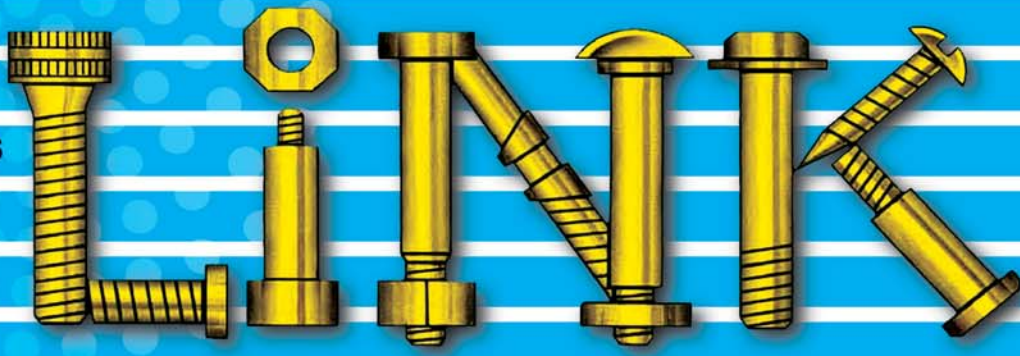


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THE NATIONAL MAGAZINE FOR FASTENER DISTRIBUTORS



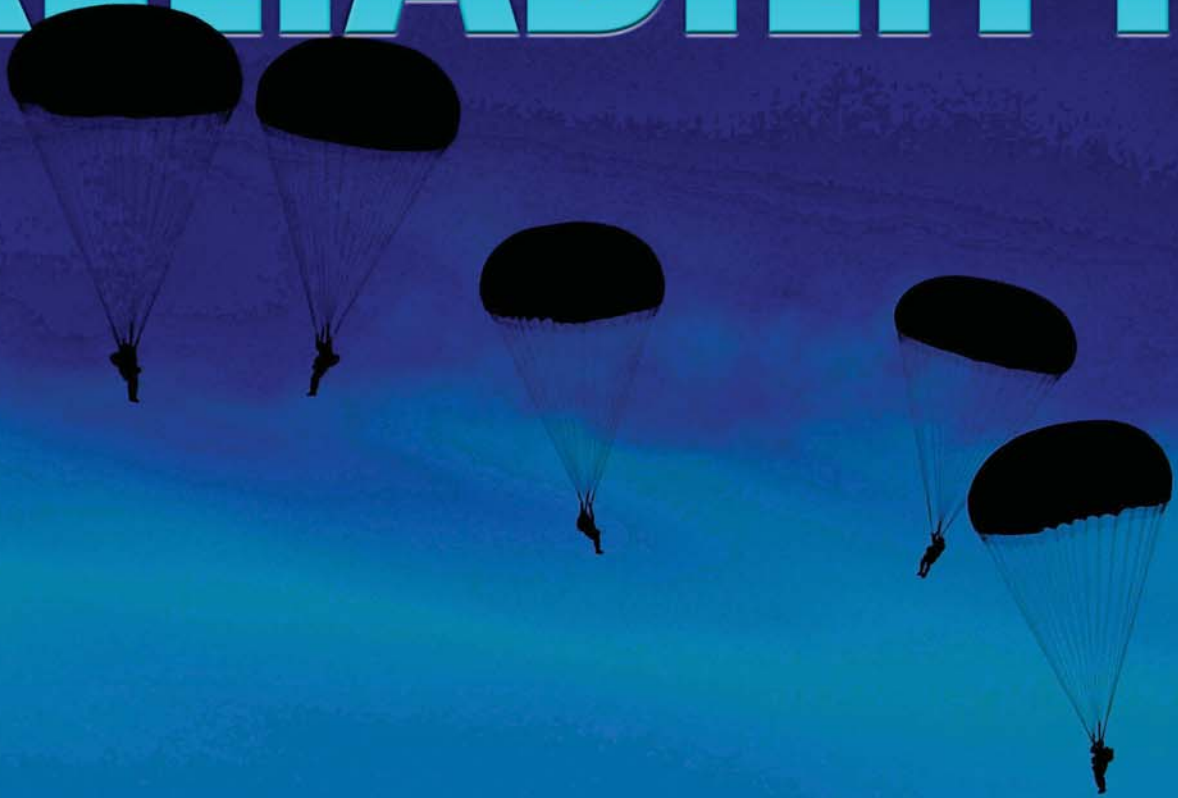
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Alex Goldberg (left) and Nelson Cruz (right), part of the leadership team at AMPG (Accurate Manufactured Products Group, Inc), have been part of a purposeful succession plan aimed at raising up the next generation of leaders at AMPG.

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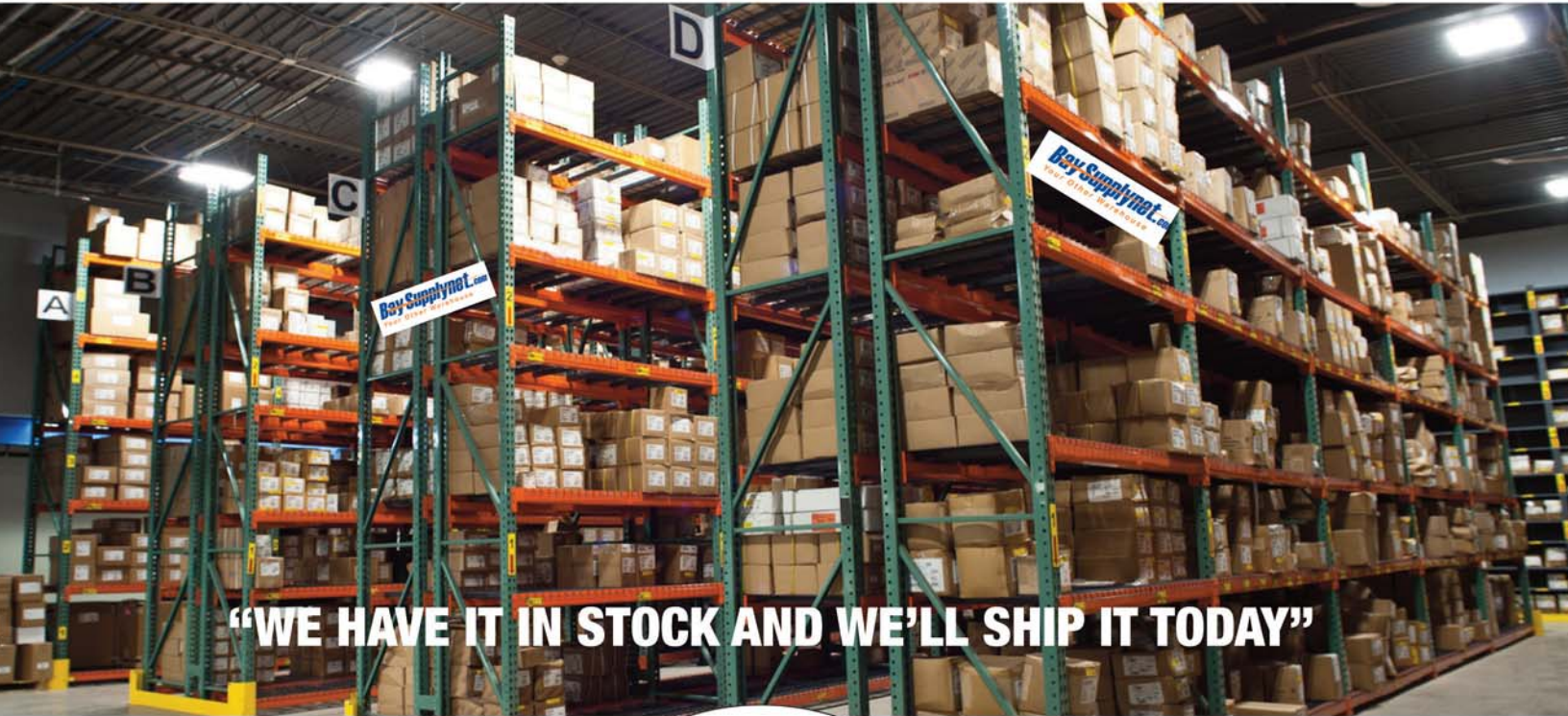
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DISTRIBUTOR NEWS

Field, a global distributor of fasteners and other small components, announced they've been chosen as one of FORTUNE'S 100 Best Workplaces in Manufacturing and Production. Field was chosen as a People's Pick: 15 Great Places to Work in Manufacturing & Production. The people focused Culture at Field is the foundation to the company's success and a key factor in team member satisfaction.

"The Culture at Field is built on shared values, a common mission, and passionate Team Members. I am truly honored that Field is being recognized as a People's Pick," states Field President, Jim Derry. "Our Team is what separates Field from our competitors and the results of the survey reaffirms the importance of our Culture within the organization. Our people love what they do and our customers, our suppliers, and our community can feel that love."

Field is a full service, technically oriented, global provider of inventory management and complete supply chain solutions for fasteners and other Class "C" items. They are the best in the industry at providing ongoing cost reduction through both technical support services and inventory management systems.

The Illinois based company was acquired by Dery Enterprises, Inc. in 1990. Since then, Field has averaged 20% annual growth each year and for the fourth consecutive year has been recognized by Inc. Magazine as one of the fastest growing private companies in America. Field serves over 1000 customers worldwide.

For more information, contact Field at 9883 North Alpine Road, Machesney Park, IL 61132. Tel: 815-637-9002, Fax: 815-637-7575 or visit them online at www.fieldfastener.com.

* * * * *

Lindstrom announces New Vice President of Sales. We are pleased to announce the appointment of Richard (Dick) Ripley to Vice President of Sales. Dick will be headquartered in our Elgin, Illinois office.

Dick has thirty seven years in the industry, leading sales teams at the executive level for over twenty years - his experience spans master distribution, fastener manufacturing and VMI distribution.

Dick will be a great addition to the Lindstrom team. His leadership and sales skills will support our growth plans and solidify our industry position.

Ramco Specialties, Inc. announces plans to build and move to a new 165,000+ sq.ft. facility in Hudson Industrial Business Park by the end of 2015. The new building will dramatically increase current production space and allow for future sales growth.

Founded in 1977, Ramco is a global supplier focusing on internally threaded fasteners and cold formed specials to the automotive and heavy truck industries. The company currently occupies three buildings in Hudson. Growth due to domestic manufacturing and newly developed engineered products is driving the need to move. The company states consolidating from three buildings to one will greatly improve efficiencies as the manufacturing operation expands and sales continue to grow.

"We have been at our current location since 1986 and have just reached our limit on Hudson Drive," President Rick Malson, said. "My father always prided himself on keeping the business in Hudson. Our family is excited to carry on this tradition and deepen our roots in the community as we grow."

Ramco Specialties, Inc. was founded by the late Dick Malson 38 years ago from the back of a machine shop. Today, Ramco is a manufacturer/distributor of fasteners with global sales in excess of \$80m - headquartered in Hudson, with locations in Italy and Sweden.

"We are excited to be bringing manufacturing jobs back to Northeast Ohio and committed to continuing our history of support in the community," Malson said.

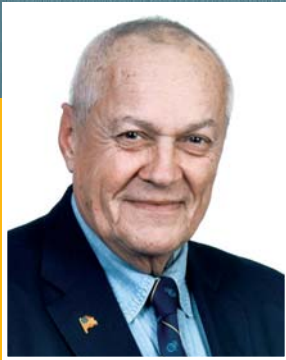
For more information, contact Ramco Specialties Inc. at 5369 Hudson Drive, Hudson, OH 44236. Tel: 330.653.5135, Fax: 330.655.2443 or visit them online at www.ramconut.com.

* * * * *

Dick replaces Mike French, who announced his retirement last year after a successful 42 year career in the fastener industry.

Lindstrom is the leading domestic supplier of fasteners to distributors - with the corporate headquarters located in Blaine, MN and sales/distribution centers in Minneapolis, MN, Greenville, SC, Chicago, IL, and New Windsor, NY.

For more information, Lindstrom can be contacted via phone at 763-780-4200, 1-800-328-2430 toll free, or by visiting their website at www.lindfastgrp.com.



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 or by email bblendulf@yahoo.com.

FASTENER TOLERANCES - JUST RIGHT OR TOO TIGHT?

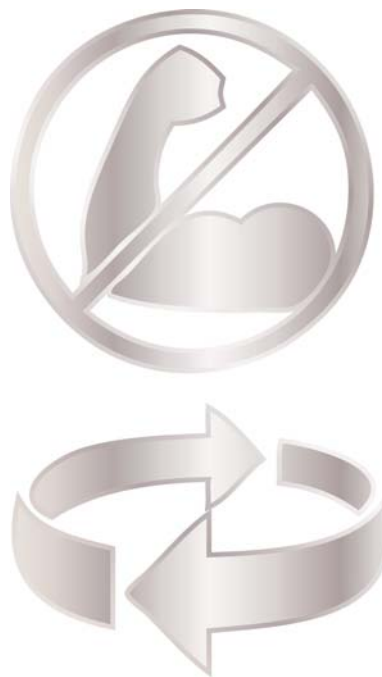
High strength fasteners are subjected to a very large number of demands both for dimensional accuracy and physical strength. These are specified in standards issued by various engineering societies, both domestic (ASME, ASTM, SAE, etc.) and international (ISO). Most of the time, the fastener standards are very well reflective of the practical needs of both end users and fastener manufacturers. Sometimes, however, it seems like we just want to write in as many choices as can possibly be considered by the various "players" in this field. One such example is the mind-boggling number of diameter/pitch combinations for inch fasteners. ISO 263 is listing no less than 316 (yes, I have counted) possible thread choices between the smallest (No. 0-80) to the 4" diameter which has as many as 6 various pitch combinations! If we then also take into account the 3 thread tolerance classes (1, 2 and 3) we must realize that this is a practical and commercial nightmare and pure nonsense.

The effectiveness of the thread tolerance classes was actually investigated in the 1940's by a professor Buckingham from MIT (I believe IFI initiated the study). He found that there were no practical differences in strength in fasteners with thread classes 1, 2 or 3. Of course,

thread class 3 required more expensive thread gauging and quality control due to much tighter tolerances. Class 3 is still "preferred" for aerospace fasteners and socket screws. But, just because the thread tolerances are much tighter does not necessarily mean that we are

gaining any corresponding strength advantages. Later studies by IFI and some independent research companies have also confirmed this. It would be great if our standards organizations could expand on this and conduct more up-to-date testing to actually prove or disprove the benefits of the tighter thread tolerances. Socket screw standards (inch) use 3A with no allowance between maximum condition and nominal size. The ISO (metric) version of socket screws use a 5g6g thread tolerance which actually have an allowance to aid in assembly. The

ASME B1M standard cut this down to the much tighter 4g6g where at least 90% of the tolerance is the same as 5g6g. As far as I know, there has been no test protocol to justify why we had to have a tighter tolerance than used in ISO. Personally and professionally, I believe the 6g thread tolerance should be used for ALL screw threads! Why make a threaded fastener more expensive if there are no performance benefits?





PRE-CI-SION

noun: the quality, condition, or fact of being exact and accurate



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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; email: joe@joedysart.com.

SECURING THE CLOUD: KEY CONTRACT PROVISIONS FOR FASTENER DISTRIBUTORS

While untold numbers of fastener distributors are saving money by moving to the cloud, IT experts say these companies need to ensure their cloud contracts include ironclad security protections – or they'll suffer an uncertain future.

"Look at the news on any given day," says Ron Zalkind, chief technology officer at CloudLock, a service provider that helps companies secure public cloud accounts like Google Apps and Sales Force. "You'll clearly see that the number of risks and data breaches is only accelerating."

Moreover, getting from 'uncertainty' to 'protected' can be more difficult than you might expect, given that many cloud services providers are reluctant to put their security assurances in writing.

"We continue to see frustration among cloud services users over the form and degree of transparency they are able to obtain from prospective and current service providers," says Alexa Bona, a managing vice president at Gartner (www.gartner.com), a market research group.

Not surprisingly, the cat-and-mouse game between user and cloud provider is taking a toll. Many fastener distributors are simply delaying a move to the cloud due to their concerns over security, according to a 2014 study released by Bitglass (www.bitglass.com), a cloud security firm.

Specifically, Bitglass researchers found that more than half of large-sized companies (52%) and approximately one-third of small to medium-sized companies (33%) cite security as their primary concern when it comes to cloud-based IT, according to Bitglass.

Plus, the percentage of companies concerned about cloud security is increasing, according to the Bitglass survey. While 25% of companies expressed security concerns in October 2011, the figure increased to 42% in July 2013, according to Bitglass researchers.

Even so, many organizations find the siren call of cloud IT hard to resist. "Sure, there are news reports about cloud breaches – but there are plenty of examples of large-scale, on-premise compromises as well," says Joshua Beeman, a university information security officer at University of Pennsylvania.

"The most popular cloud services dedicate hundreds of millions of dollars – and thousands of people – to the secure and robust delivery of their product," Beeman adds. "Many of us do not have the same luxury or dedicated resources."

Fortunately, federal governments are trying to assuage concerns for fastener distributors and others. EU regulators, for example, are aggressively pushing for more detailed cloud security agreements between providers and companies, and rolled out a set of guidelines in 2014 – they worked out with key global cloud service providers like IBM, SAP and Microsoft.

"A competitive digital single market needs high standards of data protection," says Viviane Reding, Vice President,

European Commission. The "new guidelines are a step in the right direction."

Similar efforts are underway at the U.S. National Institute of Standards and Technology. Essentially, the standards – which will apply to cloud service providers doing business with the federal government – are expected to serve as best practice cloud security contract templates for all of U.S. industry.



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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".

THE PITFALLS OF BACKGROUND CHECKS

Many years ago, fresh out of law school and burning with the idealism of the 1960's, I was quite ready to see anyone who might have come up with the short end of life's stick as a victim of the "system." I had done my summer internship time in a public defender's office and readily gave it my all for defendants who told my innocent ears that this time they "really were framed." This was unlike their other convictions and time served for which the person had dutifully paid his or her "dues." Frequently I later found that the evidence pointed to the fact that I was being conned by my client.

Nevertheless I recognized that everyone does have a right to a zealous defense and that, indeed, some people do get unfairly railroaded by a hostile establishment. Also, people do change and sometimes grow beyond their past mistakes and are indeed deserving of a second chance.

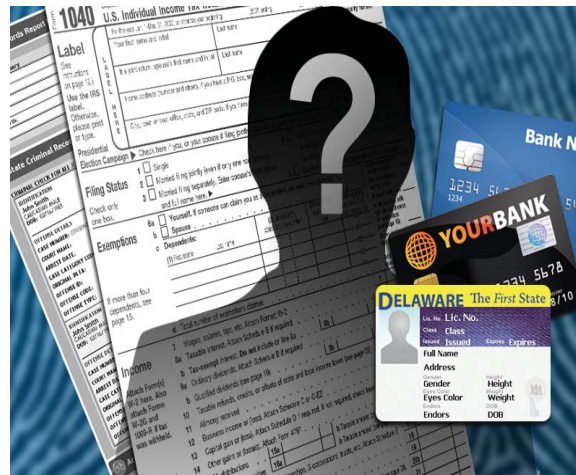
Thus it was, a number of years later, that as a fastener/hardware distributor I was receptive to a job applicant who had served his time for a felony and who asked me to give him a second chance in life by hiring him for a warehouse job. Even though he was a big scary guy I somehow thought my good intentions and nurturing

instincts would bring out the gentle soul in the fellow and he would become a pillar of the community. Unfortunately the big scary guy turned out to be just that. His menacing presence and threatening demeanor set many of my employees on edge with fear (especially the

women). They questioned what I was doing bringing this disruptive and frightening presence into their midst. When his bad behavior accelerated we brought his employment to an end, but not before he had impliedly threatened bodily harm to some of his coworkers who he suspected of tattling on his

violation of work rules.

Thus, there is the dilemma of the dual duty. As human beings we want to reach out to people who have made some errors and who really need a chance to start again. On the other hand, we need to provide a safe working environment for our employees and also need to protect the business' property - including cash, inventory and, of course, our customers. Where does the balance fall in checking out someone's background and then using the information of prior difficulties with the law to make employment decisions?





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Robert Footlik

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

DE-OPTIMIZING THE DISTRIBUTION CENTER

The textbooks are wrong! A Distribution Center (DC) should rarely be optimized for maximum efficiency and we can prove this together.

A Simple Example

Almost every week you or a member of your household goes to a local grocery Distribution Center. Regardless of the name on the building a grocery store is a DC and you are the order picker with a picking list to be filled. On entering this "warehouse" you have certain expectations based on previous experience but what happens if the store is "optimized?"

The first change would be that all the merchandise would be stocked randomly by movement. This means that the most popular items will be near the front or check out and the less common SKU's will be towards the back. To compensate for this your shopping list is scanned by the store and printed out according to location, along with "recommendations for additional items." You can then shop using an ideal path for minimum travel distance. The goods are placed randomly in your cart and distractions such as impulse items that are not on the recommended list can be easily avoided.

At some point you go to check out and roll the cart through a radio frequency identification portal that reads the cart contents and presents an electronic bill for your approval. Your order is then bagged randomly by a robot or store personnel...while other shoppers wait impatiently.

What's wrong with this scenario? It makes your

shopping fit someone else's context. From your perspective having all the product families and related items together provides additional choices and stimulates your memory of things omitted. Similarly walking through the entire store is good exercise and often there are opportunities (and samples) for learning about new products and promotions. Yes you are inclined to buy more and often this is good for both your health and the profitability of the DC. For many the



shopping experience is actually enjoyable, otherwise they would be using an online service.

RFID check out is great...if you trust the accuracy of the process. Time is saved, but it would be foolhardy at the present time to accept the total cost without reading a list of what was purchased. How often have you caught errors, misreads and items placed in

your cart accidentally by others? No one has any idea how much time and money would be saved or lost in this review and the subsequent corrections.

Letting others bag for you is definitely going to require more effort on your part. Every bagger is taught to place heavy items on the bottom, lighter and fragile merchandise on top, etc. while minimizing the number of bags. This means that when you get home everything has to be placed on the kitchen counter, resorted and then stocked in the refrigerator and cupboards. Most people take this for granted, but bagging the purchases yourself actually saves you time and effort.

Can you see the problems and opportunities?

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20 YEARS YOUNG

The next generation - AMPG founder's son, Alex Goldberg (left), 33 years old, 14 years experience and son in law Nelson Cruz (right), 30 years old, 5 years experience.

TWENTY YEARS OF DOING WHAT NO ONE ELSE WANTED TO DO AND PREPARING A NEW GENERATION TO KEEP ON DOING IT

In 2015, Accurate Manufactured Products Group, AMPG, is proud to celebrate twenty years of working with many people in the Fastener Industry. AMPG realizes creating a successful business takes dedication and hard work; however, it is collaboration with all of our customers and suppliers that has contributed to the growth of our business. We consider all of our customers to be business partners, and we want to thank everyone for working with us.

This article is our attempt to explain AMPG's beginning as an industrial product distributor, our evolution to becoming a precision fastener manufacturer, and our commitment to evolve in order to provide a solid foundation for the future.

THE BEGINNING

Matt Goldberg, AMPG Founder & CEO, spent his early days as a product manager becoming a market expert in industrial products and fasteners working for MSC Industrial Supply and Tower Fasteners. While at MSC, Matt recognized an opportunity to bring some items previously manufactured overseas to the USA by providing accessory type items for machine tools, measuring tools, and small volume fastener items.

Together with the Precision Tool Product Manager from MSC, he went into business developing a line of accessory items and small volume niche type fasteners. Ever innovative, they

developed an Optical Comparator and other measuring and machining accessories. In 1991, Matt's partner left to join Starrett, and Matt started to focus more on the fastener part of the business, partnering with Mr. Richard Jacobs, an experienced entrepreneur who ran a printing, catalog and marketing company in Indianapolis. With the help of Mr. Jacobs, the company continued to grow quickly.

EVOLUTION

After 17 years in the New York area, the addition of manufacturing equipment in 2003 forced a re-thinking of location. The NY area was not an affordable area for the amount of space needed, and skilled manufacturing people were not readily available.

A move to Indianapolis, Indiana offered a central location, reasonable real estate, and a great pool of skilled manufacturing individuals. In January 2004, AMPG made the move to the racing capital of the USA.

Since moving to Indianapolis, AMPG has invested in production capacity and now operates one of the largest Swiss Lathe shops in the United States dedicated to manufacturing industrial fasteners. With new production machines arriving monthly, AMPG currently has a yearly manufacturing capacity of 7,500,000 pieces across its network of 17 Star Swiss CNC Lathes, with 3 more being added in 2015 in addition to two large Hyundai turning centers, three milling centers, and one Omniturn gang lathe.

Electronic gaging and SPC collection is standard across the shop floor, as is a state-of-the-art software system that collects all manufacturing times and costs. Standardizing on Starrett USA made measuring instruments; we have five gaging stations throughout the manufacturing floor. Critical dimensions are noted on the shop orders, so all product lines are manufactured and measured consistently.

All manufacturing data is collected by a specially designed manufacturing system written by Computer Insights that interfaces in real time with their Business Edge ERP system that AMPG runs. Any time a product is touched, costs are collected in real time. AMPG has access to real time, fully loaded and actual costs on everything that they manufacture, package, purchase, and sell.

In addition, three 70 inch Monitors hang throughout the shop and customer service areas so everyone can see in real time what's happening on the shop floor. Manufacturing is truly a team effort at AMPG.

Since accurate information is the lifeblood of any business, and smart decisions can only



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be made if that information is available quickly, AMPG has developed accounting and management systems that allow us to close and review our books monthly within three days after the end of each month.



LONGEVITY

Today, AMPG is an independently owned family business. We have made many changes over the years, but our basic company philosophy concerning our customers remains intact. In fact, all of the customers when we started the business back in 1987 continue to be our most valuable customers.

We attribute this to one overriding factor – we still get up every day interested in what we do and excited to do more of it, faster and better. This positive attitude of genuine excitement is present throughout the organization, and management spends a lot of time ensuring employees share in this common vision.

A striking fact about AMPG is the youthfulness of staff. The average age of our manufacturing floor, administration staff and our next generation of management is 30.

It is not unusual that privately held companies sell their business because of the lack of succession. This is not the case with AMPG. We not only have a young and already experienced management team but also an employee base of the same age. Overall, 35% of our staff have been with us for ten years or more and are providing the solid foundation for the future. This combination ensures the smooth transition from first to second generation over the next 15 years.

AGAINST THE TIDE

AMPG's history is an entrepreneurial journey beginning as a distributor of machine tool accessories to becoming a precision manufacturer of specialized fasteners and mechanical components. The success and company growth is the result of a family of hardworking and dedicated employees.

As a family-owned and operated company, AMPG weathered the recessions of the early 1990's and 2000's, and the "Great Recession" of 2008-2009. Accurate was successful, re-establishing its growth curve, and currently

continues to fund major investments in adding new advanced production equipment allowing further innovation and efficiency, with the ultimate goal of providing better and quicker service to our customers.

Being independent allows us to disregard traditional financial manufacturing models, and invest our money where we think it makes the most sense. Not only do we have a large investment in the most up-to-date, advanced, CNC Swiss production lathes, but we have an incredible investment in our inventory.

With 20 years of managing the sales of hard-to-find products and manufacturing lower volume fasteners, we have developed unattended manufacturing cells to reduce costs and have established an inventory to support just-in-time deliveries.

Most publicly traded companies or private equity portfolio companies would never be allowed to invest so much money back into the business. Our inventory comprises over 25,000 SKU's, 24 million pieces with a sales value of over twelve million dollars. Inventory turns are not our most important metric.

Finish and appearance are as important to us as precision, and we have developed a product line and marketplace that values this. We believe that a well-manufactured part with superb surface finishes and great attention to detail is a worthy aspiration, and our staff spends a great deal of time refining this ideal.

To accomplish this, we buy only the most advanced, new CNC machinery to make our products, and our fasteners reflect that.

*We're proud to be an
American manufacturer.*

PHILOSOPHY & CUSTOMER COMMITMENT

Our philosophy is simple:

Provide unparalleled customer service, produce beautiful, precise parts, and keep inventory levels high to ship at a moment's notice

We offer custom manufacturing capabilities including design, product testing, and engineering services. We are represented by local and national distributors throughout the USA and internationally. We are committed to our customers and our products.

Our goal is to manufacture and stock ever expanding lines of slow moving but necessary industrial components, accessories, and fasteners, and we sell through the largest industrial and fastener distributors in the world.

Flexibility in delivery – we do not run by oldest first on our back order list. Instead, our largest customers tell us what is most important to them, and we run those first. We have many instances of running an item booked last week before a back order from three weeks ago. This is real customer service. A backorder from a major customer that is replenishing stock is not the same as a stock outage with customers demanding parts, no matter what order the business came in.

We would like to assure all of the people that we work with now and in the future that we will be interested in doing the best we can for you. Whether you need one of our thousands of unique off-the-shelf items, or we are quoting a special binding fastener or shoulder screw, you will get our very best. Everyone who works at AMPG is empowered to do the best he or she can for each and every customer.

COMMITMENT TO OUR MANAGEMENT TEAM

AMPG has a long-term contract with one of the top management and succession planning firms in the Midwest to help educate our second generation in all of the skills necessary to grow the company for success. Financial metrics, sales planning and execution, manufacturing technologies, employee long-term retention and satisfaction are all covered in this ten to fifteen year arrangement with Steve Cosgrove

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of Cosgrove Partners. Only by investing the time, energy, and knowledge into our young management team do we ensure the ultimate success of the company.

COMMITMENT TO OUR EMPLOYEES

AMPG firmly believes that nothing happens without the engagement and participation of all of our employees. To keep that enthusiasm bubbling, we make sure to have daily meetings where bookings, backlog, new items, and production goals are discussed. Our shop meetings are held each day at 5:55AM and our warehouse meetings at 6:30AM each day.

We are committed to making the workplace a healthier place and have programs running all the time for our employees – everything from twice-a-week personal training in our in-house gym where exercise is a scheduled and paid activity to healthy fruits and vegetables delivered each week. Group fitness classes happen after hours, and educational seminars on nutrition, health topics, and weight loss are coached. The company subsidizes healthy snacks in our vending machines.

We use the latest in technology to make every job as efficient as possible and afford all employees the opportunity to attend trade shows and continuing education classes.

COMMITMENT TO THE ENVIRONMENT

AMPG puts a lot of thought into minimizing the environmental impact of our operations. The two biggest considerations of our sustainability program are metal chips, a byproduct of our turning operations, and cutting fluids.

In 2008, we switched all of our cutting fluids to vegetable oil or water based. However, we found that we “lost” a tremendous amount of these fluids through our chips. In 2010, we purchased a manual centrifuge and put all of our chips through this machine to reclaim our cutting fluids. Even with this, we were purchasing at least 55 gallons of oil per week. As our number of production machines increased, we found that we could not keep up with the amount of chips that we created each day, and storing hundreds of drums full of chips became both a logistical and space problem.

In 2014, we installed a high volume, automatic chip processing machine that took what was once a dirty and dangerous job and made it into an easy and environmentally friendly activity. This unit automatically processes the chips into tiny pieces, spins them at high speeds until they are dry to the touch, and reclaims about 99% of the oil for reuse. The chips are then recycled.

INNOVATION & CREATIVITY

AMPG was awarded three patents in 2014.



PATENT 8,752,803



The Art Dart™ turns a regular push pin into a classic modern Standoff. It's quick and easy to install, and when you're done, there are no large holes left in your walls. A convenient and safe way to mount printed information in art galleries, museums, retail stores, office bulletin boards, anywhere that a label, a notice, a tag is desired, the Art Dart makes a contemporary architectural statement.

Z-Swivel™ Anchors

PATENT 8,136,801



Z-Swivel™ Anchor is your solution to adjusting extension springs while leaving them attached and in place without twisting.

FastMount Adapters™

PATENT 8,832,920



The FastMount Adapter™ delivers an easy way to mount Standoffs into drywall. It's a specialty component that turns a standard hollow wall anchor into a standoff mounting device. You can now mount a great looking standoff anywhere you can put a hollow wall anchor.

A DIVERSE PRODUCT LINE

AMPG constantly designs new product lines and adds hard-to-find sizes of existing items; we develop these with our own investment. We are constantly increasing the number of in-between lengths and diameters for the fasteners we manufacture. We run them for the shelf and ship from stock.

SPECIALTY FASTENER PRODUCTS THAT AMPG INVENTORIES INCH & METRIC SIZES AVAILABLE



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PRAIRIE BOLTS

- Flange head cap screws sold by "grip length" for tension joints in thinner materials
- Available in 18-8, 316 & 17-4PH Stainless Steel and Aluminum



SHOULDER SCREWS

- Knurled, smooth, hex, low-profile and ultra-low head
- Available in 18-8, 316, 416 & 17-4PH Stainless Steel, Titanium, Monel, Brass, Alloy Steel, Steel and Aluminum



SOCKET HEAD CAP SCREWS

- AMPG manufactures specialty socket cap screws such as 100° flat head & ultra-low head screws
- Available in 18-8, 316, & 17-4PH Stainless Steel, Titanium, Alloy Steel, and Aluminum



FLAT WASHERS

- All materials, from 1/8" to 3/2" thick
- Large ODs
- Type B Pattern in Steel Zinc & 18-8
- Shaft & Bearing Shim Washers in 18-8, 316, and Brass
- Domestic USS & SAE in 18-8 & 316



FENDER WASHERS

- 18-8, 316 & 17-4PH Stainless Steel, Brass, 4140 Alloy and Zinc-Plated Steel in extra-large and extra thick sizes.
- Stocked jumbo sizes: 1 3/8" to 4"
- Made in the USA



SPHERICAL WASHERS

Mating Male and Female

- AMPG manufactures a complete line of these adjusting washers in Steel and Stainless Steel



SQUARE WASHERS

- 18-8 Stainless Steel, Galvanized Steel, Case-Hard Steel and Black-Oxide Steel
- 2", 2 1/4", 3" and 4" diameters



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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 or visit www.BoltFailure.com.

HOW A FASTENER DISTRIBUTOR CAN HELP HIS CUSTOMER AND ADD TO THE ORDER

How often have you ordered something from a fast food chain and been asked if you want that 'super-sized'? The person at the deli counter or butcher asks "is it ok if it's a little over?" They are adding to their order line and the bottom line of the company. Do you practice this with your customers?

Many times we get caught up in the task at hand and forget to develop a dialogue and relationship with the customer. Asking questions could help the customer choose the correct product and any ancillary products as well. Even a faxed order can be followed up by calling and letting the customer know the order is being readied for shipping: is there anything else you need?

A while ago I made an outline of how to select a fastener based upon criteria of importance; from environments, materials, styles, coatings and installation methods. From that came an outline of fastener products for different applications. This can be of help to a person taking phone orders, point of sale or outside sales personnel. You do not need to be a complete expert or engineer, just know your product line and ask a few questions.

For example: Applications. Many times this will dictate the strength grade of the fastener or if they need structural fasteners. Knowing the environment, we can suggest many types of coatings offered on the same

products. It is easier to paint over plain or phosphate coatings than electrodeposited coatings. The newer organic finishes offer corrosion resistance as good as the thicker galvanized steel. Highly corrosive environments and those of extreme temperature will require the use of stainless steel fasteners, titanium or even silicon bronze.



There have been many arguments over the use of the terms 'bolt' and 'screw' that could mean something different to many people. Technically, a screw is used without a nut. A socket head cap screw is a prime example of being used into a tapped hole. Other types of screws will make their own hole; deck screws, wood screws, masonry screws, etc. Then there is the wide variety of head styles that need to be matched with the drive type. Many head styles have several drive types, from tamper proof, slotted, Phillips drive, etc. Does the customer need both slotted and Phillips cross drive? Perhaps a thread locking chemical can help keep small machine screws from loosening.

Head styles for bolts are much simpler; hex, square, T, dome head or carriage bolts. The important item to match is the proper nut with the bolt. Sometimes customers aren't aware of the matching grade availability. Do they need standard nuts or locking nuts; nylon collar or all steel nuts?

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2015 VEGAS FASTENER EXPO REPORTS ROBUST START WITH ADDED ATTRACTIONS

The 35th National Industrial Fastener & Mill Supply Expo scheduled for October 21-23, 2015 in Las Vegas, Nevada is reporting a strong start with exhibit space sales.

"We have sold over 63,500 net square feet of exhibit space to 450 companies from throughout the U.S. and eight other nations around the world including Canada,

new companies and welcomed back six companies which were not with us last year. We are also delighted with the continuing growth of the Machinery & Tooling World area, which we have increased 26% in size for 2015", adds Ms. Hurley.

"We are giving the Expo a new look and adding even more reasons for people to attend", states Jim Bannister, Expo General Partner. "In addition to the host of valuable educational, networking and training opportunities offered by the Pacific West Fastener Association, Fastener Training



SEASTROM - NIFMSE 2014



METRIC & MULTISTANDARD COMPONENTS - NIFMSE 2014



VIRGINIA FASTENERS - NIFMSE 2014

China, Germany, India, Italy, Mexico, Spain, and Taiwan", informs Susan Hurley, the Expo's General Manager. "Two thirds of our 2014 exhibiting companies have already renewed their space for this year, plus we have gained five

Institute, MANA, WIFI and other industry organizations, we will be having a special program being presented by the fast-growing Young Fastener Professionals group. The YFP session, 'How to Attract & Retain Millennial Employees in the Fastener Industry', will mainly focus on an analysis of the 18 to 34 year age group, however, information covering all age ranges will be available in a physical case study being conducted in the first half of 2015. We encourage the entire fastener community to participate in the survey", adds Jim. For more information about the YFP case study, email youngfastenerprofessionals@gmail.com.



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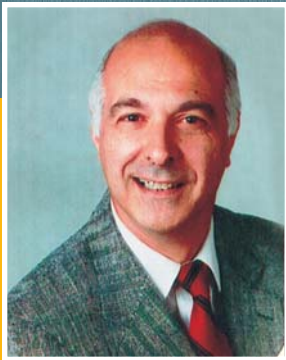
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Bart Basi

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.

PERSONAL GOODWILL AND THE FRANKLIN Z. ADELL CASE - AN UPDATE ON AN AWESOME CONCEPT

Introduction

To begin with, the phrase “personal goodwill” appears absolutely nowhere in the Internal Revenue Code, United States Code Annotated, or any state statute. Personal goodwill is a relatively new concept that not every legal or tax practitioner has heard of. It was given life in court cases over the past 20 years and is roughly defined as “the asset that generates cash profits of the enterprise that are attributed to the business generating characteristics of the individual, and may include any profits that would be lost if the individual were not present.” Quite simply, personal goodwill is the intangible value a person (usually the owner or CEO) brings to the company. It stands in contrast to traditional goodwill in that traditional goodwill is the value attributable to the company itself arising from intangible advantages such as location, customer quality, employees, etc... While this dichotomy may seem insignificant, personal goodwill is an important concept to legal and tax practitioners for three reasons.

Federal Tax Ramifications

When selling any corporation, the buyer is always interested in purchasing the assets of a company to gain

the advantage of lesser liability and the tax advantage of depreciating assets with a stepped up basis against income to reduce taxable income. While an asset sale gives rise to tax benefits to the buyer, the seller may suffer multiple tax detriments, especially in the case of selling assets of a C Corporation. With an almost certainty, in any sale, the seller will face 1) Taxes arising from ordinary income, 2) Taxes arising from depreciation recapture (also at the ordinary income tax rate), 3) Taxes arising from capital gains, and 4) in the case of a C Corporations, double taxation when the proceeds are distributed to the owners.



sale, ordinary goodwill does not present any problems. The sale of the goodwill gets taxed once, at the seller's level as a capital asset.

However, the problems begin when selling a C Corporation through an asset sale. Ordinary goodwill creates a tremendous tax burden that is not present in the sale of a flow through entity. During the sale, ordinary goodwill is taxed at the corporate level. Since C corporations do not get the benefit of the lower capital gains tax rates, the capital gain is taxed at the corporation's ordinary rate.

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HAVE YOU RESERVED YOUR SPACE? FASTENER TECH™ '15 EXHIBITORS SIGN UP by Nancy Rich

Have You Reserved Your Exhibit Space?

Many exhibitors have their space reserved for the largest fastener show in the Midwest on June 8th-10th. Fastener Tech '15 will feature an industry Trade Show, Golf Outing, Seminars and Social events.

Online registration is open. Link to this site and/or find more details on **Fastener Tech '15** at www.mwfa.net or www.fastenertech.com

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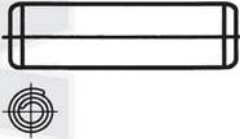
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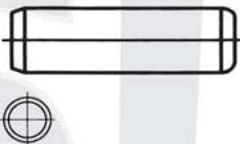
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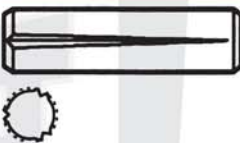
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DOWEL PINS



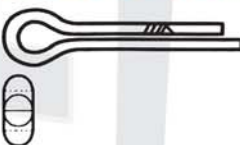
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

COTTER PINS



ASME B18.8.1	MS9245
MS24665	

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DISTRIBUTOR NEWS

Century Fasteners Corp.

has implemented a new Distributor Sales Division.

This highly trained team was assembled in response to the Aerospace industries demands for access to aerospace inventory, comprehensive documentation and prompt service.

Century Fasteners Corp. is an authorized stocking distributor for Cherry Aerospace (www.CherryAerospace.com).

Century Fasteners Corp. maintains a large inventory of high quality parts from the industry's leading manufacturers of Aerospace components. These products include Blind Bolts, Blind Rivets, Nut Plates, Inserts, Rivetless Nut Plates, Shear Pin Fasteners, Lockbolts, Collars and Instillation Tools.

Century Fasteners Corp. is a Master Distributor of fastener and non-fastener components to the military, aerospace, electronics, automotive, sheet metal fabrication, contract, telecommunications, medical and manufacturing industries.

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For more information, contact Century Fasteners Corp. toll-free: 1-800-221-0769, Tel: 718-446-5000, Fax: 718-426-8119, Email: sales@centuryfasteners.com or online www.centuryfasteners.com.



