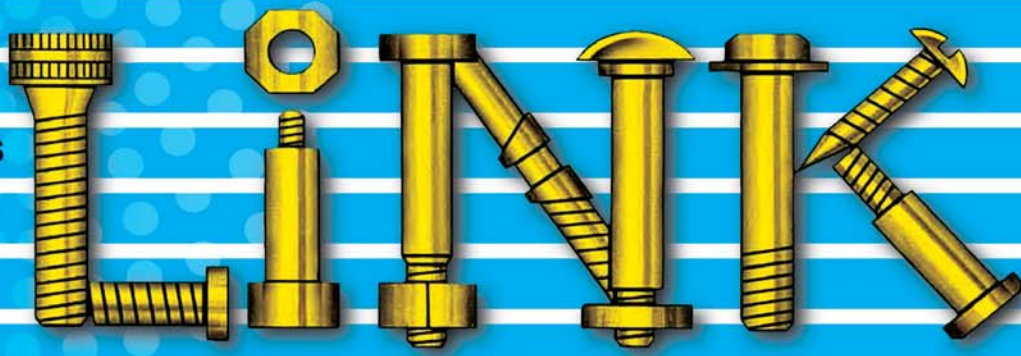


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**LEO J. COAR**

EDITOR/PUBLISHER

leojoar@linkmagazine.com



**TRACEY LUMIA**

DIRECTOR, SALES & MARKETING

tracey@linkmagazine.com

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# DISTRIBUTOR NEWS

**Superior Washer & Gasket Corp.** is anticipating a new expansion in its Rock Hill, South Carolina facility. The expansion will increase our South Carolina facility from 41,000 square feet to 56,000 square feet. We expect completion by the end of 2015. The expansion will allow Superior to increase our manufacturing capabilities and increase production speed by utilizing more power presses. Superior Washer will increase its power presses from a total of 118 to 130 and hire an additional 5 employees in our South Carolina facility by year end.

Superior Washer & Gasket Corp. is committed to green initiatives. It is our mission to reduce our carbon footprint as much as possible. In our Hauppauge, New York facility we have implemented solar panels which are carbon neutral sources of energy. We are committed to waste reduction companywide from our IT strategy to more efficient manufacturing procedures and waste reduction methods.

For more information contact Superior Washer & Gasket Corp. at 170 Adams Avenue, Hauppauge, NY 11788. Tel: 631-273-8282, Fax: 631-273-8088, Email: [swg@superiorwasher.com](mailto:swg@superiorwasher.com) or visit them online at [www.superiorwasher.com](http://www.superiorwasher.com).

\* \* \* \* \*

**International Fasteners Inc.**, "The Distributor's Choice" for Daggerz™ brand quality construction fasteners is pleased to announce the promotion of Alan Stayton to Regional Manager based out of Philadelphia covering the Northeast region including Pennsylvania, New York, New Jersey, Maryland, Delaware and Northern Virginia. Alan had been in inside sales out of the Charlotte office and replaces TJ Munson who has relocated to the Chicagoland area and is the Regional Manager for the Midwest. His region now includes Illinois, Wisconsin, Indiana, Ohio, Michigan, and Kentucky.

For more information or to have a representative contact you, please call 1-888-241-0203, email at [sales@daggerz.com](mailto:sales@daggerz.com), or log on to our website at [www.daggerz.com](http://www.daggerz.com).

**E-Z LOK** has introduced a new line of solid-wall, thread repair inserts made from 316 stainless steel. 316 is the preferred steel for use in marine environments because of its greater resistance to pitting corrosion. In addition, 316 is used in food processing, chemical storage, and oil refining.



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For more information, contact EZ-LOK at 240 E. Rosecrans Avenue, Gardena, CA 90248. Tel: 1-800-234-5613, Fax: 310-353-4444, email: [sales@ezlok.com](mailto:sales@ezlok.com) or you can visit them online at [www.ezlok.com](http://www.ezlok.com).

\* \* \* \* \*

It's that time of year again! **Young Fastener Professionals (YFP)** and the **Fastener Industry Coalition (FIC)** are pleased to announce the commencement of the second annual national "30 Under 30" program. Recipients of the "30 Under 30" honors are natural born leaders who are driven, motivated and passionate about their job and the future of the fastener industry.

This peer-nominated program highlights the accomplishments and feats the younger generation has achieved in the beginning phases of their careers.

To nominate a colleague, customer or friend, please click the 30 Under 30 tab at [www.youngfastenerprofessionals.com](http://www.youngfastenerprofessionals.com) to fill out a nomination form. Voting officially begins July 1, 2015.

For more information about this and other events, contact the Young Fastener Professionals by email: [youngfastenerprofessionals@gmail.com](mailto:youngfastenerprofessionals@gmail.com), online at [www.youngfastenerprofessionals.com](http://www.youngfastenerprofessionals.com) or on Twitter: @YoungFastPros.





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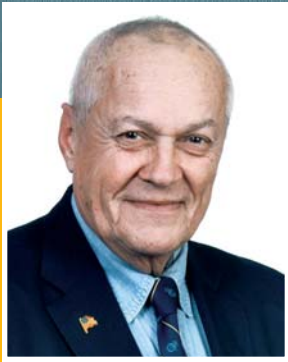
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# Bengt Blendulf

Bengt Blendulf was educated in Sweden and moved to the US in 1974 to start a subsidiary for a Swedish fastener manufacturer. After working as a technical consultant on the faculty of the College of Engineering and Science at Clemson University, he established EduPro US in 1997 to teach highly rated courses in Fastening Technology in the US, Canada, Mexico, Europe and Asia. Being one of the founders, Bengt served as the chairman of ASTM F16.96 Bolting Technology from 1996 to 2006. In 2006 he received the Fred F. Weingruber award from ASTM for "his efforts to promote and develop standards for the fastener industry." In 2013 he also received IFI's Soaring Eagle Award for "significant contributions to the technological advancement of the fastener industry". Bengt is the author of an extensive lecture book, well over 110 articles and "Mechanical Fastening and Joining", a book published in 2013 by the Industrial Fasteners Institute. He can be contacted through [www.edupro.us](http://www.edupro.us) or by email [bblendulf@yahoo.com](mailto:bblendulf@yahoo.com).

## A FEW COMMON MISTAKES ABOUT BOLTED JOINTS

A bolted joint would typically consist of four different types of components:

1. Parts to be joined
2. Bolts or screws
3. Nuts (or threaded blind holes)
4. Accessories (washers, gaskets, locking elements)

Of these four, most fastener people and designers focus most of their attention on #2 = the external fastener. From a design point of view, the primary focus should actually be #1 = the parts to be joined. This is really where we build most of our successes and failures. I have discussed this in earlier Link articles, but let me just summarize it this way.

### *The Joint Materials*

The basic joint geometry is extremely important for a good joint. If we can design in such a way that the clamping length, LC, is at least 4 times the nominal diameter of the fastener we are off to a good start. LC is the distance between the bolt head and the nut face. For threaded blind hole applications LC is between the screw head to the interface where the tapped hole starts. Well, this would be a screwed joint, not a bolted joint. Through bolting (bolt and nut) have some definite advantages over the tapped screw joint primarily because we have more material in compression (higher joint stiffness) and automatically a longer clamping length. To clamp together a couple of 1/4" (6mm) parts with a 1/2" (M12) bolt/nut is to be asking for trouble. Another benefit of using longer fasteners is that the assembly is less likely to vibrate loose compared to using shorter bolts/screws.

### *The Bolt Or Screw*

As we have discussed in earlier Link installments this part (the threaded fastener) of the bolted joint should

behave like a "glorified rubber band" to function properly. Maybe it is hard to imagine a high strength fastener as a rubber band, but it is necessary to have some predicable elastic properties for the bolts and screws. It does not matter if we use a Grade 2 (4.8) or Grade 8 (10.9) from an elasticity point of view, the elastic modulus (aka Young's modulus) is the same for all steel fasteners. Of course, with a lower grade bolt we get a lower yield (from elastic to plastic deformation) and tensile strengths compared to stronger fasteners.

We should try to avoid using stronger bolts/screw than necessary for the function or the joint. Over-design is not only more expensive, but can also lead to increased risk of hydrogen assisted cracking or stress corrosion failures due to harder fasteners. A fastener starting to yield a little in the joint can also serve as a preferred failure mode by causing a detectable loss of clamp load in the joint.

### *The Nut (Blind Hole)*

We have extensive standards (inch and metric) for both external fasteners and nuts. It is important that we follow the "rules of engagement" when matching up externally and internally threaded parts. For metric fasteners the rules are very simple: 8.8 screws/bolts need class 8 nuts, 10.9 fasteners need class 10 nuts and so on. The same rules should also be applied to inch fasteners, but I see a lot of mis-matches in the industries where I teach or consult.

Let us first establish the bolt/nut strength principle:

### ***The stronger component is the NUT!***

This is easy to remember if we consider a bolt/nut assembly as a "marriage" between the two components and compare that to a human marriage. I don't like the terms "male" and "female" for describing fasteners, but let's just for this case consider bolts/male and nuts/female. In a traditional human marriage the female is, no doubt, the stronger part.

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– **JOE VOLLTRAUER**

*CEO/Founder of Volt Industrial Plastics*



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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](mailto:Lclaus@NNiTraining.com). You can learn more about NNI at [www.NNiTraining.com](http://www.NNiTraining.com).

# FASTENING INNOVATION IN RESPONSE TO LIGHT-WEIGHTING

In January 2015 Ford Motor Company released its new aluminum bodied version Ford F150 pick-up truck. For many reasons this was a bold move by Ford and in many ways a game changer in the industry. Most notably it lightened this bestselling vehicle by almost 700 pounds. Testing shows that for every 100 pounds in weight reduction, one can expect to gain 1 to 2 percent improved fuel efficiency. Therefore, the new Ford F150, all else being equal, will be significantly more fuel efficient than the previous model.

Beyond being a little scarcer at the gas pump, why is this important? Why has Ford taken such a gamble on their best-selling vehicle? The answer to these questions is really quite simple- CAFÉ or Corporate Average Fuel Economy. Shortly after the 1974 Fuel Embargo the federal government enacted CAFÉ regulations forcing auto makers to begin testing the average gas mileage of the vehicles they were producing and making sure that the net average of their fleet fell below the established CAFÉ standard. As the years have gone by the CAFÉ requirement has steadily increased. In 2012, however, new rules were written that boldly increase the CAFÉ target to 54.5 mpg by 2025, almost double what it was at the time.

Although the auto makers will employ a variety of different strategies to achieve these goals, one of the hottest topics currently in OEM engineering circles is light weighting. While it is easy to conceive that this should be

as simple as slapping aluminum body panels on a car where steel ones used to be or replacing some metal components with plastic ones, the reality is a far different one. Many of these conceptually simple and easy ideas are, in fact, very challenging in practical reality.

Of course this is pretty much true at most inflection points in history and specifically when broad advancements in technology are involved. Often to make an idea practical, complimentary technology bringing the right things together must first be developed. Take for example the electric light bulb. We normally credit Edison with the invention of the first light bulb, but, in fact, other light bulbs had already been invented when Edison



started his work. Edison, however, was successful and properly credited with inventing the first practical light bulb. It wasn't, however, until Edison combined the right filament in a vacuum that a practical and modern lightbulb were born. In a more recent example, consider Boeing's 787 Dreamliner. The use of the new carbon fiber fuselage, a great leap in technology, was not practical until a variety of new technologies, including the fastening systems, made it possible. In like fashion, the success and pace of light weighting will come, to some degree, only as quickly as the fastener industry can develop new and better ways to address the challenges of the new materials or methods that will be used to achieve light weight items.

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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.

# COMPETING WITH THE BIG DOGS

The previous article in the Spring 2015 issue - "De-Optimising the Distribution Center" - discussed how the big guys have optimized their expensive DC's at the expense of the overall distribution system. By focusing strictly on enhancements of free standing facilities they regularly generate inefficiency at every other link of the supply chain. This creates competitive opportunities for an agile competitor like you. Changing your layout and paradigms of product storage offers some huge benefits to your facility and your customers.

### *For Any Fastener Distributor*

Paradigm changes are sometimes traumatic, but often very rewarding. The very act of critical examination can encourage highly profitable new ideas while enhancing morale. With this in mind the place to start is by questioning what constitutes a "product family" in your customer's context.

A product family can be defined any way that makes sense. For example Grade 8, stainless steel or aluminum products might logically be stored together, but only if this is the way that a customer orders them. This should be obvious for most Fastener Distributors. What is usually ignored is how these families sub divide. Grade 8 fasteners with diameters over 3/8" or lengths over 4" might be rarely touched and even less frequently comingled with smaller/shorter SKU's. Similarly stainless can be sub-divided according to metallurgy and aluminum by specific grade or application such as aerospace or mil

spec. Once you examine the actual usage pattern the "Pareto relationships" (80% of the volume comes from 20% of the products) may point to moving part of the current family to another part of the aisle or warehouse.

Often additional data mining will reveal even more interesting relationships. In an OEM oriented warehouse it is not unusual to find that 95%+ of the transactions for a newly identified sub-family will come from only one or two customers. For construction oriented warehouses seasonal trends often become painfully obvious. In northern climates items such as "J-bolts" are used in the spring as concrete work resumes after the ground thaws. Sales later in the season are sporadic at best. This is the information that dictates where the sub-family should be seasonally stored and often also determines the storage medium. The new paradigm becomes fast moving, large quantity "stuff" belongs in an optimal picking location. Slower moving materials can go to the back of the aisle or facility. There may even be justification for two or more separate shelving areas.

The counter argument to this is that splitting the goods will result in having to separate received materials and therefore take more time and steps for stocking. This is true and undeniable, but it is also true and undeniable that stocking takes place only once while picking the materials requires many trips into the warehouse with far more walking and product movement. Any minor losses in receiving/stocking will usually be regained multiple times in the picking operation.



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## Guy Avellon

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

# WHAT DISTRIBUTORS NEED TO KNOW ABOUT TRAINING PROGRAMS

There are several training programs available on the market that deal with different facets of product training for multi-product distributors: electrical connectors; hydraulic fittings and hoses; welding electrodes; chemicals and fasteners; threaded and non-threaded fasteners. These training methods involve everything from posters and charts to computer class learning methods and technical manuals. Some programs involve class room environments where employees can attend training sessions on site or off-site, taught by industry professionals. There are also fastener failure consultants who go on site to your customer to train their personnel as well as evaluate and solve any potential problem areas.

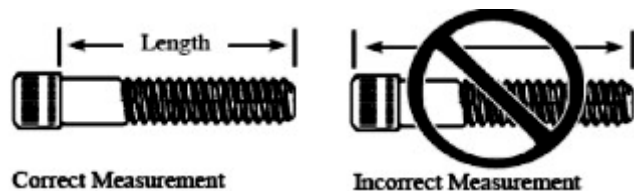
The only problem is with picking the right training format and amount of information that is right for your situation.

### Inside Sales

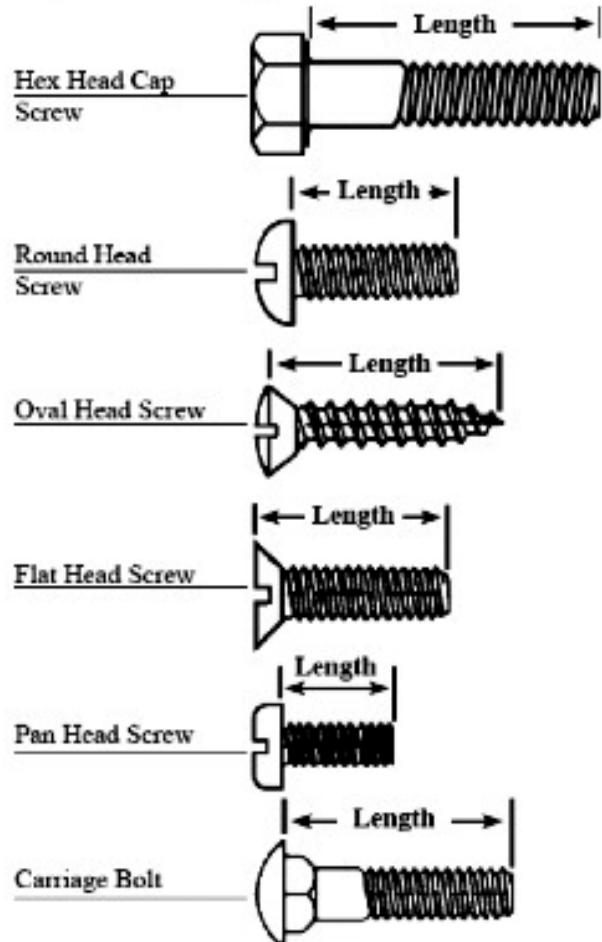
Inside sales personnel can run into problems with orders because the customer may not be communicating his needs correctly. That is, some customers use 'industry' names or common 'work' related names that are not always represented by the same category names used in the product catalog. So finding the part the customer needs may be difficult.

For instance: measurements. Many times maintenance personnel may not measure a product correctly and relays the incorrect dimensions to the Purchasing Department.

The following pictures illustrate the proper guidelines for measuring the length of threaded fastener products. The end or tip of a fastener is always at a standard location. However, a simple way to remember where to measure the head is to locate where the fastener touches the work surface or where the fastener is flush with the surface.



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The concept of an "All-Aluminum" fastener company was something that was developed over 35 years ago to fill a void in the ever expanding non-ferrous fastener industry. It's not unusual for a company to specialize in a product or a range of products, but at the time, aluminum fasteners were a side-line for some and greatly misunderstood by most.

Aluminum Fastener Supply Company was born - it's aim; to provide a range of aluminum products for all industries, educate the market as to the needs, use and benefits of using aluminum in various applications and to provide exceptional customer service, quality and choice to their customers.

To this day, Aluminum Fastener is still *the nation's only exclusive aluminum supplier*, producing a range of "Made in the USA" products, in addition to being the industry's go-to supplier for aluminum fasteners and fastener related products - for all markets.

Lori Coar, Aluminum Fastener's President emphasizes the importance of her company within the industry - "we strongly believed that there was a need for one company to carry in stock a full line of aluminum fasteners, along with a knowledgeable staff who know alloys, finishes and their applications. Our sales staff both inside and out are some of the most committed in the industry - on a daily basis they continue to help customers with their aluminum needs, at the same time, learning and keeping pace with the new advances this metal is making in the marketplace, thus allowing them to further educate their customers.

Lori is rightfully proud of what Aluminum Fastener has become - What was once a dream is now a reality. With over 6,500 line items in stock, Aluminum Fastener continues to be an invaluable resource in the marketplace as new and increasingly more varied uses are found for aluminum products.

...CONTINUED ON PAGE 18



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Aluminum offers benefits not commonly found in other metals and in most cases, the advantages of using aluminum for fastener use are clear to see:

**Resistance to atmospheric corrosion.** Because of its tendency to form a protective oxide coating upon exposure to the atmosphere, aluminum needs no further treatment in ordinary environments. Special alloys and anodic coatings are available for direct application in extra-corrosive environments.

**Economy.** Most often aluminum threaded fasteners cost less than those made of brass or stainless steel. Since aluminum fasteners require no maintenance, they will often offset the initial cost advantage of cheaper fasteners - aluminum fasteners provide for an extremely viable long-term cost benefit.

**Nonstaining.** The oxides of aluminum are colorless, and such corrosion products which may occur will not mar the finish of products or assemblies.

**Strength.** Aluminum possesses the best strength-to-weight ratio of any metal in common use. It can be made stronger than mild steel. Aluminum fasteners possess the structural strength to be used in the high speed, automatic, and semi-automatic production lines.

**Lightness.** Aluminum weighs about one-third as much as mild steel. Although weight is not a very significant factor in most applications for fasteners, lightness can reduce the freight costs and facilitate movement in and out of the manufacturing plant.

**Compatibility with aluminum.** It is standard practice to fasten aluminum with aluminum in order to minimize the danger of galvanic corrosion.

**Conductivity.** Aluminum has a high rate of conductivity and as such, makes it ideally suited for use in most electrical applications.





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**Colorability.** Color-anodized fasteners are made for interior and exterior applications. Aluminum accepts paint readily. By either process, the range of shades is practically unlimited, making it a simple matter to match any designer's choice of colors.

**Nonmagnetic.** Aluminum is the preferred metal in applications where magnetism may be a problem. In addition, aluminum's nonmagnetic properties prevent "clustering" where the fastener is to be handled by tools made of ferrous metals.

**Resistance to chemical corrosion.** Aluminum is compatible with many chemicals, and may be used safely in containers holding foods, pharmaceuticals, and most chemical products.

Despite the obvious benefits of use, aluminum is still considered a niche product to most distributors in the industry - but at Aluminum Fastener Supply Company, **it's what we do** - all day, everyday. We are **the nation's only exclusive aluminum supplier**, specializing in the production of "made in the USA" products.

At Aluminum Fastener, we have expanded the number of standard types and sizes of aluminum threaded fasteners to more than 6,500. Special fasteners can be made to meet specific user requirements. Whatever your aluminum needs, we are here to help.

## Put our experience and wealth of product knowledge to the test.

Aluminum Fastener recommends and uses specific alloys for aluminum threaded-fastener products:

**2000 Series.** For most applications, this alloy provides a good combination of strength, corrosion resistance and economy for male threaded fasteners. It is also a suitable alloy for machine screw nuts.

**6000 Series.** This alloy is used for bolt nuts. It is also used to make male threaded fasteners for special applications requiring maximum corrosion resistance. Standard bolt nuts of 6061-T6 develop the full tensile strength of 2024-T4 bolts.

**7000 Series.** Zinc is the major alloying element in this group. When coupled with a smaller percentage of magnesium results in heat-treatable alloys of very high strength. Usually other elements such as copper and Chromium are also added in small quantities. 7000 series is among the highest strength alloys available and is used in air-frame structures and for highly stressed parts.



