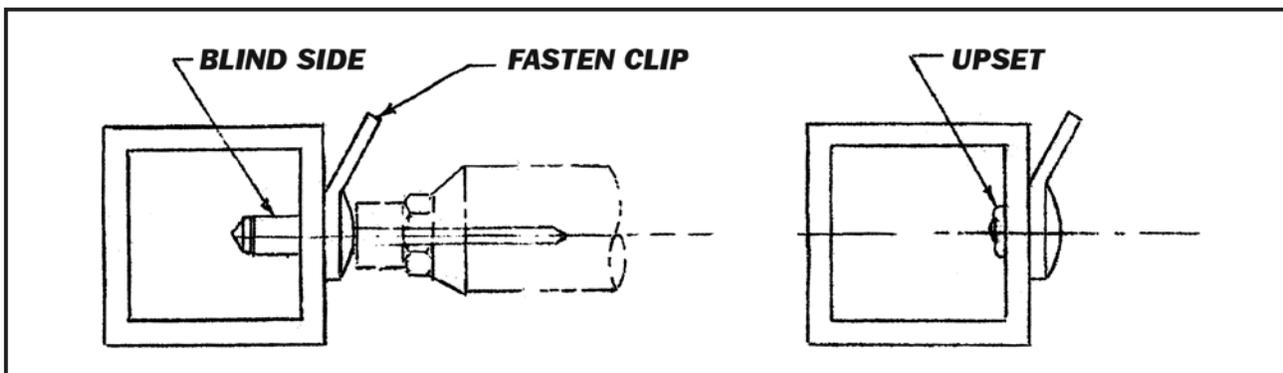
work piece. With the flange of the rivet body flush against the work piece surface, the setting tool is activated and the pulling jaws of the setting tool grip the mandrel



There are many types and designs of blind rivets, such as open-end (as shown above) closed-end, flush break, bulb type, monobolt, maga-lock and magna-grip. All in theory function in the same manner.

The mandrel of the blind rivet is inserted into the nosepiece of a blind rivet setting tool and then the rivet body is inserted into the drilled or stamped hole in the

and pull the mandrel into the setting tool. This causes the head of the mandrel to enter and expand the rivet body. The mandrel head will continue to enter the rivet body until it meets a resistance greater than the tensile strength of the mandrel. At that point, the mandrel will break at the pre-determined section and the blind rivet is set.



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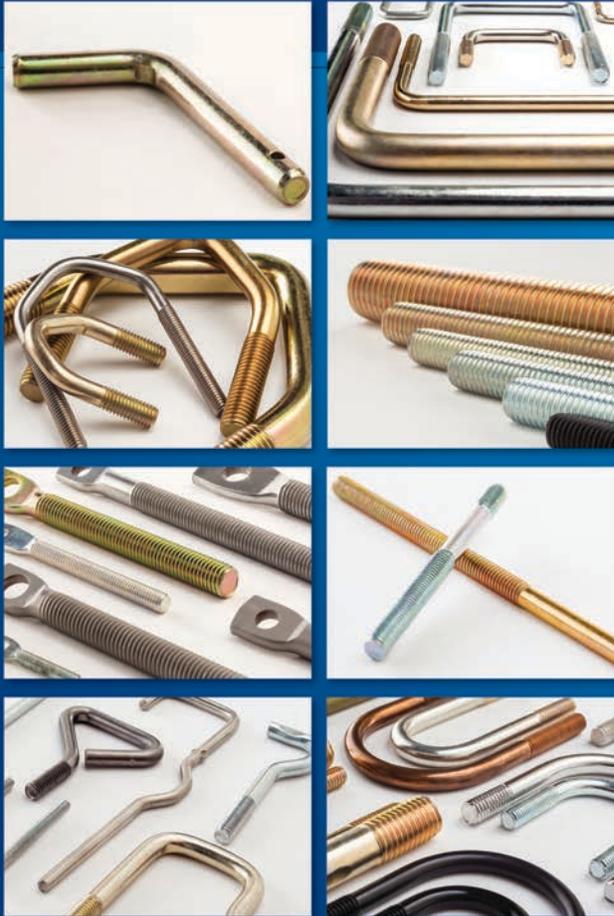
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## distributornews

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## distributornews

**Elgin Fastener Group LLC (EFG)** is proud to announce that two of their facilities, Holbrook Manufacturing and Ohio Rod Products, have successfully completed the transition from ISO 9001:2008 certification to the newly-revised standard, ISO 9001:2015.

ISO 9001 is the world's most widely recognized quality management standard and helps organizations to meet the expectations and needs of their customers. As part of the ISO 9001:2015 certification process, both Holbrook Manufacturing and Ohio Rod Products engaged in a rigorous audit of their business processes as well as product quality environments.

"By achieving this level of certification, we continue to demonstrate our ability and commitment to effectively and efficiently maintain a quality management system focused on continuous improvement." said Brian Nadel, CEO of the Elgin Fastener Group.

EFG's remaining facilities will undergo this same process during their normally scheduled surveillance and re-certification audit cycle over the next 12 months.

For more information, contact Elgin Fastener Group LLC, 10217 Brecksville Road, Suite 101, Brecksville, OH 44141. Telephone: 812-689-8990, Fax: 812-689-1825, Email: quotes@elginfasteners.com or visit them online at www.elginfasteners.com. Also find Elgin Fastener Group on Facebook and Twitter.

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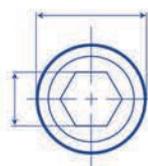
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## Robert Footlik

Robert B. Footlik, PE is a retired Professional Industrial Engineer. With over 50 years' experience as a Warehouse and Logistics Consultant to a wide variety of clients including Fastener Distributors, Bob has a wealth of valuable information for our industry and he is willing to share it. While Footlik & Associates is now closed, his expertise is still available to his friends and our readers. For friendly advice, a second opinion or just to start a conversation, he can be reached at [robert@footlik.net](mailto:robert@footlik.net).

# LESSONS LEARNED IN A SCHOOLHOUSE: SELF-FUNDING PROJECTS WITH A VERY HIGH ROI

A curse of being an Engineer is that people think you know all about everything, but a recent pro bono project at a faith based per-K to 12 school was a real leaning experience.

The President of the school board casually mentioned that there an urgent need to save money so that funding is maintained for the children's education. Rising utility costs and maintenance expenses were increasingly problematic. He invited me to tour the facility and offer some suggestions for what could be improved. I'm a warehouse guy and this is somewhat alien to my training as an Industrial Engineer but I discovered a whole lot of information that is very useful

to you, your business efficiency and the bottom line at the end of the year. There are simple things you can do with new products that have a Return on Investment (ROI) of one year or less. This opens opportunities for multiplying a small investment into a major perpetual return.

We started by walking down the hall and looking up. There were 42 fluorescent fixtures with four old T-12 and newer T-8 tubes. Maintenance turned them all on at 6:30 in the morning and most nights turned them off at 10 PM. That's 15 ½ hours for fixtures that consumed a minimum of 160+ watts and hour. Even the handful

of higher efficiency T-8's sucked up 136 Watts an hour. At an average of 150 W x 15.5 hours x 42 fixtures = 97,650 Watts or 97.6 kilo- Watts per day. We turned around and went back to the office.

At this point the Engineering training kicked in.

Pulling out their electric bills we took the total kilo-Watts used per month and divided it by the dollars charged. Simple mathematics with the first lesson learned. While the air conditioning and kitchen consumed a lot of the power and miscellaneous charges for "Demand," "Transmission Costs," "Power factor" and taxes mask the individual consumption expenses only the actual difference in meter readings and the bottom line cost

matter. In the case of the school this came to around \$.12 per kilo Watt-hour. Multiplying this by the hall lighting comes to \$11.71 per day x 365 days/year = \$4,274.88/ year!

Through some friends at a local supply house I learned that the local utility is subsidizing the cost of LED replacement tubes and that the T-8 tubes (easily identified by their ¾" diameter) had a simple drop in replacement that requires no wiring or electrical expertise for installation. The net cost of \$6.00/tube is partially offset by the need for only 3 tubes x 8 Watts/ tube for an 84% increase in efficiency.



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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".

## DOES BUSINESS OPTIMISM LEAD TO REAL RESULTS?

Do positive expectations of an improving business climate translate to reality? If consumers and business owners expect things to improve then do they loosen their purse strings and start spending and hiring?

If perception and mood is a good predictor of increased success then we can take heart at the news reported by the National Federation of Independent Businesses when they revealed the results of a December survey showing a marked increase in small business optimism. Their survey showed a 38 point jump in small business owners expecting better business conditions. This reflected a marked turn around beginning with the November elections. This was emphasized again by a survey of some 1400 manufacturers of HVACR products released at a January Air Conditioning and Heating Expo in Las Vegas which showed 86 per cent of respondents expected sales to grow in the coming year. Clearly business owners believe we are headed to an era of reduced government regulation which will free up time and resources to focus on the things that really keep a business afloat.

All of this is intriguing because, up until election day, it was widely assumed by pundits that the markets and businesses would probably be better off with the anticipated calmness and certainty that a Hillary Clinton presidency would supposedly bring. Following

the surprising Trump win, however, the financial markets have been on a steady upswing. The weeping and gnashing of teeth in much of the media and among protesting groups has had little dampening effect. This small business survey now confirms that Main Street likes what they see, or at least they expect good things rather than disaster.

Will the new President's blunt talk of trade protectionism, and rush of activity in the early weeks of his Administration prove unsettling, or will the removal of regulations "trump" all worry?

The entrepreneurial personality

that is characteristic of most business owners is one that is willing to take risks in search of a payoff. The mere fact of investing one's capital in an enterprise is evidence of that. But a willingness to continue making investment is predicated on a constant series of judgments made in anticipation of what the near term future is likely to bring. If the guess is wrong that business owner may find himself or herself sitting on unsold inventory, paying wages to employees without sufficient work to perform and carrying overhead for excess floor space or equipment. Banks and other credit providers might start to bring pressure. On the other hand, if too much caution or risk averseness prevails then business market share and customers may be permanently lost to competitors who took the gamble.



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**Salim Brahimi** Director of Engineering Technology

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# FASTENER INDUSTRY TECHNOLOGY UPDATE FROM THE IFI - AS OF MARCH 2017

Experts from our fastener industry have been hard at work within consensus standards organizations such as ASTM, ASME, ISO, SAE and API. This spring is no exception with significant standards development activities in the works.

### *ASTM Committee F16 on Fasteners and Committee B08 on Coatings*

ASTM Committee F16 on Fasteners last met in Orlando, FL, November 13-16. The big news to report is that ASTM A354 which has been under revision for the past two years, passed final Main Committee Letter Ballot (MCLB). This was the final hurdle and the new standard which is currently under publication and is to be released very soon. It is worth reminding that the revision to ASTM A354, Quenched and Tempered Alloy Steel Externally Threaded Fasteners, was triggered by the high profile anchor rod failures in the Oakland-San Francisco Bay Bridge (2013). The objective of the revision was to introduce provisions that already exist in other fastener standards such as ASTM F3125 and ISO 898-1 designed to prevent the type of deficiencies that occurred on the failed Bay Bridge anchor rods.

Another very important activity in ASTM on the subject of hydrogen embrittlement (HE) avoidance is the initiation of revision to ASTM B633 Electrodeposited

Coatings of Zinc on Iron and Steel to bring it back in line with ASTM F1941/F1941M, Electrodeposited Coatings on Mechanical Fasteners. Many of you are aware that a 2007 Committee B08 on Coatings made a significant change to B633 whereby the mandatory baking requirement was reduced from above 1200 MPa (~39 HRC) to above 1000 MPa (~31 HRC). ASTM F1941/F1941M requires baking above 39 HRC, but does not require baking below 39 HRC. The contradiction that was created between the two standards has caused a great deal of confusion, controversy even legal action in the industry. It is worth noting the two standards were consistent until 2007 without any problems related to HE. B633 has been around for much longer than F1941 and is widely referenced on fastener prints. The concerns of the fastener industry are being advocated by committee F16 on Fasteners. Our position is supported by scientific research findings and test data in conjunction the overwhelming industrial experience over the course of the past 40 years. The result of the discussions has been the creation of a task group within B08, which includes members of F16 to eliminate the contradiction. A second draft proposal is ready for subcommittee letter ballot and will be circulated this month (March).

The next meetings of ASTM Committees F16, A01 and B08 will take place in Toronto, the week of May 8, 2017.



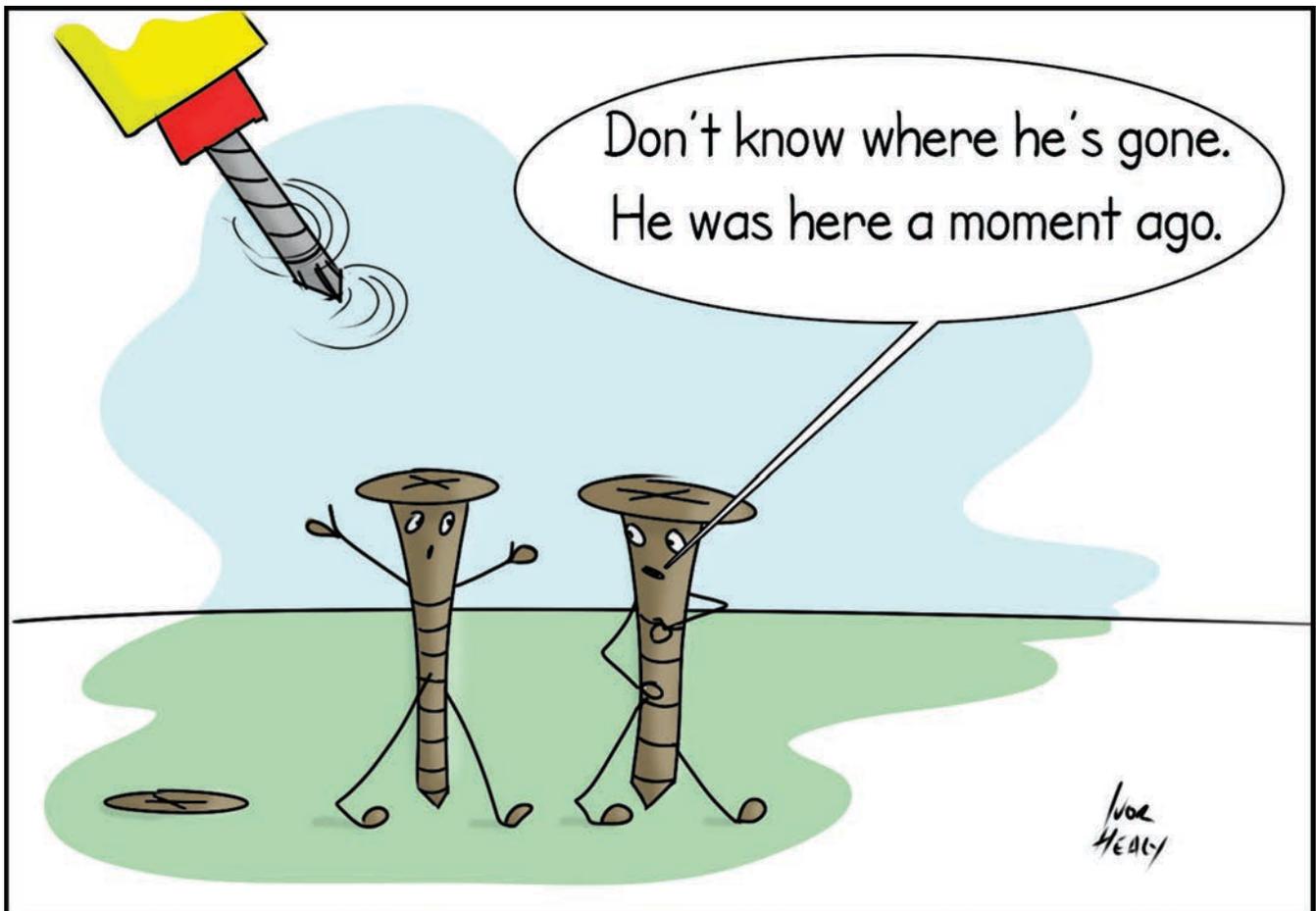
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## Joe Dysart

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.

Telephone: 631-256-6602; web: [www.joedysart.com](http://www.joedysart.com); email: [joe@joedysart.com](mailto:joe@joedysart.com).

# FACEBOOK FOR WORKPLACE: A PRIVATE SOCIAL NETWORK FOR FASTENER DISTRIBUTORS

Fans of Facebook – and there are more than 1.7 billion of them – now have a near mirror-image of the social network they can use for their business.

Dubbed ‘Facebook for Workplace,’ the new app offers all the familiar features that have made Facebook the world’s most popular digital meeting place.

The primary difference: Facebook for Workplace enables fastener distributors to use the familiar Facebook environment to create an entirely private social network for their employees and trusted trading partners.

“Workplace by Facebook re-imagines a range of business communications by bringing the familiar social experience to the enterprise environment,” says Siddharth Bohra, chief business officer, LTI ([www.Intinfotech.com/en-US/Pages/Home.aspx](http://www.Intinfotech.com/en-US/Pages/Home.aspx)), an IT service provider.

David Meyer, vice president of product, OneLogin ([www.onelogin.com](http://www.onelogin.com)), an Internet credentials management company that partners with Facebook for Workplace, agrees: “Today’s modern workplaces recognize that people want to use tools that they are familiar with to collaborate at work.”

Pilot-tested a year before its release in October, Facebook for Workplace is looking to muscle-in on other players already offering social networks for business, including Slack, Jive, Basecamp, Trello, Asana and Teams, a business social network still in development at Microsoft.

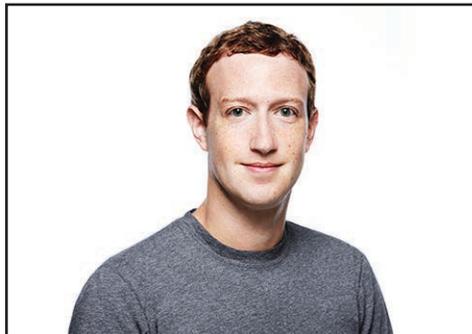
Essentially, each of these social network environments enable a fastener distributor to create a searchable, interactive, highly flexible community, where management and staff can meet virtually to get projects done.

Moreover, each of the companies behind these social networks stress that they sweat the details when it comes to security, promising that your business secrets will be safe in their secured cloud.

Facebook for Workplace’s primary advantage, or course, is that the social network is already a comfortable shoe for millions of business people.

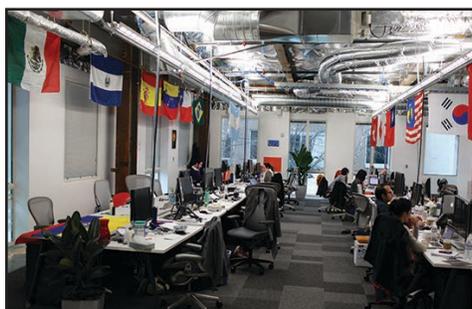
Millions of Millennials grew up on Facebook. And many of their

parents and grandparents could not resist its siren’s call after they realized Facebook makes it a snap to keep up with family and friends – not to mention old girlfriends and boyfriends.



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## SHEREX JOINS FASTENER ADVISORY BOARD

by Adam Pratt

Adam Pratt has built Sherex Fastening Solutions into a leading innovator of blind rivets and engineered fastening solutions through a combination of fortune, strategy, and hard work. But perhaps most important has been the wisdom he has gained from synthesizing ideas and best practices from others. Pratt, a Buffalo, New York, native, started at Sherex in 2001 and was made partner after just three years.

As he notes, "In those first years, I relied mostly on a traditional advisory circle of legal and financial advisors. But I grew to know that I needed a more robust and business-centered knowledge base from which to draw from". So Pratt joined the Entrepreneur's Organization in 2013. "EO" as the organization is called, is a for-profit networking and peer review organization with chapters in over 50 countries worldwide. Pratt relished the knowledge and input he received from his chapter and from participation in forum-style peer review and consulting.

EO had some limitations, most notably the fact that the chapter members were from outside the fastener industry. So in 2016 when Adam received a call from Giovanni Cespedes of Falcon Fastening Solutions in Charlotte, he was interested to learn about the FAB Group- also known as The Fastener Advisory Board. FAB is a group of fastener industry veterans who report to each other monthly and meet triennially to help each other with their businesses. The group has been in existence for over 20 years and has helped many business owners grow their companies. FAB originated as an extension of the National Fastener Distributor's Association (NFDA).

Pratt met with Giovanni Cespedes, along with Doug Ruggles of Martin Supply Company, Tim O'Keeffe of GL Huyett, and Jim Ruetz of All Integrated Solutions, at the National Industrial Fastener Show in Las Vegas to discuss joining the group. Pratt noted that FAB members were willing to participate, both in giving feedback and an

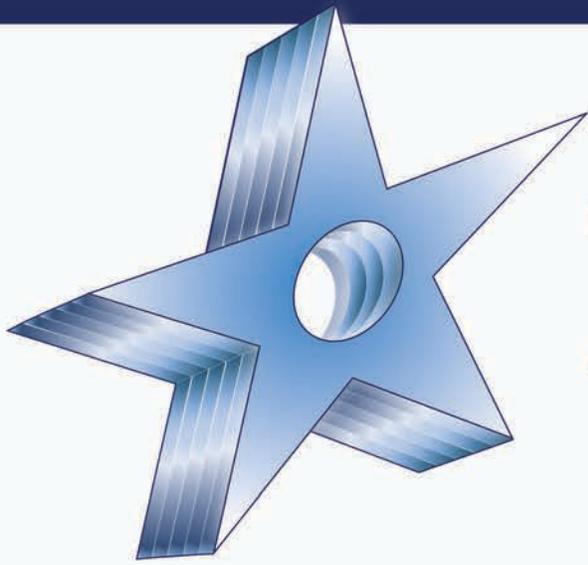
openness to receipt, as well as a pledge to confidentiality that is critical to the successful execution of a peer advisory group. For Adam Pratt, FAB was what he was looking for.

Pratt's first FAB meeting was an annual retreat in January in Marco Island, Florida. Pratt recalls, "We met for a day and half reviewing our business performance for the previous year, and also our strategic objectives for 2017. We also had a best practices session where each person presented best practices they have implemented in their business. The annual retreat was a great opportunity to get to know the other members of FAB and their spouses, and mix work with some networking."

FAB conducts two additional meetings annually at member companies. The two "site meetings" consist of a review of the hosting member's facilities, including a SWOT analysis of the operations, ending with a report to the host executive. The second day is dedicated to individual company overviews, FAB planning, best practices, and industry updates. FAB members provide monthly written updates to the group with the status of their companies, their successes, their challenges, and any other industry news that they feel is important to share.

Adam Pratt summarizes his experience in this manner: "I have been a member of FAB for five months and find the advisory board to be exactly what I was looking for- experienced business owners with decades of industry knowledge and expertise. I know that Sherex will be a better company as a result of my participation in FAB and I am also excited to be able to lend my experience and perspective to help the other members of the group grow their businesses". For Giovanni Cespedes and the other members, the feeling is mutual.

For more information on the Fastener Advisory Board, contact Giovanni Cespedes at [gcespedes@falconfastening.com](mailto:gcespedes@falconfastening.com). 



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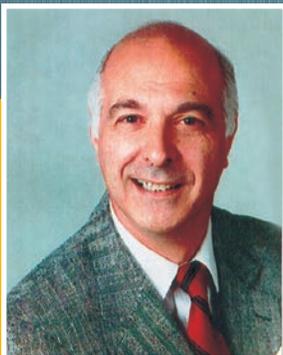


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## Bart Basi

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.

# AVOIDING IDENTITY THEFT

## Introduction

Tax-related identity theft was actually down this year compared to 2015. The IRS has become so concerned about identity theft, they are taking extraordinary measures to combat it! The incidence of identity theft was nearly doubling each year. Access to information, credit through machines and anonymous sources have led to this new financial problem. Often the effects of identity theft are devastating on the victim. The victim cannot get credit, will receive countless phone calls until late hours of the night, and will have their entire financial lives turned upside down for possible years. Identity theft is often frustrating and difficult to deal with. Not only can it cause years of frustration, it can cost valuable time and money. The best way to deal with identity theft is total preventative measures before it starts; there are also ways to fight back once it has begun. This article will discuss what all consumers, taxpayers and businesses should do to guard their financial lives and make sure they do not become victim to this ever growing trend.

## Prevention

Prevention can best be described in four words: Protect, View, Hide, and Destroy. If you can remember

these four simple words, you can prevent identity theft from happening to you and your clients.

### **PROTECT your information and identity.**

Identity thieves not only access your information through machines, they can also access your information through means as simple as your trash can or mailbox.

Accordingly, make sure you prevent identity thieves from gathering or viewing your information before it even comes into your hands.



Obviously when it comes to your computer and telephone, be safe! Never give out your computer passwords, credit card numbers, social security number, address or any private information about yourself to an unsolicited email. Also of

extreme importance, have your virus software updated frequently. One cyber security expert even recommends purchasing an inexpensive computer to do specifically bank transactions only and nothing else. There are so many viruses, the sad truth is virus software can only catch a percentage of them.

Currently there are millions of spam emails being sent out trying to get people to give out information to identity thieves. Often identity thieves will send emails offering great products at too-good-to-be-true prices just to get your credit card numbers.

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BTM takes great pride in being a domestic manufacturer of threaded fasteners and bent wire products. Manufactured in America's Heartland from American steel, the true value of BTM shines through every day as it continues to regularly supply many varied industries including agricultural, automotive, truck-trailer and construction.

BTM Manufacturing, as an ISO 9001-2008 certified company, is continually striving to meet and exceed the customer's expectations. Throughout the many operations that are involved in the manufacturing process, from quoting through shipping, BTM is making "A Commitment to Service."



BTM makes "A Commitment to Service" every day as we use our experience and expertise in working with each customer as to how we can best serve them. From quoting through final shipment, our customer-first atmosphere comes from offering PPAP's, ISIR's, blanket orders, specific packaging requirements, and special plating requirements that our customers need.



BTM's manufacturing capabilities include U-bolts, J-bolts, Anchor bolts, Eye bolts, Spade bolts, Single and Double End Studs. BTM can offer thread sizes from 3/16" to 4" diameter, numerous materials, and an array of commercial and special finishes. Automated processes ensure not only fast production times but a consistent finished product. In addition, BTM has the ability to offer secondary operations such as: welding, cutting, drilling, tapping, milling, as well as custom assembly and kitting upon request.



BTM has steadily grown throughout its history in product offering, machine capability, building size and geographic market area. From a small building in a backyard serving the local community to a sprawling manufacturing and distribution facility that ships internationally, we have grown to a major supplier in the bent-wire industry while never forgetting who we are or where we came from. Moving forward, we will continue to expand in both size and scope as we embrace the ever-changing needs of industry.

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# EZ THREAD - NECESSITY IS THE MOTHER OF INVENTION, AMBITION IS THE FATHER

by Travis Lewis

"It works! It works! It was seriously that easy?", words I vividly remember in the Summer of 2015 as my father repaired our first threads with the prototypes. We have been waiting anxiously for the prototypes for weeks.

First, a backstory is necessary, so let's rewind a few weeks. The day was like any other day in the Lewis machining plant. Busy with random parts for random industries, along with the usual repair and maintenance work that comes in always of the, "I got to have it yesterday" genre. Repair and Maintenance industry is like the fast food business, except you don't always have the simple ingredients of hamburger, bun, mustard, ketchup, etc. to satisfy the customer. No, they, at times, walk in requesting things not

on the menu, things that's as hard to get as an Indonesian chicken, then expect you to have it in the usual 3-minute drive through window timeframe. It's a crazy business.

That day, we had an impeller for a pump come in which had a 30-foot shaft protruding from it, one side of the shaft had damaged threads where the customer had

completely cross threaded the entry thread trying to screw on the impeller, damaging both shaft and impeller. The other side was attached to the pump housing and would require an entire day just

to break down the housing to get the shaft out. Terry grabbed his thread files, thread plow, sandpaper, and whatever else he'd used over the 38 years of his machining experience and went to town on the shaft project first. Hours of filing went by, sanding, attempts with the thread plows, filing some more with his triangle file and finally the job was finished. The next step was chucking up the large impeller and indicating it in to setup and chase the female threads which were also damaged. This took several hours of careful

indicating to make sure that cross threading doesn't occur making it worse. We needed a tool that could take care of both male (shaft) and female (impeller) threads, and do so with speed and quality. The project took most of the day, and afterwards Terry knew there had to be an easier way.



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**MIDDLE: MODEL 218 REMOVING RUST AND BUILDUP ON MALE THREAD BEFORE REMOVING LARGE NUT.**  
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## distributornews

A new name to the industry with years of experience, **U2 fasteners™** has raised the bar for fastener quality.

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U2 fasteners™ has just released its IAPMO (ER 454) evaluation to become one of few fastener companies that are evaluated and comply with the International Building Code and Residential Building Code for corrosion resistance (AC233) and structural strength (AC257). U2 fasteners™ coating was one of the first, if not the only one, which has passed to the 2015 requirements, with ground contact at .6pcf ACQ treated lumber. U2 fasteners™ is the first fastener company to offer chrome 6 free coating. This reduces the risk for end users not to develop skin cancer through constant use of fasteners with surface coating, containing chromium 6.

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## distributornews

**American Ring**, is pleased to announce the acquisition of Ringmasters LLC and Alternative Surface Grinding (ASG).

Ringmasters, formerly known as Eaton Ring, is a manufacturer of snap rings based in Massillon, OH. This acquisition furthers American Ring's desire to improve and increase capabilities and efficiencies for it's ever expanding customer base, while at the same time, increasing production within the United States.

ASG provides American Ring precision double face grinding for our current family of products. ASG will also allow us to offer precision grinding to additional markets outside of retaining rings and snap rings.

Contact American Ring Mfg by Tel: 440-498-3730, Fax: 440-498-3736, Email info@americanringmfg.com or at www.americanringmfg.com.

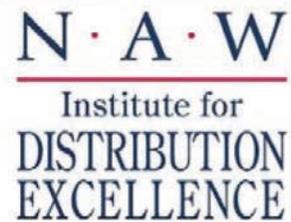
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## THE NAW ELECTS 2017 OFFICERS

Members of the National Association of Wholesaler-Distributors (NAW), during the association's Executive Summit in Washington, DC, this week, elected as Chairman of the NAW Board of Directors, John Tracy, Executive Chairman of Dot Foods, Inc., headquartered in Mount Sterling, Illinois.

Mr. Tracy succeeds Richard W. Schwartz, Chairman of the Board of Winsupply, headquartered in Dayton, Ohio. Mr. Schwartz will remain active on the NAW Board as immediate Past Chairman. Winsupply is also a member of the American Supply Association, the Heating Airconditioning & Refrigeration Distributors International, the Irrigation Association, the National Association of Electrical Distributors, and the Water & Sewer Distributors of America.

Says Mr. Tracy of his new post, "In the more than two decades that Dot Foods has been an NAW Direct Member, we have enjoyed the networking opportunities, products, and services that NAW offers. It is my honor to be elected to serve NAW as its next Chairman. I look forward to working with this association and our members in 2017 and contributing to NAW's ongoing important work for our industry."

Dot Foods is also a member of the Healthcare Distribution Alliance, the International Foodservice Distributors Association, and the International Sanitary Supply Association.

*The following wholesale distribution industry leaders also were elected as NAW Officers for 2017:*

### **Chairman-Elect**

**Joseph C. Nettemeyer**

Valin Corporationm San Jose, CA

### **First Vice Chairman**

**George Pattee**

Parksite Inc., Batavia, IL

Parksite Inc. is also a member of the North American Wholesale Lumber Association Inc. and the North American Building Material Distribution Association.

### **Second Vice Chairman**

**Doug York**

Ewing Irrigation Products, Phoenix, AZ

Ewing Irrigation Products is also a member of the Irrigation Association.

### **Secretary**

**Michael Medart**

Medart Engine & Marine, Arnold, MO

Medart Engine & Marine is also a member of the National Marine Distributors Association and the Outdoor Power Equipment & Engine Service Association.

### **President**

**Dirk Van Dongen**

National Association of Wholesaler-Distributors  
Washington, DC

Completing the 2017 NAW Board of Directors are Treasurer and Chairman of the Subcommittee on Budget and Finance, Manuel Perez de la Mesa, President and CEO of Pool Corporation, headquartered in Covington, Louisiana; Chairman of the NAW Association Executives Council (AEC), Talbot Gee of Heating, Airconditioning & Refrigeration Distributors International; Chair-Elect of the AEC, Deborah Hamlin of the Irrigation Association; and Past Chairman of the AEC, Matthew Rowan of the Health Industry Distributors Association. 