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KANEBRIDGE JOINS FASTENER SUPPLY CHAIN NETWORK™ BY COMPUTER INSIGHTS

Kanebridge's popular FasNet™ system will soon be integrated with the Fastener Supply Chain Network™ from Computer Insights, Inc.

With this new system, The Business Edge™ will now be tightly integrated with Kanebridge's web based ordering system. Users of The Business Edge™ can access FasNet™ directly from within The Business Edge™. This new system is called the Kanebridge Connection. Jim Kierstead, Information Technology Manager of Kanebridge Corporation, and Dennis E. Cowhey, President of Computer Insights, Inc. recently made a joint announcement of this exciting exclusive agreement. Jim said, "We have long been interested in streamlining the supply chain. This step continues a long relationship that our two companies have."



End To End Integration

Dennis Cowhey said, "This new system means that a client of The Business Edge™ can offer integration from the Customer's points of use all the way to the Purchase Orders to Kanebridge. The extensive Vendor Managed Inventory Systems offered by The Business Edge™, enable bar codes to be scanned at the Customer's bins. These can automatically create Orders for the Products in The Business Edge™.

Now, with the Kanebridge Connection™, those orders can flow seamlessly to Kanebridge without anyone ever keying them into a computer. It is almost effortless and it is 100% accurate."

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Distributors can search for Inventory, check availability, obtain certifications and drawings and place Purchase Orders. In the past, these capabilities were offered by FasNet™, but the process was a separate step. Now all of these processes are integrated into The Business Edge™.

INFORMATION IS READILY AVAILABLE WITH THE FASTENER SUPPLY CHAIN NETWORK FROM COMPUTER INSIGHTS.

The screenshot displays the 'PRODUCT INQUIRY EXPERT' window in The Business Edge software. It shows details for Kanebridge Part Number 12564CH80, a 1 1/4-7X4 Coarse Thread Hex Cap Grade 8 Zinc Yellow Made in USA. The interface includes sections for Availability, Price & Cost, Inventory, and Branch Stocking Information. A technical drawing of the hex cap screw is also visible.

Availability	Price & Cost	Inventory	Branch Stocking Information
On Hand: 5,000 EA 45.93 lbs	List Price: 3.00 M Price Level: None Average Cost: 1.00 M Replacement Cost: 1.00 M	Total Value: 5.00	Re-Order Point: 0 EA Max Qty to Stock: 0 EA Min Purchase Qty: 0 EA Packaging Qty: 200 EA Master Packaging Qty: 0 EA Bulk Packaging Qty: 0 EA Theoretical Weight: 0.009185000 lbs Buver

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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 2014

In this issue, we will briefly review all the fastener company acquisitions - a total of forty-one worldwide - completed during the 2014 calendar year. It is impossible to track every single fastener company transaction because many deals involving privately-owned companies are not publicly-disclosed. That said, we believe the following list is the most comprehensive and detailed you will find.

With forty-one deals being consummated last year, fastener industry deal-making activity was definitely the most feverish we have seen over the past seven years the time period Pinnacle has been assiduous in compiling this annual comprehensive deal list.

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



On January 6, 2014, **Tramec Sloan LLC** purchased **Crawford Machine Inc.** ("CMI"). Founded in 2001 and located in Galion, Ohio, CMI manufactures brass fittings and air brake hose assemblies for the North American heavy-duty truck and trailer market, along with various other general industrial markets. CMI products are sold directly to the largest tractor / trailer OEMs, through

the traditional tractor / trailer aftermarket and through industrial distributors and catalog houses. CMI employs a total of 135 people at its 144,000 square foot headquarters location. Based in Holland, Michigan, Tramec Sloan manufactures a diverse range of air brake and electrical components for the heavy-duty tractor and trailer market. Tramec Sloan is a wholly-owned subsidiary of Tramec LLC, which is a portfolio company of MacLean Investment Partners LLC, the private equity investment company of the Barry L. MacLean family. Other Tramec business units include: Tramec Continental-Aero LLC (nylon insert locknuts); Tramec Hill Fastener LLC (screws & bolts); Tramec HDSS LLC (heavy duty suspension components); and MacLean Crewson LLC (brake adjusters).

Purchase price: not available

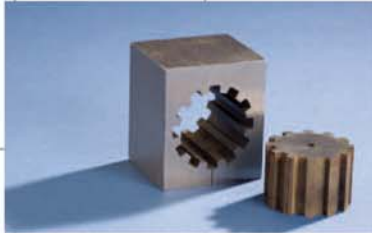


On February 3, 2014, **Jinhap Co. Limited** purchased **Semblex**

Corp. Founded in 1968 and located in Elmhurst, Illinois (a Chicago suburb), Semblex is a manufacturer of cold-headed, externally-threaded fasteners and made-to-print specialty components for the automotive, heavy truck, farm equipment and general industrial markets. Semblex, a privately-owned company, operates four separate manufacturing plants in the Elmhurst area and employs more than 200 people. Founded in 1978 and headquartered in Daejeon, South Korea, Jinhap is a manufacturer of cold-headed and machined fasteners for the automotive industry. A privately-owned company with more than 1,200 employees, Jinhap operates four manufacturing plants in South Korea and two plants in China (expanding to four during 2014). Jinhap generated net sales of \$270.7 million in calendar 2013. Like Semblex, Jinhap is a licensee of the following proprietary fastener product lines: Delta PT®; TAPTITE 2000®; TORX Plus® Drive System and MAThread®.

Purchase price: not available

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FEBRUARY 2015 FASTENER INDUSTRY TECHNOLOGY UPDATE

I. Standards Organizations Activities

[a] Standards Published Last Month

ASME B18.8.1 Inch clevis and cotter pins

ISO 13469:2014-06 Mechanical joining - Form-fit blind rivets and (lock) bolt joints - Specifications and qualification of testing procedures

ISO 16237:2014-11 Mechanical joining - Destructive testing of joints - Specimen dimensions and test procedure for cross-tension testing of single joints

ISO 10664:2014 Hexalobular internal drive feature for bolts and screws

ISO 8735:2014 Parallel pins with internal thread, of hardened steel and martensitic stainless steel

RCSC Specification 2014 www.boltcouncil.org

ASTM A490 Standard Specification for Structural Bolts, Alloy Steel, Heat Treated, 150 ksi Minimum Tensile Strength has been revised to A490-14a developed by Committee F16.02, ASTM BOS Volume 01.08.

ASTM A490M Standard Specification for High-Strength Steel Bolts, Classes 10.9 and 10.9.3, for Structural Steel Joints (Metric) has been revised to A490M-14a developed by Committee F16.02, ASTM BOS Volume 01.08.

ASTM F468 Standard Specification for Nonferrous Bolts, Hex Cap Screws, Socket Head Cap Screws, and Studs for General Use has been revised to F468-13 developed by Committee F16.04, ASTM BOS Volume 01.08.

ASTM A193/A193M Standard Specification for Alloy-Steel and Stainless Steel Bolting for High Temperature or High Pressure Service and Other Special Purpose Applications.

[b] Standards that have passed committee balloting and are in the publication process:

ASME B18.31.3 Threaded rod (inch)

ASTM F606/F606M Fastener Testing Standard (inch/metric combined)

ASTM F3125 Structural Bolt Standard, A new standard is in the works which is a compilation of inch and metric bolt standards including A325, A490, F1852, F2280, A449, A354, A325M, and A490M. This is an effort to make the requirements of these related bolt standards consistent.

[c] Standards in the revision process

ASME B18.2.1 Bolts and Cap Screws (inch series). Sept 2014, work has begun to add a missing Lg/Lb table for hex flange head screws and correct a few other minor issues. Completion is expected in 2015.

ASME B18.2.2 Non-locking Nuts (inch series). Sept 2014, work has begun to correct an error in the hex sizes of "Small Pattern Hex Machine Screw Nuts". Completion is expected in 2015.

ASME B18.2.6 Structural Fasteners (inch series). Sept 2014, work has begun to revise this standard to incorporate a critical table note currently covered by a Supplement and to make minor revisions to the DTI portion of the standard. Completion is expected in 2015.

ASME B18.2.6M Bolt for Structural Construction and High Pressure Applications (metric series). Sept 2014, work will begin to increase the size range from M36 through M100 and to make some minor revisions to the DTI portion of the standard. Completion is expected in 2015.



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FASTENER ADVISORY BOARD

DON NOWAK EMAIL dnowak@falconfastening.com

RON STANLEY EMAIL rons@empirebolt.com

THE FAB GROUP EXPANDS AND DIVERSIFIES

The Fastener Advisory Board (FAB), a 20 year industry best practices group has added a new member and broadened its member profile. In November of 2014 the group added Doug Ruggles – part owner of Martin Supply Company. Martin is headquartered in Florence, AL and has 16 branches throughout the surrounding 5 state area, including a \$15MM+ fastener division in Jackson, TN. The diversity that Doug brings to the group comes in the form of the \$125MM+ Industrial Distribution business he and his brothers, David and Gordon, own.

"I joined primarily because I wanted to learn more about the fastener side of distribution but found that there are a number of issues that cross directly over to the industrial side of the business as well" said Doug Ruggles of Martin Supply.

Doug's first meeting was in Phoenix, AZ where the group gathered for their winter meeting January 8-10. The group typically meets three times a year. Two of the meetings are held at member's facilities and one is held at a neutral site. Typically the winter meeting is heavily slated toward review of each of the member's year end summary and a higher focus on best practice ideas. However, this year's agenda was modified to allow more time to learn about Martin's Industrial, OEM Fastener, and other business sectors.


Chemistry between members is an important element of the FAB formula. "Doug slipped in to the conversation as if he'd been a member for 5 years already" stated Jim Ruetz of AIS (All Integrated Solutions). The winter meeting is the most social of the three meetings, "members often bring their spouses or significant others to the winter meeting" noted Ron Stanley of Empire Bolt.

Don Nowak of Falcon Fastening Systems, referenced as the "elder statesman" of the group and a founding

member commented, "It is good to get new blood into this organization, and with Martin's presence in ancillary markets outside of fasteners, we expect Doug Ruggles to share some fresh perspectives." Don notes his own pending retirement "in a few years" and added, "We need to be mindful of additional members for FAB, so that through time we can insure that the organization continues to add value and best practices to its members".

The group has also rearranged their site meeting schedule so that Martin Supply would be the first site visit in 2015. The FAB group will audit Martin Supply's Jackson TN fastener division and visit the headquarters in Alabama June 1-3. The host sets up the audit in the format they feel will best serve their needs. Often the host will provide an in depth tour of the facility(s) and select key managers or team members to be interviewed by the FAB Members. The site meeting day typically culminates with a breakdown of the group's findings which includes observations about the company or processes which are running well, areas that are of concern and suggestions for improvements. All remarks are held confidential and no team member comments are directly tied back to the FAB member being audited. Tim O'Keeffe of GL

Huyett pointed out "The first FAB site visit at GL Huyett helped me to take a hard look at both my management style and our processes, we are a much stronger company today as a result of that visit".

The group also reports monthly to each other on how they doing with revenue goals and projects or issues going on in their companies. "The monthly report forces me to evaluate our performance against goals, putting it down on paper helps me to focus in on issues" said Mark Shannon of Tower Fasteners. 



DOUG RUGGLES (RIGHT) WITH HIS BROTHERS, GORDON AND DAVID



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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 Lclaus@NNITraining.com. You can learn more about NNI at www.NNITraining.com.

WHY A "PRODUCT KNOWLEDGEABLE" SALES FORCE IS KEY TO A FASTENER DISTRIBUTOR'S SUCCESS

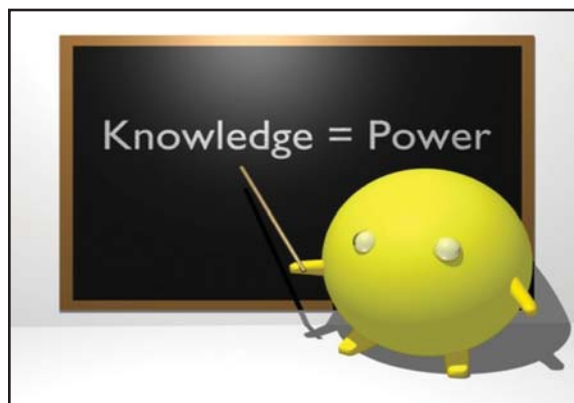
Almost ten years ago my wife, almost two year old son, and myself were driving out West to visit family at Christmas. We were several hours into our trip when I hit a patch of black ice, causing the car to spin out of control and roll over several times. Although none of us were seriously injured, the car was a complete loss.

After returning home and reaching a settlement with the insurance company, we began the process of replacing the car. We decided on purchasing a used, "family friendly", domestic CUV. I researched this on the internet and prioritized about a half dozen possibilities at dealers near our home.

The first dealer we visited was at the top of our list because they represented the brand of automobile we were looking at and had several choices of the vehicle we were interested in available. Shortly after arriving at the dealer a young salesman sidled up and asked if he could help us. I explained that we were in the market for a used car and were interested in a couple of specific vehicles that I had seen were available on their website. We quickly located one of the cars on my list and he convinced us to take it for a test drive. Although I would have preferred to locate all of the vehicles I had come to look at and review each on its own merits before going any further, he was insistent that we test drive this one. So the three of us bundled into the car and started off around the block. Capitalizing on this opportunity I attempted to find out a little about the car. It didn't take long to realize that he knew nothing about this particular vehicle or, for that matter, much about the model in general.

The test drive revealed this car had several things wrong including an engine in need of repair. When we returned I

requested that we look at one of the others on my list. This, too, the salesman was not that helpful with, but we eventually found it and took it around the block. When we returned we expressed that we would be interested in the second car if we could make the right deal. What followed were a series of "meetings" with aggressive sales managers, who seemed no more knowledgeable about the car we wanted to buy than the young salesman, but seemed progressively anxious to sell us anything. Needless to say, my wife and I were thoroughly unimpressed and departed to go look at another dealer on my list.



Our experience at the second dealer was a night and day contrast. Although the car we went to view was not of the dealership's brand, the saleswoman who we worked with gave us a complete description of the car's history and how it came to be on the

dealer's lot. Even more remarkable to me, though, was her ability to answer just about all the vehicle related questions I had even though this model and brand of automobile were not commonly represented by this dealership. We ended up purchasing the automobile, and although a very good deal on its own merit, I believe we ultimately made THIS purchase because of the knowledge, confidence, and demeanor of this saleswoman.

This is not a unique story, but a poignant one that clearly illustrates the power of a knowledgeable salesforce. Sales men and women that can discern what the customer needs to know and provide a knowledgeable answer or description of how their product can provide the solution are a huge asset and significant contributor to the success of their organization.



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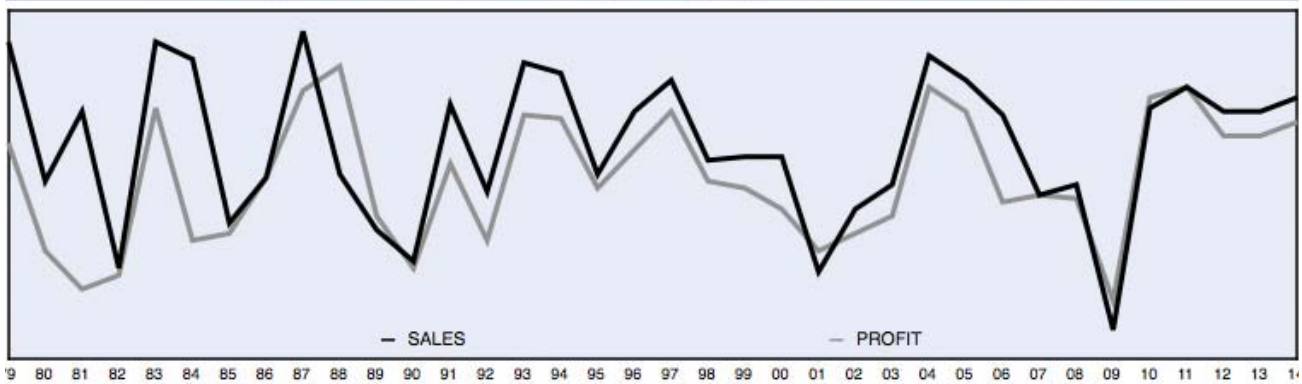
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by **JASON SANDEFUR** CONTRIBUTING EDITOR
news@globalfastenernews.com

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END OF 2014 FIN SURVEY: SOLID RETURNS FOR FASTENER COMPANIES

Percentage of Fastener Firms Reporting Higher Sales & Profit, 1979-2014



For the fourth year in a row a majority of fastener companies participating in the End of 2014 FIN Survey reported solid results, with widespread sales and profits gains and mostly moderate costs increases.

Just under seven in ten businesses reported "moderate" to "strong" sales growth in 2014.

About 64% of fastener manufacturers, importers, distributors and platers reported increased profits.

The End of 2014 FIN Survey found costs edged up modestly. And 55% of businesses reported a "moderate" to "strong" increase in capital expenditures during 2014.

Much of the same is expected this year, with a solid majority of FIN Survey participants forecasting higher sales and profits amid moderate cost increases for 2015.

Manufacturers

A strong majority of fastener manufacturers reported steel prices were flat over the past six months, while finished goods and raw material inventories as 2015 began were largely up from a year before.

Fastener manufacturers reported operating at a

range from 40% of capacity to 98% in 2014, with an average of 70.5%.

Distributors

Distributors reported fasteners were predominately available in 2014, with 62% of distributors claiming no problems obtaining fasteners, down from 82% claiming no difficulty the previous year.

About 39% reported moderate to significant difficulty obtaining certain fasteners in 2014.

For the second straight year, distributor gross margins improved. Gross margins reported by distributor respondents ranged from 12% to 60%.

Fastener Prices

The majority of fastener businesses successfully raised prices in 2014. Price increases ranged from 1% to 20%, with an average increase of 4.75%.

For 2015, 56% of businesses forecast price gains — up two percentage points from last year — while 21% anticipate no price changes this year and nearly two in ten fastener companies are "unsure."

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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.

2014 WAS THE YEAR FOR BLIND RIVETS

The year 2014 was an important and active year for blind rivets. I received an increase of blind rivet questions and applications. There was an increase in the use of blind rivets and I saw an increase volume of blind rivets usages and sales of 8%. The sales activity was high in sales, usages and innovations.

Closed-End Blind Rivets

The application of sealant to blind rivets increased the blind rivet usages in liquid and gas applications. The closed-end blind rivet with the application of sealant increased the use of closed-end blind rivets in water and gas tight applications.

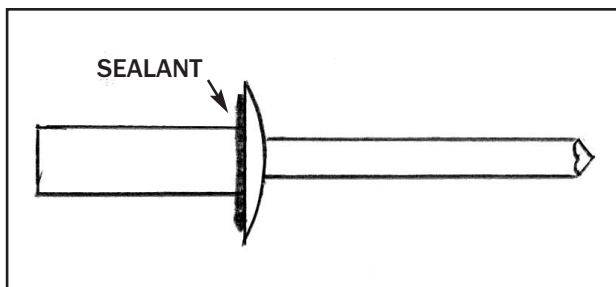


FIGURE 1

The closed-end blind rivet is water and gas tight through the center of the rivet body because the rivet body is closed on the upset side. Sealant applied to the barrel side of the flange now makes the holes that the closed-end blind rivet is set in water and gas tight because the sealant seals the holes in the work piece when the closed-nut blind rivet is set.

Closed-end blind rivets with sealant have

successfully solved water leaks on truck roofs and sides when lights and other objects are riveted to truck bodies. These closed-end blind rivets with sealant are being used in canoes and other water recreational floating objects. Other applications are storm doors and windows. Gas is applied between the two panes of glass and the closed-end blind rivet with sealant has solved all gas leaking problems.

The sealant is available in different degrees of hardness and the proper hardness for your blind rivet application is very easy to determine.

Household appliances such as dish washers and laundry washing machines now use closed-end blind rivets with sealant.

Threaded Inserts

Threaded inserts have also advanced in design and use.

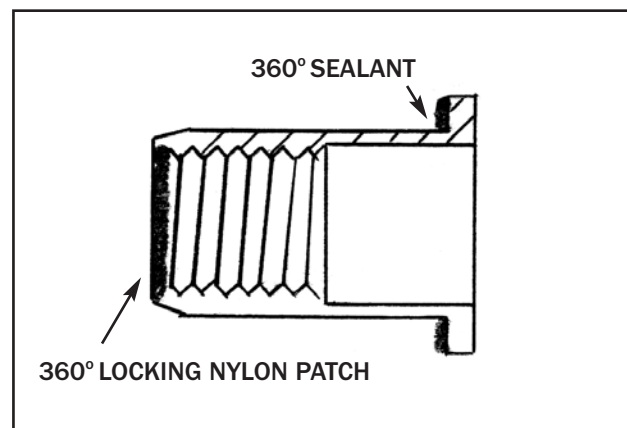


FIGURE 2

DISTRIBUTOR NEWS

Cable Tie Express a leading supplier of cable ties and associated wire management items, recently announced the winners of their 2014 Sales Agent Sales Contest. Capturing top honors was Atlas Industry Marketing with Alan Lindahl heading the Agency. Atlas Industry Marketing currently covers Texas, Oklahoma, Louisiana and Arkansas.

Char Cooper, President of Cable Tie Express, commented when presenting this award recently, "The professionalism and dedication of Alan Lindahl has been consistent throughout the years and we truly recognize his excellent performance in the field. The strong, loyal, and growing relationships he develops with both his customers and principals are certainly to be commended. We are honored to be represented by Alan in the fastener industry."

The second place award went to All American Systems, Inc., an agency located in Naperville, IL, and covering Illinois, Wisconsin, Minnesota, Iowa, and Nebraska. Steve Urhausen, Mike Felty, Andrew Urhausen, and Laura Nash make up the All American Systems team. Rick Dexter and Doug Brown of Dexter and Associates who cover Ohio, Kentucky, and Western Pennsylvania, rounded out the podium with a third place award for the annual contest.




Cable Tie Express is also pleased to welcome Matt Lawrence as an Inside Sales Administrator.

Matt, a graduate of Indiana University and member of the Kappa Sigma Fraternity, majored in Kinesiology. As an avid golfer and sports-fanatic, Matt now also focuses his energies on developing and strengthening strong customer relationships.

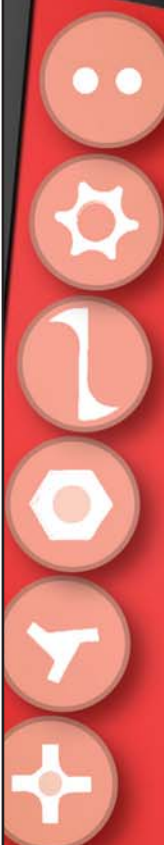
Cable Tie Express President, Char Cooper, recently commented, "In his few months as part of the Cable Tie Express team, Matt has become a solid player in living the commitment to our brand "tying service to quality". With a smile that beams across the phone, Matt reflects an eagerness and determination to service every customer down to the smallest detail. We're proud to have Matt in this front line position in working with our customers."





For further information, contact Cable Tie Express, Inc., 15470 Endeavor Drive, Noblesville, IN 46060. Tel: 1-888-603-1233, Fax: 1-800-395-1233, Email: sales@cabletieexpress.com or visit us online at www.cabletieexpress.com.



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Jim Ruetz

Jim Ruetz is the Chief Executive Officer of AIS-All Integrated Solutions. He lives in Oak Creek, Wisconsin with his wife of 30 years. Jim was born with a cleft palate and understood first-hand the challenges of growing up with a disability. When he heard about CURE DUCHENNE, he decided to take care of two dreams... riding his motorcycle across the world and helping kids - which has always been important to him. "I encourage you to join me in my journey by helping to raise awareness and funds for CURE DUCHENNE," said Ruetz. For more information or to contribute see www.CureDuchenne.org.

THE RIDE FOR CURE DUCHENNE

Every other year, I plan and do a long-distance charity motorcycle ride. This year, I will again be riding for CURE DUCHENNE – Muscular Dystrophy. DUCHENNE is a form of muscular dystrophy that hits young boys- most boys are diagnosed by the time they are 3 years old and few make it to adult hood. CURE DUCHENNE is focused on finding a cure for the disease and has made great strides over the past few years.

The last two charity rides were in 2011 and 2013 from Wisconsin to Alaska (2011) and Wisconsin to Key West (2013). Between the two rides, I raised over \$19,000 for CURE DUCHENNE. This coming summer's ride will be the "Principalities of Europe Ride", I will be flying out of Chicago (ORD) on or about the 12th of June to Amsterdam then flying back from Rome (FCO) on or about June 30th.

I will start in Amsterdam and ride to the principalities of Luxembourg, Liechtenstein, Andorra, Monaco, San Marino, and Vatican City, covering a total of 14 countries on the trip. 100% of the money's raised will go directly to CURE DUCHENNE via their website. I cover all of my own costs for the trip and I pay for the printing of tee shirts with the trip logo and CURE DUCHENNE info on them- these shirts are given to all the contributors. I also blog my trips to over 500 people worldwide that have supported my previous CURE DUCHENNE fund raisers.

I will be shipping my bike (2014 BMW K1600 GTL) motorcycle from Wisconsin to Amsterdam and then from Rome back to Wisconsin. The response from the fastener

industry supporting the past rides has been outstanding, fastener and Industrial distributors, manufacturers, importers, and many individuals in the industry have stepped up and supported the last two charity rides. Donations mostly come from the US and Canada, and some from Europe and Asia as well. It shows just how much our industry cares.



For more information or to contribute see www.CureDuchenne.org.

Besides donors – we are looking for a few sponsors that would like to have their logos on the T-Shirts. If you are interested in becoming a sponsor please contact Drew Hoyer at drew@CureDuchenne.org.

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1	n/a	n/a	0.0200
20 UNF 2B	15	Min.	Max.
15 turns	4	n/a	0.1
4 turns	1	Min.	Max.
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WOMEN IN THE FASTENER INDUSTRY ELECT NEW LEADERSHIP by Pam Berry, WIFI Chair

Cris Young of Hudson Fasteners 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. The group also appointed Pam Berry of Advance Components as Chair of the WIFI Board and chair of the communications committee.

"We have some exciting plans this year," said Young. "We are developing new benefits for our members and continue to be a vibrant presence at industry events. WIFI is so proud to serve the interests of women in our field."

WIFI board members returning for 2015 include Joanne Bialas of International Fasteners, who chairs the scholarship committee;


Nancy Rich of MWFA and SEFA Associations, membership committee chair; Suzy Cravens of

Advance Components, events committee chair; Sara Vasicek of Aztech Locknut Company, mentoring committee co-chair; and Mary Lou Aderman, of The Aderman Company, mentoring committee co-chair.

Rosa Hearn of Brighton Best joins the board where she will co-chair the membership committee and will be the WIFI delegate at the Fastener Training Institute.

A WIFI board member will be in attendance at fastener industry events year round including PAC-West, SEFA, NFDA and Fastener Tech '15. 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 always welcomes new members.

For membership, scholarships, and events information, visit the WIFI website at www.fastenerwomen.com. 



WOMEN OF THE FASTENER INDUSTRY: (TOP TO BOTTOM) CRIS YOUNG, JOANNE BIALAS, MARY LOU ADERMAN, NANCY RICH, PAM BERRY, ROSA HEARNS, SARA VASICEK & SUZY CRAVENS



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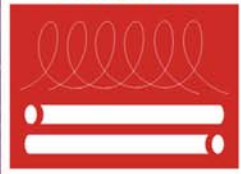
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22 YEARS OF SUCCESS FOR INNOVATIVE COMPONENTS

As they celebrate 22 years of success, Innovative Components, Inc. heads down an exciting path of continuous growth. The company manufactures high quality, competitively priced plastic clamping knobs, quick release pins, wire lanyards and custom molded parts.




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They operate a domestic manufacturing facility at their headquarters in Schaumburg, IL and a 100% wholly owned and operated factory in Costa Rica. Innovative Components consistently satisfies customers seeking a high quality domestic manufacturer or the economic benefits of a dependable off-shore manufacturer. Alternatively, customers may choose a blended supply to get the best of both worlds. Both factories are ISO90001-2008 certified.

2014 was another strong year for Innovative, as they broke their all-time annual sales record for the fifth consecutive year. To what does the company attribute their progress? Those at Innovative know it is due to a multi-tiered approach with expansion in every aspect of the business. Internally, the company has emphasized lean initiatives by training the entire team to work together to cut out waste and promote efficiency in all processes. Each department examined every job, task, and procedure to evaluate what was necessary and what could be eliminated. The team was energized by the accountability and responsibility, especially once they saw the impact on their share in the newly instituted profit sharing plan.

With the lean initiatives taking shape, management tackled the next steps for success by planning for consistent growth and preparing for a vast capacity upgrade. In 2014,

Innovative Components purchased five new injection molding presses, eliminated all presses no longer operating at peak efficiency, and underwent an extensive refurbishment program to improve all existing molds. Innovative completed all of the work in-house with their own expert team of mechanical engineers and toolmakers. "The skill level of the people we currently have on board far exceeds what this company has seen in its 22 year history," said Luis Quesada, Engineering Manager. Next, Innovative launched a substantial overhaul of the Costa Rican tooling division. Long gone are the days of relying on Asian sources for low cost production molds. ICI has built a state-of-the-art tooling manufacturing facility, fully equipped with CNC screw machines, Swiss screw machines, vertical machining centers, EDMs, mills, lathes, surface grinders, acid texturing stations, and heat treating ovens. Possessing both the equipment and the skill to design and construct molds from start to finish gives Innovative Components an advantage over their competition; the company is now able to manufacture molds for high quality knobs, handles, and custom molded products at prices competitive with China, without the long lead times, risk, or hassle. The technical expertise of their tooling division also allows Innovative to offer secondaries and assemblies for the fastener industry.

The company's growth of 2014 was fueled in large part by the introduction of two new product lines, including Press-On-Thumbscrews and Nylon Tipped Fasteners. The Press-On-Thumbscrews are comprised of more than ten new knob styles, including knurled, rosette, and T-knobs. These efficient knobs can be pressed onto a socket head cap screw to create an instant thumbscrew. This unique design fastens the cap screw to the knob for a secure fit without the need for glue or adhesive. Innovative Components stocks these economical, versatile knobs starting at sizes #4, up through 3/8", including their metric equivalents. This allows the company to provide customers with many hard-to-find knob configurations without the hassle of long lead times. In addition, Innovative now stocks non-marring nylon tipped set screws starting with #6, up through a 1/2" sizes. If you do not require a set screw, Innovative can also add a nylon tip to the fastener of your choice. 



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WASHERS - WHAT ARE THEY GOOD FOR?

The First In A Series Of Articles On Washers

When we think of threaded fasteners, screws, nuts and bolts come readily to mind. Washers are somewhat of a forgotten second-class accessory. Although washers are not threaded fasteners, they are critical components of many fastened joints, and some of our most important bolted joints would simply not function without the help of a washer.

In this series of articles we will look at some of the most common washer types as well as some of the more mysterious washer applications. We will discuss what they do and how they do it, and identify the specifications and standards covering washers. If you have an IFI Inch Standards Book, or a compilation of ISO or DIN metric standards, get it out and refer to it as you read these articles.

This first article in our series highlights two of the most common, but important washers on the market, the inch-sized steel flat washers commonly called USS and SAE flat washers. Before going there let's take a moment to explore what washers of all kinds are good for.

An Overview Of The Most Important Functions That Washers Perform

They spread the load of the joint over a larger area. This is especially important in non-rigid joints and in fastened materials made of soft or thin materials. In order to do this effectively the washer must be of sufficient thickness and hardness to transfer the load across the entire area of the washer, otherwise the load simply passes through the washer as if it were not even there.

They help provide a consistent torque-tension relationship. Even though torque control is the tightening strategy used for most bolted joints, a specific tension is the goal. Most of the energy applied in tightening the fastener goes into overcoming friction. About half of that friction is in the surface between the turned fastener (bolt head or nut) and the surface of the assembled component. A hardened washer will help to reduce and control this friction so that a more predictable tension will be developed for a given amount of torque. Conical washers and some

very special proprietary washer designs use controlled deflection to effect tension control.

They improve the appearance of the assembly.

Some washers have the specific purpose of improving appearance, and for others it is just the nice by product of using a washer.

They prevent the joint from coming loose.

Washers that help prevent loosening are generically called Lock Washers. There are many different types. Some work well and some do not. For the most part they perform as advertised when used properly and within their limits.

They act as spacers to accommodate longer bolt lengths. This may not be the most efficient way to take up space in the bolted joint, but it is effective and common. Long bolts stay tight better than short bolts.

They insulate or isolate dissimilar metals in the assembly. Dissimilar metals in contact with each other are a major source for electrolytic corrosion. Separating them with a washer that is friendly to both materials can prevent this corrosion.

They protect the surface of the assembled components from damage during tightening. This is especially important with soft materials such as aluminum or plastic and materials with painted surfaces.

They function as a seal or a gasket. A soft copper washer can seal an oil drain plug. A metal washer with rubber bonded to it can seal out rain in metal building assembly.

They provide positive electrical conductivity or grounding in electrical and electronic assemblies. This is one of the main functions of toothed lock washers.

They can give an indication that the fastener is properly tightened or that it has come loose. This function can be the sole purpose of some very special "washers", or a side benefit of some very ordinary washers.

They provide a very application specific function. Washers such as torque washers, spherical washers, tab washers and clipped washers have features that are unique to their purpose.

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TRANSFIX - BRINGING NEW EFFICIENCIES TO THE TRUCKING INDUSTRY by Laurence Claus

Conducting business today can be challenging. The typical fastener distributor regularly finds himself squeezed by the pressures of today's business climate to find better and new ways to reduce costs and increase services. In short, fastener distributors are being asked to increase their value proposition so they can service the customer better than the competition and still earn a reasonable profit margin. Unfortunately, most of the low hanging fruit has been picked, so that the distributors who wish to remain competitive must be proactive and seek out novel and better ways of doing things.

Although there are many areas in a distribution business that could probably warrant investigation and improvement, one of the areas ripe for such improvement is the logistics or shipping of the product, and for the purposes of this discussion, specifically with interstate trucking. In the United States there are over 300,000 trucking companies. Most of these companies operate fewer than 10 trucks, are small family-owned entities, and do a pretty good job servicing a defined region.

The problem that emerges is that these trucking companies often end up at locales outside or at the edge of their regional comfort zone with no return load. This can result in one of several outcomes. First, they must return to their home base empty. Naturally, this is a costly proposition to the trucking company, but also to society at large because it adds to wasteful consumption of fossil fuels and added pollution. Secondly, they must make a partially empty move to the site of their next load. This is not as untenable as the previous option but still

could account for significant time lost to the driver since this cuts into their federally regulated daily road time allotment and adds unrecoverable costs related to fuel and wear-and-tear on their equipment. Figure 1 illustrates examples of the distances that trucking companies must ride empty using the traditional methods of procuring the next load while Figure 2 shows the savings when employing Transfix's technology. Lastly, the trucking company or driver engages the services of a broker to pair them with their next load. Although this will normally ultimately prove successful, it can be very time and resource consuming, and usually doesn't result in a perfect match, so that the driver still has a less than optimal "empty" drive to the next load. This system is also, all too often, characterized with bait-and-switch tactics, where the driver is promised a certain set of conditions only to find a different reality when he arrives at the pick-up site. By this time the sunk costs may be perceived as too great for him to decline the job.

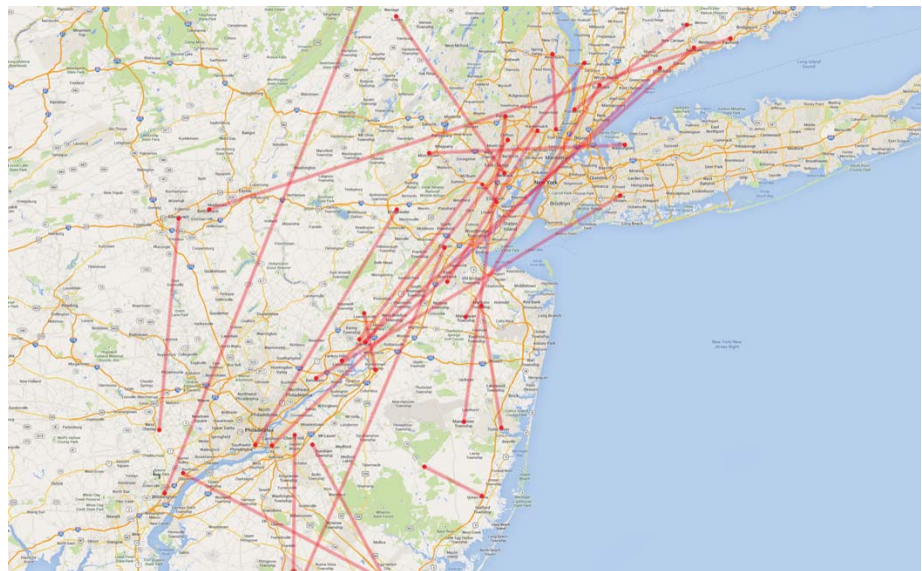
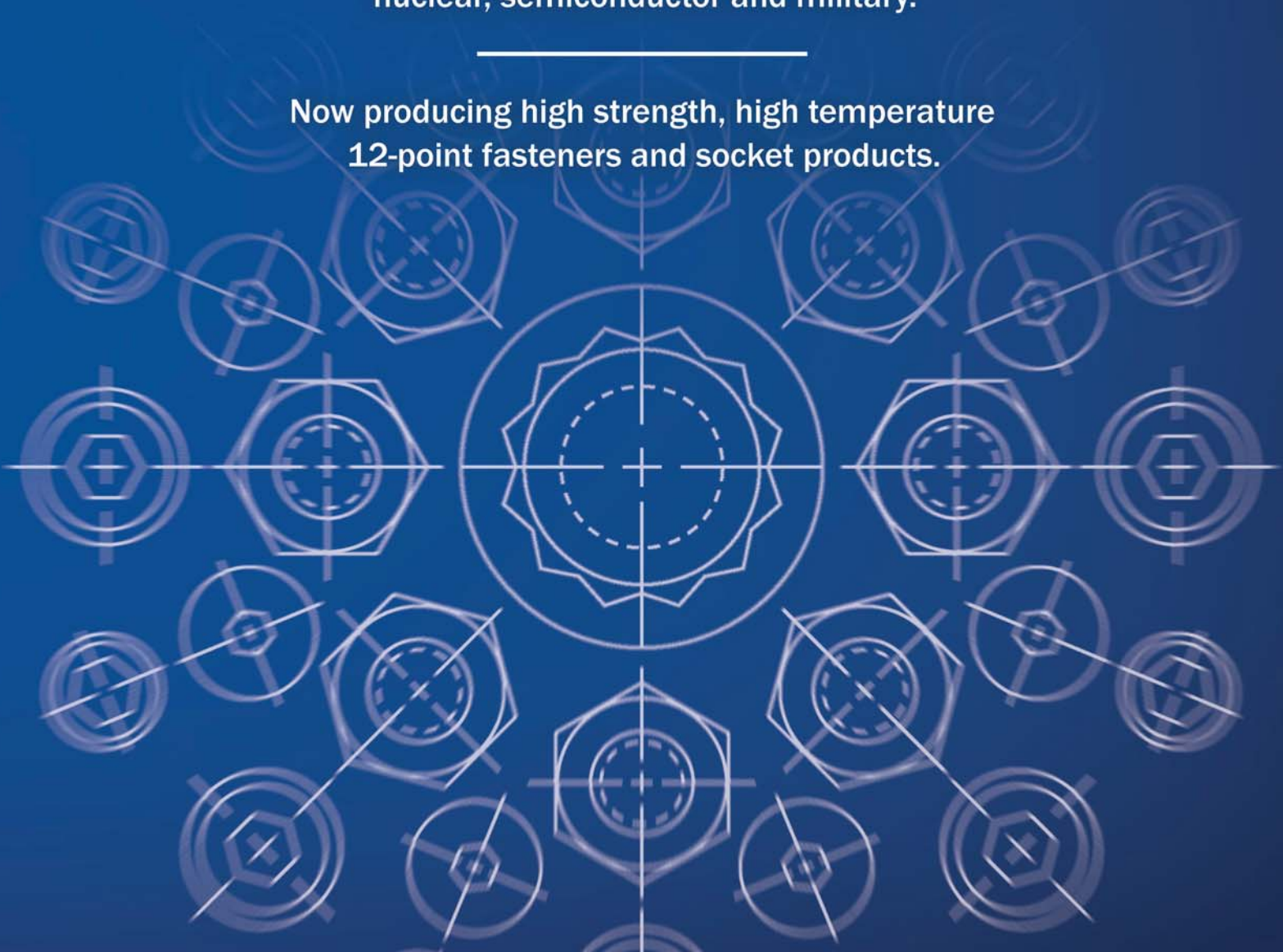


FIGURE 1:
RED LINES SHOWING EMPTY DISTANCE DRIVEN TO THE NEXT LOAD BY DRIVERS WITHOUT TRANSFIX

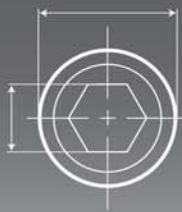
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OBITUARIES



Remembering Lawrence Stefan

Lawrence J. "Larry" Stefan died February 6, 2015, in Illinois. He was the founder and owner of Bradley Coatings of St. Charles, IL. Larry was a great man who was truly loved by all of his employees. His stories, his presence and his laughter will be missed by all of us.

Survivors include wife Judith; daughter Rhonda Rocca; sons Bruce Stefan and Bradley Stefan; five grandchildren and one great grandchild.

Messages to the family may be sent c/o Bradley Group, 410 S. 38th Ave., St. Charles, IL 60174.

* * *

Remembering Ruth Ringel Mintz

Ruth Ringel Mintz, 100, died January 27, 2015. With her husband, Isadore (Izzy) Mintz, daughter Mildred Werner and son-in-law Ed Werner, the four founded E Z Sockets in 1978. She retired from E Z Sockets at age 99.