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# Aluminum fasteners are leading the way in technology and industrial advances.

Aluminum fasteners are increasingly being specified in industrial applications as they provide viable solutions to modern day problems. With this higher demand, Aluminum Fastener Supply Company's products can be found in use in new areas.

**Automotive.** Increasingly tighter emission controls in an effort to prevent global warming, have seen the need for aluminum usage on a global scale as the automotive manufacturers actively seek to reduce vehicle weight to increase fuel efficiency. Aluminum fasteners weigh less than their traditional steel counterparts so are more desirable. Ford's new "all-aluminum" F-150 is a testament to the extent to which aluminum can be used in this industry's application.

**Aviation.** Aluminum fasteners are increasingly used in new and inventive ways in aviation. Aluminum rivets make up a large proportion of the fasteners used in aircraft construction in varying alloy formats. Aluminum is used for the highly stressed parts such as landing gears and engine parts. In this case, the advantage is aluminum's material fastening compatibility.

**Electrical & Power.** The benefits of aluminum usage in the electrical industry are widespread. Aluminum is as conductive as it's copper and silver counterparts, while being more lightweight, more cost-effective, more readily available, non-corrosive in application and provides for a maintenance-free experience. We have specialized fasteners available for these industries.

**Green Energy.** Alternative energy is becoming more common as each year passes and the need for a strong, light-weight, cost-effective fastening solution is desired. Aluminum is the material of choice for bolts, washers, nuts, screws, mounting blocks, clips, and brackets that are widely used in the assembly of solar, wind and other renewable energy structures and projects.

**Railway Systems.** Railcar construction technology is pioneering the use of aluminum fastening in new and inventive ways. "All-aluminum" railcars specifically designed for recycling, reuse, easy maintenance and reduced life cycle costs, also provide environmental benefits by up to 98% over older technology.







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## Joe Dysart

Joe Dysart is an Internet speaker and business consultant based in Thousand Oaks, California. A journalist for 20 years, his articles have appeared in more than 40 publications, including The New York Times and The Financial Times of London. During the past decade, his work has focused exclusively on ecommerce. Telephone: 631-256-6602; web: [www.joedysart.com](http://www.joedysart.com); email: [joe@joedysart.com](mailto:joe@joedysart.com).

# WINDOWS 10: MICROSOFT'S MEA CULPA TO FASTENER DISTRIBUTORS

Fastener distributors that reacted to Windows 8 with howls of incredulity can take heart: Microsoft is bending over backwards with its next Windows release to win back the mouse-and-keyboard crowd.

Yes, it's true: With Windows 10 (there will be no Windows 9), due for release summer 2015, Microsoft will make it simple once again to navigate the operating system with a keyboard-and-mouse.

Moreover, the Redmond Goliath will be bringing back other features – like the Start Menu – that made Windows such a hit in previous incarnations. "It's a practical approach, which is 'customer first,'" says Satya Nadella, CEO, Microsoft.

Officially unveiled with great fanfare by Microsoft in January, Windows 10 is a naked apology to millions of PC users, who were relegated to after-thought status when Microsoft rolled-out Windows 8 a few years ago.

Back then, Microsoft bet big it could abandon traditional Windows computing. Its plan: Strong-arm Windows users into adapting to a completely reconfigured

user interface driven by touch-screen controls.

As most fastener distributors know, Microsoft lost big on that bet. And users rejected Windows 8 in droves.

Chastened, the company has responded with a completely reconfigured operating system that brings back

many of the cherished features of earlier versions – while incorporating some tasty new additions.

### With Windows 10:

- Hooray! The Windows start menu is back!: Apparently arising from "The Department of If-It-Ain't-Broke-Don't-Fix-It," the Windows Start menu has returned to the left side of the PC screen. Once again, you can call-up an ordered list of programs on your desktop that you can click on and open instantly.

Sure, three quarters of your desktop on the right side of the PC screen still offers the touch-screen tile

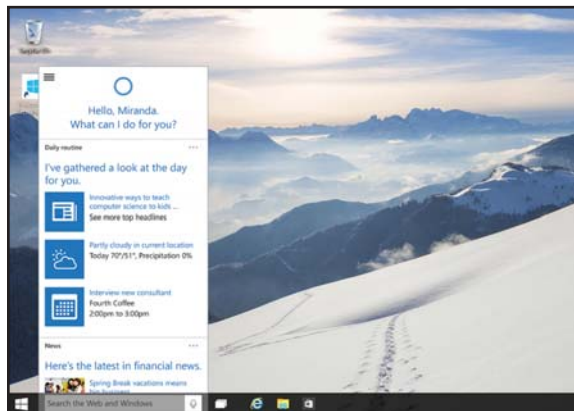
access to your programs that Microsoft so desperately wanted everyone to embrace with Windows 8.

But fastener distributor users can simply ignore those – or slowly integrate those tiles into your work-style at your leisure.



**ABOVE: WITH WINDOWS 10, START MENU NAVIGATION IS BACK.**

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## Don Conant

Don Conant is the General Manager of Valley Nut and Bolt Company, Inc. in Olympia, Washington. The company is a fastener distributor and steel products manufacturer servicing the Pacific Northwest since 1969. Don is also Assistant Professor and Director of the MBA Program at Saint Martin's University in Lacey, Washington. He earned his Master's Degree in Business Administration from Saint Martin's and his Ph.D. in Leadership Studies from Gonzaga University in Spokane, Washington.

# FASTENER DISTRIBUTORS NEED A PASSWORD MANAGEMENT POLICY

On December 19, 2013 Target announced that hackers had breached their network stealing information from 40 million credit and debit cards. The market reacted by avoiding the retail chain during the holiday shopping season. Target posted a 46 percent drop in fourth quarter earnings compared to the previous year.

The hackers gained access to the Target network through an HVAC subcontractor that had been granted access to the Target network to facilitate electronic billing, contract submission, and project management. Hackers often begin their attacks on large systems by attacking smaller vendors whose IT system security policies are lax. Every organization, large or small, needs to develop a reliable and sustainable IT security system.

A password management policy is the starting point for any IT security system. In a connected environment, passwords serve as the gatekeepers.

In this article I will summarize some of the best practices small businesses can implement to ensure their password management policy limits access to authorized personnel only. I will summarize the conflicting expectations that exist between system users and system managers, provide some best practices for password management, and make a few suggestions for policy implementation.

### Conflicting Expectations

A National Institute of Standards and Technology (NIST) report on password management behaviors referred to the conflict between the expectations of users and system administrators with regard to password management policies. Users want passwords to be easy to remember, they want to use the same password across multiple systems, and they don't want to have to change their passwords. On the other hand, system administrators want long passwords that use

upper and lower case letters, numbers, and special characters; they want a different password for each system; and they want users to change their passwords frequently.

Companies that disregard the recommendations of system administrators significantly increase their chances of experiencing a security breach. However, companies that ignore the expectations of users may drive frustrated users to write down passwords and hide them near their workstation or cause users to waste time resetting forgotten passwords. Is it reasonable to expect users to recall from memory multiple complex passwords that change without repetition

two or three times a year? Users might be able to remember a few complex passwords that they use regularly, but what about passwords that are used infrequently?

### Best Practices

There are no simple or complete solutions to this problem. Some companies allow users to password protect their computer and then let their web browser store and manage their passwords. Unfortunately, web

browsers are made primarily for web browsing, not for password security. Other companies employ software specifically written to store and manage passwords securely. Both of these approaches share similar vulnerabilities. They both put all of your passwords in one place and use a password to control access.

As with many problems, every solution involves a trade-off. There are solutions that are better than others at satisfying the expectations of users and system administrators. I will focus on six practices that, if followed, will improve the security of most systems. These practices are training, strong passwords, unique passwords, changing passwords, keeping passwords secret, and intruder lockout features.





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## 2015 VEGAS FASTENER EXPO ON PACE TO RECORD-BREAKING EVENT

The 35th National Industrial Fastener & Mill Supply Expo scheduled for October 21-23, 2015 in Las Vegas, Nevada continues to grow both vertically and horizontally as it adds more variety as well as new core products and services in a changing global marketplace.

“We have sold 73,100 net square feet of exhibit space to 539 companies from throughout the U.S. and 11 other nations around the world including Canada, China, Germany, India, Italy, Korea, Malaysia, Mexico, Spain, Taiwan, and Turkey”, informs Susan Hurley, the Expo’s General Manager. “Over two thirds of our 2014 exhibiting companies have already renewed their space for this year, plus we have gained 37 new companies. We are delighted with the continuing growth of the Machinery & Tooling World area as well as the addition of more and more mill supply companies offering products of interest to today’s multi-line distributors”, adds Ms. Hurley.

There will be a full day conference program on Wednesday, October 21 featuring topics of vital, current interest as well as valuable training and informative meetings offered by the Pacific-West Fastener Association, Fastener Training Institute, National Fastener Industry Financial Manager Network, Manufacturers’ Agents National Association, Women in the Fastener Industry, and Young Fastener Professionals group.

The ever popular and heavily attended 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.

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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Upwards of 4,600 fastener distributors, importers, manufacturers, manufacturer’s reps, independent sales agents, the industry media, and others from 35 or more countries worldwide are expected to attend.

For more information, contact Susan Hurley, General Manager, at (614) 895-1279, email [info@fastenershow.com](mailto:info@fastenershow.com), or visit the Expo website at [www.fastenershow.com](http://www.fastenershow.com). 



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## Dennis R. Cowhey

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

# IS VENDOR MANAGED INVENTORY THE ANSWER?

Distributors continue to struggle with shrinking margins and tougher competition. Customers are becoming more informed about the fasteners that they buy and they are often “shopping” their normal vendors on the Internet. Since fasteners are a commodity product, they can find what they are looking for and at a lower price. It is hard for the distributor to prove value in this situation. It often happens before the distributor even realizes it. When it happens, something has to go wrong, e.g. the customer buys the wrong product or the Internet vendor delivers poor quality parts or the delivery is late. Then the distributor value is appreciated. How can this cycle be stopped?

### *Vendor Managed Inventory Offer An Edge*

We have many clients who have implemented Vendor Managed Inventory programs to improve the relationship with their customers. The distributor takes responsibility for the customers' inventory balances. The control of the inventory shifts from the customer to the distributor. Labels are printed and placed on the bins or the packages so that the product is correctly identified from the start. The labels have the customer and vendor part numbers, the bin location and frequently the minimum and maximum for that part and bin.

### *Salesperson Managed*

The fastener distributor has a salesperson visit the client on a regular basis (usually weekly). The salesperson uses a scanner interfaced with an iOS device (iPhone, iPad, iPod) that reads the bar codes and creates an order. The order is sent to the fastener distributor's office for replenishment over the Internet directly from the iOS device. The order can be taken even if there is no Internet availability. In that case, it is transmitted when the Internet is available.

### *Backorders Handled On The Spot*

When the salesperson takes the order, the system checks for backorders. If the scanned item is already on order (because it was out of stock on the last visit and it hasn't come in yet), the salesperson gets a warning. At that time a decision can be made to order more or expedite the backorder.

### *Customer Managed Option*

Remote customers, small customers and customers with remote locations, all fall into a special category. Even with the efficiency offered by the Vendor Managed Inventory system, it is not worth it to send a salesperson to them on a regular basis. This is no longer a problem. With the new scanners, the cost of Vendor Managed Inventory systems has dropped dramatically.

### *Self Serve Scanner Only a Few Hundred Dollars*

The scanners are only a few hundred dollars each, while the old scanners were often thousands of dollars apiece. Fastener distributors are offering their customers a self-serve option. They send a scanner to the customer and the customer scans their own labels and submits the order online directly to the fastener distributor. Using this new technology the fastener distributors are serving customers that are thousands of miles away. They are serving their remote customers better than their competitors that are in those areas. They are winning the business on service, not on price.

















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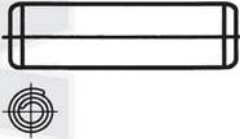
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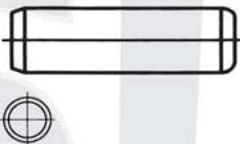
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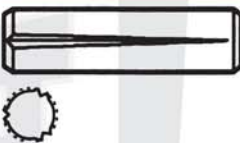
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

## DOWEL PINS



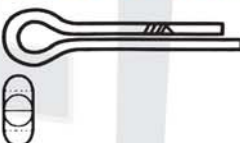
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

## GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

## COTTER PINS



ASME B18.8.1	MS9245
MS24665	

## DISTRIBUTOR NEWS

**Lindstrom** is pleased to announce the recent appointment of Rob Lucas as Vice President of Business Development.

Rob brings to Lindstrom 26 years of experience in the fastener industry, both in manufacturing and importing.



Lindstrom CEO Mike Wrenn commented, "Rob brings a wealth of experience in sales, engineering, manufacturing technology, quality systems and Asian sourcing. He is a great addition to the team with a tremendous background and deep technical expertise. Rob will be a key resource for our people, our customers and our suppliers."

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

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# WASHERS - WHAT ARE THEY GOOD FOR?

Second In A Series Of Articles On Washers

In the first article on this series we looked at about ten of the most important functions of washers of all kinds and we focused on the most common inch size flat washers –those called USS flat washers, SAE flat washers in accordance with ASME B18.21.1, and ASTM F436 hardened flat washers.

This article will focus the most common types of lock washers: split-lock washers and tooth-lock washers from ASME B18.21.1. Split Lock washers are called Helical Spring-Lock Washers in the standard.

We will explore the important aspects of their dimensional requirements, material requirements, testing procedures, coatings, variations in style, and usage considerations.

If you have been informed on these basic styles of lock washers you have probably heard negative opinions such as “they don’t work” or “they are a waste of money”. This is not true. Most of the negative opinions are based on the results of vibration testing of fasteners with these lock washers compared to no lock washers, and compared to other types of lock washer or lock nuts. Split lock washers and toothed lock washers actually serve important and valuable functions when applied appropriately.

The key to understanding how to use these lock washers effectively is to understand their function and their limitations. By definition in the specification, tooth lock washers serve to “increase the friction between the screw and the assembly”, while split lock washer are intended to “compensate for developed looseness between component parts of an assembly, and provide a hardened bearing surface”.

## Split-Lock Washers

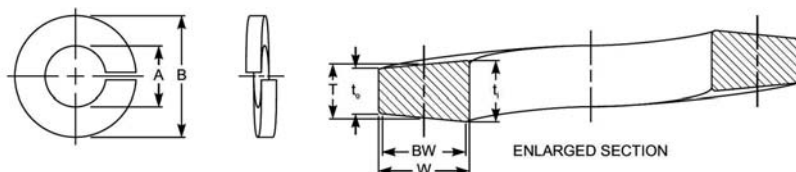
Split-lock washers come in four different series, regular, heavy, extra duty, and high-collar. By specification they range in size from No. 2 through 3 inches, but larger sizes are available. Eight different materials are designated, however other materials may be specified if requested.

When designating split-lock washers you should include the type, specification and year of issue, size, series, material and coating. For Example:

- (1) Helical Spring-Lock Washer, ASME B18.21.1, 2009, 3/8 in., Extra Duty, Carbon Steel, Mechanical Zinc per ASTM B695, Class 55.
- (2) Helical Spring-Lock Washer, ASME B18.21.1, 2009, 1/2 in., High-Collar, 304 Stainless Steel, passivated per ASTM A380

ASME B18.21.1 SPLIT-LOCK WASHER MATERIAL REQUIREMENTS		
MATERIAL	SPECIFICATION	HARDNESS REQUIREMENT
Carbon Steel	SAE J403, 1055 - 1065	HRC 38-46, HV 372-458
Boron Steel	SAE J411, 1055 - 1065	HRC 38-46, HV 372-458
Alloy Steel	SAE J404, 4037 or equal	HRC 38-46, HV 372-458
Stainless Steel	SAE J405, 302 -305, 316	HRC 35-43, 32-43 over 5/8"
Aluminum Alloy	ASTM B211, 7075	HRB 75-97
Phosphor Bronze	ASTM B159, Alloy 110	HRB 90 minimum
Silicon Bronze	ASTM B99, Alloy 651 or 655	HRB 90 minimum
Nickel-Copper-Aluminum	QQ-N-286	HRC 33-40, HV 327-392

Split-lock washers are characterized by their helical shape - one coil of a spring, and their trapezoidal cross sectional area.



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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".

## STAYING CONNECTED 24/7 - THE NEW WORKPLACE REALITY

Years ago, I knew a fellow who had a very responsible position at a major corporation. Our families were very close, even vacationing together from time to time. One thing I noticed about this guy was that he was always on call to his boss. Wherever we went he was careful to secure the telephone number of the hotel in which we stayed and left that number with his employer. Calls would come in for him and he would disappear for periods of time, much to the consternation of his wife who felt this was impinging on "family time" and that the boss acted like he "owned" her husband. The man reasoned that he was paid very well, had a responsible position, and that "on-call" status came with the territory.

In today's world it's not just the people at the top who are expected to be available 24/7. We are all walking around with cell phones and are plugged into e-mail and we are expected (or we place expectations on ourselves) that we will promptly respond to the call of business, the customer, or the boss whether it be a weekend, our vacation or sick time. We reason that this round-the-clock accessibility will keep us in line for promotion, keeping our job, or preventing a customer from slipping away to a competitor. The increased leisure time and convenience we once thought technology would bring us has turned out to be a mirage. We may be free to work in any location, but the downside is that we are never truly "free" anywhere.

Employers, because they can, do demand accessibility to employees at all times. Salaried managers often willingly choose to give that level of dedication. But what of the lower paid hourly worker? Just because their phone is not

ringing, or if they check and find their voice mailbox or e mail message receptacle is empty, are they still "on-the-job" and entitled to compensation?

The Fair Labor Standards Act is the federal law which governs when overtime must be paid. It covers employees whose work involves them in interstate commerce with and compels those employers to pay at least the federal minimum wage or the state minimums if higher. Various states have their own wage and hour laws which follow along closely with the federal guidelines or are, in some cases, more employee friendly. In theory, workers who are not exempt (as supervisory) are supposed to be paid time and one-half for all hours worked over forty in a given workweek. But do hourly workers feel pressure to stay connected after hours



because salaried employees do so willingly?

If companies send after hour e-mail communications only to managers and supervisors then are those key hourly people left out of the loop for successful project completion and career development?

As technology expands new kinds of situations might fall into the area of overtime. What if the Company is encouraging workers to promote the company on social media? What if people are expected to check their e-mail before starting out for work in the morning, or before a first service call? What about healthcare professionals and other critical skill workers whose connectivity insures client/patients will be served or the employer will be shielded from legal liability for failure to monitor someone's condition?

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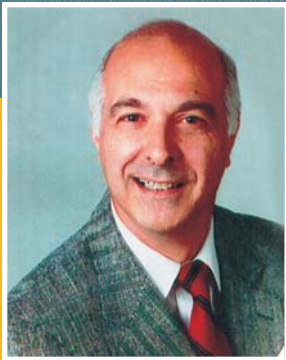
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## Bart Basi

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.

# RETIREMENT OR CATASTROPHE? BE READY FOR BOTH!

## Introduction

The fact of the matter is that someday, someone other than you will be in charge of your business. From natural disasters like Hurricane Sandy to common theft and hardware malfunctions or even a zombie apocalypse ([www.cdc.gov/phpr/zombies](http://www.cdc.gov/phpr/zombies)), small businesses are particularly vulnerable in times of crisis. "Disasters can wipe out a small business in seconds," said the U.S. Small Business Administration (SBA). Yet small businesses are often the most unprepared for emergencies. More than one million insurance claims were processed for victims of Hurricane Sandy — the third costliest natural disaster in U.S. history. The hurricane that was all over the news is now becoming part of our collective memory. The legacy it leaves behind on the businesses of the Northeast is unfortunately, ongoing. Many businesses in the area, once they shuttered, never reopened. Disaster planning is a worthwhile investment to help small businesses protect essential resources when the next emergency hits.

## A Startling Statistic

In 2014 the nation experienced four large natural disasters including a major snow storm, cold waves in the Eastern United States, a tornado outbreak across six states, and even mudflow in Oso, Washington. In fact, in the past 15 years, natural disasters have increased 40%. In terms of

human suffering, property loss, and the potential loss of business in the wake of the hurricanes and other natural disasters, businesses need to be prepared.

Mother Nature can cause a small business disaster almost without warning. Tornadoes, snowstorms, flash flooding, and hurricanes - the possibilities for a devastating

small business disaster are seemingly endless. And while it's impossible to eliminate the risk of a natural disaster harming your business, you can take steps to prepare for a small business disaster by investing in business insurance. Preventive measures are an excellent way to minimize financial loss in the aftermath of a small business disaster. Other than Insurance, developing a small business disaster recovery plan is the best way to safeguard against financial catastrophe. Here are a few steps to follow:

**Even though you may have gone through a natural disaster, you still have to file and pay taxes!** While 94% of U.S. small businesses are backing up critical financial data to

prepare for an emergency, only four in ten of those businesses are keeping their data off-site. But what if a flood, tornado, or other disaster damages the entire site?

Backup copies of critical records — including accounting, tax, employee data, customer lists, and inventory — should be kept in a separate location at least 50 miles away, or maintained by an online data backup service provider.



# ZOMBIE



# APOCALYPSE

---

Are you prepared?  
have you got:

1. Supplies?
2. Adequate weaponry?
3. Fortified shelter?
4. An escape plan?



It is important to remain calm in the event of an outbreak, be alert but not alarmed. Survivors should proceed towards the nearest shelter and wait for emergency service. It is advised to limit contact with the infected doing so will reduce the chance of contamination. Those infected should be quarantined and brought to the attention of the officials in charge so they may receive appropriate treatment.

**Ask yourself:**

---

# ARE YOU READY?



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## OBITUARY



### *Remembering John Zehnder*

It is with deepest regret that we announce the loss of former Earnest Machine President John Zehnder. John succumbed to his fight against cancer on April 6, 2015.