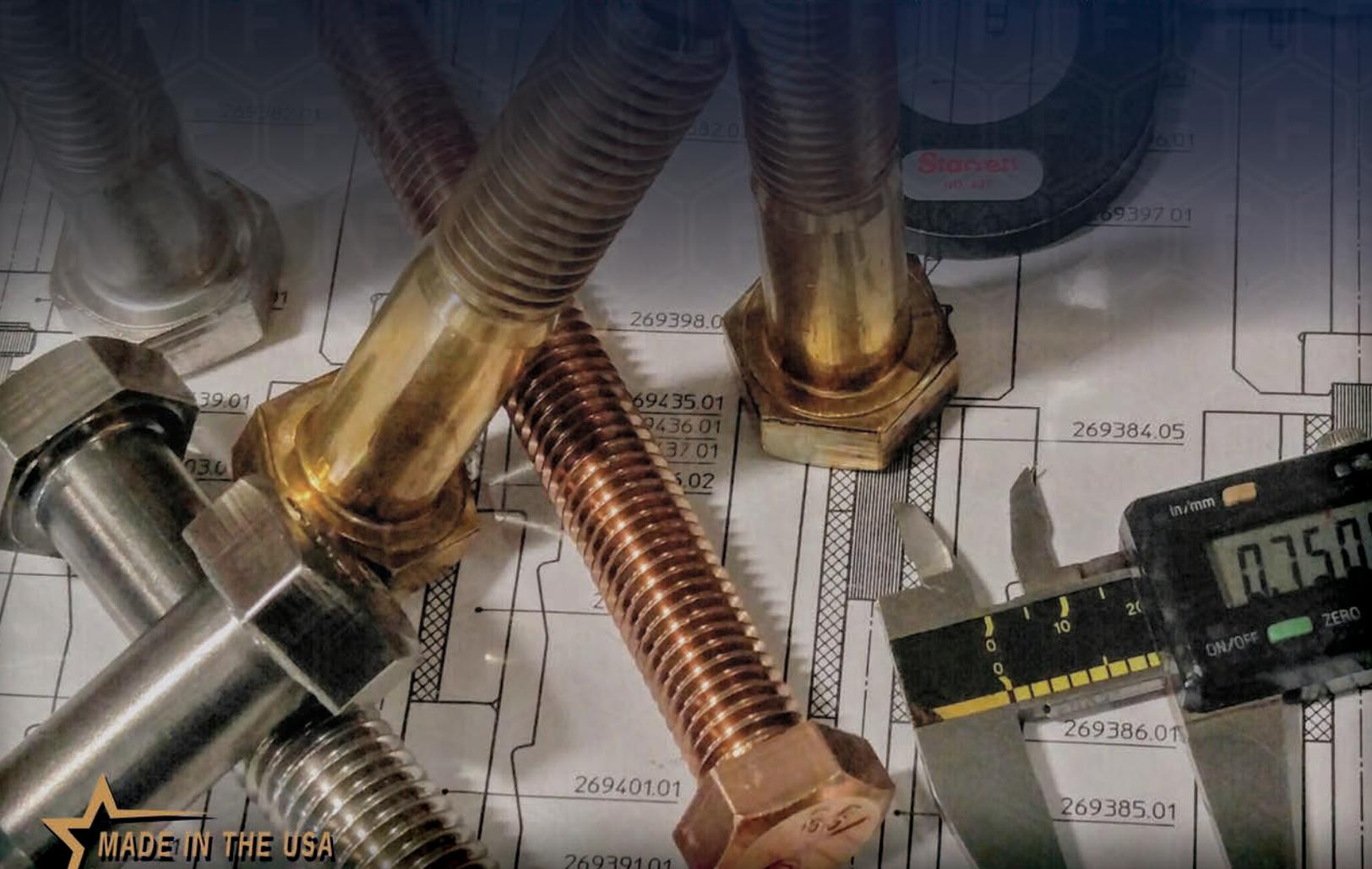
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by **JOHN WOLZ** EDITOR  
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## END OF 2016 FIN SURVEY: PROFITS OUTPERFORM SALES



The End of 2016 FIN Survey participants were nearly evenly divided on confidence in the North American economy, with a 52% majority indicating “Moderate” confidence; 27% pegging it at “High”; and 21% having “Low” confidence.

On the Global Economy, 63% rated their confidence at “Moderate,” 36% “Low” and less than 1% “High.”

• **SALES:** A year ago, a 60% majority in the 38th annual FIN Survey reported sales were up, but for 2016 only one third had higher sales, 20% sales unchanged and 47% were down.

• **PROFITS** were better than sales, with 59% reporting profits increased for 2016; another 12% found profits unchanged and 29% down. The 59% figure was nearly identical to 2015’s 58% reporting profits were up.

• Costs were stable, with 61% responding “unchanged”, 26% down and 13% up. For 2015, a 52% majority found costs flat or declining and 43% said costs were up moderately.

• **CAPITAL EXPENDITURES:** Pushing half (47%) reported 2016 capital expenditures were unchanged from

2015, while 36% invested more and 17% cut spending. A year ago, 46% reported capital expenditures were up, 34% unchanged and 15% down.

• **PRICES:** Nearly half (49%) reported getting price increases during 2016 ranging from 1% to 8%. Just over one third (34%) said fastener prices remained unchanged from 2015 and 17% had price decreases ranging from 2% to 10%. Those numbers show more fastener companies got price increases in 2016 (49%) vs. 39% in 2015.

For 2017, more FIN Survey 79% participants are forecasting price increases ranging from 2% to 5%. Only 14% predict falling prices. Seven percent expect no change in overall pricing.

A year ago 48% predicted predicted no price gains, 41% moderately higher prices for 2016 and 9% anticipated moderate price decreases.

• **NUMBER OF EMPLOYEES:** A 71% majority of fastener companies did not add employees during 2016. A total of 29% of companies participating in the End of 2016 FIN Survey reported hiring additional employees during the year, with increases from 5% to 10%.

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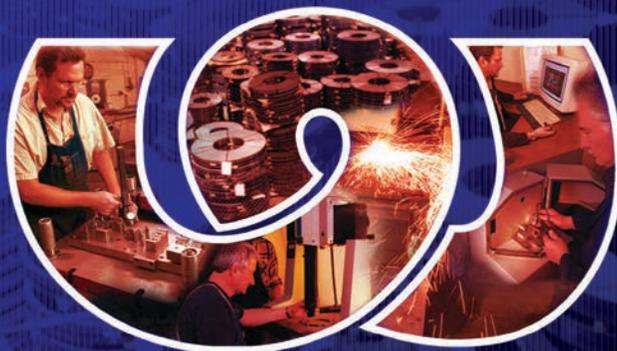
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## ALFA TOOLS CELEBRATES MAJOR MILESTONE

This year Alfa Tools, a division of Alfa Mfg. Industries, Inc., a prime supplier of Industrial Cutting Tools, Fastener Drive Tools, and Abrasives, is proudly celebrating their 40th Anniversary.

The company was established in 1977 in Chicago through the entrepreneurial efforts of a skilled engineer - Diljit Ahluwalia. As a U.S. based, family-owned corporation, Alfa Tools grew with its distributor partners through his commitment to the principals of quality manufacturing, innovative design and performance-based solutions.

"These principals are still evident today in everything we do," said Shaan Ahluwalia, Vice President of Sales and Marketing, Alfa Tools. "From our partnerships to our customer service, we have been focused on providing quality and value throughout our 40-year history."

Alfa Tools' initial emphasis on cutting tools for metal fabrication was enhanced to include a comprehensive offering of woodworking and concrete cutting tools, as well as an extensive selection of fastener drive tools and screwdrivers. In 1987, National Abrasives was established, providing a parallel yet complimentary world to Alfa's existing product line, offering coated, bonded, non-woven and specialty abrasives.

The current 22,000 SKU program is an invaluable resource for distributors, supporting production and maintenance applications in fastener, industrial, automotive,

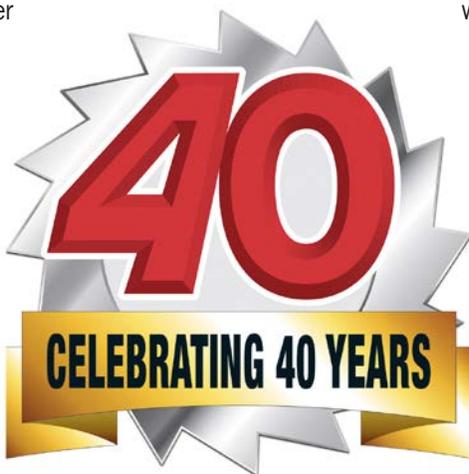
aerospace, commercial construction, welding, woodworking and a variety of other channels.

In addition to its Morton Grove, IL headquarters, Alfa Tools maintains eight satellite warehouses to provide rapid order processing and local technical and marketing support across the United States.

Alfa continues to grow and evolve. Last year a tutorial was produced, geared toward teaching distributors about different types of Twist Drills, steels, terminology, coatings, and applications for drilling. More tutorials are planned on cutting, threading, and milling operations. To support distributors in their marketing efforts, Alfa has built a library of digital resources for the purposes of individualized promotions.

Alfa Tools looks forward to continuing to provide their distributor partners an unparalleled offering of

industrial quality products and best-in-industry service. 



LEFT TO RIGHT, SHAAN AHLUWALIA, V.P., SALES AND MARKETING, MONA AHLUWALIA, PRESIDENT AND ROSS SHEPARD, SALES MANAGER



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# FASTENER TRAINING INSTITUTE® INTRODUCES NEW ADVANCED FASTENER CLASSES

The Fastener Training Institute will launch the inaugural classes of the new Certified Fastener Specialist 2.0 (CFS2.0) program in April 2017. **Advanced Automotive Fastener Technology** and **Advanced Understanding Hydrogen Embrittlement**, both CFS2.0 curriculum electives, will be presented in Michigan by renowned industry experts Salim Brahim, Laurence Claus and Carmen Vertullo.

**Advanced Automotive Fastener Technology** is a two-day course led by Salim Brahim, Director of Engineering Technology for the Industrial Fasteners Institute (IFI) and Laurence Claus, NNI Training & Consulting. This class will provide students with a better understanding of automotive fasteners for fastener manufacturers, service providers, tier suppliers and OEMs. This course will include classroom instruction along with tours of both a heat-treating facility and a coating/surface finishing facility. Topics include: fastener tightening, failure analysis, fundamentals of fracture and failure, fastener metallurgy, heat treatment basics including through-hardening, coatings and surface finishing, corrosion protection, friction modification.

**Advanced Understanding Hydrogen Embrittlement** is a two-and-a-half-day workshop presented by Salim Brahim and Carmen Vertullo (Carver FACT Center). This course provides a broad understanding of hydrogen embrittlement with a focus on the conditions leading to hydrogen embrittlement failure of high strength mechanical fasteners. Topics include: fundamentals of hydrogen damage mechanisms, sources of hydrogen, manufacturing considerations, application considerations, specifications and failure analysis. The workshop is designed to provide practical information and encourages

open discussion aimed at understanding how to avoid hydrogen embrittlement failures using real-life examples. This workshop is a must for anyone who works with mechanical fasteners either as a manufacturer, tier supplier, distributor or OEM.

Both "Advanced Automotive Fastener Technology" and "Advanced Understanding Hydrogen Embrittlement" will employ Problem Based Learning (PBL) methods of teaching. PBL is an instructional approach focused on investigation and resolution of real life problems. Students will work in teams to solve open-ended problems related to fasteners. Each class is designed to challenge students to use core knowledge to pass and advance in a very hands-on manner.

The development of CFS2.0 is in response to appeals for additional, advanced technical courses to supplement the existing CFS program. The entire lesson series will include 7 complex fastener topics. Students will be required to take 5 of the 7 elective courses to obtain CFS2.0 designation. Each elective course will be open to all, but the new CFS2.0 designation will only be available to those who have also completed the CFS (Certified Fastener Specialist) series. Preliminary funding for the initial CFS2.0 elective classes will be provided by grant assistance through the Fastener Education Foundation (FEF).

FTI is a registered 501(c) (6) non-profit; we need the support of the fastener community to help fund our growth. Donations and sponsorships are a great way to promote your products and support fastener training.

For more information about Fastener Training Institute classes email [info@FastenerTraining.org](mailto:info@FastenerTraining.org) or call 562.473.5373. Also, please check our website for the complete 2017 calendar, [www.FastenerTraining.org](http://www.FastenerTraining.org). 



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Perfection Chain now manufactures high-quality wire forms in several different shapes and sizes. Utilizing the latest automated CNC technology yields high-precision bends and the perfect cut each time. CNC stands for Computer Numerical Control, i.e., machines with a computer memory. Because the forms are drawn and produced by a computer, they are highly accurate and uniform, even when very intricate. The CNC method has been a relatively recent



development in the wire forming world, and has done much for productivity and automation. Sample prototypes can be made in a matter of days. Configuration changes can be made to parts much easier when compared to traditional "hard tooled" solutions. The CNC technology allows for the quick changes needed to keep projects on target, and to meet critical deadlines.

Perfection Chain products are made from high quality, silver-bright, galvanized steel wire. Tests have shown that chain made from galvanized wire has superior rust resistance. Perfection Chain does in-house plating, and offers several plating options including Plain, Zinc Plated, Solid Brass, Bronze, Stainless Steel, Nickel, Brass Plated, Copper Dipped and Aluminum. 

#### BUSINESS FOCUS ARTICLE

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## distributornews

### Empire Bolt & Screw

would like to congratulate Dana Wilson as a recipient of STAFDA's 2017 scholarship to The University of Innovative Distribution that is held in Indianapolis in March. Dana has been with Empire for a total of 13 years. During her first tenure, she was an effective buyer and was promoted to Purchasing Manager. After a 10 year hiatus to care for a family member, we welcomed Dana back to Empire's team in January of 2014. She proved once again that she is an excellent employee with great critical thinking and leadership skills. She was promoted from packaging to Warehouse Operations Manager position, as well as our Quality Systems Coordinator.



For more information, contact Empire Bolt & Screw Inc. at 1501 E. Trent Avenue, PO Box 3526, Spokane, WA 99220. Tel: 1-888-534-0636, Fax: 509-534-1475 or at [www.empirebolt.com](http://www.empirebolt.com).

## distributornews

**The Bossard Group** continued on its course of profitable growth, generating record results in 2016. Sales, EBIT, and net income reached record highs. Sales grew by 5.9 percent to CHF 695.0 million. E BIT increased by 11.6 percent to CHF 78.5 million and net income rose 14.6 percent to CHF 62.4 million. These above-average gains resulted in a higher profitability. CEO David Dean considers this performance a confirmation of the strategy pursued: "Our investments and groundwork over the last several years are paying off in growth and clearly above-average profitability."

The Bossard Group's growth potential is positive overall because major macroeconomic indicators have stabilized or are showing a pronounced upward trend. Assuming the same currency conditions as in 2016 and no significant changes in our market regions, we are targeting in 2017 sales between CHF 750 and CHF 760 million. In spite of a successful start to the year, it is too early to make a detailed forecast for the entire 2017 fiscal year because certain markets are subject to political uncertainties.

In Europe, major countries including Germany and France will hold elections whose economic ramifications cannot yet be gauged. In the USA, it remains to be seen which impact the changes in economic and trade policies will have. Overall, Bossard is well prepared to adjust flexibly to changing conditions.

The Bossard Group is a leading international supplier of product solutions and services in industrial fastener and assembly technology. With its comprehensive product range of over 1,000,000 items, technical consulting (engineering) and inventory management (logistics) is Bossard one of the established companies as an end-to-end supplier and partner in the industry.

For more information contact Bossard North America at 6521 Production Drive, Cedar Falls, IA 50613. Tel: 319-277-5520, Email: [investor@bossard.com](mailto:investor@bossard.com) or visit them online at [www.bossard.com](http://www.bossard.com).

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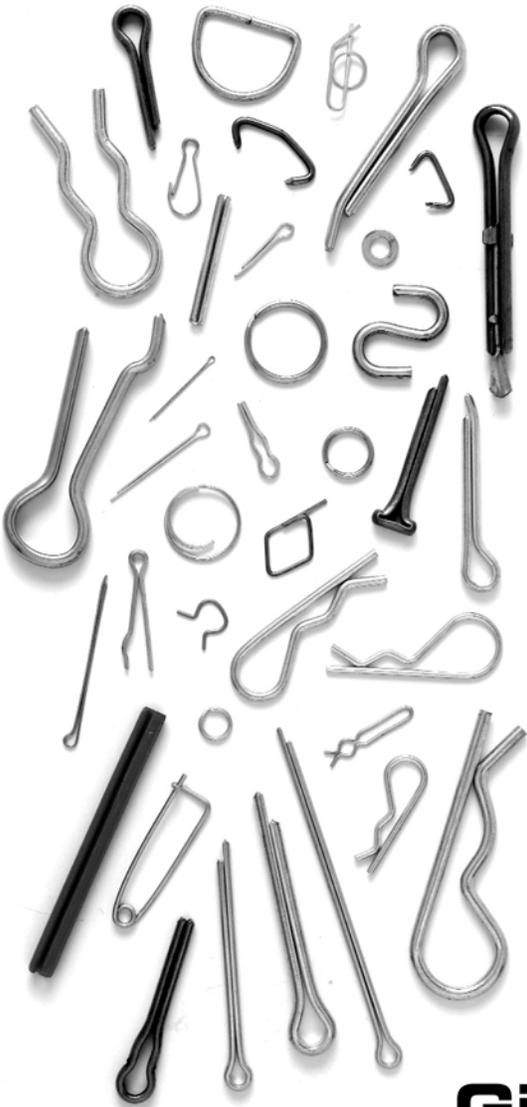
## And Let Us Give You A Hand With Customized Wire Shapes & Forms

If one of our standard parts will not meet your needs, we would be glad to give you a quote on a customized shape, stamping, or form made to your specifications.



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## John R. Graham

John R. Graham is president of Graham Communications, a marketing services and sales consulting firm. He writes for a variety of business publications and speaks on business, marketing and sales issues. Contact him at 40 Oval Road, Quincy, MA 02170; 617-328-0069; [jgraham@grahamcomm.com](mailto:jgraham@grahamcomm.com). The company's web site is [grahamcomm.com](http://grahamcomm.com).

# HOW TO BE YOUR COMPANY'S MOST VALUED EMPLOYEE

If a company wants its brand to stand out from the competition, differentiating it from its competitors is the place to start. Subaru has done this more successfully than most. Its customers give new meaning to brand loyalty. Many are passionate and downright fanatical in their allegiance. According to Forbes, the Subaru brand has the most loyal customers in the industry, with Forester leading the way.

Subaru customers are quick to say their cars are safer, handle flawlessly in all types of weather, and keep their value far better than other brands. All this flies in the face of what many people view as dated and stodgy styling.

It's the same with anyone who has a job. Differentiation makes the difference if you want to be known as your company's most valuable employee.

Getting there is quite simple: figure out what creates value—what sets you apart from others? Here are thoughts about personal differentiation:

**[1] ALWAYS BE READY.** Brand yourself as someone who comes through in the crunch. Be ready to step in. "Carl lost his voice," "Tonya is trapped in traffic," and "Max had a customer emergency." These are daily occurrences—and most people put their head down and try to become invisible. Their first thought is thinking up some lame excuse to avoid getting nailed. Be the one who's always ready.

**[2] MAKE SENSE.** Whether it's in a meeting or in any situation, making sense is essential. That's not easy. Most people automatically think that what makes sense to them will make sense to others. It's both not true, and it can spell trouble. So, before saying anything, ask yourself how this would sound if someone else said it? Making sense makes a difference.

**[3] NEVER WING IT.** Winging it is all it takes to go down in flames. Sure, your co-workers will say, "Hey, you did great." Don't believe it; you didn't. You probably embarrassed yourself and your company. To wing it is to blow it by saying things we don't mean, are incorrect, and don't make sense.

Here's what to do when you're put on the spot. "Give me three minutes." Then, jot down three main talking points.

Add a sentence for an introduction, and one at the end as a close.

**[4] COME UP WITH SOLUTIONS.** "I'll work on that" are the magic words. Don't hold back just because you don't have an instant answer. Not knowing can be an advantage—no baggage. If you work at it, you can find one that's a good fit, and that gets positive attention.

**[5] SEE SITUATIONS AS THEY ARE.** The new sales manager arrives and starts a sales training program he had used elsewhere. It creates negative blowback and flops, all because he failed to take the time to understand and engage the sales team. This cost him needed credibility. The picture in your head always needs to match what's going in the real world.

**[6] SHARE EVERYTHING YOU KNOW.** Even though teams are in, there are still too many "hoarders" in business, those who blatantly play it close to the vest. That's stupid; there's nothing to protect since there are no secrets. Be known as one who welcomes opportunities to share their knowledge and experience.

**[7] WRITE IT TO GET IT RIGHT.** Most business writing is horrible, whether emails, proposals, letters, or memos. Good writing gets attention. To write it right, ask and answer these four questions: 1) Why is this important? 2) What are the obstacles/problems? 3. How can they be overcome? 4. What action is needed?





## UNICORP ELECTRONIC HARDWARE

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Since 1971, UNICORP has been a socially and environmentally responsible leading manufacturer of American standard and metric precision electronic hardware, fasteners and handles. We pride ourselves on our dedication to customer satisfaction and our commitment to support the needs of our distributors. UNICORP offers top quality products, fast delivery, excellent pricing,

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We are known throughout the industry as the "oddball king" because we offer the widest variety of diameters, lengths, and finishes in our numerous product lines.

The UNICORP product lines consist of metric & American Standard: Standoffs & Spacers, Male to Female Standoffs, Male to Male Standoffs, Jackscrews, Swage Standoffs, Captive Screws and Retainers, Insulating Shoulder & Flat Washers, NAS/MS Hardware, Shoulder Screws, Plastic Circuit Board Supports, Nylon Fasteners, Dowel Pins, Thumbscrews & Thumbnuts, Self Clinching Fasteners, Cable Ties, and 24 styles of Handles, Fixed, Folding, Rack Panel and Ferrules.

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BUSINESS FOCUS ARTICLE

UNICORP ELECTRONIC HARDWARE



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# FASTENER INDUSTRY COALITION

MARTY NOLAN TEL 216-389-2405 EMAIL [m.nolan@rlenglish.com](mailto:m.nolan@rlenglish.com)

WEB [www.fastenercoalition.org](http://www.fastenercoalition.org)

## FASTENER INDUSTRY SUMMIT PLANNED FOR JUNE 7, 2017 by Marty Nolan

The Fastener Industry Coalition (FIC) will sponsor its first Fastener Industry Summit on Wednesday, June 7, 2017 at the Donald E. Stephenson Convention Center, immediately following the conclusion of Fastener Tech '17. The Fastener Industry Summit will include programs relevant to all segments of the fastener industry

### **1:00pm to 2:00pm - Government Relations (Lunch Included)**

The Lauren Baker Group, LLC, an organization with more than 40 years of experience in government relations has worked with the IFI for many years.

### **2:00pm to 3:00pm - Market Research**

The Freedonia Group, a leading international business research company, will provide insights on the U.S. and global market for fasteners.

### **3:00pm to 4:30pm - Training for the Fastener Industry**

Rock Valley College Manufacturing Training Center will share information about its program for training cold heading operators, tool design and other skills related to fastener manufacturing.

### **4:30pm to 6:00pm - Sales & Management**

The Fastener Summit will conclude with a keynote presentation by Bob Davies, a speaker known for his ability to connect with crowds through humor while teaching them how to achieve their career goals through effective time management. His topic will be, "The 1.2% Factor - How one small change leads to large results."

### **Registration**

Registration for the Fastener Industry Summit will be possible through the Fastener Tech '17 registration process, found on the Mid West Fastener Association Site ([www.mwfa.net](http://www.mwfa.net)) or register while at the show. For

a direct link to the registration site, use: <https://registrationtechnology.swoogo.com/FT17/>

Due to the generous support of our wonderful sponsors, registration fees are \$150 for the first person from a company, with a discounted rate of \$100 for each additional person from that company.

### **Summit Sponsors**

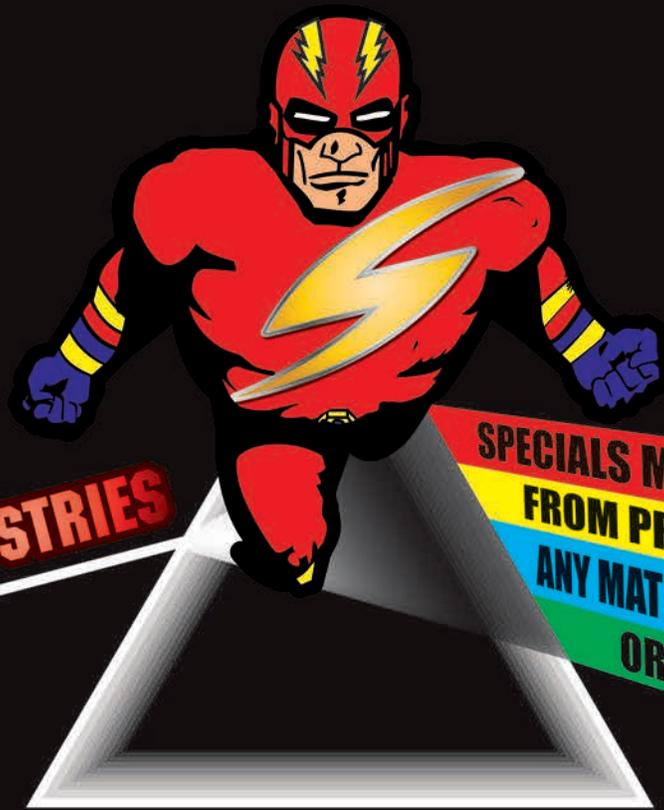
- Fastener Education Foundation
- Industrial Fasteners Institute
- National Fastener Distributors Association
- Mid-West Fastener Association
- Mid Atlantic Fastener Distributors Association
- New England Fastener Distributors Association
- North Coast Fastener Association
- Southeast Fastener Association
- Women in the Fastener Industry

Additional sponsorships are available and include passes to the summit and promotional opportunities for the sponsoring company. Please contact Marty Nolan for further details.

### **Summit Speakers**

**The Lauren Baker Group, LLC** - With a new administration in Washington, there will be many changes in laws and regulations that will have an impact on the fastener industry. The summit will begin with a lunch program on the regulatory climate, featuring representatives from The Lauren Baker Group, LLC, an organization with more than 40 years of experience in government relations, communications and public affairs. The Laurin Baker Group, LLC has been the voice of the Industrial Fastener Institute in Washington D.C. since the rewrite of the Fastener Quality Act. As IFI's representatives in Washington, The Lauren Baker Group, LLC has provided ongoing counsel on legislative and regulatory issues affecting IFI members.

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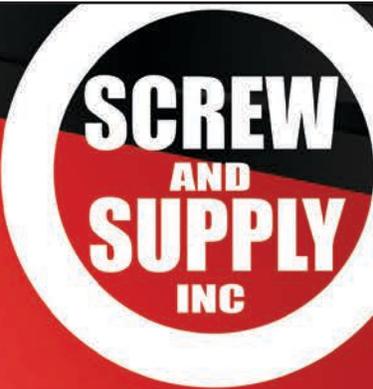


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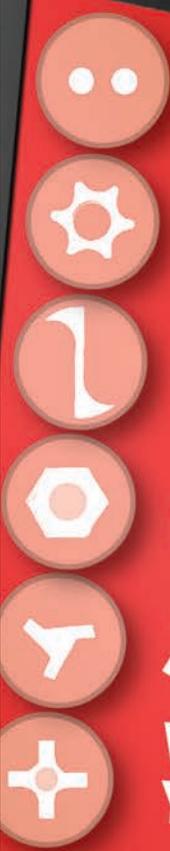
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## distributornews

**Brighton Best International Inc (BBI)**, would like to congratulate the BBI-Detroit team for receiving the 2016 Supplier of the Year award by All Integrated Solutions (AIS). In addition, Melissa Rider was recognized individually and received the 2016 Excellence in Service Award by AIS. BBI could not be more proud of Team Detroit for the excellent job they have achieved. Simply some of Brighton's very Best. Way to go TEAM.



BBI is pleased to announce the appointment of Christine Lechowicz to the position of Education Coordinator.

Christine will take the lead on building a platform for technical material for both BBI employees and customers. She will be instrumental in the education of BBI personnel which will grow and enhance employees overall value. Christine will work to oversee the planning, organizing and implementation of a national curriculum that supports our industry. One of our most important objectives is the continuing professional education within our own organization thus, creating interest and long-term growth of Brighton-Best International and our valued partners.



*BBI can be contacted at 800-275-0050 or visit them on the web at [www.brightonbest.com](http://www.brightonbest.com).*

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## TURNING AROUND YOUR INVENTORY TURNOVER

Keeping pace with the speed of business necessitates that your inventory is actively measured and correctly managed. If you find yourself staring at warehouse shelves loaded with dusty products, take a moment to ask yourself, what turns over faster?

- A turtle on its back
- The line at the DMV
- Your inventory

If the speed of your inventory is comparable to the DMV, you've got a problem. Inventory turnover (aka turns, inventory turns, merchandise turnover) is fundamental to sustained success. As a measure of the number of times inventory is sold or used within a designated period, inventory turnover is computed by dividing the cost of goods sold or net sales by the average inventory. The result provides a clear window into the health of your company.

Infrequent inventory turnover is a significant challenge for many distributors and manufacturers, and analyzing turns can expose issues at both ends of the spectrum. For instance, low turnover rates can indicate potential problems with overstocking or product obsolescence and equate to wasted purchasing dollars. Conversely, high turnover may signify inadequate inventory levels resulting in stock shortages. Either case culminates in revenue shortfalls for your company.

What should you do? First, calculate your entire investment by identifying all related inventory costs. Though computing the value of unsold inventory is a common yet frustrating exercise, it's important not to overlook ancillary expenses like rent, insurance, property taxes, heating, and maintenance. Each provides further justification of keeping your inventory moving quickly. Knowing the factors impacting your inventory investment, you will be better positioned to evaluate and implement

the correct management tools.

With increased accuracy and productivity, the turnkey ERP-ONE business software from Distribution One delivers the complete set of tools companies require to effectively manage their entire process: Inventory Management, Order Entry, CRM, General Ledger, Purchasing, and Reporting. Founded in 1996, Distribution One helps more than 8000 users in North America and Europe run their businesses

profitably. Built by experts in supply chain management, technology, accounting, sales, and everything in between, ERP-ONE tracks your inventory and can report when you have stock shortages or surpluses in both single and multiple warehouse environments.

Supporting push and pull methods of branch replenishment, ERP-ONE allows inventory valuation with multiple

costing options and offers unique stocking level settings per warehouse and item: EOQ (Economic Order Quantity), Classifications, Min/Max, and Net Usage History to reflect true customer demand. The interconnected ERP-ONE applications support suggested buy options for seasonal determination along with automatic lead time calculations.

Serialized inventory/lots provide individual product tracking from purchase to sale in instances of warranty, recall, or safety issues. ERP-ONE supplies notifications for minimum freight/order requirements and usage options based on Transfers, Work Orders, Secondary Process, and VMI (Vendor Managed Inventory). Additionally, ERP-ONE affords companies the ability to broaden inventory marketability through Kitting/Assembly functionality.

Combined with mobile accessibility, ERP-ONE helps you achieve greater control over your entire warehousing process. You will drive faster inventory turns while increasing productivity, streamlining internal processes, and strengthening your bottom line. 



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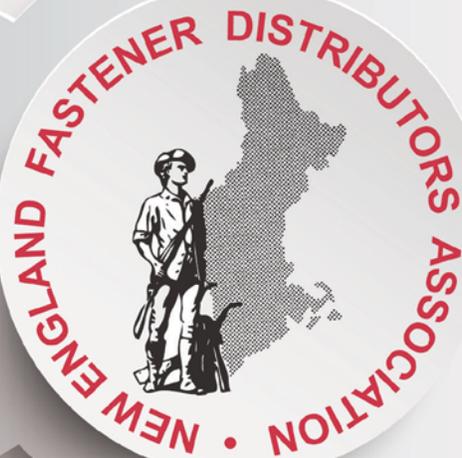
# GEARING UP FOR ANOTHER EVENT.....

## NEFDA **EXHIBITOR** REGISTRATION FORM

NEFDA is pleased to present its

### **Sixth Table Top Show!**

Monday, June 19, 2017



### LOCATION

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### ADVERTISE

Advertise in the  
**Program Booklet\*\***  
See back page for details.

Register to exhibit by  
May 1st and receive your logo  
printed (\$50 value),  
complimentary,  
with your listing in  
the show program.

### BOOKING ROOMS

\*If you'd like to set up your  
room reservation,  
call 781-290-5600 and  
mention New England Fastener  
Distributors Association  
Room Rate is \$189  
single or double

NEFDA and NEFDA will partner  
to host a joint meeting  
June 20-21, 2017 at the Omni  
Parker House Hotel in Boston,  
Massachusetts.

The meeting will feature  
thought-provoking education  
and opportunities to broaden  
your expertise and sharpen  
your skills. Make new  
contacts, exchange ideas,  
and expand your network!

*Program details will be  
published in February.*

### SHOW SCHEDULE

Exhibitor Setup: 9:30am - 12:30pm  
Badge Pick Up/Registration Opens: 9am  
Show Hours: 1pm - 5:30pm  
Technical Seminars: 9am - 12pm  
Cocktails: 5:30pm  
Dinner Buffet: 6:30pm - 8pm

\*To book hotel rooms online, visit New England Fastener  
Distributors Association for link.

# NEFDA – Sixth Table Top Show Exhibitor Registration Form

Monday, June 19, 2017 – Westin Waltham Boston, 70 3rd Ave., Waltham, MA 02451

## \*\*Ad Costs

	Members	Non-Members
Full Page Ad (4.5w x 7.5h)	\$250	\$350
Half Page Ad (4.5w x 3.625h)	\$150	\$250
Quarter Page Ad (2.125w x 3.625)	\$75	\$175

Ads will be in conference program as well as in show program.

Please provide ads in high resolution (300dpi), in sizes above, cmyk, digital format. PDF files are accepted, with crops and fonts embedded.

We will assist in set up or design of ads; additional costs incurred will be billed to advertiser. Ads will be limited and be sold on a first come, first serve basis. **Submit ads by May 15th.**

We would like a full page ad @ \$250/\$350 \_\_\_\_\_

We would like a half page ad @ \$150/\$250 \_\_\_\_\_

We would like a quarter page ad @ \$75/\$175 \_\_\_\_\_

**Total Due for Ads** \_\_\_\_\_

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If you would like to be a sponsor for the cocktail hour, the fee is **\$250.00**

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## Exhibitor Registration Form

### Deadline to exhibit is May 1, 2017

Options to return registration form: Mail your registration form and check made out to NEFDA, PO Box 151, Lake Zurich, IL 60047 | fax to 847-516-6728 | Email to nefda@nefda.com by May 1, 2017. Confirmation will be sent upon receipt.

Your registration fee for NEFDA and MFDA members is **\$400.00\***. Non-Members is **\$500.00\***. Includes draped six foot long table and sign with complimentary name, two (2) complimentary exhibitor badges, complimentary parking, and complimentary dinner buffet. You will receive confirmation on writing on your exhibitor status and instructions for the day of the show by e-mail. Please plan to arrive by 11:00am to set up your table, and plan to breakdown no earlier than 5:30pm. **(\*additional \$100 after May 1st.)**

Company Name: \_\_\_\_\_

Contact Name: \_\_\_\_\_

Address/City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_ Website: \_\_\_\_\_

Company Profile for Program Book: \_\_\_\_\_

Do not locate us near (company names) \_\_\_\_\_

Exhibit Attendees: Member  Non-Member

Attendee Names: \_\_\_\_\_

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**CANCELLATIONS MUST BE RECEIVED BY MAY 15, 2017 FOR A 50% REFUND. UNFORTUNATELY WE CANNOT PROVIDE REFUNDS AFTER MAY 15TH.**

**Total Exhibitor Fee Due:** \$ \_\_\_\_\_

**TOTAL DUE \$** \_\_\_\_\_

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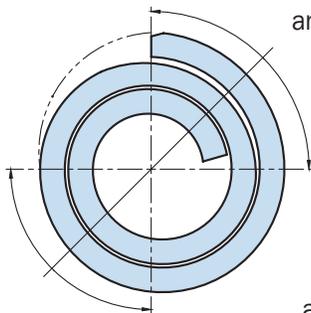
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## COILED SPRING PINS OFFER A UNIQUE BALANCE OF STRENGTH AND FLEXIBILITY

by Christie Jones, Market Development Manager

The Coiled Spring Pin was invented by Herman Koehl in 1948. Easily recognized by its unique 2¼ coil cross section, Coiled Pins are retained by radial tension when

installed into the host component, and they are the only pins with uniform strength and flexibility after insertion.