She was preceded in death by her husband in 1991.

Survivors include three daughters, Carla Roberts, Beth Mintz and Mildred Werner; and four grandchildren.

Messages to the family may be sent to: Mildred Werner, E Z Sockets, 5 Cornell Pkwy., Springfield, NJ 07081.

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BOB SLASS AND THE "GARAGE ENTREPRENEURS"

by Joe Cappello

(Excerpt from the upcoming book on Robert Slass, Founder of Rotor Clip Company, a successful US manufacturer of retaining rings)

Robert Slass started Rotor Clip Company in 1957 in a small, 2000 square foot facility in Farmingdale, New York.

"It was like a large living room," he would say with a smile, as he spoke of those days.

He would buy used equipment and refurbish it.

He would buy broken stamping presses and make one good one, using parts from the other machines.

He experimented with ways to produce retaining rings from a strip of steel with as little waste as possible, which significantly reduced costs to the customer.

Today, the company he founded occupies over 238,000 square feet in Somerset, New Jersey, and

services a variety of companies in North America, Europe and Asia with tapered, constant section and spiral retaining rings, wave springs and self-compensating hose clamps.

"There were a lot of guys like me who started businesses in their garages and American corporations would buy from them," Bob recalled one day. These small spaces were hotbeds of innovation after World War II, where ideas could be tried and perfected with a

minimum amount of investment. Eventually, some of these companies, like Rotor Clip, became leaders in their industries.

Some notable examples:

[1] The roots of HP were nurtured in a garage in Palo Alto, California, with Bill Hewlett and David Packard scraping together an initial investment of \$538 in 1939. By 1966, HP entered the computer market and is now

one of the world's largest technology corporations. (The one-car garage where it all began is a designated California historic landmark).

[2] Both Bernard Silver and N. Joseph Woodland were graduate students at the Drexel Institute of Technology in Philadelphia, Pennsylvania, in the late 1940's. They got involved in a project proposed by a local grocer to invent a way to encode product data so

supermarket items could be automatically checked out. Woodland spent time on the beach at his grandparent's home in Miami Beach, Florida, drawing shapes in the sand that would form the basis of a graphic version of the Morse code he had learned as a boy scout. He and Silver patented the idea in the early 1950's, and sold it eventually for \$15,000, not realizing that it would someday evolve into the bar codes that would be used on virtually every product.



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SEFA HEADING TO NASHVILLE, TN APRIL 21-23, 2015

Last Minute Registrants Invited!

SEFA is planning a fun, high-energy event in April. They will meet in "Music City" to hold their annual conference and celebrate SEFA's 40th anniversary.

It's been several years since SEFA has been to Nashville and members have been requesting a return. The Renaissance Nashville Hotel has been chosen as the conference host.



Agenda

TUESDAY APRIL 21st

1:00pm Board Meeting
Scholarship Committee Meeting

6:00pm- Opening Reception
8:00pm featuring the Jamie Higdon Band

WEDNESDAY APRIL 22nd

8:00am Golf Shuttle
Hotel Main Entrance

8:30am Gaylord Springs Golf Links
Shot Gun Start

6:00pm Reception, Dinner,
Awards and Silent Auction

THURSDAY APRIL 23rd

8:00am Continental Breakfast

8:30am Member Business Meeting

9:00am- Panel Discussion

10:30am Prospering as an Independent Company

PANEL

Edward Jackson - Hercules Bolt Company

Kyle Miller - Bamal Fastener Corp.

Lee Parker - Vulcan Threaded Steel Products

Doug Ruggles - Martin Supply

10:45am- EntLeadership 101

11:45am "Tools and Resources to Help You Win
in Today's Business"

SPEAKER

John Felkins - Defining EntLeadership

12:00pm- Lunch

1:00pm

1:00pm- Table Top Show & Raffles

4:00pm

Nashville is a great city with many great spots to visit, so plan to spend a couple of extra days and enjoy more of the city!

Brochure and registration forms available at:
<http://www.thesefa.com/news.php>


SEFA Welcomes New Members

Beacon Fasteners and Componnets - Wheeling, IL

Contintnetal-Aero - Wyndhurst, NJ

MacDermid Inc. - Waterbury, CT

Martin Fastening Solutions/

MW Industries - Houston, TX 

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Diamond Screw Products is a true example of the power in following a dream and never giving up. Gary Newman always knew that he wanted to own his own company someday. In 1979, he worked for a manufacturing company in Bowling Green, KY. His job was to purchase OEM and maintenance fasteners.

The nearest locations to get fasteners were Nashville, TN or Louisville, KY. He saw the need for a local vendor, so he decided to start a fastener distributorship in Bowling Green, KY.

Humble Beginnings

In 1980 Diamond Screw Products was officially launched. He began by storing all his inventory in his garage. Now they are celebrating 35 years in the fastener industry. They have grown from a one man operation to 22 full time employees. Many of their employees have 15 years or more in the industrial supply business.

STAFDA Distributor

During a recent interview, Gary Newman, President said, "We are a full line industrial supply house covering

all of our customer needs from abrasives, cutting tools, to safety supplies, janitorial supplies. And, of course, lets' not forget fasteners of all kinds."

Diamond Screw Products is a member of STAFDA as well as Do-It-Best, allowing them to offer a diverse range of products. Over the years, they have grown strong

partnerships with their vendors. Hence they are able to offer the lowest possible prices. Some of the vendors include Powers, Loctite, Wright Tools, Brighton-Best, WD-40, Lenox, and Morse, Carborundum, BOSS, and many others.

Gary said, "With a full staff of sales personnel ready to provide outstanding service, we have maintained one of our oldest trademarks of catering to our customers. Once an order is placed, our sales force will deliver, stock, and maintain the product and inventory for the customer at no extra charge.

They work with each individual

customer to determine their needs and tailor a bin program that works best for that customer. From keeping their bins stocked, special ordering items, providing parts or fasteners after our normal business hours when an emergency strikes, we strive to put our customer needs first. "



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WORKSHOP ON HYDROGEN EMBRITTLEMENT AVOIDANCE IN MECHANICAL FASTENERS

What: *Workshop on Hydrogen Embrittlement Avoidance in Mechanical Fasteners - Focus on the Oil & Gas Industry*

When: *May 17, 2015*

Where: *Marriott Anaheim, Anaheim, CA*

About The Event

A Workshop on Hydrogen Embrittlement Avoidance in Mechanical Fasteners – Focus on the Oil & Gas Industry will be held Sunday, May 17, 2015. Sponsored by ASTM Committee F16 on Fasteners, the workshop will be held at the Marriott Anaheim in Anaheim, CA, in conjunction with the May standards development meetings of the committee.

Objectives

Following the December, 2012 failure of H4 connector bolts on a Chevron oil rig in the Gulf of Mexico and the ensuing report by the Bureau of Safety and Environmental Enforcement (BSEE), to address the general issues of fastener and bolting standards in the oil and gas industry, with a particular focus on Hydrogen Embrittlement Avoidance. This workshop will be undertaken as a collaborative effort between all stakeholders.

The main objectives of the workshop are:

[1] To engage and inform stakeholders in the oil and gas industry about the science and state of the art relative to preventing fastener hydrogen embrittlement.

[2] To promote adoption of effective preventive measures in oil and gas industry standards and practices.

[3] To advise the oil and gas industry regarding the appropriate ASTM standards for fastener hydrogen embrittlement avoidance (e.g., ASTM F1941).

Who Should Attend?

- Oil companies, offshore platform operators, oil platform manufacturers and their fastener supply chain
- Consensus Standards Organizations: API, ASME
- ASTM Committees: F16, A01, B08, G01, F07
- Industrial Fasteners Institute (IFI)

Preliminary List Of Topics Of Interest

- Review of Chevron case and BSEE report
- Fundamentals of fastener hydrogen embrittlement
- Latest research findings
- Other failure case studies
- Baking requirements and ASTM standards
- Recommendations for oil and gas standards and practices


Technical Chairman - Contact Information

Additional information about the workshop is available from Workshop Chairman or ASTM Staff.

Salim Brahimi

Chair
 ASTM Committee F16 on Fasteners
salim.brahimi@ibeca.ca
 514-944-3358

Jennifer Rodgers

ASTM Staff Manager
 Committee F16 on Fasteners
jrogers@astm.org
 610-832-9694 



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CHICAGO HARDWARE EXPANDS ITS SALES TEAM

Chicago Hardware & Fixture Company is pleased to announce the recent addition of Jay Richmond to their sales team.

Jay has more than 30+ years of extensive sales and sales management experience in the rigging industry, including fasteners. His blend of 25+ years in manufacturing sales management roles and 5+ years in distribution sales management will give Chicago Hardware a unique industry insight. Jay will be responsible for developing and executing sales strategies in North American markets served by Chicago Hardware and Fixture.



Chicago Hardware and Fixture Company, founded in 1912, is a fourth generation family-owned manufacturer of quality rigging, fastener and industrial hardware products. Chicago Hardware continues its long tradition of manufacturing quality American made products, using steel made and melted in the USA, for its distribution partners and their end user base.

With its Midwest manufacturing facilities and distribution facilities in Monroe, GA, Houston, TX and Chino, CA, Chicago Hardware remains committed to having its quality product stocked in close proximity to its valued distribution and their end user base. 

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Matt Loftus and Walter Fleming are the newest members of the **Advance Components** Inside Sales Team.



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DISTRIBUTOR NEWS

The Fastener Training Institute® is pleased to announce that Fastener Basics will now be offered as part of their on-line training program.

Carmen Vertullo will return as the instructor of this fast-paced webinar series offered on three consecutive Fridays in May. Carmen is the founder of CarVer Consulting, a San Diego-based consulting, engineering and training company specializing in fasteners and bolted joints. He is a primary trainer at FTI and he holds a BS in Manufacturing Engineering Technology from National University, San Diego, CA.

Starting May 8 and continuing on May 15 and May 22, we will cover an array of topics ranging from hex head bolts to inspection and the Fastener Quality Act. These webinars provide an economical, high content method of training to any organization. Each webinar includes 60 minutes of instruction plus 30 minutes of Q&A. All attendees who provide a completed evaluation following the webinar are provided with a Certificate of Completion. All you need is a computer with high speed internet access.

Friday May 8, 2015 - Hex Head Products, Nuts, Socket Products, Common Materials, Methods of Manufacturing, Consensus Standards, How to Call Out Parts, How to Use the IFI Manual & What Size is the Screw?

Friday May 15, 2015 - Screw Drives, Screw Head Styles, Screw Threads, Washers, Coatings and Finishes, Hydrogen Embrittlement, Large, Threaded Fasteners, Thread Designations & Thread Forms and Fit

Friday May 22, 2015 - Pins, Anchors, Rivets, Metric Fasteners, Self-Locking and Sealing Fasteners, Inspection & Fastener Quality Act

Webinars begin promptly at 11:00 AM PST. To register visit www.fastenertraining.org/webinars.

We are working on the webinar schedule for the second half of the year. We would love to get your suggestions for future programs. Please contact Jo Morris, JoM@FastenerTraining.com with any ideas, comments or questions about our classes.

In addition to our new web-based training, FTI will be offering our traditional in-person fastener product training classes. There will be over 30 classes in 10 cities throughout the US.

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- A325/A325M
- A354 (BC, BD)
- A449
- A490/A490M
- A574/A574M
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SPIROL®

HOW TO SELECT THE PROPER DIAMETER AND DUTY OF A COILED SPRING PIN by Christie L. Jones, Market Development Manager

What Is A Coiled Pin?

SPIROL invented the Coiled Spring Pin in 1948. This engineered product was specifically designed to address deficiencies associated with conventional methods of fastening such as threaded fasteners, rivets and other types of pins subject to lateral forces. Easily recognized by its unique 2 1/4" 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.

Truly an "engineered-fastener", the Coiled Pin is 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. The Coiled Pin distributes static and dynamic loads equally throughout its cross section without a specific point of stress concentration. Further, 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. 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.

The Coiled Pin was designed with assembly in mind. Compared to other pins, their square ends, concentric chamfers and lower insertion forces make them ideal for automated assembly systems. The features of the Coiled Spring Pin make it the industry standard for applications where product quality and total manufacturing cost are critical considerations.

Three Duties

Flexibility, strength, and diameter must be in the proper relationship to each other and to the host material to maximize the unique features of the Coiled Pin. A pin too stiff for the applied load would not flex, causing damage to the hole. A pin too flexible would be subject to premature fatigue. Essentially, balanced strength and flexibility must be combined with a large enough pin diameter to withstand the applied loads without damaging the hole. That is why

Coiled Pins are designed in three duties; to provide a variety of combinations of strength, flexibility and diameter to suit different host materials and applications.



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MFDA 16th ANNUAL TABLE TOP SHOW RECAP

Last year's Table Top show allowed an opportunity for 55 exhibitors to showcase their products. More importantly attendees were able to learn about additional products they may not have been familiar with. The show provides an education as well as time to source products.

Attendees enjoyed a casual day of visiting exhibitors and feasting on the dinner provided at the show.

We appreciate exhibitors for taking the time to be at the show to share their knowledge.

2014 Exhibitors

Accurate Mfg. Products Group

Advanced Cable Ties

Advance Components

Aerospace Nylok

All America Threaded Products

All-Tech Hardware LLC

American Global Co

American Pride Fasteners

American Ring & Tool

Bay State Cable Ties

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Star Stainless

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Unicorp

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There will not be a show in 2015 but watch for future news of our 2016 show. 



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INTERNATIONAL FASTENERS HAS MANY REASONS TO BE PROUD

One could say that International Fasteners, Inc. is a proud company. Gearing up for their 20th year in business, they have a lot to be proud of these days.


International Fasteners Inc. is proud to have one of the Fastener Industry's own 30 Under 30 recipients on their sales team. TJ Munson has been with the company since he was interning for them in college. TJ is one of the six regional managers who are on the road day in and day out covering multi-state regions to help distributor customers with product needs and services. From counter days, sales trainings, and joint sales calls, they are always working to enhance their distributors sales needs.

The company is proud to not only have an experienced team of industry veterans whom have been in the fastener industry over 20+ years, they also have a good number of up and coming young professionals who are finding their

careers in fasteners. This next generation strives to be the best they can be to help each distributor have the positive experience necessary in today's tough marketplace.

Then there is the extensive product line of quality construction fasteners to be proud of. Each year, the company continues to grow the line and offer products in a wider variety of sizes, materials and finishes. You can easily download the newest catalog from their website to see their latest product offerings.

This spring, look for the new bold colored boxes. Designed to help enhance their color-coded system, these new high gloss boxes will help identify and handle product easily and more efficiently.

Not a distributor of International Fasteners Inc.? Give them a call and let them show you how proud they will be to have you as one of their distributors. 

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APPLE GRANTED A PATENT FOR TAMPER PROOF LIQUID METAL FASTENERS FOR IDEVICES & BEYOND

The U.S. Patent and Trademark Office officially published a series of 63 newly granted patents for Apple Inc.

In this particular report we cover a single patent relating to tamper proof liquid metal fasteners. According to Apple's patent, amorphous alloys can be used for making sports equipment, medical devices, electronic components and equipment, and thin films. More specifically, it could apply to future iPhones, the iPad, a TV display, Apple TV, Macs, or even the current Apple Watch and beyond.

According to Apple, tampering involves the deliberate altering or breaking open a product, package, or system. Tamper resistance is resistance to tampering by either the normal users of a product, package, or system or others with physical access to it. There are many reasons for employing tamper resistance.

Tamper resistance ranges from simple features like screws with special heads, more complex devices that render themselves inoperable or encrypt all data transmissions between individual chips, or use of materials needing special tools and knowledge. Tamper-resistant devices or features are common on packages to deter package or product tampering. In some applications, devices are only tamper-evident rather than tamper-resistant.

It has been argued that it is very difficult to make simple

fasteners, particularly for electronic devices, to secure against tampering, because numerous types of attacks are possible. Yet, there is a need for a simple, but effective, tamper resistant fastener that would at least obviate physical tampering or make the fastener, and possibly the device to which the fastener is attached, non-functional if the fastener has been tampered with.



Granted Patent: Tamper Proof Liquid Metal Fasteners

Apple's newly granted patent formally titled "Fastener made of bulk amorphous alloy" covers their invention relating to tamper resistant fasteners, particularly locking fasteners, wherein at least portion is made of bulk-solidifying amorphous metal alloy.

Bulk-solidifying amorphous alloys, or bulk metallic glasses ("BMG"), are a recently developed class of metallic materials that are commonly referred to as liquid metal.

Tamper Resistant Fastening

According to Apple, tamper resistant fastening using a fastener of the embodiments herein could be carried out, for example, in accordance with patent figures 6(1) to 6(4).

CONTINUED ON PAGE 174



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Why do business with **GF&D Systems?** Well, first and foremost, GF&D is celebrating 25 years in business! Thank you, to all our customers, for your loyalty and support to help us reach this milestone.

For those of you who don't know me, my name is Diane Kuman. I have been the General Manager of GF&D Systems for the past 12 years. I have watched our company grow over time, but some things never change, such as:

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While our quality remains unchanged, at the same time, we are willing to do what we can to meet our customers' needs. For example, we realized early on the need for ROHS compliant grease fittings. We sought out a manufacturer who could meet these requirements, and now we can supply the majority of our grease fittings with the ROHS quality. GF&D will always strive to meet your needs.

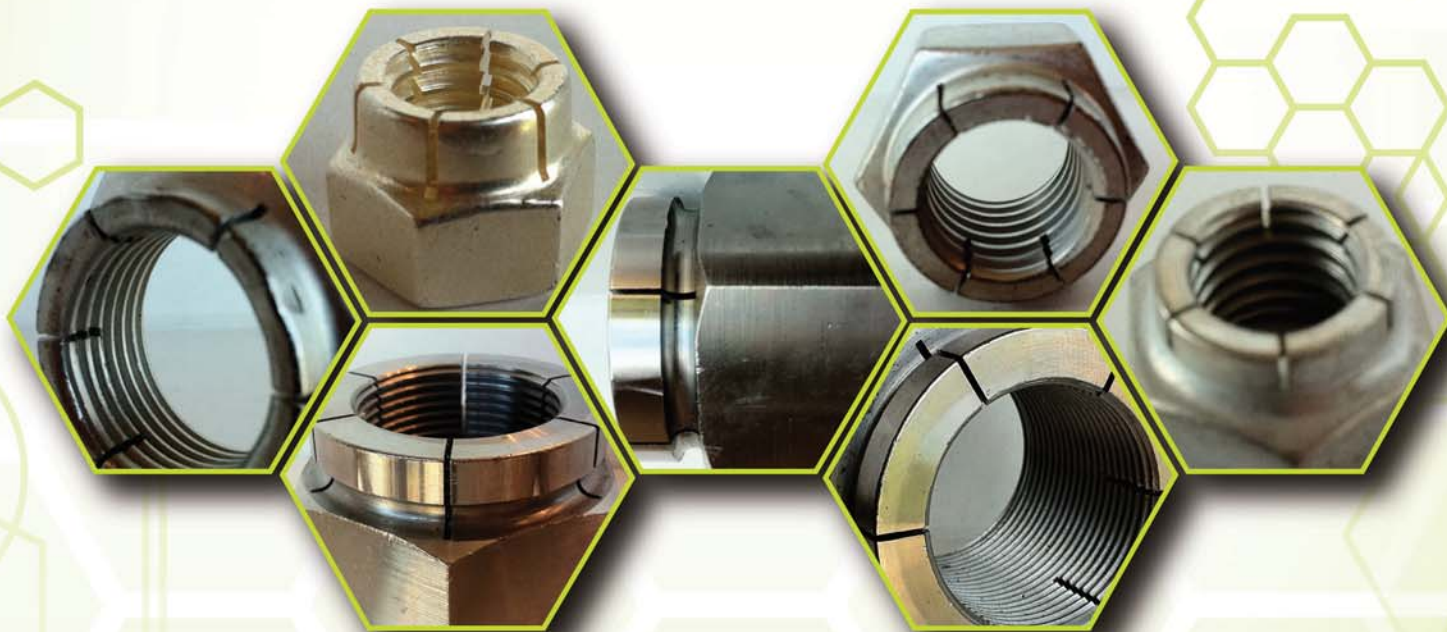
Please contact us and let us know what we can do for you!

For more information about GF&D Systems contact them at 5500 S. Westridge Drive, New Berlin, WI 53151. Tel: 1-800-360-1318, Fax: 1-262-789-8640. Send any email requests to sales@gfdsystems.com or you can visit them online at www.gfdsystems.com.

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BRIGHTON-BEST INTERNATIONAL

BBI CELEBRATES IT'S 90th ANNIVERSARY WITH NEW HIRES & CONTINUED GROWTH

Brighton Best Celebrates its 90th Anniversary this year! Happy Birthday Brighton Best!

Congratulations to Rachel Spilman (Seattle) and DuWayne Edmunds (Portland) on their promotion to their new role as Branch Managers.

Rachel Spilman will be the new Seattle Branch Manager. Rachel worked at both PFC and HTI for numerous years prior to BBI. Her strong organizational and leadership skills will be an asset as BBI Seattle expands from 35,000 sq ft to 120,000 sq ft in Q2 2015. The new location will be at 20308 59th Place South, Building 1A of Stryker Business Center. Kent WA 98032. *Rachel can be reached at seattle@brightonbest.com*



BBI welcomes Myeisha Kitchen as Quality Assurance Specialist. Ms. Kitchen will be running our certified A2LA QA Laboratory Department located in the new Santa Fe Springs, CA location. *Ms. Kitchen may be reached at qa@brightonbest.com*

We would also like to congratulate Mr. Jose Zavala (BBI Salt Lake City) on his promotion to warehouse manager. Mr. Zavala came from Porteous Fastener Salt Lake City with 7+years experience and will continue to lead the warehouse TEAM while transition into a brand new 67,000 sq. ft. warehouse located at 2179 S. Commerce Center Drive Suite 400. West Valley City UT 84120. *Please contact saltlake@brightonbest.com for further details.*



NEW BRIGHTON-BEST LOCATIONS (LEFT TO RIGHT) SEATTLE, HOUSTON, SALT LAKE CITY AND DENVER

DuWayne Edmunds will be the new Portland Branch Manager. DuWayne has worked at BBI for over 22 years and has always been a strong presence in the BBI Portland office as well as the Northwest region. *Mr. Edmunds may be reached at Portland@brightonbest.com*

Houston will also be moving and expanding from 30,000 sq ft to 90,000 Q2 2015 to a new building at 6911 Fairbanks North Houston Road Ste 150 Houston TX 77040. *Please contact Houston@brightonbest.com for more information.*

BBI-Denver will expand their facility to 72,000 sq. ft. over doubling their size. Denver's new location will be at 9700 E. 56th Avenue, Unit 120 Denver CO 80238 starting this summer. *For more information please email denver@brightonbest.com*

Brighton-Best International acquires EZ Sockets! Brighton Best International acquired EZ Sockets Inc. in an asset sale. Brighton-Best President Jun Xu said "The combined strength of BBI and EZ Sockets will provide tremendous value and benefit across the distributor channel." 

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In fifteen years, you learn a lot about the fastener industry and the customers you serve. From the dark corner of an old warehouse situated by a busy railroad track, Eurolink Fastener Supply Service has grown into a dedicated facility with an expanded dock, office and warehouse. Through this facility we have offered access to more than 100,000 quality C-Class metric parts from countries including Germany, Italy, Switzerland, Poland, Spain, France and Great Britain. And now we know, from listening to your needs, that a more in-depth stocking inventory of both DIN and ISO metric fasteners is crucial to your supply chain management.

Today, we stock an even broader line of hard-to-find metric fasteners – in both DIN and ISO standards. Over the past few years we have worked diligently to develop the only complete line of A4-80 stainless steel stock in the U.S. With that balance refined, we are now expanding our inventory in other important areas including the A2 and A4-70 stainless steel markets and the 10.9 socket head cap screws market.

Our inventory is complimented by logically designed freight options. At Eurolink, we rely on a balanced mix of stock and shipping to maintain a constant supply of fasteners matched to your operation's requirements. We like to think of ourselves as heavy metal rock stars. We perform daily by finding you the right metric fasteners, and our follow-up act is to make sure you can get more when you need them – at a highly competitive price.

Eurolink is not your source for everyday, run-of-the-mill fasteners. We now stock and supply a full line of hard-to-find metric fasteners so that we can deliver the right products and services to complement your needs. We also offer a consolidated sea freight shipment every month, and regularly have 8-10 air freight shipments leaving Europe each and every week.


If you have done business with us before, you know that we insist on the the highest level of service and product quality that is second to none. If this is your first introduction, give us a chance to show you how we rock.

Eurolink is quick, accurate and courteous on every call, fax and email. This is especially important since by the time buyers have contacted us, they are often a little stressed due to the fact they've been "no-quoted" or "no-stocked" by so many other suppliers.

Our goal is to be your indispensable supply-chain partner. Give us an opportunity to quote your current needs, but also take the time to share the details of your on-going fastener requirements. We can then

show you how our land, sea and air supply options will keep you supplied at a competitive cost.

Over fifteen years ago, brothers Craig and Todd Penland founded Eurolink Fastener Supply Service in Greer, South Carolina. They were guided by an unwavering dedication to a simple principle: to work with our customers, not as just another metric fastener importer, but as a supply chain problem solver. Todd Penland passed away in 2013 and is sorely missed, but his legacy and contributions are not forgotten.

Today, we continue to supply hard-to-find metric fasteners while making them easier for our customers to source and order. Rather than grow the business as a faceless supplier of common fasteners, Eurolink strives to bring a personal touch and a positive, memorable experience to the business of hard-to-find metric fasteners. We can sell you metric fasteners all day long, but it's our dedicated people that make the difference. We are always available for your call or fax, but don't hesitate to email us or explore our website for more information on both our products and our services. 





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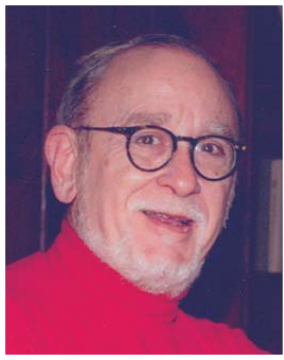
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An economic historian by training, the author, Dr. Woodruff Imberman, is President of Imberman and DeForest, Inc., management consultants. He has published many articles in *Distributor's Link* on improving managerial effectiveness, supervisory training,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

HERE'S HOW FASTENER COMPANIES CAN AVOID UNIONIZATION

Fastener makers and distributors will face new problems avoiding unions because on December 12 the National Labor Relations Board has finally issued its "quickie election" rules governing representation elections. Taking effect on April 14, 2015, these rules cut the time between the filing of an election petition and the election to 14 to 21 days from today's median of 38 days. (see chart) This means fastener industry executives will have little time to campaign to persuade their employees to vote against unionization.

Here are the most important new rules, their practical results, and what astute fastener industry executives are doing to avoid union elections entirely:

Rule

Management must give the NLRB the names, job titles, shifts, phone numbers, home and email addresses of workers within two days of notification of a union organizing petition.

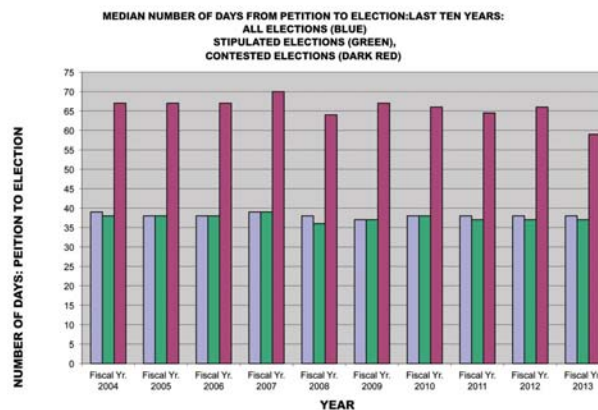
Practical Results

Since most elections occur in small companies – the median size of voting units in elections is now about 25 employees – fastener company owners face an almost impossible set of tasks.

The first requires a small company's often understaffed "human resource department," often just a cleric who does the weekly payroll, to scramble to put together the required list: names, job titles, pay rates, shifts, addresses, phone

numbers, and email addresses. In many cases, in fastener makers and distributors alike, personnel files sometimes do not contain accurate home addresses because workers often move and don't report their new ones. Of course, failure to give the NLRB an accurate list of addresses is an Unfair Labor Charge.

This early list gives organizers more time to contact more employees, make home visits and email them to further their unionizing efforts. Today, it is unclear whether the NLRB wants workers' home or work email addresses. If the latter, that raises new issues due to the NLRB's new efforts to restrict companies from policing what workers say on their internal email systems.



Rule

The second task for management is to file with the local NLRB office a complete statement of position within seven days of the filing of a petition.

A "statement of position" is a fastener company's take on all questions about the election. It covers all potential issues about the election (appropriate unit, who is or isn't a supervisor under NLRB rules, who should vote, date and time of the election, etc. etc.).

Practical Results

Since the owner often wears multiple hats and has no internal resources with labor law expertise and doesn't know what a "statement of position" is, he often phones his own personal attorney for help.



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FASCOMP TO PROVIDE PRODUCT TRAINING

Fascomp Incorporated of Orlando, Florida is now offering their Distributors training sessions. Included is a brief introduction to Fascomp as well the company's history. The complete product line and machining capabilities are discussed, followed by applications and target markets. We share valuable market intelligence and conclude by explaining



the advantages of working with Fascomp and what separates us from our competition. To request a "Lunch and Learn" contact your local Fascomp Sales Representative. A list of Sales Representatives can be viewed on Fascomp's Web Site www.fascomp.com. Fascomp Representatives continue to work diligently with contract manufacturers and other end users in the design stages and offer Distributors local trouble shooting capabilities. 



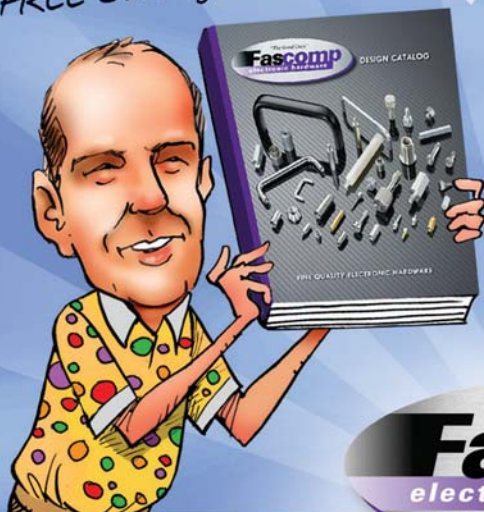
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MFDA 19th ANNUAL GOLF OUTING WILD TURKEY GOLF COURSE, NJ - SEPTEMBER 21, 2014



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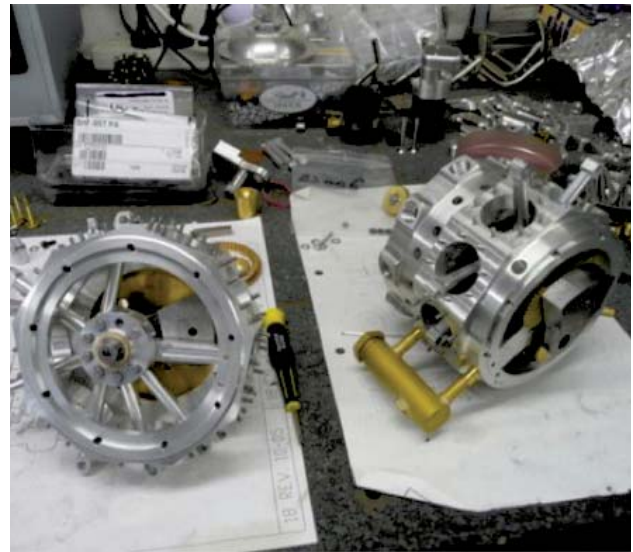
ENGINE HISTORY REBUILT


by Vincent Rodgers

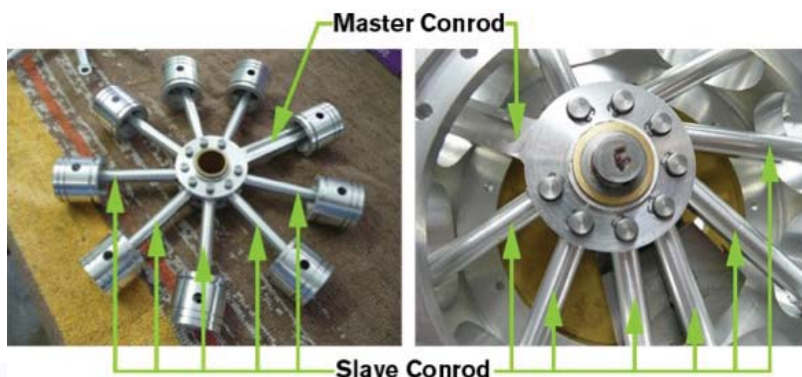
Rotary engines were developed in the very early portion of the 20th century. After World War I radial engines were developed and were instrumental during WWII.

In a rotary engine the crank is fixed and cylinders rotate around the axis. In a radial engine the crankshaft rotates and the cylinders are fixed. An example of a radial engine was designed by Pratt & Whitney and was used in the American Fighter Plane, the Grumman F6F Hellcat, which dominated the skies over the Pacific and Europe during the second half of WWII. This was the most common aircraft engine in WWII. Over 125,000 of these engines were manufactured.

The advent of jet engines pushed radial engines out of commission. While radial engines maybe a thing of the past, engine enthusiasts and hobbyists continue to build them to scale. One of these enthusiasts contacted Rotor Clip looking for parts for his Lee Hodgson's 18 cylinder radial engine. Below is his explanation on how he used Rotor Clip's rings and pictures he graciously took for us.



On a radial engine you have cylinders around 360 degrees - always an odd number eg. 3, 5, 7, or 9. You have one solid conrod (connecting rod) called the master conrod, just as a single cylinder would have. The slave conrods then connect to the master conrod. I used the SH-Rings on the shafts that connect the slave conrods to the master conrod. 





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FASTENER FAIR STUTT GART 2015: FURTHER GROWTH OF INTERNATIONAL EXHIBITION

Fastener Fair Stuttgart 2015, the International Exhibition for the Fastener and Fixing Industry, ended after three very successful show days. A total of 11,060 visitors have come to Stuttgart to discover the latest trends and products from all areas of fastener and fixing technology. This means a further growth of 4% compared to the last event in 2013.

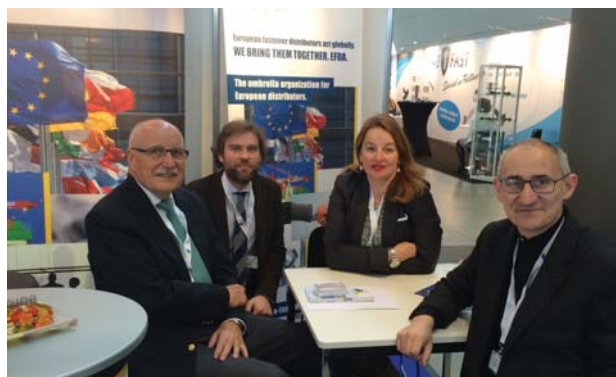
This year, a total of 833 exhibitors from 42 countries covered a net exhibition space of 18,500m²; hence the exhibition was fully booked. Compared to the last exhibition this amounted to an increase in exhibition space of 15%. The range of exhibits at this year's show included industrial fasteners and fixings, construction fixings, assembly and installation systems and fastener manufacturing technology.

Fastener Fair Stuttgart 2015 again attracted trade visitors from all over the world. 60% of the 11,060 trade visitors travelled to Stuttgart from abroad to discover the latest industry trends, to build international trade networks and to source new products and systems. The most important visitor countries after Germany (40% of all visitors) were Italy, Great Britain, France and Poland. As a consequence, the number of international visitors increased compared to the previous event. In addition, the quality of visitors increased as well; the attendance of top management and visitors with decision making capacity increased by 10%.

"The busy atmosphere at Fastener Fair Stuttgart 2015 reflects the overall positive outlook of the industry. We are particularly delighted to be able to say that many exhibitors reported on lively trading activity and networking taking place throughout the four exhibition halls", explains Nicola Hamann, Managing Director of


the organisers Mack Brooks Exhibitions.

Results of a first exhibitor survey reveal that an absolute majority of exhibitors were highly satisfied with the results of the trade show. The quality of the visitors and the international flair were especially highlighted by many exhibitors. Most of this year's exhibitors are already planning their participation at the next Fastener Fair Stuttgart which will be held from March 28-30, 2017 at the Trade Fair Centre in Stuttgart.



LEFT TO RIGHT: BERND STAFF, CHAIR EFDA; ALEXANDER KOLODZIK, GENERAL SECRETARY EFDA; NATHALIE KESTENER, DIRECTOR RESTAGRAF DIVISION AUTOMOTIVE AND DANIEL RIVALIN, BAZIBAZA NEWS AT FASTENER FAIR STUTT GART

This year, Mack Brooks Exhibitions will again hold a series of Fastener Fairs in selected target markets. Fastener Fair Russia 2015 will take place from March 25-27, 2015 in St. Petersburg and Fastener Fair India will be held from April 23-24, 2015 in Mumbai.

In addition, the date for the third edition of Fastener Fair Turkey was recently announced which will take place from March 30-31, 2016 in Istanbul. The next Fastener Fair Mexico is scheduled from June 01-02, 2016 in Mexico City. 

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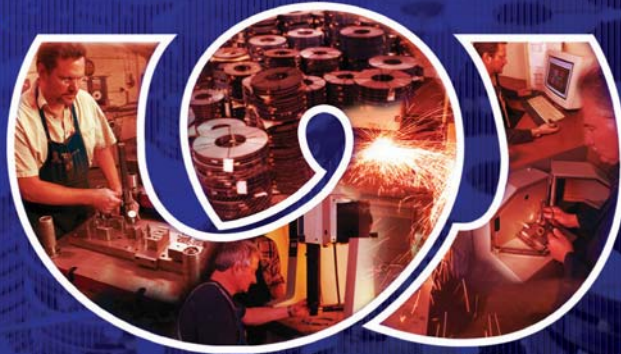
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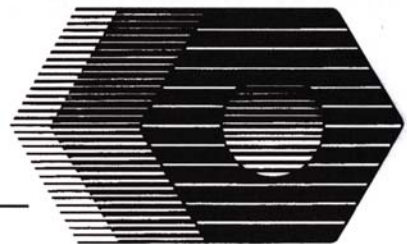
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NEFDA TO HOST 27th ANNUAL GOLF OUTING

Oak Ridge Golf Club (Feeding Hills, MA) will host NEFDA's 27th Annual Golf Outing on June 4th. This is one of the largest events NEFDA has planned for 2015. This event raises funds for the NEFDA Scholarship Program which has funded many scholarships in the past.

Even if you're not a golfer you're invited to join the group for dinner and/or become a sponsor. Sponsors are recognized in nationwide publications.

With the continued success of our members and industry, the NEFDA hopes to see increased scholarship



awards for 2015.

Registrations are available at www.nefda.com or by contacting Nancy Rich at nefda@nefda.com or 847-370-9022.

Plan now for a great day of golf while assisting in supporting the NEFDA Scholarship Fund helping college students succeed in their endeavors.

NEFDA 2015 Calendar of Events

June 4th - Golf Outing

September - Fastener Show

November 12th - Education Program TBA 

ASSOCIATION ARTICLE

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HOW TO ATTRACT AND RETAIN 'MILLENNIAL' EMPLOYEES


As the global workforce continues to advance, as does the expectations of the employee for what they are looking for in their career. Have you ever hired an employee, spending your own money on training and development just to soon discover you were used as a "resume builder" for that individual to gain experience and pursue employment elsewhere? This is a common occurrence not only in the fastener industry, but in the global workforce as a whole. Do you know what prospective employees are looking for in a career in 2015 and beyond? Do you know where these people are looking for jobs? Do you know how 'millennials' differ from 'baby boomers' in terms of job requirements? The world of work is drastically changing and although we may not know the exact reason why, we will need to adapt in order to remain competitive through every organizations most valuable asset: employees.

We here at Young Fastener Professionals would like to provide the fastener industry with first-hand, direct feedback on what we (as fastener professionals) are looking for in terms of job satisfaction and retention. By 2020 'millennials' are expected to make up 50% of the global workforce and by

2025 we are expected to

make up 75% of the global workforce (including the fastener industry!) By filling out the survey we will be collecting a current and accurate representation of what young and seasoned fastener professionals are looking for in a successful career. We are set to present our findings at this year's National Industrial Fastener & Mill Supply Expo in Las Vegas. Those who attend will also receive a physical case study covering more detailed findings. Please check back soon for exact date and time of event.

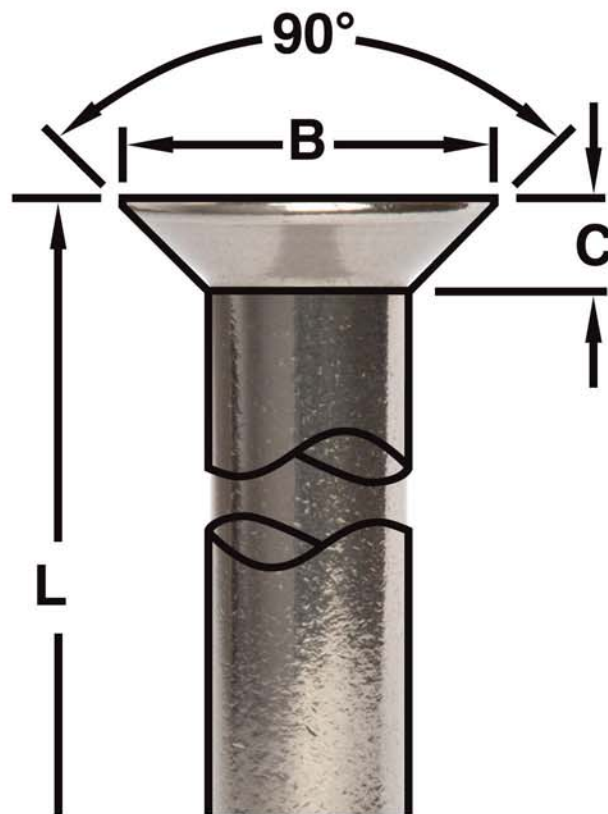
All submissions are filled out under anonymity. Market research will be conducted over a 6 (six) month period. Submissions will be accepted in both digital and physical formats. Physical submissions will be collected in person only by a representative from Young Fastener Professionals. Unsolicited mailed or faxed submissions will not be accepted unless noted otherwise. Although the presentation will focus around 'millennials' we highly encourage people of all ages participate in this analysis. Supplementary information on other age groups will be provided in case study.