Earnest Machine was started by John's father, Paul, in 1948. It did not take long for John to become a part of the family business. John started working at Earnest in his teens. He attended Concordia Teachers College in River Forest, Illinois, and taught high school in Chicago for several years, returning to Cleveland in 1967 to work for Earnest. Over the next 30 years, he wore many hats in the company and became president in 1974. John retired from Earnest Machine in 2011 where he passed on presidency to his son, Kirk Zehnder.

"As a Christian, he was always there to help and support you in all facets of life, personal and business," Joanie said. She began her career with Earnest Machine in 1973. "John was very well-known for his dedication to Earnest, and to his fellow business associates of the fastener world."

"John was always ready to sing a tune or act out a scene or two from a favorite play or movie, which always put a smile on your face," Joanie said.

John's love of music and theater prompted him to direct plays at his church, St. Paul Lutheran Church in Westlake, Ohio, form and conduct a Lutheran High School West alumni orchestra, and teach music lessons to elementary school students in the Lutheran school system.

Heroic, respectful, caring, dedicated and enthusiastic are just a few adjectives employees used to describe Earnest's former President.

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## 2015 IFI SOARING EAGLE AWARDS RECIPIENTS ANNOUNCED IN OJAI, CA

by Rob Harris, IFI Managing Director

At an awards ceremony held during the 2015 Annual Meeting of the Industrial Fasteners Institute (IFI) in Ojai, California, the IFI Soaring Eagle Service Award was presented to J. Porter McLean of ATF, Inc.; and the IFI Soaring Eagle Technology Award was presented, via telecom, to Salim Brahimi of IBECA Technologies Corp., who was not able to be in attendance as he was representing both the IFI and Canada at ISO meetings in Europe.

*The IFI Soaring Eagle Service Award recognizes individuals who have contributed outstanding time and effort in the leadership of the Industrial Fasteners Institute and/or contributed to the health and well-being of the entire industrial fastener industry.*



**2015 IFI "SOARING EAGLE" SERVICE AWARD RECIPIENT  
J. PORTER MCLEAN WITH WIFE, LINDA**

The 2015 Soaring Eagle Service Award recipient is J. Porter McLean of ATF, Inc. Mr. McLean has a B.S. in Engineering from the University of Kentucky and served in the US Navy as an officer for three years. Porter has 42 years of experience in the fastener industry, beginning at ITW then moving on to ATF as Chief Engineer. He became Vice President/General Manager before leaving for an opportunity at FPM Commercial Heat Treating. He was also Vice

President/General Manager of a start-up venture at MacLean-Fogg Company before rejoining ATF where he became its fourth president in the company's 60 year history.

Porter has also served the Industrial Fasteners Institute in many roles, including Chairman of the Board, Automotive Division Chairman, Engineering Committee Chairman, and IFI representative to the USCAR Fastener Committee.

He has been married to his wife, Linda, for over 47 years. They have two children and four grandchildren.

*The IFI Soaring Eagle Technology Award recognizes individuals who have extensive experience in the industrial fastener industry and who have made significant contributions to the technological advancement of the industry. Contributions may be through extensive work on fastener standards committees; the publication of widely acclaimed principles or documents; and/or through the development of fastener-related equipment, products or processes which have been widely acknowledged as advancements in fastener technology.*

This year's recipient of the Soaring Eagle Technology Award is Salim Brahimi, President of IBECA Technologies Corp. in Montreal, Quebec, Canada. Mr. Brahimi has been active in the fastener industry for over 25 years. He is a licensed member of the Quebec Order of Professional Engineers and holds both a Master of Materials Engineering degree and a graduate diploma in management from McGill University, where he is completing a doctorate on the topic of fastener hydrogen embrittlement.



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## 1950s - THE DECADE OF INNOVATION, INSPIRATION AND ELVIS PRESLEY by Joe Cappello

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

It was the 1950's, the decade of optimism, and Bob Slass was swept up in the fervor, no doubt responding to the innovation of American companies taking place all around him.

In 1950 Xerox produced the first copy machine and RCA demonstrated the first single electron color television tube.

In 1952 General Motors earned \$558 million and in 1953 Boeing expanded production of the B-52 bomber.

In 1953 Bob took a job with a company with a long history in the U.S. called Waldes Kohinoor. Waldes had been a European company who pioneered the use of snap fasteners for dresses in the early 1900's. Prior to this product, buttons, and hooks and eyes, were considered the only satisfactory apparel closures at the time. The company was established by Jindrich Waldes, a talented businessman and entrepreneur. Together with his partner, Hydec Puk, he established Waldes & Company in Prague (Czech Republic) to make the new snap fasteners.

The group established factories in Paris, Dresden, Barcelona and the U.S. The American company was established in Long Island City, New York, in 1919 with 25 employees and incorporated as Waldes Kohinoor, which came from a trademark Jindrich had adopted in 1902 from the famous diamond of the same name. The Company's corporate name was changed to Waldes Kohinoor, Inc., minus the hyphens in 1958.

How Waldes made the transition from producing garment fasteners to retaining rings began with a field exercise carried out by the US military during World War II. According to the industry story passed down by word of mouth, the military captured a German tank on the battlefield. They dismantled it

and noticed that many components were held together by retaining rings. Retaining rings were a German innovation with the first patent filed by Hugo Heiermann in 1930, but the devices were never fully embraced by US manufacturers.

Fascinated by the technology and eager to apply it to their own equipment, the military persuaded the company to take on the project and in the 1940's it successfully produced the tooling needed to manufacture a line of retaining rings under the Waldes Truarc brand.

As industry took off in the US in the 1950's, so did the use of retaining rings when Bob landed his first job at Waldes. Initially, his job was to check the accuracy of engineering drawings from which the tooling was made to produce the retaining rings. As he progressed, he began to design the actual tooling needed to stamp out the specialized shapes and sizes of the many retaining rings the company produced. In this capacity, he joined a distinguished stable of mechanical engineers and together they became experts in the new product line and were instrumental in setting standards and adding new designs to the standard line. He learned everything he could from these experts.




**ROBERT SLASS AT HIS FIRST ENGINEERING JOB AT WALDES TRUARC (CIRCA 1953).**

"I made dies according to the 1950's advances available," Bob later recalled. This critical knowledge provided the inspiration for Rotor Clip as Bob later improved on these early designs and made his mark on retaining ring technology that would set new industry standards.

The Brooklyn Dodgers and New York Giants left New York in 1957 for greener and more open pastures in California,

Elvis Presley left young girls swaying in the aisles with songs like "All Shook Up" and "Jailhouse Rock."

It was also the year Bob Slass opened Rotor Clip, an enterprise he created with his own hands in the true spirit of American capitalism. 

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As Solution Industries celebrated its 10 year anniversary in 2014, we took time to reflect on where we've started and where we're going. We discovered that the business relationships cultivated over the years and the strong solution team with over 200+ years of experience are the basis of Solution Industries' passion, both allowing the business to succeed. It's more than just taking an order for a box of zinc plated sockets - it's about asking the right questions: what are your headaches? What specific value added services can we offer to help you help your customer? Are you experiencing expediting nightmares or multiple shipping delays that we can eliminate by handling your order from start to finish so that you can receive your order complete? In other words, Solution Industries can offer a distributor custom services coinciding with YOUR specific needs. Solution Industries supports Fastener Distributors ONLY thus enabling the



continued support to OEM's and VMI Programs nationwide.

"Our challenge is not being able to assemble audiences in order to tell our story. Everyone knows who our Super hero, Solution man, is. But do they really know what he does?" said Don "Solution man" Shan. That's why our Lunch & Learn concept is so successful - I need to be able access the distributor's needs and customize the value added package to cement the mutual business relationship. It's a win-win for everyone." We are unlike every competitor in the industry because we become partners with distributors who understand our value. Not only do we just sell fasteners, but we enjoy doing it by offering the human touch especially in this electronic world.

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### DDI SYSTEM PARTNERS WITH CONCORD TECHNOLOGIES

Concord Technologies and DDI System announce a new partnership to offer secure cloud fax capabilities in the forthcoming release of Inform ERP, an Enterprise Resource Planning software application for wholesale distributors.


Secure, reliable architecture and a 99.99% network uptime were key drivers in DDI System's selection of Concord Technologies in becoming a strategic service partner for their current and future Inform users. Together, both companies are committed to offering customers a seamless user experience that will positively impact business operations.

Version 13 of DDI's Inform ERP, will enable users to securely fax order confirmations, invoices and other transaction documents directly from the software application. This partnership adds great value to current and future DDI System customers looking to retire costly in-house fax servers and telephony infrastructure.

DDI System's CEO, Adam Waller, states "The

partnership with Concord Technologies allows our customers to continue increasing daily productivity while enabling them to reduce their own on-premise IT needs and telco expenses."

Concord is the premier provider of integrated fax solutions for business. Its advanced network architecture provides near unlimited capacity, unmatched reliability and advanced security features. Concord Fax supports a comprehensive range of service offerings, including versatile Web Services that facilitate integration with any corporate software application.

DDI System's Inform ERP software is the most innovative distribution management solution for wholesalers in North America. DDI's Inform software combines everyday operational benefits in accounting, inventory, sales, purchasing and pricing with the latest sales driving tools such as CRM, direct marketing, real-time e-commerce and mobile apps. 

#### BUSINESS FOCUS ARTICLE

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## Anthony Di Maio

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

## BLIND RIVET QUESTIONS WE ARE FREQUENTLY ASKED

I have been in the Blind Rivet business for many years and I devoted a lot of my time to blind fasteners. We receive many phone calls and emails from people in the blind rivet industry both users and distributors asking for answers to interesting questions. I would like to share some of the questions with you.

### What Is Rivet Body And Mandrel Retention?

The rivet body and mandrel retention is the force necessary to dis-assemble the rivet body and mandrel. The rivet body and mandrel should stay assembled during the shipping time necessary to get the blind rivets from the manufacturer to the user. The Industrial Fasteners Institute (IFI) has listed in their IFI-114 "Break Mandrel Blind Rivet" specification that the rivet body and mandrel must withstand a 2 lbs. of force before the rivet body moves down the mandrel.

Rivet bodies are made by two processors, EXTRUDED rivet bodies are produced from wire and STAMPED rivet bodies are produced from sheet material. Extruded rivet bodies have only one inside diameter.

Stamped rivet bodies have at least three inside diameters. It is the "pierced hole diameter" that holds the rivet body to the mandrel, while the extruded inside body diameter holds the rivet body and mandrel assembled.

The stamped rivet body, because of the many inside diameters, is more difficult to create a high rivet body and mandrel retention force, while the extruded rivet body

because of having only one inside diameter, gives a higher retention force.

When blind rivets are set by a blind rivet automatic feeding and setting system, a higher rivet body and mandrel retention force is required, because if the blind rivet does not have a high rivet body and mandrel retention force, the automatic feeding and setting machine will disassemble the blind rivet.

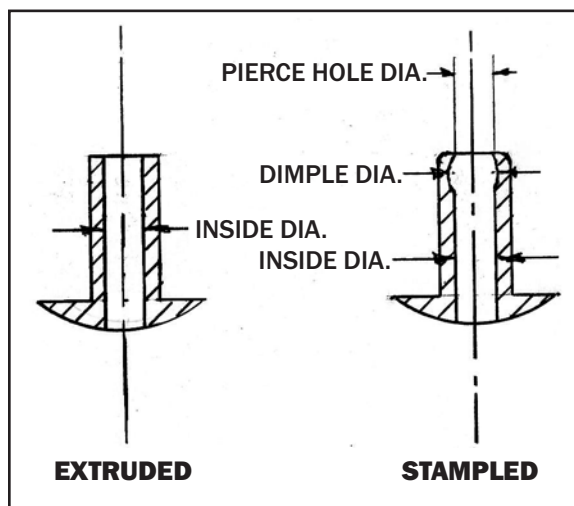
### How Can I Test A Painted Blind Rivet To Know If The Paint Has Been Applied Properly?

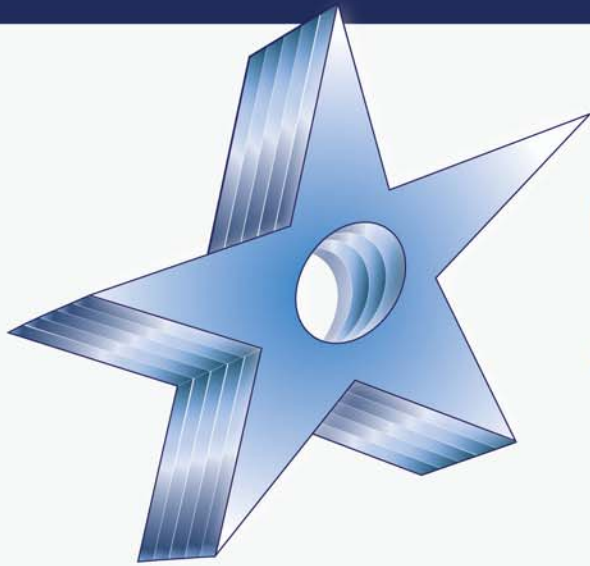
Set the blind rivet at the minimum grip range and see if the paint peels off the upset side of the rivet body. If the paint has been applied properly, you should see no paint lifting away from the rivet body. If you see sections of paint lifting away from the rivet body, the paint has not been applied properly.

Some of the causes for the paint lifting could be improper paint was used. The paint when applied to a rivet

body and baked dry, should have some elastic qualities that will permit the paint to stretch and expand without flaking on the up-set side of the blind rivet when the blind rivet is set.

The rivet body was not properly cleaned before painting, causing poor paint adhesion. The paint on the flange of the set blind rivet should not crack or flake when the setting tool nosepiece applies pressure on the flange when setting the blind rivet





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## IT FASTENS AND FLEXES

by Tom Gibson, Mechanical Engineering Magazine

In the world of nuts and bolts and other mechanical fasteners, things are usually flat, parallel, perpendicular, and rigid, just the way engineers like it. But a professor at California Polytechnic State University, San Luis Obispo has disrupted that notion.



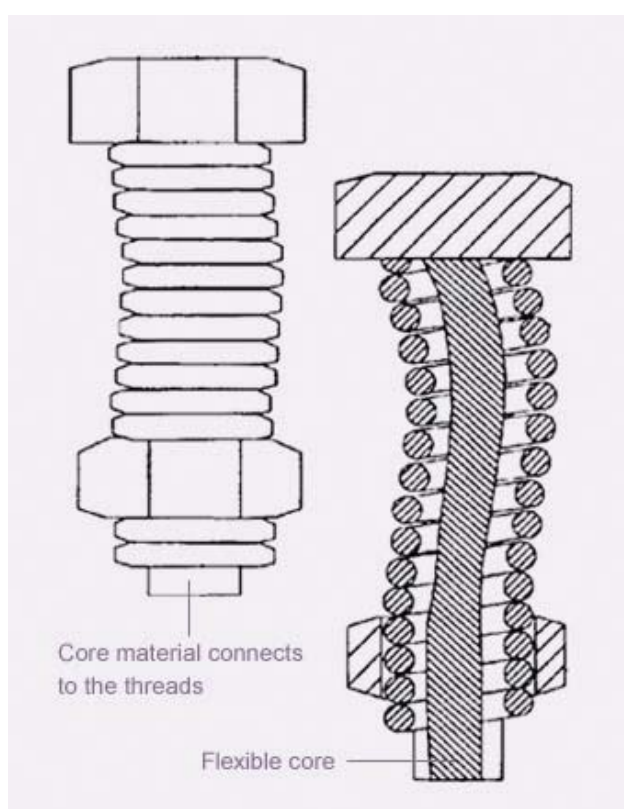
INITIAL PROTOTYPE OF THE FLEXIBLE FASTENER. IMAGE: SAEED NIKU

Saeed Niku, a professor of mechanical engineering at Cal Poly working with students in one of his classes, has developed the “Flexible Fastener,” a bolt designed to bend.

At the heart of the fastener is a shank made of a strong, yet flexible material such as Kevlar, nylon, steel cable, or wire rope. Threads made of steel coiled like a spring wrap around the core and are bonded to it along the length and at each end, along with a head at one end.

The fastener is “axially rigid but laterally compliant,” Niku said. “You can tighten the screw like any screw, but it can also move sideways.” It can carry axial loads yet is flexible enough to connect non-parallel surfaces, go through mismatched or misaligned holes, or handle machine applications where small lateral movements are required.

The idea for the Flexible Fastener came from a project in Niku’s Philosophy of Design class in 2000. Three students were working on a project where there was a question about putting screws into the wooden frame of California houses for earthquake protection. They wanted to bolt the houses to the foundation. Niku came up with the idea for a flexible bolt, and the students took it and made samples.



A PATENT DRAWING OF THE FASTENER. IMAGE: SAEED NIKU

After the class ended, Niku took over the project and refined the design. The National Collegiate Innovators and Inventors Alliance and the Lemelson Foundation initially funded the effort.

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## VIRGIL LINDSTROM & ROBERT SHIEH NAMED TO FASTENER EXPO "HALL OF FAME"

There will be a private Fastener Expo "Hall of Fame" reception held Wednesday evening at the Treasure Island's Kahunaville Tropical Restaurant immediately prior to the Welcome Reception. The 2015 honorees are Virgil Lindstrom, Chairman Emeritus, Lindstrom Metric, Inc. and Robert Shieh, Chairman/CEO, Brighton-Best International and Founder/CEO of the Ta Chen Group. Invitations to this prestigious event will be personally extended to family and friends by the honorees.



### *Virgil Lindstrom*

Virg Lindstrom was born in 1943, graduated from a 2 year trade school and from the Minnesota State University with a 4 year Bachelor of Arts degree in Business and Economics. He served in the United States Army for 6 years.

Mr. Lindstrom began his career in the fastener industry in January, 1972 when he founded Metric's Inc., a metric fastener specialty company, in Minneapolis, Minnesota. The initial inventory was less than \$5000. The business was mainly MRO customers and a few small OEMs who had converted their products to metric for export. Business growth was very slow due to lack of acceptance of the metric system of weights and measure in the United States at that time.

Mr. Lindstrom traveled to Europe, Japan and Taiwan in the mid 70's to search out suppliers of metric fasteners. He joined the National Fastener Distributors Association (NFDA) in the late 70s to interact with distributors and associate members. Growth of Metric's Inc. was "organic" to include geographical expansion to Los Angeles, CA and Charlotte, NC.

In 1983 Metric's Inc.'s name was changed to Lindstrom Metric, Inc. Lindstrom's platform for strategic growth included acquisitions of other metric specialty companies throughout the U.S. They are Metric Bolt, Monster Metric, Metric Systems International, Bossard Metric and most recently Titan Fasteners. Lindstrom partnered with a private equity firm in

2006 and a second one in 2011.

Mr. Lindstrom served as the LLC Chief Executive of Lindstrom Metric, Inc. until December of 2013 when he took the role of Chairman Emeritus.

Lindstrom's corporate headquarters is in Blaine (Minneapolis), MN with sales offices and distribution centers in Elgin, IL, Grand Prairie, TX, Greer, SC, New Windsor, NY, Brunswick, GA and Elk Grove Village, IL.

### *Robert Shieh*

Introduced to Brighton-Best over twenty five years ago in a shared taxi ride to the airport. An entrepreneur with humble beginnings from Tainan, Taiwan, Mr. Robert Shieh is the Chairman/CEO of Brighton-Best International and Founder/CEO of the Ta Chen Group.




Born in 1952, Graduated from the University of Fu-Jen in Business Administration, Mr. Shieh started his career in the fastener industry as a Overseas Sales Manager for San Sheng Corporation.

Mr. Shieh hopes was to elevate the value a master distributor provides to its distributors and customers with a full depth and breadth of inventory, high quality products, competitive prices and delivered with uncompromising service.

Mr. Shieh's ambitions, intelligence and accomplishments complement precisely the stellar fastener community of past recipients' and make him highly deserving of the honor and industry recognition.

As a sign of recognition, the team of Brighton Best International congratulates Mr. Robert Shieh on his induction to the National Industrial Fastener Expo "Hall of Fame!"

For more information regarding the National Industrial Fastener & Mill Supply Expo, contact Susan A. Hurley, General Manager, at (614) 895-1279, email [info@fastenershow.com](mailto:info@fastenershow.com), or visit the Expo website at [www.fastenershow.com](http://www.fastenershow.com). 

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## ENTERPRISE SOFTWARE SUCCEEDS - WHEN IT'S SUPPORTED

The great thing about business software is that you can buy it, and then forget about it. As long as the computer's plugged into the wall, the system will just run flawlessly. Forever!

Well, that's the marketing version at least. The real world can be a vastly different place.

When you commit to an operation-wide software system for your distribution business, you're investing both your capital and your time. And if you're interested in achieving the highest return on both of those investments, you'd better expect an ongoing relationship with your vendor. They become your partner – and to a large degree, your success will hinge on that partnership.

If you're evaluating an Enterprise Resource Planning (ERP) platform – or any business software for that matter – here's some things to consider that will help you select from a wide field of candidates, and may let you sleep better at night once you do.

### *What's The Rollout Process Like?*

That final moment when you officially switch from your old system to the new one would seem to be the most critical. Fact is, there ought to be many weeks of detailed communication between your team and your new provider ahead of the actual transition. That will include a highly-structured game plan, in-depth and widespread training of your staff, and rigorous system testing. All that preparation will make the final switchover far less worrisome.

Get assurances that there will be a dedicated specialist on-site for the "go-live" week. Without a guiding hand, the process can be a perilous one – especially when data is being migrated from old to new. This is a methodical process, and not one to be sped through. The right vendor will hold your hand at every turn, improving the odds that the transition will be a smooth one.