Coiled Spring Pins, commonly referred to as Roll Pins, are often used in applications traditionally assembled with Solid Pins.

There is a common misconception that "Solid Pins are always stronger than Coiled Pins". The fact is, the majority of the applications use low carbon steel Solid Pins and for those that use Coiled Pins, the most common is a heat treated high carbon steel, standard duty Coiled Pin.

When comparing the strength of low carbon steel Solid Pins to the strength of high carbon steel, standard duty Coiled Pins, the Coiled Pins are stronger. This is due to the combination of the volume of the Coiled Pin material and the fact that the material is heat treated.

Heat treating imparts strength and flexibility to the Coiled Pin, and results in the Coiled Pin being over 15% (on average) stronger than Solid Pins (Table 1).

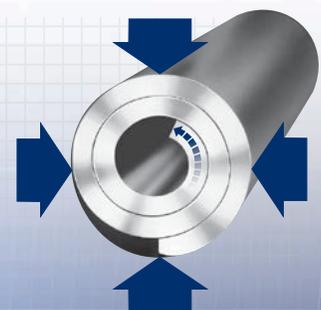
One of the primary advantages of Coiled Pins over Solid Pins is that Coiled Pins are available in three "duties" to enable the designer to choose the optimum combination of strength, flexibility and diameter to suit different host materials and application requirements.

PIN DIAMETER	LOW CARBON STEEL GROOVED PINS	HIGH CARBON STEEL COILED PINS	% STRONGER THAN SOLID PINS
	DOUBLE SHEAR STRENGTH IN kN		
1.5	1.2	1.45	+20.8
2	2.2	2.5	+13.6
2.5	3.5	3.9	+11.4
3	5	5.5	+10.0
4	8.8	9.6	+9.1
5	13.8	15	+8.7
6	19.9	22	+10.5
8	31.2	39	+25.0
10	48.7	62	+27.3
12	70.2	89	+26.8

TABLE 1: STRENGTH OF STANDARD DUTY COILED PINS COMPARED TO SOLID PINS

Proper designs will ensure that the Coiled Pin is strong enough to resist the forces generated during use of the assembly, and that the pin is flexible enough to prevent any damage to the hole. The Coiled Pin distributes static and dynamic loads equally throughout its cross section without a specific point of stress concentration. Furthermore, its flexibility and shear strength are unaffected by the direction of the applied load, and therefore, the pin does not require orientation in the hole during assembly to maximize performance.

In dynamic assemblies, impact loading and wear often lead to failure in rigid components. Coiled Pins are designed to remain flexible after installation and are an active component within the assembly. The Coiled Pin's ability to dampen shock/impact loads and vibration prevents hole damage and ultimately prolongs the useful life of an assembly.



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# MACLEAN-FOGG COMPANY



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## METFORM DIVISION SELECTED AS ONE OF THE 2016 BEST PLANTS

MacLean-Fogg announces IndustryWeek's selection of the MacLean-Fogg Component Solutions' Metform division, Savanna, IL, as one of the Best Plants for 2016. IndustryWeek Best Plants Awards program annually recognizes North American plants that are on the leading edge of efforts to increase competitiveness, enhance customer satisfaction, and create stimulating and rewarding work environments. Its goal is to encourage other manufacturing managers to emulate honorees by adopting world-class practices, technologies, and improvement strategies.

Metform's purpose for the award application was to establish a benchmark for continuous improvement efforts that have occurred over the past three years, explicitly, the MacLean-Fogg established Operational Transformation (OT) training, which includes Kanban, Total Productive Maintenance (TPM), and KATA processes.

Metform is a world-class supplier of Hatebur hot-

forged and machined components for automotive, heavy duty truck, off-highway and other industries. Key product lines include gear blanks; differential bevel gears; forged engine, transmission and driveline components; and internally threaded fasteners. Metform is home to industry-leading Securex two-piece wheel nut and Axilok unitized hub fasteners for Class 8 trucks.

MacLean-Fogg Component Solutions, a division of the MacLean-Fogg Company, is a leading supplier of fasteners, engineered components and engineered plastics servicing many diverse industries. MacLean-Fogg Company is a worldwide enterprise with 40 global manufacturing facilities across 6 continents with annual sales over one billion (USD) and a workforce of over 4,000. MacLean-Fogg Company provides engineered metal and plastic components to the industrial, automotive, and military markets and unique devices used in the transmission and distribution of electrical power. 

BUSINESS FOCUS ARTICLE



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## SOUTHWESTERN FASTENER ASSOCIATION

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### SFA BOARD ACCEPTING BOARD NOMINEES by John Elsner

The SFA Board is currently accepting recommendations of individuals to serve a three year term on the Board of Directors beginning in the Fall of 2017. Directors with expiring terms are Matt Flajnik, American Anchor Bolt, Jason Looft, Winzer, Corp. and Billy Rackley, LTR Fastener and Supply. SFA members are encouraged to submit their recommendations to either the President of SFA, Chris Bell, G.L. Huyett or Chairman, Matt Flajnik, American Anchor Bolt. Contact information for each can be located in either the SFA Membership Roster or in the quarterly newsletter.

Coming off a successful Joint Spring Conference with the Southeast Fastener Association, the SFA Board of Directors have turned their attention to planning the 2017 Fall Dinner meetings. The first dinner meeting will be held in the DFW, Texas area on September 12, 2017. The Board would like to hear from the members on suggested

topics for the program for the meeting in both DFW and Houston. The Houston meeting is scheduled for October 3, 2017. Specific locations for each meeting will be announced in the Summer Newsletter.

Dates for the 2018 Spring Conference and Expo have also been established. Add April 11 through 13, 2018 to your calendar for 2018 Spring Expo. The 2018 event will be held in the DFW Metroplex, the specific facility will be announced in the Summer Newsletter.

The SFA Board is also grading the excellent scholarship applications received for the 2017/18 competition. Winners will be announced in the Summer Newsletter.

The SFA Board has approved the Membership applications of Shawn Matjazic, Fast Master Inc., 6608 Brittmoore Rd, # 100, Houston, Texas 77041 and Franklin Zuniga, Accurate Components Corp., 38 Otis Street, Unit D, West Babylon, New York 11704. 

ASSOCIATION ARTICLE

SOUTHWESTERN FASTENER ASSOCIATION

## distributornews

**Lindstrom**, a master distributor of specialty metric and inch fasteners, is proud to announce its corporate office in Blaine, MN has received its ISO 9001:2015 certification.

ISO is an international organization that brings together experts to share knowledge and develop market-relevant standards. These standards support innovation and provide solutions to global challenges.

Through its extensive audit process, ISO grants businesses and organizations certification if they exceed the guidelines for quality, customer service and process control. Lindstrom is proud to have succeeded in meeting this certification.

The employees at Lindstrom take great pride in their work, and this new certification serves as a validation of their effort. Over the last several months, Lindstrom has had the privilege to display, document and refine our processes, all with the end goal of improving the customer experience.

For more than 30 years, Lindstrom has been a leading source for expertise, quality and value in the fastener industry. The ISO 9001:2015 certification is just one more reason why Lindstrom is a name you can trust for all your fastener needs.

For more information, contact Lindstrom's Corporate Headquarters at 2950 100th Court NE, Blaine, MN 55449. Tel: 1-800-328-2430, Fax: 763-780-0554, Email: [sales@lindfastgrp.com](mailto:sales@lindfastgrp.com) or visit their new website at [www.lindstromfasteners.com](http://www.lindstromfasteners.com).

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# WOMEN IN THE FASTENER INDUSTRY

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EMAIL [WifiAssoc@yahoo.com](mailto:WifiAssoc@yahoo.com) WEB [www.fastenerwomen.com](http://www.fastenerwomen.com)

## WOMEN IN THE FASTENER INDUSTRY ELECT NEW LEADERSHIP

Rosa E. Hearn of Brighton Best International has been appointed President of Women in the Fastener Industry (WIFI), a nonprofit organization dedicated to enhancing opportunities for women working in the fastener industry.

"WIFI has an exceptional bounty of opportunities found in the strength of our board and our members. I believe that we, as an organization, have the vision to picture what we can become and the strength to achieve that vision," says Hearn.

WIFI board members returning for 2017 include Carrie Whitworth, of EDSCO Fasteners, who will serve as 1st Vice President; Jen Kushnir, of DLP Coatings, 2nd Vice President; and Taryn Goodman, of Industrial Rivet & Fastener Co., Treasurer/Secretary.

New board members are Ruth Dowling of Ningbo Jinding Fastening, USA/North America; Kara Hendrick of Velcro Compaines; Melissa Miller of Wurth-House of Threads; Kelly Quittenton of Lindstrom Fasteners; and

Michelle Richards of The Olander Company.

WIFI board members will be in attendance at fastener industry events year round including PAC-West, SEFA, NFDA and Fastener Tech '17. Visit with WIFI and learn about our scholarship and mentoring programs.

WIFI is a non-profit organization that provides mentoring, networking, and educational opportunities for women employed in the industrial fastener industry.

The group welcomes new members and corporate sponsors.



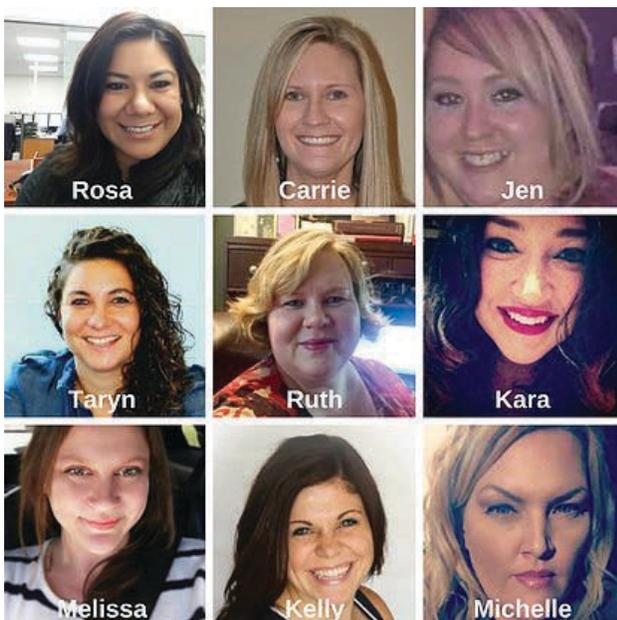
### Upcoming WIFI Events

Women in the Fastener Industry (WIFI) has a busy first half of the year, culminating at Fastener Fair Mexico, in Mexico City, Mexico on June 20-21, 2017. Rosa Hearn, WIFI President, will represent WIFI at the WIFI booth, as well as host a networking event for women in the fastener industry. Women looking to grow their business contacts and connect with other fastener women are encouraged to attend the event.

Look for WIFI at the SEFA/SFA Spring Conference Tabletop Show in New Orleans on April 21, and at the NEFDA Tabletop Show in Waltham, MA on June 19. Membership, Sponsorship and Scholarship applications will be available at the tables. Stop by to ask questions about WIFI, or to make acquaintances with other women in the fastener industry.

Participate in a revamped WIFI networking event which will take place in conjunction with Fast Tech '17 in Rosemont, IL June 5-7. Stop by the WIFI booth to find out about new membership benefits that are in the works, and to get the scoop on what is being planned for this year in Las Vegas.

Visit [www.fastenerwomen.com](http://www.fastenerwomen.com) and follow WIFI on social media for the most up to date information about these and other upcoming events and opportunities. 





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### INTERNATIONAL FASTENERS OPENS NEW PHILADELPHIA FACILITY

International Fasteners, Inc. is pleased to announce their new location in Philadelphia, PA. Effective March 1, 2017, they are operating out of their new warehouse located at 111 Darby Commons Ct in Folcroft, PA. In addition to offering more inventory and better shipping options, International Fasteners, Inc. is more conveniently located to major arteries for distributors looking to pick up small orders. In addition to the larger space, they also have a full time staff right on site dedicated to the successful servicing of all of their customer's needs.

Speaking of customer's needs, International Fasteners, Inc. has also released a 2017 all new 50 page full color catalog. The catalog is available in print

or downloadable pdf from their website: [www.daggerz.com](http://www.daggerz.com). From the website, the catalog can also be viewed in true catalog form or each product group can be viewed through a few direct clicks. Want a printed version mailed to you, just click on the email link found on the top of the website catalog page or call (888) 241-0203 to request one be sent out.

Lastly, International Fasteners, Inc. would like to welcome Chris Torres as their new Regional Manager out of the Los Angeles area, who will be representing IFI throughout the West Coast Region. For more information or to schedule some time with Chris, please email [chris@daggerz.com](mailto:chris@daggerz.com). 

#### BUSINESS FOCUS ARTICLE

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## distributor news

**Abbott-Interfast Corporation** announced Robert (Bob) Baer has been named President and Chief Executive Officer (CEO), effective January 1, 2017. As President and CEO, Baer will have responsibility for all of the Company's operating units. Bob will report directly to the Binder family and the Board of Directors. The retiring



President, James A Calabrese will stay on as Legal in house Council for the company.

Bob Baer joined Abbott-Interfast 25 years ago as Controller, CPA. After 3 years, Bob was promoted to Vice President and took responsibility for Purchasing. Bob's responsibilities with Abbott have grown over the years to include Abbott's two manufacturing plants, Quality, Warehouse/Distribution and Information Systems. He played an instrumental role in the recent ISO Quality System Certification. Bob has proven to be a leader not only for the company but also for the fastener industry through his involvement with the Mid-West Fastener Association and the Fastener Industry Coalition.

"I'm excited with the opportunity to lead Abbott-Interfast into the future", said Baer. "We have over 68 years of history as a manufacturer, importer, publisher, innovator, and distributor with a diverse network of our own companies. We currently are in the final stages of upgrading both our hardware and software to facilitate aggressive growth plans. In addition, our manufacturing plant recently installed a new CNC machine with plans to add additional capacity as we expand our customer base and manufacturing capabilities."

Founded in 1948, Abbott-Interfast Corporation is a privately held corporation supplying screw machined products, assemblies, fasteners, through its OEP, Inc. division, plastic knobs, and through its BAI, Publishing division the printing and distribution of The Nationwide Directory.

For more information contact Abbott-Interfast Corporation, by Tel: 1-800-877-0789, Fax: 847-459-4076, Email: [info@abbott-interfast.com](mailto:info@abbott-interfast.com) or visit them online at: [www.abbott-interfast.com](http://www.abbott-interfast.com).

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# PAC-WEST/NFDA JOINT CONFERENCE AND TABLETOP SHOW BREAKS ATTENDANCE RECORDS by Vickie Lester

*When you add 88 exhibitors and 332 attendees, that equals success.*

In this third joint meeting of the Pacific-West Fastener Association (Pac-West) and the National Fastener Distributors Association (NFDA), fastener industry professionals traveled to Long Beach, California, to connect with each other, learn from each other and from the conference speakers, conduct some business, and have some fun.

### Tabletop Show

This was the third Pac-West tabletop show, and adding NFDA to the mix resulted in a 35% increase in the number of exhibitors.

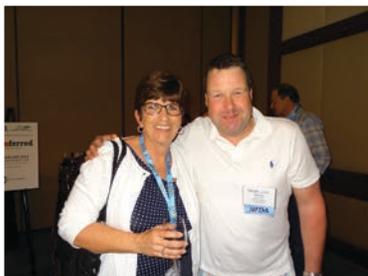
Advance Components  
Advanced Cable Ties  
AFI Industries  
All America Threaded Products  
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AVK Industrial Products  
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# PWFA / NFDA JOINT CONFERENCE LONG BEACH, CA - MARCH 15-18, 2017



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Retaining compounds have become a standard

method for assembling slip and press fit assemblies such as bonding shaft bearings rather than using press fits, shrink fits, or expensive locknuts. The adhesive prevents lateral movement and protects the joint from corrosion. It can also eliminate locknuts from the assembly, reducing weight and inventory. Retaining compounds also improve performance due to the increased surface contact between the shaft and the bearing.

Adhesives applied on clean surfaces yield the best results, although surface insensitive formulations by Palm Labs

Adhesives have overcome many of the issues related to surface contamination. Surface insensitive formulations also work well on plated and anodized surfaces. 

### BUSINESS FOCUS ARTICLE

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## RAM-BUL LLC: RAMCO'S JOINT VENTURE WITH SWEDEN'S BULTEN

Ramco Specialties, Inc., has announced the formation of a new company, Ram-Bul LLC, in conjunction with Bulten, an externally threaded fastener manufacturer headquartered in Gothenburg, Sweden. The equally owned joint venture signals a partnership between two leading fastener manufacturers in North America and Europe. Ram-Bul will offer sales and distribution of fasteners for the North American market.

Executives of both Ramco and Bulten have said they are looking forward to the opportunities that the formation of Ram-Bul will create. Both companies will benefit from the shared resources and capabilities for the production of manufactured components. Ram-Bul is scheduled to begin operations this year and will be headquartered at Ramco's new facility in Hudson, Ohio.

"Bulten has been a key partner with Ramco in Europe. This new joint venture will allow both companies to capitalize on their unique strengths bringing value to the

North American fastener market. We are excited about the opportunity to expand our North American manufacturing and distribution capabilities," said Rick Malson, President of Ramco.

"Bulten's previous experience in forming joint ventures has been taken into account when setting up the company structure, and we believe that this is the fastest and most cost effective way to support our customers in the US market. Ramco has been a partner to Bulten for many years, and I very much look forward to our extended cooperation, which I am convinced will create long-term value for shareholders," said Tommy Andersson, President and CEO of Bulten.

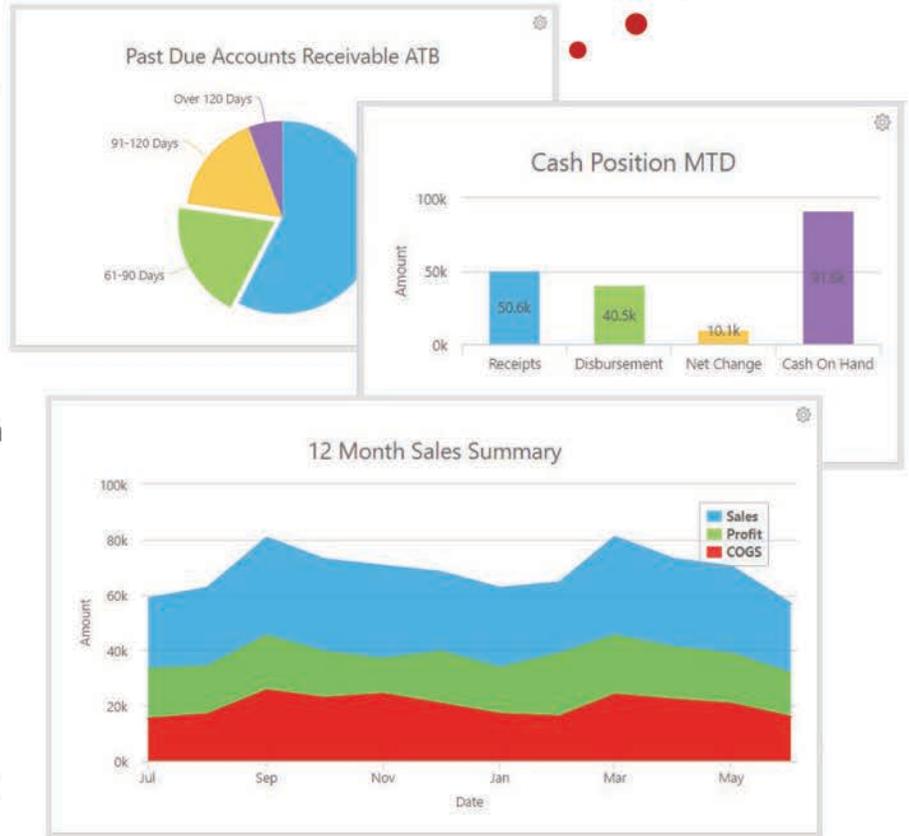
In addition to the partnership to form Ram-Bul, Bulten has created a new production subsidiary, Bulten North America LLC, which will introduce bolt manufacturing to Ramco's Ohio location and expand Ramco's localized manufacturing capabilities. 

### BUSINESS FOCUS ARTICLE

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*- Michael White, Industrial Products Company*

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EMAIL [info@baysupply.com](mailto:info@baysupply.com)WEB [www.baysupply.com](http://www.baysupply.com)**Bay Supply****BAY SUPPLY INTRODUCES THE BAYFAST BRAND**

Bay Supply (Baysupply.com), a division of Bay Fastening Systems has introduced their own brand of engineered fastening products called **BayFast**.

The new line offers considerable savings and features stocked product categories of popular items.

The **BayFast** Brand was developed to offer quality alternative products where major manufacturers have either discontinued or increased order minimums to unrealistic levels.

Clifford Bernard, president of Bay Supply said, "After 62 successful years as "your other warehouse" we recently introduced our new website [www.baysupply.com](http://www.baysupply.com) which is the largest engineered fastener resource in the industry. Our customers know our reputation for having the largest inventory of factory authorized name-brand engineered riveting and fastening system lines. With the new Baysupply.com website, they now can more easily and quickly source and purchase from our multi-million dollar warehouse.

To further enhance support to our customers we wanted to provide a new level of buying opportunity with our own brand - **BayFast**. This new line of rivets, lockbolts, threaded inserts and engineered fasteners gives our clients similar high quality products to brand

names, but at considerable savings. We can also provide rivets that have been discontinued or in hard-to-find supply by leading manufacturers like the Cherry N<sup>®</sup>, Q<sup>®</sup> and Avdelmate<sup>®</sup> (Cherrymate<sup>®</sup>) to name a few.

The new **BayFast** line, like all Bay products is backed by our knowledgeable technical sales engineers and complimented by our full service installation systems and repair division.

Bay Supply fulfills 99% of all orders the same day and there is no shipping costs for orders over \$99.

In addition to the introduction of the **BayFast** line our recently launched website [www.baysupply.com](http://www.baysupply.com) features all the leading brands of engineered fasteners including Stanley<sup>®</sup>, POP<sup>®</sup>, Avdel<sup>®</sup>, Huck<sup>®</sup>, Marson<sup>®</sup>, Gesipa<sup>®</sup>, AVK<sup>®</sup>, Sherex<sup>®</sup>, Atlas<sup>®</sup>/Penn Engineering<sup>®</sup>, Champion Cutting Tools<sup>®</sup> and more. Bay Supply is a master distributor of rivets, Huck bolts, threaded inserts, coil thread inserts, and aerospace MS/NAS rivet nuts.

Highlights of the new website include: quantity break discounting, live inventory stock quantities, date availability (lead time), all product attributes and specifications, full descriptions with videos, manuals, data sheets, and much more."

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# Threaded Inserts



## For Metal:

### Solid

- Carbon and stainless steel designs
- Unified: 4-40 to 1-8; Metric: M3 to M20
- Standard OD threads...install without special tools

### 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 & Wood:

### Press Inserts

- Flush, flanged & reverse slot designs
- Unified: 0-80 to 3/8-16; Metric: M3 to M6

### Ultrasonic

- Tapered design in single & double vane
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## CHICAGO FEDERAL RESERVE ADDRESSES FASTENER INDUSTRY by Nancy Rich

On February 21st, William Strauss, a senior economist and economic advisor from the Federal Reserve Bank of Chicago, addressed the Mid-West Fastener Association and the Chicago Midwest Chapter of National Association of Surface Finishers. William A. Strauss works in the economic research department at the Federal Reserve Bank of Chicago, which he joined in 1982. His chief responsibilities include analyzing the current performance of both the Midwest economy and the manufacturing sector for use in monetary policy. He produces the monthly Chicago Fed Midwest Manufacturing Index and organizes the Bank's Economic Outlook Symposium and Automotive Outlook Symposium. In addition, he conducts several economic workshops and industrial roundtables throughout the year.

While many hoped to hear predictions of the future under the new administration, the Federal Reserve does not speculate. As the current administration enacts policies, the Federal Reserve will analyze.

Mr. Strauss reported last year was an OK year with a little better growth. We are in the seventh year of the expansion and GDP expanded by 1.8% last year. While the new administration predicts a 3-4% boost in the economy, it is certainly too early to tell if that will happen. The National Activity Index is a good gauge of how the economy is doing. The momentum forward is positive. The growth trend in the Midwest region is slower than elsewhere.

Probability of a recession within the next six months has increased; however, well below the level associated with a recession. Employment did grow 2.7 million jobs over the past year. Unemployment has fallen almost 5%. Wage and benefit costs continue to increase at a slow percent.

Inflation is low largely due to the collapse of energy prices. The real trade weighted dollar has increased 19.4% over the past 18 months. While manufacturing jobs have been rising only 39.4% of jobs lost during the down turn



have been recovered.

The summary of economic projections as of December expects growth to be barely above normal. The stock market is currently at high levels. The Blue chip forecast is better but there is always a risk with a new administration. The growth of investment is generated by faster growth in the economy.

The Midwest is doing better than the rest of the nation in manufacturing. Last year more autos (includes trucks and sport utility vehicles) were sold in the Midwest. Industrial production is expected to gain but is still low. Housing is coming back but still in correction mode. One of 8 homes is still under water.

### *In Summary*

- The outlook is for the U.S. economy to expand at a pace slightly above trend in 2016
- Employment is expected to rise moderately with the unemployment rate ticking lower
- Slack in the economy will lead to a relatively contained inflation rate
- Vehicle sales are anticipated to rise to a record level this year
- Manufacturing output is expected to increase at a rate below its trend in 2016 

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**PennEngineering®** is celebrating 75 years in 2017 as a global leader in innovative fastening technologies and solutions. Founded in 1942, the Company pioneered the first-ever self-clinching fastener for thin metal assemblies and has since realized dramatic growth from an increasingly diverse portfolio of fastening products and relentless focus on customers and world-class technical expertise. Strategic acquisitions over the years have further extended PennEngineering's footprint as problem-solver for an expanding universe of customer industries.

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All contribute to the Company's mission to solve customer assembly challenges in the electronics, computer, data, telecom, marine, consumer electronics, automotive, medical, aviation and avionics, metalworking, and industrial manufacturing industry categories.

For more information, contact Leon M. Attarian, Director of Global Marketing, PennEngineering®, 5190 Old Easton Road, Danboro, PA 18916-1000 USA. Tel: +1-215-766-8853. Email: [lattarian@pemnet.com](mailto:lattarian@pemnet.com) or visit them online at [www.pemnet.com](http://www.pemnet.com).

## distributornews

**Pivot Point Incorporated**, has invented, and been awarded a patent for, a new anti-theft security cable called the Lockless Monster. As the name implies, the Lockless Monster does not require locks to use, so there are no lock combinations to forget and no keys to lose. Designed primarily for the consumer market, the Lockless Monster anti-theft cable can be used to secure many different items such as grills, coolers, generators, bicycles and kayaks- making it perfect for tailgating, camping/RV'ing, roof racks, contactor tools and more. Because it does not require locks to use, it is intended to be a simple, easy-to-use security cable to defeat the casual thief.

The cable has a molded plastic ball on one end, while the cable forms a loop on the opposite end. To use, the cable is looped around an item to secure from theft, the ball is passed through the loop and the ball is then locked into a door or trunk to secure the item from theft. The Lockless Monster is available in 9 foot and 16 foot lengths.

To learn more and to purchase, visit [www.locklessmonster.com](http://www.locklessmonster.com) or visit Pivot Point Incorporated at [www.pivotpins.com](http://www.pivotpins.com).





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## FASCOMP IS QUICKLY GROWING BRAND NAME RECOGNITION

by Stan Lockhart

Following years of record setting growth in the electronic hardware field, Fascomp is now growing their brand name among some of the industry's largest electronic equipment manufacturers. Engineering design catalogs and strong distributor marketing support has fueled this effort to gain print position and to get "designed in" at the inception of projects. Capitalizing on their user friendly service, competitive pricing and extensive on-hand inventory, Fascomp is extending their reach with more product awareness through company funded joint marketing campaigns with preferred distributors for sales training and trade show support. Mark Georgia, President and part owner of the business, points out that much of their website development and sales efforts are focused on creating sales leads in target markets that can be turned over to distributors who recognize the value and integrity of the Fascomp brand!

Enhanced website content is just one way to make Fascomp more user friendly and get the message out about our range of products which is constantly growing", adds Jason Bertone, Vice President and co-owner. New sizes of metric threaded standoffs, a new series of socket head captive screws, handles, female and male/female standoffs are just a few items on the horizon for 2017 expansion projects. With all the standard inventory the company carries, as well as product held for stock and release programs, they have nearly reached capacity in their new narrow aisle, high-reach 25,000 square foot facility and plans are underway to reclaim some existing space that has been sublet.

Distributors who are familiar with Fascomp's website will soon have access to a print data base already under development and which contains information found in the design catalogs. Fascomp is looking to grow their USA manufacturing base to support their offshore success and continue to foster growth in the area of special standoffs, spacers and shoulder screws as well as blue print special screw machine generated parts by various descriptions. Normal lead time is 4-5 weeks, however, parts can be produced much faster when those crisis situations surface.

Increasing staff to support the sales growth was an easy decision, Erica Kail and Pam Soaper came aboard last year for additional support of the distribution channels.

Warehouse personnel also grew with the increase in shipments, special packaging requirements and other value added services which include nylon patches and special plating requirements. Fascomp continues to see value in knowledgeable independent sales rep organizations and fully supports their efforts with reimbursement for customer lunch and learn training sessions, sample kits, company sales meetings and regularly scheduled joint visits to key accounts with ownership. ◊



**OWNERS MARK GEORGIA AND JASON BERTONE PICTURED OUTSIDE THEIR ORLANDO WAREHOUSE WITH EMPLOYEES AND SALES REPS DURING THEIR 2017 NATIONAL SALES MEETING.**





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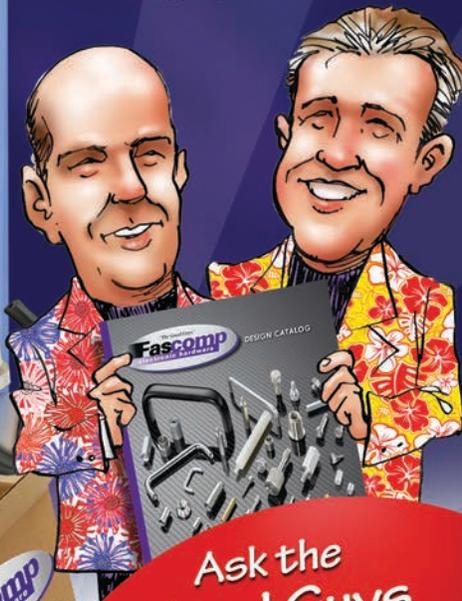
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# PWFA / NFDA JOINT CONFERENCE LONG BEACH, CA - MARCH 15-18, 2017



more photos on page 143

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### *Their Goals*

- To treat every customer the way they would like to be treated.
- To maintain their customers inventory levels, to allow the customer to focus on their business.
- Keep backorders to a minimum by maintaining sufficient inventory.
- To have the best customer service department in the industry.

### *No Relaxing*

In a recent interview, Dan Bingham, General Manager said, "We are calling this year the "year of efficiency." By focusing on doing small tasks more efficiently, automating where we can, and eliminating extraneous steps in our processes we know that we will be able to achieve a greater sales volume and make a higher profit margin doing it."

### *Using The Business Edge™*

He observed that since they have been using The Business Edge™ for years, they have already implemented systems that are very efficient and effective, but there is always room for improvement. He said, "Many of these efficiencies can be accomplished by better utilizing various features of The Business Edge.™ Some things are very simple, like in one click being able to copy a salesperson on a quote for his or her customer. This keeps them in the loop and gives them more information for face to face meetings."

### *Beating The Big Guys*

Dan pointed out some of the challenges, "In order to compete against the big guys who have their own trucking companies and multiple distribution centers we built a bigger warehouse in Bakersfield. This has enabled us to carry more stock (the right stock) locally for same day delivery. Once The Business Edge™ integrated with Brighton Best, it was like all of the sudden having 15 distribution centers of our own that we had immediate 1 click access to. This has been incredibly beneficial. It means that while we are talking on the telephone with a customer, we can quote a price and even order the product on the spot. We find ourselves in the position of nearly always having stock available."

### *Mobile Access A Big Help*

Dan was brimming with confidence when he said, "We know that the biggest advantage we have over our competition is our service. By training our staff and equipping them with the best tools available we set ourselves up for success. TBE Mobile™ is one of those tools that have become invaluable to our team."



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## Education

Great leaders are great communicators, building strong teams, creating change, and overcoming struggles. The ability to influence behavior is dependent upon the credibility and authority of a given leader. But how does one inspire, elevate and motivate an organization to rise

to its highest potential? The key to all relationships is our capacity to build trust.

Research indicates that our brains love a story. We are, it seems, hard-wired for narrative. Storytelling builds trust, credibility and cooperation. When we use storytelling correctly, we can build relationships and influence outcomes. In the session presented by Ann marie Houghtailing, participants learned:

- How storytelling impacts the brain
- How to create a basic narrative
- How to use storytelling to influence behavior

After launching an Institute for Sales and Business Development with a private university in San Diego, Ann marie Houghtailing proceeded to turn her attention towards the private sector to help companies and individuals increase revenue with heart, humanity and humor. Her writing has appeared in Yahoo! Finance, Daily Worth, Huffington Post, San Diego Business Journal and Ms.JD.

In his session "Fastener Distribution in an Evolving Business Cycle," Dr. Bill Conerly presented his evaluation of the current state of the economy and his forecast for the next two years, with special attention given to the industries most important to fastener distribution. He discussed the outlook for commodity prices, inflation and interest rates. And he went beyond economic projections

to discuss how companies can thrive in an uncertain economy.

What does the next decade hold for issues critical to fastener distribution, such as the frequency of recessions, labor availability and availability of capital? In another conference session, Dr. Conerly provided action steps business leaders can take today to prepare for the coming decade, emphasizing the most likely paths.