Email us if you have any questions about this survey. To participate in the survey, please go to our website at www.youngfastenerprofessionals.com and click on the tab that says survey. 

ASSOCIATION ARTICLE

YOUNG FASTENER PROFESSIONALS

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DISTRIBUTOR NEWS

AZ Lifting Hardware (AZLH) is proud to announce they have teamed up with Capital Marketing, to represent them in the states of Florida, Georgia (E), North Carolina, South Carolina and Virginia and the Batten Company, to cover Alabama, Georgia (W), Kentucky, Mississippi and Tennessee.

Capital Marketing was established in 2002 by Robbie Gilchrist to represent fastener related manufacturers' products to fastener and specialty tool distributors. A veteran to the fastener industry, Robbie began his career in fasteners in 1972 and opened Capital Fasteners in 1985 which he sold in 1999.

For more information about Capital Marketing call 336-906-9401; email rgilchr485@aol.com or see their web site

www.capital-marketing.com.

Batten Company is owned by Randy Batten. Randy is also a veteran to the fastener industry having begun his career in 1981 with J R Richards out of Chattanooga, TN.

To contact the Batten Company call 205-401-7929 or email at batten11@gmail.com.

"The addition of these two fine organizations will help us better serve our current customers as well as meet with folks we are not doing business with to introduce our products and the services that make us unique in the marketplace." Says Chuck Smith, president. "We can do a much better job in the southeast and now we'll have the team to make it happen."

AZ Lifting Hardware is a wholesale distributor of globally produced industrial lifting hardware such as turnbuckles, eye bolts, shackles, hooks and related wire and chain hardware and a manufacturer of Special length eye bolts through 1 1/2" (36mm) diameter. They have served the fastener, rigging and industrial distribution markets since 2006.

To request a products catalog or more information contact AZ Lifting Hardware at 7150 W. Roosevelt St. Ste C101, Phoenix, AZ 85043. Tel: 1-888-936-1466 or Fax: 623-936-8909. for the most up to date information, visit them online at www.azliftinghardware.com.

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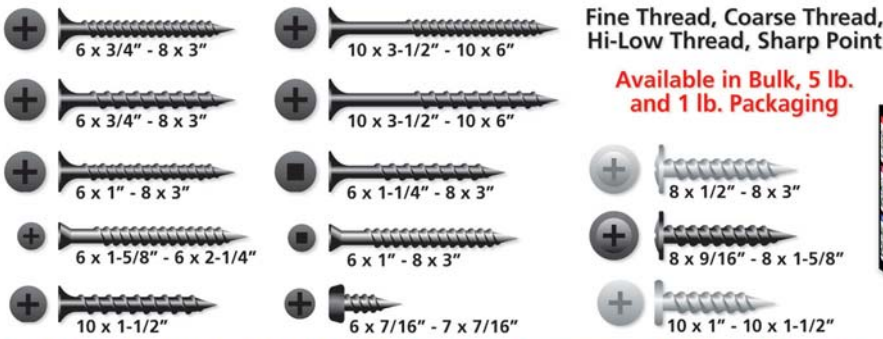
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GREENSLADE HEADLINES SFA SPRING CONFERENCE HILTON BUFFALO THUNDER, APRIL 30 - MAY 3 2015

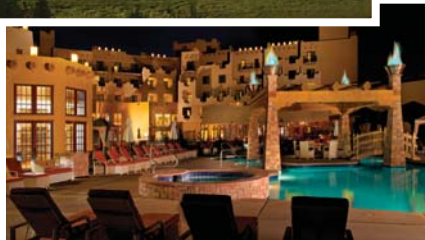
SFA has selected the Hilton Buffalo Thunder Hotel, Resort and Casino as the venue for the 2015 Spring Conference in Santa Fe, New Mexico. The Conference will kick off with the opening reception on Thursday evening, April 30. Following on Friday, May 1, the Annual Business Meeting of the Association will be held where three new Board Members will be introduced to replace outgoing Directors Michael Rodriguez, The Fastener Connection, Tyler Peart, HRS Logistics and Kris Palmer, Delta Fasteners who have completed their three year terms on the SFA Board. The newly elected Board Members will take office in September.

Following the GBM, Matt Flajnik, American Anchor Bolt, will lead a discussion on "Efficient Management Techniques". Friday afternoon will be open for the SFA Spring golf outing on the Hale Irwin designed Towa Golf Club course. During this free time, non-golfers will have numerous opportunities to enjoy Northern New Mexico from a fifteen minute drive to downtown Santa Fe to a visit to Los Alamos National Laboratory. Taos is also an easy trip from the Resort. There are several authentic restaurants that are famous for their local menu and quality of service within a short drive of Buffalo Thunder if you want to venture out from the hotel to enjoy original New

Mexican cuisine.

Saturday will feature two seminars. Tony Gross has lined up Joe Greenslade, Industrial Fastener Institute for a presentation on "Quality Fastener Management Systems". The second will be a presentation by Sentry Insurance on "Risk Management". A topic that is very important in every aspect of fastener distribution. The conference will close on Saturday night with a reception and dinner. Registration forms are available at www.sfa-fastener.org or you can email swfa@swbell.net for a complete set that will be sent by return email. Buffalo Thunder Resort is a AAA Four Diamond hotel that is operated by Hilton Hotel Corporation.

SFA Scholarship applications are due in the SFA office by April 1, 2015. In addition to the Will Rodriguez Memorial Scholarship, SFA awards ten scholarships each year to employees and/or their immediate families of SFA members. Applications can be downloaded from the SFA web site at www.sfa-fastener.org or they are available by mail, fax or email from the SFA office. 



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E-Z LOK INTRODUCES NEW THREAD REPAIR STATION


E-Z LOK has introduced a new thread repair station that gives distributors a highly cost effective way to stock a wide variety of thread repair sizes.

The station is a nine-drawer cabinet stocked with individually packaged coil inserts, drills, STI taps, and installation tools. Coil insert sizes range from #4 to 5/8 (UNC) to #10 to 1/2 (UNF), and metric from M6 to M12. In addition, solid wall inserts are included with internal threads from #10 to 1/2 in both UNC and UNF.

Stocking the widest size range possible allows distributors to be prepared to meet their customer's

immediate thread repair needs. And the individually packaged components let customers buy just the components they need, whether it is an STI tap or a couple of inserts and an installation tool.

Ideal for counters, the thread repair station houses 78 part numbers in an efficiently organized and compact 1.5 sq. ft. footprint. Detailed signage and labeling make it easy for sales personnel and customers to find what they need.

In addition to the thread repair stations, E-Z LOK offers a full range of complete thread repair kits in sizes from #2 to 1-1/2 and M3 to M39. 

**BUSINESS FOCUS ARTICLE****E-Z LOK**

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- 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

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- Flush, flanged & reverse slot designs
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NORTH COAST FASTENER ASSOCIATION

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NOLAN & KELLY LEAD NCFA FOR 2015

Marty Nolan of R.L. English Co. is president and Larry Kelly of Buckeye Fasteners is vice president of the North Coast Fastener Association for 2015. It is Nolan's third year as president.

Treasurer is Ken Graham, National Threaded Fasteners; and recording secretary is Jackie Ventura, Ventura Industrial Products.


The following are Trustees for 2015:

- Scott Faidiga - K-J Fasteners
- Andy Graham - National Threaded Fasteners
- Joe Tomaro Hodell - Natco Industries
- Kurt Triptow - Branam Fastening Systems
- Laura Vath - Solution Industries



- Steve Abbott - Earnest Machine
- Dave Audia - Advance Components
- Kristen Kessler - Solution Industries
- Ryan Long - Branam Fastening Systems
- Danijela Stefan - Hodell-Natco.

Upcoming NCFA 2015 events include a distributor social, May 14; Night at the Hard Rock Casino, June 19; Screw Open golf outing, September 10; and holiday bash, December 10.

For more information on the NCFA and how to become a member, contact Lisa Graham, 7737 Ellington Place, Mentor, OH 44060. Telephone 440-975-9503 or Email lgraham@ncfaonline.com or visit www.ncfaonline.com. 

ASSOCIATION ARTICLE

NORTH COAST FASTENER ASSOCIATION

NCFA AUTOBOLT TOUR CLEVELAND, OH - FEBRUARY 5, 2015





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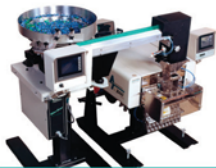
- ☑ Smaller Quantities
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- ☑ Net-Weigh/ Counting Scale
- ☑ Designed for kit packaging
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Parts Counting/Bagging System



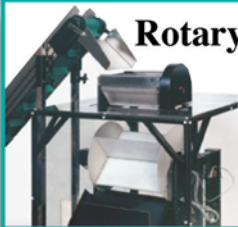
- ☑ Vibratory parts counter
- ☑ Piece Count
- ☑ Quick and Accurate

Bulk Count/Weigh Bagging System

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- ☑ Check-Weigh Scale
- ☑ Net-Weigh Counting Scale



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DISTRIBUTOR NEWS

After 37 years with **Chicago Hardware & Fixture Co.**, national sales manager Jim Sullivan has "resigned" effective January 23, 2015.

Sullivan, now 65, explained to FIN that he couldn't bring himself to use the word "retiring."



He first worked for Chicago Hardware part time while in college. After graduating from college, Sullivan's first job was outside sales calls selling photo copiers and next he went with an advertising agency.

His third job was with a printing company and one of

his customers was Chicago Hardware. He met national sales manager John Ward, who soon invited Sullivan to go into outside sales for Chicago Hardware. Sullivan was hired for outside sales, though his first few months included a variety of roles such as packing orders to get to know the business.

Sullivan has been with Chicago Hardware more than a third of the company's 102-year history. Third generation owner Tom Herbstritt and his son Brian Herbstritt now operate the company.

Sullivan commends the Herbstritt family for continually "looking ahead." He cited the expansion of Chicago Hardware's Batavia plant with more equipment and machinery as an example.

"What we do is the same as the traditional blacksmith," Sullivan described Chicago Hardware. "But with hotter steel and bigger hammers."

Sullivan's initial plans are to spend the winter in warmer climate and time with siblings and his four children and 16 grandchildren.

Sullivan can be contacted at Chicago Hardware, 9100 Parklane Ave., Franklin Park, IL 60121. Tel: 847-455-6609 Email: jsullivan@chicagohardware.com. Visit Chicago Hardware online at www.chicagohardware.com.



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NFDA WINTER MEETING IN CHARLESTON: GREAT EDUCATION, LOCATION AND PEOPLE by Vickie Lester

Despite the winter weather travel issues, members of the fastener community gathered in Charleston, South Carolina, February 26-28 at the Winter Meeting of the National Fastener Distributors Association (NFDA).

Held at the historic Francis Marion Hotel, meeting attendees gained insights into timely business topics, including customer service, social media marketing, and multigenerational workplace issues. A highlight of the meeting was a tour of Nucor Steel.



ORIGINAL ARTWORK OF THE FRANCIS MARION HOTEL BY NFDA MEMBER TOM BUDDENBOHN (TECHNOLOGY COMPONENTS SOUTHWEST)

The time between educational sessions was spent with valuable interaction and included tours of Charleston nightlife, a nearby distillery and vineyard, and chef's tables at some of the city's famous restaurants.

The conference kicked off on February 26 with social networking at the Patriots Point Links and the Firefly Distillery/Irvin-House Vineyards. New members were welcomed at the evening reception, and the day was capped with visits to several of the city's watering holes. Friday, February 27, was packed with education. Starting off the day was Mark Sanborn talking about "The Fred Factor: How Passion I Your Work and Life Can Turn the Ordinary into the Extraordinary." Participants learned how to

- Out-think your competition rather than outspend them
- Reinvent your business and life regularly by personal responsibility
- Build better relationships with customers, colleagues

and others


- Continually create new value by replacing money with imagination

Nanette Gregory spoke about "Smart Social Media Strategies for B2B Sales and Marketing." Participants walked away with new sales and marketing tools to gain new customers and to improve relationships with current customers and vendors.

A thought-provoking session on "How To Create an Energized, Cooperative Culture in a Multigenerational Organization" was offered by Ann marie Houghtailing. She covered key issues such as

- Creating an environment that inspires critical thinking, opportunity seeking and troubleshooting
- Why the capacity to adept to change is critical to survival and happiness
- How to create incremental, low-stakes opportunities that breed an empowered employee
- Identifying and avoid over-functioning behavior that compromises autonomy
- Tools for integrating a multigenerational environment
- Tools for attracting, engaging and retaining new talent

The day was capped off with a rousing fastener version of the television show "Minute To Win It."






The final day of the meeting was devoted to a tour of Nucor Berkeley, a state of the art flat roll and beam product producing mill located in nearby Huger, South Carolina. 



PART OF THE GROUP WHO ATTENDED THE NUCOR TOUR.



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	<p>AUTO-LOCK SAFETY PULL PIN Our newest! The tip stays locked! US PAT: 8,821,061</p>



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ALL AMERICAN FASTENER SHOW

September 9-10, 2015 - Sheraton Nashville Downtown Hotel

Application & Contract for 2015 Exhibit Space

Agreement: All American Fastener Show, is hereby requested and authorized to reserve exhibit space for our use during the All American Fastener Show, hereinafter referred to as AAFS, September 9-10, 2015, Sheraton Nashville Downtown Hotel. It is understood and agreed that all space will be assigned on a first-come, first-served basis, and the AAFS reserves the right to decline any application or disallow any exhibit which is not in keeping with the character of the exhibition, to assign exhibitors to the best available space, and to make reasonable shifts in location for the benefit of the exhibitor or the betterment of the exhibition. Original Equipment Manufacturers (OEM's) are NOT invited to participate in this show.

Expo Directory Information: (Contract must be received by August 8, 2015 in order to be included in the directory) List EXACTLY as you wish it to appear on all lists, mailings, promotional materials, etc.

Contact name: _____ Company name: _____
Title: _____ Email: _____
Address: _____
City: _____ State: _____ Zip code: _____
Tel: _____ Fax: _____
Website address: _____
Products exhibiting: (limit 150 characters): _____
Booth Exhibitors: _____

Contact Person: Same as above (This person will not be listed in the Expo directory.)

Contact name: _____ Title: _____
Address: _____
City: _____ State/Prov: _____ Zip/Postal code: _____
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Exhibit space requested: Do not locate us near (company name) _____

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Terms of payment (50% deposit is required with this contract) Contract with 50% deposit must be received by All American Fastener Show to guarantee exhibit space. The balance of the exhibit fee is due not later than August 10, 2015. ****Early bird \$100.00 off by Feb. 1st, 2015**

2015 Exhibit Space Rental Fees

Acceptance: We understand that upon acceptance, this application becomes a contract. According to the terms and conditions we agree to exhibit under and comply with the "Rules and Regulations"(enclosed) and any amendments thereto, and the terms in all space assignment letters sent to us, all of which are made a part of this agreement. This contract shall bind the parties hereto, and their respective permitted successors and assigns. AAFS has the right to cancel at any given time and booth fees will be refunded.

Authorized company signature: _____

Title: _____ Date: _____

1. Fax (with credit card information only) or return one copy with check.
2. Make check payable to (and mail to):

All American Fastener Show
700 Hwy 202 West, Yellville, AR 72687

Fax: 877-453-8707 attn: Heidi
Phone: 877-865-8237
Email: heidi@voltplastics.com

Amount submitted with this contract:
\$ _____ A 50% deposit is due with this contract.
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DISTRIBUTOR NEWS

All-West Fasteners Inc. is pleased to announce a few notable changes to its organization.

As an ISO 9001:2008 certified distributor, All-West Fasteners is proud to congratulate Jeremy Howard, Branch Manager, and Tony Ramage, Warehouse Supervisor, who join Paul Knutzen, Buyer and Quality Manager, as Certified Fastener Specialists. The CFS designation is achieved upon successful completion of advanced fastener training and passing the comprehensive exam administered through the Fastener Training Institute (FTI).

As Quality Manager, Paul Knutzen has been instrumental in the development and continual improvement of All-West's quality system, with the team's prime goal of providing error-free services to our customers.

CEO Rick Peterson, currently president of the Pacific-West Fastener Association, and former STAFDA president, announced the promotion of Mark Peterson to the role of All-West's President.

We also congratulate Chris Shirley on her promotion to Vice President, Sales, as well as Bobbi Partney, Accounting Manager, for assuming the role of Secretary/Treasurer for the corporation.


All-West Fasteners has been serving industrial and electronics OEM customers from its South Seattle headquarters since 1978. During its more than 3 decades, All-West has remained focused on serving manufacturers as well as the military, and maintains its position as a leader in technical fastener solutions.

For more information contact All-West Fasteners at PO Box 80747, 5516 4th Ave. South, Seattle WA 98108. Call toll-free: 1-800-676-1875 or local 206-762-1875. Fax: 206-764-4536 or Email to sales@all-west.com or visit them online at www.all-west.com.


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NFDA MEMBERSHIP CAMPAIGN AND NEW EVENTS by Vickie Lester

Membership Committee chair Tom Buddenbohn announced at the meeting a membership campaign that will run through June 30.

Members who refer prospective members will be eligible for \$100 Amazon gift cards, and those new members will be eligible for 50% off two registration fees for the NFDA 2015 Annual Meeting (June 10-11 in Rosemont, Illinois).

Scholarships

NFDA also announced at its Winter Meeting creation of two scholarships to attend Fastener Training Week, which is offered by the Fastener Training Institute and the Industrial Fasteners Institute in Cleveland in July and November.


Details can be found at www.nfda-fastener.org

2015 Annual Meeting

NFDA's 2015 Annual Meeting will be held in conjunction with Fastener Tech '15. The show runs from June 8-10 at the Donald E. Stephens Convention Center, Rosemont, Illinois. The NFDA meeting will be June 10-11 at the nearby Crowne Plaza Chicago O'Hare.

The program is still shaping up as of press time, but we can promise an economic update from the economists at the Institute for Trend Research.

2015 Executive Retreat

Third annual Executive Retreat scheduled for November Join us at the NFDA Executive Retreat, November 8-10, 2015, which will take place at the Ritz Carlton Key Biscayne in Key Biscayne, Florida. This program offers peer-to-peer learning in a relaxed environment. 

ASSOCIATION ARTICLE

NATIONAL FASTENER DISTRIBUTORS ASSOCIATION

NFDA WINTER MEETING CHARLESTON, SC - FEBRUARY 26-28, 2015

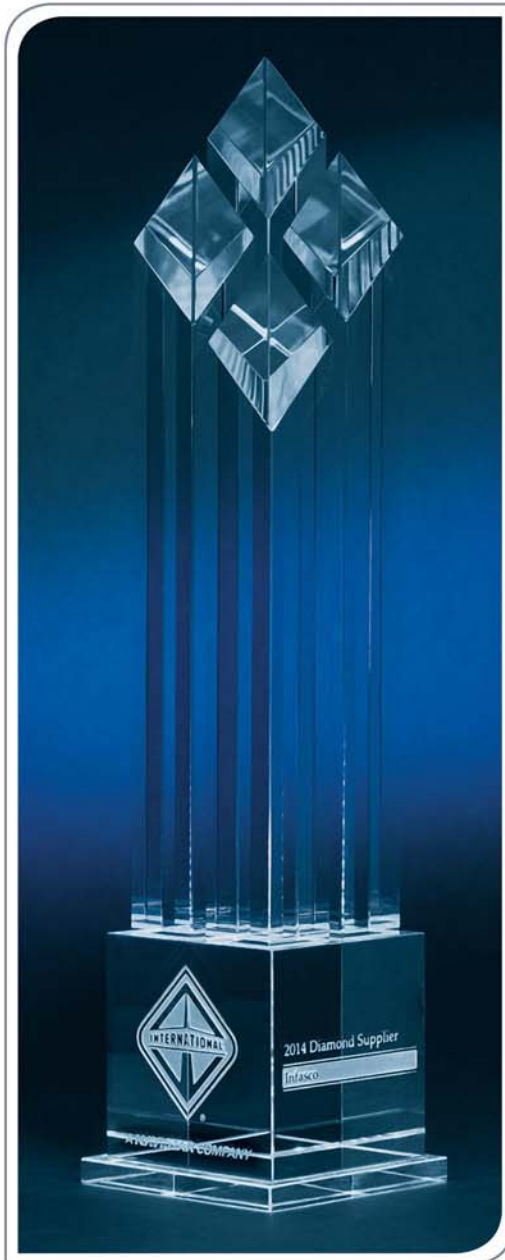


more photos on page 151

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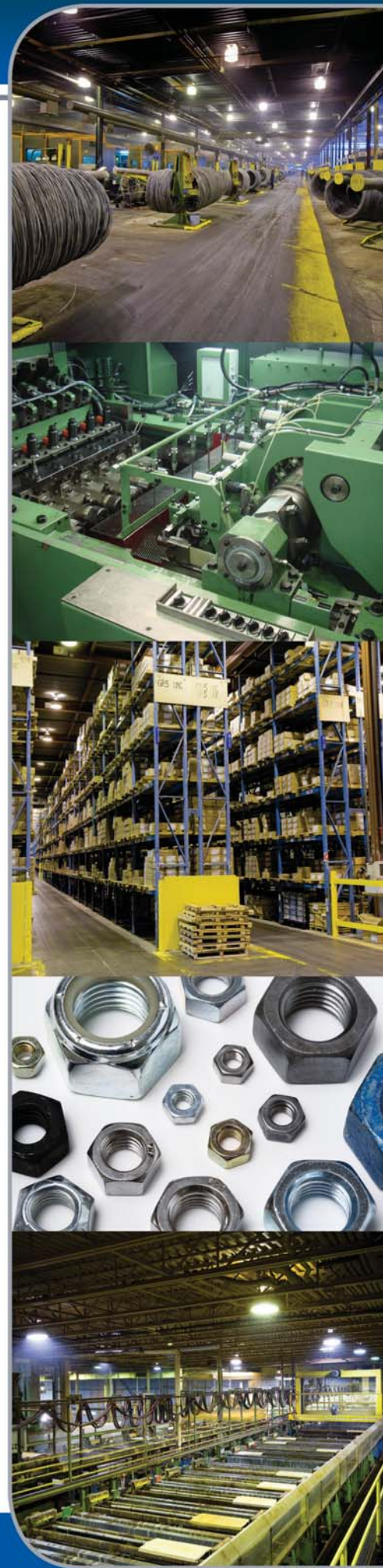
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Another new machine in service is a 3/4" high speed planetary thread roller, having a six foot length capacity, with up to 5-1/8" thread lengths on each end. A third machine just put into service is a 5/8" automated U-Bolt machine, able to pre-straighten, cut to length, chamfer, roll thread both ends of the part and finish form the parts as they depart from the machine. R&R Engineering now has a total of SIX machines, all having the same 5/8" diameter capacity. The fourth and fifth machines are 1/4" to 1/2" diameter capacity - fully automatic Bent Bolt machines, with a daily capacity of up to 25,000 parts each. The company now has a total of 39 machines with this capability.

Short runs are not a problem, R&R has dozens of machines to cut any size wire up to 1" diameter, plus 70 special design bending machines, ready to produce just about anything you wish. Orders big or small, R&R can make them all. Import Parts, please check our competitiveness.

As for material availability, a 3,500,000# inventory of raw stock is always on hand and ready for rush orders. The company also produces a large quantities of fully threaded and double end studs, and has special machinery that produces Eight Inches of precision-gage fit threaded studs, per second.

For more information call 1-800-979-1921, Fax: 1-800-345-9583, Email them at: sales@randrengineering.com or you can visit them online at www.randrengineering.com.

DISTRIBUTOR NEWS

R&R Engineering is the leading producer of U-Bolts and threaded fasteners in the U.S.A. The Summitville, Indiana manufacturer of Bent Bolts, studs, and Special fasteners, expanded production capability with the addition of FIVE new fully automatic U-Bolts machines, and several items of used equipment to decrease costs and increase daily production capacity by approximately 100,000

parts per day.

R&R Engineering Co. just placed into service, it's second Automated U-Bolt machine with 1" maximum, diameter capacity. These machines draws wire from a large coil of material, to pre-straighten, cut to required length, Chamfer both ends, roll thread and bend to finish shape, all at a rate up to 40 parts per minute. Smaller diameter parts are produced at much faster rates.



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WHY SHOULD YOU BECOME A MEMBER OF A FASTENER ASSOCIATION?

Historically, trade associations have been around almost since the beginning of business. They were initially formed recognizing early on that individually, companies could not influence their industries or government legislation as dramatically as a group or coalition of companies working toward a common goal. Associations quickly grew in numbers and members while transitioning into organizations that provide a great deal more than originally intended. One of the most important missions of trade associations is to influence members, customers, government, and the public regarding the interests of the industry.

Today, trade associations are so diverse and provide so much value to members that they are recognized not only as non-profit, tax-free institutions but also as organizations that advance industry in ways no other organization could or would attempt. They are almost a necessity in today's globally competitive business world. Most world governments also recognize them as institutions that help advance their nation's commerce.


What Are Some Of The Benefits Of Fastener Associations?

- Associations provide excellent forums for networking opportunities.
- Associations provide most of the education and training opportunities.
- Associations are advocates for the fastener industry.
- Associations provide leadership opportunities for its members.
- Associations practice philanthropy and provide scholarship opportunities for employees or member companies and their children.
- Associations provide technical expertise and support to the industry.
- Associations are a primary source of information for their members.
- Associations provide discounted benefit programs to member companies.
- Associations do far more than what is listed here and their staff are dedicated to members, their industry, and the success of both.

Which Association Will You Join?

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- Industrial Fasteners Institute
- Metropolitan Fastener Distributors Association
- Mid-Atlantic Fastener Distributors Association
- Mid-West Fastener Association
- National Fastener Distributors Association
- New England Fastener Distributors Association
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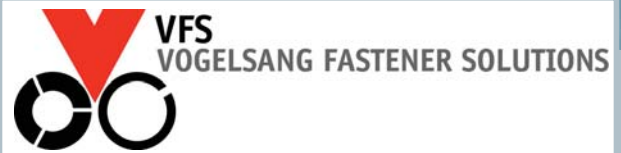
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Through VFS's same-day shipment program Quick Ship, thousands of Inch and Metric Coiled Springs are pre-packaged and ready to ship same day! VFS has recently

expanded their Quick Ship Inch product line, offering medium duty pins from 1/16" to 5/8", and heavy duty from 1/16" to 3/4". VFS offers their Metric pins from 1.5mm to 16mm, and heavy duty from 1.5mm to 19mm. A variety of materials, specifications and finishes are available.

Did you know that VFS offers blanket ordering and per-print specialty items? Nick Penney, Business Development Manager, and the team at VFS developed these initiatives to enhance customer service. Penney

explained, **"These service programs, combined with VFS's Coiled Spring Pin capacity and same-day shipment program (QuickShip) gives our customers even more control and cost-savings options."** 

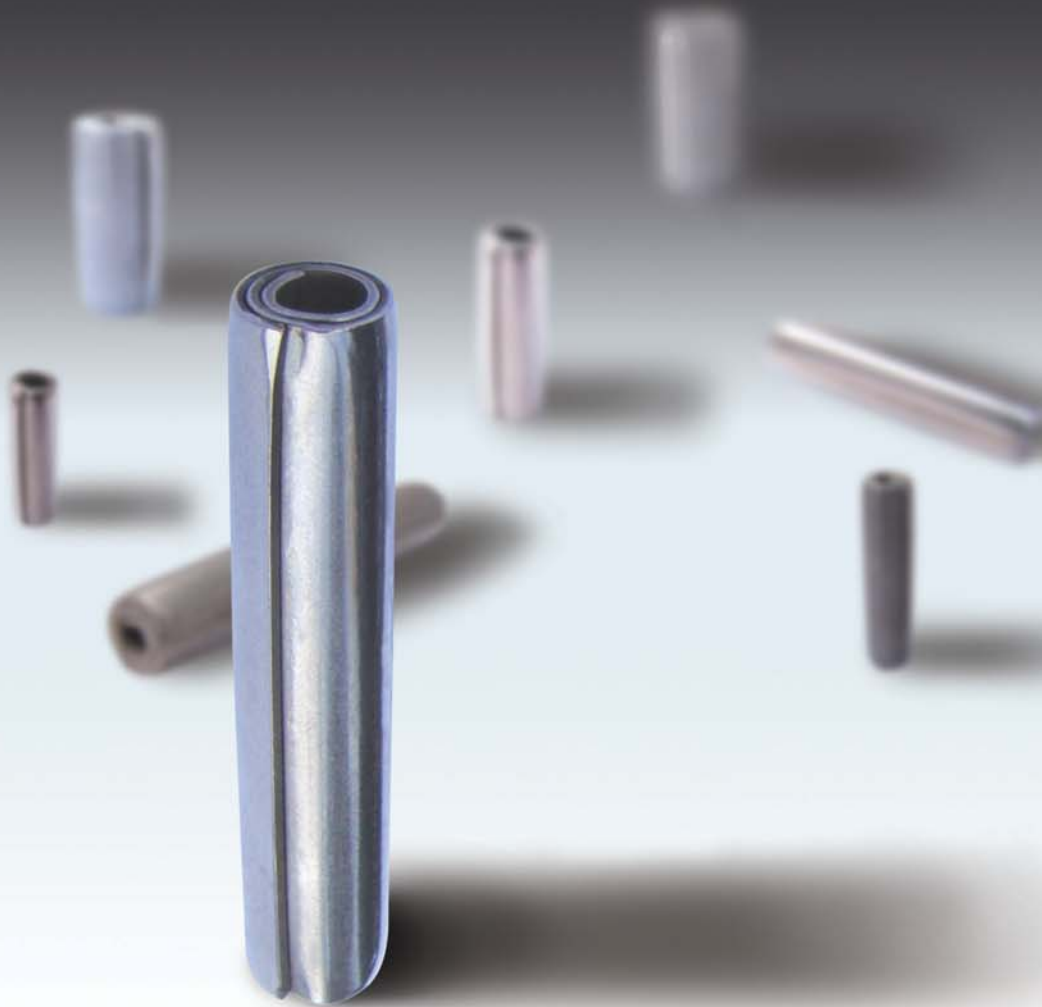


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NCFA KICKS OFF THE YEAR WITH A TOUR OF AUTO BOLT COMPANY

by Marty Nolan, NCFA President

The North Coast Fastener Association kicked off its 2015 programming schedule with a tour of Auto Bolt, a cold-heading manufacturer of industrial, military and automotive fasteners located in Cleveland, Ohio.

The 65 year old company recently relocated to a new, larger facility and graciously hosted over 50 members of the NCFA. The tour was interesting and informative and provided participants an opportunity to see parts made on a variety of machines. We are always happy to support domestic manufacturing, especially when it is located right in our own backyard. Due to the overwhelming response from NCFA members, Auto Bolt has offered to do additional private tours for some companies who could not be fit on this tour. Many thanks to Auto Bolt for their hospitality and for setting up this interesting and informative tour.

On April 2, the NCFA will switch gears and spend a night at the Hard Rock's Comedy Zone where we will be enjoying a night of comedy with Darren "DS" Sanders. The Comedy Zone is located inside the Hard Rock Rocksino with gambling opportunities available before and after the show. While this may seem to be more of a social, networking event, the NCFA board has convinced itself that this is a practice night for the National Industrial Fastener


Show in Vegas in October. And, practice makes perfect!

After that, the NCFA will be gearing up for its annual world famous NCFA Distributor Social, which will take place on May 14th at the Crown Plaza in Independence. Immediately before the Social there will be a panel discussion moderated by friend of the NCFA (and our newest member) Eric Dudas. Details on the participants and topic will be forthcoming.

Also, we have several other events we are working on in an attempt to have a full day of fastener related activities. We are close to nailing down several of these events, but none are completely cast in stone as of this letter.

Stay tuned, log onto our website: www.ncfaonline.com, and we will keep you posted. Or, if you are a Twitter user, you can follow our updates on Twitter @NCFA1.

Finally, we have certainly experienced a cold and snowy start to 2015 and the NCFA board even had to cancel our first planning meeting of the year due to inclement weather, but we are back on the job and preparing for an active year with a wide range of

programs aimed to please just about everybody. Stay tuned for our future events including our NCFA Screw Open, as well as our planned fall meeting with the MWFA. 



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ACROSS

- 1 Deviation in a fastener's side
- 4 Pipe __, cap that seals
- 8 Device for holding or grappling
- 11 "By the Time __ to Phoenix"
- 15 Sheet of ice on the ocean
- 16 Make, as a salary
- 17 __ bolts; fasteners used to attach cables
- 19 Fastener used to join two externally threaded objects
- 22 Basketball players, at times
- 23 Chopping tool
- 24 __-nine-tails; type of whip
- 25 Wipe away
- 27 French cap
- 28 Textbook division
- 30 "Carmen" or "Otello"
- 33 Actress Jillian
- 35 Flower stalk
- 36 Ridge inside a nut
- 42 Screw-and-washer assemblies
- 44 Once more
- 45 Struck with fear
- 47 Laughing syllables
- 50 ABC followers
- 52 Hooter
- 54 Portion
- 55 Bin Laden and others
- 57 Suffix for violin or balloon
- 60 __ rut; mired by routine
- 61 Yoko Ono's man
- 62 Electrician
- 63 Just about
- 65 Observe
- 67 Surface defect
- 68 Rounded fastener top
- 72 TV crime drama series
- 75 Bullring shout
- 76 Slight arching
- 77 Body of water
- 79 Texas city
- 84 Refrain syllable
- 86 Gentleman
- 87 See 87 Down

- 88 Depart
- 89 "__ was saying..."
- 90 Take to court
- 92 Helper abbr
- 93 Like plywood-covered walls
- 95 Ridged metal plates
- 100 Rat-__-tat
- 102 Fastener with a six-sided head
- 105 Vane direction
- 108 Military mail letters
- 109 Assumed name
- 110 Bernhardt and Palin
- 112 CA's Santa __ Racetrack
- 117 Plain twill weave fabric
- 119 __ bolts; toilet installer's items
- 121 Actress __ Arthur
- 122 Sharp fastener end
- 124 Sharp conical fastener top
- 128 Tallies up incorrectly
- 129 S-shaped molding
- 130 Bookish fellow
- 131 Greek love deity
- 132 "__ to Extremes"; 1990 Billy Joel song
- 133 Cruise and Hanks
- 134 Yrbk. section

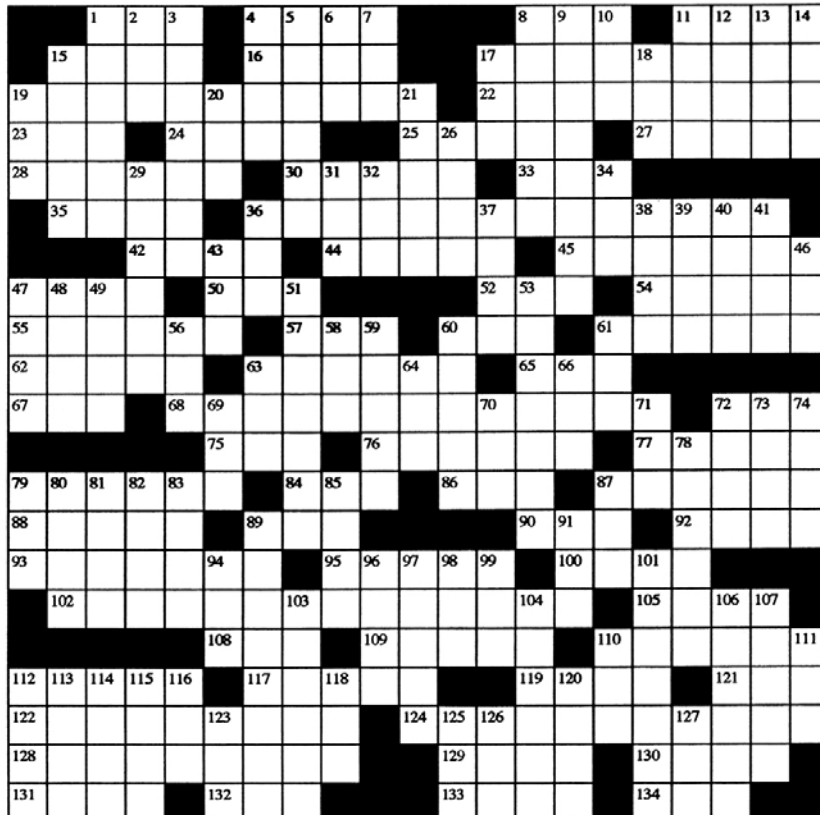
DOWN

- 1 Most depressed

- 2 Comic strip "Alley __"
- 3 Word on a porch mat
- 4 __ up; confined
- 5 Shallow body of water
- 6 "Ode on a Grecian __"
- 7 African antelope
- 8 __ spine; vertebral column
- 9 Of Asia
- 10 Poet Byron's initials
- 11 Doing nothing
- 12 Will of "The Waltons"
- 13 Brontë's "Jane __"
- 14 Examination
- 15 Wild canines
- 17 Meat-inspecting agcy.
- 18 Flow back
- 19 Coolidge or Ripken
- 20 Actor McKellen
- 21 __ firma; solid ground
- 26 Rajah's wife
- 29 TV's "__ Street"
- 31 School org.
- 32 Brain wave test, for short
- 34 Canucks' league: abbr
- 36 Suffix for treat or expert
- 37 Abbr after many poems
- 38 Molestation
- 39 Actress Moran
- 40 Prayer closing
- 41 Art __, cubic & zigzag designs
- 43 Many AMA members

- 46 Comfy room
- 47 Long, doleful cry
- 48 Oman's continent
- 49 Stringed instrument
- 51 Junctions of fastener surfaces
- 53 Thin, flat rings
- 56 Sound from Annie's dog
- 58 Speedway Motorsports, Inc.: abbr
- 59 Puccini opera
- 60 Articles
- 61 Meadowland
- 63 Everybody
- 64 Railroad depot: abbr
- 66 Suffix for profit or musket
- 69 Large bill
- 70 Baseball stat.
- 71 One of the Seven Dwarfs
- 72 Average grades
- 73 Cutting tools
- 74 MIT, for one
- 78 Moon depression
- 79 Assist, cockney-style
- 80 Actress Remini
- 81 Window glass
- 82 __ rivets
- 83 __-assured; confident
- 85 Actress Diana
- 87 With 87 Across, fasteners that prevent movement

- 89 Modifying
- 91 Detroit-based union, for short
- 94 Leprechaun
- 96 Genuine
- 97 Small bits of land in the ocean
- 98 601, in old Rome
- 99 Mexican Mrs.
- 101 Rouses
- 103 From __ midnight; PM hours
- 104 Regard with respect
- 106 Cavalry swords
- 107 __ bolt; one used to fix parts to a vehicle body
- 110 NBC weekend prog.
- 111 Unhappy
- 112 High point
- 113 Black, in French
- 114 __ many words; speaking frankly
- 115 Detectives, slangily
- 116 Military mail letters
- 118 "__ a Small World"
- 120 Gorillas
- 123 "Yes, Pierre!"
- 125 Little child
- 126 Self-esteem
- 127 That girl



Solution on Page 208

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DISTRIBUTOR NEWS

Brighton Best International Inc (BBI), is pleased to announce its acquisition of EZ Sockets, Inc. an industry leader providing high quality Socket Screws and related products since 1978. The purchase was structured as an asset transaction. Jun Xu, President of Brighton Best International, commented the combined strength of BBI and EZ Sockets will provide tremendous value and benefit to our customer partners across the distribution channel by offering the broadest, most complete line of socket products in alloy and stainless material, inch and metric standards, as well as the industry leading line of off the shelf specials and semi-standards.

Ed Werner, President of EZ Sockets, agreed that this acquisition makes sense. Combining EZ Sockets' broad range of sizes and strong reputation and presence in the market, along with BBI's reputation for quality, deep inventory and BBI's unique and intuitive web ordering system, offers distributors an unprecedented service option.

For more information contact BBI at 562-808-8000 or visit them on the web at www.brightonbest.com.

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DISTRIBUTOR NEWS

Specialty spring and fastener manufacturer **MW Industries, Inc.** acquired Helical Products Co., a manufacturer of standard and custom couplings, UJoints, and machined springs. Terms were not disclosed. "Helical Products Company has an excellent reputation in the domestic and international marketplace for innovation, quality, and a true focus on the customer's needs," stated MW Industries CEO Bill Marcum.

Helical Products is led by CEO Herb Merrell and president Dave Hastings.

The Helical Products deal is the latest in a string of acquisitions by MW Industries: In early January MW Industries acquired Kemah, TX-based Maudlin & Son Mfg., a manufacturer of slotted shims, coil & flat shim stock, key stock, feeler gages, drill & threaded rod, and tool room supplies. In July 2014, MW Industries acquired Bensenville, IL based Hi Performance Fastening Systems, which manufactures precision products for the appliance, automotive, communication, and housing markets.

For more information about the acquisition, contact MW Industries visit them online at www.mw-ind.com.