### *Will They Support It?*

Virtually every software developer claims they offer support, but you'd be well served to dig into the fine print. Email only, or can I speak with a live representative? Is that rep local – in the same building as the programmers and leadership team? Or are they off-shore with little oversight and a low incentive to actually solve your problem? Full-time, domestically-sited and thoroughly-trained personnel

is expensive – and it's the difference between a vendor who is simply looking to sell systems, and one who is looking to retain valued customers.

### *How Are Updates Handled?*

Good software gets updated. Great software is constantly pushed updates that are nearly transparent to the user. The system simply works better – more functions, higher stability, a stronger delivery on its core purposes. Find out what the updating schedule is like, and how you can request future features (any vendor that won't hear out your suggestions is missing the boat).

### *Do They Organize A User Conference?*


There's nothing like interacting with the actual creators of your software. Face-to-face communication is invaluable, and this style of hands-on training is hugely effective.

And the networking potential is perhaps even more beneficial. Conversing with other users outside of your own company is a terrific case of peer-to-peer education that serves both parties' interests. What novel applications are people finding? What roadblocks might you both be experiencing? This is a tremendous opportunity to have those Eureka! moments that may otherwise pass you by.

### *How About Ongoing Training?*

In the same way continuous education is becoming the accepted form of 21st century learning all across the web, your ERP software vendor should give you the opportunity to be a perpetual student. For your new employees and existing employees looking to freshen up their skills, ongoing training courses – whether remote or on-site – are a must.

In the end, the more you can understand about the post-implementation phase, the fewer surprises you'll have to deal with. Ask plenty of questions in advance – look for the edge cases that come up infrequently, but may be overlooked until it's too late. If the vendor steers you away from any of the above topics, it's a sure-fire red-flag.

There's no question that a new ERP system can feel like a gamble. Stack the cards in your favor by choosing a vendor that considers themselves a service provider, and not just a product pusher. Remember, this is a relationship – who wants a pushy partner? 



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by **JOHN WOLZ** EDITOR  
 editor@globalfastenernews.com

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## INDUSTRIAL FASTENERS INSTITUTE SELECTS BRAHIMI TO SUCCEED GREENSLADE

After 45 years in the fastener industry, Joe Greenslade will retire at the end of 2015. Salim Brahimi of IBECA Technologies Corp. will succeed Greenslade as the Industrial Fasteners Institute director of engineering technology.

Greenslade told the Southwestern Fastener Association that he originally planned to work two more years, but decided he wants to spend more time on volunteer work.

As a high school student he was not oriented toward going to college. The father of another student became a mentor to Greenslade and encouraged him to go to college. As Greenslade completed his degree at Texas A&M in 1970 he went to thank his mentor, who said helping someone else was the best way to say thanks.

Greenslade entered the fastener industry with Camcar-Extron and Rockford Headed Products and established his own dimensional calibration company, Greenslade & Co. He has authored many articles and served on ASME B1 and B18, ASTM F16 and SAE fastener committees. Greenslade helped with efforts for the U.S. Fastener Quality Act and the Aerospace Screw Thread Conformity Task Forces and been an A2LA board member.

In 2007 Greenslade sold his company and became the Industrial Fastener Institute's director of technology.

Greenslade has led the process of converting the traditional IFI Fastener Standards texts to online and developing the IFI Technology Connection, which provides fastener technical tools and support. Web: Indfast.org

Greenslade expanded his volunteer mentoring work

helping low socio-economic students at his alma mater high school in Texas to apply to college and for financial aid. Now he is getting involved in setting up mentoring programs at other high schools.

Assisting high school students improve their circumstances through higher education "is the most rewarding thing I have ever done," Greenslade told FIN.


Brahimi, from Quebec-based IBECA, has been in the industry for 25 years.

Brahimi is a licensed member of the Quebec Order of Profession Engineers and holds a master of materials engineering and a graduate diploma in management from McGill University – where he is completing a doctorate in fastener hydrogen embrittlement.

Brahimi is chair of the ASTM Committee F16 on Fasteners. He received the Fred F. Weingruber Award from the F16 committee for "outstanding contributions to the development of fastener standards, especially in the field of hydrogen embrittlement." He authored the first ASTM standard dealing specifically with electrode posited coatings on fasteners and was chair of an ASTM

task group on hydrogen embrittlement.

Brahimi also serves as head of the Canadian delegation to ISO Committee TC2 on Fasteners and vice chair of the Research Council on Structural Connectors. He is a member of the SAE Fastener Committee and an instructor with the Fastener Training Institute.

This year the IFI presented its Soaring Eagle Technology Award to Brahimi for significant contributions to technological advancement of the industry. 



**JOE GREENSLADE (TOP), AND HIS SUCCESSOR, SALIM BRAHIMI (BOTTOM)**

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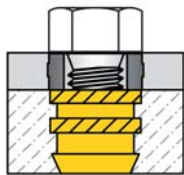
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## HOW TO ENSURE BOLTED JOINT INTEGRITY WHEN USING A COMPRESSION LIMITER IN A PLASTIC ASSEMBLY

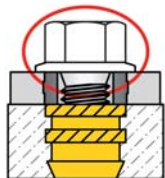
by Tara Meinck, Applications Engineer

Compression Limiters are used to protect plastic components in bolted joints and maintain a threaded fastener's clamp load by eliminating plastic creep. To function properly, bearing surface beneath the bolt's head must extend over the Compression Limiter to contact the plastic component. If this bearing surface is too small, the host component may not be retained by the bolt resulting in a poor joint (shown at left).

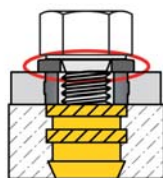


NO CLAMP

There are several methods to ensure sufficient bearing surface under the bolt's head. These include the use of a flanged bolt, washer, or headed Compression Limiter (shown below).



FLANGED BOLT



WASHER

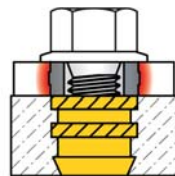


HEADED COMPRESSION LIMITER

The individual component cost, ease or complexity of assembly, and overall cost of each configuration influence which method is best suited for each application.

### How Much Plastic Should Be Compressed?

Ideally, Compression Limiter length is equal to or slightly less than the host thickness. The amount of material compressed under the bolt's head varies depending on the application's loading and plastic properties. This area of compression must be large enough to withstand forces



PLASTIC COMPRESSED BY BOLT'S BEARING SURFACE AREA (HIGHLIGHTED IN RED)

attempting to pull the assembly apart, yet small enough to allow sufficient plastic compression so that the Compression Limiter contacts both the bolt and the mating component (shown at lower left).

### Assembly Considerations

Several factors including speed and assembly method must be considered when determining the most cost effective solution for a specific application.

### Assembly Speed

Various fastener combinations were manually assembled to determine approximate differences in efficiency. Results are as follows:

ASSEMBLY SPEED	
Fastener Configuration	Average Speed (Seconds)
Flanged Bolt, Symmetrical Compression Limiter	1.24
Bolt, Headed Compression Limiter	1.44
Washer, Bolt, Symmetrical Compression Limiter	2.48

Assembly with a flanged bolt was the fastest, followed by that with a headed Compression Limiter, which must be oriented. As expected, the addition of a third component (the washer) significantly slowed the assembly process - requiring twice the assembly time.

### Automating Assembly

When an assembly is automated, it is imperative to ensure the design is as efficient as possible. The addition of a third component, such as a washer, may not be desirable when automating due to feeding and alignment challenges. Other common factors affecting efficiency include number of components and ease of orientation.

## DISTRIBUTOR NEWS

**Advanced Cable Ties, Inc. [ACT]** is proud to announce the expansion of their Gardner, MA manufacturing facility. The new 53,000 sq. ft. expansion almost doubles their current size of 61,000 sq. ft. and will allow them to continue their exceptional personalized customer service, backed by unsurpassed quality products.

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Their industry leadership is maintained by a total commitment to personalized customer satisfaction, building strong partnerships to promote productivity, innovation, and long-term profitability for their customers. ACT has surpassed customers' expectations by providing same or next day shipments by carrying a large inventory of products to fulfill their needs. ACT services over 30 markets and ships globally to accommodate their customers' numerous applications and locations. Customer satisfaction levels are measured annually and policies and procedures are adjusted to increase overall satisfaction.

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# PACIFIC-WEST FASTENER ASSOCIATION

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## PAC-WEST SPRING CONFERENCE AND TABLETOP SHOW BREAKS RECORDS by Vickie Lester

The April 23-25 Pacific-West Fastener Association (Pac-West) Spring Conference and Tabletop Show enjoyed significant increases in attendance. Held at the Westin Hotel in Long Beach, California, 277 people participated in the tabletop show, which featured 64 exhibitors.

### Conference Education Sessions Included:

#### **Risk Management for Fastener Distributors**

presented by Carmen Vertullo on behalf of the Fastener Training Institute. This session reviewed strategies to understand and minimize the inherent risks in recommending, specifying, procuring and selling fasteners and related services. Carmen Vertullo is founder of Carver Consulting, a San Diego-based consulting, engineering and training company specializing in fasteners and bolted joints.

**Learn How You Think!** Vicki Merrill showed attendees how to manage, motivate and communicate with others, based on their leadership styles as defined by assessment tests taken before the conference. Vicki Merrill has been CEO of several insurance and healthcare companies and a business consultant for 12 years, working with more than 500 companies and more than 2,500 senior executives.

**The Business Owners Forum and Business Executives Forum** are the most popular sessions at every Pac-West conference. Peers share experiences and solutions in a frank interchange. Rick Peterson (All-West Fasteners and Components) and John Wachman (Desert Distribution) facilitated the owners forum, and MaryEllen Dinicola (The Socket Source) and Kevin Chavis (Star Stainless Screw) facilitated the executives forum.

**What to Expect From a Fastener Testing Lab** featured Jim Riley, general manager of Element Materials Technology in Huntington Beach, California, who explained the destructive and nondestructive tests which are most common in certifying bolts, screws and nuts.

Dr. Esmael Adibi, director of the A. Gary Anderson Center for Economic Research and Anderson Chair of Economic Analysis at Chapman University offered **The**

**U.S. Economic Outlook.** His presentation answered such questions as: What can power the economy forward? Will the pace of job creation accelerate? What's the outlook for the interest rates? Will higher mortgage rates dampen economic recovery? What is the outlook for the commercial real estate market?


Social events for the conference included golf, a reception at the nearby Rock Bottom Brewery, a spouse luncheon at the Long Beach Museum of Art, and an evening party at the home of Andy and Virginia Cohn (Duncan Bolt).

### **Honorary Membership for Barry and Bob Porteous**

Barry and Bob Porteous were recognized at the conference for their extraordinary personal contributions

to the Pacific-West Fastener Association and the fastener industry.

### **Looking Ahead**

The Pac-West 2015 Fall Conference will take place September 30-October 3 at the Hyatt Regency Tamaya outside of Albuquerque, New Mexico. As an added bonus for this conference, all attendees will get to experience the world renowned Albuquerque International Balloon Fiesta. 



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- Deb Lack, Associated Fasteners, Inc.

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# ALFA TOOLS®

## THERE IS MORE TO FASTENING THAN MEETS THE EYE by Tracy Klinedinst

Alfa Tools is a prime supplier to the fastener industry for industrial quality cutting tools, fastener drive tools, and abrasives. While other companies may offer just cutting tools, only Alfa Tools produces other necessary products required by fastener distributors.

To be competitive in today's market place, Alfa understands that distributors must adapt and find new ways to serve their customers. More and more companies find themselves constantly trying to keep costs down, while looking for more efficient ways to serve their customers in order to be successful. Offering drills, taps, countersinks, and more is one way to increase business.

### More Than Cutting Tools

In order to use fasteners, a hole must first be drilled or cut; reamed to clean the hole if necessary; a tap or die is then used to make the threads, and a countersink can be used, if required. Only then can one use a fastener. After the area is deburred, it is necessary to use various abrasives to clean and polish. Fastener turning, or driving tools such as screwdriver bits, bit holders, nut setters, etc. are then also part of the mix. Currently, Alfa is the only cutting tool company supplying fastener drive tools and abrasives under one roof. The challenge being that these are all their products, and not those of other brands.

"We literally can help fastener distributors in a way that nobody else can," said Shaan Ahluwalia, V.P. Sales & Marketing. "We let our fastener distributors know that for their non-fastener needs, Alfa can take care of them. We have always been committed to the fastener industry and have strived to be the best in terms of quality, availability, and pricing." Alfa was the first cutting tool company to exhibit at the old Columbus, OH Fastener Show. Alfa is proud to say that the majority of their products are made in the U.S.A. with some being made in Europe.

Alfa also has a large inventory in multiple locations spread throughout the country to serve their customers' needs faster. In addition to standards of inch sizes and metric sizes, they have one of the largest special thread inch and metric ranges available. Moreover, what they

don't supply can be made quickly with their 24-48 hour special thread tap program.

### Now And Then

Alfa Tools was started in 1977 in Chicago by Diljit S. Ahluwalia. It has remained a family-owned and operated business, with a primary focus on metal cutting. Not to be left out, wood cutting and concrete cutting products were also always in the offering. With the formation of National Abrasives & Tools, Inc. in 1987, a full selection of bonded and coated abrasives were added to the program. This exclusive partnership means that distributors won't find National Abrasives available anywhere else.


Not only has the product development been outstanding in the past 38 years, but Alfa also has a seasoned inside team. The in-house technical support department, and knowledgeable sales representatives help their customers with any orders, and

product or industry questions.

The extensive line of more than 22,000 SKU's means that you will find exactly what your customers need for cutting, reaming, threading, deburring, countersinking, finishing and fastener driving.

### What's New?

Now finding the right tools from Alfa is even easier. In late 2014 Alfa launched a new user friendly website that included two digital catalogs, featuring General Cutting Tools and Abrasives. The new catalog layout uses color images, charts, and technical data aimed at being as educational as possible, and to help distributors easily search and find what they need.

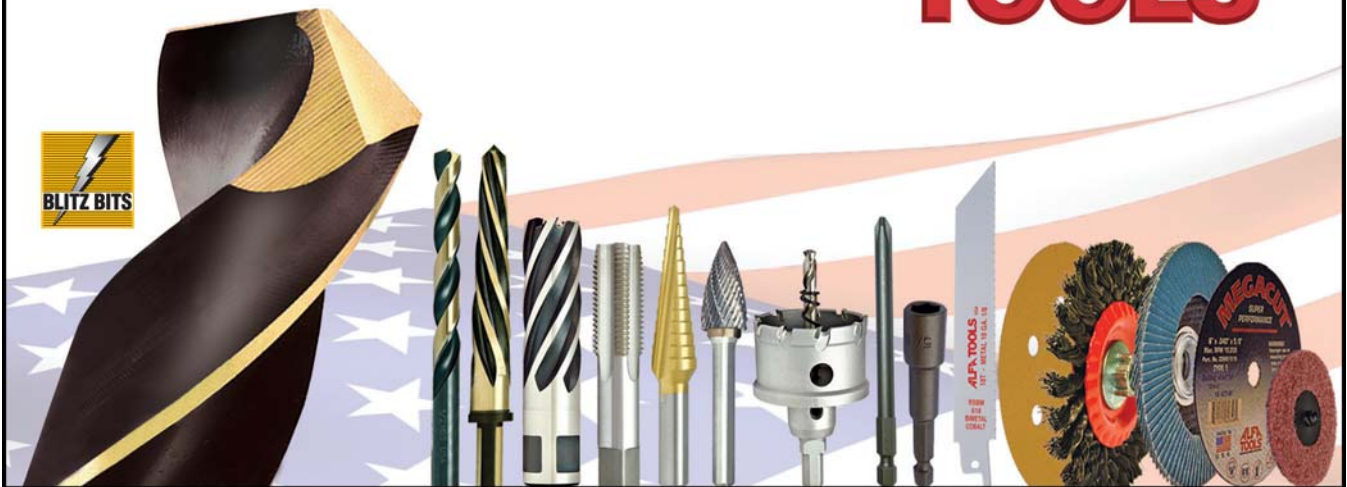
Alfa has long been known for its Blitz high performance line of cutting tools. The catalogs offer the new Blitz Nitride Drills and Blitz Alignment Reamers. Other exciting new products include Carbide-Tipped Multi-Purpose Hole Saws, C.T. Hole Cutters, Multi-Purpose Taps, Reciprocating / Jigsaw Blades, Tri-Flute Auger Bits, SDS-plus Quadro Hammer Drills, and PSA abrasive discs in all varieties. 





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## I HAD A DREAM AND BECAME A - FASTENER ENTREPRENEUR

My name is Jim Murtha. I am the founder of Pre-Set Technologies Inc. Let me tell you a little story about how it all began. It was Easter Sunday morning, April 11, 2004. I woke up with a vivid image etched in my mind. The image was of a conical shape collar. I was wondering how this image could mean anything that would be of any interest to anyone. I had no idea why this image just appeared. I thought for a moment trying to recall what I had dreamt about that night and then it hit me. The day before as I was

gazing around, I noticed a blemish in the ceiling, so I got up and stood on the coffee table and I saw something that made me cringe. It was a pop from a screw that was obviously overdriven into the drywall and after further review I noticed more of these. I recall saying to myself that these pops were probably caused from installing the upstairs bedroom hardwood floors, and the hammering probably caused these screws to pop. I was freaking out a bit knowing that to fix these pops I

would have to re-screw all these popped screws, and then re-spackle, re-sand, re-prime, and re-paint. I was dreading this after thinking I was done with this particular part of the job. Now looking back on this very irritating issue, I believe this is what lead me to dream about the image I was seeing that Easter morning.

That night I was asking myself what actually happened with these screws and why did they pop. Was it from the hammering, or something else? After a long night of thinking and dreaming, I felt I had several possibilities of why failure can occur when fastening drywall.

Traditional fastening of drywall has evolved over the years from nailing with your hammer which is 100% sure to fracture the gypsum; to screwing up drywall which seemed to give you greater improvement, but is not 100% failure proof. So the issues still remain that without consistency in driving the screws, meaning you do not overdrive the screw head through the face paper, you will continue to have failures. The problem with this method of hanging drywall, is it relies on a single point of bond to secure the drywall to

the stud. This single point of bond allows too much variation in how the drywall will hold as time passes. Time is the true test to determine if the job of securing the drywall was done right.

Drywall failure usually occurs after the job is completed and the house starts to settle. We know we can't stop a structure from settling, meaning (expanding and contracting), so how do you stop a 2x4" stud from doing the same? The answer is, you can't. However, what you can do is invent a new type of

fastener that is innovative and up to standard with the latest technology. This innovation we had only dreamed of would soon be called a PRE-SET Drywall Fastener! More on that later.

Remember the vision of an image I had that Easter morning? Well this is where I incorporated that image into a new innovative fastener for hanging Drywall. Thus changing the industry standard upon how drywall will be hung in the future. Here's how: A conical shaped collar could go on a screw and act as a wedge while fastening drywall. It would have greater holding force because of the increased surface area, and the drywall would be drawn up against the stud tight.



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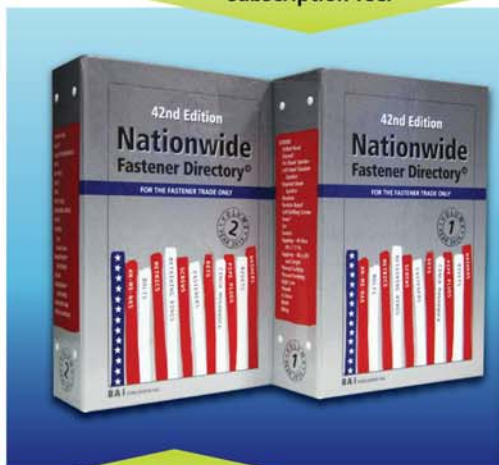
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BAI Publishers Inc., aka **The Nationwide Fastener Directory**, located in Wheeling, IL has announced that all qualified trade distributors can now visit their website, *free of charge*.

No subscription required to have access to thousands of items and hundreds of suppliers listings. If you qualify as a trade distributor you are eligible to view listings online, search using our updated search engine and contact the supplier via automated emailing. Visit our website to qualify. Listing items for sale requires a paid subscription.

The upcoming 43rd edition of The Nationwide Fastener Directory includes the following new features:

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You can visit the latest edition of the online directory at [www.nationwidedirectory.com](http://www.nationwidedirectory.com).



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# MAY 2015 FASTENER INDUSTRY TECHNOLOGY UPDATE FROM THE IFI

## I. Standards Organizations Activities

### [a] Standards Published Recently

No standards published during March or April 2015.

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

**ASME B18.15** Forged Lifting Eyes (Inch)

**ASME B18.24** Fastener part identification numbering system.

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

### [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". First ballot completed in March 2015. Completion is expected before the end of 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.

**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). This standard was last revised in 1996 and will now undergo a complete revision. The revised scope will be balloted in April 2015. There were negatives that will be resolved at the May 2015 meeting. Completion is expected in 2016.

**ASME B18.16.6** Inch Locking Nuts. The B18.16 sub-committee has started work on a revision to lower the proof load values of thin insert lock nut to 45% of the regular height nuts and to correct the errors in the NTM series of nut heights. The revision process should be complete before the end of 2015.

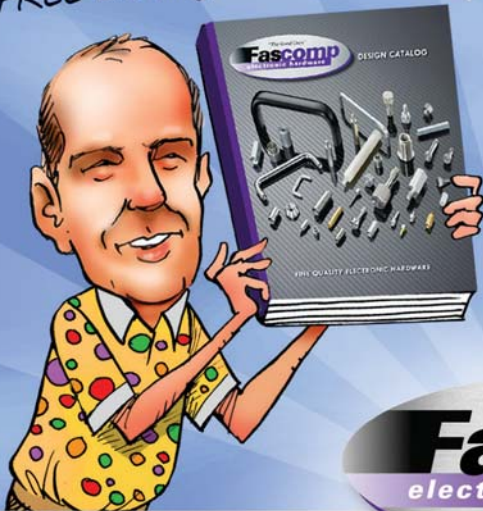
**ASTM A354** Standard Specification for Quenched and Tempered Alloy Steel Bolts, Studs, and Other Externally Threaded Fasteners. Some weaknesses in the standard were discovered as a result of the threaded rod failures on the Bay Bridge. The committee is proposing that a higher grade of alloy steel be 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. Sub-committee balloting is complete. Negatives will be discussed at the F16 May meeting. F16 main committee balloting will take place before mid-2015.