Dr. Conerly has the unique combination of a Ph.D. in economics and over 30 years' experience helping companies adapt to changing economic conditions. He has worked in economics and corporate planning at two Fortune 500 corporations and a major financial institution. Bill is an online contributor

to Forbes.com and the author of *The Flexible Stance: Thriving in a Boom/Bust Economy*.

Supply chain management is about more than making sure all the different links in your network are operating in the right way. Relationships play a central role in supply chains, and if fastener distributors don't get them right, they'll feel the ramifications all the way from suppliers to customers.



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# PWFA / NFDA JOINT TABLETOP SHOW LONG BEACH, CA - MARCH 16, 2017



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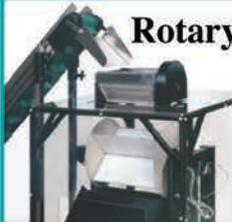
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## distributornews

**Cable Tie Express** a Master Distributor of cable ties, heat shrink tubing, wire connectors, mounting bases and associated wire management products, since 1995 recently announced several organizational promotions, supporting the Company's growth and commitment to superior quality products, solutions, and services.

Cable Tie Express Founder Char Cooper announced these changes and promotions effective January 2017:

[1] Ty Whitacre (President) - Ty has served with Cable Tie Express for one year as Director of Business Development. His background is customer focused with long term executive positions in the medical, HVAC and industrial marketplaces.

[2] Doug Andrews (Chief Operations Officer) - Doug is a long term employee at Cable Tie Express leading the day to day operations and supporting the continued growth of sales in North America.

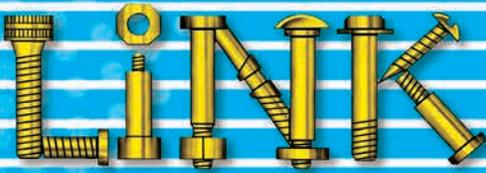
[3] Jason Burton (National Sales & Marketing Manager) - Jason has been with Cable Tie Express for five years with responsibility as Inside Sales Manager, prior to his recent promotion. Jason leads the Company's National Sales force of Independent Representatives and the Inside Sales and Customer Service Representatives.

Char recently commented, "With the continuing goal of providing our customers the highest quality products and unparalleled service levels nationwide, the recent promotions enhance our position as a leading supplier in the marketplace. Ty's broad-based and successful background, Doug's continued dedication to the growth of Cable Tie Express for nearly two decades, and Jason's proven talents from the sales perspective is the perfect combination in leading Cable Tie Express to an enduring, strong, and successful future.

Cable Tie Express is located in Noblesville, IN with additional warehouse locations in Crestview, FL; Dallas, TX; Brea, CA; Seattle, WA; and Danbury, CT.

*For more information contact the new leadership team or customer service representative via phone 888-603-1233, email sales@cabletieexpress.com or visit their website at www.cabletieexpress.com.*

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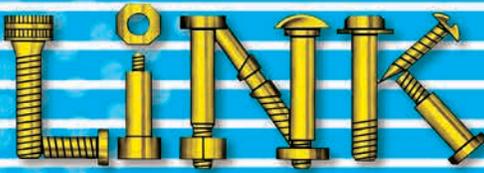
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**JOE DYSART THE DIGITAL IMPOSTER: HACKERS PENETRATE YOUR WEB SITE TO SCAM YOUR SALES** *from page 8*

Moreover, once established as administrator, Sureshkuma could have easily set-up payment processing on the hijacked Page for any sort of deals he felt like making, using popular payment processors like PayPal and Stripe (<https://www.facebook.com/business/help/1672007083043120>).

Fortunately for all the businesses that use Facebook to sell goods and services, Sureshkuma alerted the social media goliath to the security weakness, and it was immediately patched by Facebook.

But the ruse underscored a hard reality: No business – no matter how seemingly powerful and mighty – is immune to Web site identity theft.

In fact, more than 75% of popular sites on the Web these days have unpatched vulnerabilities, according to an April 2016 study from Symantec ([www.symantec.com/content/dam/symantec/docs/reports/istr-21-2016-en.pdf](http://www.symantec.com/content/dam/symantec/docs/reports/istr-21-2016-en.pdf)) an IT security firm.

And all told, online fraud – including Web site identity theft – is rapidly escalating. Long term, it's expected to reach \$25.6 billion by 2020, up 10.7 billion from 2015, according to a 2016 study by Juniper Research.

As Sureshkuma so disturbingly demonstrated, while few Web sites are completely impenetrable against a determined hacker, every business at least needs to give itself a fighting chance against criminals looking to hijack its Web identity.

Here's what Web security experts say you should do to ensure your business is not perceived by thieves as low-hanging fruit:

**\* Bullet-Proof your Web site's dashboard:** Your

site's dashboard – the place where you enter your Web site authoring software with an ID and password to make changes and updates – needs to be super secure.

Start with a super-strong ID and Password by creating both at Random.org's Random Password Generator ([www.random.org/passwords](http://www.random.org/passwords)). You can create passwords and IDs up to 24 characters long there that are extremely tough to crack. And you can also add two passwords together if you're looking for even greater security.

Meanwhile, be sure to have your Web designer make the addition of a double-authentication requirement for entry into your Web site's dashboard. Many banking customers already have double-authentication on their online checking accounts. They initially enter an ID and password for their checking account. But before they can log in, they need to retrieve and enter a special numerical code that the bank sends to their email account.

You can also harden your Web site dashboard by limiting access to your Web site dashboard from pre-determined, IP addresses only (every computerized device can be assigned a specific IP address by

your Web designer for identification purposes).

Plus, you can have your designer program your Web site so that after three-or-so wrong log-in attempts, the Web site will freeze and can only be accessed with intervention by a human from your IT department.

**\* Get a free Google Webmaster account from Google ([www.google.com/webmasters](http://www.google.com/webmasters)):** Offering a plethora of free tools for site owners, Google Webmaster can also often detect when your Web site has been hacked and will inform you of the hack via your account, according to Leap's Hanson.



**ABOVE: WEB SITES AUTHORED BY THE EXTREMELY POPULAR WORDPRESS ARE UNFORTUNATELY FAVORITE TARGETS OF HACKERS.**

**BELOW: EVEN FACEBOOK'S CEO MARK ZUCKERBERG HAS TO KEEP AN EYE OUT FOR DIGITAL IMPOSTERS.**





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**BENGT BLENDULF TECHNICAL KNOWLEDGE AND TRAINING** *from page 10*

This is only causing our market to supply fasteners according to standards that are not available in Germany any longer. Take a good look at DIN 931, DIN 933 and DIN 934 and replace those with the current ISO standards. This is what the Germans have already done for their domestic (European) market.

This is what distributors should pay attention to. It may require time and effort to make the conversion, but it will be well worth it. I had a training session for a fairly large distributor in the North East a few years ago. One slightly older sales person cornered me after the class and said: "I have been selling fasteners for over 30 years without knowing much about them, and now you are coming here and confusing me with all facts." He was the brother of the owner.

Now let us take a look at what can be done for individuals in our business. Most people working for US distribution are well trained in many aspects of the fastener trade. The exception is often the technical side. But what the individual may project externally can often have a great impact on the entire organization he/she is working for. Therefore, a good and solid education in fastening technology can be of great importance. Where are the best sources for this today?

Starting from the most basic level of training, the Fastener Training Institute, FTI, has developed a program that will make the participant a CFS or a Certified Fastener Specialist. The course is a series of seven 1-day events that cover many of the issues we are faced with on a daily basis. The seven days are spread out to make it practical to attend. When all segments are covered and the student has completed and passed the written test, he/she will receive a certificate showing the CFS status. This will show that the person has passed a rather substantial threshold in the fastener trade. The teachers/instructors are from different organizations. I am teaching a one day covering "Specifications and Terminology" and other instructors include Carmen Vertullo, Salim Brahimi and Lawrence Claus. FTI is

also expanding the CFS to CFS2 which will be a more advanced class requiring a passing to CFS status before going further to level 2. This new course is co-produced with IFI Industrial Fasteners Institute and will contain topics like "Hydrogen Embrittlement in Fasteners" and "Automotive Fastening Technology".

For more information about the CFS2 classes or to register for CFS classes you may contact:

**Beth VanZandt**

**bethv@fastenertraining.com | 562-473-5373 ext.102**

or

**Jo Morris**

**JoM@fastenertraining.com | 562-473-5373**

or contact at the following address:

**Fastener Training Institute**

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**Long Beach, CA 90803**

If you are looking for the level of knowledge that would make it easier to handle technical communication with the engineering side of your customers you may contact:

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The course they offer "Fastening Technology and Bolted/Screwed Joint Design" is a 2-day course developed and taught by me. It is aimed at engineers or very skilled technicians who wish to understand, in detail, how certain types of designs will work while others may not. The course is offered a few times every year as a public course, but is also available as in-house training. The course content is deep and detailed and requires some mathematics to be of total use. I have, on occasion, had some distributor personnel attending, but they are really skilled for being non-technical. Whatever level of fastener education you need can easily be covered by these two organizations. 

## OBITUARY



**SSgt. Vincent B. Morrison**  
1942-2017

**Vincent B. Morrison**, 74, passed away on January 20, 2017. He was a Force Recon Marine who served two tours in the Vietnam War and fought in Hue during the TET offensive. Vincent was awarded a Bronze star and two Purple Hearts.

Vincent started in the fastener industry in 1969 with Blake and Johnson Company.

He then represented Southern Screw Company and relocated from Wisconsin to Chicago in 1971. He was then transferred to Syracuse, NY in 1976 still working for Southern Screw company until they closed. Vincent opened his own company, Veterans Fastener Supply Corp. in 1987, and ran the business until his passing. The business is now owned and operated by his wife Barbara J. Morrison.

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MS16555	M21143/1
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MS39086	NAS561



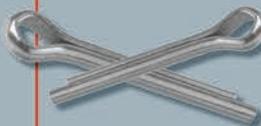
## slotted pins

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



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The previous discussion, although a very basic look into more complicated metallurgy, sets the stage for our understanding of thread forming into steel. The First Rule of thread forming is that the screw must be stronger and harder than the material it is forming. This is because the threads must be able to withstand the loads exerted on them during thread forming without breaking or plastically deforming. This is exactly what is likely to happen if the strength of the material to be formed is in too close proximity of the screw threads doing the forming. For this reason, we limit thread forming to “mild steels” or steels that are relatively low in carbon and have not been heat treated.

Returning to Part 1, you may recall that with any thread forming application one of the interactions that is of high interest to the fastener engineer is minimizing the driving torque and maximizing the failure torque. With this in mind, many special thread forming screw designs for steel have been developed to optimize this relationship. To minimize the driving torque, screws designed for mild steel almost always have a tapered point, sharp threads, some kind of relief, and lubrication. The tapered point provides a gradual lead-in for the forming threads. This provides for small incremental steps in forming rather than attempting to move all the material at one time. Sharp threads are also important. It is perhaps best explained with an analogy, would you choose a steak or butter knife to cut your favorite sirloin steak with? Naturally, you would choose the steak knife because it is sharper and, thus, far more efficient. In the same way, sharp threads do a better job forming internal mating threads than dull or flat threads do.

Almost all thread forming screws for mild steel have some form of relief at the tip or along the entire body length. In this instance, “relief” means that a section of the threaded body is not fully round or is lobular in shape. This can be accomplished with a lobulated thread body or point, or a screw that has a flute or series of flutes integrated into the threaded body. The idea is that the thread forming is enhanced without a fully round thread because the interface is only at the

lobes or high points so that the forming is accomplished with less thread forming and thread friction torque. This is advantageous as it effectively lowers the driving torque. Most of these screws transition to either a fully round thread or only superficially lobulated thread after passing through the thread forming zone. This assists the design in lowering the driving torque without also sacrificing the failure torque. Additionally, most of these screws are lubricated to reduce thread friction torque at installation. Unfortunately, lubrication cannot be as selectively applied as the transition feature described just above, so that, although the lubrication factor helps lower friction and reduce galling, it has the potential negative effect of also lowering the failure torque.

Thread forming screws for steel are generally case hardened. They need the high-strength and hard threads. This solution works well for perhaps 90% of the screws in this category. The other 10%, however, require a level of impact toughness in application not achievable with case hardening. A notable example of this are the anchor screws for seat belt attachments. These anchoring points are often fastened with thread forming screws but must possess toughness to assure they do not break in an accident. To accommodate these types of applications, many thread forming screw designs for steel can be purchased with an induction hardened point option. In these instances, screws are through hardened, often to Property Class 10.9 (Grade 8), and the tip induction hardened. The induction hardened tip provides the strength and hardness needed for thread forming, while the rest of the screw retains the impact toughness of a through hardened fastener.

In addition to a well-designed fastener, control of the pilot hole is critically important. If the hole is too small, the material will become too tightly “packed” in the joint, resulting in very high driving torques or torsional overload of the screw. Likewise, too large a hole will “starve” the joint of material needed to develop well-formed and strong mating threads. The result will be advantageous low driving torques but unacceptably low failure torques through stripping.

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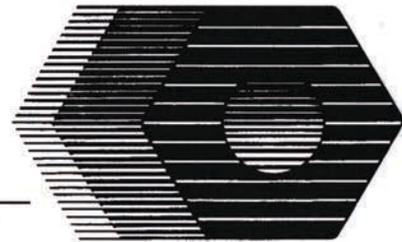


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To alleviate the prevailing drag during assembly, these nuts are plated, and then dipped in a light wax coating. Until the beginning of the 21st century, all metal PT nuts were cadmium plated and were yellow gold in color. Cadmium has since been banned for commercial use as it is a toxic chemical. Therefore, the majority of PT nuts are zinc plated. Some zinc may receive a tri-valent (yellow gold) coating on top of the silver zinc color or may be just the silver zinc finish. Then, the supplemental wax coating is added.

The advantages to these PT nuts is they come in different grades: 2, 5, and 8, though the more common grades are the 5 and 8. Grade markings are on the tops of the nuts in the form of dots. These nuts are also provided as flange nuts, which may have black phosphate coating on them. Many flange nuts are used on truck frame rail applications. The other advantage is they will not destroy the threads of the fastener and are reusable up to five times, as per the Industrial Fasteners Institute (IFI) Handbook, section 100/107.

Another advantage that must be carefully used is that the wax coatings will reduce the prevailing drag during assembly. This also means that the assembly torque must be lowered by as much as 30-35% than the recommended torque for a zinc coated product. Otherwise, the fastener will be stretched into yield. The prevailing on-torque should never exceed the installation torque for the grade and diameter of fastener being tightened.

The disadvantages would be with excessive heat. The cadmium plating would withstand only 450°F where the zinc finish can withstand around 625°F before the possibility of liquid metal embrittlement occurs. This is a sudden fracture mechanism.

Another disadvantage is the assembly. Manually tightening the assembly can be tiresome with the increased drag. Tightening the nuts with an impact wrench will destroy the bolt and nut because there is little friction to stop the impact wrench due to the wax coating. The impact wrench will stretch the fastener into yield within two seconds.

Nylon collar 'lock' nuts are popular as it does not produce the amount of assembly drag the metal PT nuts have. It could be a personal preference as well. These nuts have a nylon ring press-fit and staked into a small collar at the top of the nut. Grade markings are in the form of notches on each hex corner. The color of the nylon ring

identifies the manufacturer.

The nylon collar nuts also are available in grades 2, 5 and 8, though the most common is the grade 2. This grade 2 nut has six markings on the top collar. However, these are crimp marks, not grade markings.

The nylon ring is pliable enough to not damage the fastener threads from repeated use. However, the nylon ring is not recommended for use in applications exposing it to temperatures above 250°F.

When joint materials are soft or thin, there are products like Keps nuts. These are grade 2 and have a captive star washer. This washer is designed to dig into the softer joint material to help against vibration and aide in assembly. Another nut of similar nature is the Spinlock® nut, which is a flange nut that has angled ridges on the bottom of the flange. Again, this type is for use on softer materials where the serrations can dig into the material. It will glide over harder metals and not be as effective.

Castle nuts have distinct castellated protrusions from the top. Some manufacturers may deflect the top threads inwards to create drag, however, the main purpose was to be used with a connection that could not be tightened too much but to keep the nut attached by using a cotter pin through a drilled hole in the fastener.

A slotted hex nut does not have a distinctive castellated top, but a swaged collar with slits that produce a slight drag to perform a light duty locking effect.

Chemical compounds are used when the nut and fastener cannot be tightened too much or just applied onto a fastener going into a tapped hole. There are many different compound formulations for a variety of conditions. The labels will tell you the different applications are better. Some have faster cure times than others, so be careful about that. Also be aware of oils and other contaminants which may be in the tapped hole, as these will reduce the effectiveness of the chemical.

Microencapsulated chemicals applied to the threads of the fastener as an aftermarket product or applied by the customer can cause problems. As with the wax coated PT nuts, the finish will reduce assembly torque significantly. The average reduction is around 30%. If standard dry torque values are used, the fastener will be stretched into yield. Also, never assemble these with an unregulated air impact wrench. 

# PWFA / NFDA JOINT TABLETOP SHOW LONG BEACH, CA - MARCH 16, 2017



## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 from page 30



On July 1, 2016, **Illinois Tool Works Inc.** (“ITW”) purchased the Engineered Fasteners & Components (“EF&C”) business unit of **ZF TRW Automotive Holdings Corp.** (“ZF TRW”). Headquartered in Enkenberg, Germany, EF&C is a global manufacturer of engineered fasteners and components sold primarily to automotive OEMs and their tier suppliers. The company’s extensive product range includes trim fasteners, wire harness fasteners, pipe fasteners, hole plugs, pressure release valves and many others. EF&C operates facilities in Germany, France, Italy, Czech Republic, Slovakia, China, Korea, Japan, United States and Mexico. EF&C employs around 3,500 people and generated net sales of approximately \$470 million in calendar 2015. Founded in 1912 and headquartered in Glenview, Illinois, ITW (NYSE: ITW) is a global manufacturer of a diverse range of industrial products. The company’s operations are divided into seven business segments: Automotive OEMs; Food Equipment; Test, Measurement & Electronics; Polymers & Fluids; Welding; Construction Products; and Specialty Products. ITW employs more than 48,000 people worldwide and generated net sales of \$13.4 billion in calendar 2015.

*Purchase price: \$450 million*



On July 5, 2016, **Nord-Lock International AB** (“Nord-Lock”) purchased **Expander System Sweden AB** (“Expander”). Founded in 1986 and headquartered in Atvidaberg, Sweden, Expander is a designer, developer and manufacturer of proprietary expandable pivot pin systems for heavy machinery and equipment. The company’s pivot pin products are used in thousands of models of heavy equipment used by the mining, forestry, construction, oil & gas, marine and general industrial markets. Expander has manufacturing plants in Atvidaberg and DeWitt, Iowa, along with a global sales and engineering support network. The company employs 45 people and generated net sales of SEK72 million (US\$8.5 million) in 2015. Founded in 1983 and headquartered in Malmö, Sweden, Nord-Lock is a designer and manufacturer of proprietary bolt securing and bolt tensioning systems. The company’s products are primarily used in safety-critical applications, typically involving high-pressure and/or high-vibration environments. Nord-Lock has sales and manufacturing subsidiaries in more than 20 countries and generated net sales of SEK797 million (US\$94.3 million) in 2015. The company is a wholly-owned subsidiary of Investment AB Latour (Stockholm Stock Exchange: LATO), a Göteborg, Sweden-based investment company.

*Purchase price: not available*



On July 26, 2016, **Kelso & Company** purchased Fastener Holdings Inc., doing business as **SouthernCarlson**, from Tenex Capital Management L.P. Formed in November 2014 with the merger of Carlson Systems Holdings Inc. and Southern Fastening Systems Inc., SouthernCarlson is a super-regional distributor of power-driven fasteners, packaging supplies and specialty tools for the residential construction and general industrial markets. In addition to selling supplies and equipment, the company provides value-added services including equipment repair & maintenance and vendor managed inventory. SouthernCarlson has corporate offices in Omaha, Nebraska and Muscle Shoals, Alabama and employs approximately 850 people. The company operates more than 150 retail & service centers and 15 distribution centers spread across 34 states and Mexico. Kelso & Company is a New York City-based private equity firm and the company’s latest fund, Kelso Investment Associates IX, closed in May 2016 with \$2.56 billion of committed capital.

*Purchase price: not available*



On July 28, 2016, **AF Fasteners Limited** purchased **UFC Aero-space Europe Limited** (“UFC Aerospace”) from K LX Inc. (Nasdaq: KLXI). Located in Southend, England, UFC Aerospace is a niche manufacturer of fasteners and machined components for the European aerospace market. The company produces cold headed, externally-threaded fasteners and made-to-print specials, along with non-metallic components machined from polytetrafluoroethylene (PTFE) and Nylon-66. UFC Aerospace is an approved supplier to Airbus, Rolls Royce, Honeywell, GKN Aerospace, BAE Systems and many more commercial aircraft manufacturers. Founded in 1972 and located in Glossup, England, AF Fasteners manufactures externally-threaded fasteners for the European aerospace market. The company is an approved supplier to Airbus, Hawker Beechcraft, Agusta Westland, Saab Aerospace, Messier Dowty and many more commercial aircraft manufacturers. A privately-owned company, AF Fasteners employs a total of 30 people. K LX is the world’s largest distributor and supply chain management service provider of aerospace fasteners and consumable hardware with aerospace segment net sales of \$1.3 billion in fiscal 2015. K LX Aerospace occupies more than 1.4 million square feet of floor space in 17 principal operating facilities and employs approximately 1,900 people worldwide.

*Purchase price: not available*

## distributornews

**The Auto Bolt Company**, would like to welcome John Rottenborn as our new Quality Assurance Manager.

John comes to us with many years of quality and supervisory experience throughout the manufacturing industry. John has been married for 35 years and has four children and five grandchildren. John enjoys traveling to visit his children who are scattered throughout three states and also enjoys repairing mechanical clocks.

Auto Bolt continues to be a leading provider of fasteners for various industrial, distribution and original equipment markets and applications to include Truck and Trailer, Military, Construction and Agricultural equipment, as well as Automotive components.

Auto Bolt is located in Cleveland, Ohio and is an independently owned manufacturer of quality fasteners since 1948. Auto Bolt specializes in offering both low and high volume performance and commercial fasteners. Auto Bolt is a leading provider of fasteners for various industrial, distribution and original equipment markets and applications to include Truck and Trailer, Military, Construction and Agricultural equipment, as well as Automotive components.

For more information contact *The Auto Bolt Company* at 4740 Manufacturing Ave. Cleveland, OH 44135. Call toll-free: 1-800-988-2658, Fax: 216-881-3918 or visit them online at [www.autobolt.net](http://www.autobolt.net).

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**ANTHONY Di MAIO WHAT IS A BLIND RIVET AND HOW DOES IT FUNCTION?** *from page 36*

Because the tensile of the mandrel is the force that sets the blind rivet, the tensile strength and the diameter of wire the mandrel is manufactured from are critical. Diameters are held to tolerances of +/- .0005 to +/- .001 and tensile strengths are held to +/- 5,000 to +/- 10,000 psi.

Aside from the mandrel having close tensile and diameter requirements, it also must have a concentric head, a break point and holders. All these features have a tolerance of +/- .003 and are all important for a successful and tight assembly after setting the blind rivet.

Mandrel head diameters and shape are also critical. The head diameter is what expands the rivet body and its shape is what causes the rivet body material to curl around its outside diameter to become locked in the set blind rivet.

The break point is where the mandrel will break at the pre-determined tensile load to insure a tight assembly and good clamp load qualities. The break point is a precise reduction of the cross section diameter of the wire and its tolerances are hold to +/- .002. This reduction in diameter creates the tensile break load of the mandrel.

The holders are what holds the rivet body and the mandrel as an assembly until the blind rivet is set in a work piece.

Mandrel heads are retained in the upset side of the blind rivet, so not to have mandrel heads of set rivets loose and bouncing around inside assemblies. Remember, it's the mandrel head that is doing the clamping and giving resistance inside the rivet body when setting, so the mandrel can reach it's tensile breaking point

Blind rivet bodies are made of aluminum, steel, and stainless steel. After the rivet bodies are manufactured from either a sheet of material (stamping process) or from wire (extrusion process) they must be subjected to a heat treatment process called annealing. This process gives the material ductility. This permits the mandrel

head to expand the barrel of the blind rivet bodies without cracking.

Because the tensile strength of the mandrel is what upsets and expands the rivet body, it is also the force that clamps two or more thicknesses together. So therefore the tensile strength of the mandrel is one of the determining factors as to which alloy and diameter blind rivet is best for your application.

If you are blind riveting two or more pieces of thin aluminum sheets together and you want to use a 1/8 diameter blind rivet, it is possible that the mandrel tensile strength of a steel blind rivet will be too strong and will pull the mandrel head through the thin aluminum sheet, thus having a poor assembly. An all aluminum 1/8 diameter blind rivet would be best suited for this application, because the mandrel tensile strength of the aluminum mandrel is less than the steel mandrel.

Some thought must be given when selecting a blind rivet for an application:

**[a]** The blind rivet must have the tensile and shear values that will fill the requirement of the components being fastened and the outside forces that will be applied to the riveted joint.

**[b]** The environment plays a part in which alloy blind rivet to use. Is the blind rivet going to be subjected to hostile conditions.

When these two requirements are satisfied, the assembly will be vibration proof and have stability.

The blind rivet manufacturers all have a large selection of hand and power operated blind rivet setting tools. A blind rivet setting tool only has two important functions:

**[1]** Firmly grip the mandrel of the blind rivet

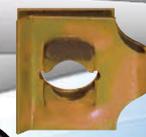
**[2]** Pull the mandrel with a force greater than the tensile strength of the blind rivet mandrel you are setting.

The power tool does not signal the mandrel when or where to break. The blind rivet mandrel has designed into itself the tensile load it wants to break at and also where it will break. Therefore, the setting tool is only a supply of tensile power and no more.

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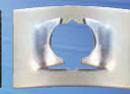
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## NCFA HOLIDAY BASH

by Jackie Ventura, NCFA Vice President

The NCFA decided to trade in our bowling shoes for a night at the Big Bang Dueling Piano Bar in the Cleveland Flats for our Christmas party last year.

A great time was had by all, and most of the requests for our favorite tunes were played. The most epic part of the evening was when our much-loved, musically-inclined, board member, Kurt Triptow of Branam Fastening Systems got up on stage and played the drums for what he thought was going to be one song. He did such a great job, they asked if he could assist on a Metallica tune they were playing next, which he just happened to know, and he totally rocked the house! Great job Kurt!

Much fun and good food was enjoyed by all and there were even a few requests to hold the Christmas Party at the Big Bang Bar again in 2017!

Thanks to everyone who came out and helped make the evening a blast!



### Save The Date

Mark your calendars! The much anticipated NCFA Distributor Social will be held on Thursday, May 18th. The NCFA Distributor Social has become the premier networking event in the Cleveland and surrounding areas. It creates a unique networking opportunity for the top suppliers and prominent distributors in our market. Additional details will be posted to the NCFA Website as the date approaches.

For more information regarding the NCFA or our upcoming events, please visit our website [www.ncfaonline.com/events](http://www.ncfaonline.com/events), or send us an email to [lgraham@ncfaonline.com](mailto:lgraham@ncfaonline.com). 



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Applying this to the current expense \$4,272.88 x 16% = \$683.66 cost or \$3,589.21 yearly savings. This became our first budget target and with 42 fixtures x 3 lamps x \$6.00 the materials expense is \$756. For fans of ROI this is about a 2 month return...guaranteed if everything was already converted to T-8's. Where are you going to find another legal investment that pays so well?

Unfortunately not all the fixtures used T-8 tubes. And the T-12 magnetic ballasts are definitely not compatible with LED lighting. Even with no tubes in a fixture 80% of the power is consumed. Replacing the inefficient ballasts with electronic "LED drivers" at \$18.00 each added another \$360 for a total expense of \$1,043.66 and a realistic ROI of less than 4 months. Still really low hanging fruit for most any budget, even a cost conscious school.

Outside of the analysis, but very real considerations are the maintenance savings because the old fluorescent tubes only last an average of 2,000 hours (about one year) while LEDs last for over 24,000 hours (4+ years). And even better the lighting level improved and the quality of the lighting was significantly enhanced. The labor involved in the conversion is about the same as the time required to maintain the existing lighting for a year.

Where is the downside? Even an amateur board can understand the numbers and doing a demo of old vs. new can convince those with any doubts.

Back on tour we went to the main auditorium and reception area where we found the illumination provided by standard base, screw in halogen bulbs at 250 Watts each. With 60 of these burning an average of only 4 hours per day the 60 kilo-Watts/day (21,900 kilo-Watts/year = \$2,628/year) were another easy target. New LED replacements provide significantly better illumination while saving 90% of the energy expense leaving a budget of \$2,365.20 against the cost of new lamps at around \$1,500. Speaking with the head of maintenance we discovered that the halogen lamps were a nightmare for his crew. At least 1 a week burned out which meant that on average every lamp was being replaced once a year. Given the life of 24,000 hours for the replacement LED's essentially the labor for the conversion has a one year

payback...and 15 years of trouble free usage.

Classrooms and offices were a little more complicated, but not much. With 800 tubes total, but lower usage at an average of 7 hours a day the numbers were around 960 kilo-Watts (\$115.20/day = \$42,048/year) which should be more low hanging fruit given the \$5,000 budget to replace them, but there's even more to harvest. Occupancy sensors to detect whether the lights should even be on can reduce the usage per day even further. The estimated average is a conservative savings of one hour (14%), but this would kill the T-12's in record time and possibly shorten the life of the T-8's. LED tubes don't care because they don't heat significantly and suck more power when first turned on.

### *Lessons for a Fastener Distributor*

Following the same mathematics and logic in your offices, hallways and exterior lighting you can do your own energy analysis. Count the four foot long tubes that are 1 1/4" in diameter (T-12) and multiply by 40 Watts. Add the four foot tubes that are 3/4" diameter (T-8) and multiply by 34 Watts. There might also be some 1/2" diameter T-5's that are 45" long which consume around 30 Watts. Estimate the average time that these are on and compute the cost per kilo-Watt hour from your utility bill. Don't worry about getting any estimates too precise because the differences between LEDs and halogen or incandescent lamps are so dramatic that you could be off by 100% and the payback is still significant. None of this is difficult or requires engineering expertise.

Warehouse lighting is somewhat less intuitive because of the need for uniformity and proper light patterns. Here the type of fixture makes a big difference in the work environment. Lighting engineering requires charts and graphs that indicate exactly how much light is useably available. Think of this in terms of a flood light vs. a spot light. Both can be rated at the same Wattage but differ significantly depending on the ceiling height, reflectivity of the floor and ceiling surfaces and intended usage. What works in an aisle may be totally unsuitable in the checking/packing area. This is where a real Lighting Engineer or Electrical Distributor expertise is required.



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## LINDSTROM ACQUIRES HODELL-NATCO TO INCREASE CAPABILITIES

Lindstrom, LLC recently acquired the packaged fastener business of Hodell-Natco Industries, a leading distributor of fasteners and related products with six branches throughout the United States. The company's packaging business is based in Cleveland, Ohio and provides over 23,000 packaged products to fastener distributor customers.

Mike Wrenn, President of Lindstrom, commented, "Packaged fasteners have been part of our core business since the acquisition of Titan Fasteners in 2014. Packaging is now one of Lindstrom's specialties and we are excited to offer more products to our distributor customers. Lindstrom is known for customer service and this acquisition gives us the scale to become the best service provider in the industry."

With the acquisition of the Hodell-Natco packaged fastener business, Lindstrom will expand upon its already unparalleled level of choice and value, including the largest inventory of hard-to-find fasteners, with over 200,000 SKUs offered, custom packing, kits and assortments, specialty

plating and other secondary process, special lengths, thread pitches, and other custom fabrications for inch & metric sizes, a wide variety of fittings, hardware and other non-fastener products, technical support or other knowledge-based services in addition to managed programs.

"Our focus at Hodell-Natco is to continue growing our core end user business. When we determined that the packaged fastener business was no longer core to our long-term vision for the company, we began the search for a partner that we knew would be diligent in their care for our highly valued packaged fastener customers. Harbour Group and the Lindstrom team are uniquely suited to accomplish our goal," commented Kevin Reidl, President of Hodell-Natco. "We are very confident that they will provide outstanding service to these long-term customers and would not have considered this transaction if we felt differently. We will be working closely with Lindstrom throughout the transition and will maintain a strong relationship with them as a supplier going forward." 

**JIM TRUESDELL DOES BUSINESS OPTIMISM LEAD TO REAL RESULTS?** *from page 42*

Business optimism drives a lot of positive things for our economy. Among these:

**[1]** Increased hiring. Jobs become available as employment levels are ratcheted up to prepare for more sales activity.

**[2]** Wages rise as employers compete to attract and retain seasoned talent.

**[3]** Inventories on hand are increased to insure goods are available when the purchaser requires them.

**[4]** Manufacturers call for more raw materials.

**[5]** Real estate markets heat up as new space is required for retailing, wholesaling and manufacturing. The new jobs generated also raise demand for homebuyers and increased rentals.

**[6]** Prices rise as purchasers are willing to accept increases due to anticipated sales at their own higher prices. The increased margins fund the increased hiring and other growth to continue a positive cycle.

**[7]** As revenue grows, more tax receipts flow into government to fund infrastructure and services.

**[8]** Demand for credit heats up making for increased revenue to financial companies along with greater certainty of their being repaid, which leads to them having more money to lend.

If an economy is thriving so that businesses and consumers can meet their basic needs, then they can make choices about what to do with their additional discretionary income. A perception that things are heading in a positive direction can lead to businesses starting to spend in advance to prepare for the sales opportunities ahead.

Most of the upswing in small business optimism appears to be driven by the expectation of a sharp decrease in government regulation. Will the new Administration's sweeping policy pronouncements and initial executive orders really make a difference in the day to day operations of businesses?

Part of the problem when there is a change of party or ideological leanings of those coming into power is that not only is there a viewpoint which has prevailed among political appointees at the top of the agency pyramids, but the professional civil servants staffing the agencies seem to have a predisposition to increasing their agencies' power and authority. Combine this with an all too human inclination towards "empire building", justifying staffing levels in the face of expected funding

cuts, and a perception that civil servants may have been unjustly vilified in campaign rhetoric. Staff people may themselves become an impediment to reducing unnecessary regulation and procedures. There is also career maneuvering by political appointees at the last minute (which has been reported in the press in recent weeks). Some of these people take steps to be reclassified as civil servants in order to preserve their jobs (and thus perpetuate their policy perspectives within the agencies). To this add the administrative phenomena of "Groupthink" or the "System Problem" as some call it. Where considerable effort and resources have been expended in pursuit of developing a program or administrative goal it is very hard to turn the system around when so many people feel their time and efforts have been invested in an initiative.