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BENGT BLENDULF FASTENER TOLERANCES - JUST RIGHT OR TOO TIGHT? *from page 8*

When we are on the subject of threads, I have found that some heavy equipment manufacturers are taking advantage of the so called “J-profile” to improve fatigue resistance for bolts/screws. This is, in principle, a valid approach but has some limitations. The J profile has a thread root radius of min. $0.15 \times P$ (P =pitch). Standard UNRC and UNRF have a min. $0.108 \times P$ radius and standard ISO metric 0.125. The larger the root radius, the lower is the stress concentration at the sensitive thread bottom. Therefore, from a fatigue resistance point, the M thread is a much better choice than UNR and the J (MJ and UNJ) another notch higher. It is not more difficult to produce the J-profile than the others, just different thread rolling dies, so why don't we have all screw threads with the J type? And why did ISO metric threads choose 0.125 as root radius and not 0.108? It has to do with optimizing the fit between a standard screw and a standard nut. The 0.125 radius allows the nut threads to engage the screw/bolt thread without causing any interference, but the 0.15 J can't guarantee that. The radius on the J-profile will likely cause a dragging effect when engaging a standard nut. To create enough clearance to offset this interference when using screws with J-profile we have to drill a little larger hole before tapping the nut or ream the internal hole after tapping. So, it comes down to playing with tolerances.

If we are tightening fasteners where we have some interference due to the use of J-profile, the friction will, of course, be higher and if we use torque the value must be adjusted up. The few heavy equipment manufacturers using the J-profile typically tighten by means of turn-of-nut/angular tightening which will “ignore” most of the added thread interference of the type described here. We are also in size ranges M12 (1/2”) and larger for most J applications.

Length Tolerances


Another area where fastener tolerances are applied differently in standards is for the length of screws/bolts. For inch fasteners the length tolerance is always on minus. A HCS 1/2UNC x 3” can be up to 3” long, but no

longer. The length tolerance for this screw is $+0/-0.08$ ” ($+0/-2.0$ mm). For a metric fastener in about the same size range, M12 x 70, the length tolerance is ± 0.6 mm. Total tolerance is 1.2 mm which is applied proportionally around the nominal size. A little tighter than the inch tolerance, but the important issue is the tolerance location. So why this different way of tolerancing fastener length?

There may be several reasons for this, but since a Hex Head Screw/Bolt can be used both with a nut (through bolting) or threaded in to a tapped blind hole, we have to consider both alternatives. For a threaded blind hole we don't want the fastener to “hit the bottom”, which would justify the length tolerance on the minus side. But, the minus tolerance was put in to the inch standards a long time ago when we did not have today's much better control of machining operations. The ISO metric approach with \pm tolerance instead of just minus, takes this production improvement into account.

On the other hand, using through bolting with a nut could have a much different outcome. An inch fastener on its shorter condition (due to the minus tolerance) may not engage the nut body sufficiently if we base our joint design on all nominal sizes for fasteners and joint parts. It is always a good practice to have a minimum of 2 threads (pitches) sticking out above the nut. The reason for this is that the end of a screw/bolt typically has up to two incomplete threads. In addition, there is also a chamfered entry/exit leading into the first full nut thread where full load bearing capacity can be expected.

Conclusion

Most of the tolerances we find in our fastener standards are based on years of experience of making fasteners and also using fasteners in bolted/screwed joints. Tightening up of standard tolerances will make manufacturing more difficult and expensive and we always must have a clear justification of altering the standard approach. We should always ask the word WHY if someone tries to “re-invent” our established standards. 

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DID YOU EVER NOTICE? by Kim Guerrette, VP Sales

We were talking in the sales office just the other day about the relationships we have with our customers and what influences those relationships over time. The words of the late Andy Rooney kept coming to mind.

Did You Ever Notice - when you finally get to meet that person you have spoken to forever how the attitude between you shifts. You FINALLY get to put a face with that voice. At that very moment they become a person, not just a customer. You see them smile or maybe not, but they are suddenly real. You will now "face" them with every phone call. They are no longer just that voice on the other end. You "see" them as a person.

Did You Ever Notice - how rarely that person is what you imagined. You talk to them about work, about family, about their vacation, and during those conversations you basically create your own novel with them as the lead character. You design them- short, tall, young, old, blonde, brunette (how come never a red head - I have never heard anyone ever say "I saw them as a redhead"). Then you

meet. Strangers thinking "who is this?" Then they speak, that voice you immediately recognize, and the novel - rewrite. Their image changes and you smile to yourself. That voice now has a personality. Something the phone was never able to completely deliver.

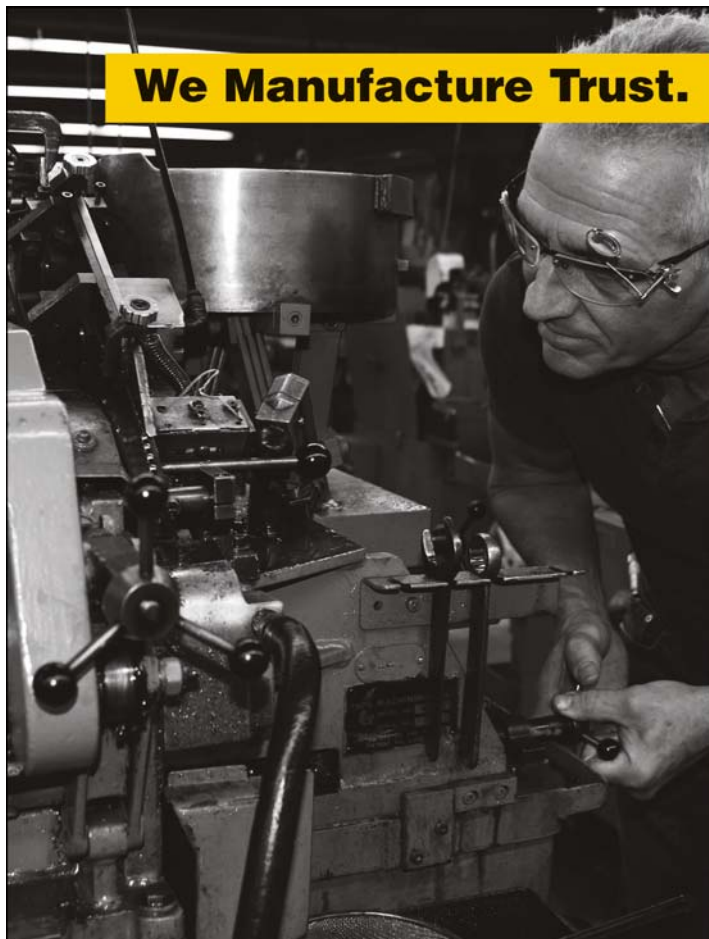
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BUSINESS FOCUS ARTICLE



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Of course, despite hoped-for government protections, it's always good business sense to make sure provisions for the security of your data are made explicit before you ink any cloud contract. Here's what cloud security experts recommend (consult with your attorney before implementing any of these measures):

- Be sure there are limitations on where your data will be geographically located: Nail this down, or your fastener distributorship data could end up on a server in Iran.

- Be sure you have a detailed exit strategy from your cloud services provider: Should you decide to move onto to another provider, you'll want to be sure there is clear pre-agreement on the transition.

Specifically, nail down how you'll move your data and the data format your data will be sent to you for the transition. You'll also want in writing the kind of cooperation your old provider will give you, and the amount of time you'll have to secure your data. Otherwise, with nothing in writing, you could simply lose all your data with a move.

- Beware of cloud providers that insist on the unilateral right to change contract terms: Essentially, this right can give your cloud service provider a blank check to make changes to your contract terms on a whim – and leave your data in the lurch. If the provider refuses to budge, be sure you can live with this provision.

- Get documentation on how your provider will secure your data: Any decent cloud provider will have internal protocols in place designed to safeguard your data and your company's privacy. Get those protocols in writing. And get a guarantee that your provider's security standards will be certified annually.

- Get documentation that your provider is aware of all local, regional, national and international laws regarding the security and privacy of your data. And get documentation and descriptions of the systems your provider has in place to comply with those laws.

Also, get similar documentation that your provider is aware of and can comply with such laws that are specific only to fastener distributors.

- Ensure that your provider will be able to provide usable data should your institution be faced with an e-Discovery request during litigation against your institution.

Your attorney should know how to ensure this request is properly fulfilled.

- Ensure that the cloud contract clearly states that your company retains ownership over all its data and that the cloud services provider has no right to use your data. Otherwise, the cloud provider may try to resell your data to third parties.

- Ensure that your legal agreements extend to the subcontractors hired by your cloud provider: This is an easy provision to overlook – and could wreak havoc on your contract with your provider if forgotten.

- If possible, ensure that your IT director will be able to meet with the cloud security chief to evaluate the provider's security protocols: Also ensure that your IT director will get immediate notice when any changes are made to those security protocols.

- Ensure that you will be notified if your cloud provider suffers a security breach or is hacked in any way: As we've all discovered the hard way, companies are often reluctant to inform clients that they've been breached.

- Ensure that you're able to encrypt your data before it leaves your distributorship's computers: This provision can save untold headaches. Once encrypted, your data becomes much less of a problem for you in the cloud, no matter what goes on there.

- Ensure your data will be wiped clean from servers and other

computerized storage devices that are taken out of service by you cloud provider. Otherwise, a server or external hard disk with all your company's trade secrets could pop up on eBay, and be sold to a pimply faced 15-year-old – or a competitor.

- Secure a detailed agreement with your provider on how your provider will handle a system crash involving your data. Also secure an agreement on how a security breach of your data will be handled. Don't assume your cloud provider will be diligent.

Monitor the Cloud Security Alliance (www.cloudsecurityalliance.org): For the latest ideas and developments in cloud security, monitor this industry group. It's specific mission is to work on establishing international standards for security and privacy in cloud service agreements. ◊



ABOVE: WATSON, THE ARTIFICIAL INTELLIGENCE IBM COMPUTER THAT BESTED HUMANS ON THE TV SHOW 'JEOPARDY,' IS NOW AVAILABLE AS A CLOUD SERVICE.

RIGHT: "THE MOST POPULAR CLOUD SERVICES DEDICATE HUNDREDS OF MILLIONS OF DOLLARS AND THOUSANDS OF PEOPLE TO THE SECURE AND ROBUST DELIVERY OF THEIR PRODUCT," JOSHUA BEEMAN, UNIVERSITY INFORMATION SECURITY OFFICER, UNIVERSITY OF PENNSYLVANIA. "MANY OF US DO NOT HAVE THE SAME LUXURY."



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JIM TRUESDELL THE PITFALLS OF BACKGROUND CHECKS *from page 12*

Walking that line and meeting those duties can be even more difficult these days. The process of checking on someone's background can itself subject a company to liability where use of outside background checking companies or a company's own in-house checking procedures gives rise to charges that the company is discriminating against a protected minority class.

Thus, even if there is no intent to discriminate against racial minorities, ethnic groups, religions, specific genders, the disabled, or employee applicants over age forty a company can still find itself in violation if the vetting of employees' past actions or credit histories can be shown to have a disparate impact on a protected class. This can arise under the employment provisions of the Civil Rights Act of 1964 or under the Fair Credit Reporting Act. The Equal Employment Opportunity Commission, with its current activist bent, has filed a number of law suits in the past year against companies where the Commission is claiming that exclusion of job applicants based on criminal background checks violates Title VII of the 1964 Act.


Some states or municipalities are acting on their own in these matters. For example, I recently received notice from the city of Columbia, Missouri, where I have a branch distribution center, that they have enacted a new law prohibiting employers from seeking criminal background checks on applicants at any time prior to a conditional offer of employment. That town, home to the University of Missouri, has authorized its Human Rights Commission to investigate complaints where employers are alleged to have sought criminal background information on job seekers. One can imagine someone with such a record not getting a call back after applying for a job and then contacting the Commission and sending them after the potential employer on the assumption there might have been some illegal background searching. This could be especially difficult for multiple location companies which would need to adjust their hiring and screening practices to match up to varying local restrictions!

So, how is a company to proceed? The EEOC and the Federal Trade Commission have published directives

advising employers how to proceed when making personnel decisions requiring background checks. The directives acknowledge that it is not per se illegal for an employer to ask questions about an applicant's or employee's background, or to require a background check. It does caution, however, that federal anti-discrimination laws must be complied with as well as any applicable local state and municipality anti-discrimination ordinances.

For the most part, this means that an employer cannot target protected classes of workers for intensive background checking nor seek out and use information that is irrelevant to the actual performance requirements of the job. In addition to criminal records and credit history caution must be applied to the use of any medical or genetic condition information inadvertently obtained. Also, applicants must be advised that background information will be sought and their written permission on a stand-alone form (not part of the regular job application) must be obtained. The information obtained must not be used to discriminate. This means that the same standards should be applied to everyone, regardless of their race, national origin, color, sex, religion, disability or age. Where things get really difficult is that the guidelines caution that special care must be taken not to base employment decisions on background problems that may be more common among people of certain groups. Thus, policies that exclude people with certain criminal records may not be used as a basis for decision if the policy significantly disadvantages individuals of a specific group and that information does not accurately predict who will be a responsible, reliable or safe employee.

Employers need to be aware of the trends in enforcement of anti-discrimination laws by the EEOC and other agencies, as well as the risks of hiring without verification.

There are risks in implementing background checks overzealously and risks in not checking. Following suggested agency guidelines will probably be the safest path to follow, but even with this the use of background information and its appropriateness is open to wide interpretation. Proceed with caution! 

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Taking a look at a Competitor Near You

Ever visit a hardware store when their newly received shipment is being put away? All the small items are delivered in carton sized, reusable plastic totes. Every tote is filled with many products from every aisle and department in the store. In the more organized stores a narrow cart that holds the tote at an ergonomically designed height and angle is pushed through the aisles and a stocker/salesperson removes each item and places it on a shelf or hook. Unfortunately the only way to really see what is in the tote is to remove the materials. This often means finding merchandise for aisle 1 while at the opposite end of the store in aisle 20. The running around, doubling back and frustration are obvious.

How did it get this way? The DC was optimized according to their own rules, not their customers' needs. With a randomized inventory, picked according to a tightly controlled path there is little consideration of "family group" at the customer/store level. While this might make some sense for small orders (fewer than 10 items) a typical weekly shipment to branch or store level might include over 500 SKU's and 1,000+ pieces.

The net result is that saving a few additional stockers and pickers at the Distribution Center ends up costing hundreds of additional hours at the store level. Even worse a store employee who is running around stocking is not available to serve the customers. Certainly a retail customer might stop them to ask a question but what will the attitude and answer be when the worker is trying to remember what's in the tote and avoid hundreds of extra steps?

Can you see the problems and opportunities?

The Bigger the Competitor the Harder They Fail

Now think about those really big competitors with a "Master Distribution Center" of over a half million square feet and almost every SKU in their very thick catalog. The MDC feeds a 100,000 (or more) square foot "Regional Distribution Center" with mostly shipments of less than case quantity goods along with bigger individual items. Large quantities are usually shipped by the vendor direct to the RDC. The RDC in turn sends merchandise to local "Branches" with less than 40,000 square feet, which in turn feed all the sub-branches in a geographically limited area.

At every level some form of reusable tote or pallet box is filled with essentially random materials for shipment to

other distribution or point of purchase operations. And some unfortunate receiving team is stuck with having to go through these less than optimum containers checking in, sorting and stocking all the random merchandise. Often it gets worse when a pallet box is used for light weight goods and then freight costs are saved by filling the voids with other merchandise. In one operation I watched as the receiver climbed a step ladder to get into a pallet box and hand materials to another worker on the dock.

All this waste from one misguided paradigm.

No matter how much cheaper the big guys buy the goods they are adding back extraneous expenses at every level. Huge buildings and complex materials handling systems cost money 24/7, 365 and the additional receiving and stocking personnel are a hidden profit drain. A smaller Fastener Distributor with good systems and staff can run circles around the big guys at far less cost.

Can you see the problems and opportunities?

Dilbert's Pointy Hair Boss...

Comes in one morning, convenes a meeting and demands that every department must save 10%. So receiving stops organizing the materials and saves their 10% at the expense of the stockers...who must now save 20% by cutting corners, thereby adding more work for the pickers. Following this around the warehouse we find that the shipping dock must save 120% of their current expenses.

This is obviously an extreme situation, but it actually happened in a manufacturing operation. The net result was within a week expenses for the entire plant went up significantly as each production unit looked for ways to dump their expenses on the next guy.

Now do you see the problem? Optimizing only one link of the supply chain adds costs everywhere else in the system.

Looking for the Opportunities

My late Father, Irving, used the term "Origin to Destination." If a DC optimizes their operation in a void saving time, money and man-power at their level is going to increase both the overall expense and aggravation. The problems and opportunities are often obvious at every link of the supply chain. Any Branch, Warehouse and Distribution Center exists for only one reason...AS A MARKETING TOOL. Increasing the efficiency of the totality of the distribution cycle is the only win-win for everyone.

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DISTRIBUTION ONE'S FOURTH MOBILE APP HITS THE APP STORE


Enterprise software is gradually shifting toward mobile, and Distribution One is keeping pace with four apps that bring ERP functionality to phones and tablets everywhere.

Distribution One has rolled out a suite of mobile apps that reflects its enterprise software, ERP-ONE. With the same focus on wholesalers and distributors, the mobile apps extend the vast capabilities found on the desktop system to the mobile front.

Available on both Apple's iOS App Store and the Android Google Play store, the four apps include: Order Entry, VMI Scanner, Signature Pad and Mobile Delivery. Each serves a distinct purpose in a wholesaler's operation, allowing for continuous connectivity for the salesforce, delivery staff, warehouse personnel, and executives on the go.

"Distributors are looking for the same freedom of mobility in their businesses that we as individual users all now take for granted," said Dean Christianson, Distribution One's CTO. "We initially released our Order Entry app to facilitate order processing anywhere. Then our customers kept finding great opportunities for mobile solutions, so we've made it a priority."

The VMI Scanner app allows customers to scan items throughout their warehouse to quickly generate orders. The Signature Pad app captures customers' signature confirmations while syncing directly to ERP-ONE, and the Mobile Delivery app provides functionality for loading and delivering packages.

The focus on mobile apps - free for Distribution One customers - will continue into 2016 with several other apps planned for release. 

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If the customer orders threaded rod, many times the rod will be cut into several lengths for the job. Do they have enough nuts on hand? If ordering B7 threaded rod, be sure they have 2H nuts for elevated temperature applications and for matching strength.

Washers are always a good commodity to keep on hand for any job. They have a choice between plain and hardened washers, as well as the larger diameter USS washer and smaller diameter SAE. If the customer is ordering grade 5 or grade 8 bolts, always recommend the hardened SAE flat washers.

Many distributors will also sell a variety of tools. Is the customer's socket set complete, or are their hex wrench sets complete? Drills for pilot holes are always in need. Do they need torque wrenches? Rivet tools? How about air tools? There are chemical cleaners for these and other tools as well to keep them clean and running in top condition.

Sometimes just asking a question or two will jog the customer's thinking into other products he may need that you can offer to compliment the order as well as being of service to them.

I. Materials to be Joined

- A. Ferrous
 - 1. Cast Iron
 - a) Engine blocks
 - (1) Studs
 - (2) Bolts
 - 2. Cast Steel
 - a) Turbine Wheels
 - b) Turbochargers
 - c) Valve Bodies
 - d) Pump Castings
 - e) Pipe Flanges
 - (1) Studs
 - (2) Bolts
 - 3. Steel
 - a) Thin: sheet to 1/4"
 - (1) Sheet Metal Screws
 - (2) Rivets
 - (3) Self-Drilling Screws
 - (4) Machine Screws
 - (a) Machine Nuts
 - (b) Star Washers
 - b) Thick: > 1/4"
 - (1) Bolts
 - (a) Hex
 - (i) Hex Nut
 - (ii) Flat Washer
 - (b) Flange Head
 - (i) Flange Nut
 - (c) Studs
 - (2) Structural Hex Bolts
 - (a) Structural Hex Nuts
 - (b) Structural Flat Washer
 - c) Tool Steels / Heavy Machinery

- (1) Socket Head Cap Screws
- (2) Hex Head Cap Screws
- (3) Studs
- (4) Roll Pins
- B. Non-Ferrous
 - 1. Aluminum
 - a) Cast
 - (1) Studs (coated)
 - (2) Bolts (coated)
 - (a) Threaded Inserts
 - b) Sheet
 - (1) Sheet Metal Screws
 - (a) Star Washers
 - (2) Rivets
 - (3) Thin-Sert®
 - C. Non-Metallic
 - 1. Wood
 - a) Wood Screws
 - b) Nails
 - c) Dome Head Bolts
 - d) Wall Anchors
 - e) Hex Bolts
 - (1) Hex Nut
 - (2) Flat Washer
 - 2. Fiberglass
 - a) Sheet Metal Screws
 - 3. Composites
 - a) Torx®
 - b) Dome Head Bolts
 - (1) Hex Nuts
 - 4. Dry Wall
 - a) Self-Drilling Screws
 - b) Wall Anchors
 - 5. Masonry
 - a) Nail
 - b) Masonry Bolt
 - 6. Plastic
 - a) Sheet Metal Screws
 - b) Machine Screw
 - (1) Machine Nut
 - (2) Star Washer

II. Environment

- A. Corrosive
 - 1. Austenitic Stainless Steel
 - 2. Silicon Bronze
 - 3. Titanium
- B. Heat
 - 1. Stainless Steels, < 1800°F
 - 2. Titanium, > 1800°F
 - 3. ASTM A193 B7, < 1100°F
 - 4. Silicon Bronze, < 600°F
- C. Outdoor Exposure
 - 1. Galvanized Steel
- D. Automotive
 - 1. Metallic / Organic Dip
- E. Indoor
 - 1. Electroplated Steel
 - 2. Phosphate Coating



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LELAND INDUSTRIES AND CANADIAN THREADALL: SYNERGY


Synergy: a Greek word that loosely translates as "working together." What better way to describe the benefit derived from the acquisition by "Leland Industries" of "Canadian Threadall Limited?" Leland, a producer of Bolts, Nuts and Screws up to 3/4" x 6" Bolts, recently introduced A325/490 Structural Products. Now with "Canadian Threadall" as a division, new opportunities arose. Custom threaded products are Threadalls' forte.

Canadian Threadall is well known as a dependable supplier of formed wire products. Cut or rolled Thread to 4-1/2" , U-Bolts, J-Bolts, Anchor bolts, Threaded Rod, Forging and special parts and assemblies for mining, construction and OEM. In addition, machining many types of parts for industrial processes and production equipment became available to Leland's customers. In return, All of Leland's production became available to Canadian Threadall, eliminating the need to purchase

Import Nuts, bolts and screw products.

Leland Industries is accredited to ISO/IEC-17025 certificate number 1053-01 in the field of mechanical testing. Canadian Threadall is approved under ISO 9001-2000. Both are reputable companies producing reliable products from Carbon Steel plated with Leland's exclusive JS1000, providing 1,000 hours of protection in salt spray testing with no red rust. Or JS600 plating, applied to stainless threaded fasteners. JS600 eliminates galling during assembly.

Canadian Threadall brings opportunity to Leland Industries, in the form of Construction and OEM customers that previously sent business to other vendors. Now, for many companies it is "one stop shopping".

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BUSINESS FOCUS ARTICLE

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This federal tax rate can be as high as 39% at certain income levels. Once ordinary goodwill is taxed at the corporate level, it is given to the seller usually in the form of a dividend distribution. When given to the seller, it is taxed at the federal dividend rate of 15%. This means that of every \$100 given to the selling corporation as part of an asset sale, potentially \$48 of it will be paid to the federal government as taxes. In addition, we might have to deal with state taxes.

Along comes the concept of personal goodwill. As mentioned previously, the phrase “personal goodwill” does not appear anywhere in the Internal Revenue Code. Two tax cases gave rise to the concept of personal goodwill for federal tax purposes and the two cases contain the definition for tax purposes in which we use. In the *Martin Ice Cream Case* (110 TC 189, (1998)), Arnold Strassberg was the co-owner of a company known as Martin Ice Cream Company. During his tenure with the company, he became a distributor of ice cream from Haagen-Dazs to multiple grocery stores under a non-written, “handshake” agreement. In the mid-1980’s, Pillsbury acquired Haagen-Dazs. Rather than allowing Arnold to continue in the distributorship, middle-man position, Pillsbury acquired Arnold’s company, the Martin Ice Cream Company. Forty-six percent of the purchase price was allocated to Arnold’s seller’s rights or what is now known as “Personal Goodwill”. When the case went to court, the Tax Court held that personal relationships of a shareholder-employee are not corporate assets when the employee has no employment contract with the company. This landmark tax case gave rise to personal goodwill.

Additionally, *Norwalk* (TCM 1998-279, 1989) found that the personal relationships of a group of accountants were the property of the individual owners and not the corporation itself. Hence, affirming the existence of personal goodwill.

When a seller is in a position similar to the facts above, it is most advantageous to split personal goodwill off from company goodwill. During the negotiation phase of the sale, the seller must create a separate personal goodwill contract stating that some of the goodwill being sold is personal goodwill. At the same time, the seller should not engage in an employment agreement. If an employment agreement is part of the deal, theoretically, the goodwill IS an asset of the company being sold and is not personal goodwill. Practitioners have, in the past, sold 10%-90% of

goodwill as personal goodwill in business sales. This amount should be based on a reasonable and objective estimation of the two values, while keeping in mind that more personal goodwill means less tax.

Personal goodwill is more likely to exist in smaller, service type companies. Characteristics of companies with personal goodwill include companies that are “relationship” dependent, no written contracts, no written property rights in the company, owner/employee controls the company, and the earnings do not support the transaction price. In companies which would be heavier on the traditional goodwill, characteristics such as “capital” dependence, written employment contracts, written property rights, no controlling owner, and business is where the business earnings support a transaction price, lend the characteristics to a business which would have more traditional, business owned goodwill. When valuing a company or working transaction allocation details, these factors can and should be considered to support a correct allocation.

Divorce – Equitable Division

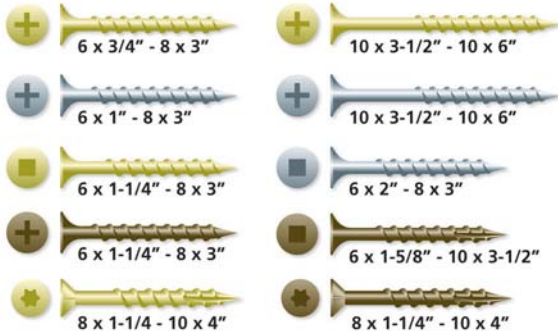
Practitioners involved with divorce work routinely are unfamiliar with the general concepts of valuation when a business is present. Valuation specialists are sometimes not even used to appraise businesses. In these cases, the trier of facts will essentially make an educated guess as to the value of the business using rules-of-thumb which may be erroneous. Furthermore, and of even greater consequence in cases not retaining experts, company goodwill and personal goodwill cannot be differentiated from one another, placing the business owner’s case in jeopardy. Essentially, in any case involving a business interest, valuation specialists should be employed up front.

Proceeds derived from the sale of personal goodwill are not subject to a spouse’s claim for equitable distribution. In Florida, the case of *Thompson v Thompson* (576 So. 2d. 267, 270 (1991)) an attorney divorced his wife. The wife claimed that the entire law practice was a marital asset subject to 50% division. The husband (attorney), on the other hand, argued part of the law practice’s value was not merely “professional” or company goodwill, but also, the asset consisted of “personal goodwill”. The court agreed with the personal goodwill concept and allowed personal goodwill to become a precedent at least in the state of Florida.

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NIFMSE 2015 VEGAS FASTENER EXPO REPORTS ROBUST START WITH ADDED ATTRACTIONS from page 26

The always popular Wednesday evening Welcome Reception will move to an exciting new poolside location at Treasure Island where a festive environment will complement the tasty appetizers and open bar hosted by Expo Management. As always, this fun-filled party is open free-of-charge to all Expo exhibitors and registered attendees wearing their 2015 badge.

There will be a private Fastener Expo "Hall of Fame" reception held at the Treasure Island's Kahunaville Tropical Restaurant immediately prior to the Welcome Reception on Wednesday evening, where two more candidates will be inducted into this select group of fastener industry leaders.

The "World's Largest Fastener & Mill Supply Expo" will be open from 9:00 AM to 4:00 PM, Thursday, October 22 and from 9:00 AM to 1:00 PM, Friday, October 23 at the Sands Expo & Convention Center.



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DISTRIBUTOR NEWS

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 Manuel Perez de la Mesa, President and CEO of POOLCORP, headquartered in Covington, Louisiana.

Mr. Perez de la Mesa succeeds Dan M. Blaylock, President of Adams-Burch Inc., headquartered in Landover, Maryland. Mr. Blaylock will remain active on the NAW Board as Immediate Past Chairman. Adams-Burch is also a member of the Foodservice Equipment Distributors Association and the NPTA Alliance.

Says Mr. Perez de la Mesa of his new post, "During the many years POOLCORP has been an NAW Direct Member, we have enjoyed the many products, services, and networking opportunities that NAW offers. It is my honor to be elected to serve NAW as its next Chairman. I look forward to working with NAW and our members in 2015 and contributing to NAW's ongoing, vital work for our industry." POOLCORP is also a member of The Association of Pool & Spa Professionals.

The following wholesale distribution industry leaders also were elected as NAW Officers for 2015:

Chairman-Elect: Richard W. Schwartz - WinWholesale Inc., Dayton, OH. WinWholesale Inc. 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.

First Vice Chairman: John Tracy - Dot Foods Inc., Chesterfield, MO. Dot Foods Inc. is also a member of the Healthcare Distribution Management Association, the International Foodservice Distributors Association, and the International Sanitary Supply Association.

Second Vice Chairman: Joseph C. Nettemeyer - Valin Corporation San Jose, CA.

Secretary: 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.

Dirk Van Dongen - President National Association of Wholesaler Distributors, Washington, DC

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[1] SUPPORT Advance's highly trained team of sales professionals provide application engineering support in the field, where our customers need us.


[2] SERVICE To avoid conflict, Advance focuses on selling and servicing through our preferred channel partners, other distributors, whenever possible.

[3] STOCK To ensure we meet each of our customers' unique business metrics, Advance maintains a large, smart inventory.

[4] STRATEGIC Advance's sales service team

solves problems stemming from manufacturers' limited support, long lead times and large order minimums.

[5] SATISFACTION By working to improve customers' core competencies, Advance accomplishes our goal of being each of our customer's best supplier for the products we represent.

"We strive daily to create a superior experience for our customers," says Advance President Gary Cravens. "Advance offers distributors more than just specialty fastening solutions. We give them the support and services that improve their efficiencies and profitability. Our 5-Part Value Proposition is the cornerstone of what Advance is all about, and that's why distributors come to us – they need the value-added services and the engineering support we provide, along with our great products." 

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LEFT TO RIGHT: JIM KIERSTEAD, INFORMATION TECHNOLOGY OFFICER, KANEBRIDGE CORPORATION, DENNIS E. COWHEY, PRESIDENT, COMPUTER INSIGHTS, INC., PAUL A. DEFALCO, SUPPLY CHAIN INTEGRATION MANAGER, COMPUTER INSIGHTS, INC.

When a Business Edge™ client places an order on FasNet, the Purchase Order is entered directly into The Business Edge™. Once it is entered, the Purchase Order is sent directly onto the Kanebridge System. Once the order is confirmed, the FasNet System posts the acknowledgement directly to the purchase order in The Business Edge™. The whole process is effortless and seamless. It ensures immediate response and 100% accuracy. It completely eliminates the need for double entry of information. It speeds up the entire process.

Integrates With Kanebridge Reference Guide

The new system includes integration with the Kanebridge Reference Guide which gives instant access to product specifications:

- Dimensions
- Schematic drawings
- Descriptions of:
 - Grades
 - Finishes
 - Plating information
 - Common usage

Good For Everyone Involved

Bobby Williams, Vice President of Kanebridge, had this to say about the new system: "During these

uncertain economic times, fastener distributors need to spend more time and energy concentrating on servicing their customers in every way possible. We believe that the integration of Kanebridge's FasNet™ with The Business Edge™ can help our customers by freeing up their valuable resources so they can spend less time on clerical work and more time focusing their efforts on customer service. It's a win-win situation for everyone."

FasNet™ Is A Popular System

Kanebridge Customers using FasNet™ are able to:

- View and search Kanebridge's Inventory of over 40,000 Fasteners
- Obtain Product Drawings
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- Use their own Part Numbers, Check Stock and Place Orders Instantly
- Shop at their Convenience
- Track their Order
- Save 2% on every Order

Now they can get all these benefits while using The Business Edge™.

Kanebridge Connection™ adds the ability for the Distributors to:

- Issue Purchase Orders based on Usage or Customer Orders
- Place Purchase Orders directly from within a Sales Order
- Automatically Generate Purchase Orders Using The Business Edge™ Automatic Replenishment System
- All Business Edge™ Transactions are Instantly Posted to Both Systems
- These Fully Integrated Orders will also Work with FasNet Direct and the FasNet Premier Stock and Release program.

MID-WEST FASTENER ASSOCIATION

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HOLIDAY PARTY FESTIVE TIME FOR MWFA

Proof the Holidays are a time for giving...

The MWFA holiday party on December 12th at Medinah Banquets, was an awesome event for nearly 200 attendees. This event is time to collect toys for less fortunate children. Tables piled high with toys and a bowl was filled with checks and cash to provide toys to delight many children. Over \$2,000 was presented to the U.S. Marines Toys for Tots program.


Everyone's favorite Holiday guest of honor, Santa Claus, was present to help celebrate. Music That Moves provided music for listening and dancing pleasure. To add even more fun to the event, a Photo Booth was available for fun pictures creating fun for the attendees! Enjoy Holiday party photos at www.mwfa.net). Food and drinks were great but the joy of the group being together was the best.

Plans are already under way for new and fun changes to the Holiday Party.

MWFA Upcoming Events

- May 14th** Dinner Meeting
June 8th-10th Fastener Tech '15
June 8th Fastener Technology Workshop
 @ Fastener Tech '15 - Sponsored by FTI
June 9th Buyer Beware Seminar
 @ Fastener Tech '15 - Sponsored by MWFA
September 17th Intermediate Fasteners/QC Seminar

MWFA Welcomes New Members

CFH Procurement Inc - Lake St. Louis, MO
 Lawrence Screw Products - Harwood Heights, IL
 Safety Socket LLC - Gilberts, IL 

ASSOCIATION ARTICLE

MID-WEST FASTENER ASSOCIATION

MWFA HOLIDAY PARTY
ADDISON, IL - DECEMBER, 2014

more photos on page 165

RICHARD HAGAN FASTENER COMPANY ACQUISITIONS - COMPLETED DURING 2014 from page 36



On February 14, 2014, **Doncasters Group Limited** ("Doncasters") purchased **Automatic Screw Machine Products Co. Inc.** ("Automatic SMP"). Founded in 1948 and located in Decatur, Alabama, Automatic SMP is a niche manufacturer of premium-quality fasteners, fitting components and made-to-print specialty parts which are machined from high-strength alloys and/or stainless steel. The major end-user industries served by Automatic SMP include: aerospace & defense; agriculture & construction equipment; commercial transportation; and oil & gas refining / processing. 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 specialty industrial applications. The company's fastener division - Doncasters Fastener Systems - is comprised of Nelson Stud Welding Inc., The Ferry Cap & Set Screw Company, Specialty Bar Products Company, Erie Bolt Corporation and Bulldog Barrels LLC. The seller of Automatic SMP was Lawson Products Inc. (Nasdaq: LAWS) a Chicago-based, \$300+ million in net sales distributor of MRO industrial supplies. Purchase price: \$12.5 million



On February 18, 2014, **AIP Aerospace LLC** purchased **Brown Aerospace Mfg. Systems Inc.** ("Brown Aerospace"). Founded in 2001 and located in Port Huron, Michigan, Brown Aerospace is a designer and manufacturer of automated drilling, fastening and assembly systems for the aerospace industry. The company specializes in automated devices and tooling used for drilling, countersinking and sealant applications. The key customers of Brown Aerospace include The Boeing Company and Spirit AeroSystems. Formed in 2012 and headquartered in Santa Ana, California, AIP is a provider of aircraft assembly tooling systems, equipment for machining large composite aerostructures and a manufacturer of advanced composite components. AIP Aerospace is a portfolio company of American Industrial Partners ("AIP"), a New York City-based private equity firm. AIP is an operationally-oriented firm which invests in North American manufacturing and industrial service companies.

Purchase price: not available.

FUTURISTICS COMPONENTS

On February 19, 2014, **MW Industries Inc.** purchased **Futuristics Components Inc.** ("Futuristics"). Founded in 1988 and located in Waterbury, Connecticut, Futuristics is a niche manufacturer of CNC machined components for the microwave, electronics, defense, aerospace, medical and related industries. The company offers a broad range of primary machining and secondary operation capabilities such as right angle bends, slotting, crimping, zone annealing and thread-rolling. Futuristics specializes in complex precision

machined parts produced in smaller production runs with quick turn-around delivery. Following the transaction closing, Futuristics will be integrated with MW Industries' RAF Electronic Hardware Division located in nearby Seymour, Connecticut. MW Industries is a manufacturer of engineered mechanical components including springs, specialty fasteners, machined parts, precision stampings and custom wire forms. The company is headquartered in Rosemont, Illinois and is comprised of 16 operating divisions located in 10 states. MW industries is a portfolio company of Genstar Capital LLC, a San Francisco-based private equity firm.

Purchase price: not available.



On February 28, 2014, **Wesco Aircraft Holdings Inc.** ("Wesco") purchased **Haas Group Inc.** Haas Group, headquartered in West Chester, Pennsylvania, is a global provider of outsourced chemical supply chain management ("CSCM") solutions for the commercial aerospace, airline, military, energy and industrial markets. With more than 1,300 employees and 35 distribution hubs and forward stocking locations, Haas Group generated net sales of \$596 million in calendar 2013. Haas Group services 1,925 customer sites across 70+ countries and generated pro forma EBITDA of \$43.6 million in calendar 2013. Founded in 1953 and headquartered in Valencia, California, Wesco is the world's second largest distributor of aerospace fasteners and aircraft consumable hardware, with net sales of \$901.6 million in the fiscal year ended September 30, 2013. The company supplies more than 7,400 customers in the commercial, military and general aviation sectors, including the leading aerospace OEMs and their tier subcontractors. Wesco employs more than 1,300 people across 42 locations and 12 countries. The seller of Haas Group was The Jordan Company LP, a New York City-based private equity firm.

Purchase price: \$550 million.



On March 27, 2014, **Consolidated Aerospace Manufacturing LLC** ("CAM") completed purchase the of **Bristol Industries Inc.** ("Bristol"). Founded in 1976 and located in Brea, California, Bristol is a manufacturer of self-locking nuts, gang channels and related installation tooling for the aerospace industry. The company's products are used for both airframe and engine applications and its customer base includes most of the aircraft OEMs and their Tiers around the globe. Established in 2012, CAM is a holding company for four companies which manufacture fasteners and fittings, predominantly for the aerospace market. The other three companies owned by CAM are: AeroFit LLC (fluid fittings); 3V Fasteners Company Inc. (externally-threaded fasteners); and QRP Inc. (quick release pins, latches and accessories). CAM is a portfolio company of Tinicum Inc., a New York City-based private equity firm with \$1.5 billion of committed capital under management.

Purchase price: not available.

NFDA WINTER MEETING CHARLESTON, SC - FEBRUARY 26-28, 2015



[c] Standards in the revision process**continued...**

ASME B18.6.1 Wood Screws. Sept 2014, work has just recently begun on this and the revision is not expected for completion until late 2015.

ASME B18.13 SEMS (inch series). Sept 2014, this standard was last revised in 1996 and will now undergo a complete revision. Completion is expected in 2016.

ASME B18.15 Forged Eyebolts (Inch). This is the first revision of this standard since 1985. It has undergone a complete re-write with the primary change being the addition of stainless steel eyebolts at the request of the US Navy ship builders. The first ballot has been completed. All comments and negatives have been addressed and the second ballot will go out in February 2015.

ASME B18.16.6 Inch Locking Nuts. The B18.16 sub-committee is reviewing the appropriateness of the 60% proof load requirement for the thin "T" series of nylon insert lock nuts to determine if a revision is necessary. A web conference is scheduled for February 10 with the Nut Standard working group to determine how to proceed with a revision proposal.

ASME B18.24 Fastener part identification numbering system. A revision to this standard is in progress. A ballot closed on July 31. A ballot is open now and will close before the end of February.

ASTM A354 Standard Specification for Quenched and Tempered Alloy Steel Bolts, Studs, and Other Externally Threaded Fasteners. Some weaknesses in the standard were discovered as a result of the threaded rod failures on the Bay Bridge. The committee is proposing that a higher grade of alloy steel be required for sizes over 1-1/2 inches to assure better hardenability plus several Supplemental requirements such as hardness uniformity test, Charpy testing, and mag particle testing. Work began in December 2014 and the first ballot will be in February 2015.

ASTM F1941/F1941M Electroplating Standard for Fasteners. This past the sub-committee ballot. The first main committee ballot will be processed in early 2015.

ii. ISO 4042, Electroplating finishes for fasteners was discussed at the ISO TC 2 meetings in Paris during the third week of October. The majority of the work was on Appendix B which addressed hydrogen failures and how to manage process variables to decrease its potential effects of hydrogen. Work is also under way on Appendix D dealing with the effects of plating on threads and how pre-plate threads may need to be adjusted to provide adequate room for plating and coating buildup. Work progressed on this

during the October 2014 meeting in Milan. The next ad hoc working group meeting will be in March 2015 in Paris.

ISO 3269 Fastener acceptance. At the ad hoc meeting in Paris in June, 2014 it was agreed to use the c=0 plan (similar to ASTM F1470 and ASME B18.18) as a receiving inspection plan at the purchaser's option and that an AQL plan will be used if a dispute over the inspection results arise. Work progressed on this during the October 2014 meeting in Milan. The next ad hoc working group meeting will be in March 2015 in Paris.

ISO 6157 Fastener surface discontinuities was discussed in Paris in October 2013. Work will continue in working group in 2015.

ISO 2320 Locking nut performance - Work progressed on this during the October 2014 meeting in Milan. This will be worked out during the balloting process. A ballot should be issued during 2015.

ISO 1891-4 Terms and terminology related to quality assurance. This is being balloted for approval to begin the formal balloting process in the near future. This is likely to be approved and the first content ballot should be voted on before the end of 2014.