**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. Progress was made at the March 2015 ad hoc meeting in Paris. The next ad hoc working group meeting will be in June 2015 in Paris.

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A. Raymond Tinnerman Industrial, Inc., a member of the ARaymond Network of Companies, is preparing to celebrate ARaymond's 150th anniversary this year.

Anniversary celebrations are planned at all of the network's six North American facilities in the United States and Canada, as well as at ARaymond locations across the globe. The theme for the year-long events is "Merci" or "Thank You." *Merci* to every generation of collaborators for their talent, *Merci* to our customers for their trust, *Merci* to our suppliers for their loyalty, *Merci* to our associates and partners for their support, *Merci* to all of you who contribute to the success of ARaymond™!

In North America, ARaymond Tinnerman Industrial manufactures engineered fasteners that are used to attach panels, components and wiring to improve quality and reduce assembly cost. The company has a manufacturing facility in the Cleveland suburb of Brunswick, OH. Other North American facilities are located in Rochester Hills, MI; Logansport, IN; Flemingsburg, KY; and Hamilton, Ontario.

The fasteners offered by ARaymond Tinnerman Industrial are used in multiple industries including white goods, HVAC, lighting, electronics, toys and lawn and garden equipment. With a focus on innovation and engineered solutions, the company also provides assembly-line analysis, process development and customized offerings as part of a strategic approach for improving customer productivity.

A leading supplier to automotive manufacturers around the world, the ARaymond Network is an industrial success story that started in France 150 years ago with the invention of a press-stud that fastened buttons onto gloves.

ARaymond Network is headquartered in Grenoble, France, and today employs 5,500 employees in 25 countries at 25 production sites and 11 design offices throughout the world.


In addition to the industrial and automotive markets, the ARaymond Network also operates across a diverse set of industries such as heavy truck, energy, agriculture and pharmaceuticals.

### The ARaymond Network's core skills include:

- Engineering and services in its customers' markets
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"We are an industrial family-run business, rich in 150 years of history. And I am always impressed by the progress made since then. Our first innovations met the needs of regional manufacturers of gloves and shoes. We have, since 1865, combined our skills and knowledge to gradually acquire control in assembling and fastening technologies and to offer them to industries around the world," said Antoine Raymond, President –

ARaymond.

Since its inception in 1865, the ARaymond Network has become a world leader in assembly technology with a history marked by defining inventions. A core value of the Network, innovation has always been encouraged and developed within the company. In its 150 years, four generations of the Raymond family have continued the pioneering spirit of the founder, with a determination to innovate and maintain its status as a family business. 



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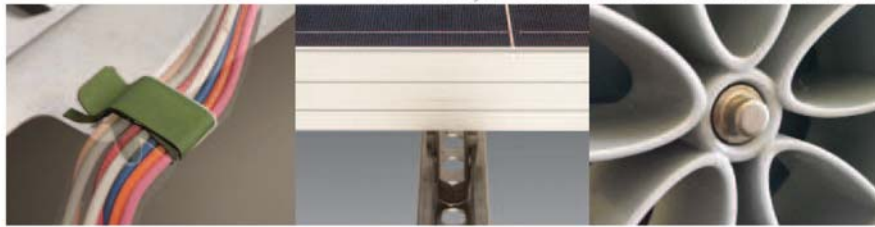


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## Nat Measley

Nat Measley, MPA, is the CEO and Managing Partner at The Fun Dept. Nat earned his MPA with a focus on Organizational Leadership from the University of Delaware. He is an experienced public speaker, facilitator and trainer who works directly with CEOs, leaders, HR professionals, and administrators to develop fun programming that supports their organizational goals.

For more information on Nat please visit [www.TheFunDept.com](http://www.TheFunDept.com).

# PLAYING IT FORWARD: THE BENEFITS OF HAVING FUN IN THE WORKPLACE

## *To Have Fun Or Not To Have Fun? That Is The Question.*

Are you curious how companies like Google, Zappos, Southwest and others develop those winning workplace cultures, with such high productivity and profitability? Regardless of the industry, there is a common thread running through the highest performing companies: the inherent or stated culture of fun. Among companies denoted as “great” in Fortune’s “100 Best Companies to Work For,” a whopping 81% of employees say they work in a “fun” environment.

If you look closely at the highly successful companies mentioned above, they incorporate fun into the fabric of their culture. Fun at work may not be the “silver bullet” that produces superior results on its own, but a workplace environment that prioritizes fun will rise above the competition. With stout leadership, dedicated management and strong company values, company-wide fun can take you over the top.

Prioritizing fun in the workplace will have a direct impact throughout your company in a myriad of ways, but there are a few specific areas that can be highlighted.

### **Organizational Health**

Everyone would agree that a healthy and happy employee is a more productive employee, right? Fun can be an important component of emotional wellness. Often, fun is used to encourage participation or bolster existing wellness

programs. The attention on emotional intelligence in the workplace and its impact on the bottom line is rapidly gaining momentum. For most organizations human capital is the largest asset and the single largest expense. It seems like a natural place to focus considering it will have the largest impact on the bottom line. We have already seen the biggest advances in technology and those investments today are producing marginal returns and impact on productivity. The next revolution in the workplace is culture.



### **Productivity**

Secondly, let’s explore productivity. Do you ever get a break? Are you expected to work 8-hours per day, straight with no breaks? Fun can offer great breaks and distractions (not wasting time), but true valuable break time. As an example, there is a national call and customer service center that offers its employees a unique schedule. They have broken up their average daily time

commitment into on-phone time and quick breaks (dubbed “shorts”). These “shorts” are sprinkled throughout any of the call center employees’ days. They last 15-minutes or less, during which time, employees can play ping pong, take a walk outside, or do anything they please during that time.

Look at Google. They give their employees 20% of any given work day to simply take to do “what they want to do”. And no, that time does not have to be work related. Why? One reason is for the sake of productivity of their work force. They realize that their people are working hard. The breaks are meant to enhance productivity of employee on-time.

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WEB [www.fastenerwomen.com](http://www.fastenerwomen.com)

## WIFI's 6th ANNUAL SPEAKER SERIES AND NETWORKING EVENT

This year, for WIFI's 6th Annual Speaker Series & Networking Event - the theme will be "Cognitive Diversity and Creative Problem Solving: Innovation and Solutions From Out-of-Box Thinking"



presented by Tom Payne, president of Essential Growth Solutions.

Tom will discuss how individuals and companies can gain the creative edge by working with diverse teams. This event is for women and men who want to find ways to bring creativity and diversity into their workplace and everyday lives.

The event will take place at NIFMSE Vegas on October 21st, 3-5pm.

For more information visit [www.fastenerwomen.com](http://www.fastenerwomen.com)

### WIFI Announces New Board Member

WIFI President Cris Young is happy to announce that Carrie Ann King, President and CEO of EDSCO Fasteners, has joined



the WIFI Board. King has worked in the fastener business for 15 years, with experience in purchasing, sales and management.

She received her B.S. from Troy University, and her Masters in Accountancy from Auburn University. After working for EDSCO for twelve years, she bought the company from the previous owner.


King brings a wealth of skills and experience to WIFI's membership and mentoring committees.

"Being a younger female in the industry has given me the strength and determination to realize I can do anything as long as I work hard and do not give up. I feel my experiences can help guide other women and help them avoid some of the same struggles I had," says King.

For information about WIFI membership, scholarships and sponsorships, please visit [www.fastenerwomen.com](http://www.fastenerwomen.com)

### August 31st Is The Deadline for WIFI Scholarships

WIFI Scholarships are available for members to attend the National Industrial Fastener & Mill Supply Expo in Las Vegas, and instructional classes at the Fastener Institute.

Members are eligible to apply for the Edith Cameron Scholarship, which pays for entrance, travel and accommodations to the NIFMSE 2015 show, and the Ann Bisgyer Wolz Scholarship, which covers classes, travel and accommodations to attend classes at the Fastener Institute. Applications and information are available on [fastenerwomen.com](http://fastenerwomen.com) Join WIFI and get connected! 



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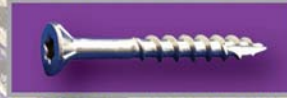
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## HUDSON RELEASES B2B ECOMMERCE TECHNOLOGY AND LAUNCHES 1INDUSTRIALWAY.COM™

Hudson Fasteners, Inc. launches 13 Forces Product Genius™ B2B ecommerce technology that will revolutionize the way fasteners and industrial products are purchased online. The new Ecommerce Technology puts the “Fast in Fastener Buying™”

Hudson Fasteners will utilize their technology in the launch of 1IndustrialWay.com, a complete re-branding of HudsonFasteners.com. The 13 Forces Product Genius™ B2B ecommerce platform and the 1IndustrialWay™ industrial network streamline, simplify and expedite the ordering of fasteners and industrial supplies. Hudson Fasteners has visualized and developed an innovative business model that is the natural progression of the BIG industrial supply catalogs. Customers now have the ability to navigate and purchase 100,000's of SKU numbers in an organized and understandable method.

Hudson Fasteners is a portfolio company at the Youngstown Business Incubator, the #1 University Affiliated Business Incubator in the World. Gene Groys, Entrepreneur in Residence at the Youngstown Business Incubator and mentor, has seen the progress of the site over the past year. In his words, "These women exemplify the true meaning of entrepreneurship. They've brought a truly differentiated product to market that solves a huge problem in the industry, and they command an enormous social media presence to garner fast adoption...Hudson Fasteners is ripe for investment."

The executives at Hudson Fasteners were early adopters of social media, the new medium for sharing news and social marketing, for company brands and products. Hudson Fasteners is the creator and curator of Fastener

News Desk™, an online authority for industry news, providing resources for the fastener industry that includes a blog FastenerNewsDesk.com, Fastener News group for industry professionals on LinkedIn, and a weekly online newspaper TheFastenerNews.com. Follow on Twitter @FastenerNews

With the launch of 1 Industrial Way this company that spans three generations and almost 80 years of family legacy will lead the industry with their visionary 13 Forces Product Genius™ technology and industrial network. Hudson Fasteners recognizes the importance of e-commerce and social media in today's growing technology-focused world.

Hudson Fasteners simplifies online fastener buying in a way that's never been done before.

Hudson Fasteners has been family owned and operated since 1946. Founder Emmanuel Kleinhandler was introduced to the fastener distribution business, by Louis Vogel (brother-in-law) who founded Brooklyn Bolt and Nut, in 1936, “Manny Kleinhandler” started Hudson Nut and Bolt Co. in New York City on the Hudson River hence the name. Both Vogel and Kleinhandler were pioneers in the wholesale distribution business in

the metropolitan New York area following WWII. Manny's son Eugene became a second generation owner in 1969. When Eugene retired in 1991, his daughter Lisa decided to learn the “nuts and bolts” of the business she had grown up around.

Fast forward, almost 80 years later, third generation owners Lisa J. Kleinhandler and Cris A. Young are very passionate small business owners, they enjoy the opportunity to carry on family tradition. This executive team has taken to heart their family legacy and passion for the industrial supply market. 



## DISTRIBUTOR NEWS

### **Narragansett Screw Co.,**

a domestic producer of cold headed screws, is pleased to announce that they are now stocking domestically manufactured Cut Thread Wood Screws up to 3/8" diameter up to 6" long in silicon bronze.

Though not your typical standard fastener, these Wood Screws are commonly used in the boating industry.

In addition to Wood Screws, Narragansett Screw is a domestic cold header of screws including Machine Screws, Captive Screws, Shoulder Screws, Square & Rib Neck Carriage Bolts, Weld Screws, Flat & Button Socket Cap Screws, and all your standards from Type "A" and "AB" to "U" Drives and Type "PT". On these parts, sizes range from #2 thru 3/8" Diameter up to 4" in length.

Narragansett specializes in stainless steel but also run parts in steel, brass, bronze, copper, monel and aluminum.

They also offer many in-house Secondary Operations including Drilling, Shank Slotting, and Trimming.

There is NO MINIMUM ORDER requirements and Narragansett can manufacture parts from prints or samples.

*Narragansett Screw is owned and operated by Charlie Rhodes and is located at 119 Rowley Street, Winsted, CT 06098. For more information Phone 1-860-379-4059, Fax: 860-738-9234 or email to: sales@narragansettscrew.com.*



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### Show Schedule

Exhibitor Setup: 9:30am - 12:30pm  
Attendee Registration: 9am  
Show Hours: 1pm - 5:30pm  
Technical Seminars: 9am - 12pm  
Cocktails: 5:30pm  
Dinner Buffet: 6:30pm - 8pm



# NEFDA – Fifth Table Top Show Exhibitor Registration Form

Wednesday, September 16, 2015 – Foxwoods Resort and Casino  
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## \*\*Ad Costs

## Members

## Non-Members

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

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

Please provide ads in high resolution (300dpi), in sizes above, cmyk, digital format. PDF files are accepted, with crops and fonts embedded. We will assist in set up or design of ads; additional costs incurred will be billed to advertiser. Ads will be limited and be sold on a first come, first serve basis. **Submit ads by August 28th.**

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

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

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## Exhibitor Registration Form

**Deadline to exhibit is Aug. 28, 2015**

**Mail your registration form and check made out to NEFDA, PO Box 151, Lake Zurich, IL 60047 by Aug. 28, 2015.**

Your registration fee for NEFDA and MFDA members is **\$400.00\***. Non-Members is **\$500.00\***. Includes draped eight foot long table and sign with complimentary name, two (2) complimentary exhibitor badges, complimentary parking, and complimentary dinner buffet. You will receive confirmation on writing on your exhibitor status and instructions for the day of the show by e-mail. Please plan to arrive by 11:00am to set up your table, and plan to breakdown no earlier than 5:30pm. **(\*additional \$100 after July 15th)**

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## YANKEE INDUSTRIAL - DISTRIBUTION BY DESIGN

### History

Yankee Industrial Supply is a company with over 30 years' experience in the fastener business. In 1995 Leonard and Lempi Petit moved Yankee into a 4,500 square foot leased facility and shared the space with about 2,000 square feet of machine shop. In 1998 Yankee was sold to Nathaniel "Bud" Durgin and he quickly focused on the distribution of fasteners.

### State Of The Art Computer System

Bud Durgin said, "We purchased a state of the art computer system that specialized in fastener distribution. This system enabled us to provide a great number of services to our customers such as customer part number identification, customized bar code labels, managed processes such as plating, patching, and specials. It also provided tools to create, track, and organize special value added services such as "kitting" for customers."

### Much Larger Now

Today Yankee is located in a company owned facility with over 18,000 square feet and they have plans to expand their products and services further in the near future. Bud stated, "All fasteners are almost the same. The difference is going to be realized in the experience our customers see in the way we handle their calls, the inventory levels we carry, the packaging and presentation of materials that accompany our products, and of course the value we add to everything we do."

### Great Place To Work

Bud said that their people make a big difference. "We strive to make Yankee a great place to work and we have made major investments in inventory, equipment, and facilities that support our quality team of associates at Yankee. The objective of our business is to provide world class quality in both products and services that we perform

for our customers. Our growth is governed by our ability to maintain a level of service that meets our customers' expectations."

### The Learning Years

Bud said, "I was an average kid in school, I spent most of my free time working – even as a young lad. It started out with shoveling the neighbors' snow to yard cleaning, to paper routes, and eventually into the "precious metals business." At a young age we would rummage through large scrap piles behind a Sylvania Light

Bulb factory about a 1/4 mile from my home. We would dig out light bulb bases, knock the glass out and crush them into collections of brass that we sold to a local scrap yard. I think the field is now a super fund site."

### Accounting Made Sense

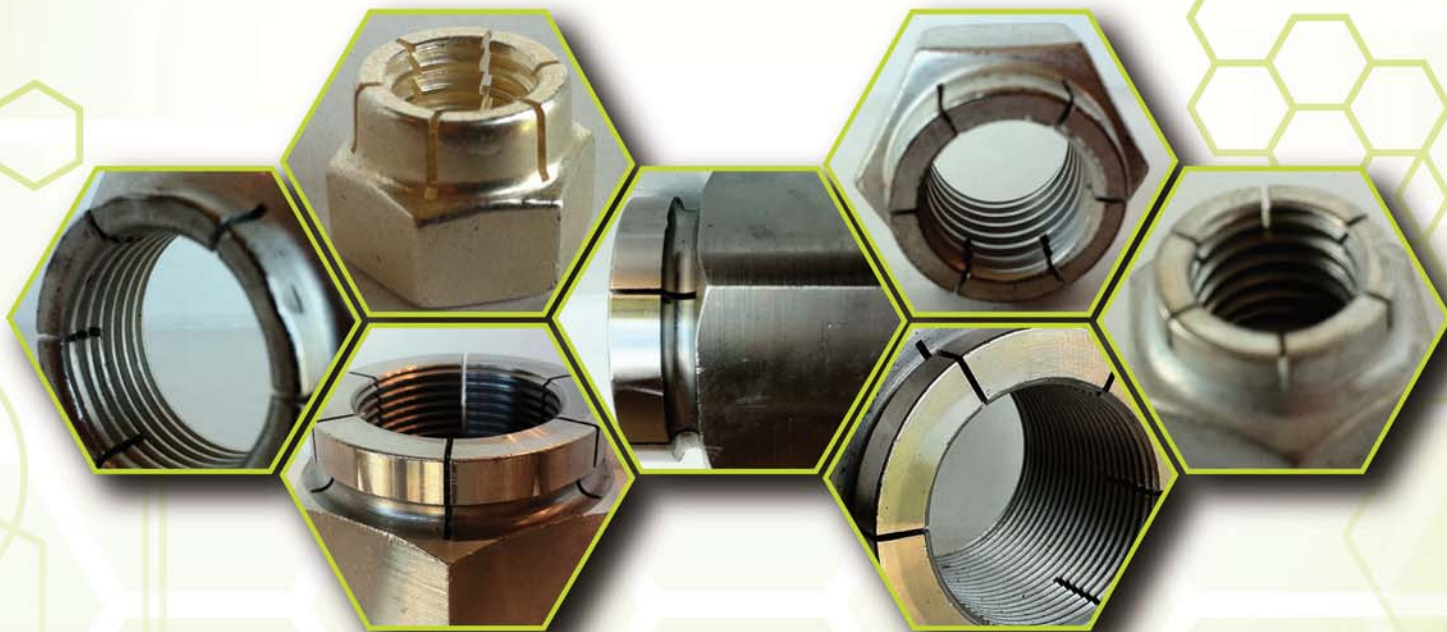
Bud said, "The subjects I enjoyed in school were accounting, math and the sciences. My high school accounting teacher (Charlie Murphy) brought me to the bulletin board in our class and pointed to an ad for an Accountant that had an annual salary of \$17,000. That was it – I knew what I wanted to do – become an Accountant. I think that was the first class I ever received an A in."



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## DISTRIBUTOR NEWS

**Vogelsang Fastener Solutions, Inc. (VFS)**, is proud to announce that they have brought back production of their ASME slotted Rollpins® to the USA. This move is already proving that their reduced lead times can assist customers with immediate needs, especially if one is not happy with the present vendor's quoted lead time.

VFS Managing Director, Dale Stuban, simply says "Bring us your ASME slotted pin challenge and we will make it happen!"

VFS will soon roll out revised pricing on ASME pins with overall reductions for nearly all offerings.

For those customers looking for stock ISO Rollpins®, Coiled Spring Pins and Tension Bushings, VFS offers their successful same-day shipment program — Quick Ship.

For more information, contact Dale Stuban, Managing Director at Vogelsang Fastener Solutions, Inc. Tel: 732-364-0444 extension 7201 or toll-free at 1-800-526-2376. Fax: 732-364-8111, Email: [dstuban@vogelsangfastener.com](mailto:dstuban@vogelsangfastener.com) or [sales@vogelsangfastener.com](mailto:sales@vogelsangfastener.com). You can visit their website at [www.vogelsangfastener.com](http://www.vogelsangfastener.com).

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## DISTRIBUTOR NEWS

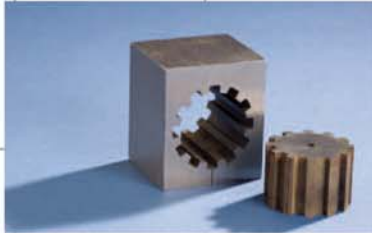
**Solon Manufacturing Company** has appointed Perry Blossom as its new president and CEO. Previously, Blossom served as vice president and manager of the Belleville springs division at Solon.

"Perry's success in growing the Belleville spring product line as well as developing many new business processes has been extremely valuable during a period of strong, steady growth," said Dunn. "His advancement to president is a natural progression and Solon will continue to prosper under his close attention." Blossom earned his Masters of Business Administration from the Martin J. Whitman School of Management at Syracuse University and holds a BA in Economics from Denison University. Blossom joined Solon in 1993 and has served many roles in his nearly 22 years.

Founded in 1949, Solon Manufacturing Company is a global leader in the design and manufacturing of Belleville springs and industrial pressure switches and is ISO 9001:2008 certified.

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## SEFA ANNOUNCES 2015 SCHOLARSHIP WINNERS

The Southeastern Fastener Association Scholarship Committee selected seven scholarship winners this year. Annually Robbie and Gina Gilchrist award a \$1,000 scholarship to a SEFA member and SEFA awarded three \$1,000 scholarships this year, two \$500 scholarships and a \$1,500 Em Webb Scholarship in memory of SEFA past Board Member and President.