***But strong leadership and clear political will can still turn things around.***

I remember early in my career when I served as volunteer government relations chairperson of our industry trade association. The Carter Administration had been coming up with all kinds of newly developed programs in light of the energy crisis of that time. Many of those programs were unworkably complex and detached from the real world state of technology and industry capabilities. I had been in regular contact with an Energy Department manager as we tried to interpret what our member companies needed to do to comply with the soon to be implemented programs. This manager had been working on getting these programs up and running for the prior year. Suddenly the political climate changed. Ronald Reagan won the November election and announced his intention to peel back or freeze in place all recent government regulations affecting business. I pointed out this impending change to the Energy Department manager with whom I had been talking on a weekly basis and asked him if this wasn't all going to come to an end when the new president was sworn in. He laughed and said that too much had gone into the planning and there was no way the programs were going to be scuttled. A week after he told me this the inauguration took place and, lo and behold, all pending regulations were frozen and these new programs were never heard from again. So it is quite possible to turn things around! The business community looks to the new President Trump to make that happen!

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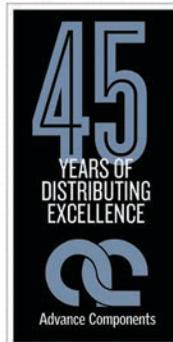
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## ADVANCE COMPONENTS CELEBRATES 45 YEARS WITH FREE SHIPPING

Advance Components is celebrating 45 years of distributing excellence by offering our online customers free shipping.

"We have achieved this milestone through the hard work and dedication of our team and our culture of customer service that exists throughout the company," said Advance President Gary Cravens. "Throughout 2017, we will be taking a look at where we started, what we have achieved, and our plans for the future. We invite all of our customers to celebrate our anniversary with extra savings at the Advance online store."

On June 14, 1972, Doug Berry founded Advance Components as he transitioned from being a product representative to a new role as a master-stocking distributor. With the acquisition of a warehouse in Dallas, Berry was one of the first distributors to carry the Tinnerman Product line in the Southwest. Advance continues to be a master-stocking distributor for Tinnerman (now ARaymond Tinnerman), AVK



Products, Heyco, Davies Moldings, Micro Plastics, Johnson & Hoffman, A1 Duplex Screw and other quality lines. Doug's two daughters - Suzy Cravens and Pam Berry - are now co-owners of the company, and work with the entire Advance team to provide exceptional products and services for distributors.

The company mission remains centered on our partners' success, and our continued commitment to innovative solutions for distributors in the fastener industry. As Advance's customer base has expanded during its 45-year history, the company has remained focused on stocking quality products while updating warehouse functions to include custom packaging, bar coding, custom bagging and same-day shipping, and fostering a companywide goal of providing superior customer service.

Much has changed in the world since 1972, but Advance's No. 1 goal remains the same: Our partners' success is, and will continue to be, our success. 

## ISO/TC 2 - Technical Committee on Fasteners

ISO Committee TC 2 on Fasteners met in Shanghai, China, October 17-21. North America was represented by two excellent delegations from USA and Canada.

A number of important standards are under revision. One of the most important is ISO 4042, Electroplated Coatings. The current ISO 4042:1999 has undergone as many as 21 revision drafts over the course of 4 years.

From a North American perspective, we have ensured that ISO 4042 and ASTM F1941/F1941M will be consistent in their requirements, especially regarding avoidance of hydrogen embrittlement.

ISO 4042 Committee Draft (CD) was moved to Draft International Standard (DIS) stage. This is a significant step forward! Final technical revisions will be made before moving to Final Draft International Standard (FDIS) stage and then onto publication. At the current pace, we expect the document to be published in 2018, a full 19 years since the last revision!

Another very important document that is nearing publication is a technical report, ISO TR 20491, titled Fundamentals of Fastener Hydrogen Embrittlement. After two years of very careful review by the national committees and several revisions within TC 2/SC 14 Subcommittee on Coatings, the technical report has reached the stage of final editorial review. We expect ISO TR 2049 to be published in the middle of 2017.

*(Note: the ISO technical report is based on a white paper by the same that is available for free on the IFI website <http://www.indfast.org/info/free-technical-info.asp>.)*

The next plenary meeting of ISO TC 2 will take place the week of October 16 in Berlin, with ad hoc group activities leading up to the plenary meeting.

## Subsea Bolting Task Group

In December, 2012, a Chevron offshore oil rig lower marine riser package separated from the blowout preventer, releasing a small amount of synthetic drilling fluids into the Gulf of Mexico. The incident was the result of the failure of H4 connector bolts. The Bureau of Safety and Environmental Enforcement (BSEE) issued a Safety Alert which triggered immediate measures by the offshore oil and gas industry, notably the replacement of H4 connector bolts worldwide. Although, the root cause of the failures was never determined, initial analysis report mistakenly ascribed the cause to Internal Hydrogen Embrittlement (IHE). This error has caused a great deal of confusion in the industry. A similar but separate occurrence in 2014 has given rise to fears that the problem is pervasive and has made headlines in the Wall Street Journal.

A public "Bolting Forum" held by BSEE held in Washington, DC on August 29 was intended to outline the actions being taken to address the issue. For example, earlier this year, BSEE asked the American Petroleum Institute Subcommittee 21 on Materials (API SC21) to make recommendations to prevent any future occurrence of such a failure. API SC 21 Task Group on Multi-Segment Bolting in Subsea Applications was created as a result of the BSEE request. The task group (TG) includes a broad range of experts from the fastener and oil and gas industries. The mandate of the task group is to conduct research and testing aimed and to propose data driven recommendations to improve Oil & Gas industry standards and practices relative to bolting. More precisely, the TG will be examining the selection of fastener materials and the selection of coatings. The proposals will eventually result in changes to the API Specification 20E, Alloy and Carbon Steel Bolting for Use in the Petroleum and Natural Gas Industries. I will keep our industry informed as the work progresses.

## distributornews

**Beacon Fasteners and Components** is thrilled to announce Tony Van Hoozer of Applied Design & Fastening Solutions as a manufacturers' representative for Indiana, Michigan, Kentucky, and Southern Illinois.

"With 44 years of industry knowledge and expertise, Tony will be a great liaison to our Midwest customer base and a valuable asset to our team," said Kameron Dorsey, National Sales Manager at Beacon. "He shares our customer-driven principles and focus on servicing our customers, and we look forward to growing and strengthening these partnerships together."

Applied Design & Fastening Solutions goal is to achieve unparalleled customer satisfaction by offering high quality fastening products and solutions through well-recognized industrial leaders and providing in-depth product training seminars to distributors.

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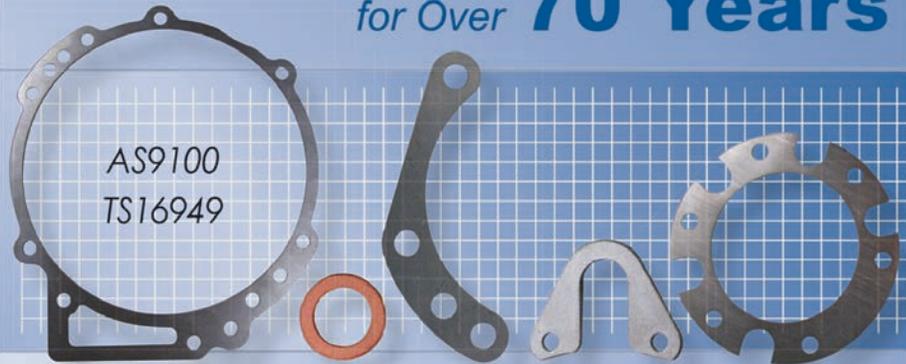
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## distributornews

**AFIXX Alliance®**, a division of Pacific Warehouse Sales, will introduce two new rivets to their AFIXX Brand line.



The first is their Q-fixx, which is a structural rivet with an internal interference lock to insure the mandrel and body fully plug the hole diameter thus making it weatherproof. They also feature a high tensile and shear strength. The initial product offering will be all steel, but plans to bring in other materials are under way.

The second new product line will be our Tri-fixx or tri-fold rivet. These aluminum fasteners feature the split formation which enables

the rivet to fold into three petals allowing for a large blind side bearing area. This also helps absorb the force of setting the rivet into softer or brittle material.

AFIXX, one of nation's leading and trusted rivet suppliers, feels these new product offerings will help increase the customer base and allow current customers to continue purchasing from one trusted source. AFIXX Alliance sells to distributors only and has an impeccable reputation for customer service and care. AFIXX has two branches, their home office in Chino, CA, and the other in Noblesville, IN.

*For more information contact AFIXX Alliance® at 1-855-607-6781, Email: [larry@afixx.com](mailto:larry@afixx.com) or visit them online at [www.afixx.com](http://www.afixx.com).*

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**JOE DYSART FACEBOOK FOR WORKPLACE: A PRIVATE SOCIAL NETWORK FOR FASTENER DISTRIBUTORS** *from page 46*

Key features fastener distributors will find in the Facebook for Workplace environment – which can be used on smartphones, tablets, laptops and desktops, include:

**Groups:** The same groups Facebook users now join to form special interest communities are also in Facebook for Workplace. In the Workplace version, management and staff can use Groups to exchange ideas, photos, images, documents and other files to move a project forward.

**Multi-Company Groups:** Fastener distributors interested in inviting trading partners to engage in a shared goal can also use Facebook Workplace to create multi-company groups. Essentially, you'll be able to create certain groups that your trading partners can join, while still keep the rest of the groups in your Workplace private.

**News Feed:** The lifeblood of any Facebook user, News Feed is also the central communications stream in Workplace version. Here you'll receive continual updates on how projects are going along, breaking news that impacts the entire company, and most importantly, confirmation on who's getting that strawberry shortcake for Stan's birthday.

**Workchat:** Much like Facebook's private messaging, Workchat allows you to engage in private, one-to-one conversations with other people at work. Plus, you can also add other people by invitation only while you're exchange all the images, video and other media that you can exchange in the more public Group's format.

**Events:** This is a feature on Facebook that has proven invaluable to announcing an upcoming event to all your friends. It also shows the world everyone who was invited to the event, and everyone who has RSVPed that they're going. It's a great tool on the Workplace version, too.

**Live:** One of Facebook's powerful new features, Live allows your fastener distribution business to livestream video of any company event – such as a CEO's speech to the company at large, or the insights of a visiting consultant.

**Simple to Use:** Touch a few icons, and you're broadcasting live to the computer devices throughout the company. And viewers are able to comment on the livestream in real-time.

**Search:** Pretty much everything in Facebook for Workplace is searchable.

**Notifications:** You'll get notifications from Facebook for Workplace when fastener distribution business replies to your post, creates an event, uploads a file or engages in most other forms of social network interactivity.

Not surprisingly, the inaugural version of Facebook for Workplace is relatively inexpensive. Monthly pricing is \$3/user for up to 1,000 active users, \$2/user for 1,001 – 10,000 active users and \$1/user for more than 10,001 active users.

Before you lunge to create your own Facebook for Workplace community, you'll want to look over its competitors. Each has slightly different ways of putting

together a social network for business – slight differences that may be a big deal for you.

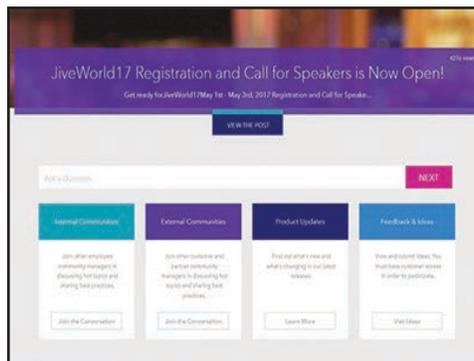
### Those Competitors Include:

**Slack** ([www.slack.com](http://www.slack.com)), (starts at \$6.67/user/month): Already well-established in the social network for business marketplace, Slack is similar to Facebook for Workplace, in that it offers a searchable communications environment where you can post images, videos, messages and more.



**ABOVE: MICROSOFT IS PROMISING RELEASE OF A SOCIAL NETWORK COMPETITOR TO FACEBOOK FOR WORKPLACE LATER THIS YEAR.**

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**JOE DYSART FACEBOOK FOR WORKPLACE: A PRIVATE SOCIAL NETWORK FOR FASTENER DISTRIBUTORS** from page 134

Slack also integrates with dozens of third-party apps, including Google Drive, Dropbox, GitHub, MailChimp and Uber too. For a look at all the apps that integrate with Slack, check out: <https://slack.com/apps>.

“Slack offers unprecedented internal transparency to organizations of all sizes around the world,” says Stewart Butterfield, Slack’s CEO.

**Asana** (<https://asana.com/>) (\$8.33/user/month): Asana bills itself as a project management network first and foremost, and features task deadlines, dashboards, message prioritization, private groups and more. Third party apps that work with Asana include Google Drive, Slack, Hipchat and MailChimp.

**Jive** (<https://www.jivesoftware.com>) (starts at \$5/ user/month): Billed as collaboration software, Jive features include a news stream for fastener distributors, along with executive blogs, overall

analytics, community sentiment analytics, discussions, document collaboration, search, events, community managers and an employee directory. It also integrates with a number of third party apps, including Salesforce, Google, Dropbox, MS Sharepoint and Office 365.

Microsoft Teams (<https://products.office.com/en-US/microsoft-teams>): (free with most versions of Office 365): Promised for delivery sometime this year, Teams’ primary draw for Microsoft users will most likely be its tight integration with other Microsoft programs such as Word, Excel, Skype, SharePoint and OneNote. Teams is also promising a polling feature, which will enable users to seek feedback from a project team on a new idea, new direction or other query.

Still other business social network environments to evaluate include **Basecamp** (<https://basecamp.com>), **Trello** (<https://trello.com/>) and **Wrike** (<https://try.wrike.com>). 

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## distributornews

**Technifast Ltd.** have announced another milestone in the history of the company. On January 1st 2017 the business shall complete 27 years in the fastener industry.

Corby-based Technifast was founded in 1990 by John Speed, who remains a director of the family-run business, which is now operated by his son, Managing Director Louis Speed. Over the past 27 years Technifast has seen considerable growth in its capabilities, with relocation to bigger premises to accommodate the company's expansion into the manufacture of precision engineered components in 2005.

Now, the company has an established manufacturing division and pro-actively works with customers to design bespoke fasteners for applications across a diverse range of industries such as marine, automotive and aviation. Technifast's latest innovation is a range of stainless steel self-tapping inserts, in response to the growing number of enquiries from composite companies, especially in the marine industry.

"We've come a long way since the company was formed in 1990. As our business has evolved, we have been able to add value to our customers by constantly pushing our boundaries and entering new markets. Our 27th anniversary has been achieved with the support of our loyal staff, some of whom have been with the company for over two decades, and who have helped us grow from a distributor of specialist pins into a trusted manufacturer of precision engineered components." Louis Speed commented.

Technifast is an established supplier, exporter and manufacturer of specialist engineering components and precision fasteners. Their large portfolio of precision fasteners spans pins, dowels, spacers, inserts and keys, which are reliably and efficiently supplied to industries including automotive, aviation and marine.

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**BART BASI AVOIDING IDENTITY THEFT** *from page 50*

They can also send emails pretending to be from the social security office needing to verify your social security number. Scam artists will use any method possible to get your identity from you. So, be careful with your information!

Another place you should protect is your mailbox. It is always best to have a post office box or locked mail box. However, if you have a mailbox, be sure to never leave any mail in your mailbox overnight. The mailbox is an extremely easy target for thieves. Not only can they get credit card information, but they can possibly obtain social security numbers as well. If you have any accounts using your social security number as an identifier, ask if that number can be changed.

Children and parents can also be an information leak. Educate your children and parents to avoid them from inadvertently handing information to anyone. Often children and parents know substantially more about you and have greater access to your records than anyone else. Therefore, they can be an inadvertent threat. Educate them to never hand out numbers, files on credit card numbers, to anyone.

Secondly, **VIEW your information in a private manner.** Low tech thieves have come up with ingenious ways to view your information alongside you to have access to it. Sometimes looking over your shoulder when you have information opened on your computer, when you swipe your credit card through a machine, listening in when you read a credit card number or social security number over the line, etc. can be a simple way to obtain your data.

Always view and speak your information in private. Locate your computer away from public viewing areas and windows. Also keep your machine off when not in use. Do not walk away from your computer when you have a critical document open. Also, use passwords and screensavers which demand passwords to regain access to your documents. This is an inexpensive and easy way to guard your data when you view it.

When using a credit card, be careful when you display it. Telephones can take high resolution photos now. If you see someone with a phone around you, be sure to cover your credit and social security cards when using them. Even if you don't see telephones around, still cover your numbers when the card is out and never leave it in a public area.

Next, **HIDE your information.** No, I don't mean under the couch. Keep all critical documents and cards in a secured location after and between viewing them. No system of hiding is fool proof, but naming computer files something other than "ALL THE INFORMATION YOU'LL EVER WANT TO KNOW ABOUT ME AND MY CUSTOMERS" or "MY CREDIT REPORT", is a good start. Name the files something you would know to look under, such as your dogs name or something else nonspecific to a thief.

Keep paper documents under lock and key. Often in a break in, your identity is more valuable than anything else in your house. Just think if a thief were to get a hold of your credit card statements, your credit report, your bank books, etc.. All of a sudden, a television purchased 10 years ago doesn't seem like much of a loss when compared to losing all of you or your customer's financial data. Therefore, it is well worth your time to spend time hiding and locking your identity and information.

Next and last, **DESTROY your information.** Just because you threw the information out, does not mean that thieves are no longer interested in it. Trash cans can be a gold mine to thieves when it comes to robbing you of your valuables. Credit card statements, social security statements, bank statements, customer files, etc can all be very valuable to a thief. Therefore, invest in a shredder! Strip type shredders are really insufficient for the job. Invest in a cross hatch shredder which makes the shreds tiny. This is because thieves will invest the time to put papers back together. As an example, run one sheet of paper through a strip type shredder and then remove the paper. It should take you no longer than one minute to patch together a document you just shredded!

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EZ THREAD NECESSITY IS THE MOTHER OF INVENTION, AMBITION IS THE FATHER *from page 54*

**MODEL 382 IN A DIY PROJECT, CLEANING AND REPAIRING FEMALE THREADS ON A SMALL PRESSURE WASHER PORT.**

“Why didn’t I think of this sooner? Why didn’t anyone think of this sooner?”, after he wiped the threads down from the 5 second repair that we both witnessed, the next question in our minds was, have these been made before? The answer was, no! The design is simple, it’s like the paperclip for thread repair. It’s so simple that you almost want to overthink what is happening during the repair. The tool’s success is around the idea that to repair any thread, you must do away with pitch dependency (distance between the crests of the thread).

In other words, we stopped thinking about how taps and dies work. The tool was designed to repair each “V” shape in the thread, restoring the original 60-degree profile back into each “V” in threads of the bolt or nut. The tool sets its own depth with the tip bottoming out in the root, and the flanks (or sides) of the tool do the repair work. It’s not easy to develop something so easy and so truly effective at what it does. History for the most part has done a good job at figuring out the right tools for applications. Luckily the technology has not always been there to make the tool. So, we filed patents and began the journey of a family developed startup. We began making modifications and improving the design, used them in our own shops for a while and what developed was a tool that’s as common place to reach for as a hammer. It literally changed the way we repaired threads in house. The jeweler’s files sit collecting dust

now, the thread files are not even considered, and the so called universal thread plows are history. No tool ever developed for the bolt, fastener, or thread industry delivers as clean, efficient, quick, and satisfying repair as this tool. Believe me when I say this, we would not be where we are today if the tool didn’t work. We are practical people and have patented and developed other projects which we felt weren’t polished and purposeful enough to stand behind, but this tool, a tool that fits in your front pocket is the real deal. The tool will repair any inch, metric, pipe, male, female, right or left thread and do so in seconds, not days, it is worth its weight in gold. Our only hurdle now is getting the word out and building brand exposure, we know this takes time. A year into our startup now and we have 9 styles of tools, and each one approaches the repair the same way, with a diamond embedded head, specifically designed and shaped for the profile it is repairing. We stand behind the tool because it has literally saved our own shops thousands upon thousands of dollars already. It’s now doing the same for thousands of our customers across the country. The DIY to the industrial professional, the tool covers so many demographics and it’s priced so anyone can be their own “Thread Hero”. So, I’ll leave you with the name of the tool, and it hinged on the words that were said during our first prototype repair...

***“It was that easy?”, and yes, it was that EZ.***



**MODEL 752 AND A MANUFACTURER USING TOOL TO DO MINOR PRODUCTION TOUCH-UPS ON MISS-HANDLED INVENTORY.**

## distributornews

**J.W. Winco, Inc.**, a leading supplier of standard industrial machine components, announced it now offers GN 3663 Aluminum Torque Limiting Knurled Knobs with Steel Threaded Stud.



The RoHS compliant torque limiting knobs are used when manually applied torque is to be limited. When turned clockwise, the torque mechanical system of

the knurled knob triggers an "over-engagement" as soon as the specified torque is reached. When tightening, this insures that maximum permissible torque is not exceeded. When turned counter-clockwise, loosening the knob mechanism, the mechanical system locks so that the torque is not limited. Torque necessary for release will always be transmitted properly.

After removal of cover and loosening of the countersunk screw, insert with threaded stud can be dismantled, in addition, versions with inch size threaded are available upon request.

The knob body is aluminum with a black anodized finish, while the torque mechanism is steel with a blackened finish. The cover cap is plastic in a light gray matte finish, while the other components are steel, hardened.

J.W. Winco offers an extensive selection of inch and metric size adjustable levers, cabinet U-handles, plastic and steel hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, inch and metric construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, metric casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries.

J.W. Winco's catalog, with 3D CAD and online buying, is viewable on the J.W. Winco website.

For more information, contact J.W. Winco at 1-800-877-8351, by fax at 800-472-0670, via e-mail at [sales@jwwinco.com](mailto:sales@jwwinco.com) or visit them online at [www.jwwinco.com](http://www.jwwinco.com).

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Company pay increases in 2016 averaged 2.6% and pay hike projections during 2017 average 2.3%.

• **POLITICAL CONFIDENCE:** End of 2016 FIN Survey participants expressed more confidence in the incoming White House on business issues than incoming Congress.

Almost half expressed "High" confidence in the incoming White House as 2017 begins. Another 36% rated their confidence as "Moderate" and 14% "Low."

In contrast, half of participants rated their confidence in the incoming Congress as "Moderate" vs. 35% "High" and 15% "Low."

The last two times there was a change in presidents, the 2017 incoming White House rates 3.5, compared with 2.3 for 2009 and 3.5 for 2001.

After the 2000 presidential election, the industry's confidence in the incoming White House was at 3.5 – a jump from 2.6 at the end of 1999. However, the number mostly sank during the subsequent eight years, ending at 2.3 with a recession starting at the end of 2007.

After the 2008 election, the incoming White House rated 2.3 – the same rating as the outgoing administration.

The End of 2008 FIN Survey was mostly conducted before President-elect Barack Obama visited Cardinal Fastener en route to his inauguration.

- No **DISTRIBUTORS** reported difficulty obtaining fasteners during 2016. Distributors reported gross margins ranging from 27% to 48% in 2016.

- More than 76.5% of **MANUFACTURERS** reported raw material inventory was unchanged at the End of 2016. The remaining manufacturers reported a moderate decrease in raw material inventory.

Manufacturers forecast operating at an average of 68% of capacity in 2017.

Steel prices rose 4% to 10% in the last six months.

• **PERSONNEL** continues to dominate the "biggest problem" list, but more emphasized finding new staff

that problems with existing people: "Hiring" or "finding good, qualified personnel."

**OTHER "BIGGEST PROBLEMS" INCLUDED:** A variety of new sales comments from "Lack of orders" to "generating new business," manufacturing economy slow and economic uncertainty. Rather than rising prices, one participant pointed to "decreasing raw material prices resulting in price pressure."

### Sampling of End of 2016 FIN Survey Comments:

*"We are seeing more emphasis on 'price' vs. total cost at the OEMs."*

*"It is very difficult to get audiences with new customers."*

*"We see more demand for domestic production."*

*"Unsure of what 2017 will bring."*

*"Various industries are not optimistic that current production levels will be sustained."*

*"Software."*

*"Large customers going overseas."*

*"More competition from adhesives."*

*"Seeing slight increases in steel prices, moderate increases in stainless, higher increases in bronze and copper. About 3% to 7% increase in adhesives + chemicals."*

The End of 2016 FIN Survey was conducted during December 2016. The FIN Survey is informal and not designed to be a scientific survey. Surveys are sent out to FIN subscribers and is available for GlobalFastenerNews.com readers to participate in. Responses are anonymous.

Participants ranged from companies with 5 employees to 1,800 employees; and \$875,000 in fastener sales for 2016 to \$660 million. 

# PWFA / NFDA JOINT CONFERENCE LONG BEACH, CA - MARCH 15-18, 2017



**JOHN GRAHAM HOW TO BE YOUR COMPANY'S MOST VALUED EMPLOYEE** *from page 66*

**[8] REPURPOSE YOURSELF.** It's quite simple. If others see you today the way you were two, five or more years ago, you're expendable. Have you learned new skills that help you perform more efficiently? Have you taken on new tasks? How much has your knowledge base grown? What leadership opportunities have you taken? How often have you asked for additional responsibilities?

**[9] DEVELOP A NICHE.** Creating personal value is key and one of the best ways to do it is becoming a specialist in a particular area. Build a reputation so you're the "go-to person," the one who has the answers and is always ready to help. Instead of finding leads, you can attract them.

**[10] MAKE PRESENTING A PRIORITY.** Here's why: good presenters are in short supply in every company. Just having a slew of PPT slides leaves listeners cold. But those who do a good job attract the right attention and get opportunities that help move them forward. To hone your presentation skills, raise your hand every chance you get. But be sure you always have a crisp, clear, and compelling message that excites.

**[11] HELP THEM GET WHAT THEY NEED OR WANT.** The biggest mistake people make is failing to recognize

that there are no passive positions or "regular" jobs in business. None. Every job—from top to bottom—has one implicit objective that is never found on a job description. It's recognizing that every action throughout the day has immense value; it helps someone get what they need or want.

**[12] KEEP YOUR ANTENNA UP.** Many say that what they want most on the job is to be left alone so they can get their work done. That's why they create a mental cocoon as protection from all the "noise" and "interference" that surrounds them. While this is understandable, those who are most valued behave differently; they keep their antenna up. They sense what's happening, catch the nuances, recognize problems, and use this data to rise above the noise and stay focused on their goals.

Why don't more people aspire to be the most valued employee? Why are they content to be something less? When I read the words of Robert Crais in *The Last Detective*, I knew I had found the answer "People want you to be ordinary," wrote Crais. They want us to be like them. If that's true, then there are enormous opportunities for the few who strive to be their company's most valued employee. ○

JOHN GRAHAM

**FIC FASTENER INDUSTRY SUMMIT PLANNED FOR JUNE 7, 2017** *from page 68*

**The Freedonia Group** - Sound business decisions are based on market data, and the summit will include insights on the U.S. and global market for fasteners provided by The Freedonia Group, a leading international business research company. More than 90% of the industrial companies in the Fortune 500 use Freedonia research to help with their strategic planning. Since its founding, Freedonia has published 14 editions of its study on the US industrial fastener industry and 8 editions of its study on the global industrial fastener industry.

**Rock Valley College** - There's no doubt about it: there is a lack of skilled workers for fastener manufacturers in the US. A representative from the Rock Valley College Manufacturing Training Center will share information about its program for training cold heading operators, tool design and other skills related to fastener manufacturing. In two years they will be moving into a remodeled 50,000 square foot facility in Rockford and several pieces of cold heading equipment have already been donated to the College. Additional training opportunities in the fastener industry will also be reviewed during this segment.

**Bob Davies** - The Fastener Summit will conclude with a keynote presentation by Bob Davies, a speaker known for his ability to connect with crowds through humor while teaching them how to achieve their career goals. His ability to provide an affirmative message while making his audience laugh earned him a spot as one of the top 100 Greatest Minds of Personal Development by Excellence Magazine. Bob Davies has decades of experience working with a diverse set of clients around the country, helping teams and managers break free from their routine and discover their unrealized potential. Mr. Davies taps into a deep well of personal anecdotes and professional training to deliver a message that is clear, engaging and compelling.

The Fastener Industry Coalition (FIC) is made up of thirteen North American regional and national associations concerned with the distribution, manufacturing and/or importation of fasteners and/or services to the fastener industry. It's mission is to provide support and resources to participating fastener industry associations, to help them improve efficiency, effectiveness, and membership value. ○

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## MEMBERS ENJOY PARTY FUN & GIVING TO TOYS FOR TOTS by Nancy Rich



The MWFA holiday party was held on December 8th at Medinah Banquets, was a great event reaping in many Toys and over \$3,500 in cash for the Toys for Tots program.

Many members took advantage of the 70th anniversary special offer of two attendees for a low price of \$70. Reminiscent of younger days, attendees had the opportunity to have their picture taken with Santa, a favorite guest of the evening.

Music That Moves provided fun music for listening and dancing pleasure as well as karaoke. Attendees enjoyed the music talent among the group.

Food and drinks were great but the joy of giving to Toys for Tots and association members getting together was the highlight of the evening.

This year's holiday part is scheduled for December 14th - watch our website for more information.

### 2017 MWFA Calendar of Events

**May 11** - Class C Products Seminar -  
Elk Grove Village, IL



**June 5-7** - Fastener Tech '17  
Rosemont, IL

**June 7** - Fastener Industry Coalition (FIC) Summit

**June 8** - 65th Annual Golf Outing

**Aug. 21-25** - Fastener Training Week

**Sept. 14** - Print Reading Seminar

**Sept. 14** - Dinner Meeting

**Oct. 5** - PPAP & Corrective Action Seminar

**Nov. 9** - Dinner Meeting-Scholarship Awards & Elections

**Dec. 14** - Holiday Party  
Addison, IL

### MWFA Welcomes New Members

Chem Processing, Inc. - Rockford, IL

Edward W. Daniel LLC - Wellington, OH

Midland Metal Manufacturing Company - Kansas City, MO

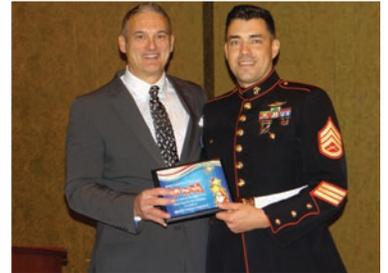
North East Fasteners Corp. - Terryville, CT

Perigee Manufacturing Company, Inc. - Detroit, MI

The Olander Co. Inc. - Sunnyvale, CA

Wintrust Commercial Banking - West Chicago, IL 

# MWFA HOLIDAY PARTY - TOYS FOR TOTS PROGRAM ADDISON, IL - DECEMBER 8, 2016



**HILL THREADED PRODUCTS LEGENDARY SERVICE** *from page 96*

**REMOTE USERS HAVE ACCESS TO INFORMATION AND CAN ENTER ORDERS ON TABLETS.**

### How TBE Mobile™ Works

Dan said, “The ability to scan orders greatly increases our productivity. Orders can be written, edited, and submitted via iPhone or iPad so before the salesperson has even left the customer's driveway, the order is in pick status at our warehouse. This also allows us to address any stock outs immediately so we can deliver more complete orders sooner.”

### Information On The Fly

He went on to say, “Beyond that, TBE Mobile™ allows our field reps to do inquiries of customers, products, orders, and invoices. Getting a simple question like “do you have 5,000 1/2 Flat washers in 316 Stainless?” used to mean my reps would call, email, or text the inside team to find price and availability. Now they can pull out their phone and with a few taps say, “yes, we have 7,345 in stock at \$X per thousand. I'll put in an order for 5,000 and have them to you on my next trip out.” Not only does this save time, but it saves labor for my inside team, allows immediate response to the customer, and leads to greater sales volume.”

### Vending Machines

Hill Threaded offers vending machines to their customers. Dan said, “In response to the demands of our customers we started pursuing vending machine options in 2015. Some of our big blue competitors are pushing them on every customer but we know that vending machines have a place in some but not all facilities. Larger organizations with tool cribs, or store rooms are often the best choices. If you can put the

tool, part, or fastener closer to the point of use in a vending machine you can increase productivity...which is what every company wants. Obviously nuts and bolts don't work well in most traditional vending machines, but Personal Protective Equipment (PPE), tools, and other consumables are perfect. The machines can keep the product secure, track and limit usage, and put the product close to where it needs to be used. Vending machines don't replace customer service reps, but they can increase customer service. We use vending machines as a part of comprehensive inventory management solution.”



**VENDING MACHINES ARE A PERFECT SOLUTION FOR SOME AREAS, BUT NOT FOR FASTENERS.**

### A Bright Future

Hill Threaded Products is looking forward to a bright future. They have built a solid business on strong relationships and consistent world class service. They continue to tighten the screws and improve their performance so they can compete with all comers, big and small. They have a right to be very proud of their accomplishments.

### More Information

**Hill Threaded Products** can be reached at 501 East 21st Street, Bakersfield, CA 93305. Contact Dan Bingham, by telephone at 661-324-1315, fax 661-324-1973, eMail: dan@hillthreaded.com or visit them online at [www.hillthreaded.com](http://www.hillthreaded.com).