SAE J2280 Ship Systems and Equipment - Fasteners - Selection and Identification Requirements. This standard revision was balloted in January. The ballot results were discussed at the September 9, 2014 meeting. A new ballot should be issued before the end of 2014.

SAE J2295 Fastener Part Standard - Cap Screws, Hex Structural Bolts, and Hex Nuts (Inch Dimensioned). A revision of this Ship Systems Fastener Standard was balloted in December 2013. The ballot results were discussed at the September 9, 2014 meeting. A new ballot should be issued before the end of 2014.

2. IFI Technical Working Group Activities In Progress

[a] IFI Division III – A Guide For Ultra-High Strength Metric Fasteners - The work is on-going.

USCAR-IFI GUIDE for Ultra-High Strength Fasteners was completed in late February. It will be available soon through several outlets including the IFI.

[b] Workshop on Hydrogen Embrittlement Avoidance in Mechanical Fasteners - Focus on the Oil & Gas Industry - At the ASTM Spring Meetings on May 17, 2015 in Anaheim, California a workshop will be held to address concerns about hydrogen failures in sub-sea applications for the oil & gas industry. 



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Considering the many different products and SKUs that a typical fastener distributor may handle, developing a knowledgeable salesforce may prove to be a significant challenge. However, it is one that is well worth the effort to achieve because it is part of a winning equation towards success and one that, sadly, too many organizations are willing to accept mediocrity in. I'm reminded of my early experience with aerospace fasteners. We had been approached by a large aerospace fastener distributor to make some standard NAS part numbers for them. We were eager to pursue this new opportunity but had many questions. We were shocked to discover that our customer seemed no more knowledgeable about the product than we were. In fact, they only recognized part numbers. They understood that differences in part numbers meant there was some actual difference in the parts, but if asked to explain the differences they would find it impossible to do so.

The following are five advantages that a distributor will have with a knowledgeable salesforce.

[1] Relationship with Customer:

Although it is probably not fair to harbor expectations that your sales men and women should be engineering or specifying product, in many cases the actual sale of the product resides with the customer's engineering team. Having worked for many years with engineers in all sorts of organizations, I have noticed that many engineers simply will not interact with a company's sales team unless they are able to demonstrate that they have a thorough knowledge and expertise about their product or proven that they can quickly and efficiently obtain the information the customer's engineer seeks. Therefore, although many distributors may have limited resources related to Application Engineering, a knowledgeable salesforce will significantly offset this deficiency, strengthen, and add value to the customer relationship.

[2] Trust

A knowledgeable salesforce helps build customer trust. I recall a story from many years ago about a salesman working with a customer on a project related to a thread forming screw for plastics. One of the advantages of this screw was the ability, with the right design parameters, to be able to downsize the plastic boss, thus reducing material consumption and saving the customer cost. In his exuberance this salesman told the customer that the screw "could reduce the boss size by 100%". Although we chuckled for many years thereafter about the "air boss", the reality is that this seemingly innocent faux pas really undermined the position of trust with the customer. A more knowledgeable salesman would never have made such a foolish claim and

so quickly erased the customer's trust in this salesman and the company he represented.

[3] Reputation In The Industry

It is not difficult to think of industries where one or two companies stand-out as "knowledge giants" and tend to be the company or companies that everyone else is attempting to emulate. One thing that sets these companies apart is that throughout the entire organization they "know their stuff". If you want your company to have a reputation as a value-added, knowledge provider you must have a staff that is able to truly support this.

[4] Time Savings

Imagine how much time can be saved and utilized for more value-added activities when the first line of individuals tasked with the customer relationship are able to actually answer most of their questions. Sales men and women should certainly know their limitations and never answer something they don't know but if they are knowledgeable enough to answer many of the questions posed to them, consider how much more productive both they and others in the organization they would be utilizing may be.

[5] Employee Development As An Investment

It is not uncommon for organizations to have a significant turn-over in both inside and external sales. Any area of a company that experiences high turnover can be a real drain on the entire organization. This is partly because it is costly from a tangible perspective to be in a perpetual recruitment mode, but probably even more so from an intangible perspective with respect to internal inefficiencies and external damage to the company's reputation. Developing the salesforce, partially by making them very knowledgeable about the product, is a good way of retaining people by raising their self-esteem and displaying the company's dedication to investing in the improvement of their team members.

The advantages are quite compelling. The next question one might ask is "how does my company get there?"

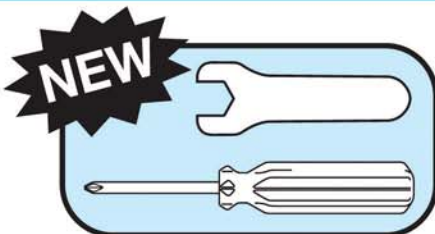
Like anything that is worth doing, the answer to this question is through hard work and a lot of effort. Following are several ideas of places to start.

[A] Training

Send the salesforce out for appropriate external training or contract to have experts conduct in-house training. Although there are limited options for external basic fastener training, those that do exist tend to provide good, solid material that will benefit those new to the industry as well as those that have been around a while.

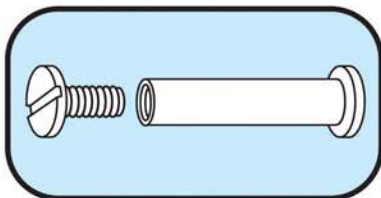
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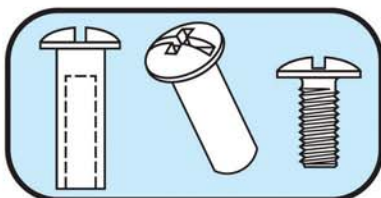
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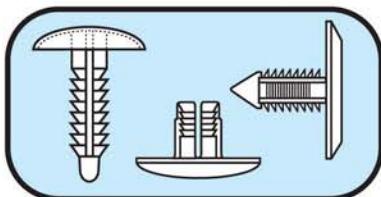
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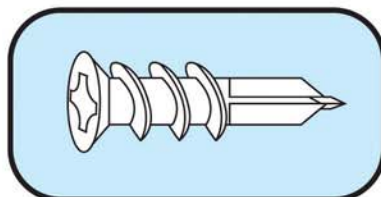
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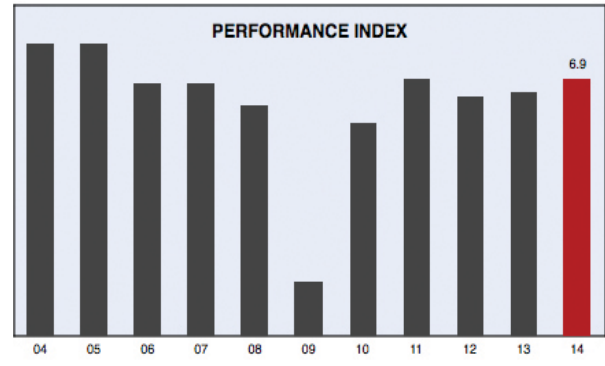
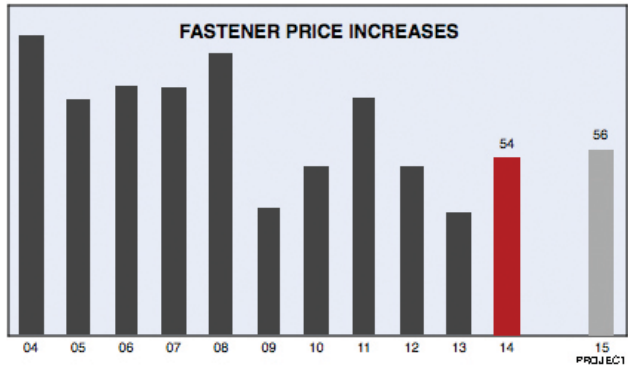
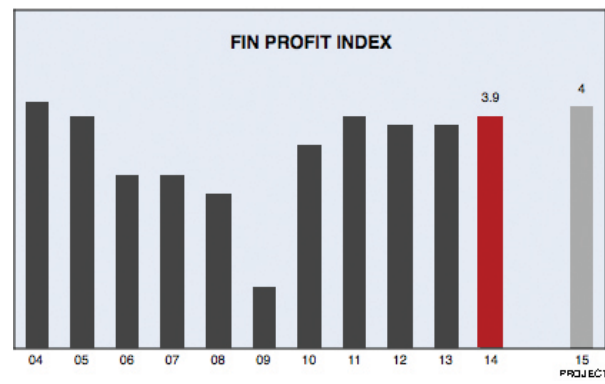
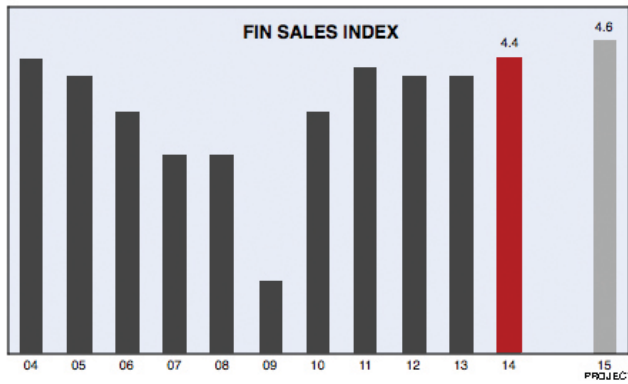
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Job Market

Fastener job growth increased in 2014. After hovering near 50% for two years, 61% of fastener companies added jobs in 2014.

Just under three in 10 survey participants (29%) held the line on their workforce. And only 6% of FIN Survey respondents reported job cuts.

More than half of fastener companies (51%) predict job growth in 2015, while 4% anticipate cutting jobs. Wage increases continued in 2014, with 83% giving raises averaging 1% to 4%.

And seven in ten survey participants anticipate modest pay raises in 2015.

Economic Confidence

Economic confidence is up for 2015. Just shy of a majority of FIN Survey participants had "Very High" (4%) or "High" (44%) ratings for the North American economy for 2015. Another 46% rated their confidence level at "Moderate."

The confidence is up from the end of 2013. For the global economy, a 51% majority of End of 2014 FIN Survey respondents pegged their confidence at "Moderate."

Political Confidence

The fastener industry expressed low confidence in the White House on business issues, but even lower in the incoming U.S. Congress, according to the End of 2014 FIN Survey.

A 64% majority rated their confidence in the White House as "Very Low" (44%) or "Low" (20%). A quarter of the participants put their confidence at "Moderate"; 2% "High"; and 6% "Very High."

In comparison with the End of 2014's 64% combines "Low" plus "Very Low" on business issues, a year ago it was 69%. And the end of 2012, it was 65%. The incoming U.S. Congress had a lower percentage of negative ratings on business issues than the White House, but no FIN Survey respondents checked "High" or "Very High" confidence.

With more than one-third having "Low" confidence in the incoming Congress plus 23% "Very Low," together there was a 57% majority rating Congress negatively. A total of 41% responded as having "Moderate" confidence in the legislative branch.

But the 57% negative rating for the incoming Congress is better than a year ago when 75% of End of 2014 participants rated Congress "Low" and "Very Low."

Participants: Distributors totaled 46% of the End of 2014 FIN Survey; manufacturers 36%; importers 11%; and "others" 5%

- The number of plants / warehouses ranged from one to 20.
- Employment ranged from one to 2,500.

The FIN Survey is informal and not designed to be a scientific survey. Full results of the End of 2014 FIN Survey are available to FIN subscribers at GlobalFastenerNews.com.



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Two important and useful innovations have been introduced to the threaded insert. A nylon locking patch positioned on the first thread, permits the mating threaded fastener to withstand vibration and not loosen. This one thread nylon locking patch does not interfere with the setting of the threaded insert. The treaded pulling mandrel is set to engage the threaded insert up to the one thread nylon locking patch. This still gives the threaded pulling mandrel more than enough thread engagement to pull and set the threaded insert without any thread stripping.

Vibration tests have been conducted with very good results. Using a 1/4-20 threaded insert having a one thread nylon locking patch and with a mating fastener of a hex-head bolt, grade 5 steel zinc plated.

A standard torque testing was done after vibration test and the following results were achieved.

- 1st - removal static min. 14 inch lbs.
- 2nd - removal static min 13 inch lbs.
- 3rd - removal static min 10 inch lbs.
- 4th - removal static min 8 inch lbs.
- 5th - removal static min 7 inch lbs.

Tested per IFI-100/107 paragraph 5.3.1 except no clamp load applied.

Vibration test- Load was applied and each threaded mating part was assembled to inserts that had the one thread patch and inserts that did not have the one thread patch, with the same number of threads. The vibration test showed that all the threaded inserts that did not have the locking patch back-off while all the inserts that had the locking patch did not back-off.

The locking patch makes the assembly of the mating threaded part more secure and vibration will not affect the assembly. The locking nylon patch is a very good innovation in assembly plants.

Sealant has also been applied to threaded inserts. The sealant makes the set threaded insert water tight in the work piece. This has solved many liquid leaks in truck

bodies and many outdoor applications.

Structural Blind Rivets

Structural blind rivets have also increased in use. Some companies who produce structural blind rivets in 3/16 (4.76mm) and 1/4 (6.35mm) diameters have extended their product line to 3/8 (9.52mm) diameter structural blind rivets. Because the blind rivet is very easy to set and can be set on the production line by the use of power setting tools, its use has increased and the need for higher shear and tensile values were requested by users. When using a solid type rivet the work piece must be taken to a solid rivet setting machine, but a blind rivet setting tool can be at the production line and the blind rivet can be set while the production line is moving. A 3/8 (9.52mm) diameter structural blind rivet can give the shear strength of over 6000lbs (26,689 N) and a tensile strength of over 4000lbs. (17,792 N)

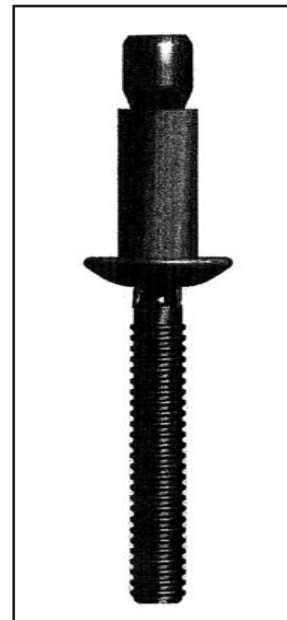



FIGURE 3

Conclusion

2014 has shown an increase in the use of blind rivets and the need for innovation in design was needed and blind rivet manufacturers have achieved what the users needed. 



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Manufacturing	Coldforming Information -National Machinery
Metric Fasteners	ISO Fastener Standards Should Be Used for All Metric Fasteners
Metric Fasteners	Why ISO Standards Should Be Preferred For Metric Fasteners
Quality Complaints	Bad Bolts
Quality Complaints	Fasteners Are Not the Cause of All Assembly Problems
Quality Complaints	Gather Lots of Samples and Information Before Trying to Solve Customer Complaints About Failed Parts
Quality Complaints	How Much Torque Did the Customer Apply - two methods
Quality Complaints	Impact Wrenches Are A Bolt Supplier's Worst Enemy
Quality Complaints	Thorough Questioning is Critical in Effective Complaint Resolution
Quality Complaints	What To Do When a Customer Complains About Breaking Bolts
REACH	REACH interpretation Update 100831
Recesses	All Tapping Screws with Recessed Heads Should Be Inspected for Recess Wobble
Recesses	Effectively Inspecting Slots In Screw Heads
Recesses	Fastener Drive System Quality Must Not Be Ignored In Inspection
Recesses	Inspecting Hex Socket Recesses
Recesses	Inspecting Square Socket Recesses
Recesses	Measuring Recess Strength...a Requirement on Military Screws
Recesses	One Measurement Is not Enough To Assure 6-Lobe Recess Quality
Stainless	300 Series Stainless Steel Thread Rolling Screws
Stainless	How to Stop Thread Galling on Stainless Fasteners
Stainless	New Compound Overcomes Stainless Bolt and Nut Thread Galling
Stainless	Stainless - 304 vs F593
Thread engineering	6e and 6E Pitch Diameter Allowances Provide Space for Heavy Coatings
Thread engineering	A Threads "Functional Diameter" Is Its Functional Characteristic
Thread engineering	BEWARE! Long Thread Engagement Lengths Can Cause Binding
Thread engineering	Coarse Threads are Generally Better for Assembly
Thread engineering	Only the GO Size is Different After Coating on External Metric Threads
Thread engineering	Only the GO Size Is Different After Plating on External Inch Threads
Thread engineering	Pre-Coated External Threads
Thread inspection	Acceptance Criteria For Plated and Nicked Threads
Thread inspection	ASME B1.16 and ISO 1502 Thread Ring Gages Are Different Sizes
Thread inspection	Calibration Cycles Can Be Based on the Time or Use
Thread inspection	Cut Threads and Rolled Threads Must Meet the Same Requirements
Thread inspection	Dramatically Extend Roll Die Life and Improve Thread
Thread inspection	Evaluating Variable Thread Gages
Thread inspection	Functional Diameter Measurement...
Thread inspection	How many threads should be beyond the top of the nut
Thread inspection	How many threads should be beyond the top of the nut
Thread inspection	How Many Turns Can A Screw Enter A NOT GO Ring Gage
Thread inspection	How To Determine A Thread's Pitch Variation
Thread inspection	Inspecting Tapped Holes with Fixed Limit Gages
Thread inspection	Inspecting Threads with Thread Gages Is NOT Enough
Thread inspection	Measuring Bolt and Stud Threads When Held Vertically
Thread inspection	Plated and Coated External Threads
Thread inspection	Proper Ring Gage Setting Procedures Are
Thread inspection	The Proper Gaging of Inch Nut Threads
Thread inspection	Threads-Pitch Micrometer Use
Thread inspection	Variable Thread Measuring Method for the 90s
Thread inspection	What Setting Plug Should Be Used to Properly Set-up a Tri-roll Thread Gage
Thread inspection	When Two Approved Thread Gages Do Not Agree
Tightening	Cool Tool for Improving Fastener Installation
Tightening	Fastener Tightening Can Be Determined by Several Methods
Tightening	Tightening the Bolt or Nut Makes No Difference
Tightening	Torque Wrench Know-How Can Be Valuable To Fastener Suppliers 

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CARMEN VERTULLO WASHERS - WHAT ARE THEY GOOD FOR? *from page 56*

It is not uncommon to find technical commentary and articles that profess washers to be unnecessary or useless. In certain applications, this is true and we usually do not see washers in those applications because they are not needed. These joints have the benefit of being perfectly rigid and highly engineered. Even though they may not have a washer, they usually provide the effect of a washer in some other way, such as with a flange feature on the nut or the head of the screw, or a well-defined bearing surface on the fastener and the components being fastened. Some examples of these joints are turbine engine split lines, aerospace structural fasteners and tooling bolts with hard surface assemblies.

Unfortunately, engineers are not always able to provide the perfect design when it comes to fastened joints. Cost, assembly methods, design practicality, and manufacturing precision (or lack thereof) dictate that the use of a washer is often the most effective way forward.

The steel flat washer is usually the first choice when a washer is needed. In the inch world we see two common washer types, sometimes called “cut” washers because they are simply stamped, or cut from sheet metal. These are designated as SAE and USS flat washers, although there is no formal specification called “USS” or “SAE” flat washer. They are called this because traditionally the USS (United States Standard) was the designation for coarse threaded products, including their washers. Later when the fine thread series was introduced as SAE (Society of Automotive Engineers) threads, used for higher strength and more precise assembly, the SAE washer was designated.

The distinguishing feature of each is their dimensional difference. SAE flat washers are narrow with a smaller OD than the wider USS flat washers. Their dimensions are specified in ASME B18.21.1 section 4, which covers other types of plain washers, including fender washers which will be discussed in a future article. A note in section 4 says: “Sometimes Type A narrow washers are referred to as SAE and Type A wide washers are referred to as USS washers even though they are not covered by SAE or USS standards.” Table 11 covers these Type A washers.

There are a few other differences between USS and SAE flat washers in addition to their OD. USS washers have a slightly larger ID as well. For example, the ID of a 5/16” USS flat washer is .375” basic while the ID of a 5/16” SAE flat washer is .344” basic. Some USS flat washer will actually fit over a bolt of the next larger size.

This is bad practice when putting the washer under the head of the bolt as the washer edge may impinge on the bolt fillet radius leading to a stress riser and early bolt failure. There is no problem using a smaller size washer under the nut if it fits. Another significant difference is thickness. SAE washers are thinner than USS washers.



**5/16 DIAMETER USS AND SAE FLAT WASHERS. WHICH IS LARGER?
THE USS WASHER WILL ACTUALLY FIT ON A 3/8 BOLT.**

Both can vary considerably though. The specification allows for plus or minus one gauge thickness from nominal. It is erroneously believed that USS washers have looser tolerances than SAE washers because they fit more loosely on the bolt. In fact their tolerances are the same for all but a few very large sizes.

These inch sizes washers start at 1/4” and go to 3”. USS flat washers are typically, though not always used with coarse thread bolts and less precise assemblies such as heavy equipment, while SAE flat washers are used with fine thread bolts and more precise applications. An exception to this rule is structural bolting, where the bolting is coarse thread and the assembly is less precise. Here the ASTM F436 flat washer, which follows the SAE pattern is used.

The F436 hardened flat washer is one of the most important washers we have. One of its main uses is in high strength structural bolting connections using ASTM A325 and A490 bolts and F1852 and F2280 twist-off tension control bolt assemblies. These structural connections are extremely critical and depend heavily on the hardened washer to control friction during the tightening process. This is especially true for tension control bolts. These bolts could not function properly without the highly predictable friction provided by the F436 hardened steel flat washer.

Along with dimensional considerations, hardness is a critical characteristic for flat washers. USS and SAE flat washers come in both soft and hard steel. The soft washers (they are not really “soft” - just not “hard”) are used with low strength, non-heat treated bolts. Any bolt that is heat treated for strength, such as SAE J429 grades 5 and 8, ASTM A325 and A490 structural bolts, ASTM A193-B7, A354-BD, A449, etc. should always use hardened washers.

MWFA HOLIDAY PARTY ADDISON, IL - DECEMBER, 2014



TRANSFIX TRANSFIX - BRINGING NEW EFFICIENCIES TO THE TRUCKING INDUSTRY from page 58

A new logistics brokerage company, Transfix, has developed a solution to these decades old problems that promises to revolutionize the way its customers make shipments. In a nutshell, they have thrown out the old, manual and inefficient way of pairing drivers with customers and replaced it with state-of-the-art internet and mobile app technology. By using their service customers can be paired with a trucking company and driver that provides the best fit with respect to empty mileage to the pick-up location, waiting time, and past driver performance.

Transfix CEO, Drew McElroy, is very excited about how their technology provides a winning proposition for both the customer and the driver by eliminating vexing external and internal inefficiencies.

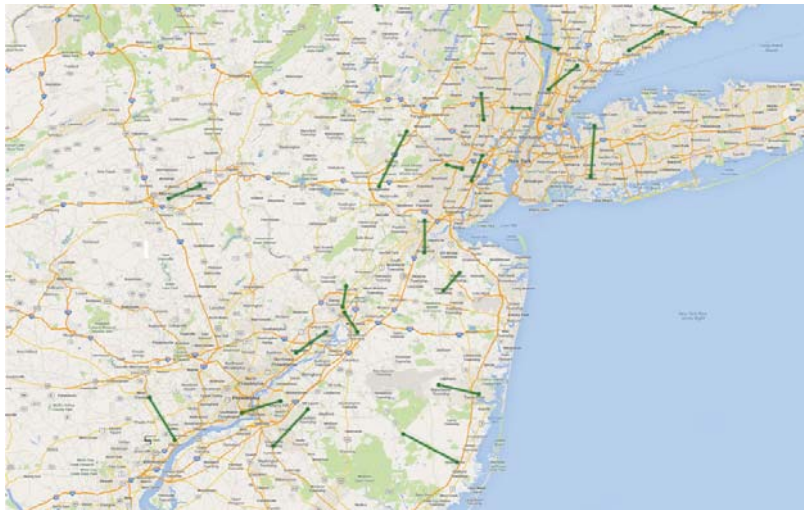


FIGURE 2:
GREEN LINES SHOWING EMPTY DISTANCE DRIVEN TO THE
NEXT LOAD BY TRANSFIX DRIVERS

Transfix provides a number of advantages and services over traditional brokers. First, their proprietary technology and user interfaces are highly automated and easy to use. A customer simply goes on-line to set-up a profile and initiate a shipping order. Transfix's proprietary matching process then determines which driver or drivers in their system are the best fit to fulfill the shipping order. This is accomplished through a series of algorithms which compare driver availability with respect to required empty mileage to get to the pick-up site, waiting time (the time that a driver can be available at the pick-up site to when the load is ready), and past performance measures. The best fit driver is notified via a mobile app and once they accept can proceed to the site of the pick-up. By

using this pairing method a great deal of the normally wasted time and mileage can be eliminated.

Once the driver completes the assignment and delivers the load they will receive Proof of Delivery (POD). This document is essential for the driver to get paid. In the normal process, however, it may take the company or driver several weeks to submit this document for payment which combined with the normal payment term cycle

of the paying entity equals a long time in getting paid.

For many small entities the time to get paid for services rendered can have a tremendous impact on its flexibility and health. Figure 3 illustrates how drivers for Transfix are able to take a picture of the POD and download it through the mobile app, where it is processed and payment made within 24 hours.

The Real Value To Customers Is Achieved In Three Ways

[1] Real-time Monitoring: Normally the only way to track a shipment is with repeated calls to the broker or driver for location and arrival time status. The replies to such inquiries are often dubious and untimely. Transfix has solved this problem. Once a shipment begins the mobile app can monitor progress in real time. McElroy explains that the drivers are tracked using GPS technology that "pings" their location every 90 seconds. This results in the ability to determine in real-time whether the load is on-time or behind schedule. The customer needs only to log into their account on the internet, as illustrated in Figure 4, to obtain this information.

[2] Driver Screening: The old adage of "buyer beware" is always present when establishing new business relationships. Therefore, it is of significant value to know that all the drivers have been carefully vetted and are continuously monitored for on-going performance. McElroy describes a very thorough and three-tiered process employed by Transfix to assure the quality of their drivers. One of these steps is using their own technology to review performance, and thus guaranty that this is an on-going, living process and not just a one-time event.



FIGURE 3:
POD DOWNLOAD VIA
THE MOBILE APP

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ROTORCLIP BOB SLASS AND THE "GARAGE ENTREPRENEURS" *from page 62*

[3] In 1956, Bette Nesmith Graham of Dallas, Texas, was working as a secretary in an office. She wanted to find a better way to correct typing errors, so she invented a liquid that you could use to "paint" over the mistake, then re-type the correct letter(s). The color of the liquid matched the paper, so the error was often undetectable. Demand for the product she called "Liquid Paper" increased to the point where she turned her kitchen into a laboratory, mixing up product with her electric mixer. Graham's son, Michael Nesmith (later of "The Monkees" fame), and his friends filled bottles for her customers. Years later, she sold her company for \$47 Million.



**HP'S ORIGINAL GARAGE OPERATION IN PALO ALTO, CALIFORNIA.
TODAY, THE STRUCTURE IS AN HISTORIC LANDMARK.
(CREDIT: DAVID PAUL MORRIS/GETTY IMAGES)**

[4] Ruth and Elliot Handler started making picture frames in their California garage. They took the scraps of wood and made furniture for doll houses. That garage experience eventually led to their most successful product under the company name "Mattel": the famous "Barbie" and "Ken" dolls.

Entrepreneurs like Bob Slass have always been at the heart of any successful economy. Merriam-Webster dictionary defines an entrepreneur as "...one who organizes, manages, and assumes the risks of a business or enterprise." This risk-taking characteristic leads to technological breakthroughs that benefit people in the form of improved products and services.


Entrepreneurial risk taking has its roots in the

industrial revolution in both Great Britain and America. Early industrial entrepreneurs dared to believe things could change, that they could improve people's lives through their ideas and inventions and make the world a better place to live. Prior to this, people were fatalistic; they believed you were stuck with the hand you were dealt and there wasn't much you could do about it.

But early entrepreneurs set their sights on problems and through dogged determination solved them. For example, James Watt didn't invent the steam engine; he solved the problems of these first models. He eliminated the need to cool the piston in order to retract it after the steam drove it forward, greatly saving energy and costs. He also invented the concentric bearing which applied the power of the engine to the shaft in a circular direction. Machinery could now be hooked up to this rotating power source using belts, revolutionizing factory efficiencies and output.

Similarly, Thomas A. Edison didn't invent the light bulb; he solved the problems of the earlier versions. He was relentless in his pursuit of a filament that would last long enough to make the light bulb practical for consumer use. After countless hours of experimentation, he settled on a tungsten material coated in carbide. He also created a vacuum on the inside of the bulb which added to its life. We can only imagine how mesmerized the crowd was that came to his Menlo Park, New Jersey, lab in December 1879. There they saw light bulbs that could burn for hours and give off light without the smells and dangers associated with other light sources in use at the time like candles and kerosene lamps.

When others encounter problems and proclaim, "There's nothing more we can do," and "That's just the way it is," that's where the entrepreneur's work begins. They refuse to accept limitations or give up on an idea though it may take years to refine. From perfecting a longer-lasting light bulb, to improving the design and efficiencies of retaining rings, entrepreneurs all over the world apply their skills to the relentless pursuit of solving problems.

And the rest of us are the chief beneficiaries of their efforts. 

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● **THREADED RODS**

0-80 TO 3 1/2" Diameter
Lengths to 20 Feet
Right or Left Hand Thread

● **SPADE BOLTS**

6-32 to 3/4-10 Diameter
With or Without Holes

● **CUSTOM BENT BOLTS**

U-Bolts - Rnd & Sqr Bend
J, L, V & Eye Bolts
Anchor & Hook Bolts

● **MATERIALS**

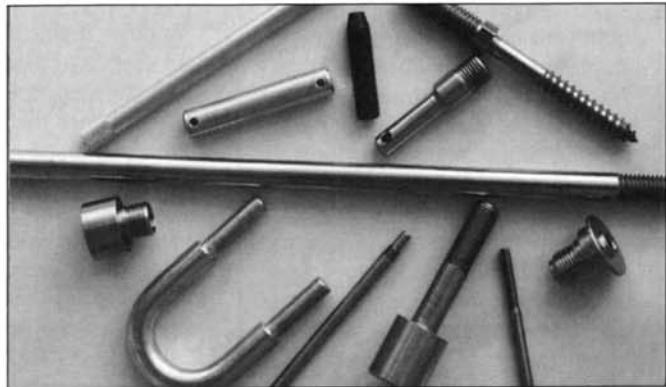
Carbon Steel (All Types)
Alloy Steel: 4037A, 4140, 8620
B-7, B-16, Stainless Steel
Copper, Brass, Bronze, Nickel
Alloys, Monel, Aluminum

● **STUDS**

0-80 to 3 1/2" Diameter
Continuous Thread
Single End Thread
Double End Thread
Roll or Cut Thread
Right or Left Hand Thread
UNC-Course Thread
UNF-Fine Thread
UNEF-Extra Fine Thread
Special Pitch Threads
Acme Threads
Metric Threads
End Slotted
Turned Down Diameter

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DIAMOND SCREW PRODUCTS **LIVING THE DREAM AT DIAMOND SCREW** from page 66

Sharing The Wealth

Throughout the years, Diamond Screw Products has grown and prospered. Gary decided to share his good fortune with his employees by creating an ESOP (employee stock-ownership plan).

Growth And Change

They have also made several changes to help the company grow. These include adding an additional 10,000 square foot warehouse, doing a remodel of the inside office and the sales floor. The result is a pleasant work environment and a convenient and attractive place to shop.

The Business Edge™

One important improvement included updating their computer systems with The Business Edge™ from Computer Insights. Tim Seifrig, IT Director said, "With the help of Denny and his team at Computer Insights, we have been able to adapt and grow to offer our customers what they need in a faster, more professional manner. We began using The Business Edge™ in 1999. We had tried another fastener oriented computer software program several years before and had never been able to get it off the ground. After that loss, we were very leery to try again. Implementing The Business Edge™ was the best decision we ever made."

Awesome System

Tim said, "It is an awesome inventory software as well as accounting software. It is filled with ways to keep all our information at our fingertips, and the team at Computer Insights is SECOND TO NONE in their customer service. If we have a problem, they WILL and DO fix it. The Business Edge™ has grown with us."

Customer Relationship Management

Tim stated, "The Business Edge™ offers so many ways for our office staff to stay informed about a customer without the sales personnel being around to answer the questions. We love using the notes. Our Accounts Receivable Department uses the notes to help others see if there is a problem that may be causing a delay on payment for a certain invoice, or if there is a problem with the account as a whole. This way, if the system shows us the customer is behind, we know whether it is safe to continue letting them charge or work to get payment from them. We also use order notes, vendor notes, product notes, etc. They are everywhere throughout the system

and very easy to use to help us all stay informed. Focusing on Accounts Receivable, we have less than 1% of our total Accounts Receivable outstanding 90 days or more. We owe that to the great reports that the system can generate.

The ease in which we are able to send our statements electronically, and apply money to the account could not be any simpler. Giving a credit reference is quick and simple as sending all the information with only a few keystrokes."



Extensive History

Tim said, "Since we began using The Business Edge™ in 1999, the history we have stored is immense. We can look and see and compare years and history all the way back to 1999. With this much information stored, you would think the system might be slow. That is not the case. The server provided is top of the line and provides enough storage for all our needs. And with automatic backups every night to the Cloud (Computer Insights offsite storage), our company history is always safe and only a phone call away."



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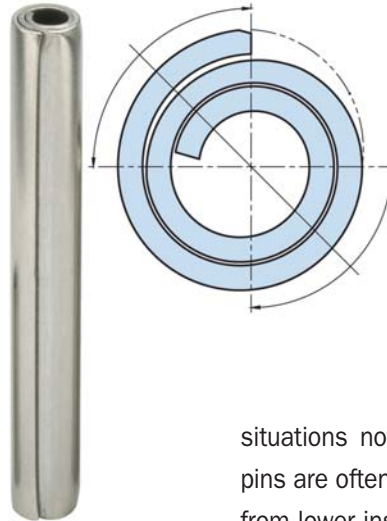


SPIROL HOW TO SELECT THE PROPER DIAMETER AND DUTY OF A COILED SPRING PIN *from page 72*

Choosing The Proper Pin Diameter And Duty

It is important to start with the load to which the pin will be subjected. Then evaluate the material of the host to determine the duty of the Coiled Pin. The pin diameter to transmit this load in the proper duty can then be determined from the shear strength tables published in the product catalog taking into consideration these further guidelines:


- Wherever space permits, use standard duty pins. These pins have the optimum combination of strength and flexibility for use in nonferrous and mild steel components. They are also



recommended in hardened components because of its greater shock absorbing qualities.

- Heavy duty pins should be used in hardened materials where space or design limitations rule out a larger diameter standard duty pin.
- Light duty pins are recommended for soft, brittle or thin materials and where holes are close to an edge. In

situations not subjected to significant loads, light duty pins are often used because of easy installation resulting from lower insertion force.

Although this article offers general design guidelines, it is recommended that Application Engineers who specialize in fastening and joining be consulted to ensure the optimum Coiled Pin is specified for each application. 

SPIROL INTERNATIONAL CORP.

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

FASTENER WORDSEARCH

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

- | | |
|----------------|-------------------|
| Ball head | Scrape |
| Beveled washer | Sems |
| Break mandrel | Shank |
| Chip | Spring pin |
| Clinch nuts | Step bolt |
| Cotter pin | Taper |
| Fin | Truss head |
| Flash | Twelve-point head |
| Gage | Void |
| Galvanizing | |
| Globe head | |
| Hook bolt | |
| J-bolt | |
| Proof load | |
| Recess width | |
| Ribs | |
| Rivet | |
| Root apex | |

Solution on Page 208



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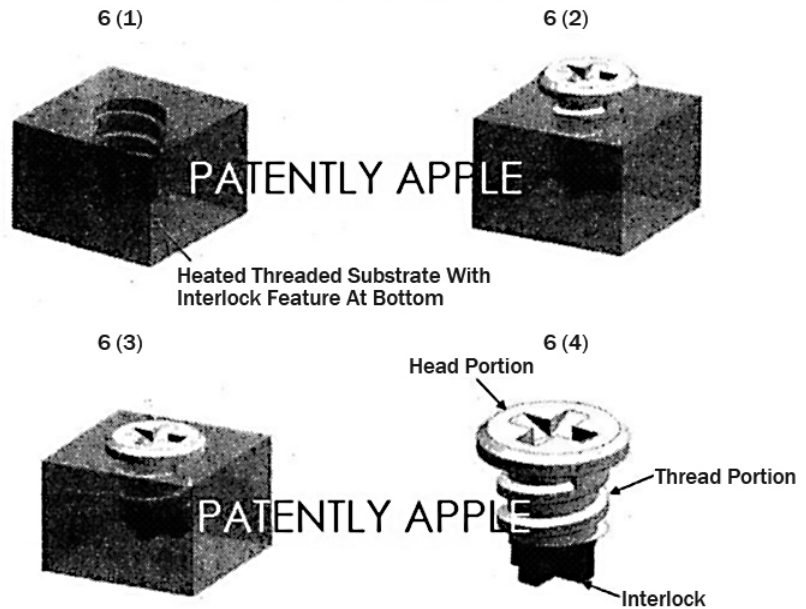
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Apple's patent FIG. 6(1) shows a substrate into which the fastener is to be attached. The substrate has a threaded portion and an interlock forming feature at the bottom. The fastener with a bulk solidifying amorphous alloy interlock portion is obtained and the interlock portion is heated to a thermoplastic forming temperature above the T_g of the bulk solidifying amorphous alloy of the interlock portion, and while the interlock portion is at the thermoplastic forming temperature, the fastener is inserted into the substrate as shown in FIG. 6(2) and the fastener is fastened to the substrate, for example by screwing the fastener, as shown in FIG. 6(3) to transform the shape of the interlock portion of the fastener into an interlock as shown at the bottom of the fastener in FIG. 6(4).

Alternatively or in addition, the substrate can be heated to a temperature above the T_g of the bulk solidifying amorphous alloy of the interlock portion, and the fastener is inserted into the substrate as shown in FIG. 6(2) and the fastener is fastened to the substrate, for example by screwing the fastener, as shown in FIG. 6(3) to transform the shape of the interlock portion of the fastener into an interlock as shown at the bottom of the fastener in FIG. 6(4). While FIG. 6(4) shows an interlock that is cross shaped, the interlock could have any shape that would prevent the fastener from being removed (unscrewed or pulled out) without destroying the fastener. Also, heating of the fastener, the interlock portion and/or the substrate could be done by any method of heating, including IR heating, electric heating, induction heating, conductive heating or convective heating.

In the noted embodiments, once the interlock is formed by the thermoplastic forming process, the interlock could either be allowed to remain amorphous or crystallized into a crystalline state. For example, if the fastening process is a thermoplastic forming process carried out in the superplastic region of the metal alloy of the bulk solidifying amorphous alloy interlock portion, then by

PATENT FIGURE 6



definition the interlock in FIG. 6(4) is amorphous before and after the process. However, there could there be situations where one would purposely want the interlock to be crystalline to prevent further thermoplastic forming of the interlock and to "permanently" freeze the interlock in the substrate as the possible ways to remove a crystalline interlock would be by melting the interlock, which in turn would likely destroy the component to with the fastener would be attached, or breaking off the head/screw portion from the interlock. However, either ways of removing the interlock would reveal tampering.

Apple credits Christopher Prest, Stephen Zadesky, Matthew Scott, Richard Heley, Dermot Stratton and Joseph Poole as the inventors of granted patent 8,961,091 which was originally filed in Q2 2012 and published today by the US Patent and Trademark Office. To review today's granted patent with 20 claims and details, see Apple's patent.

Apple has other liquid metal inventions related to fasteners that we reported on back in September 2013 under the title "Four New Liquidmetal Related Patents Surface in Europe." The report actually covered tamper proof fasteners for Nuclear Reactors

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The attorney, whose bread-and-butter is often drafting wills, doing title searches and home closings, may have little experience in labor matters. Some call back, telling the bewildered owner to find a labor lawyer. Others buy a "do-it-yourself" book with a "cook-book" plan for to running elections and tries to do it himself. Finding an experienced labor lawyer can take another day or two. Then, he and the fastener boss meet, asking themselves why workers might want a union, brainstorming what to do, and then trying to compose a 'statement of position.' Obviously, this does not happen instantaneously...but the NLRB's clock is ticking.

Most knowledgeable attorneys are conservative and want to protect their bewildered clients. So the lawyers no doubt toss in everything but the kitchen sink when filing a statement raising every possible question imaginable. They know that under the NLRB's new rules, if a question or issue is not raised in the initial statement, it cannot be raised in any later proceedings. Rather than speeding elections, this delays them, as hearing officers sort through all the boilerplate the attorneys have raised. This takes the NLRB's hearing officer time and effort. If anything, this will delay elections.

While all this is going on, the worried owner of the fastener company must meet production schedules, handle customer orders and complaints, and deal with his normal busy work.... And the NLRB's clock is still ticking.

Rule

All questions about the voting unit –who is in it and is eligible to vote – will be deferred until after the election. Ballots will be counted before those questions are answered. Only if they affect more than 20 percent of the employees voting will they be considered.

Practical Results

Quite often, fastener distributors and producers ask supervisors to help in their election campaigns, making handouts and asking workers to back their company by voting NO UNION. The company risks another unfair labor practice if it asks a person to make anti-union handouts and the NLRB then rules that person is not a supervisor. Thus, nervous employers will tend to avoid using supervisors to campaign, hobbling their efforts to win their election.

Second, workers often ask just who will be in the union? Will it be just be manufacturing workers, or will it include countermen, maintenance staffers, delivery drivers, or just whom? To many workers, that is an important key issue. Without knowing who their fellow union members might be, it's like buying a pig in a poke.

Rule

The hearing officer will be required to rule on pertinent questions immediately and set the date of the election "...earliest date practicable," often within ten days to two

weeks. That gives a company little time to campaign and give its side of the story.