### Congratulations 2015 Scholarship Winners:

#### \$1,500 Em Webb Scholarship



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#### \$1,000 Scholarships



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#### \$500 Scholarships



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### SEFA Announces Their New Board of Directors

**President** - Carrie Ann King - Edsco Fasteners Inc.

**1st Vice President** - Terry Windham -  
Dixie Industrial Finishing Co.

**Chairman** - Joe Pittman, AmeriBolt Inc.

#### Directors -

Steve Gause - Cole Fasteners

Hayden Gaston - International Fasteners, Inc.

Kyle Miller - Bamal Fastener

Don Nowak - Falcon Fastening Solutions

Lee Park - Vulcan Steel Products

**Secretary/Treasurer** - Nancy Rich

**Executive Director** - Nancy Rich

### SEFA Welcomes New Members

Beacon Fasteners & Components

Earnest Machine

Elite Fasteners Inc.

Global Industrial Components

Hayward Bolt & Specialty

Hodell Natco Industries


Keystone Threaded Products

MacDermid Inc.

MW Industries Inc.

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## DISTRIBUTOR NEWS

**Wesco Aircraft** appointed Richard Weller as CFO. He succeeds Gregory Hann, who retired on March 31.

K. Lynn Mackison, who is serving as acting CFO in the interim period, will continue as VP and global controller, a position she has held since January 2015.

Board chairman Randy Snyder said Weller "brings extensive corporate and division-level finance and accounting experience to Wesco, with long-standing tenure at major publicly traded companies."

Southern California-based Wesco Aircraft manages aerospace supply chains, with over 525,000 parts, including nuts, bolts, bushings, clamps, collars, pins, screws and washers. The company has more than 2,700 employees across 80 locations in 19 countries.

For more information, contact Wesco Aircraft at 24911 Avenue Stanford, Valencia, CA 91355. Tel: 661-775-7200, Fax: 661-295-0695, Email: [sales@wescoair.com](mailto:sales@wescoair.com) or visit them online at [www.wescoair.com](http://www.wescoair.com).

News courtesy of [GlobalFastenerNews.com](http://GlobalFastenerNews.com).

## DISTRIBUTOR NEWS

**J.W. Winco, Inc.**, a leading supplier of standard industrial machine components, announced it now offers GN 933.5 Stainless Steel Hexagon Head Screws with Brass Tip, Nylon Tip, or Spherical Pivot, in metric sizes.



These RoHS-compliant hexagon head screws are used when pressure dents or damage to the clamping surface must be avoided. The spherical pivot type has a diameter  $d_4$  that is smaller than the core diameter  $d_1$  of the thread. This makes it suitable for use with thrust pads GN 631 / GN 631.5 which must be ordered separately.

The hexagon head screw body is made of stainless steel, European standard 1.4301 (American Standard 304). For versions with tip, tip is either brass or plastic (Polyacetal POM).

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

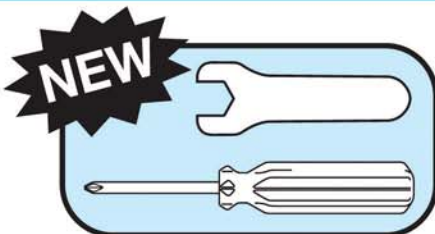
J.W. Winco's website catalog, with 3D CAD and online buying, is viewable on the J.W. Winco website.

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



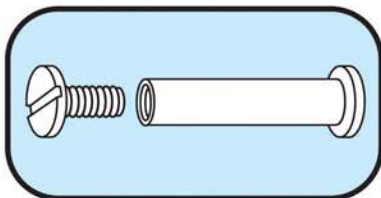
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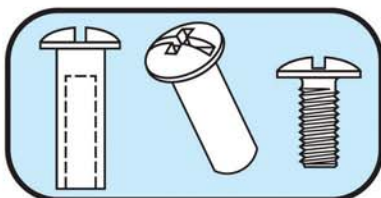
## ECONOMY TOOLS (Disposable Style)

Light duty, single-use style wrenches and screwdrivers. A wide range of sizes and styles available.



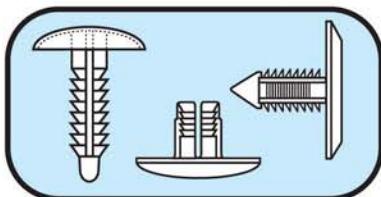
## SEX SCREWS (Male & Female)

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



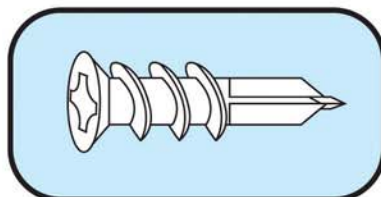
## SEX BOLTS (Male & Female)

Also known as Barrel Bolts, Barrel Nuts. Combo head. 1/4" thru 2" long & extensions. Other sizes available. Steel zinc.



## X-MAS TREE / RATCHET CLIPS

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## ITR ECONOMICS ADDRESSES THE MFDA



On April 23rd, 2015 the MFDA hosted their annual Economic Forecast meeting at The Chart House overlooking Manhattan's skyline as picturesque backdrop. After a few postponements due Mother's Nature cruel winter, the MFDA welcomed Danielle Marceau senior economist at ITR Economics. Founded in 1948, ITR Economics is the oldest, privately-held, continuously operating economic research and consulting firm in the United States. With a long-term 94.7% accuracy rating Danielle Marceau presented an overview of what the fastener industry should expect from our ever changing

economy for the remainder of this year as well as years to come. As always the information that ITR passes on to the MFDA members is always invaluable, informative and spot on in regards to trends and what is going on in our industry.

### MFDA Plans 20th Annual Golf Outing

Sunday, September 20, 2015 will mark the 20th Annual MFDA Golf Outing. The outing will take place at Wild

Turkey Golf Club, Hardyston, NJ with a 8:00 AM Shotgun start/4 person scramble.

This event, at a great venue, draws many fastener industry personnel for the opportunity to enjoy a fun business opportunity. As our industry continues to enjoy the face to face contact with their associates they seek out events where this is still present. Many have expressed enjoying the Saturday/Sunday event as they do not have to take time out of the office for this outing.

The Golf outing is preceded by a cocktail party on

Saturday evening which is always a great event attracting many fastener industry friends.

For further details and registration, check [www.mfd.us](http://www.mfd.us)

### MFDA Upcoming Events

#### June 25th 2015


Scholarship Awards Dinner  
Al Di La Ristorante, Rutherford, NJ

#### September 20th 2015

Golf Outing  
Wild Turkey Golf Club, Hardyston, NJ

#### December 3rd 2015

Holiday Party  
Al Di La Ristorante

If you are interested in other events that the MFDA hosts throughout the year, please feel free to look at the calendar section on the website [www.mfd.us](http://www.mfd.us) or email us at: [mfdaboard@gmail.com](mailto:mfdaboard@gmail.com). 



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## NEW WEBINAR CLASSES AND DEVELOPMENT OF ON-DEMAND ACCESS

The Fastener Training Institute is pleased to announce that their popular monthly webinar series will continue.

Carmen Vertullo will return as our guide through this continuing series of high-content instructional webinars. 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.

We began these web-based programs late last year and were very pleased with the high interest and great attendance. These interactive webinars are 90 minutes in length and include time for Q & A. All you need is a computer with high speed internet access.


### Future Topics Include:

- Vibration Resistant Fastening
- Anchors Away
- Hydrogen Embrittlement
- Metric Fasteners

- Print Reading
- Rivets and Inserts
- Sockets
- Fastener Basics Round 2

On-demand access to recorded webinars has been a highly requested topic since we began web-based training late last year. We are thrilled to announce that access to recorded webinars will be available soon. John Wachman of Desert Distribution Sales LLC and President of FTI advises, "We want to make fastener product training more easily available and affordable. The interactive webinar format is a perfect medium for us."

Please contact Jo Morris at [JoM@FastenerTraining.com](mailto:JoM@FastenerTraining.com) with your questions, comments and suggestions. We would love your input for future programs.

In addition to our new web-based training curriculum, FTI will be offering our traditional in-person fastener product training classes. There will be over 30 classes in 10 cities throughout the US. To find a class for you, please visit [www.fastenertraining.org/events](http://www.fastenertraining.org/events). 

# 2015 ALL AMERICAN — FASTENER SHOW —



**MARK YOUR CALENDARS**  
Nashville - September 9-10

For more information visit

**[AllAmericanFastenerShow.com](http://AllAmericanFastenerShow.com)**



# 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) \_\_\_\_\_

New Exhibitor  Haven't exhibited since 2011 or before

\$950- Premium Front Row Booth  \$850- Standard 8'x8' booth

**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.  
Payment method:  
 Check  
 Visa  MasterCard  American Express  
Card # \_\_\_\_\_  
Expiration date: \_\_\_\_\_ CVS code: \_\_\_\_\_  
Name on card: \_\_\_\_\_  
Signature: \_\_\_\_\_

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You are assigned BOOTH NUMBER(S): \_\_\_\_\_  
on \_\_\_\_/\_\_\_\_/20\_\_\_\_  
Check date: \_\_\_\_\_ Check #/Auth#: \_\_\_\_\_  
Total rental fee: \$ \_\_\_\_\_  
Received with application: \$ \_\_\_\_\_  
Balance due: \$ \_\_\_\_\_  
Accepted by: \_\_\_\_\_  
Balance paid check date: \_\_\_\_\_ Check #: \_\_\_\_\_ \$ \_\_\_\_\_

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## THE NAW ELECTS TWO NEW DIRECTORS

The NAW Institute for Distribution Excellence of the National Association of Wholesaler-Distributors (NAW) has announced the election of two new members to its Board of Directors: Jeff McLendon, President and COO of U.S. Lumber Group; and Tim Buche, CEO of the Motorcycle Industry Council Inc.



**THE NEWEST MEMBERS TO THE NAW BOARD:  
JEFF MCLENDON (LEFT) AND TIM BOUCHE (RIGHT)**

Joe Nettemeyer, Chairman of the NAW Institute for Distribution Excellence, and President and CEO of Valin Corporation, said, "We're pleased to have Jeff McLendon and Tim Buche join us on the NAW Institute Board, and we look forward to their involvement as the NAW Institute continues to produce leading-edge research for the benefit of the wholesale distribution industry."

U.S. Lumber Group is a leading regional distributor of specialty building products headquartered in Atlanta and operating eight distribution centers serving the Southeast and Mid-Atlantic United States.

The Motorcycle Industry Council Inc. (MIC) has a primary focus on the business of motorcycles, associated parts, and accessories. The MIC was created to promote and preserve motorcycling and the U.S. motorcycle industry. More than 250 members represent distributors and manufacturers of motorcycles, scooters, parts, and accessories, as well as allied trades such as publishing, insurance, and consultants.

### *The Balance of the NAW Institute Board Includes:*

Ron Calhoun, President and CEO

*The Palmer Donavin Mfg Co.*

Talbot Gee, Executive Vice President and COO

*Heating, Air-conditioning & Refrigeration  
Distributors International*

Kevin Kampe, President

*Womack Machine Supply Co.*

Patricia Lilly, Executive Director

*Fluid Power Distributors Association  
Security Hardware Distributors Association  
Wholesale Florist & Florist Supplier Association*

Kathleen Mazzarella, Chairman, President, and CEO

*Graybar Electric Co. Inc.*

Michael Medart, President and CEO

*Medart Marine*

Thomas Naber, President and CEO

*National Association of Electrical Distributors*

Joseph Nettemeyer, President and CEO

*Valin Corporation*

George Pattee, Chairman and CEO

*Parksite, Inc.*

Matthew Rowan, President and CEO

*Health Industry Distributors Association*

Larry Stoddard, President and CEO

*RelaDyne*


Ralph Suppa, President and General Manager

*Canadian Institute of Plumbing & Heating*

Doug York, President and CEO

*Ewing Irrigation Products Inc.*

Bruce Zwicker, President and CEO

*JJ Haines & Co. Inc.* 

NAW



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## SFA 2016 SPRING CONFERENCE & EXPO - APRIL 6-9 AND 2015 SPRING CONFERENCE HIGHLIGHTS

### 2016 Spring Conference & Expo

SFA established April 6 to 9, 2016 as the dates for the next Spring Conference and Expo. The event will be held at the Houston Marriott Westchase Hotel and Conference Center. The facility is centrally located and contains ample FREE parking for individuals who want to only attend the Expo. Due to numerous requests, the Conference will officially begin on Wednesday with the Welcome Reception and conclude on Friday Afternoon at 4:00 P.M. The change was made to accommodate the large number of exhibitors that expressed a desire to be able to return to their home base so they could spend the weekend with their families. Exhibit space reservation forms will be mailed to prospective exhibitors in September 2015.



### 2015 Spring Conference Highlights

In other SFA news, the Association recently completed a very successful Spring Conference in Santa Fe, New Mexico. The Conference was held at the Hilton Buffalo Thunder Hotel and Resort. Three informative seminars were presented during the three day event. Scott Womack, Sentry Insurance Company, opened the conference with a seminar titled "Claim Denied". Womack discussed various situations of how an insurance claim could be denied because of small alterations made with the product you sold that might influence the provisions of your insurance policy. Joe Greenslade, Industrial Fastener Institute, provided an insight as to how members could

improve their competitive edge. His topic, "Knowledge is Power", highlighted the many opportunities that are available to train and educate employees to make them more effective for the company and the customer. Matt Flajnik, American Anchor Bolt Co., chaired the final seminar on "Effective Management Techniques". The seminar divided attendees into five focus groups to discuss individual topics. The attendees reassembled and discussion leaders provided the thoughts and recommendations generated by their focus group to all attendees in the seminar.



### Fall Dinner Dates

The Fall Dinner Meeting dates for SFA have been established as September 15 for the Houston market area and September 22 for the Dallas/Fort Worth market area. The day of the week was moved from a Thursday night to a Tuesday night in an effort to avoid activities of area schools. It was determined that many schools are now scheduling sporting events on Thursday night because they had reached a point of not having sufficient facilities to hold all of the school events on Friday night. Specific locations and program speakers will be



announced later this Summer.

### SFA Welcomes New Members

Steve Abbott - Earnest Machine Products

Nick Penney - Vogelsang Fastener Solutions

Chuck Smith - AZ Lifting Hardware

Todd Lindsley - NAPPCO Fastener Company 



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### CONTINUOUS IMPROVEMENT FOR J J FASTENER DRILLING

Since its fresh new start in 2013, J J Fastener Drilling Company has focused its efforts on streamlining the automatic drilling process in order to deliver high-quality workmanship quickly. With a commitment to total customer satisfaction, our staff stands ready to fulfill your fastener drilling requirements. We drill one hole through heads or shanks and tumble the parts to break any sharp edges. Markets currently served include military/aerospace, commercial/industrial, nuclear, automotive and the medical industry.

Initiating lean manufacturing from its onset in Rhode Island, programs like 5S and Kanban have positioned J J as a vital link in our valued customers' critical supply chain. In addition to our core competency of automatic drilling, J J also offers vent-hole drilling for small lot quantities. As business continues to grow, so has our staff at J J. Under the leadership of John Moore, we now employ three skilled machine operators capable of drilling thousands of screws, bolts and pins every day. Each operator is given plenty of leeway to

innovate and improve our processes on a daily basis. Whether it is experimenting with different drill bits or machine speeds, our staff has adopted a philosophy of doing whatever it takes to make our customers glad they trusted J J. The complexity of each drilling machine requires cross-training of all personnel in all facets of production. We've fostered a spirit of cooperation and enthusiasm, helping to make the J J team a world-class drilling operation. In the modern manufacturing age with expectations of perfect quality, our organization has made on-time delivery our number one priority.

We do our best to offer the quickest deliveries in the industry, but never compromise our commitment to on-time delivery by overpromising a turnaround time. We always do all we can to meet and beat customer expectations. If we suspect we cannot meet your demands, we will communicate that and even go so far as to recommend a competitor who may be able to satisfy your unique demand. It's just one of the many ways we strive to be your trusted automatic drilling house. 

#### BUSINESS FOCUS ARTICLE

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## OBITUARY



### Remembering Jeff Podshadley

Jeff Podshadley, passed away on May 24th, 2015. He was born on May 9th, 1961, in Illinois, attended high school in Branson, Missouri, and moved to Texas in June of 1980.

He started his career in the fastener industry upon arrival in Dallas and worked at various companies over the past 35 years, notably Reynolds Fasteners (sales), Partsmaster (purchasing), and Infasco (sales).

Jeff was active in the SFA over the years attending many conferences and table top events. He served on the SFA Board of Directors from 1999 to 2002.

He is survived by his wife Carla and daughter Jana. A memorial service was held at Krum Church of Christ on May 31.

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### BAY SUPPLY MOVES INTO NEW 25,000 sq ft HEADQUARTERS

Bay Supply, a unit of Bay Fastening Systems, a master distributor for over 50 years moved into its new 25,000 sq ft headquarters.

#### What Does This Mean For You?

- Millions of dollars of the top manufacturer's of engineered fasteners in the industry in stock for immediately delivery. "Our multi-million-dollar warehouse is now YOUR warehouse."
- We expanded our lines of leading brands of blind rivets, rivet nut inserts, blind bolts, helical inserts, lock bolts, installation tools, tool parts and key locking inserts
- Additional expert technical staff to help you with your tool orders and applications
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#### BUSINESS FOCUS ARTICLE

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

### FASTENER WORDSEARCH

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

- |                 |                |
|-----------------|----------------|
| Blank           | Tank bolt      |
| Chamfer point   | Thumb screw    |
| Chip            | Track nut      |
| Collar          | Tubular rivets |
| Core            | U-bolt         |
| Die fin         | Wagon box head |
| Dowel pin       | Weld stud      |
| Flank           | Wing screw     |
| Helix angle     | Woodruff key   |
| Laps            |                |
| Monobolt rivet  |                |
| Nick            |                |
| Pipe plugs      |                |
| Seams           |                |
| Square neck     |                |
| Steel washer    |                |
| Structural bolt |                |
| Swell neck      |                |

Solution on Page 159



# S&M RETAINING RINGS

112 Phil Hardin Road, PO Box 39, Newton, NJ 07860

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## PROUDLY PRODUCING "MADE IN THE USA" RETAINING RINGS *by Michael P. O'Shea, Vice President*

### **Our History**

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

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

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

### **Our Products**

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

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

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

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

### **Our Goals**

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

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## NASHVILLE - A GREAT VENUE FOR SEFA

Music City proved to be a great place for the Southeastern Fastener Association to meet for their annual Spring Conference. The Opening Reception featured great music by the Jamie Higdon Band. A couple of their numbers even featured Terry Windham of Dixie Industrial singing. We keep finding talent in SEFA!!



**FROM LEFT TO RIGHT:  
JASON MIZNER, ROBBIE GILCHRIST, KYLE MILLER, MARK GORENC**

Golfers head out the next morning for a day on the Gaylord Golf Links. Fortunately the previous weeks' rains had moved out making pleasant golf. The winning team included: Paul Skiles (Tennessee Galvanizing), Jay Jefsen (Mid-South Metallurgical) and Lee Parker (Vulcan Threaded Products)

The second place team was: Robbie Gilchrist (Capital Marketing), Kyle Miller (Bamal Fastener), Jason Mizner (Elite Fasteners) and Mark Gorenc (The Dyson Co.)

The longest drive was won by Kyle Miller (Bamal Fastener) and closest to the pin was won by Gary Todd (Vertex Distribution)

These and other awards continued at that evening's Awards' Dinner. Recognition was given to Jonathan Hodges who has moved off the board after several years on the Board including positions as Board Member, President and Chairman. His constant attention to



**FROM LEFT TO RIGHT:  
DOUG & JODI BLAKELEY, TERRY & TINA WINDHAM**

planning events will be missed.

Also recognized was Joe Pittman for his tenure as President. Joe is great at making sure progress is made but not without having fun doing it. Joe remains on the Board as Chairman of the Board for the next year.

During dinner, attendees were generous in supporting the silent auction, split the pot raffle and prize raffle allowing us to raise more funds for the scholarship program. We thank Gary Todd for donating his split the pot winnings back to the Scholarship Fund. Without out the support of our membership, the scholarship program would never be as successful as it is.