**Computer Insights, Inc.** can be reached at 108 3rd Street, Unit 4, Bloomingdale, IL 60108. Contact Denny Cowhey by telephone at 1-800-539-1233, eMail sales@ci-inc.com or visit them online at [www.ci-inc.com](http://www.ci-inc.com). ●

# CROSSWORD PUZZLE

## SAFETY IN NUMBERS

**ACROSS**

- 1. Hubbubs
- 5. Musical group
- 10. Grandparent, often
- 15. \_\_\_ Bator, Mongolia
- 19. Part of the ear
- 20. Aquatic mammal
- 21. Not smooth
- 22. Business at 11 Wall St.
- 23. A pair of North African molar cleaners?
- 27. Danish seaport
- 28. Pago Pago's location
- 29. The Globe and Norwich Playhouse
- 30. Inner: pref.
- 32. Elevator inventor
- 34. Has \_\_\_ excuse; is quick to defend oneself
- 35. A single great classified?
- 42. Luau offering
- 43. Sheer fabric
- 44. Golf's Calvin
- 45. Pessimism
- 49. Gasoline holder
- 51. Tiny insects
- 53. Dim-witted
- 55. Festive time
- 56. Mattress topper
- 58. Car introduced in 2002
- 60. Actress Annie
- 62. "Holy cow!"
- 63. Long, long time
- 65. About
- 66. Dejected
- 67. Sweltering
- 68. A number of uncertain renters?
- 75. Actor McKellen
- 76. \_\_\_ Gardner
- 77. One who gets what she wants
- 78. Health resort
- 79. Eccentric
- 80. Embankment
- 83. Crosses the pool
- 85. Fathers
- 89. Recognized
- 91. Rey's lady
- 93. \_\_\_ up; increase
- 94. Ore deposit
- 95. \_\_\_ throat
- 97. Rent long-term
- 99. Hgts.
- 102. Rep.
- 103. A number of unhealthy trees?
- 107. Dear
- 110. Late Slav leader
- 111. Glided

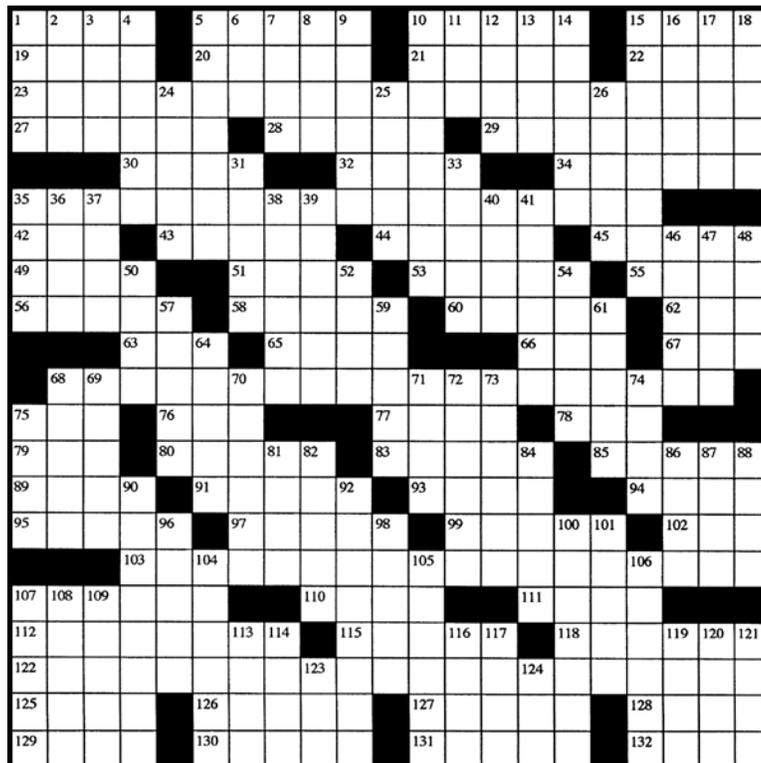
- 112. Not well yet
- 115. People, places & things
- 118. Chooses
- 122. A number of overseas strongholds?
- 125. Sated
- 126. Capital city
- 127. Middle Easterner
- 128. \_\_\_' Angelo; city near Milan
- 129. Don't go
- 130. Slur over
- 131. Remainder: Fr.
- 132. Fine \_\_\_

**DOWN**

- 1. Quartet member
- 2. Columnist Maureen
- 3. Musical instrument
- 4. \_\_\_ goals; replan
- 5. \_\_\_ property; was landless
- 6. Fraternity letter
- 7. Soviet news agency
- 8. Director \_\_\_ Kazan
- 9. \_\_\_ horses; stagecoach pullers
- 10. Specific
- 11. Spanish gold
- 12. Sound the horn
- 13. O.T. book
- 14. Prepare leftovers
- 15. In a cohesive way
- 16. Spandex fiber
- 17. Inquired
- 18. Loch Ness monster: var.

- 24. "...And lead \_\_\_ into..."
- 25. Still abed
- 26. S.A. nation
- 31. Norse deity and his namesakes
- 33. Win every event
- 35. Makes a choice
- 36. Webster, for one
- 37. German article
- 38. Draw forth
- 39. Part of the eye
- 40. \_\_\_ charge; on the house
- 41. Get comfy
- 46. \_\_\_ to; should
- 47. Spreads
- 48. Sporting event
- 50. Sharp-witted
- 52. Kind
- 54. Waist-length jackets
- 57. Cold cereal name
- 59. Diamond and others
- 61. Exchanges
- 64. Adamant refusal
- 68. Tease
- 69. Go in
- 70. Buttons for everybody
- 71. Solemn promises
- 72. Select groups
- 73. In a gentle way
- 74. Tack
- 75. Black fluids
- 81. "...there was a pig, \_\_\_O..."
- 82. \_\_\_ laws; pass legislation
- 84. Glasses, for short
- 86. Laugh loudly

- 87. Border
- 88. Collections
- 90. Like some winds
- 92. "You're \_\_\_ to do what?!"
- 96. Rice dish
- 98. Mr. John
- 100. \_\_\_ Harper
- 101. Beam
- 104. Colorless crystalline sugar
- 105. "Thank \_\_\_ Being a Friend"; theme from TV's "The Golden Girls"
- 106. Ukrainian seaport
- 107. Shirt parts
- 108. From here \_\_\_; henceforth
- 109. Coach Don
- 113. Of an age
- 114. Rye seller
- 116. City in Alaska
- 117. Fem. titles
- 119. Ruler's title of old
- 120. Portable shelter
- 121. Concorde and others, for short
- 123. Ending for dirt or jell
- 124. Explosive letters



**JOE DYSART THE DIGITAL IMPOSTER: HACKERS PENETRATE YOUR WEB SITE TO SCAM YOUR SALES** *from page 104*

**\* Secure your Web site Folders:** While all Web site files and folders should have proper permissions and ownership, this basic step is often overlooked. Asking your Web designer to apply these controls can deny attackers the ability to upload malicious files and execute code that can compromise not only your site, but your server as well.

**\* Keep all your Web site software up-to-date:** One of the primary reasons Web software companies continually update their software is to plug security holes. Unfortunately, these companies generally inform the public about the specific security holes they're plugging. So if you don't make the fix, a hacker knows where to look on your site for an easy way in, according to Leap's Hanson.

**\* Be doubly careful if your Web site runs on Wordpress:** When it comes to security, Wordpress is unfortunately a victim of its own success. The Web authoring system is so popular, it's become a favorite target of hackers. One of the major benefits of Wordpress popularity for criminals: if a hacker finds a security hole in on Wordpress site, he/she knows there are probably thousands – if not millions – of Web sites that also have the same security hole.

**\* Install a firewall on your Web site:** “A firewall routes Web traffic through a separate server determining whether it's safe traffic or not before allowing it to go to your website,” Hanson says. “This does not cause a delay for the end user.”

Most modern Web firewalls are cloud-based and provide as a plug-and-play service for a modest monthly subscription fee.

**\* Install a security plugin:** For Wordpress users, there are number of free security plugins, including iThemes Security (<https://wordpress.org/plugins/better-wp-security>)

and Bulletproof Security (<https://wordpress.org/plugins/bulletproof-security>). Similar software exists for Web sites that use other types of Web site content management systems.

**\* Get your designer to use HTTPS Protocol:** Technically speaking, HTTPS guarantees to users that they're talking to the server that's hosting the Web site they're trying to reach. And it guarantees that no one can intercept or change content coming from the Web site – or transactions between the Web site and Web site visitor.

Non-profit organization Let's Encrypt helps businesses reduce the cost of the conversion to HTTPS Protocol: (<https://letsencrypt.org/about>).

**\* Auto-scan all devices you're plugging into your business computer network:** Have your IT department secure your system with software that automatically scans any device – such as a flash drive, external hard drive, etc. – for malware any time such a device is attached to your network.

**\* Back-up frequently:** Just in case the worst happens, be sure to keep everything backed-up. The rule of thumb: back-up at your business, back up off-site and keep a third 'cold back-up' off your network– or a back-up that is disconnected from your computer network as soon as it's made.

**\* Use a monitoring service:** Services like SiteLock ([www.sitelock.com](http://www.sitelock.com)) will monitor your Web site every day for malware, viruses, suspicious code, attempted break-ins and out-of-date software.

**\* Have a major security talk with your Web designer:** Knowing about the safeguards above will enable you to talk intelligently with your Web designer about your Web site's security. He or she needs to know you consider Web site security ultra-critical to your business. 



**ABOVE: SERVICES LIKE SITELOCK WILL MONITOR YOUR WEB SITE EVERY DAY FOR MALWARE, VIRUSES, SUSPICIOUS CODE, ATTEMPTED BREAK-INS AND OUT-OF-DATE SOFTWARE.**

**BELOW: NON-PROFIT LET'S ENCRYPT HELPS REDUCE THE COST OF THE CONVERSION TO THE SECURE HTTPS PROTOCOL.**





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# YFP ANNOUNCES THREE NEW BOARD MEMBERS

Young Fastener Professionals announces the appointment of three new members of its Board of Directors.

Joining the Board of Directors are Baron Yarborough of Spring Bolt & Nut Mfg., Jessi Solt of G.L. Huyett and Amber Artz of the Boulder Company. "All three of our newest Board members embody the spirit of our organization and bring the essential aptitude, proficiency and energy to the table which will enable YFP continued success. We are very fortunate to have them by our side as we continue to positively impact the fastener industry," Ryan Kertis, Young Fastener Professionals President. In addition to Kertis, existing Board of Directors Melissa Patel, Aaron Shushan & Bryan Wheeler will remain in their positions throughout 2017.

YFP has also expanded nationally by appointing Regional Board Members to operate locally within their

assigned territory. These individuals and their territories are as follows:

**Derek Dandy** Bodycote - Northeast

**Matthew Roberts** W.J. Roberts - New England

**Michael Robinson** Dyson Corp. - North Coast

**Bob Morrissey Jr.** American Ring - North Coast

**Michael Ricciardi** ITW Shakeproof - Midwest

**Kenny Sanker** Blue Chip Engineered Products - Southeast

The West and South-Western regions will be managed by Board of Directors, **Aaron Shushan** and **Baron Yarborough** respectively.

Young Fastener Professionals is an inclusive, non-profit fastener association aiming to empower the next generation of fastener professionals and their companies through education, collaboration and networking.

For more information about Young Fastener Professionals please visit [www.youngfastenerprofessionals.com](http://www.youngfastenerprofessionals.com) 

Normally purveyors of proprietary thread forming screws have conducted validation experiments and can provide recommendations for the optimal pilot hole sizes for their screws. One must be careful since this data is usually readily available, however, what works well for one screw design may not for another. Therefore, using that dog-eared table stuck in the back of your desk drawer and obtained years ago from some long forgotten source may not be the best practice. When possible, always use the up-to-date recommendations of the manufacturer or a standard that pertains to the specific screw being designed for a joint.

One of the advantages of many thread forming screws for steel applications is a natural prevailing torque. Prevailing torque is considered a desirable quality. In simple terms, prevailing torque is the torque that resists self-loosening and is what self-locking screws and nuts depend on to function. Since many of the thread designs utilize lobulation or reliefs, they tend to exert exaggerated stress at the lobe tips. This stress concentration results in mild stress relaxation which pushes material around the sides of the lobes or back into the relief areas. This effectively helps lock the screw from self-loosening and provides the prevailing torque.

Perhaps the most important consideration given by most users of thread forming screws for steel is ergonomics. The more poorly a screw thread forms will generally determine how dissatisfied the customer is with the screw. Poor thread forming performance is defined by high driving torque, how easily the thread starts, and the amount of end load required (push exerted by the installer). Keep in mind that someone tasked to drive these screws all day long will tire much easier when these factors are present. This will quickly lead to chronic fatigue or other body injuries that are a source of liability to your customer. Therefore, providing an optimal design or solution to a long-standing assembly issue is another way to add value to your customer and gain a reputation as a solution provider.

### ***Thread Forming for Light Metals***

Today's light weighting trends have exploded the need for new and better fastening alternatives for light metals; aluminum, magnesium, and zinc. Historically, fastener

engineers have applied traditional thread forming screws to new materials emerging in industry applications. As demonstrated in Part 2 with the explanation of thread forming for thermoplastics, this approach is often not successful. In fact, it may be downright dangerous at times. Such is the case for the use of light metals. The behavior of these materials falls somewhere in-between steel and thermoplastics so that adopting screws utilized for these materials may not always be the best solution.

### ***Aluminum***

Although I am aware of several fastener designs that have been modified for use in aluminum, I am not aware of any one design purporting to be uniquely designed for aluminum. This, however, is generally not a problem as those screws modified for aluminum usage seem to perform well.

As always, drive and stripping torque is important to users. Therefore, screw designs should incorporate features to optimize these values. As with designs for mild steel, a combination of point design, sharp threads, and lubrication will influence this. With aluminum, lubrication can be especially important because aluminum has a tendency to gall (when frictional heat causes the mating thread surfaces to begin to stick or weld themselves together).

Like thermoplastics, one of the more important considerations for aluminum is to limit stress relaxation and loss of clamp load. In almost all of these applications the fastener is steel but the thread formed material is aluminum. If exposed to thermal cycling, the two materials will expand and contract at different rates. If this cyclic behavior is too extreme the joint may lose much of or its entire clamp load, which can lead to seriously bad results. Therefore, when designing a thread formed joint in aluminum, taking clamp load generation and clamp load loss into consideration may be exceptionally important.

Historically most thread forming fasteners for aluminum have been case hardened. This is still true today, however, many of the newer or modified screws for thread forming in aluminum are through hardened to an equivalent of property class 10.9. This provides more than the requisite strength required and reduces the failure risks related to bending and hydrogen embrittlement.

## distributornews

**Bryce Fastener Inc.** introduces their new screw, STYKFIT® as a high performing, technologically advanced driving system.

STYKFIT® incorporates the best features of other drive systems to create a superior driving fastener. It indexes faster than Phillips®, torques higher than Torx®, sticks to the bit better than Robertson® (square drive); creating the highest performing fastener ever made. STYKFIT® is patented worldwide, and presently is available in a seven-lobe security drive (STYKFIT® 7), and a six lobe (STYKFIT® 6) interchangeable with other six lobe drive systems.



STYKFIT® drive systems use technological advances not available in previous drive systems. Tolerances between screwdriver and screw are reduced to less than .0005. This is in comparison to other fasteners that can have up to .010. This creates a near weld-like bond. The installer finds the connection allows both one-handed installation, with the ability to pick up and place the assembly piece in position. Ease of use and improved installation times are the result. Heavy plating and coatings will not compromise the keyway/driver bit fit.

Torque is another advantage. At present, high torque systems use lobe designs with multiple straight walls. Unfortunately, these installation bits have tolerances that intersect approximately 15% of the side walls. This creates stress “cam-out” points and reduces the torque that can be applied. STYKFIT® drive systems allow for over 98% contact of bit-to-screw. This tight grip spreads the load over the entire driver, eliminating fracture points and providing higher torque.

The largest variety of proprietary, tamper-proof fasteners on the market.

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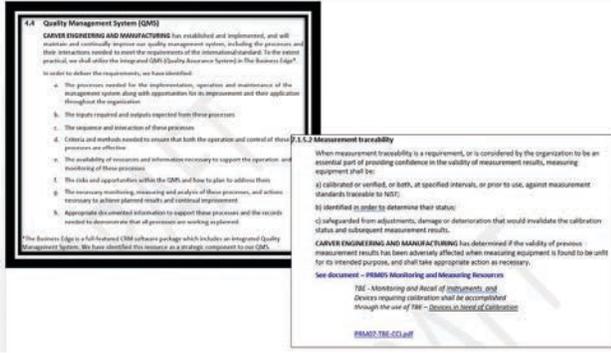
Indexing features make this fastener usable by robots. STYKFIT® employs a rounded counterbore system in the head of the screw which guides a spinning driver bit into the socket. This oversized counterbore means the bit can miss the socket by over .020 and still be directed into the fastener keyway. STYKFIT® 6 adds a tapered angle to the nose of the driver bit to further enhance the ability to index.

Combining these features together creates the most advanced, user-friendly fastener ever designed. A cheap screw might cost more if the result is poor placement and torque. For applications requiring quick and precise placement, STYKFIT® is the most cost effective solution. STYKFIT® fasteners are invented, designed, and manufactured in the United States.

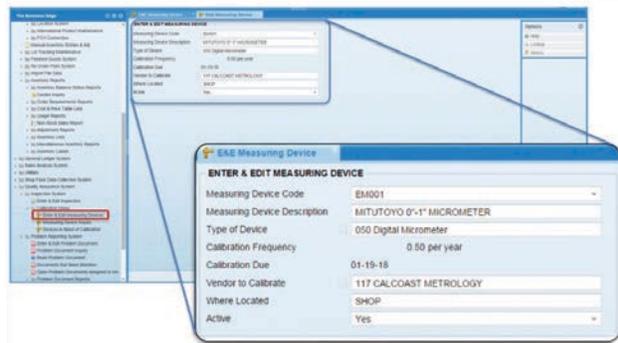
For more information contact Bryce Fastener Inc. at 1230 N. Mondel Drive, Gilbert, AZ 85233. Tel: 480-503-3801, Fax: 480-503-3834, Email: [info@brycefastener.com](mailto:info@brycefastener.com) or visit them online at [www.brycefastener.com](http://www.brycefastener.com).

CARMEN VERTULLO THE EXTREME VALUE OF AN INTEGRATED QUALITY SYSTEM from page 110

With an integrated system like The Business Edge™ these documents already exist in your Business Edge™ Procedures Manual. This PDF can be extracted from and hyperlinked to in any of your Quality System Manuals for instant and easy access.

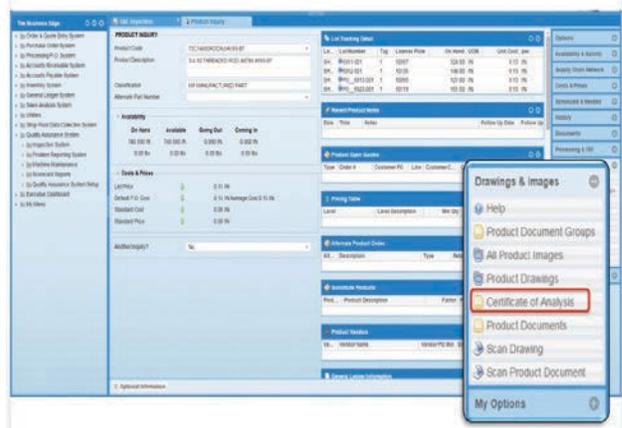


**3) Gage Control:** All quality systems that involve inspection or testing of any kind require gages. Those gages must inspire confidence in the results they report. This confidence is created when we have solid gage calibration and recall system. The Business Edge's™ Gage Calibration System will enable your quality department to know what needs calibrated when with regular reports on what is due in time to get it done. Gage Calibration is also a certain target for auditors. Having a good system and good records is a must.

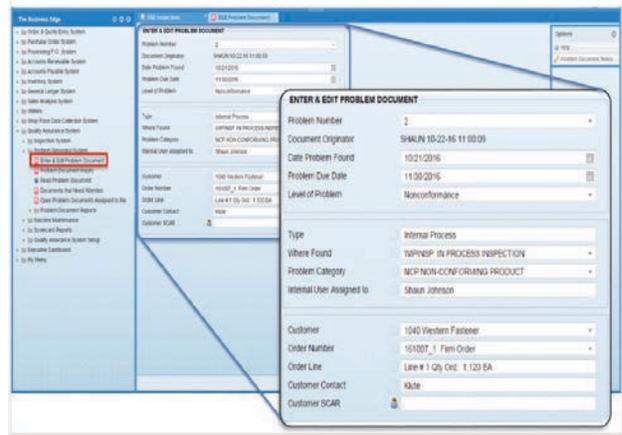


**4) Talking with data:** One thing that all Quality Management Systems have in common is the need for data of all kinds. The good news is you already have the data! The better news is with an Integrated Quality Management System like The Business Edge,™ that data

is already there to populate your quality system forms and records. More importantly, this data is available for your use in making business decisions with better accuracy and lets you know the effect of the decisions you make.



**5) No double entry:** Having to fill out forms, either manually or electronically, is a labor consumer. It also invites opportunity for error. An Integrated Quality Management System like The Business Edge™ automates this sort of process. Completing forms like Inspection and test Reports, and Corrective Action Requests, are just like entering a sales or purchase order. Certificates of Conformance are generated automatically. These documents are then tied electronically to the part number, lot number, customer, vendor, purchase order and sales order that they apply to. No double entry saves time and eliminates data entry errors.



# Carver Consulting

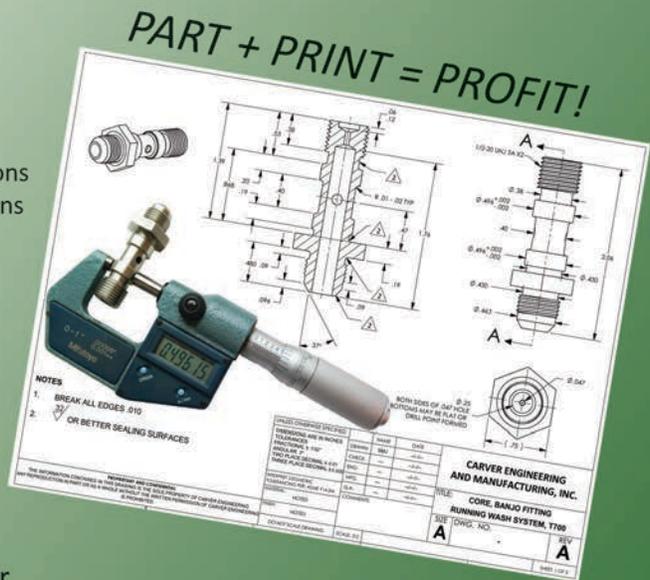
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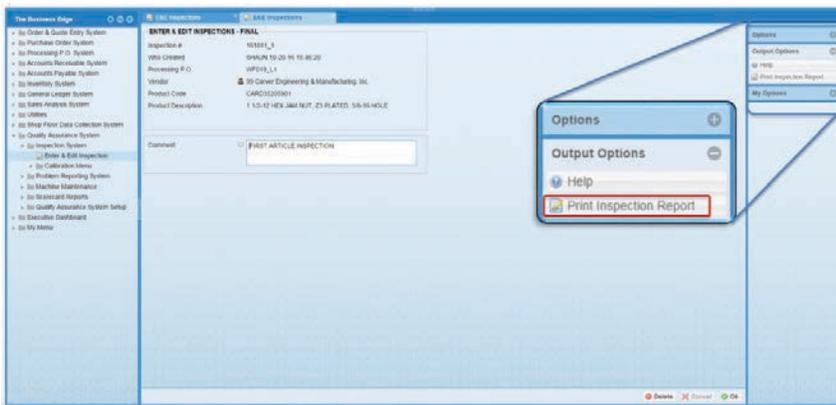
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## CARMEN VERTULLO THE EXTREME VALUE OF AN INTEGRATED QUALITY SYSTEM from page 154



to consider an Integrated Quality Management System. Once you have an Integrated Quality Management System you will wonder how you ever got by without it.

### More Information

Carver Consulting can be reached at 1920 Cordell Court, Suite 101, El Cajon, CA 92020.

### Dozens of Advantages

These are just five of the dozens of advantages that make The Business Edge™ Integrated Quality Management System an Extreme Value to any quality minded fastener supplier. If you are in the process of upgrading your Quality Management System, establishing a new system, or even shopping for a new ERP system, this is the time

Contact Carmen Vertullo, by telephone at 619-440-5888, eMail: [carmenv@carverem.com](mailto:carmenv@carverem.com) or visit them online at [www.carverfact.com](http://www.carverfact.com).

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## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 from page 114



On July 29, 2016, **Nelson Fastener Systems** ("Nelson") purchased **TOG Manufacturing Company Inc.** ("TOG") from Global Power Equipment Group Inc. (OTC: GLPW). Founded in 1982 and located in North Adams, Massachusetts, TOG is a niche manufacturer of precision machined components for steam & natural gas turbine, shipbuilding, off-shore drilling and mission-critical general industrial applications. The company's product range includes specialty fasteners, rotor studs, custom bushings, valve components and other precision nitride parts. TOG employs a total of 36 people. Nelson is a business unit of Doncasters Group Limited ("Doncasters"). Founded in 1778 and headquartered in Burton-upon-Trent, England, Doncasters is an international engineering group that manufactures precision components and assemblies for aerospace, industrial gas turbine, automotive turbocharger and high-end industrial applications. The Nelson business unit is comprised of Nelson Stud Welding Inc., The Ferry Cap & Set Screw Company, Specialty Bar Products Company, Automatic Screw Machine Products Co. Inc., Erie Bolt Corporation and Bulldog Barrels LLC. Following the transaction closing, TOG's trading name, location and staff will remain the same.

*Purchase price: \$6 million*



On August 1, 2016, **Steel Dynamics Inc.** (Nasdaq: STLD) purchased **Vulcan Threaded Products Inc.** ("Vulcan"). Founded in 1978 and located in Pelham, Alabama (near Birmingham), Vulcan is the nation's largest manufacturer and distributor of threaded rod products. Vulcan's product range includes threaded steel rod, cold finished bar and heat treated bar. The company shipped 89,000 tons of these products in the 12 months ended March 31, 2016. A privately-owned company, Vulcan operates from more than 400,000 square feet of manufacturing and warehouse space and employs 225 people. Founded in 1993 and headquartered in Fort Wayne, Indiana, Steel Dynamics produces a diverse range of steel products including hot roll steel coils, structural & rail steel, engineered bar products and specialty shapes. The company is also one of the largest metal recyclers in the United States with approximately 75 recycling locations. Steel Dynamics generated net sales of \$7.6 billion in calendar 2015 and employs around 7,500 people. The purchase price paid for Vulcan was approximately 5.0 times trailing 12 months EBITDA (earnings before taxes, depreciation & amortization).

*Purchase price: \$114 million*



On August 2, 2016, **All Integrated Solutions** ("AIS") purchased **Great Lakes Fasteners Corporation** ("GL Fasteners"). Founded in 1937 and headquartered in Grand Rapids, Michigan, GL Fasteners is a distributor of fasteners and Class C components, specializing in providing customers with advanced supply chain management services. The company's largely OEM customer base is concentrated in Michigan and the surrounding states. The industries served by GL Fasteners include automotive, furniture, process equipment, sheet metal fabrication, material handling and marine. The company has a branch warehouse in Traverse City, Michigan. Founded in 1962 and headquartered in Franksville, Wisconsin, AIS is a distributor of fasteners, Class C components and general industrial supplies. The company specializes in providing customers with advanced supply chain management solutions. AIS supplies a diverse range of OEM and MRO customers and maintains four branch warehouses in: Minneapolis, Minnesota; Oshkosh, Wisconsin; Cedar Rapids, Iowa; and Fargo, North Dakota. AIS is a portfolio company of High Road Capital Partners LLC, a New York City-based private equity firm with more than \$470 million of committed capital under management.

*Purchase price: not available*



On August 5, 2016, **LoneStar Group** purchased **AmeriBolt Inc.** Founded in 2005 and headquartered in Sycamore, Alabama, AmeriBolt is a manufacturer and importer of all-thread studs, heavy hex bolts, cap screws, heavy hex nuts, flat washers and lock washers. The majority of AmeriBolt's sales are of alloy or stainless steel product for high-end applications including heavy construction, petrochemical, transportation, water works and general industrial. AmeriBolt maintains two distribution branches in Houston, Texas and Moss Point, Mississippi and employs a total of 160 people. Formed in 2001 and headquartered in Wolverhampton, England, LoneStar Group is a global manufacturer and distributor of fasteners, gaskets and made-to-print specialty components. The company supplies a diverse range of critical-application components to the oil & gas, petrochemical, power generation, heavy construction and general industrial markets. LoneStar Group is comprised of 13 business units operating across North America, Europe, the Middle East and Asia and employs more than 1,000 people worldwide. The company is a portfolio company of AEA Investors LP, a New York City-based private equity firm.

*Purchase price: not available*



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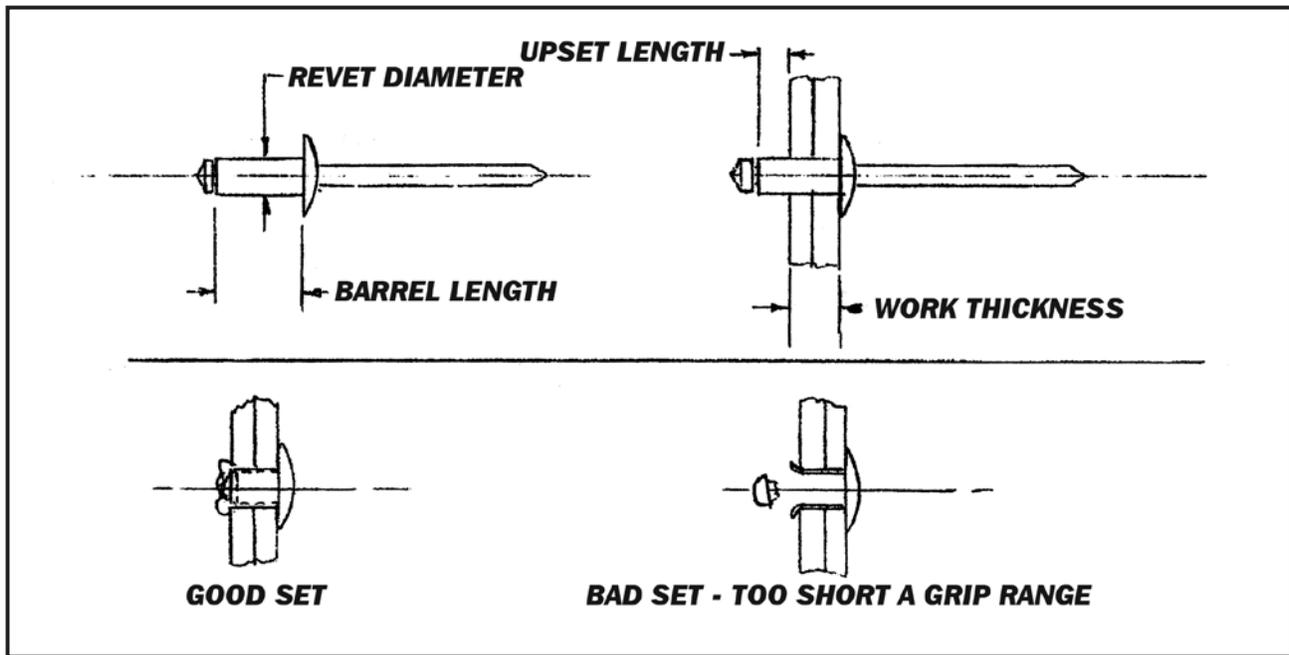
# WORDSEARCH PUZZLE

A	S	G	E	B	R	A	B	U	H	R	C
T	S	D	G	P	E	E	L	P	P	A	A
E	P	P	N	I	D	G	E	S	U	K	R
E	I	C	A	N	F	A	A	L	S	H	R
B	N	H	R	R	G	S	I	B	D	E	O
A	A	E	O	U	A	F	S	D	B	P	T
N	C	R	S	T	L	G	N	M	K	A	D
A	H	R	D	O	S	R	U	S	H	R	C
N	S	Y	W	D	O	C	D	S	D	G	S
A	D	E	D	C	U	T	O	M	A	T	O
B	R	O	C	C	O	L	I	C	X	D	D
M	A	N	G	O	E	C	U	T	T	E	L

## VEGETABLES AND FRUIT

In the grid opposite there are twenty answers that fit the category named above. Circle each answer that you find and list it in the space provided below. An example is given to get you started.

- |                  |           |
|------------------|-----------|
| 1. <b>CHERRY</b> | 11. _____ |
| 2. _____         | 12. _____ |
| 3. _____         | 13. _____ |
| 4. _____         | 14. _____ |
| 5. _____         | 15. _____ |
| 6. _____         | 16. _____ |
| 7. _____         | 17. _____ |
| 8. _____         | 18. _____ |
| 9. _____         | 19. _____ |
| 10. _____        | 20. _____ |



Because the blind rivet has this pre-determined tensile force that it will break at, and not only does the setting tool has no way of changing the tensile load that the mandrel will break at but also the operator of the tool cannot change this factor either. Not like a screw where the operator can either over torque or under torque or a pneumatic torque wrench with a compressed air supply drop can under torque a screw or bolt.

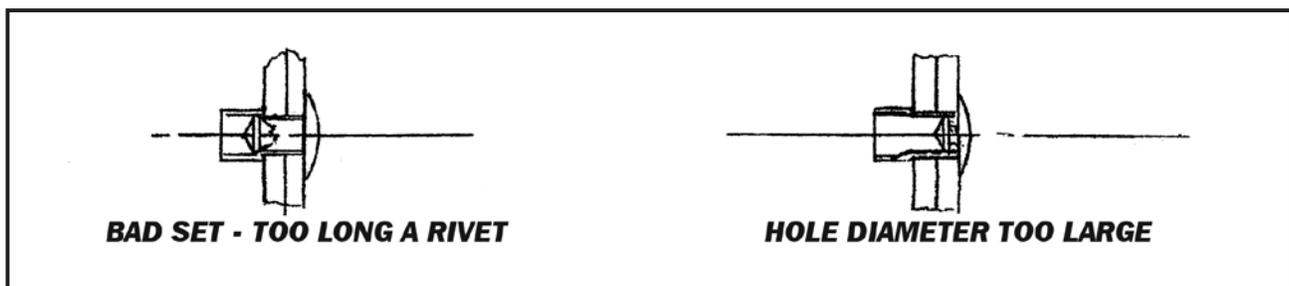
The blind rivet is the only fastener that has its setting force requirement built into itself. An operator needs only to place the blind rivet into the hole of the work piece and depress the trigger of the setting tool and the assembly is completed. The operator does not have to process technical training to properly set blind rivets.

Blind rivets are manufactured to 5 diameters 3/32, 1/8, 5/32, 3/16 and 1/4 inch (also in metric sizes) in many grip ranges usually in 1/16 inch increments. Grip

length is the total thickness of the components to be riveted. The barrel length is the length of the shank or barrel of the blind rivet.

If the work thickness falls within the grip range of the blind rivet, than you have selected the proper length blind rivet.