Practical Results

Since only about seven percent of private sector employees are union members, relatively few know unions have a down side as well as an upside. There are strikes, union dues and assessments, fines, ...and even drumhead "trials," where union bosses are both judge and jury. Wages and benefits can go up, down, or stay the same in negotiations. Just as unions call strikes to pressure companies to meet their demands, companies lock out employees to pressure them to agree to company demands. Strikers can be permanently replaced in economic strikes. Obviously, these topics are not at the top of union organizers lists when they talk employees about voting union.

Employees have the right to know the full story when they are voting. It takes more than a week for the workers to absorb the full story of the pluses and minuses of unionization and have their inevitable questions answered.. But with the compressed time table the NLRB now has for elections, companies will have little time to inform their workers about all of the facts before they vote. (SEE "What the UAW Election at Volkswagen Means for the Fastener Industry," "Employers Beware: A New Push for Unionization," and "Fastener Industry Braces for New Wave of Union Drives," all in Distributor's Link Magazine.

Rule: Avoiding Elections In The First Place?

A fastener maker cannot lose an election that is not held. Union organizers rarely cold call, going from door to door seeking likely companies to unionize. Almost invariably, it is the employees who call union organizers because they feel the need for somebody to speak for them to management, and for protection against management abuses

Practical Results

The best way for the owner of a fastener company to avoid the certain expense and disruption of an election and the potential cost of a union with higher wages (possible), Restrictive work rules and costly grievances (for sure) is to treat his employees fairly, openly, and honestly so they don't feel they need a union in the first place. But how?

Testing Employee Attitudes

Sadly, many fastener company executives – even those of small distributors – remain in the dark about employees' sentiments until a union petition is filed. Perceptions of fair treatment by employers, as seen by the workers themselves, must be monitored accurately by those wishing to avoid the tender clutches of a union. (SEE: "Union Wishlist: November, 2008, and "Listening Up Ups Your Profits," both in Distributor's Link Magazine.)

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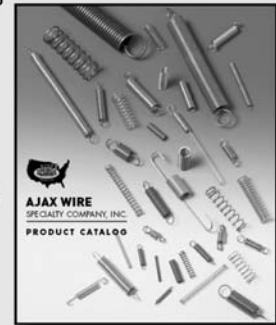
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MFDA TOYS FOR TOTS HOLIDAY PARTY

Toys For Tots Corporate Donor

The MFDA membership, once again, was very generous to the Toys for Tots collection at their Holiday Party on December 2nd. Toys for Tots is a great program and the MFDA takes great pride in donating to this wonderful cause.



With the MFDA surpassing \$5,000 in donations, they earned a listing as a National Corporate Donor on the Toys for Tots website: (www.toysfortots.org/corporate_sponsors/Annual-Corporate-Sponsors/national-corporate-donors)

The December party may have been a close to a great year but the MFDA looks forward to an even greater year in 2015!

2015 MFDA Event Dates

- April 30th** Education Program
Location To Be Determined
- June 25th** 36th Annual Scholarship Awards
at Al Di La Ristorante -
East Rutherford, NJ
- September 2nd** 20th Annual Golf Outing
Wild Turkey Golf Course -
Crystal Springs Golf & Resort
- December 3rd** 16th Annual Toys For Tots
Holiday Party
at Al Di La Ristorante -
East Rutherford, NJ 

In a Fastener Distributor context it might make the most sense to work backwards. Exactly where are the products you sell used, what format works best and are there timing and other considerations? For example serving OEM customers who use the materials on an assembly line might have hanging bins at each work station. Shipping to this plant in the same reusable bins with a suitable cover and compatible label means less waste at their end with savings in scrap and labor. Bypassing their stockroom with just in time delivery saves even more time and effort. Might this be worth some “gain sharing” money for your assistance? Picking and prefilling the bins is a small expense for your operation but it can generate large savings and loyalty for the end user.

For those who serve the construction trades randomizing the warehouse for minimum labor creates chaos on a job site. Sorting through a carton of mixed fasteners in the mud and mess of an active work area guarantees that your customers will be losing money and you will be losing them. Maintaining family groups by type, materials, size, etc. in your Distribution Center will facilitate getting fasteners that are used together into the same box. Bagging the materials and putting a label listing the contents on each carton raises this cooperation to an even higher level. This means more work for your staff, but this additional labor can be regarded as a “silent salesman” standing next to the customer.

Does this have merit for everyone involved?

Once you have begun to actively look for these opportunities the process will be accelerated by having both interior and external “consultants.”

On the inbound side vendor input can help both parties develop cost savings. Modifications in the size, shape, weight and content packing of shipments will help your receiving and stocking process and if properly done will inevitably either save the supplier money and/or increase their business with your company and customers. Creating reusable packaging that travels from the vendor to the ultimate customer (and perhaps back to the vendor) might have merit in your context. By providing feedback from the user’s perspective your relationship to the suppliers is dramatically enhanced. Forget tradition. Why are there 100 pieces in an inner pack when the customers always order 25 or 50 pieces at a time? Ignore the advertising department. Change the label colors for different classes of product so that people in the field, working under poor conditions, can differentiate materials and avoid expensive errors caused by look a like packaging.


Ask your customers what they need and visit their operations, job site and stockrooms. Follow the processes they are using to receive, stock and distribute or use your products. There will almost always be improvements glaringly obvious. Just remember that the context is important, but not necessarily “set in concrete.” For one customer’s project having the “J” bolts arrive with a washer and nut in place is important but this might not be true everywhere. Similarly developing a two part, multi-pack with the washers and nuts together in one container can add value and save time on a busy construction site. How would you know about this without investigating the situation? This is where customer feedback comes into play.

There are others involved who’s input and insights will help guide everyone to a solution. The classic fastener industry example is using quarter or half “keg” corrugated boxes with square corners rather than actual round kegs. Shipment density, manual handling (for Less Than Load shipments) and safety are all enhanced with a more stable package. The days of turning a keg of fasteners on it’s side and rolling it around on the ground or floor are long gone. There frequently are other situations that should be addressed. Simply using a wraparound product label on two sides of a carton or case will help everyone identify products regardless of orientation. Doing this for a shipping label is not mandatory, but might facilitate checking in mixed pallets. Is this acceptable to UPS, FedEx and others? Perhaps not, but what about shipments using a private service or your own truck?

It’s a Chain, not a Rod

The analogy of the “Supply Chain” is deliberate. You cannot push a chain it can only be pulled and must be guided around corners and obstacles. Each link must do a certain job dependably, reliably and without disturbing the equilibrium. Optimizing any warehouse, Distribution Center or other point along the way guarantees that other links in this chain will suffer.

Don’t be part of the problem, let the big boys shoot themselves in their feet and seize their foolishness as an opportunity to better serve your market. Follow your instincts and reality not the textbooks and insure that every partner in the Supply Chain can grow and prosper.

Now, do you agree that the textbooks are wrong? A future article will discuss how your facility can be organized to both optimize and efficiently serve customers in your context...and theirs. 



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3. Wall Anchors
4. Self-Drilling Screws
5. Nails
6. Bolts
 - a) Carriage Bolts
 - b) Dome Head Bolts
 - c) Elevator Bolts
 - d) Tower Bolts

B. Medium

1. Nails
2. Rivets
3. Anchors
4. Bolts
 - a) Plow Bolts
5. Threaded Rod
6. SEMS Screws

C. High

1. Hex Head Cap Screws
2. Flange Head Cap Screws
3. Studs

D. Very High

1. Socket Head Cap Screws
2. Hex Head Cap Screws
3. 12-Point Drive Cap Screws

IV. Vibration


A. Low

1. Jam Nut
2. Nylon Insert Lock Nut (Grade 2)
3. Lock Washer (split washer)
4. Internal / External (Star) Tooth Washer

B. Medium

1. Nylon Insert Lock Nut (Grade 5)
2. Double Nut
3. Metal Lock Nut
4. Lock Wire

C. High

1. Metal Lock Nut 

GUY AVELLON

In fact, I marvel at the number of students I interact with who have been in the industry for many years that comment about learning many new things in training sessions. Additionally, distributors that sell specific products for partner manufacturers might invite their principals to conduct training sessions or "lunch-and-learns."

[B] Associate with Real Products

Take every opportunity to illustrate real products to the salesforce instead of just part numbers. Even better, show the salesforce where and how the product is used. Creation of part boards or showcase displays are creative ways of showing off products.

[C] Get Salesforce Into The Field


This is likely not an issue for the external sales force, but a valuable exercise for the inside sales force. The more opportunity they have to actually visit the customer and see how the products are used will not only strengthen the

customer relationship but also increase their knowledge about the product.

[D] Engage In Application Engineering

Include the salesforce in application engineering activities. When creating cross functional teams for improvement activities, new part development, and product tear downs, makes sure that members of the salesforce are included on the team.

Conclusion

In today's competitive marketplace it is imperative that companies find ways to distinguish themselves from the competition. One element to setting your organization apart is to have strong product knowledge, especially in the hands of the salesforce. Nothing stands out more to an existing customer or a potential new one than displaying a team of knowledgeable, competent individuals. This is certainly one of the elements of the equation that will make your company successful and respected throughout the entire industry. 

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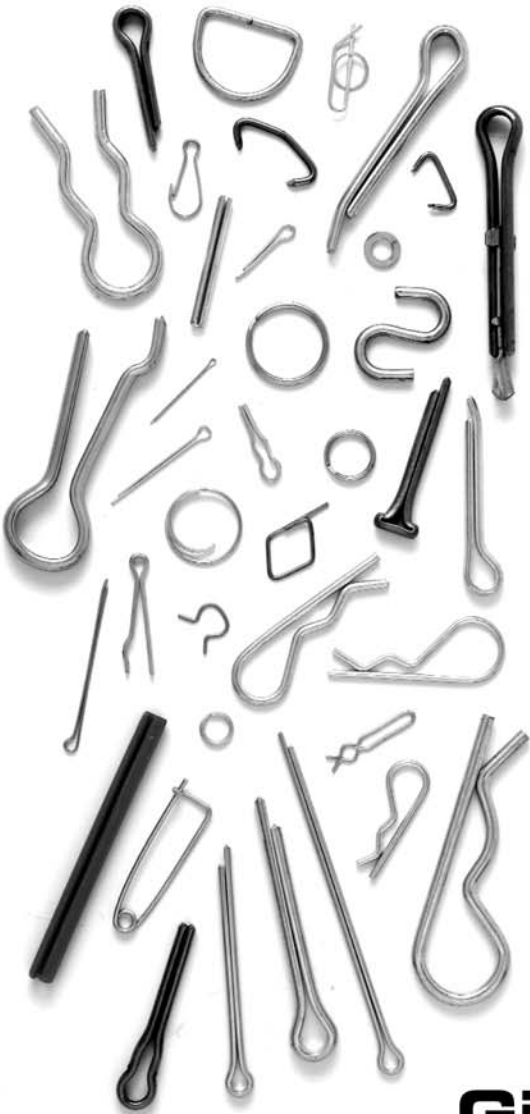
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The court defined “personal goodwill” as goodwill that depends on the continued presence of a particular individual that is not a marketable asset distinct from such individual. Although the personal goodwill was not an “asset” of the marriage, it could be used in determining alimony payable to the wife. Cases establishing personal goodwill in other states have been written as well. The cases are not always used as many practitioners do not know of the concept or even understand it.

Using the Corporate Veil Effectively

People incorporate their businesses to gain the effect, among other benefits, of limited liability. Generally, closely held and family owned businesses suffer a higher incidence of having their corporate veils pierced as opposed to widely held, large corporations. Though corporate veils can be pierced, incorporating is still very effective in preventing personal losses in corporate situations.

Personal goodwill is an asset that creditor's of a corporation cannot attach to in a corporate lawsuit or collection proceeding. Because personal goodwill is outside the corporation, it is the personal property of the individual and therefore protected by the corporate veil.

While personal goodwill may seem worthless to those who own it at the time of a corporate proceeding, it does have a value when the owner wants to start up a business again. Since personal goodwill invokes personal relationships, it survives any proceeding to benefit the owner another day. This benefit is marketable and therefore valuable to those trying to obtain a recovery based on the full goodwill of the company and owners.

C Corporation Conversion

Under the Internal Revenue Code, when a C Corporation converts to a flow through entity, the value of the company at conversion must declare built-in gains i.e. the difference between the fair market value of their assets and the book value. If a corporation has goodwill and no basis, the result is a larger amount of tax due the federal government upon conversion. Under the doctrine of “personal goodwill”, part of the total goodwill does not belong to the corporation itself, but to the executive. As it is not a corporate asset, it is not subject to the built-in gains rules. The personal goodwill will continue to be an asset of the owner/CEO of the company.

In conversion situations, it is certain that a valuation of the company is necessary. Valuing the goodwill and

separating the personal goodwill which is attributable to the owner is necessary to gain the best tax position. In doing so, the company and owner can expect to pay less taxes to the government.

Most Recent Case Updates

There are five recent cases of interest affecting personal goodwill. The first case is Solomon. In the Solomon decision, the fact pattern is overwhelmingly adverse to the interest of the business person. Unlike Martin Ice Cream, Solomon was an iron ore processor that did not largely depend on personal relationships to sell his commodity in the open market (after all, iron ore is iron ore). At one point in the case, his own accountant testified that the goodwill belonged to the company itself and not the owner of the business. In the ruling against the taxpayer, the IRS cited that nothing in the agreement cited personal goodwill, the role of the owner was not personal relationships like in Martin Ice Cream, and further there was no further evidence the seller intended to sell personal goodwill in ANY document.

The second decision is that of Muskat. In this decision the taxpayer and counsel listed all goodwill contained in the company and essentially elsewhere on the asset purchase agreement. Further, the covenant not to compete was relied on as evidence of personal goodwill by the taxpayer. The Court did not, by any means repudiate the existence of goodwill, but cited no communication, nor document selling personal goodwill anywhere to justify taxpayer claims.

Third, is Kennedy v. Commissioner. In this decision, the taxpayer did not have his personal goodwill valued. Instead an unsupported, arbitrary value of 75% was assigned to personal goodwill. The court cited lack of support as the reason to rule against the taxpayer. Once again, the court did not dismiss the concept of goodwill, but rather implied that valuations had better not be sloppy or arbitrary in their results.

Next, there is Howard v United States of America. In this case, Dr Howard was a Howard Corporation employee with a covenant not to compete for three years after he no longer held Howard Corporation stock. What is also remarkable about Howard is that the covenant not to compete encompassed a 3 year time frame and 50 mile distance clause. Being the covenant not to compete blanketed any possible room for goodwill, none was found to belong to the individual, but to the corporation in that context.

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DISTRIBUTOR NEWS

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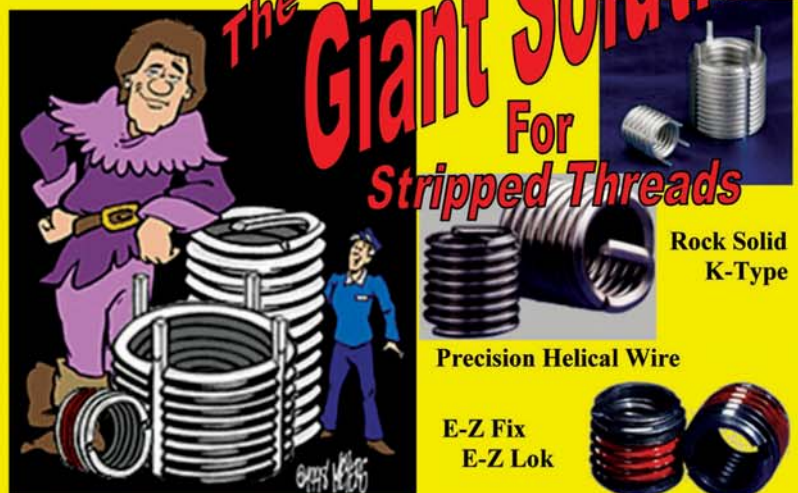
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RICHARD HAGAN FASTENER COMPANY ACQUISITIONS - COMPLETED DURING 2014 from page 150



On March 28, 2014, **Succession Capital Inc.** purchased **United Fastener Inc.** Founded in 1964 and

located in San Diego, California, United Fastener is a distributor of fasteners and industrial supplies to a diverse range of OEM and MRO customers. United Fastener, a privately-owned company, focuses on supplying customers in the San Diego / Southern California region. Succession Capital is a San Diego-based private equity firm which focuses on acquiring small and medium-sized businesses from owners seeking to retire. The firm targets transactions between \$2 and \$8 million and utilizes a buy-and-hold strategy. Succession Capital is a subsidiary of Toronto, Canada-based Lynx Equity Limited.

Purchase price: not available



On April 1, 2014, **LoneStar Group**

(“LoneStar”) purchased **Hydrobolt Group Holdings Ltd.** (“Hydrobolt”). Hydrobolt is a manufacturer and distributor of fasteners, flanges, fittings and specialty machined components for the oil & gas, petrochemical, power generation, construction and heavy engineering markets. Located in Wolverhampton, England, Hydrobolt employs a total of 250 people and occupies 40,000 square feet of manufacturing space and 68,000 square feet of warehouse space. LoneStar is a global manufacturer of fasteners, gaskets and flow-control components also headquartered in Wolverhampton. LoneStar operates manufacturing and distribution facilities across Europe, North America, the Middle East and Asia. The company supplies a diverse range of critical-application components to the oil & gas, petrochemical, power generation and high-end industrial markets. LoneStar is a portfolio company of AEA Investors LP, a New York City-based private equity firm. The seller of Hydrobolt was Octopus Investments Ltd., a London-based private equity firm which acquired the company in April 2008 for £16 million in a management buyout deal.

Purchase price: not available.



On April 28, 2014, **NORMA Group SE** purchased **Five Star**

Clamps Inc. (“Five Star”). Founded in 1987 and located in Crest Hills, Illinois (outside Chicago), Five Star manufactures a range of specialty clamps, including barrel band clamps, T-bolt band clamps, spring-loaded clamps, V clamps and muffler mounting clamps. The company’s products are used in a diverse range of applications, including automotive, motorcycle, off-road vehicle and military / defense. Five Star generates annual net sales of approximately \$5 million. Based near Frankfurt, Germany, NORMA Group manufactures a broad range of highly-engineered clamps, connectors, fittings and joining products for more than 10,000 customers worldwide. The company operates a global network of 21 production facilities, as well as

numerous sales / distribution sites across Europe, the Americas and the Asia / Pacific region. NORMA Group (Frankfurt Stock Exchange: NOEJ) generated net sales of EURO635.5 million (US\$841 million) in calendar 2013 with approximately 5,000 employees.

Purchase price: not available.



On May 2, 2014, **Adolf Würth GmbH & Co. KG** (“Würth Group”) purchased **Timberline Fasteners**

(“Timberline”). Founded in 1923 and headquartered in Commerce City, Colorado (a Denver suburb), Timberline is the largest fastener distributor in the Rocky Mountain Region. Timberline focuses on two different business sectors: i) providing vendor managed inventory (“VMI”) programs to OEMs; and ii) supplying packaged fasteners to the retail hardware / lumber market. The company employs nearly 80 people and operates five branch locations in the Denver area (in addition to the headquarters location). Following the transaction closing, the renamed Würth Timberline became a business unit of Würth Industry of North America (“WINA”), one of the largest fastener and assembly hardware distributors in the United States. With Würth Timberline, WINA now comprises six sister companies servicing OEMs by providing VMI programs through their proprietary brand - CPS® C-Parts Solutions. WINA generated net sales of more than \$350 million in calendar 2013.

Purchase price: not available.



On May 30, 2014, **Trifast plc** (London Stock Exchange: TRI) purchased **Viterie Italia Centrale Srl** (“VIC”). Founded in 1964 and located in Fabriano,

Italy, VIC designs, manufactures and distributes customized self-tapping and thread-forming screws sold predominantly to the white goods industry. VIC’s key European appliance manufacturing customers include: Indesit; Whirlpool; Electrolux; Elica and BCH Bosch & Siemens. In calendar 2013, VIC generated net sales of EURO27.0 million (US\$35.8 million) and pre-tax earnings of EURO5.4 million (US\$7.2 million). Headquartered in Uckfield, England, Trifast is a global manufacturer of specialty fasteners and a value-added distributor of fasteners and “C-class” components. Twenty-four percent of Trifast net sales are derived from manufacturing and 76% of net sales are derived from distribution (product not manufactured in-house). Trifast operates from 25 locations across Europe, Asia and North America and employs more than 1,100 people. In the 12 months ended March 31, 2014, Trifast generated net sales of £129.8 million (US\$214.9 million) and operating profit (EBIT) of £9.7 million (US\$16.0 million). The seller of VIC was DGPA & Company Srl, a Milano, Italy-based private equity firm. **Purchase price: £22.5 million (US\$37.3 million), comprised of £20.12 million cash and £2.38 million of Trifast common stock.**



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CARMEN VERTULLO WASHERS - WHAT ARE THEY GOOD FOR? from page 164



A TWIST-OFF TENSION CONTROL BOLT ASSEMBLY WITH AN F436 HARDENED FLAT WASHER.

The F436 hardened flat washer is one of the most important washers we have. One of its main uses is in high strength structural bolting connections using ASTM A325 and A490 bolts and F1852 and F2280 twist-off tension control bolt assemblies. These structural connections are extremely critical and depend heavily on the hardened washer to control friction during the tightening process. This is especially true for tension control bolts. These bolts could not function properly without the highly predictable friction provided by the F436 hardened steel flat washer.

It is customary, but not required by any specification, that hardened washers when plated will be yellow zinc and non-hardened washers will be clear zinc. When not plated, hardened washer will have a dark oily appearance from the heat treatment process and non-heat treated washers will appear as plain grey, oily or dry steel. Just as with threaded fasteners, there are many types of finishes available for flat washers. It is important to not arbitrarily change a washer's finish without taking into account the effect this change can have on the torque-tension relationship of the joint.


Non-hardened washers are usually made from scrap sheet metal and may have some inconsistency in thickness from washer to washer within the same lot. Therefore, when sold by the carton they are sold by weight (50 lbs), while hardened washers are more controlled from a material perspective so they can be sold accurately by quantity.

There are some important quality requirements for flat washers. Non-hardened washers are usually less finished, may have burrs and not be perfectly flat, although the specification requires them to be "free from burrs, loose scale, sharp edges, and all other defects that might affect their serviceability". Assemblers know to put the sharp edge face down for a more finished appearance. Hole

concentricity is specified by the ID tolerance on all ASME B18.21.1 flat washers. Washers are not required to be lot traceable or marked except for F436 hardened flat washers, which require the mark F436 and the manufacturer's ID. Nevertheless, it is good practice for suppliers to maintain lot traceability on all washer lots. Material requirements for non-hardened washers are simply any carbon steel. Hardened washers, both USS and SAE follow the requirements of ASTM F436 which requires a hardness of RC 38-45.



HARDENED FLAT WASHERS ARE SOLD BY QUANTITY (TOP) AND NON-HARDENED FLAT WASHERS ARE SOLD BY WEIGHT (BOTTOM).

ASME B18.21.1 provides for a variety of materials in addition to soft and hardened steels, as well as several other washer types, including split lock washers and toothed lock washers. Lock washers will be the topic of the next article in this series. In that article we will dispel some myths about lock washers and their effectiveness, find out what works and what does not work in the world of lock washers and explain one of the most amazing sales opportunities in the fastener industry for those who sell lock washers. 

Mr. Vertullo is a fastener consultant and trainer based in San Diego, CA. He holds a BS in Manufacturing Engineering and is the founder of Carver Consulting and The Carver Fastening, Applications, Consulting and Training Center (FACT Center) in El Cajon, CA.

He is a lead trainer with the Fastener Training Institute (FTI)® and has developed and presented fastener training programs for associations, suppliers and end users throughout the United States. Mr. Vertullo can be contacted at carmenv@carverem.com or 619-440-5888.



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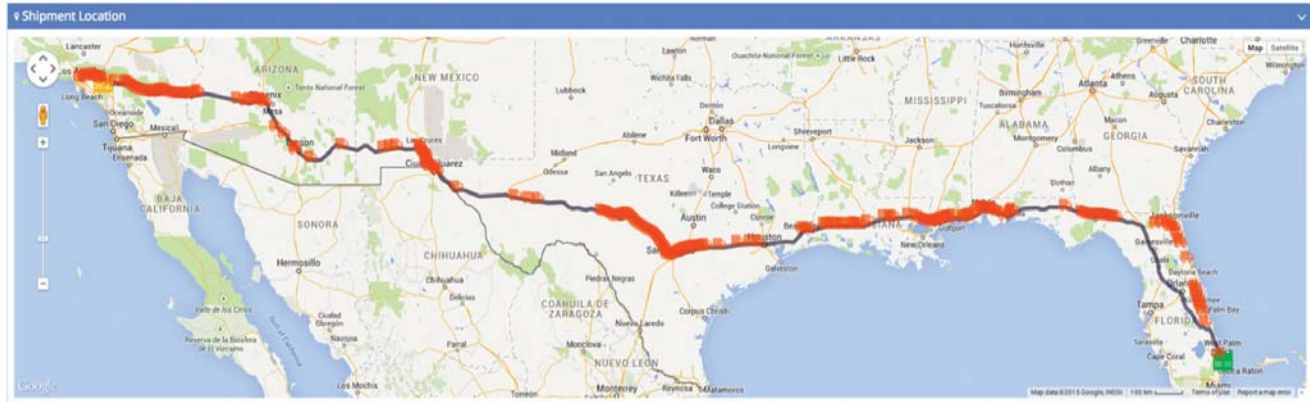


FIGURE 4: REAL TIME MONITORING OF A SHIPMENT FROM CA TO FL

[3] Cost Savings: Transfix's processes are all about streamlining trucking selection and shipping implementation. By taking out waste in the process they are able to provide cost effective services. In addition to the external waste removal already described, McElroy says that Transfix also addresses internal waste. In one poignant example, he cited that the internal process to administer a load can consume between thirty and forty steps and take three to four man hours. Transfix accomplishes all of this automatically in a very short timeframe. The associated savings with such waste reductions are shared with the customer resulting in a potentially more cost effective mode of trucking than normal means.


However, currently not every load scenario is a good fit for his company, although with McElroy's energy and vision it is likely only a matter of time before that may change. Like any growing company, as it gains critical mass, it is imperative that it remains disciplined and focus on a manageable set of activities. Therefore, for now, Transfix is limiting itself to transactions in the continental United States. McElroy states that there has been interest in employing their technology in other markets outside the United States and believes that expansion into Canada and Mexico is simply a matter of time. Additionally, he believes that this model could work for other forms of logistics as well, but for now wishes to remain focused on trucking as he has spent his entire career in this market segment and knows it intimately.

Another limitation of the current service format is related to small loads and those requiring consolidation prior to their final destination. As McElroy explains, when a customer hires Transfix, they are "renting the entire box", meaning a standard 53 foot trailer. He goes on to explain that trailer capacity is gaged by weight and cubic space. In most instances a trailer is allowed a maximum 45,000 pounds in weight or available

cubic space, and in addition, he explains that most trailer loads reach their weight capacity before all the cubic space is consumed. In his experience their services begin to make sense when at least one-third to one-half of the trailer capacity (weight) is utilized. Since fasteners have a high weight density, this might be very interesting for fastener distributors who are shipping multiple pallets of parts to a single customer either as a means of saving on their freight costs or offering their customer a savings opportunity for customer paid shipping.

Transfix is quickly developing as a company. Although they formally came into existence in August 2013, it wasn't until early 2014 that they got their start in earnest with their first technology release. Since then they have released Apps for both iPhones and Android formats. Today they have 17 people working on their team and just moved into their fourth New York office since establishing that as home base.

Becoming a customer is a simple proposition. An interested party can simply go to their website, www.transfix.io, and fill out an application form or contact them via email. They will quickly reply back to the prospective customer, discuss the pertinent details of the proposed shipment, and provide a rate quote. Quotes normally take less than 10 minutes to prepare. Although, one must currently obtain a quote from a representative, they are working towards adding functionality to their website that will allow users to automatically access this information.

Although this may not be currently suited for every shipment, especially those small in size, this company has technology that can unlock some really advantages for those making larger shipments. With their advanced and proprietary technology, it will probably not be long before Transfix becomes a "household name". At the very least, they have a very interesting story to tell and value to add to the proactive and visionary fastener distributor. 





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OBITUARY

Remembering Moses Efen Cordova

Moses Efen Cordova was born on March 17, 1930 to a coal miner and a house wife, Jacob and Elvira Cordova. He had two brothers, Donald and Floyd. He graduated from St. Mary's High School in Walsenburg, Colorado in 1948. He died December 15, 2014.

After graduation, he enlisted in the US Navy and was a radioman (morse code) with top secret clearance during the Korean conflict. He married his high school sweet heart, Rachel Martinez, on January 4, 1951. He had three children, Karen, Mark and Matthew. He had six grandchildren (Elizabeth, Mark-Thomas, Crystal, Emily, Matthew Moses and Jacob) and two great grandchildren (Jacqueline and Heather).

Moses began his professional career working for Triangle Steel and Supply as an inventory control clerk in the fastener division. Within a short period of time he rose to become the manager, overseeing over seven branches. After 15 years, he founded his own fastener company, first Circle Bolt, then Cordova Bolt, Inc., which became one of the larger fastener distributors in the West Coast.

Moses was involved in many community and industry activities. These included serving and chairing the boards of La Independencia Mission in Anaheim, the business advisory board of Loyola Marymount University, as well as the Los Angeles Fastener Association and the Western Association of Fastener Distributors. He served as president of WAFD from 1990-1991.

Moses was a man of many diverse interests. He loved to read, see movies, play cards, and laugh, particularly at his own jokes. He enjoyed live entertainment such as Frank Sinatra ("I Did It My Way" was his theme song!), Andrea Bocelli, Elton John, and Dorothy Chandler Pavilion presentations. He loved flowers, especially poppies, and giving them to his wife.

Some of his favorite personal embodied quotes were "One day at a time;" "If life gives you lemons, make lemonade;" "Find the romance and love in your job. If not, you are not doing yourself, your boss or anyone around you a favor." To dream the impossible dream" was his motto. His personal mission statement tattooed on his arm was "Death before dishonor."

Moses was quietly a very spiritual man. His devotion to God through the Roman Catholic religion was lifelong. He served and supported his various parishes (St. Pius V, St. Justin Martyr, San Antonio Padua and St. Cecelia) in various ways throughout his active lifetime.

Moses continuously acknowledged and was thankful for all the people who assisted him in his life journey. He loved and appreciated life and all people in it.

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Have you ever seen scores of hot air balloons float up into the sky, all at once? Have you ever attended the Albuquerque International Balloon Fiesta®? Now's your chance!

The 2015 Fall Conference of the Pacific-West Fastener Association is scheduled for September 30 - October 3 at the Hyatt Regency Tamaya Resort and Spa, Santa Ana Pueblo, New Mexico. The conference will include educational programs and great opportunities for networking, along with a chance to see hot air balloons up close at the annual Balloon Fiesta.

The conference educational program will begin with our very popular Business Owners Forum and Business Executives Forum, which feature frank and open exchanges of ideas and experiences. These moderated round table discussions are a great opportunity to talk about problems and share solutions. As we go to press the educational sessions are still in development.

Besides education at this conference, everyone will get a chance to experience the Albuquerque International Balloon Fiesta because we've included this event in the conference registration fee!

Few spectacles on earth rival the festival's mass ascension as balloons lift off from Balloon Fiesta Park to drift in the crisp high-desert air of New Mexico. Ballooning enthusiasts from around the world converge on Albuquerque each year to delight in the amazing range of

balloons in every color, size and shape imaginable.

The thermal currents above Albuquerque make for some of the finest ballooning conditions in the world. The famous Albuquerque Box effect enables pilots to ascend from the field, move with the air currents at different altitudes and in different directions, and even backtrack along their original courses to land in the spot they took off from.

This is easily one of the most photographed spectacles anywhere, and it also is a great place to people-watch, enjoy delicious food, and shop for souvenirs at a wide range of vendor booths. Enjoy exploring the extensive grounds of Fiesta Park and chatting with the pilots and crews as they prepare the balloons for flight.

For our golfing members we've reserved tee times at Twin Warriors Golf Club, located on the Tamaya Resort property.

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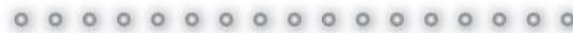
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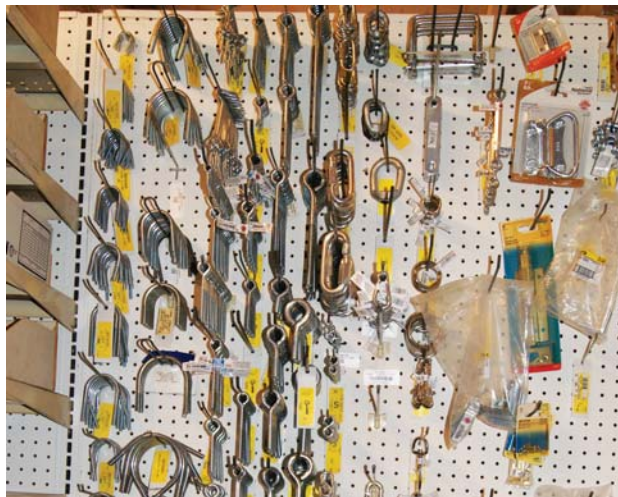
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Products And Everything About Them

Tim went on, "Another feature we love is all the information a product can store. For example, The Business Edge™ allows us to put in a product code and description. Under that product code we can assign alternate part numbers. For us, this comes in very handy. Many of our customers have their own part numbers. When we reference these as alternate codes assigned to the customer, we find



our information we need but the customer sees their part number and information they need. Another example is contract pricing. We want to make sure we are competitive at all times. If we want to offer an item at a price that we normally would not sell it at, we set up a contract price for that customer. This allows us to make sure we are beating our competitors price at all times with this customer and usually results in us being allowed to be their provider for not just this one item, but many."

Barcoding


Tim also said, "Last but not least, we must commend Computer Insights on helping us with setting up our barcodes and labeling. As Diamond Screw Products moves forward, this becomes an increasing need. Many major companies are going automated. Barcoding allows us the chance to service these companies on their terms and prevents unwanted down time on their part. It has also become an incredible tool to prevent mix ups with parts and orders. Scanning the bar code removes the chance of human error and reduces the time required to process the order.

Future Plans

As Diamond Screw Products looks to their future and the possibilities of branching out to other locations, they will still be able to monitor those locations from a home office central location. With data management, barcoding, VMI warehouse management, and The Business Edge™ as a whole on their side, Diamond Screw Products is looking forward to another great 35 years!

More Information

Diamond Screw Products can be reached at 2564 Russellville Road, Bowling Green, KY 42101. Contact them by telephone at 270-781-0040, send them an email to sales@diamondscrewproducts.com or visit them online at www.diamondscrewproducts.com

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The IRS primarily relied on *Norwalk v. C.I.R., T.C. Memo. 1998-279, 1998 WL 430084* (U.S. Tax Ct. 1998), and *MacDonald v. Comm'r, 3 T.C. 720, 726, 1944 WL 121* (1944), for the proposition that if an employee works for a corporation under contract and with a covenant not to compete with that corporation, as Dr. Howard did, then the corporation, and not the individual professional, owns the goodwill that is generated from the professional's work. Even when a corporation is dependent upon a key employee, the employee may not own the goodwill if the employee enters into a covenant not to compete or similar agreement whereby the employee's personal relationships with clients may become property of the corporation. See *Norwalk v. Comm'r, TC Memo 1998-279, 76 TCM 208* (1998).

The government's position worked, in large part because the position maintained the logic that the personal relationships were contractually purchased by the acquiring corporation and therefore became the property of the corporation, and were no longer the property of the individual.

The latest case regarding personal goodwill was published August 4, 2014, the *Estate of Franklin Z. Adell, T.C. Memo 2014-155*. This was a valuation case. In the facts, a company known as STN.com (fully owned by Franklin) was in a business arrangement with a nonprofit company known as "The Word" (owned and operated by his son Kevin). STN's only purpose was to broadcast the programs of "The Word". The Word, in consideration of the broadcasting was to pay the lesser of STN's operating costs or 95% of its revenues per their management agreement. The Word (as mentioned above) was owned by Franklin's son Kevin. Both Franklin and Kevin were employed by The Word in where they drew \$50,000 annual salaries. ON THE OTHER HAND, the profits of The Word were funneled to STN where both of them took millions of dollars in compensation over a course of 5 years (yes, they disregarded the management agreement and Section 501(c)(3) of the Internal Revenue Code). Based upon the financial statements the IRS initially valued a company's stock at \$92.2 million on several methodologies. The estate estimated the value of the stock at \$9.3 million.


The IRS eventually concluded the value of the stock was \$9.3 million. What was the cause of a difference of this magnitude? The Court pointed to factors such as Kevin's relationship with multiple religious leaders in the

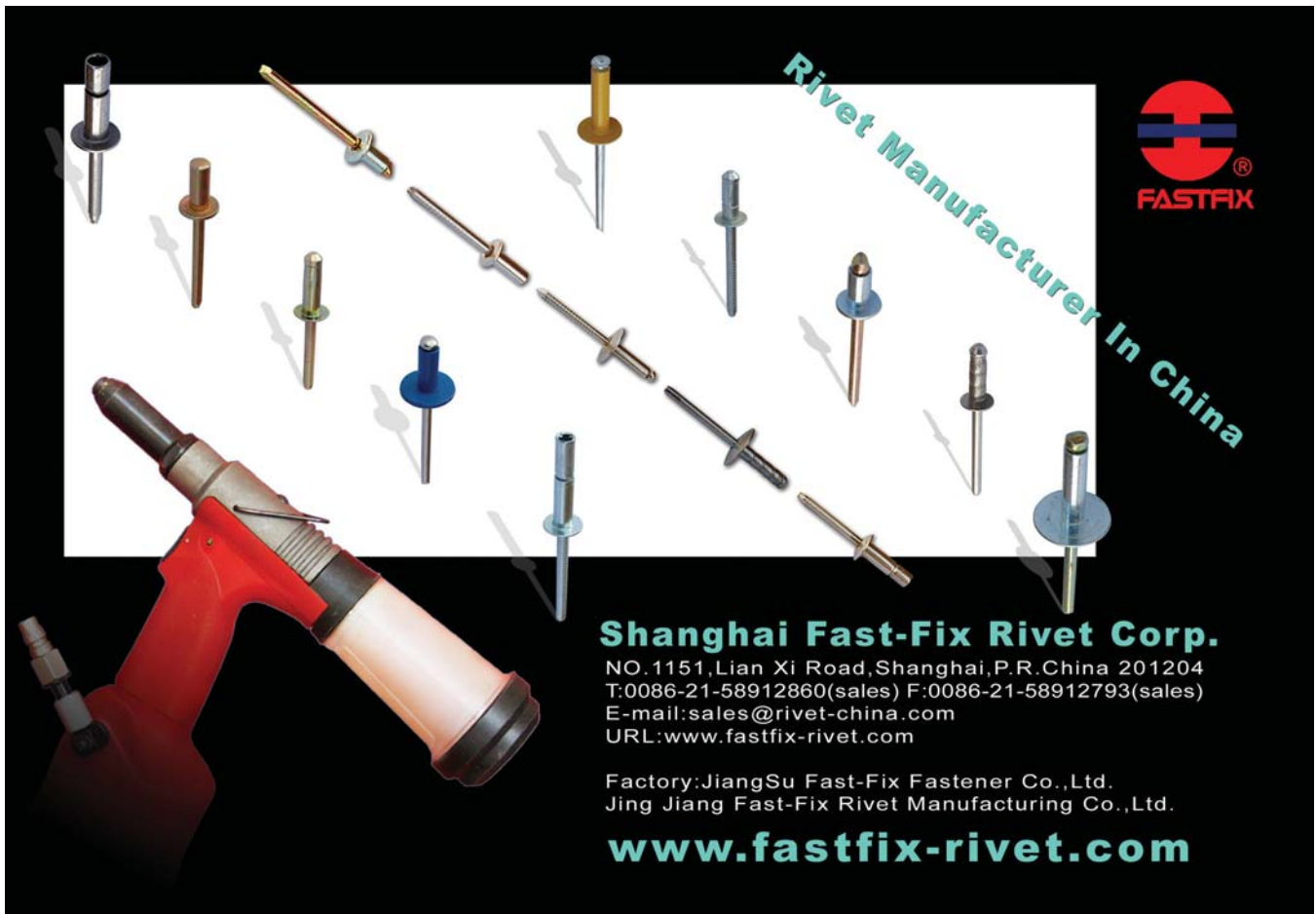
area which included Jesse Jackson Sr. and Bishop Charles Haywood Ellis, the two of which were instrumental in getting The Word going. The Tax Court found that the IRS disregarded the fact that Kevin was the owner of the personal goodwill of the company and was free to leave as he wished, making the STN stock essentially worthless. Kevin subsequently did so and his abandonment of STN resulted in a shell organization being left behind. The father's estate valuation properly excluded the personal goodwill that was Kevin, the son's. Therefore, personal goodwill can even be used in estate and valuation cases as well.

Lessons Learned

Personal Goodwill, while enduring a string of defeats is alive and well! With that, the following conclusions from the cases should be observed and followed: 1) The value of personal goodwill should be supported within the formal valuation by the facts and numbers making the valuation, 2) certain documents must be created selling personal goodwill at the time of sale, not after the fact to create a scenario to support your argument, 3) Use competent counsel throughout the course of action during a business sale. One impression a reader of these cases gains is that it is never a good thing to lump documents together in a willy-nilly style at the last minute. Had these attorneys realized the proper method of establishing personal goodwill in the legal documents, they would have known at least enough to examine the facts, run the numbers under a formal process, and create the proper legal documents.

Conclusion

When appropriate, personal goodwill can provide large tax savings to taxpayers. Being a relatively new concept, it is important that the allocations to personal goodwill be reasonable and objective as there is only so much guidance through cases and decisions at this point. The Center specializes in reducing tax burdens upon disposition of assets and liquidations of companies through the use of personal goodwill and other leading edge techniques. Call the professionals at the Center for help with the sale of your business if you are concerned about taxes. Remember, it is critical that the documents be properly drafted and not by a general practitioner, but by someone who specializes in the area and knows the law regarding "personal goodwill". 