**JOHN SUNDSTROM AND DON KUBKOWSKI**

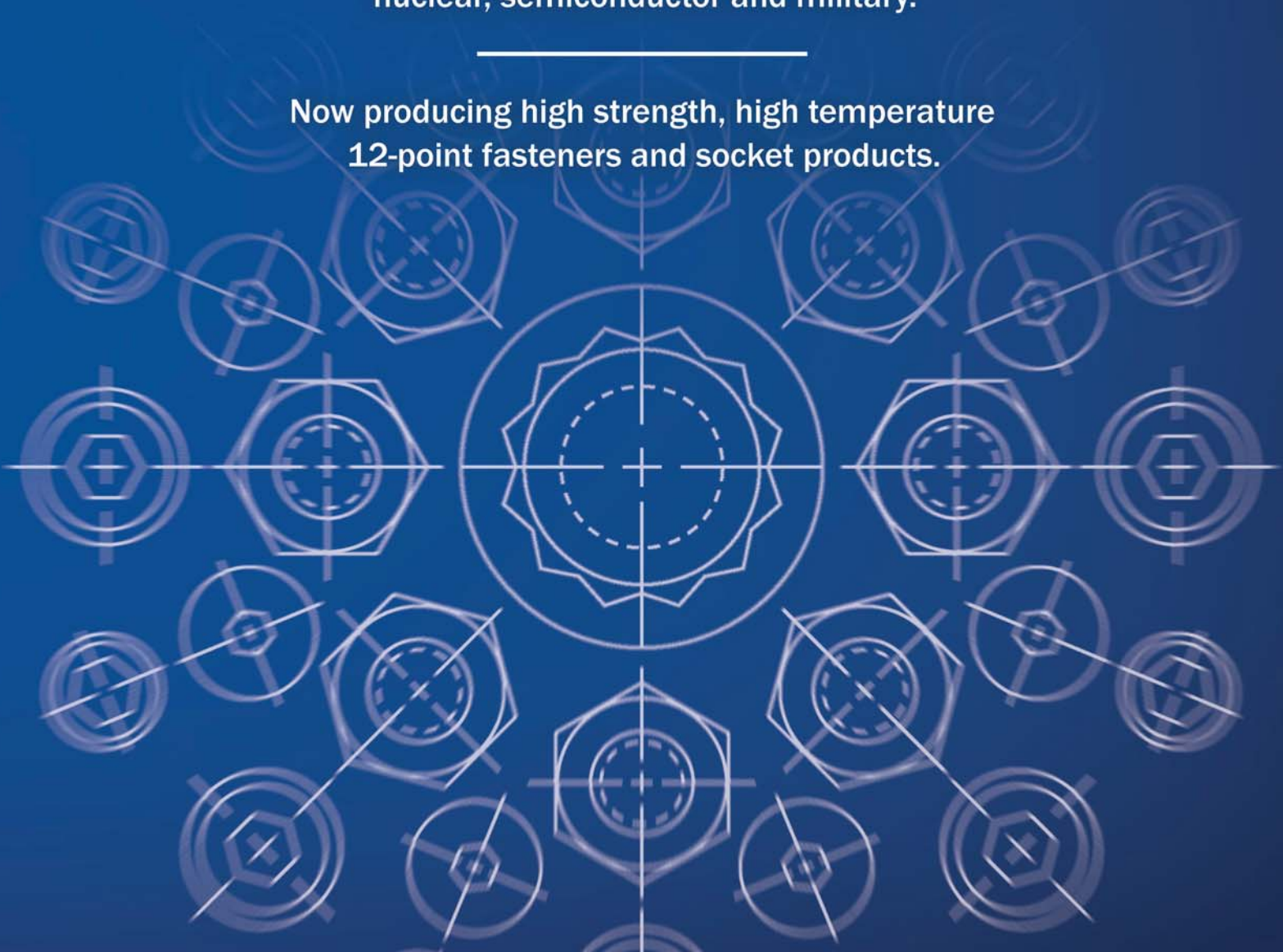


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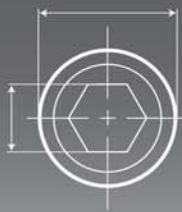
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## DISTRIBUTOR NEWS

**3Q, Inc.** is pleased to announce a new product line of Serrated Hex Washer Head Pull-Tight Self-Piercing and Pull Tight Self-Drilling screws. Serrated Pull-Tight screws provide superior starting and holding power compared to standard Hex Washer or Serrated Hex Washer tapping screws. Pull-Tight screws have a special serrated washer design that pulls in material for full engagement and have flanged teeth under the head that virtually eliminates stripping. The self-piercing screws penetrate best in material up to 16 gauge and the self-drilling screws are best for heavier gauge materials. Both products are designed to be installed with power tools for quick installation. They are made of heat-treated steel and have an improved corrosion resistant zinc finish. Sizes in stock range from #6 x 1/2" to #14 x 1-1/2". Samples are available upon request to demonstrate the superior performance of the 3Q, Inc. Pull-Tight Tapping Screws.

3Q, Inc. is also an ITW Shakeproof specialized distributor. 3Q, Inc. stocks a wide range of double coil lock washers and SEMS lock washers, as well as other ITW Shakeproof stampings and pin products. All of these parts are 100% domestic, made in the USA and DFARS compliant.

3Q, Inc. provides premier fastener sourcing and distribution. Low minimum order amount, partial carton shipments and bagging/kitting services are available.

*Learn more about their products and services at [www.3q-inc.com](http://www.3q-inc.com) or by calling 630-405-8492.*

## DISTRIBUTOR NEWS

**Rotor Clip Company, Inc.**, has announced the addition of a new outside sales representative.

Brian Gordon will now be responsible for the state of Ohio.

Sara Mallo, Vice President of Sales for Rotor Clip, states, "Brian has the experience and knowledge required to work with our customer base and we are confident that he will be a great asset to the team."

Rotor Clip manufactures a full line of retaining rings, constant section snap rings, spiral retaining rings, wave springs and constant tension band hose clamps.

*For more information contact Rotor Clip Company, Inc. at 187 Davidson Avenue, Somerset, NJ 08873. Tel: 732-469-7333, Fax: 732.805.6472 or visit online at [www.rotorclip.com](http://www.rotorclip.com).*

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## NCFA's 7th ANNUAL DISTRIBUTOR SOCIAL WITH FASTENER SUMMIT BONUS

by Marty Nolan, NCFA President

On May 14th, the North Coast Fastener Association held its 7th Annual Distributor Social, which was attended by over 220 people from the fastener industry. Throughout the day the NCFA held a series of programs, the collection of which was promoted as The NCFA Fastener Summit.

The Fastener Summit included a plant tour of ND Industries, whom develops and supplies high quality fastener coating products and services to wide variety of industries. Thank you to ND Industries for opening your doors for the NCFA Fastener Summit.

Next on the Summit Agenda, was a "Lunch and Learn" program on Failure Analysis and Consultancy conducted by Element Materials Technology. Thank you to Element for putting on a great presentation and to the IF1 for the use of their classroom. Up next was a presentation by Kevin Reid of the NFDA on their recent Profitability Survey followed by the "Three on Three" panel discussion, which gave three unique perspectives on the latest fastener industry trends from Brian Musker (Fully Threaded Radio & Fasteners Clearing House), Ryan Kertis (Stelfast & Young Fastener Professionals) and Bob Baer (Abbott Interfast & Mid-West Fastener Association). The program was moderated by Eric Dudas, Fully Threaded Radio. Thank you to the panel participants and to Eric for making this panel discussion a success.

As the Fastener Summit wrapped up, it was time for the Distributor Social to begin. With a great turnout again this year, the NCFA Distributor Social has turned into a premier networking event. This event would not be possible without the support of the following sponsors:

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## MHS INDUSTRIAL MARKING IT'S 75th ANNIVERSARY

After 74 years in one location, MHS Industrial Supply of Mansfield, Ohio, has moved to a new location in conjunction with its 75th anniversary.

The distributorship moved from its original 18,000 sq ft Foster Street facility on the edge of downtown to a 42,000 sq ft building in an industrial park building near the airport.

"We were in four levels," Ann Downs told the Mansfield News Journal. "We had a freight elevator. We were constantly moving inventory up and down. We were also running out of space."

The distributorship was founded in 1940 by Charles Underhill as Mansfield Hardware & Supply, and originally specialized in screws. At the time Westinghouse and Tappan were the major local manufacturers. Over the decades major industrial names also included General Motors and Empire-Detroit Reeves Steel – now AK Steel.

Mansfield, a city of 47,000, is 80 miles southwest of Cleveland and 65 miles north of Columbus.

In 1945, Joseph Miller was hired as a sales manager. He became owner and president in 1974 after Underhill's death. Miller retired in 1983, turning the management over to his daughter, Ann Downs, and her husband, Phil Downs. Their son, Brad Downs, joined the family business in 2012 after receiving a college degree in industrial distribution and then working for an industrial supply company in Sandusky, OH.

"Being family owned has its challenges," Ann Downs told the Journal. "It seems like you always end up talking about

business, but we've made it work very well."

In 1965 the company name was changed to Mansfield Hardware & Supply Co. and in 2010 the company became MHS Industrial Supply.

MHS now has 12 employees and customers in 42 states. MHS sells products for commercial, industrial and

construction use, including abrasives, cleaning suppliers, electrical, hardware, HVAC, lawn & garden and office supplies.

How has MHS beaten the "big box" stores? "People in this town know we're here and we are going to stay here," Ann Downs told FIN. "They won't have to deal with a new salesperson every six months."


Customers know from experience that MHS provides customer service, she said.

Downs also credits DoltBest Corp's Incom Distributor Supply, which MHS joined in 2008. Incom "opened deals, vendors and pricing to us, which we wouldn't have had," Downs explained.

Over the decades the customer base has changed. At one point contractors were a major

segment, but now industrial customers are the largest for MHS. "Fasteners are still a good chunk of the business," she told FIN.

The new facility has triple the showroom space as MHS seeks more walk-in traffic to continue sales growth.

**MHS Industrial Supply is located at 70 Sawyer Pkwy, Mansfield, OH 44903. Tel: 419-522-2911 or 1-800-686-1768. Email: salesdesk@mhs1.com or visit them online at www.mhsindustrial.com.** 



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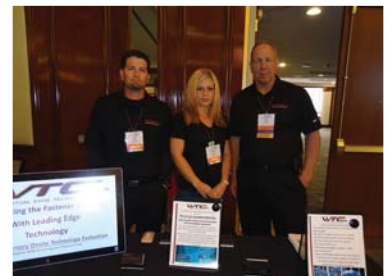
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## DISTRIBUTOR NEWS

**Perfect Lock Bolt America, Inc.** introduced the Perfect Lock Bolt (PLB), a dual-threaded bolt and nut system engineered to reduce or eliminate self-loosening problems in the fastener industry.

The PLB consists of a dual-threaded bolt shaft and two nuts of different thread pitches. The first, or primary nut on the shaft, is a coarse thread nut. The outer, or secondary nut on the shaft, is a fine thread nut, or "lock nut." When the PLB is subjected to a self-loosening force in any form, the primary nut moves away from the preloaded pressure along the bolt shaft faster than the secondary lock nut. Under any loosening force, the primary nut and the secondary lock nut move away from the pre-loaded pressure at different rates, creating mechanical lock between the two nuts.

"The Perfect Lock Bolt is a simple, yet ingenious design," said Mark Doll, Perfect Lock Bolt America, Inc.'s CEO. "The Perfect Lock Bolt decreases maintenance and liability, while increasing safety, which ultimately provides a significant cost savings."

The PLB is designed to reduce, and even eliminate many common problems associated with external loosening forces such as wind, heat-related expansion and contraction, and vibration.

The PLB is ideal for applications such as: bridges, industrial machinery, construction and farm machinery, trucking, aerospace, high-speed rail, amusement parks, wind generation, landfill refuse separation or in any situation where vibration is an issue of concern.

The PLB's revolutionary new design is fully reusable, causing no damage to the bolt, the nuts, or to the equipment being secured by this patented fastening system. The PLB is coated with environmentally friendly coatings.

The Perfect Lock Bolt has passed and exceeded the Vibration Masters Junker Vibration 25201-B test, and it is available in different grades, sizes, lengths and finishes.

For more information, contact Perfect Lock Bolt America, Inc. at 269 Technology Way, Suite 6, Rocklin, CA 9576. 5Tel: 855-477-7522, Fax: 916-408-6535 or visit them online at [www.perfectlockbolt.com](http://www.perfectlockbolt.com).



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## NEFDA HOSTS 27th ANNUAL GOLF OUTING - JUNE 4, 2015

The week's earlier threatening weather gave way to very pleasant weather for the NEFDA's 27th annual golf outing on June 4th at Oak Ridge Golf Club in MA. It was great to see over 80 golfers, from the New England area and beyond, enjoy a day of fun and catching up with industry friends. Star Stainless sponsored a \$20,000 hole in one prize; unfortunately they were not able to award it to anyone. There was better luck for golfers on the "Double Your Money" hole where hitting the green doubled their bet. A few golfers were able to collect on their bets.

With a great flow of golf, the golfers were able to finish in a few hours and enjoy an open bar before dinner. After dinner, the many anticipated awards and raffle prizes were presented.

### *Congratulations To Our Team Winners*

**First Place Team-Gross:** John Kraus, Chris DeMore, Mike Londergan, Ed Breck of the Atlantic Fasteners Co. team

**First Place-Net:** Steve Cinnante (Star Stainless), Scott Graham (Tri-State Fasteners), Peter Bates (NEFCO), and Rich Gower

**Second Place-Gross:** Wayne Wishnew (XL Screw Corp.), Skip, Harrison and Alex Maxfield (NEFCO).

### *Other Winners Included*

**Closest to the Line-Women:** Tracey Niksa

**Closest to the Pin-Men:** Ed Breck

**Longest Drive in Fairway-Women:** Sara Mallo

**Closest to the Pin-Men:** Fred Barr

**Closest to the Line-Men:** Joel Koppe

**Closest to the Pin-Women:** Lisa Breton

**Longest Drive-Men:** Mike Londergan

Thank you to Solutions Industries for providing customized first place trophies and longest drive bats.

Many of the attendees left with valuable raffle prizes donated by our generous attendees, one of which was



MATT CALLAHAN AND JOHN CONTE

Harrison and Alex Maxfield of NEFCO were the lucky winners of the Scholarship split the pot raffle.

### *Thank You To Our Sponsors and Participants*

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**BENGT BLENDULF A FEW COMMON MISTAKES ABOUT BOLTED JOINTS** *from page 8*

(For you guys – don't kid yourselves about this. I have been married to my Anna for 52 years and I am still in "training". But, be careful not to call women nuts, it can back-fire!) Anyway, back to technicalities!

The major problem we have in the "inch world" is that there are so many (perhaps too many) descriptions for nut strength. A SAE J995 Grade 5 nut for a Grade 5 bolt has a proof load of 120 000 PSI, the same as the tensile strength for the Grade 5 bolt. The proof load for the Grade 5 bolt is 85 000 PSI (through 1") or about 70 % of tensile which is a comfortable strength relationship if we are designing the joint correctly. Just keep in mind that the proof load for nuts is the ultimate strength. We can also find a carbon steel nut called ASTM A194 Grade 1 with the exactly same proof load as the SAE Grade 5 and with the same dimensions but with the hardness of HRB 70 min where the Grade 5 nut calls out HRC 32 max.

SAE Grade 8 nuts (carbon steel) have a proof load of 150 000 PSI (HRC 32-24), same as the Grade 8 bolt. If we look at ASTM we need to go to ASTM A563 Grade DH (alloy steel) to get 150 000 PSI proof load strength. Grade 8 nuts in ASTM are all stainless steels of various alloys and conditions.

ASTM does not have a "Grade 5" nut which, of course eliminate mix-up with SAE Grade 5. Can drive you nuts, right?!

As we can learn from this, a mistake is rather easy to make. I am sure that the engineers writing standards for ISO, SAE, and ASTM all have good intentions and are trying to cover as many applications as possible in some way. But, in the case of SAE and ASTM (both English speaking) writing very similar specs, but they are making very little sense about what to call them. This is not particularly helpful for people in the trade. To avoid mistakes in this area, perhaps we should leave terms like "Grades" to SAE and ask ASTM to come up with something else, i.e. "class" as is used in ISO metric. That way we would at least separate SAE and ASTM for the inch standards.

## Accessories

"Locking devices" are intended to assist in preventing assemblies from coming apart in service. Very few so called "locking fasteners" will prevent load losses which can eventually cause joint failures due to fatigue, etc. ASME is showing the following disclaimer in standards for these


products:

"The word lock appearing in the names of products in this standard is a generic term historically associated with their identification and is not intended to imply an indefinite permanency of fixity in attachments where the fasteners are used."

If a bolted joint is not well designed to begin with, a "locking" device may not make it much better. But, if a nut is not freely spinning off the bolt end, we may at least be able to catch a pending problem before everything falls apart.

Washers come in many styles, materials, sizes, etc. For high strength bolted joints the hardness of the washer is crucial. Due to the higher preload and the residual clamp load in operation, we must prevent bolt/screw heads and nuts to embed into the substrate. The surface pressure must not exceed the Pmax for the material we are clamping on. This is also true for the washer materials. A good rule is to use washers that are harder than the joint materials. This is an area where I see a lot of problems because of the attitude "a washer is a washer is a washer...." In our standards for washers there are choices of hardened or soft washers. Most flat washers are made from "scrap" materials, i.e. edges of rolled sheet steel where we see large variations of thickness. The hardness of these so made washers is not usually specified and not, therefore, suitable for higher grades or classes of fasteners.

If we want to prevent bolts and nuts to embed into the washers we must either have them hardened (by heat treatment) or made from hard rolled steel sheets. For wear parts we may consider surface hardened washers, but I would not recommend them for hard clamping. For ISO metric you find in ISO 7089 classes like HV 300-200 (cold rolled typically) suitable for 8.8 fasteners or HV 400-300 for higher classes. For inch (SAE and ASME) you find a similar division of softer and harder washers. The harder are usually "neglected" by industry except for the steel builders using ASTM F436 specs. Heat treated washer to SAE specs are listed with Rockwell hardness, typically HRC 45-38, same as F436. The reason why the ISO specs use HV Vickers hardness is that for thin part we can't practically test with HRC.

One final note, DON't ever stack up washers as spacers if the bolt is too long. Every interface will add to embedment so buy the right bolt size or make a solid spacer. 

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Lengths to 20 Feet  
Right or Left Hand Thread

## ● **SPADE BOLTS**

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

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J, L, V & Eye Bolts  
Anchor & Hook Bolts

## ● **MATERIALS**

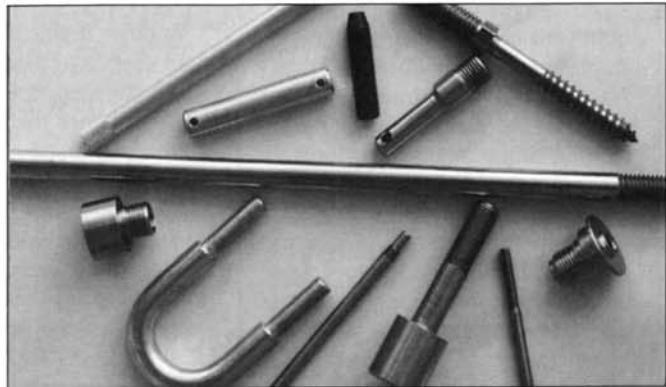
Carbon Steel (All Types)  
Alloy Steel: 4037A, 4140, 8620  
B-7, B-16, Stainless Steel  
Copper, Brass, Bronze, Nickel  
Alloys, Monel, Aluminum

## ● **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  
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## DISTRIBUTOR NEWS

**United Performance Metals** launched a redesigned website: [upmet.com](http://upmet.com). The website is designed to be mobile friendly and provide quick access to the product catalog. The catalog includes search and online quoting, live chat and technical information. There is a certifications list and processing capabilities.

United Performance Metals supplies stainless steel, duplex stainless steel, nickel alloys and cobalt alloys. United was created by the 2008 merger of Ferguson Metals and AIM International. UPM has branches in LaMirada, CA, and Houston, and is headquartered in Hamilton, OH.

UPM is owned by Alabama-headquartered O'Neal Industries Inc., which has 90 facilities in North and South America, Europe and Asia.

For more information, contact United Performance Metals at 3475 Symmes Road, Hamilton, OH 45015. Tel: 513-860-6500, Email [sales@upmet.com](mailto:sales@upmet.com) or visit them online at [www.onealind.com](http://www.onealind.com).

News courtesy of [GlobalFastenerNews.com](http://GlobalFastenerNews.com).

## DISTRIBUTOR NEWS

**Elgin Fastener Group (EFG)** announces that it was awarded the Gexpro Innovative Supplier of the Year at Rexel Holdings USA Trade Fair.

Attended by 500 company and supplier personnel in Tampa, FL, the fair highlighted top partners of Gexpro North America.

Marty Goeree, EFG's VP of Customer Care, received the only award by an American company and one of only three awarded by Gexpro Services.



Multiple initiatives undertaken recently at EFG are aimed at increasing customer responsiveness and precision at all 10 locations by each of 600+ Associates.

Partnering with customers in ways that leverage EFG's deep experience and capabilities with customers' strategies provides added value for everyone.

Elgin Fastener Group is North America's leading provider of system-critical engineered fastening solutions serving blue-chip wholesalers, distributors and original equipment manufacturers.

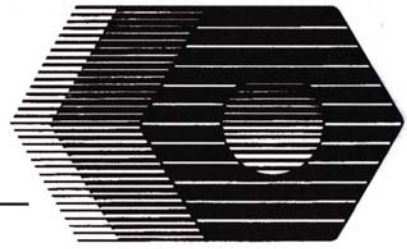
For more information, contact Elgin Fastener Group LLC, 4 South Park Ave., Suite # 203, Box 5, Batesville, IN 47006. Telephone: 812-689-8917, Fax: 812-689-1825. Email: [quotes@elginfasteners.com](mailto:quotes@elginfasteners.com) or visit their website at [www.elginfasteners.com](http://www.elginfasteners.com).

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With respect to fasteners, light weighting essentially takes two basic forms, direct and enabling methods.

### Direct Methods

Direct methods are strategies employed that directly reduce the weight of the product by reducing fastener mass. It means finding new, lighter weight approaches to conventional fasteners or ways that conventional fasteners can be reduced in size without negatively impacting performance. Naturally, the greatest challenge with either of these approaches is related to strength or performance reduction. For example, although it is an extremely attractive concept to substitute lightweight aluminum for steel, this may not be possible when a high strength fastener is required.

In reality though, there are many fastened joints that do not require high strength fasteners. These become candidates for replacement with lightweight materials such as aluminum, titanium, or potentially plastic. In fact, one German fastener company, RIBE, has been at the forefront of developing a line of special, engineered aluminum fasteners, ALUForm®. These fasteners are commonly being employed today by automotive powertrain engineers to take significant weight out of engines and transmissions. In addition to being about one-third the weight of their steel counterparts, they are of similar material make-up of the engine components they are attaching and fastening into. This has the added bonus of eliminating several engineering challenges faced when pairing two dissimilar materials together in a fastened joint.

In a similar manner, another German fastener company, EJOT, has developed an all-aluminum thread forming screw, Delta PT ALU®, and one of plastic, Delta PT P®, for applications of fastening into plastics. These screws do not possess the same strength as their steel counterparts, but more than enough to perform the thread forming function required of them in softer, plastic materials. Although these screws tend to be small, and therefore, do not net a great deal of weight savings in a single screw, when utilized in systems such as door modules or instrument panels, which may contain up to 60 or 70 of the same screw, the combined weight savings quickly adds up.