The diameter of the hole for a blind rivet must be within the manufactures recommended hole diameter range. An oversized hole will not give the proper clamp force because the mandrel head will not stop at the surface of the work piece to apply clamp load and maximum tensile load. Instead, the mandrel head will enter the rivet body and pass through the barrel of the rivet body until it will stop at the flange of the blind rivet. The flange has received the clamping load and tensile load. The mandrel will break but the flange has received the clamping load and not the work piece. ☺



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Many electrical supply houses have built internal teams that can review and audit the facility along with sharing their knowledge of rebates and incentives. With an independent or trusted resource doing the analysis competitive pricing should be a “given.” Other factors such as installation and maintenance are also important and don't forget that disposal and recycling of what is removed can significantly impact the total project cost. Electrical Distributors and their vendors may also offer financing programs or introduce you to lenders who specialize in this area.

For a Fastener Distributor these services are obviously never really free, but if built into the project cost the bottom line should be realistic.

The school found a foundation that made a grant to get the program started without affecting the budget. Implementing the hallway and auditorium projects and holding the same budget line item expense for a second year is going to finance the classroom conversion. In addition the Electrical Supply will ship on an “as needed” basis and bill accordingly. In this manner by the end of year two the savings will show dramatically and the funding redirected to programs and staff. Everyone wins.

In your case the closest you might get to a wealthy donor is a financing package designed to be paid off by the energy savings. Alternatively if the building is leased enhancing the lighting is a very marketable improvement for the landlord, especially if there is a reserve fund that can be tapped, along with energy savings tax credits. Would you care if the rent is increased at a rate that is less than the reduction in your electric bill? You could be saving money over the year, and the zero dollars expended to improve the quality and cost of the lighting still has some significant benefits. If the lease is up for renewal make this a part of your negotiating strategy.

For a warehouse occupancy controls are a huge benefit. Not only do these save energy expenses, having only areas in use illuminated makes it easy for management to know where the staff is working. Better lighting will also reduce

picking, checking and packing errors. While this might not be quantifiable in terms of customer satisfaction and retention the intangibles are still a factor. There is also a real security benefit in having lights that turn on and follow someone who breaks into the building, especially for the officers who respond to the alarm.

### ***More Benefit - But It Takes Some Auditing And Insights***

Many utilities have a “Demand Charge” based on instantaneous or peak usage. For a Distributor this typically is computed based on the initial load when the lights are turned on in the morning. With occupancy sensors turning on the lights is staggered throughout the day and only for areas in use. Training the personnel to leave the lights on at the main switch or circuit breakers is vital. Once this is habitual get the utility to re-compute their charges and pocket even more savings.

We have also found that turning up the air conditioning and turning down the heat at night is over rated. With electric heat and power hungry A/C the benefits are eaten up by the “Demand Charge.” Look into this as another way to pocket some savings without spending a penny. Get it in place before the utility inspectors visit.

As plug in electric cars are incentivized to save gasoline costs and stretch supplies electric generation capacity will need to be increased, preferably by cutting current usage. This is why many utilities would rather provide millions of dollars in incentives instead of spending the billions of dollars and many years required to bring a new power plant on line. Tapping into this now certainly makes sense. And it makes even more sense looking ahead to a very significant increase in electrical rates. Yes, you could wait for more incentives, but what if these plans run out of money? It has happened in the past.

All this has been a real learning experience for me. I am converting my office to LEDs and if doing this for work is a good idea it makes even more sense for home.

***What do you think?*** 

## distributornews

**Smith Associates** is pleased to announce the recent new hire of Corey Magyar as our new Outside Sales person..Corey joined the Smith Associates team effective March 1, 2017 and comes with a successful sales background and an education in business administration. We are proud to have him on board and I know you will soon think as highly of Corey as we do.

As always, our primary goal is to establish a beneficial link between the principal and the customer for the profit of all.

Contact Smith Associates by Tel: 973-810-2900, Fax: 973-810-2901, Email: smithfast@aol.com or visit them online at [www.smithassociatesgroup.com](http://www.smithassociatesgroup.com).



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## distributornews

**Nelson® Stud Welding**, the leader in weld studs and stud welding systems, introduces its latest innovation in concrete anchorage and reinforcement; the patent - pending D6L deformed bar stud anchor A706. It is a fully stud-weldable concrete anchor without the need for pre-heat or specialized welding equipment and accessories. The D6L A706 meets all the requirements of:

- ASTM A706 - Standard Specification for Deformed and Plain Low-Alloy Bars for Concrete Reinforcement -Grade 60 deformed concrete reinforcement
  - ACI 318 - Earthquake-Resistant Structures
  - Seismic Design Requirements for Ductile Steel Reinforcing Elements
  - Stud-weldable in accordance with the requirements AWS DI .1 / DI .1 M Structural Welding Code - Steel Clause 7 Stud Welding
- Some applications where the D6L A706 weld stud are useful include: Precast concrete grade crossings, seismic management, concrete

connections where ductility is key, bridge & building construction. The product is available in straight, bent and threaded variations.

Most importantly, the new D6L A706 results in labor cost savings! Hand-welding rebar takes an average of 2-3 minutes, often requiring a certified welder along with pre-heat operation. Most contractors can stud weld Nelson's new A706 product at a rate of 4 per minute throughout the day, saving both time and money!

Nelson Stud Welding, a Nelson Fastener Systems Company, is the leading global manufacturer and distributor of weld stud fasteners and application equipment serving a broad range of markets including the automotive, construction and industrial markets.

For more information contact Nelson® Stud Welding at 7900 W. Ridge Road, Elyria, OH, 44035. Call toll-free 1-800-Nelweld, Tel: 440-329-0400, Fax: 440-329-0526 or visit them online at [www.NelsonStud.com](http://www.NelsonStud.com).

**JIM TRUESDELL DOES BUSINESS OPTIMISM LEAD TO REAL RESULTS?** *from page 122*

There is certainly a coalition of business industry players who are ready to help the new President in identifying which regulations are counterproductive. The "House Freedom Caucus", a group of conservative congressional representatives has come up with a list of 228 federal rules (a number which keeps growing) that are particularly burdensome. The group sent the Trump transition team a report titled "First 100 Days: Rules, Regulations, and Executive Orders to Examine, Revoke, and Issue." These recommendations have been backed by small business groups like the National Federation of Independent Businesses and other small business groups who are also pushing for fast track confirmations of key cabinet nominees.

Interestingly enough, the United States Chamber of Commerce, which tends to represent large corporations, may have some fence mending to do with the new Administration as they spoke out during the campaign against some of Mr. Trump's perceived trade policies

and have frequently been supporters of some regulatory programs. Small business, on the other hand, represents 99.7 per cent of all U.S. employers and half of all jobs, according to NFIB President Juanita Duggan. It would seem that these small businesses would indeed have the ear of the incoming President.

Have the political changes of the recent election altered the way business people see the year ahead? Surveys such as the recent NFIB report and the concurrent rise in the stock markets indicate that there is a pretty strong belief that things are on the upswing. Will the new Administration in Washington fulfill the expectations of a friendlier business climate? Will the early expressions of business optimism lead to financial choices by hundreds of thousands of small business owners that will create a self-fulfilling momentum toward prosperity?

Let's hope that thoughts and perceptions do indeed portend a winning reality – and that good times are coming! 

JIM TRUESDELL

## MWFA HOLIDAY PARTY - TOYS FOR TOTS PROGRAM ADDISON, IL - DECEMBER 8, 2016



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## Standards Revisions Completed in the Past Year

### ASTM COMMITTEE F16 – FASTENERS

- **ASTM F836M-16** - Standard Specification for Style 1 Stainless Steel Metric Nuts (Metric)
- **ASTM F837M-16** - Standard Specification for Stainless Steel Socket Head Cap Screws [Metric]
- **ASTM F879M-16** - Standard Specification for Stainless Steel Socket Button and Flat Countersunk Head Cap Screws (Metric)
- **ASTM F1554-15e1** - Standard Specification for Anchor Bolts, Steel, 36, 55, and 105-ksi Yield Strength  
(See recent article on the publication of this standard on the AISC website <http://msc.aisc.org/globalassets/modern-steel/archives/2016/01/something.pdf>)
- **ASTM F2832-11(2016)** - Standard Guide for Accelerated Corrosion Testing for Mechanical Fasteners
- **ASTM F3043-15** - Standard Specification for “Twist Off” Type Tension Control Structural Bolt/Nut/Washer Assemblies, Alloy Steel, Heat Treated, 200 ksi Minimum Tensile Strength
- **ASTM F3111-16** - Standard Specification for Heavy Hex Structural Bolt/Nut/Washer Assemblies, Alloy Steel, Heat Treated, 200 ksi Minimum Tensile Strength
- **ASTM F3125/F3125M-15a** - Standard Specification for High Strength Structural Bolts, Steel and Alloy Steel, Heat Treated, 120 ksi (830 MPa) and 150 ksi (1040 MPa) Minimum Tensile Strength, Inch and Metric Dimensions  
(See recent article on the publication of this standard on the ASTM website: <http://www.astm.org/standardization-news/spotlight/aligned-and-combined-ma15.html>)
- **ASTM F3148-15** - Standard Specification for High Strength Structural Bolt Assemblies, Steel and Alloy Steel, Heat Treated, 144ksi Minimum Tensile Strength, Inch Dimensions

### ASTM COMMITTEE A01 – STEEL – (SC A01.22 BOLTING MATERIALS)

- **ASTM A193/A193M-16** - Standard Specification for Alloy-Steel and Stainless Steel Bolting for High Temperature or High Pressure Service and Other Special Purpose Applications
- **ASTM A194/A194M-16** - Standard Specification for Carbon Steel, Alloy Steel, and Stainless Steel Nuts for Bolts for High Pressure or High Temperature Service, or Both
- **ASTM A320/A320M-15a** - Standard Specification for Alloy-Steel and Stainless Steel Bolting for Low-Temperature Service

- **ASTM A962/A962M-16a** - Standard Specification for Common Requirements for Bolting Intended for Use at Any Temperature from Cryogenic to the Creep Range

### ASME COMMITTEE B1 – SCREW THREADS

- **ASME B1.16M** - 2016 Gages and Gaging for Metric M Screw Threads

### ASME COMMITTEE B18 – FASTENERS

- **ASME B18.1.1** - 2016 - Small Solid Rivets
- **ASME B18.1.2** - 2016 - Large Rivets
- **ASME B18.1.3M** - 2016 - Metric Small Solid Rivets
- **ASME B18.10** - 2016 - Track Bolts and Nuts
- **ASME B18.31.1M** - 2016 - Metric Continuous and Double End Studs
- **ASME B18.24** - 2015 – Fastener Part Identification Numbering System

### ISO COMMITTEE TC2 – FASTENERS

- **ISO 2320:2015** - Fasteners - Prevailing torque steel nuts - Functional properties

### SAE COMMITTEE – FASTENERS

- **SAE J773** - Conical Spring Washers, 08/31/2016 Stabilized

## Standards Currently in the Revision Process

- **ASME B18.2.1** - Bolts and Cap Screws (inch series).
- **ASME B18.2.6** - Structural Fasteners (inch series).
- **ASTM A354** - Standard Specification for Quenched and Tempered Alloy Steel Bolts, Studs, and Other Externally Threaded Fasteners. **PASSED FINAL BALLOT!**
- **ASTM F606/F606M** - Standard Test Methods for Determining the Mechanical Properties of Externally and Internally Threaded Fasteners, Washers, Direct Tension Indicators, and Rivets.
- **ASTM F2282** - Quality Assurance Requirements for Carbon and Alloy Steel Wire, Rods, and Bars for Mechanical Fasteners.
- **ASTM B633** - Electrodeposited Coatings of Zinc on Iron and Steel
- **ISO 4042** - Fasteners – Electroplating – moved from CD to DIS stage
- **ISO 3269** - Fastener - acceptance - WD stage
- **ISO 15330** - Fasteners - Preloading test for the detection of hydrogen embrittlement - Parallel bearing surface method – WD stage
- **ISO/TR 20491** - Fundamentals of Hydrogen Embrittlement in Steel Fasteners. **UNDEGOING FINAL EDITORIAL REVISION.** 

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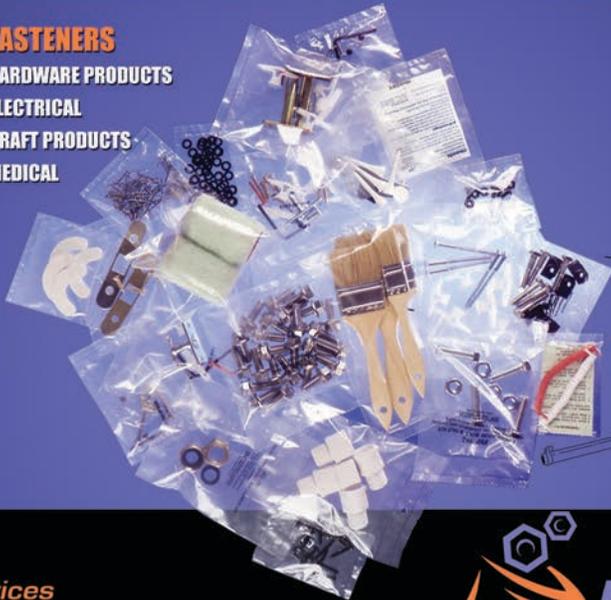
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## MFDA TOYS FOR TOTS PARTY BREAKS RECORD

by Rob Rundle



Kicking off the holidays in grand style, the Metropolitan Fastener Distributor Association (MFDA) held its 18th annual Toys for Tots dinner in December. Over thirty members and guests attended the evening, where a representative of the US Marine Corps was presented with over three hundred toys and a cash donation of \$5300, which was a record for the MFDA.

Gunnery Sargent Joseph Clayton, thanked the assembled crowd for their donation and told them that the Dover Barracks (where he is based) coordinates the donation of over 270,000 toys each year.

He was especially grateful for the cash donation, which helps the Marines purchase presents for teenagers, as most of the toy donations they receive are for younger children. The record donation once again qualifies the

MFDA to be a National Corporate Donor for the Toys for Tots campaign.

Founded in 1963, the MFDA is dedicated to representing all segments of the fastener industry.

Along with its annual scholarship drive and golf outing, the MFDA sponsors an economic forecast meeting, a bi-annual industrial trade show, and numerous educational and social events to help its members grow and expand their business.

### 2017 Events Calendar

<b>May 11th</b>	ITR Economic Meeting
<b>June 15th</b>	Scholarship Meeting
<b>September 16th</b>	Crystal Springs Cocktail Party
<b>September 17th</b>	Wild Turkey Golf Outing
<b>October 26th</b>	Social Outing
<b>December 7th</b>	Toys for Tots Holiday Party

### New Members

MFDA is proud to welcome our newest member, **Hanger Bolt & Stud**, Greenfield, IN.

For more information about the MFDA's membership and upcoming events, visit us online at [www.mfd.us](http://www.mfd.us). 



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# MFDA MURDER MYSTERY DINNER WOODRIDGE, NJ - OCTOBER 20, 2016



## distributor news

**Solon Manufacturing Company** has appointed Diane Popovich as its new Vice President of Operations. The announcement was made by Tim Dunn, President and CEO of Solon Mfg. Popovich holds the first female executive position in company history.



"Diane's outstanding leadership qualities and continuous improvement initiatives throughout the company have been invaluable to the integrity of Solon," said Dunn. "Her vision will continue to enhance the strategic growth and profitability of our organization."

Popovich joined Solon Mfg. in 2015 as the Sales & Marketing Director. Serving the manufacturing industry for 23 years, Popovich's experience identifying and establishing key performance indicators (KPI's) and metrics made her a natural choice for the position. Prior to her position at Solon, Popovich served as Sales Director at Nook Industries in Cleveland.

As VP of Operations, Popovich will oversee all operational processes within the organization with a specific focus on identifying and developing best practices for process improvements and cultivating individual and team development.

"I am greatly honored and humbled by the opportunity," said Popovich. "I look forward to expanding Solon's solid platform providing quality engineered solutions to industries worldwide."

Founded in 1949, Solon Manufacturing Company is a global leader in the design and manufacture of Belleville springs, washers, industrial pressure switch products, and SF6 gas density monitoring equipment to industries in over forty countries. To meet their customers' needs, Solon Manufacturing Company holds the ISO 9001:2008 certification for high standards in quality management.

For more information, Solon Manufacturing Co., 425 Center St., PO Box 207, Chardon, OH 44024. Tel: 1-800-323-9717, Fax: 440-286-9047 or visit their website at [www.solonmfg.com](http://www.solonmfg.com).

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**BART BASI AVOIDING IDENTITY THEFT** *from page 138*

Now, on the other hand, send a document through a cross hatch shredder. Try to put that document back together. If it is even possible, it will take probably nearly an hour or two to recreate the document into a legible format. Therefore go with a cross hatch shredder.

For computer files, be sure to know where the information is and destroy it as you no longer need it. But wait, there's more. When you are done with the computer, destroy all of the information on the hard drive. Just because your 2007 IBM is obsolete to you and your business operation, it is not obsolete to a thief that wants the information off of it. Bring your computer in to a technician and have the hard drive erased or removed before recycling the computer.

It is easy to prevent identity theft. Just be sure to religiously Protect, View, Hide, and Destroy your vital information. Though this is not an all inclusive list of tactics, these are very useful strategies in preventing identity theft.

### *How To Determine If Your Identity Has Been Stolen*

Two words will guide you here. They are Seek and Watch. **SEEK** - One thing many people neglect to do is to monitor their credit report. Credit reports are available either online or through the mail with the three major reporting bureaus. They can be provided to you once a year at no cost to you. Even if you do not suspect identity theft, it is a good idea to get and view your credit report each year. In doing so, you can check to see if anyone else is using your social security number and you can have erroneous items removed.

The second thing to do is to **WATCH** for any suspicious activity. Do you receive your bills late? Are there any erroneous or fraudulent charges on your credit card? Are your bills coming at all? Do you have excellent credit, but get denied credit? Has the IRS stated that your income is higher than what you reported? If so, it is possible and even likely that your identity has been stolen or contains substantial errors. If any of this happens it is time to get on the ball and seek out the problem. It could

be an error, but it is better to be safe than sorry.

### *What To Do If Your Identity Is Stolen*

Two words – Report and Counter. First, once you have established your identity has been stolen, **REPORT** it immediately. Don't let a thief enjoy the fruits of your labor and make your life miserable. First, contact all of your credit card companies. The credit card companies will know what to do. Also, have them send you a credit card statement so you can determine what is correct and what is not. Then, contact all three credit bureaus and have a security hold placed on your account. Then, contact the local police and Federal Trade Commission. In the event you received information through the Internal Revenue Service, contact them and explain your story. These organizations will aid you in stopping the thief from getting any further.

Next, **COUNTER**. Once you receive your credit card statements and reported the incident, get your side of the story out to all interested parties. Tell them what happened, what is correct, and what is a stolen item. Doing this will not be easy, but if you want your credit back, you must.

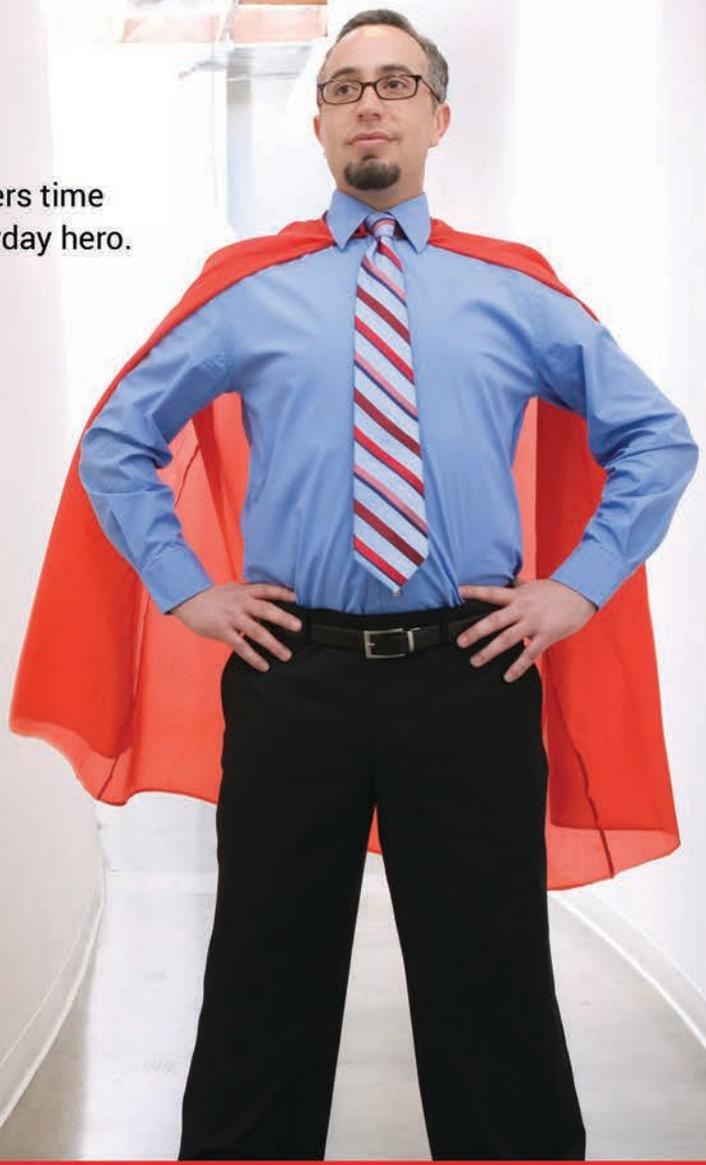
You should expect credit card companies, collection agents, and attorneys to contact you threatening to collect the debt. Always be patient with them. Tell them your identity was stolen and that you are working to remedy the process. It may be wise to hire an attorney to represent you during this difficult time. Though an attorney cannot waive a magic wand, an attorney can be someone in your corner who knows how to deal with this situation best and prevent it from recurring.

### *Conclusion*

Identity theft is an unfortunate fact of life in America and the World around us. The IRS has set up a website at: <http://www.irs.gov/uac/Taxpayer-Guide-to-Identity-Theft> to deal with tax identity theft. With a little effort on your part, the worst can be prevented. Don't be a victim who finds out too late and don't give up. Contact The Center if you have any questions regarding identity theft. 

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## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 from page 156



On September 2, 2016, **A. Agrati SpA** (“Agrati Group”) purchased **ContMid Holdings Inc.** (“Continental/Midland”).

Formed in 1986 and headquartered in Park Forest, IL, Continental/Midland manufactures a broad range of cold formed, externally-threaded fasteners and made-to-print specialty parts. The company’s core customers are automotive OEMs and their tier suppliers. Continental/Midland operates four manufacturing plants in IL, IN and OH along with a distribution center in Millersport, OH. The company generates annual net sales of approximately \$240 million and employs 485 people. Founded in 1939 and headquartered in Veduggio con Colzano, Italy, Agrati Group is a global manufacturer of fasteners and assembly components for the automotive, transportation and general industrial markets. Following the Continental/Midland acquisition, Agrati Group operates 12 manufacturing plants and 5 distribution centers located across Europe, North America and China. The company employs more than 2,500 people worldwide and generates annual net sales of more than US\$700 million. The seller of Continental/Midland was Monomoy Capital Partners, a New York City-based private equity firm with \$1.5 billion of committed capital under management.

*Purchase price: \$200 million (approximately)*



On September 23, 2016, **AFC Holdings Inc.** purchased **Eckart & Finard Inc.** Founded in 1960 and located in Hartford, Connecticut,

Eckart & Finard is a full-service distributor of fasteners, Class C parts and custom engineered components. The company specializes in providing advanced supply chain management services to high-technology, medical equipment and general industrial manufacturers (OEMs). The majority of Eckart & Finard’s core customers receive some level of “value-added services” including just-in-time delivery, remote bar-scan ordering and bin-stocking. Founded in 1967 and headquartered in Bridgeville, Pennsylvania, AFC Holdings is a distributor of fasteners and Class C parts which specializes in providing customers with advanced supply chain management solutions. The company operates five branches in: Fairfield, OH; Groveport, OH; Temecula, CA; Marietta, GA; and Export, PA. AFC Holdings generated annual net sales of approximately \$50 million and employed a total of 55 people. AFC Holdings is a portfolio company of Incline Equity Partners (“Incline Equity”), a Pittsburgh-based private equity firm with \$300 million of committed capital under management. Incline Equity purchased the company in March 2015 from another private equity firm.

*Purchase price: not available*



On September 30, 2016, **Haggard & Stocking Associates Inc.** (“Haggard & Stocking”) purchased **Imperial Fastener & Industrial Supply Co. LLC** (“Imperial Fastener”).

Founded in 1963 and located in Evansville, Indiana, Imperial Fastener is a full-line distributor of fasteners and general industrial supplies. The company operates from a 25,000 square foot facility and supplies a diverse OEM, MRO and construction/contractor customer base. Founded in 1972 and headquartered in Indianapolis, Indiana, Haggard & Stocking is a value-added distributor of production tooling & abrasives, fasteners, material handling products, safety products and general shop supplies. The company focuses on the MRO requirements of a diverse customer base including automotive, transportation, aerospace/airline, metal fabrication and general industrial customers. Haggard & Stocking maintains branch warehouses in: Fort Wayne, Indiana; Waco, Texas; and Greensboro, North Carolina, along with numerous in-plant stocking locations across the mid-west and southeastern United States. Following the transaction closing, Imperial Fastener will operate as a division of Haggard & Stocking from its existing facility.

*Purchase price: not available*



On October 3, 2016, **Houston Wire & Cable Company** (“Houston Wire”) purchased Vertex Corporate Holdings Inc., doing business as **Vertex Distribution**, from DXP Enterprises Inc. (Nasdaq: DXPE). Headquartered in Attleboro, Massachusetts (outside Boston), Vertex Distribution is an importer and stocking master distributor of stainless steel and specialty alloy fasteners. The company’s products are used in a broad range of end markets including water & waste water, power generation, oil & gas, marine and general industrial manufacturing. Vertex Distribution operates 8 warehouses in Boston, Chicago, Cleveland, Charlotte, Atlanta, Tampa, Houston and Los Angeles. The company generates annual net sales of around \$30 million and employs a total of around 80 people. Founded in 1975 and headquartered in Houston, Houston Wire (Nasdaq:HWCC) is one of the largest distributors of electrical and mechanical wire & cable in the United States. The company operates 10 distribution centers strategically located across the US and employs more than 350 people, including 40 full-time field sales personnel. In calendar 2015, Houston Wire generated net sales of \$308 million.

*Purchase price: \$32.3 million*



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## Magnesium

Magnesium is an interesting material. Although desired by engineers for its strength-to-weight ratio and often better dimensional stability than aluminum, it generally behaves more like a very strong plastic than like steel. As a result, most of the thread forming screw designs that work in steel are not good choices for magnesium. Perhaps the best thread design for magnesium is the EJOT Altracs Plus®. This is an asymmetric 30° thread profile screw with root relief. It was designed specifically for magnesium.

Like aluminum, most thread forming screws for magnesium can be through hardened to a Property Class 10.9 equivalent. This provides the requisite strength without the high failure risk related to bending or hydrogen embrittlement.

The greatest challenge in magnesium for any steel fastener is the high propensity of magnesium to undergo galvanic corrosion. Galvanic corrosion occurs when dissimilar metals are paired together in the presence of water or other substances that are conducive to ionic conduction. Magnesium is especially prone to this sort of corrosion because it falls at the top of the sacrificial metal chart making just about any pairing with steel risky. Designers utilizing steel fasteners in magnesium must be conscious of this and take preventative precautions.

## Other Thread Forming Technology

Today, most new fastening technology is centered on enabling the joining of lightweight materials. In recent years a number of advancements in thread forming have emerged to address some of the challenges with these new materials or light weighting assembly needs. A couple are:

**[1]** Flow Drill Screwing: EJOT's FDS® screw is an example of a self-drilling, self-extruding, thread forming screw for thin sheet joining. Flow drilling has been around for many years and is a process where a fast spinning tool generates sufficient localized heat to plasticize the material, allowing the tool to punch through and extrude the material downward. The result is a hole

with a projected extrusion, effectively increasing the sheet thickness by three to four times. A flow drill screw incorporates this technology with a thread forming feature so that two or more thin sheets can be pierced, form an extrusion, and form threads. Because the extrusion provides sufficient engagement, these joints are high strength, even if they are in thin sheet. This technology works with both aluminum sheet and mild steel.

**[2]** Thread Forming for Carbon Fiber Reinforced Composites: Carbon Fiber Reinforced Composites are garnering a great deal of interest in many forums because of their superior strength-to-weight ratios. Unfortunately, CFRCs are so strong that they have, until recently, not been successful candidates for thread forming screws. Additionally, thread forming screws could have a tendency to cause delamination as they pass through the sheet, which is deleterious to the strength and performance of the CFRC. There have been some recent advancements in this area and at least one screw on the market that shows excellent promise for thermoplastic based Carbon Fiber Reinforced Composites.

## Conclusion

This series has introduced the fundamentals of thread forming. It should have become evident that although there are universal concepts that apply to all thread forming applications, much of the technology is unique to the challenges and idiosyncrasies of a particular material or family of materials. For this reason, the fastener industry is likely to continue improving its offerings and evolving to service new materials or new applications of traditional materials. Since the technology continues to evolve and customers seem to be using more thread forming screws, it is imperative that distributors, in an effort to best serve their customers, stay abreast of this technology and train their Application Engineers and customer representatives in it. Failure to do so will have you counseling your customers in old and possible wrong methods of fastening, which is of little value to them and counterproductive to your reputation in the industry. 



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## distributornews

**Bay Fastening Systems** and **Sherex Fastening Solutions**, Tonawanda, New York recently announced they have formed a strategic partnership to expand their mutual product offerings.

The new alliance will initiate with Bay providing shelf stock inventory of Sherex's NAS/MS Mil-Spec Rivetnuts for immediate delivery to the marketplace.

Clifford Bernard, CEO of Bay Fastening Systems, commented "Bay is currently serving thousands of distributors globally with its multi-million dollar inventory featuring the leading manufactured brands of riveting, inserts and engineered fasteners and welcomes this unique distribution agreement with Sherex. Through our newly launched e-commerce portal [www.baysupply.com](http://www.baysupply.com), the largest inventory source of engineered fasteners in the industry we will now offer instant quotes and access to the Sherex line of NAS/MS Mil-Spec Rivetnuts. We view Sherex as an innovative and high-

quality manufacturing partner that moves quickly to embrace the future of industrial distribution."

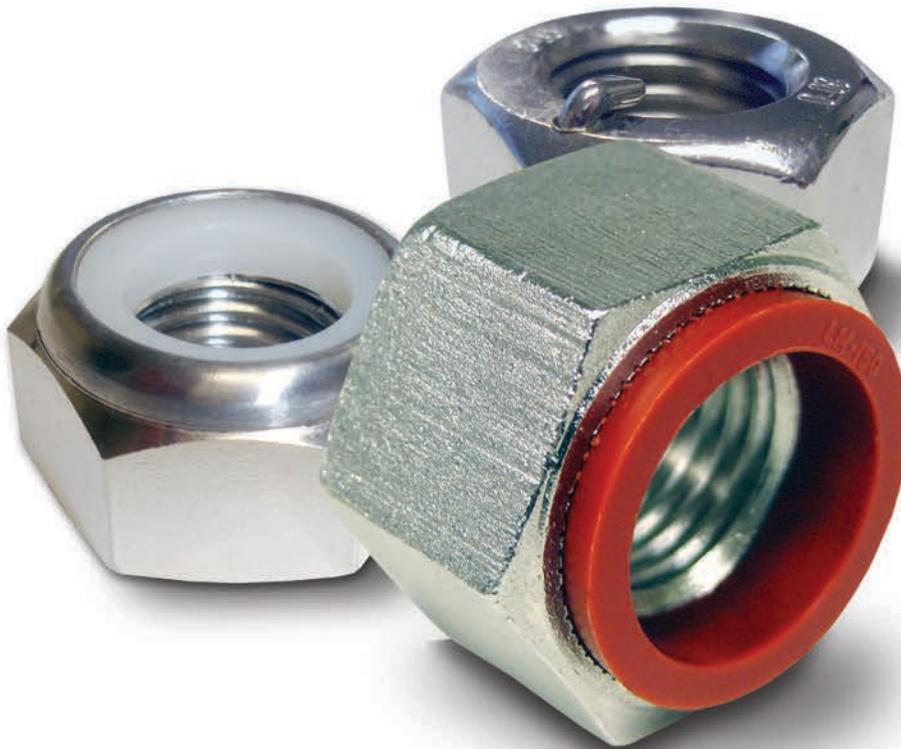
Adam Pratt, President, of Sherex said, "this new partnership between our two companies will naturally lead to greater market penetration of our products. Bay will operate as a supply, marketing, service, and distribution arm for Sherex. We will work closely with Bay to identify opportunities in the marketplace for our other products and particularly our Mil-Spec USA-made Rivetnuts and stainless steel CFT series Nutsert® style threaded inserts."

*For additional information about Bay Fastening Systems, contact Michael Eichinger, COO at 30 Banfi Plaza North, Farmingdale, NY 11735. Tel: 516-294-4100, email: [info@baysupply.com](mailto:info@baysupply.com) or visit them online at [www.baysupply.com](http://www.baysupply.com).*

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## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 from page 172



On October 3, 2016, **Penn Engineering & Manufacturing Corp.** ("PennEngineering") purchased **Heyco Products**

**Inc.** ("Heyco"). Founded in 1926 and located in Toms River, New Jersey, Heyco designs and manufactures: i) plastic fasteners (plugs, bushings, grommets, locknuts, snap rivets, etc.); ii) molded plastic components (conduit, tubing, fittings, cordgrips, cable clamps, circuit board clips, etc.); and iii) stamped electrical components (terminal blocks, wire connectors, cordset contacts, ground pins, grounding clamps, etc.). Heyco's branded and proprietary products are used by a broad range of end-user industries including appliance, medical, lighting, solar power, transportation and general industrial. Heyco generates annual net sales of approximately \$40 million. Founded in 1942 and headquartered in Danboro, Pennsylvania, PennEngineering is a developer and manufacturer of a diverse range of self-clinching fasteners used primarily in sheet metal fabrication. The company's branded and proprietary products include nuts, threaded inserts, screws, pins, studs and standoffs, along with installation tools and equipment. Prior to the Heyco acquisition, PennEngineering's net sales were approximately \$440 million. The company is owned by Tinicum Inc., a New York City-based private equity firm with \$1.6 billion of committed capital.