Rivet Manufacturer In China

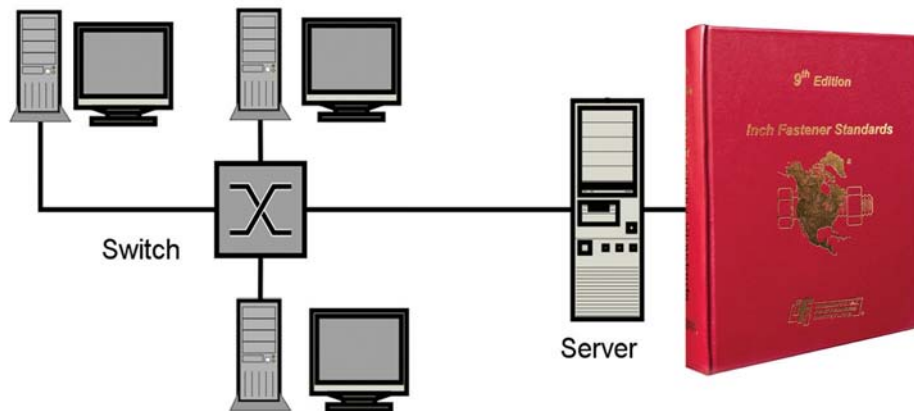
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Supervisory Behavior and Employee Union Sentiment

The key issues causing workers to seek unions revolve around perceptions of favoritism and unfair treatment, often by first line supervisors. Since most employees see their immediate bosses as the company, disrespect, unfair treatment, and supervisory favoritism are seen by workers as being the entire company's attitude.

Executives in most fastener companies rely upon subordinates to report on morale. Not surprisingly, few supervisors or managers report the petty abuses or favoritism they themselves practice. Standing alone, one or two abusive incidents may not be important. But as they accumulate, they impact employee attitudes severely.

Obviously, training supervisors how to listen and respond to employee concerns is important. Many employers use "canned" training programs taken from the internet. Most deal with generalities, not an individual company's specifics. Asking a knowledgeable trainer to develop training tailored to the specific problems of a specific company takes a little time, but the results of worth it. Then, evaluating supervisors not only on their production but also on their "people" skills reinforces the training. (SEE: "How to Make More Profits With Your Training Dollars," and "Realistic Training for Today's Realities," both in *Distributor's Link Magazine*.)

Uncovering Employee Attitudes

Executives in other fastener producers use quick computerized attitude surveys, thinking they will uncover workers' concerns. This doesn't work. For example, workers may be asked to score various factors on a one-to-ten scale. Fine. But these numeric scores do little to tell the owner of a

fastener company why employees believe as they did, nor what remedial efforts should be taken.

Only a handful of thoughtful fastener executives take the time to obtain unfiltered views of their employees' attitudes by having audits conducted by skilled outsiders conducting face-to-face interviews in carefully structured groups. Outsiders are especially effective because workers are reluctant to speak openly to management, for fear of retribution. However, employee concerns that lead to unionization cannot be corrected until they are uncovered


Marrying Labor and Management Interests

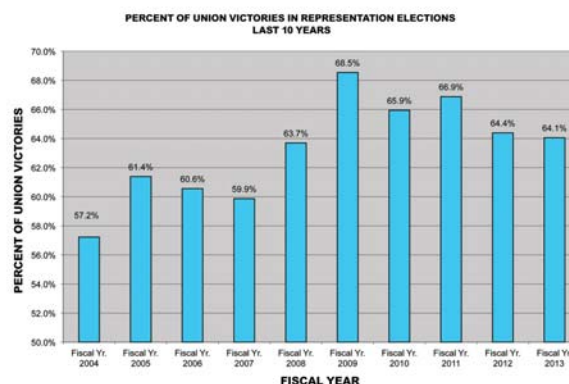
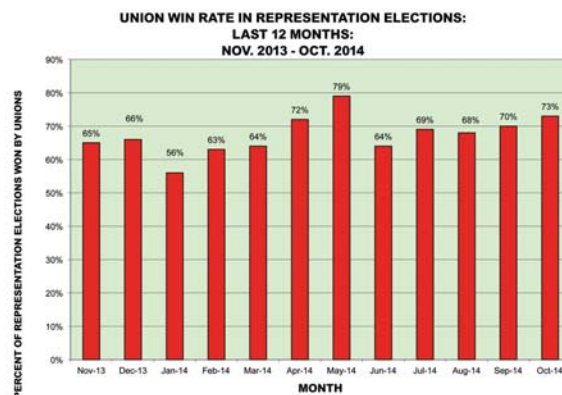
Dealing with the employee concerns quickly is important. Interestingly enough, many of them revolve around the

workers' inability to do their jobs as well as they would like. Inadequate tooling for the cold headers, poor ventilation or heating, and faulty scheduling all impede productivity and frustrate workers. Since employees have many practical ideas about improving productivity, it pays to train supervisors to listen to them in a systematic way and respond.

When employees see management cares about productivity and quality, they will too. Finally, providing incentives like simple Gainsharing Plans to reward workers for their better overall performance is a powerful tool to reinforce labor management bonds. Employees see their

interests and those of management in better performance – and productivity – are identical. (SEE "Thinking of a Gainsharing Plan for Higher Productivity?" and "How To Motivate Your Employees Effectively," both in *Distributor's Link Magazine*, and "How Your Employees Can Boost Your Bottom Line," in *Fastener World*.)

When these efforts are done effectively, executives of fastener producers and distributors won't have to worry about unions. When are you going to start? 



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On June 5, 2014, **LISI S.A.** (Link Solutions for Industry or "LISI Group") purchased **Manoir Aerospace SAS** ("Manoir"). Founded in 1917 and headquartered in Paris, France,

Manoir manufactures a diverse range of closed-die forged, precision machined and investment cast components and structures for the aerospace market. The company's major product categories include: i) aircraft engine blades & hardware; ii) airframe structural components; iii) aircraft landing gear, wheels & brakes; and iv) helicopter blades, sleeves, gears and rotating plates. Manoir is a supplier to virtually all of the major aerospace OEMs including Airbus, Boeing, Dassault, Bombardier, Embraer and Eurocopter. The company operates five manufacturing plants in France (3), Belgium and Mexico, employs approximately 1,100 people and generated net sales of EURO164 million in 2013. Established in 1968 and headquartered in Belfort, France, LISI Group (Paris Stock Exchange: FIL.PA) is a multi-national manufacturer of fasteners, assembly hardware and specialty metal components with three operating segments: LISI Aerospace (60% of total net sales); LISI Automotive (34%) and LISI Medical (6%). LISI Group employs more than 10,000 people worldwide and generated net sales of EURO1,306.5 million in calendar 2014.

Purchase price: EURO211.4 million (US\$285.2 million).



On June 9, 2014, **Park-Ohio Holdings Corp.** (Nasdaq: PKOH) purchased **Apollo Group Limited** ("Apollo Aerospace").

Founded in 1986 and headquartered in Birmingham, England, Apollo Aerospace is a stocking distributor of aerospace fasteners, assembly hardware and related "C-class" components. The company specializes in providing advanced supply chain management services to Tier 1 and Tier 2 aerospace OEMs. Apollo Aerospace maintains branch offices / warehouses in Poland, France and India. Headquartered in Cleveland, Ohio, Park-Ohio operates two primary business segments: i) Diversified Manufacturing; and ii) Supply Chain Management. The Diversified Manufacturing segment is comprised of 14 niche manufacturing businesses producing a diverse range of products and engineered components. The Supply Chain Management segment is comprised of Supply Technologies LLC, which provides advanced supply chain management services to OEM customers around the world. Supply Technologies operates 45 logistics service centers located in 10 countries and generated net sales of \$471.9 million in calendar 2013. **Purchase price: not available.**



On June 17, 2014, **Indutrade AB** purchased **Micro Spring & Presswork Limited** ("Micro Spring"). Founded in 1964 and located in Redditch, England, Micro Spring is a niche manufacturer of springs and stampings in a range of exotic

materials including stainless steel, titanium and beryllium copper. The major end-user industries served by Micro Spring include aerospace / defense, electronics, medical devices, oil & gas and nuclear. The company generates annual net sales of approximately £4 million. Indutrade (Stockholm Stock Exchange: INDT) is comprised of more than 180 business units concentrated in five segments: Engineering & Equipment; Flow Technology; Fluids & Mechanical Systems; Industrial Components; and Special Products. The seller of Micro Spring was Nevis Capital LLC, a Glasgow, Scotland-based private equity firm which specializes in investing in small businesses with strong growth potential and ambitious / committed management teams.

Purchase price: not available.



Birmingham Specialties

On June 18, 2014, **Indutrade AB** purchased **Birmingham Specialties Limited**. Birmingham Specialties is a niche manufacturer of precision stamped parts and CNC machined

parts. The company produces made-to-print specialty components for a diverse range of applications including electronics, data / telecommunications, medical devices, railroad, heavy-duty diesel engines and white goods / appliances. Birmingham Specialties generates annual net sales of approximately £6.0 million. Indutrade (Stockholm Stock Exchange: INDT) is a manufacturer of a diverse range of industrial products including flow control systems, pumps and compressors, hydraulic & pneumatic products, transmission & automation systems and highly-engineered mechanical components. Headquartered outside Stockholm, Sweden, Indutrade generated net sales of SEK8.83 billion (US\$1.19 billion) in calendar 2013.

Purchase price: not available.



On June 19, 2014, **Fontana Luigi SpA** ("Fontana Gruppo") purchased **Acument Global**

Technologies Inc. ("Acument"). Formerly known as Textron Fastening Systems, Acument is a manufacturer of fasteners for the automotive, general industrial and aerospace markets. Acument is currently comprised of four operating units: Camcar Fasteners; Ring Screw Works; Saturn Fasteners; and Mapri-Raio (in Brazil) Acument operates 11 manufacturing and distribution facilities in the US, Mexico and Brazil and employs more than 20,000 people. Founded in 1952 and headquartered in Veduggio, Italy, Fontana Gruppo is a global manufacturer of fasteners for the automotive and general industrial markets. A privately-owned company, Fontana Gruppo operates 15 manufacturing plants in Europe and the United States and employs more than 2,500 people. With the addition of Acument, annual net sales for Fontana Gruppo will approach \$1.1 billion. The seller of Acument was Platinum Equity LLC, a Los-Angeles-based private equity firm which acquired the company in 2006 from Textron Inc.

Purchase price: not available.

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On June 19, 2014, **Warburg Pincus LLC** purchased **Wencor Group LLC**.

Founded in 1955 and headquartered in Springville, Utah (outside Provo), Wencor Group is a provider of advanced supply chain management services, focusing on the MRO requirements of the commercial aerospace, military aircraft and general aviation markets. The company stocks more than 150,000 SKUs for a broad range of applications including airframe, landing gear, avionics, hydraulics & pneumatics, turbine engine and consumables. Wencor Group is also a market leader in the design and development of PMA (Parts Manufacturing Approval) parts for the commercial aerospace aftermarket and the company's FAA certified Part 145 Repair Station is approved to refurbish a broad range of aircraft components and sub-systems. Wencor Group's major business units include Dixie Aerospace LLC, Kitco Defense LLC, Soundair Aviation Services LLC and Aerospace Coatings International LLC. Warburg Pincus is a New York City-based private equity firm with more than \$37 billion of capital under management. The seller was Odyssey Investment Partners LLC, a NYC-based private equity firm. Terms of this transaction were not disclosed, but multiple private equity sources say the purchase price was between \$800 and \$900 million.

Purchase price: more than \$800 million.



On June 30, 2014, **MW Industries Inc.** purchased **Hi-Performance Fastening Systems Inc.** ("HPFS").

Founded in 1989 and located in Bensenville, Illinois (a Chicago suburb), HPFS is a manufacturer of

cold-headed, externally-threaded fasteners. The company's products include thread-forming screws, tamper-resistant screws and SEMs (pre-assembled screw & washer combinations). A privately-owned company, HPFS products are used for alliance, automotive, electrical and a diverse range of general industrial applications. MW Industries is a manufacturer of engineered mechanical components including springs, specialty fasteners, machined parts, precision stampings and custom wire forms. The company is headquartered in Rosemont, Illinois and is comprised of 16 operating divisions located in 10 states. MW industries is a portfolio company of Genstar Capital LLC, a San Francisco-based private equity firm.

Purchase price: not available.



On June 30, 2014, **CCMP Capital Advisors LLC** ("CCMP") purchased **The**

Hillman Companies Inc. ("Hillman"). Founded in 1964 and headquartered in Cincinnati, Ohio, Hillman is a value-added distributor of fasteners, key duplication systems, engraved tags and related hardware. Hillman's customer base includes home improvement centers, national & regional hardware chains, mass merchants and pet supply stores. The company supplies more than 20,000 retail customers in the United States, Canada, Mexico, South America and Australia.

Established in 2006 and headquartered in New York City, CCMP is a private equity firm specializing in management buyouts and growth equity investments in North America and Europe. CCMP also has offices in Houston and London. The seller of Hillman was Oak Hill Capital Partners ("Oak Hill"), a NYC-based private equity firm. Oak Hill and existing Hillman senior management will retain a significant minority equity stake in Hillman.

Purchase price: \$550 million.



On June 30, 2014, **Shiloh Industries**

Inc. (Nasdaq: SHLO) purchased **Finnveden Metal Structures AB** ("FMS"), a wholly-owned subsidiary of FinnvedenBulten AB (Stockholm Stock Exchange: FBAB). FMS manufactures made-to-print stamped metal and magnesium die cast components for the automotive and general industrial markets. FMS has manufacturing plants in Sweden and Poland and generated net sales of SEK1,256 million (US\$190.9 million) in calendar 2013. Upon completion of this divestiture, FinnvedenBulten is entirely focused on the manufacture and distribution of fasteners, primarily supplying the European automotive and truck markets. The company now has fastener manufacturing plants in Sweden, Germany, Poland, Russia and China and the fastener business generated net sales of SEK1,811 million (US\$275.3 million) in calendar 2013. A few months after the transaction closing, FinnvedenBulten changed its name to Bulten AB. Shiloh Industries manufactures blanked, stamped and die cast metal components and assemblies for the automotive, trucking and general industrial markets. Headquartered in Valley City, Ohio, the company operates 14 manufacturing plants across North America and employs approximately 2,000 people.

Purchase price: SEK490 million (US\$74.5 million).



On July 9, 2014, **Field Fastener Supply Company** ("Field Fastener") purchased **HRS Logistics Inc.** Founded

in 1972 and headquartered in Tyler, Texas, HRS Logistics is a stocking distributor of fasteners and other "C class" components, supplying a diverse range of industrial OEMs. A privately-owned company, HRS Logistics specializes in providing bin-stocking vendor managed inventory (VMI) programs to customers across the Southern / Southwestern US and Northeastern Mexico. HRS Logistics has branch offices in Monterrey, Mexico and Monclova, Mexico and generates annual net sales of approximately \$23 million. A privately-owned company headquartered in Machesney Park, Illinois (near Rockford), Field Fastener is a stocking distributor of fasteners and other "C class" components. Like HRS Logistics, Field Fastener specializes in providing bin-stocking VMI programs to its OEM customer base and both companies typically have an in-plant store and/or a dedicated on-site employee at each VMI program customer site. Field Fastener (stand-alone) is forecasting calendar 2014 net sales of approximately \$45 million.

Purchase price: not available.

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On July 25, 2014, **Monomoy Capital Partners** ("Monomoy") purchased **Continental / Midland Group LLC** ("Continental / Midland").

Continental / Midland manufactures a broad range of cold-formed, externally & internally threaded fasteners, along with stamped metal components and wire form parts. The company's customer base includes automotive OEMs, automotive Tier I suppliers and general industrial manufacturers. Continental / Midland operates five manufacturing plants in: Park Forest, Illinois; Valparaiso, Indiana; Medina, Ohio; Tiffin, Ohio; and Livonia, Michigan, along with a distribution warehouse in Millersport, Ohio. The company employs around 650 people and generates annual net sales of approximately \$240 million. Monomoy is a New York City-based private equity firm with approximately \$700 million of committed capital under management. The seller of Continental / Midland was the Robert S. Kaminski family, which acquired the company from Alcoa Inc. (NYSE: AA) in February 2004. David Kaminski Sr. will remain with Continental / Midland serving as Chief Executive Officer.

Purchase price: not available.



On August 4, 2014, **Boltun / QST Group** purchased **ESKA Automotive GmbH**.

Founded in 1881 and headquartered in Chemnitz, Germany, ESKA Automotive is a manufacturer of cold-headed, externally-threaded fasteners and specialty components for the European automotive market. A privately-owned company, ESKA Automotive operates two manufacturing plants and a logistics warehouse in Germany and employs a total of 430 people. The company generates annual net sales of approximately US\$100 million. Boltun/QST Group is comprised of Boltun Corporation and QST International Corp. (Taiwan Stock Exchange: 8349), both of which are majority controlled by Mark Wu and his family. Boltun/QST Group manufactures a broad range of fasteners, machined components and specialty stampings for the automotive and general industrial markets. Boltun / QST Group operates 13 manufacturing plants in Taiwan (7) and China (6) and employs around 3,000 people. Boltun / QST Group also maintains 14 logistics warehouses in China (10), Taiwan (2), the United States (1) and Thailand (1). Boltun / QST Group generates annual net sales of approximately US\$400 million.

Purchase price: EURO45 million.



On August 11, 2014, **TCI Investment Group Inc.** ("TCI") purchased Dave

Grattan & Sons Inc., doing business as **Grattan® Fastenings Products** ("Grattan"). Founded in 1957 and located in Irwindale, California, Grattan is a stocking master distributor of standard and semi-special prepackaged / bagged fasteners. The company's customer base includes hardware and lumber stores, along with distributors supplying OEM and MRO end-users. The Grattan product range encompasses more than 27,000 SKUs and the company provides its retail customers with customized display racks and bins. In addition to selling under the Grattan® brand name, the company offers private label and customized bar-coded packaging. TCI is an affiliate of Ta Chen International Inc. ("Ta Chen"), an importer

and master distributor of stainless steel, aluminum and nickel alloy products. Headquartered in Long Beach, California, Ta Chen is the owner of Brighton-Best International Inc. ("Brighton-Best"), the largest full-line fastener importer and master distributor in the United States. Brighton-Best operates 32 distribution warehouses in the United States (21), Canada (3), Mexico (1), Brazil (1), United Kingdom (1), Australia (4) and New Zealand (1). The owner of Ta Chen (and the ultimate parent of the group) is Ta Chen Stainless Steel Pipe Ltd. (Taiwan Stock Exchange: 2027).

Purchase price: not available.



On August 14, 2014, **Grabber® Construction Products Inc.** ("Grabber")

purchased **All-Fast Inc.** Founded in 1986 and located in Olive Branch, Mississippi (near Memphis, Tennessee), All-Fast is a distributor of staples, nails, staplers, air nailers, power tools and other products for power fastening customers. All-Fast, a privately-owned company, offers numerous premier brand names including Stanley-Bostitch, Hitachi, Max Tools and Senco. Headquartered in Highland, Utah (between Provo and Salt Lake City), Grabber is a distributor of premium-quality screws and fastening systems for wood, metal and drywall applications for commercial and residential construction. Grabber has developed one of the most extensive range of proprietary / brand name fasteners available to the North American construction professional. The company also offers a broad range of hand tools, power tools, installation equipment, wall & ceiling paints and other building materials. Grabber operates as a subsidiary of John Wagner Associates Inc. and maintains 22 branches in the United States and 3 branches in Canada.

Purchase price: not available.



On August 29, 2014, **Shanghai Prime**

Machinery Company Limited ("Shanghai PMC") purchased **Koninklijke Nedschroef Holding BV** ("Nedschroef"). Founded in 1894 and headquartered in Helmond, The Netherlands, Nedschroef manufactures a broad range of cold-headed fasteners and specialty components and is also engaged in the design and manufacture of cold-heading machinery used to manufacture fasteners. Nedschroef fasteners and components are sold primarily to the European automotive industry, with the majority of production occurring in Germany and The Netherlands. Including its logistics and machine-building divisions, Nedschroef operates from 24 locations in 14 countries and employs around 1,500 people worldwide. In calendar 2013, Nedschroef generated net sales of EUR0525.5 million and EBITDA of EUR049.4 million. Headquartered in Shanghai, China, Shanghai PMC (Hong Kong Stock Exchange: 2345) manufactures a broad range of fasteners and specialty cold-headed components. Shanghai PMC is China's largest fastener exporter and its manufacturing base covers an area of approximately 83,000 square meters. The company also produces gas turbine blades, bearings, cutting tools and electric motors. In calendar 2013, Shanghai PMC generated net sales of EUR0404.6 million and EBITDA of EUR042.6 million. The sellers of Nedschroef were Gilde Buy Out Partners BV and Parcom Capital Management BV, both Dutch private equity firms.

Purchase price: EURO325 million (US\$438 million).

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On September 2, 2014, **Acklands-Grainger Inc.** purchased **WFS Enterprises Inc.** ("WFS"), doing business as Windsor Factory Supply. Founded in 1955 and headquartered in Windsor, Ontario, WFS is a value-added distributor of fasteners, cutting tools, hand & power tools, safety products, plumbing products and a broad range of industrial supplies. The company stocks more than 100,000 SKUs and focuses on the MRO needs of its 4,000+ customer base. WFS employs around 275 people and has 12 locations, including 10 branches in Southeastern Ontario and branches in Livonia, Michigan and Piedmont, South Carolina. WFS is an employee-owned company and generated net sales of US\$87 million in calendar 2013. Founded in 1889 and headquartered in Richmond Hill, Ontario, Acklands-Grainger is Canada's largest distributor of industrial, safety and fastener products. The company employs around 2,200 people and operates 172 branches across Canada, along with 6 strategically located distribution centers. Acklands-Grainger is a wholly-owned subsidiary of W.W. Grainger Inc. (NYSE: GWW). **Purchase price: US\$90 million.**



On September 3, 2014, **Penn Engineering & Manufacturing Corp.** ("PennEngineering") completed the purchase of **PROFIL Verbindungstechnik GmbH & Co. KG.** ("PROFIL"). Founded in 1965 and headquartered in Friedrichsdorf, Germany, PROFIL is a developer and manufacturer of pierce nuts & studs, installation tooling and automated feeding / installation equipment. PROFIL's proprietary fasteners and riveting process is used by a broad range of end-users including the automotive, appliance, electronics and construction markets. A privately-owned company, PROFIL maintains 9 sales offices across Europe, along with a branch in Farmington Hills, Michigan. 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 proprietary fastener product range includes nuts, inserts, screws, bolts, pins, studs and standoffs, along with a diverse range of installation tools & equipment. PennEngineering products are used by a multitude of industries including electronics, computer, data / telecommunications, medical devices and automotive. PennEngineering is a portfolio company of Tincum Inc., a New York City-based private equity firm with \$1.5 billion of committed capital under management.

Purchase price: not available.



On September 10, 2014, **Atlas Copco AB** (Stock Exchange: ATCO) purchased **Henrob Limited.** 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 truck & trailer, recreational vehicles, appliances and electronics. Henrob's riveting system is particularly useful for joining two or more sheets of material where welding is difficult or impractical. A privately-owned company, Henrob employs around 400 people and generated net sales of US\$162 million in the 12 month period ended June 30, 2014. Founded in 1873 and headquartered in Stockholm, Sweden, Atlas Copco designs and manufactures machinery and equipment for a diverse range of industries and applications. Atlas Copco employs more than 40,000 employees worldwide and generated net sales of EURO9.7 billion in the 2013 calendar year.

Purchase price: not available.



On September 30, 2014, **Tenex Capital Management L.P.** ("Tenex") purchased **Carlson Systems Holdings Inc.** ("Carlson"). Founded in 1947 and headquartered in Omaha, Nebraska, Carlson is a distributor of product assembly systems serving the fastening and packaging requirements of a diverse range of industrial and construction customers. The company's product range includes fasteners, hand-held nailers & staplers, marking & labeling products, stretch / shrink wrappers and strappers. Carlson operates 66 branches spread across the United States and parts of Mexico. In June 2013, Carlson acquired Western Tool Supply, a regional distributor of fasteners, power & hand tools, staplers and nailers with 14 branches in Oregon, Washington, Idaho, Utah and Montana. Tenex is a New York City-based private equity firm with \$450 million of capital under management. Tenex makes control equity investments in middle market companies (\$75 to \$300 million in annual net sales) experiencing significant change in their markets, operations or capital structures. The seller of Carlson was Industrial Opportunity Partners LLC, an Evanston, Illinois-based private equity firm with \$460 million of committed capital under management.

Purchase price: not available.

TOGE Dübel

On September 30, 2014, **Adolf Würth GmbH & Co. KG** ("Würth Group") purchased **TOGE Dübel A. Gerhard KG** ("Toge Dubel"). Located in Nuremberg, Germany, Toge Dubel specializes in the manufacture of heavy duty metal anchors and screws for concrete structures. The company also manufactures a range of metal fasteners used to attach / anchor windows, radiators, piping and ceilings. A privately-owned company, Toge Dubel employs a total of 27 people. Founded in 1945 and headquartered in Künzelsau, Germany, Würth Group is a global manufacturer and distributor of fasteners, assembly hardware and industrial supplies & consumables. The company also owns a diverse range of businesses engaged in the manufacture and distribution of specialty / niche products to industrial and construction customers. Würth Group is comprised of more than 400 operating subsidiaries in more than 80 different countries. A privately-owned company, Würth Group generated net sales of EURO10.1 billion in calendar 2014 and employs a total of approximately 66,000 people worldwide.

Purchase price: not available.



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On October 1, 2014, **Fastenal Company** (Nasdaq: FAST) purchased **Av-Tech Industries Inc.** ("Av-Tech"). Founded in 1987 and located in Arlington, Texas, Av-Tech is a stocking distributor of aerospace fasteners, electronic hardware and miscellaneous aircraft parts. A privately-owned company, Av-Tech specializes in supplying hard-to-find aerospace fasteners and electronic hardware. In addition to the aerospace market, Av-Tech also supplies the automotive, air conditioning and window manufacturing sectors. Founded in 1967 and headquartered in Winona, Minnesota, Fastenal is one of the largest fastener distributors in North America with 2,687 stores and 14 distribution centers worldwide. The company generated net sales of \$3.3 billion in calendar 2013, with fastener sales representing 42% of total net sales. Fastenal also supplies a broad range of industrial products to its OEM, MRO and building / construction customer base. Fastenal employs 17,277 people (as of December 31, 2013) located in all 50 states and 20 other countries (204 stores in Canada, 41 stores in Mexico, 17 stores in Europe, 15 stores in Asia and 8 stores in Central & South America).

Purchase price: not available.



On October 1, 2014, **TFC Europe Limited** ("TFC") purchased **Steppacher Schrauben Grosshandel EK** ("Steppacher"). Founded in 1983 and located in Singen, Germany (south of Stuttgart near the border with Switzerland), Steppacher is a stocking distributor of fasteners and assembly hardware. A privately-owned company, Steppacher supplies a diverse range of OEM and MRO customers, primarily concentrated in Southern Germany. Founded in 1960 and headquartered in Heathfield, England (south of London), TFC is a stocking distributor of fasteners and industrial supplies. The company supplies a diverse range of OEM customers and offers a range of "value-added" services including vendor managed inventory (VMI) services and on-site vending machines. TFC operates 7 customer service centers in the United Kingdom (5) and Germany (2), generates more than £20 million in annual net sales and employs more than 100 people. TFC is a portfolio company of Foresight Group LLP, a London-based private equity firm with more than £1.3 billion of capital under management.

Purchase price: not available.



On October 17, 2014, **TriMas Corporation** (Nasdaq: TRS) purchased **Allfast Fastening Systems Inc.** ("Allfast"). Founded in 1966 and headquartered in City of Industry, California, Allfast is a manufacturer of solid rivets, blind rivets, blind bolts and related pneumatic installation tools for the aerospace market. Allfast rivets and blind bolts are installed on virtually all of the commercial, defense and general aviation aircraft platforms currently in production or service. Allfast employs around 280 people and generated net sales of approximately \$55 million in the 12 month period ended August 31, 2014. Following

the transaction closing, Allfast became a business unit of TriMas' Aerospace Division, which was previously dominated by Monogram Aerospace Fasteners ("Monogram"). Located in Los Angeles, Monogram manufactures blind bolts for the aerospace market. TriMas' Aerospace Division generated net sales of \$101.8 million and EBIT of \$23.8 million in calendar 2013. Headquartered in Bloomfield Hills, Michigan, TriMas has around 6,000 employees at more than 60 facilities around the world and generated net sales of \$1.4 billion in 2013.

Purchase price: \$360 million.



On October 17, 2014, **Morito Co. Limited** (Tokyo Stock Exchange: 9837) purchased **Scovill Fasteners Inc.** (Scovill"). Founded in 1802 and headquartered in Clarksville, Georgia, Scovill is a leading manufacturer of: i) apparel fasteners (buttons, zippers, snaps, eyelets, grommets, etc.); ii) custom metal stampings (for a broad range of general industrial applications); and iii) fastener attaching machines (used primarily by the apparel industry). The majority of Scovill's manufacturing is performed in Clarksville and the company maintains sales offices in Hong Kong, the UK and India. Founded in 1908 and headquartered in Osaka, Japan, Morito's primary business is the manufacture of apparel fasteners, but the company also manufactures stamped components for a broad range of industry sectors including automotive, electronics, appliances and consumer products. The seller of Scovill was The Gores Group ("Gores"), a Los Angeles-based private equity firm with \$3.5 billion of capital under management. Gores acquired Scovill in June 2011.

Purchase price: not available.



On October 20, 2014, **Lindstrom Metric LLC** ("Lindstrom") purchased **Titan Fastener Products Inc.** ("Titan"). Founded in 1989 and headquartered in Brunswick, Georgia, Titan is a stocking master distributor of packaged fasteners, specializing in private label programs, non-standard & semi-standard parts, lower volume orders and a high level of customer service & support. A privately-owned company, Titan maintains branches in Elk Grove Village, Illinois and Cranbury, New Jersey. The company stocks more than 45,000 different packaged products and utilizes more than 160,000 square feet of combined warehouse space. Founded in 1972 and headquartered in Blaine, Minnesota (outside Minneapolis), Lindstrom is the largest master distributor of metric fasteners in the United States. Lindstrom has branch warehouses in: New Windsor, New York; Elgin, Illinois; and Greer, South Carolina. In addition, the company's Mega Metric business unit in Greer, SC manufactures large diameter, hot-forged and machined fasteners in both metric and inch diameters. Lindstrom is a portfolio company of Harbour Group, a St. Louis, Missouri-based private equity firm which invests in middle-market US companies.

Purchase price: not available.

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RICHARD HAGAN FASTENER COMPANY ACQUISITIONS - COMPLETED DURING 2014 from page 204



On October 31, 2014, **Monroe Engineering LLC** ("Monroe") purchased **Northwest**

Fastener Sales Inc. ("Northwest FSI"). Founded in 1969 and located in Tualatin, Oregon (near Portland), Northwest FSI is a value-added distributor of fasteners and assembly hardware. The company specializes in providing vendor managed inventory (VMI) programs to industrial OEMs located primarily in the Pacific Northwest. Northwest FSI is an authorized stocking distributor for numerous premier fastener manufacturers including Lyn-Tron, TR Fastenings, Pop / Emhart and Helicoil / Emhart. Located in Auburn Hills, Michigan, Monroe is a distributor of niche industrial hardware products including hinges, pull handles, lever arms, knobs, leveling feet, clamps, plungers and related components. The company has a diverse customer base including industrial OEMs, distributors and catalog houses. Through its Monroe Manufacturing division, the company also manufactures custom machined components and assemblies, along with plastic injection molded parts. Monroe operates a 25,000 square foot warehouse & office building and a 15,000 square foot manufacturing facility. Monroe is a portfolio company of Ellipse Capital LLC, a Chicago-based private equity firm.

Purchase price: not available.



On November 3, 2014, **MacLean-Fogg Component Solutions**

("MFCS") purchased **the Automotive Division of Curtis Screw Company LLC** ("Curtis Automotive"). Founded in 1905 and headquartered in Buffalo, New York, Curtis Automotive manufactures close-tolerance, performance-critical components for the automotive, heavy truck and general industrial markets. The company's product range includes transmission gear blanks, steering & HVAC hydraulic connectors, engine timing parts and safety components. Curtis Automotive's manufacturing capabilities include CNC & CAM multi-spindle screw machining, Hydromat rotary transfer machining and CNC machining. The company operates manufacturing plants in Buffalo and Cornelius, NC and employs 275 people. Headquartered in Mundelein, Illinois, MFCS is a diversified manufacturer of highly-engineered fasteners and specialty metal & plastic components with 14 manufacturing plants in the United States and Europe. MFCS is a division of MacLean-Fogg Company ("MacLean-Fogg"). A privately-owned company founded in 1925, MacLean-Fogg is comprised of two primary business units - MFCS and MacLean Power Systems. MacLean-Fogg generates annual net sales of approximately \$1 billion and employs more than 3,500 people worldwide.

Purchase price: not available.



On November 10, 2014, **Tenex Capital Management L.P.** ("Tenex") purchased

Southern Fastening Systems Inc. ("SFSI"). Founded in 1985 and headquartered in Muscle Shoals, Alabama, SFSI is a distributor of wood-to-wood fasteners and hand-held nailers & staplers (pneumatic, cordless, electric and powder actuated), supplying the construction and general industrial markets. The company offers numerous premier automated fastening system product lines including Stanley-Bostitch, Paslode, Duo-Fast, Hitachi, Max Tools and Senco. A privately-owned company, SFSI operates 4 distribution centers and 76 branches spread across the Southeastern United States. Tenex is a New York City-based private equity firm with \$450 million of capital under management. Just six weeks earlier, Tenex purchased Carlson Systems Holdings Inc. ("Carlson"), which is an excellent strategic fit with SFSI. There is very little geographic overlap between SFSI and Carlson, so in the near term, both companies will continue to operate as separate business units and retain their historic company names.

Purchase price: not available.



On November 13, 2014, **Southco Inc.** purchased **DFCI Solutions Inc.** ("DFCI"). Founded in 1936 and located in West Islip, NY, DFCI is a niche manufacturer of quarter-turn, quick-release and push-action

fasteners, along with toggle-action latches. The company's products are used by a diverse range of end-user industries including aerospace, transportation, electronics, telecommunications and HVAC. DFCI was originally known as Dzus Fastener Co. Inc. ("Dzus Fastener") and was founded by William Dzus, the inventor of the quarter-turn fastener. In 1939, Dzus Fastener formed Dzus Fastener Europe Ltd. and manufacturing commenced in Farnham, England. Through a series of events, Dzus Fastener (USA) and Dzus Fastener Europe (England) came under separate ownership and there was ultimately a dispute between the two companies over use of the Dzus® brand name. In 2001, Dzus Fastener (USA) changed its name to DFCI Solutions Inc. and agreed to no longer manufacture under the Dzus® name. Dzus Fastener Europe was subsequently purchased by Southco in 2004. With the purchase of DFCI, Southco reunites the Dzus quick access fastening businesses and establishes a dominant market position in this niche product segment. Founded in 1899 and headquartered in Concordville, Pennsylvania, Southco is a manufacturer of "Engineered Access Hardware" including latches, locks, handles, hinges, captive screws and quick access fasteners. Following the transaction closing, the manufacturing operations of DFCI were relocated to Southco's factory in Honeoye Falls, NY.

Purchase price: not available. ○

DISTRIBUTOR NEWS

DarLoc Corporation of Long Grove, IL celebrates their 9th year. They are a stocking supplier of the highest quality, specialty niche product line of Miniature and Clinch Self-Locking Nylon Insert and All-Metal Locknuts. They supply at competitive "commodity-like" prices, within their customers delivery requirements.

DarLoc Corp. has recently added many different patterns of locknuts to their product line. Most are available from stock, in steel, stainless, brass, and aluminum materials. They offer zinc, zinc yellow, cadmium, cadmium yellow, cadmium olive drab, and cadmium with molybdenum film lube, wax, and other plating's. Chemical, Physical, and Plating Certifications are available. DarLoc's product line of locknuts include the following patterns:

"1660" Miniature Hex (from #0-#4, Brass, Aluminum, and Stainless), **"LH1660" All-Metal, Miniature Hex** (from #2-#6, Stainless and Steel), **"NM107, 408, 2234" Reduced Hex** (from #4 -1/4, Steel, Stainless, & Brass), **"ND" Spline** (from #8-1/2, Steel), **"NCFMA" Miniature Clinch Flush Mounting** (from #2 - #10, Stainless & Steel), **"LHCFM" All-Metal Miniature Clinch Flush Mounting** (#2-1/4, Steel & Stainless), **"NKCFM" Miniature Clinch Flush Mounting, with Nylon Cap** (#2-#10, Steel & Stainless), and **"NC" Clinch** (#4-5/16, Steel, Stainless, Brass, & Aluminum). Metric sizes are also available.

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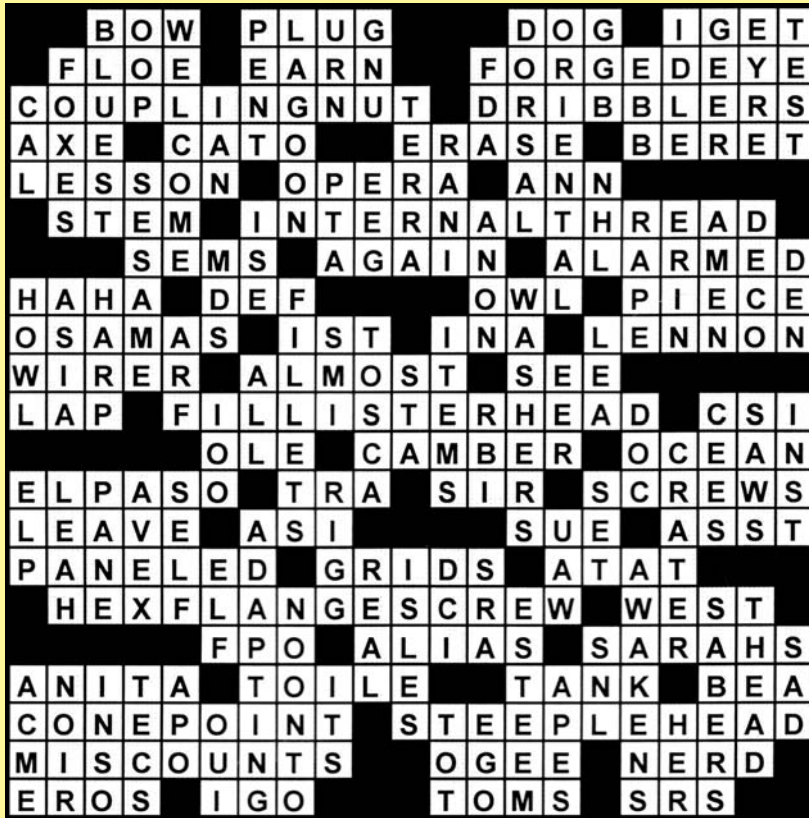
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Helical Wire, Inc. is pleased to announce that we are now compliant with and expect Certification under the AS9100 Rev. C Quality Management System. Recent Helical Wire expansion plans have added an additional 15,000 sq. ft. facility for offices and warehouse operations. Helical Wire has designed a new web-site to provide better insight to products available, you may visit our web-site at www.helicalwire.com. Helical Wire will continue to provide quality products, on-time delivery at competitive prices to OEM's, Distributors, and Government Agencies as we have since 1972.

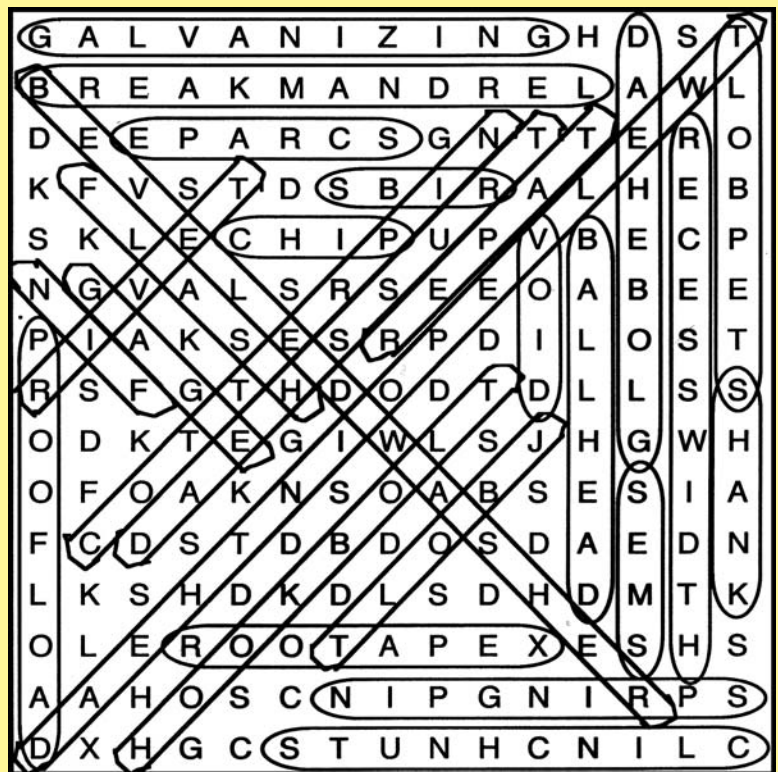
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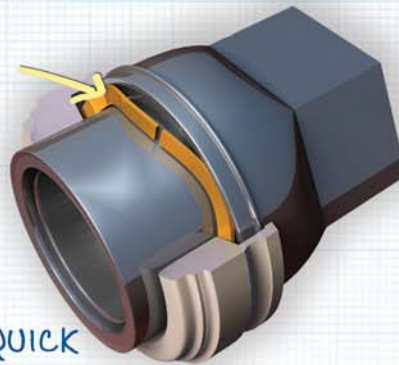
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