*Purchase price: \$130 million*



On November 3, 2016, **PrimeSource Building Products Inc.** ("PrimeSource") purchased **Northeast Wholesale**

**Nail & Fastener Co. Inc.** ("Northeast Wholesale"). Founded in 1990 and headquartered in Canton, Massachusetts, Northeast Wholesale is a distributor of pneumatic fasteners, pneumatic tools and other building materials. The company focuses on supplying independent lumber yards and STAFDA tool suppliers with both brand name and private label products. Northeast Wholesale supplies approximately 300 customers in the New England and Mid-Atlantic US and operates a branch warehouse in Kenduskeag, Maine. Founded in 1990 and headquartered in Irving, TX, PrimeSource is the largest distributor of construction fasteners and one of the largest distributors of non-lumber building products in North America. The company's fastener product range includes nails, screws, anchor bolts, staples and pneumatic installation tools which are marketed under the Grip-Rite®, FastenMaster® and Pro-Twist® brand names. The company operates 33 distribution centers and employs 1,200 people across North America. Since 2015, PrimeSource has been a

portfolio company of Platinum Equity LLC, a Los Angeles-based private equity firm with \$6.5 billion of committed capital.

*Purchase price: not available*



On November 15, 2016, **Lawson Products Inc.** (Nasdaq: LAWS) purchased **Mattic**

**Industries Inc.** Founded in 1982, Mattic Industries is a value-added distributor of fasteners and general industrial supplies which focuses on supplying general industrial, oil & gas and automotive MRO customers in British Columbia and Alberta, Canada. The company operates two warehouses in Surrey, BC (outside Vancouver) and Calgary, Alberta. Mattic Industries employs a total of 18 people, including 10 full-time sales representatives. Founded in 1952 and headquartered in Chicago, Illinois, Lawson Products is a national distributor of fasteners, fittings, cutting tools, hand tools and general industrial supplies. The company carries a comprehensive range of products and provides inventory management services to MRO customers throughout the United States, Canada, Mexico and the Caribbean. On December 31, 2016, Lawson Products employed 1,590 people, including 1,130 sales and marketing representatives. In calendar 2016, the company generated net sales of \$276.6 million.

*Purchase price: \$3.8 million*



On November 24, 2016, **Atlas Copco AB** purchased **Phillip-Tech (Beijing) Co. Ltd.**

Headquartered in Beijing and with a sales and engineering center in Shanghai, Phillip-Tech is the exclusive sales and marketing representative in China for Henrob Limited. Phillip-Tech employs a total of 45 people. Founded in 1985 and headquartered in Flintshire, Wales, Henrob is a developer and manufacturer of self-piercing rivets and automated rivet installation systems. Henrob's proprietary rivets and riveting process are utilized in a diverse range of applications including automotive, heavy trucks & trailers, recreational vehicles, appliances and electronics. Henrob was acquired by Atlas Copco in September 2014. Headquartered in Stockholm, Sweden, Atlas Copco (Nasdaq OMX Stockholm: ATCO) designs and manufactures machinery and equipment for a diverse range of industries and applications. The company operates manufacturing facilities in more than 20 countries and employs more than 43,000 people worldwide. In calendar 2016, Atlas Copco generated net sales of SEK101.4 billion (US\$11.3 billion).

*Purchase price: not available*

## distributor news

The question you are asking should not be how many miles did I ride or how many steps did I take, but "how did someone make a wave spring that small?" As engineers around the world design smaller and smaller assemblies, the question becomes, where can I find the compact components to support my designs?

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## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 from page 178



On November 30, 2016, **SFS Group AG** purchased **Tegra Medical LLC**. Founded in 2007 and headquartered in Franklin, Massachusetts, Tegra Medical is a developer and manufacturer of medical devices produced from metal and plastic. The company's products are primarily disposal and are used in a broad range of applications including orthopaedics, minimally-invasive surgery and interventional therapies. Tegra Medical operates four factories in the United States (3) and Costa Rica with more than 200,000 square feet of manufacturing space. The company employs around 740 people and generates annual net sales of approximately \$80 million. Founded in 1960 and headquartered in Heerbrugg, Switzerland, SFS Group (Swiss Stock Exchange: SFSN) is a global manufacturer of precision engineered components and mechanical fastening systems. The company's principal operating units include SFS intec, SFS unimarket, Unisteel Technology and GESIPA Fasteners. The company operates from more than 70 locations in 25 countries and employs approximately 9,000 people worldwide. In calendar 2016, SFS Group generated net sales of CHF1.44 billion (US\$1.43 billion).

*Purchase price: not available*



On December 1, 2016, **NORMA Group SE** purchased the **Parker Autoline** business unit of Parker Hannifin Corporation (NYSE: PH). Parker Autoline is headquartered in Guichen, France and operates three production facilities in France, China and Mexico. The company develops and manufactures plastic push-to-connect connectors and related components for the global automotive and transportation markets. Parker Autoline products are used for fluid handling applications including fuel lines, coolant lines and brake lines. The company employs more than 200 people and generated net sales of approximately EURO40 million (US\$42.6 million) in the 12 months ended June 30, 2016. Headquartered near Frankfurt, Germany, NORMA Group (Frankfurt Stock Exchange: NOEJ) develops and manufactures a broad range of clamps, connectors, fittings and joining products for companies and applications around the globe. NORMA Group operates

26 production facilities across Europe, Asia and the Americas and employs around 6,700 people worldwide. In calendar 2016, NORMA Group generated net sales of EURO895 million (US\$952 million).

*Purchase price: not available*



On December 1, 2016, **Hilti AG** ("Hilti Group") purchased **PEC Vertriebs GmbH** ("PEC Group").

Founded in 1988 and headquartered in Duisberg, Germany, PEC Group develops and manufactures specialty anchoring products and systems for commercial construction applications. The company's product range includes anchors, framing channels & T-bolts, curtain wall brackets, cable holders and support brackets used for concrete and brick facade construction applications. In addition to its head office, PEC Group operates a single factory in Suzhou, China and two sales offices in Pune, India and Dubai, UAE. PEC Group employs approximately 100 people worldwide. Founded in 1941 and headquartered in Schaan, Liechtenstein, Hilti Group is a developer and manufacturer of power tools and associated consumables for the global construction industry. The company has sales and support locations in more than 120 countries and employs more than 24,000 people worldwide. A family-owned company, Hilti Group generated net sales of CHF4.6 billion (US\$4.55 billion) in calendar 2016.

*Purchase price: not available*



On December 5, 2016, **Bufab AB** ("Bufab Group") purchased **Montrose Holdings Limited** ("Montrose"). Founded in 1991 and headquartered in High Wycombe, England, Montrose is a full-service distributor of fasteners and Class C parts. The company specializes in providing customers with advanced supply chain management services including vendor managed inventory, just-in-time delivery, remote bar-scan ordering and bin-stocking. The company's customer base includes a broad range of general industrial manufacturers, predominantly located in the UK. Montrose operates a branch warehouse in Kempston, England.

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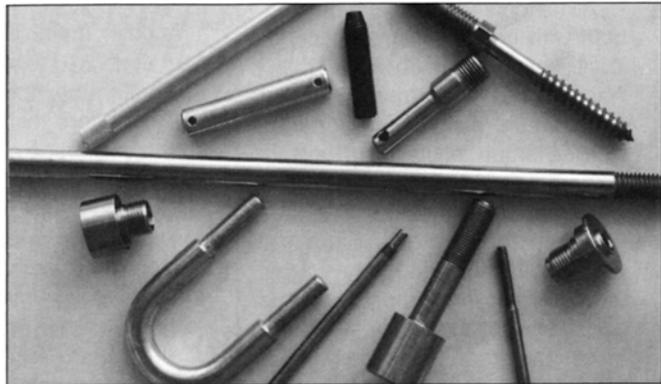
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Roll or Cut Thread  
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## RICHARD HAGAN FASTENER COMPANY ACQUISITIONS COMPLETED DURING THE SECOND HALF OF 2016 *from page 180*

Montrose employs a total of 45 people. The company generated net sales of approximately £6.4 million (US\$7.8 million) in the fiscal year ended August 31, 2016. Founded in 1977 and headquartered in Värnamo, Sweden, Bufab Group (Nasdaq OMX Stockholm: BUFAB) is a full-service distributor of fasteners and Class C parts which specializes in providing advanced supply chain management services. The company operates 33 wholly-owned subsidiaries in 24 countries and employs around 1,000 people worldwide. In calendar 2016, Bufab Group generated net sales of SEK2.85 billion (US\$318 million). *Purchase price: SEK 89 million (US\$10.0 million)*



On December 9, 2016, **AFC Industries Inc.** purchased **R&E Fasteners Inc.** Founded in 1979 and headquartered in

Reno, Nevada, R&E Fasteners is a full-service distributor of fasteners, electronic components and general industrial supplies. The company supplies industrial manufacturers

(OEMs), mining, commercial and government customers throughout Nevada and Northern California. R&E Fasteners maintains a small branch warehouse in Las Vegas and employs around 15 people. Founded in 1967 and headquartered in Bridgeville, Pennsylvania, AFC Industries is a distributor of fasteners and Class C parts which specializes in providing customers with advanced supply chain management solutions. The company operates six branches in: Fairfield, Ohio; Groveport, Ohio; Temecula, California; Marietta, Georgia; Export, Pennsylvania; and Hartford, Connecticut. Prior to the purchase of R&E Fasteners, AFC Industries generated net sales of around \$55 million and employed around 75 people. AFC Industries is a portfolio company of Incline Equity Partners ("Incline Equity"), a Pittsburgh-based private equity firm with more than \$900 million of committed capital. R&E Fasteners is the third bolt-on acquisition completed by AFC Industries since it was acquired by Incline Equity in March 2015.

*Purchase price: not available* 

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ST. PATRICK'S DAY FUN

Our panel of industry experts shared insights on how they make sure the links in their supply chains are strong. Moderator Russ Doran (Wurth Timberline) was joined by panelists Gary Cravens (Advance Components), Sara Mallo (Rotor Clip Company) and Don Nowak (Falcon Fastening Solutions).

Fastener industry luminary Professor Reinhold Würth joined us during lunch via video to share his thoughts on leadership and success. Also on hand during the lunch was the Wurth Group's Deputy Chairman of the Central Managing Board, Peter Zuern, who announced the company has donated \$10,000 to the National Fastener Distributors Association (NFDA) to fund scholarships for Fastener Training Week.

The education portion of the conference ended with roundtable discussions on topics like:

- The Fastener Distributor Index (FDI) surged in February. What are you seeing?
- Do you use a PEO (Personal Employer Organization)? Share successes and lessons learned.
- Insecurity in exports with Mexico.
- Finding qualified people. Are they found or trained?
- Any new technology out there to help our people do their jobs?
- What does everyone see coming at them on RoHS, REACH, Conflict Minerals? More or less?
- What is everyone doing now with employee cell phone usage?
- With more quotes/orders being done via direct e-mail, what is your policy when an employee is out and you are not able to get to them?
- ASTM F1941 2015 revision on baking requirements for fasteners HRC39 and above. How are distributors handling? Their customers?
- Ecommerce in the fastener industry (current state and future).
- CRM best practices.
- Uneducated customers. Training employees to work with customers to figure out what their needs are or anticipate their needs.
- I don't get along with my boss. If you are a boss and

your employees feel this way, what is your perspective?

- 99% of problems boil down to communication. Discuss effective communication techniques for
  - a) Email (overuse of CCs, ineffective emails, how the content of an email can set an unintended tone)
  - b) Phone (hiding behind your voicemail)
  - c) How to document discussions properly when needed (i.e. customer requests something over the phone outside of normal procedure)
- What is the largest business issue you face in 2017?
- In the last year did you launch a new website? Share successes and lessons learned.

## Fun Stuff

Spouses and guests boarded the legendary ocean liner, the Queen Mary, for English High Tea followed by an exclusive guided historical tour covering the groundbreaking construction through the ship's service during World War II.

Prior to the start of the conference many played golf at Lakewood Country Club, one of the original gems of Southern California golf.

The conference concluded with a Saint Patrick's Day themed party, with Irish music, Irish trivia questions, and an Irish jig dance off won by Michael Lentini of Spirol.

## Next Events

The next NFDA meeting will be cosponsored by the New England Fastener Distributors Association, June 20-21 at the Omni Parker House Hotel in Boston, Massachusetts. The meeting will be preceded by the NEFDA Table Top Show, June 19 at the Westin Hotel in Waltham, Massachusetts.

The next Pac-West conference is scheduled for August 23-26 at the Fairmont Chateau Whistler Resort in Whistler, British Columbia.

For more information about NFDA visit [www.nfda-fastener.org](http://www.nfda-fastener.org) or call 714-484-7858. For more information about Pac-West visit [www.pac-west.org](http://www.pac-west.org) or call 714-484-4747. 



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# LIES, TRUTHS AND MISCONCEPTIONS: CHALLENGES SAFETY LEADERS FACE

Have ever heard people in your workplace make statements about safety that just don't ring true? Often these are not 'lies' or 'half-truths', they are simple misunderstandings rooted in unsubstantiated beliefs. Safety leaders must be able to face misconceptions that may be thwart the progress of achieving a zero-injury workplace. The common misconceptions are worthy of a reality check.

### *Misconception #1 - You Cannot Create A Hazard-Free Workplace*

**The Reality Check** - Hazards can be identified and controlled. Discipline and dedication are required to recognize and mitigate every hazard. Hazard recognition and control requires learning to be situationally aware of hazards and understanding the sources of hazards: energy, environment, equipment, and employees (people who are untrained in their jobs and are unwilling to behave safely) requires diligence. Beyond that, a willingness to take action to mitigate hazards must exist among all employees.

### *Misconception #2 Being Safe Takes Too Much Time And Money*

**The Reality Check** - Safety cost/benefit should include the cost of human suffering. Of course, no company or organization has an unlimited supply of time or money. However, the cost of pain and agony that an injury causes should be enough to make anyone do everything they can to stay safe with the available resources. When making a decision about safety expenditures, stop and consider the direct and indirect costs of even a minor injury. Add it up – lost time of the injured, lost time required by others to attend to the injured, and medical

costs alone can be thousands of dollars for a 'simple' injury. Imagine the paperwork required!

### *Misconception #3 Accidents Just Happen*

**The Reality Check** - You have great control over the circumstances around you. Have a fatalistic view of the world takes away personal power. The reality is that each individual has a great deal of power and control over circumstances and situations around them. Workers and leaders must understand the importance of knowing how to prevent personal injuries. When conducting a job briefing, risk can be reduced by taking time to identify any hazards then mitigating and controlling them. When people believe they have no control, they will likely miss a hazard and in turn miss preparing themselves to prevent every injury. Engagement in the hazard recognition and control process is the key to injury prevention.

### *Safety Leadership Requires Action*

A leader is one who knows how to rally the people behind a cause and is willing to walk the talk. Employees want a leader who will challenge them to continually be better at working safe - a leader who says, "I don't want you to get hurt producing, transmitting, or distributing our product and I am willing to work with you to make sure that happens." Creating a workplace that targets zero-injuries is not a gimmick or a new safety program; rather, the workplace becomes one where everyone cares enough to engage in the safety process. To create such a workplace the organizations need leaders at all levels. Consider the actions you will take to engage and challenge the people you work with. Start today to make your workplace one where it's difficult to get hurt. 🛡️



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## John Boe

John Boe presents a wide variety of motivational and sales-oriented keynotes and seminar programs for sales meetings and conventions. John is a nationally recognized sales trainer and business motivational speaker with an impeccable track record in the meeting industry. To have John speak at your next event, visit [www.johnboe.com](http://www.johnboe.com) or call 937-299-9001. A free Newsletter available on the website: [www.johnboe.com](http://www.johnboe.com)

## SHOW AND TELL

One of the most critical, yet overlooked principles in the selling process, is the power of self-discovery through customer involvement. Regrettably, many salespeople use a “show and tell” presentation style and babble on hoping they might say something that will generate a sale. When you show or tell your prospect about your product or service they have a tendency to doubt the information and mentally disengage from your presentation. On the other hand, when they participate in the selling process and are guided to discover a feature or benefit on their own, they will be inclined to believe it!

Car salesmen truly understand the value of self-discovery and prospect participation. They'll be the first to tell you that it's the actual smell of the leather and the hands-on-the-wheel experience of the test-drive that sells the car, not the colorful brochure full of options and features. Obviously, not every product or service lends itself to a hands-on demonstration; however, there are always ways to increase prospect involvement. Any time there is a choice between whether you or your prospect should do something - let them do it. For example, if you've got numbers to crunch, hand them the calculator and let them work the numbers. When it's time to demonstrate the benefits and features of your product, don't just show them, find creative ways to keep them actively engaged during the entire selling process.

Recently, I heard an interesting story about a successful glass salesman named Bill Johnson. Bill was the top producer in his company and consistently outsold the other salespeople by a significant margin. After Bill

set a new quarterly sales record, the company president called to congratulate him on his achievement. When asked what he felt was the secret of his success, Bill replied that he had recently added a minor change to his sales presentation that was making a major difference in his results! Bill stated that during his presentation he

was now using a hammer to strike the safety glass several times to demonstrate its strength and durability. Excitedly, the president asked Bill if he would be willing to teach his hammer technique to the entire sales force at the next company-training meeting.

Several months after Bill's presentation, the company shattered its previous records for safety glass sales! The president

was extremely pleased with the company-wide results, but was surprised that Bill's production was still significantly higher than the rest of the sales force. When he asked Bill if he had discovered any new techniques, Bill replied that he had recently made a subtle change in his presentation. “I still use the hammer technique,” Bill said, “except now when I get to the part in my presentation where I demonstrate the strength of the safety glass, I hand the hammer to my customer and let them beat on the glass!”

By handing the hammer to his customer, Bill discovered the secret of successful selling. He took his sales career to the next level by finding a way to keep his customer actively engaged during his presentation. Are you keeping your prospects actively involved? If not, I encourage you to take a lesson from Bill and find a way to put the hammer in your prospect's hand! 



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## distributornews

**Earnest Machine** is helping distributors in the U.S. and Europe grow their businesses, thanks to the company's engineering and manufacturing facilities in the U.S. and England.

The company began doing custom manufacturing in the U.S. in 2013 and added a facility in England in 2015, according to Kirk Zehnder. "We realized there was a need to be able to quickly help a customer with a custom product or application," said Zehnder. "When a replacement part isn't readily available off the shelf, that can lead to downtime and lost revenue. Our custom manufacturing program helps companies reduce downtime and increase profits."

Earnest can manufacture from raw stock to print specifications, customize an existing part or make custom, large diameter hex head cap screws from blank stock inventory - all in a matter of hours. "Many times a customer simply needs a standard part customized. Like drilling a hole, cutting a slot or facilitating special plating," commented James Lawrence, Earnest's Director of Manufacturing.

"We serve hundreds of small distributors with our standard core products," added Lawrence. "The ability to quickly help them with custom parts is another way we are able to meet the needs of our customers and help them grow their businesses."

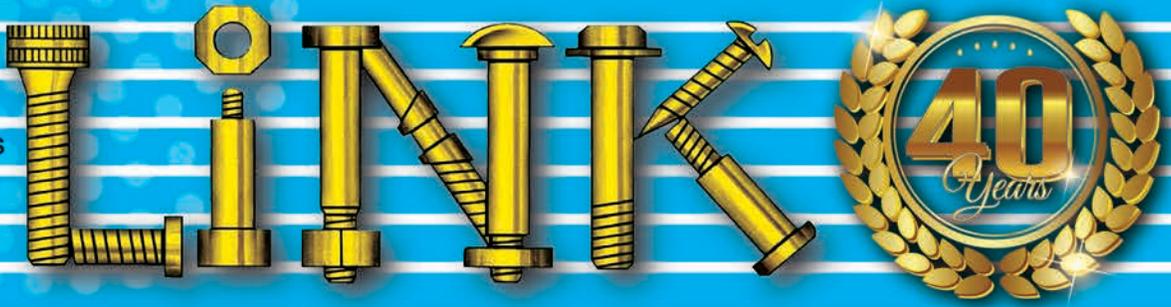
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## Dave Kahle

Dave Kahle has trained tens of thousands of distributor and B2B sales people and sales managers to be more effective in the 21st Century economy. He's authored eight books, and presented in 47 states and seven countries. Sign up for his weekly Ezine, or visit his blog. For more information, contact The DaCo Corporation, 835 West River Center Drive, PO Box 523, Comstock Park, MI 49321. Telephone: 1-800-331-1287 or 616-451-9377, Fax: 616-451-9412, Email: [cheryl@davekahle.com](mailto:cheryl@davekahle.com) or visit online at [www.davekahle.com](http://www.davekahle.com).

# FIRST STEPS TO EFFECTIVE SALES PLANNING

Most sales people love to be active - out in their territories, seeing people, solving problems, putting deals together. This activity orientation is one of the necessary characteristics of a sales personality. A day sitting behind a desk is their idea of purgatory.

Unfortunately, this activity orientation is both a strength and a weakness. Much of a sales person's ability to produce results finds its genesis in the energy generated by this activity orientation.

But it can be a major obstacle. Far too often, sales people are guilty of going about their jobs directed by the credo of "Ready, shoot...aim." The luxury of this kind of unfocused activity is a casualty of the Information Age. In order to be effective, sales people must be focused and thoughtful about everything they do. Activity without forethought and planning is a needless waste of time and energy.

And the most important part of the job to think about is the time they spend in front of their prospects and customers. Of all the different parts of their job, there is nothing more important to think about - nothing more important to plan - than that one thing.

For most sales people, if they were to make a list of everything they do in the course of a day, and then considered each of the items on the list, they'd likely discover that almost everything they do can be done cheaper or better by someone else within their company. Someone else can call for appointments cheaper or better than the sales person. Someone else can more easily check on back orders. Someone else can fill out a price quote, write a letter, or deliver a sample, cheaper

or better than most sales people. In fact, it's likely that the only thing a sales person can do that no one else in the company can do cheaper or better is interact with the customers. It's the face-to-face interactions with customers that define the value they typically bring to the company. If it weren't for that, your company would have little use for sales people.

So, the face-to-face interaction with the customer is the core value sales people bring to the company. Yet, most studies indicate that the average outside sales person only spends about 25 - 30 percent of his/her work

week actually face-to-face with the customer. In the light of that, doesn't it make sense to spend some time planning and preparing to make that 25 - 30 percent of the week the highest quality you can possibly make it? Of course it does. Mastery of this practice is built upon several powerful principles. Here's the first:

### *Good Decisions Require Good Information*

It's the Information Age, remember. And that means, if you're going to be an effective professional sales person, you must collect, store, and use good information. You can't make effective plans if the information on which you build those plans is faulty or sketchy.

If you were going to build a home, for example, you'd want to know about the nature of the ground on which the home was to be built. You'd need to have a good idea about what kind of weather conditions the home would be enduring, what the building codes were, what materials were available and what they cost, and what kind of skilled workmen were required. The list could go on and on.



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## MACK BROOKS EXHIBITIONS GROUP TO LAUNCH FASTENER FAIR USA IN 2018

Mack Brooks Exhibitions Group, organizers of the Fastener Fair exhibitions taking place globally, announce the launch of Fastener Fair USA. The first edition of this unique industrial fastener and fixing show will take place April 11-12, 2018 at the Huntington Convention Center in Cleveland, OH.

Fastener Fair USA will be the premier event bringing together manufacturers, distributors, suppliers and end users in the region's only dedicated fastener, fixing, and joining technology exhibition. The show will offer a first-hand look at the latest solutions and technology available in the marketplace, as well as a top-notch educational program developed and delivered by industry experts. There will also be networking events to facilitate relationships and collaborations with industry peers.

"The idea to bring Fastener Fair to the U.S. market originated within the fastener industry" said Melissa Magestro, Executive Vice President of Mack Brook Exhibitions, Inc. "There is an increased need to find new technologies and suppliers in the U.S., and fastener OEMs and distributors are looking for a platform to showcase their solutions. We are bringing the Fastener Fair experience to the heart of the Midwest manufacturing region."

Forecasts for GDP growth remain steady through 2020, and industrial manufacturing within the US continues to be strong. According to a study on Industrial Fasteners by the Freedonia Group, published in May 2016, the U.S. market for industrial fasteners is expected to increase 2.6 percent per year to \$15.2 billion in 2020.

A unique feature of Fastener Fair USA will be the Fasteners Direct Pavilion, where manufacturers can showcase their solutions for OEM engineers, designers, buyers and R&D professionals all in one convenient

location. The show will also offer exclusive, technical education sessions specifically to address the product design challenges of OEM end users.

Exhibitors from around the world are expected to participate in the inaugural Fastener Fair USA 2018. The main product categories include:

- Industrial fasteners and fixings
- Construction fixings
- Assembly and installation systems
- Fastener manufacturing technology
- Storage, distribution, factory equipment
- Information, communication and services

To learn more about Fastener Fair USA visit [www.fastenerfair.com/usa](http://www.fastenerfair.com/usa) or call Mack Brooks Exhibitions Inc. at 866-899-4728.

Companies interested in exhibiting at the show should contact exhibit sales at Jessica. [boweak@mackbrooks.com](mailto:boweak@mackbrooks.com) or 312-868-0203.

Fastener Fair USA is organized by Mack Brooks Inc., a subsidiary of the Mack Brooks Exhibition

Group based in St. Albans, UK, which has branches and partner companies in France, Greece, Italy, Poland, Russia, India, China and the USA. The Mack Brooks Exhibitions Group has been organizing industrial trade fairs around the world for almost 50 years. As a privately-owned, independent and professional show organizer, the company organizes a program of highly specialized trade exhibitions throughout Europe, Asia and the Americas, in the fields of engineering, transport, metalworking, information technology, textiles, food and beverages, railways, construction, tunneling, printing, converting, airport management and aviation. The Group also publishes related directories, magazines, sector reports and Internet sites. 





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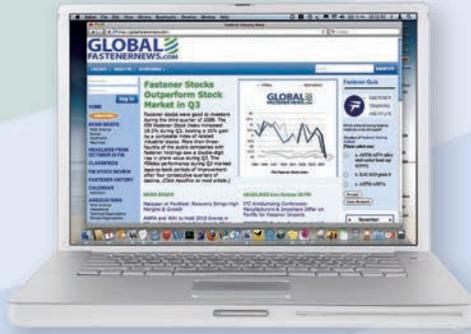


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## distributornews

The ATLAS® Products division - a part of **PennEngineering®** has won a first-place Supplier Award for 2016 from Fastenal®, the largest distributor of threaded fasteners in North America. The award in the “Direct Ship” class of Fastenal’s annual “Supplier Scorecard” program recognizes outstanding performance according to a variety of critical operational procedures. ATLAS ultimately was ranked the top yearly performer among 35 eligible peer suppliers in the “Direct Ship” class.

ATLAS, based at PennEngineering headquarters in Danboro, PA, specializes in blind threaded inserts and related installation tools ideally suiting fastening applications where only one side of an assembly is accessible for the attachment hardware.

For more information, contact Richard J. Kull, ATLAS Product Manager, PennEngineering at 5190 Old Easton Road, Danboro, PA 18916-1000 USA. Tel: +1-215-766-8853, email: [rkull@pemnet.com](mailto:rkull@pemnet.com) or visit them online at [www.pemnet.com](http://www.pemnet.com).

## distributornews

**The Specialty Tools and Fasteners Distributors Association, (STAFDA)** is pleased to announce it’s latest webinar series.

Each month, STAFDA offers free webinars featuring well-known speakers discussing a variety of topics impacting members’ businesses. In January, Dr. Jeanne Hurlbert kicked off the series with a look at “Concierge Customer Service.” Upcoming programs include:

- April 11: Bob DeStefano - “E-Commerce Trends”
- May 23: Nancye Combs - “HR Policies Update”
- June 20: Alan Beaulieu - “Economic Update”
- July 18: Dena Cordova Jack - “Credit as Offense”

Additional webinars will be added later this spring. For details and to register, members may log in to [www.stafda.org](http://www.stafda.org) and click on the Education tab.

For more information contact STAFDA at PO Box 44, 500 Elm Grove Rd., Ste. 210, Elm Grove, WI 53122. Tel: 1-800-352-2981, Fax: 262-784-5059, Email: [info@stafda.org](mailto:info@stafda.org) or visit them online at [www.stafda.org](http://www.stafda.org).

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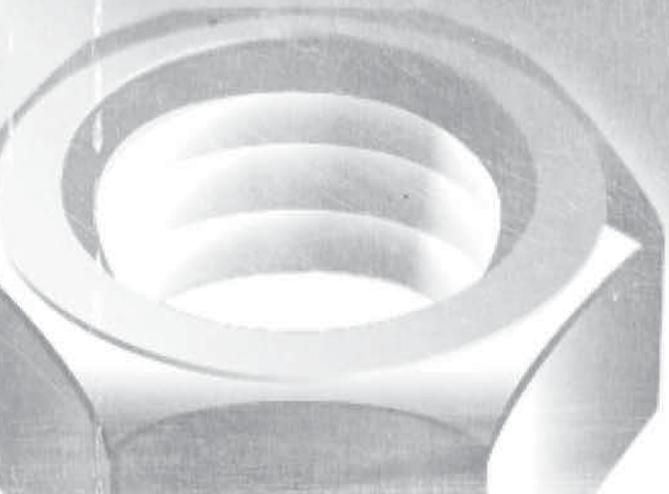
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The point is that you wouldn't be able to build a home very effectively if you didn't have good information on which to base those plans.

The same principles apply to building a home as well as delivering effective sales performance. In both cases, good planning requires good information. It may be that your company provides you all the information you need. But, it's more likely they don't. If you're going to work with good information, you must be the one who collects that information. That means that you must create systems to collect, store and use the information that will be most helpful to you. Since our world is constantly producing new information, the system you create isn't something you do once and forget. Rather, it must be a dynamic system that is constantly processing, storing and using new information.

### *The Information-Collecting Process*

Creating and maintaining your system is a matter of following several specific steps. Here's the process:

- [1] Create a list of the categories of information you'd like to have.
- [2] Working with one category at a time, brainstorm a list of all the pieces of information you'd like to have within that category.
- [3] Develop a system and some tools to help you collect that information.
- [4] Store it efficiently.
- [5] Use it regularly.

#### **STEP [1] - Make a list.**

Start by listing the kinds of information you think will be most useful to you. Think about your job and determine what kinds of information you'd like to have to help you deal effectively with your customers. Here's a partial list that would fit most sales people:

- Information about your customers and prospects.
- Information about your competitors.
- Information about the products, programs and services you sell.

You may have a number of other categories, but this is a basic list with which you can begin.

#### **STEP [2] - Define your categories.**

Once you've categorized the kind of information you'd like, you can then think about what information would be ideal to have in each category.

Start at the top and work down. Look at customers and prospects first. What, ideally, would you like to know about them? Some typical pieces of information would include information about the account's total volume of the kind of products you sell, the dates of contracts

that are coming up, the people from whom they are currently buying, and so forth. All of that seems pretty basic. However, most sales people have no systematic way of collecting and storing that information. So, while you may occasionally ask a certain customer for parts of it, you probably aren't asking every customer for all the information. And, you're probably not collecting it, storing it, and referring to it in a systematic, disciplined way.

Do you think your competitors know exactly how much potential is in each of their accounts? Do you think they know other pieces of useful information, for example, how many pieces of production equipment each customer has, and the manufacturer and year of purchase of each? Probably not. If you collect good quantitative marketing information, you'll be better equipped to make strategic sales decisions and create effective plans. For example, you'll know exactly who to talk to when the new piece of equipment from ABC manufacturer is finally introduced. And, you'll know who is really ripe for some new cost-saving product that's coming, or the new program your

You may currently be doing a so-so job of collecting information. It's like golf. Anyone can hit a golf ball. But few can do it well. Anyone can get some information. Few sales people do it well.

#### **STEP [3] - Develop a system and some tools.**

The single most effective tool is an account profile form. It's an incredibly effective tool that generates and organizes some of the most powerful processes.

#### **STEP [4] - Store it efficiently.**

You may have done a great job of collecting information, but if you've stored it on old matchbook covers, coffee-stained post-its, and the backs of old business cards somewhere in the backseat of your car, it's probably not going to do you much good.

If you're computerized, then your computer can be the super tool that allows you to efficiently store the information. If not, you're going to need to create a set of files (yes, manila folders!) in which to store your information.

#### **STEP [5] - Use it regularly.**

Before every sales call, review the information you have stored. That review will help you make good decisions about each aspect of the sales call. Likewise, review the information as you create your annual goals and sales plans, when you create account strategies, and when you organize and plan your territories.

As you can tell, an account profile form is a master tool that holds all of this together. 

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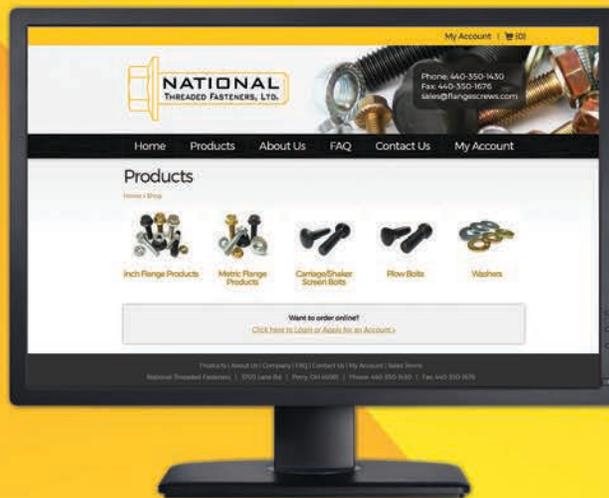
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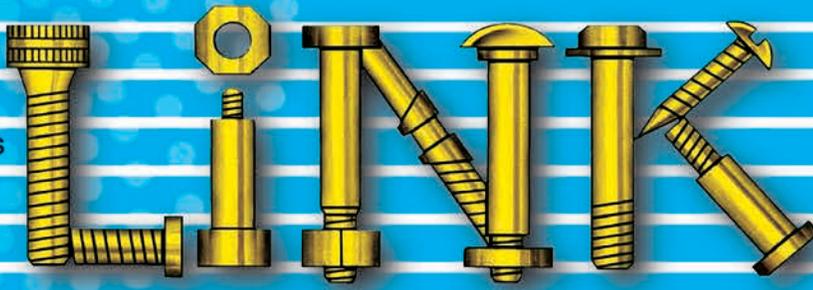
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