Again, there are challenges for the manufacturer of these types of products. The materials themselves have to be developed to eke out the highest levels of strength possible. This often requires development by material scientists and/or the material suppliers. In addition to either choosing the correct material composition or

developing a proprietary one, many processing parameters including the most suitable heat treating or aging process and temper condition to obtain desired material properties are critical.

Of equal importance to the fastener itself, is the engineering that goes into the entire joint. It is important to stress that one can't simply decide to substitute a light weight fastener for a steel one without first conducting some application engineering and validation to get the joint design and tightening parameters correct. This requires trained specialists that are able to evaluate all the requirements of the joint and make the proper recommendations.

Another way that parts are made lighter is to either remove mass or to downsize the existing fastener. Providing "lightening holes" in the heads of parts has long been utilized in the aerospace industry (Figure 1). The lightening hole doesn't remove much weight from an individual part, but when combined with many fasteners used through the entire system, the savings can prove significant.



FIGURE 1: EXAMPLE OF A "LIGHTENING WHOLE" IN A FASTENER HEAD

In a like manner, there are innovative and proprietary thread designs that allow for either less thread engagement or smaller diameter fasteners without sacrificing performance. One example of such a fastener is the EJOT Delta PT® thread forming screw for plastics. In comparison to some other thread forms commonly utilized for the same purpose, this proprietary thread form can provide the same or better performance with less axial thread engagement or, sometimes, smaller diameters. When these savings get added up over multiple joints, the weight savings begins to become evident.



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**NEFDA NEFDA HOSTS 27th ANNUAL GOLF OUTING - JUNE 4, 2015** *from page 112*


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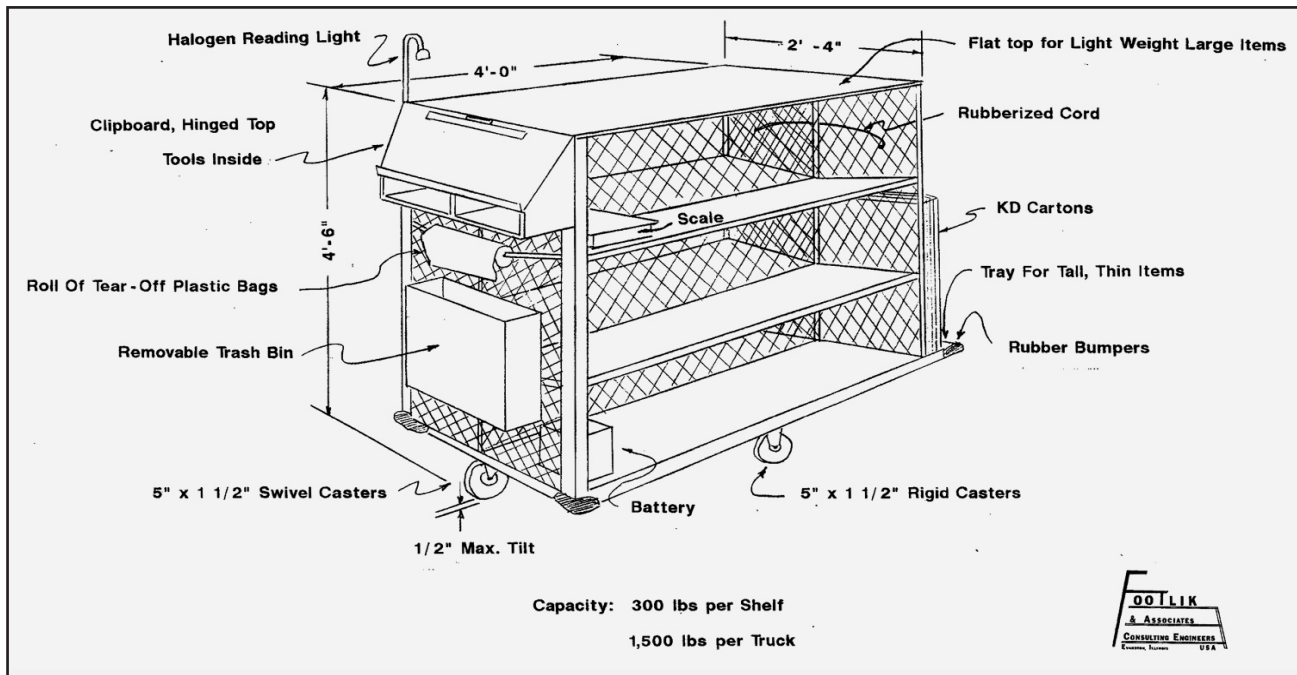
**Special Mention for John Conte of Fall River**

The association also took this opportunity to induct John

Conte of Fall River into the Hall of Fame for his continued support, assistance, and dedication to the NEFDA. John works very hard prior to and on the day of the Golf Outing to present attendees with an outstanding Golf Outing. Rick Ferenchick/Arnold Industries gave tribute to John stating there is always one that excels, who walks the extra mile to put out 125%. That person, John Conte, is a quiet success, whom we are proud to induct into the Hall of Fame.

Without John's endless efforts over the last 10 years, the outing could not have grown and prospered as it has. Fall River sponsored a large amount of prizes, which were greatly appreciated by attendees. We also thank John Moynihan, Matthew Callahan of Callahan and Moynihan Assoc. and Rick Rudolph/Rick Rudolph Associates for their time and efforts in assisting with the Golf Outing. Thank you to Star Stainless also for providing towels and golf ball kits to all the golfers.

All attendees were great in purchasing mulligans and raffle tickets allowing the association to collect funds for additional scholarships. This annual event always creates excitement among the members and great support. We thank everyone who participated in the success of the 2015 NEFDA Scholarship Golf Outing. Next year's Scholarship Golf Outing will be on June 2nd. 



**FIGURE 1: THE STAFDA ORDER ASSEMBLY CART**

Checking in mixed cartons, moving the materials into the warehouse and getting the goods onto the shelving can also be significantly enhanced by using the right cart. The STAFDA Order Assembly Cart shown above is far superior to the more usual grocery carts and machinist carts that are generally employed. By organizing the materials directly from the incoming carton to the shelf of the cart according to warehouse location any operation will experience measurable efficiency improvements. Similarly the cart holds more materials and the diamond wheel configuration is far more maneuverable than carts with wheels in the four corners. This means fewer, faster trips to put the goods away.

The cart can also be set up to facilitate statistical sampling of the shelf inventories using a scale and portable data entry equipment. Adding tools and accessories for handling trash, cutting cases, task lighting, etc. becomes an exercise in creativity for everyone. Providing the stockers and pickers with a tool belt takes this one step further by insuring that their tools and tasks are matched without overloading their pockets and hands. By organizing the individual less time will be spent groping for the right tool or backtracking to look for what was left behind.

What's the downside? Cost is relatively minimal for the carts but they are virtually useless without training.

Individuals need to buy into the concept, embrace it as a significant improvement and adapt it to their own style of operation. This will take some time and nurturing. There is also a problem with a warehouse where the aisles are undersized or filled with excess inventory. If this is the situation then taking the time to reopen the aisles is a very good idea. This is also an opportunity for some team building, training and morale enhancing exercises.

Previous articles over many years have covered the needs and topics for training the staff and enhancing housekeeping. Rethinking family groups, adding new carts and developing better techniques are all ways to increase your margins while setting the stage for "gain sharing" with employees and customers. The investment in time will be repaid many times over and you are on your way to successfully competing with anyone...large or small.

### *Taking it Further When Moving or Remodeling*

Moving to a new facility and starting with a fresh layout is an opportunity to take the program to a much higher level with an optimized layout in your market context. The layout shown below is radically different from just filling the space with shelving. There is considerable sophistication potentially available without extra expense other than the time spent in planning for the move.

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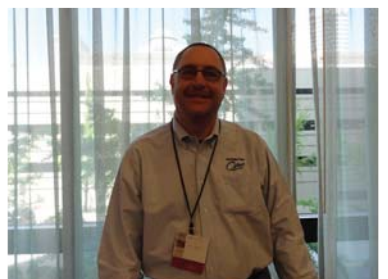
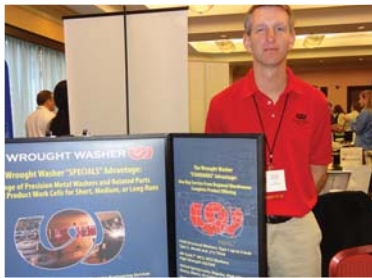


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# SEFA ANNUAL SPRING TABLETOP SHOW NASHVILLE, TN - APRIL 21-23, 2015



# FASTENER CROSSWORD PUZZLE

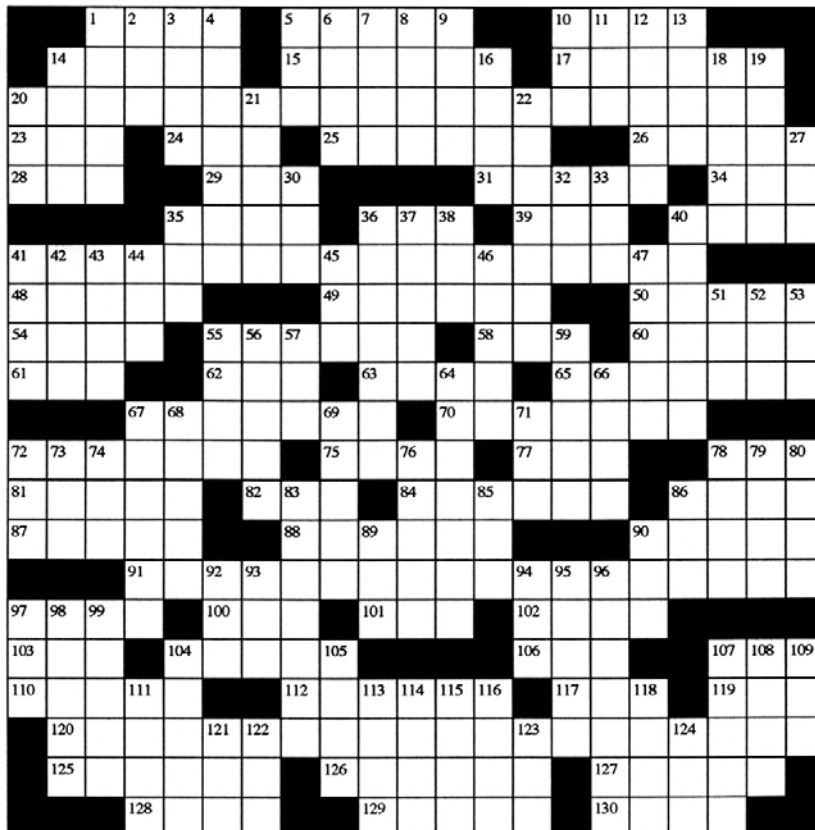
Test Your Knowledge!

**ACROSS**

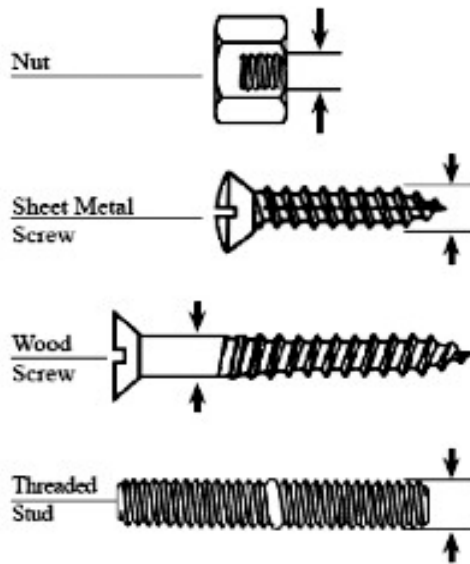
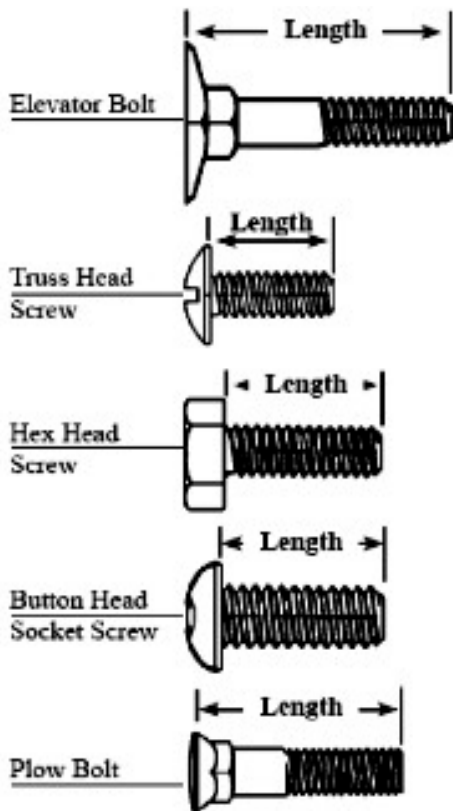
- 1 Screw-and-washer assemblies
- 5 Slender wire nails with small barrel heads
- 10. \_\_\_ bolt
- 14. One worshipped in a mosque
- 15. At \_\_\_, haphazardly
- 17 Stopwatches
- 20. Fastener with a double hexagon top
- 23. Marry
- 24. Satellite laser ranging: abbr.
- 25. "\_\_\_ Radio"; 1982 TV sitcom
- 26. Glowing coal fragment
- 28. Takes too much, for short
- 29. Surface defect
- 31 Exchange
- 34. AP's competitor
- 35. \_\_\_ War; noted racehorse
- 36. Jacuzzi
- 39. Clock numeral
- 40. \_\_\_ Preminger
- 41 Six-sided Allen head fasteners
- 48. Direction indicator
- 49. \_\_\_ the occasion; meet a challenge
- 50. \_\_\_ nuts; those that durably cap open ends
- 54. IRS agent
- 55. Part of USSR
- 58. And so forth: abbr.
- 60. Plastic wrap
- 61 Utter
- 62. Have debts
- 63. Appoint
- 65. Indignation
- 67 Panicky
- 70. Enchants; draws
- 72. Lament; regret
- 75. Tidy
- 77 Gore and Pacino
- 78. Fastener surface depression
- 81 "I Am..."; Neil Diamond song
- 82. Female deer
- 84. Greek letter
- 86. Manny \_\_\_, once of baseball
- 87 Singer Eydie
- 88. Ponders things gloomily
- 90. \_\_\_ bear

- 91 Fastener threaded only at the end
  - 97 Cafeteria diner's item
  - 100. Actor Holbrook
  - 101 Hearing organ
  - 102. Prefix for cast or gram
  - 103. Large Internet service provider's letters
  - 104. \_\_\_ boom; sound-barrier breaking noise
  - 106. Young bear
  - 107 \_\_\_ head; fastener top style
  - 110. Cerebral \_\_\_
  - 112. 1962 No. 1 hit single for Tommy Roe
  - 117 Pigeon's sound
  - 119. Barcelona bear
  - 120. Two types of nut accompaniments
  - 125. Slow crawlers
  - 126. Well-mannered
  - 127 Sea duck
  - 128. Japanese rice drink
  - 129. Family car
  - 130. Ruby and Sandra
- DOWN**
- 1 Toboggans
  - 3. Dallas hoopsters, for short
  - 4. Clear wood finish
  - 5. Harlem address
  - 6. Picnic spoiler
  - 7 \_\_\_ Domini; A. D.
  - 8. Old pesticides
  - 9. NYC artists' area
  - 10. Standard: abbr
  - 11 It's, to a poet
  - 12. Game show host
  - 13. This will curl your hair
  - 14. Stunned with wonder
  - 16. Veal or venison
  - 18. Refute an argument
  - 19. Used a broom
  - 20. Cube root of eight
  - 21 Practical joke
  - 22. Orange-colored fruit
  - 27 \_\_\_ de Janeiro
  - 30. "The Raven" poet
  - 32. Broadcast
  - 33. \_\_\_ fin; excess material on a fastener
  - 35. Do a lawn chore
  - 36. School subject
  - 37. Noodles
  - 38. Hairy as an \_\_\_
  - 40. Acting awards
  - 41. Sombreros & bowlers
  - 42. Columnist Bombeck

- 43. Doctor's negative
- 44. Family member
- 45. Prefix for angle or cycle
- 46. \_\_\_ structural rivets
- 47 Squander
- 51 \_\_\_ pro nobis; pray for us
- 52. Dustcloth
- 53. WNW plus 90°
- 55. Fly high
- 56. Possessed
- 57 11/11 honoree
- 59. Was able to
- 64. Toro's opponent
- 66. \_\_\_ Major; Great Bear constellation
- 67. Like a poor excuse
- 68. Roper's event
- 69. Still; sluggish
- 71. Blood analysis site
- 72. Use a shovel
- 73. That, in Spain
- 74. Golf hole average
- 76. Island greeting
- 78. "The Sport of Kings"
- 79. European lang.
- 80. Small pie
- 83. Tapering pillar
- 85. East Lansing univ.
- 86. Crowd
- 89. Suffix for a carbohydrate
- 90. \_\_\_-load; residual in a blind rivet after setting
- 92. Actress Margaret
- 93. Okla.'s neighbor
- 94. Maj.'s superior
- 95. Playing card
- 96. Nudged
- 97 \_\_\_ bolts
- 98. Highways
- 99. \_\_\_ wrench
- 104. Middle East nation
- 105. Fellow
- 107 Flag holders
- 108. Study of the stars & planets: abbr
- 109. Denials
- 111. Spanish Mmes.
- 113. Baseball's Slaughter
- 114. Just sitting there
- 115. \_\_\_-back; relaxed
- 116. Dog in "The Thin Man"
- 118. Off-Broadway award
- 121 Sort; variety
- 122. TV drama series
- 123. Barbie's beau
- 124. "\_\_\_ to Billy Joe"



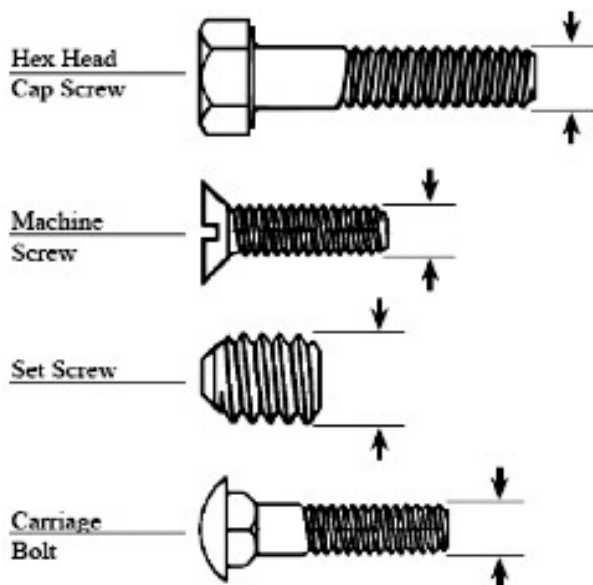
Solution on Page 159



This is particularly useful with small screws which may have flat heads and when measuring plow bolts and carriage bolts.

The next chart illustrates how diameters are measured for internal and externally threaded products. There is always some confusion with how to measure tapered threads, so the wood screw diagram gives an excellent example.

**Measuring The Diameter Of Threaded Products**



Another frequent problem is with properly measuring and identifying the threads.

Does the nut have dots and lines on it or a number? Does the bolt head have a number or radial lines? This information will let you know if they are dealing with inch or metric threads.

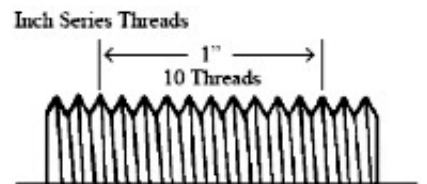
Inside sales personnel definitely need a basic type of product training to know that what the customer means is correct so the proper part can be ordered.

Growth in sales does not present itself very often if just the order is taken for what the customer asked. This is where the extra product knowledge can expand an order with companion products.

**Outside Sales**

It is always good to have a personal contact with your customer. This way, if there is any question about the proper product, it can be determined there. Application product training here is essential.

Customers do not always have the proper measuring tools to check thread types or size. But they have all the measuring tools they need in their storage bins. Use the products in the bins to determine diameter, thread pitch and length.



Thread size is identified by the diameter and number of threads per inch.

Fine thread in the inch series is identified by a larger thread per inch (TPI) number. For example:

- 3/4 - 10 = Coarse Thread
- 3/4 - 16 = Fine Thread

## DISTRIBUTOR NEWS

**The DPA Buying Group** is pleased to welcome fourteen new distributor members to its Industrial products division:

- AFT Fasteners, (Arlington, TX)
- Air Supply and Fastener, (Kerrville, TX)
- All State Supply Co., Inc., (Wilmington, NC)
- Butler Fasteners Supply, (Stockbridge, GA)
- Carbide and Supply, (Friendswood, TX & Houston, TX)
- East Coast Contractors Supply, (Pompano Beach, FL)
- Emerald Tool Corp., (Montclair, CA)
- Fasteners Depot, (Bronx, NY)
- Milwaukee Industrial Cutting Tools, (West Allis, WI)
- Specialty Tool, Inc. (Rock Hill, SC)
- Titan Fastener and Supply, (Nashville, TN)
- Thomas Industrial Supply, (Schofield, WI)
- Roseburrough Tool Company, (Orange, CA).

The group also recently added six new preferred suppliers:

- Airmaster Fan, (Jackson, MI)
- Florida Pneumatic, (Jupiter, FL)
- Franklin International (Titebond), (Columbus, OH)
- G&J Hall Tools, (St. Louis, MO)
- Lancaster Distribution, (Mesquite, TX)
- Triumph Twist Drill, (Chisholm, MN)

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## OBITUARY

### Remembering Larry Mills



The Fastener Industry says goodbye to another of its friends - Larry Russell Mills, 72, passed away recently.

His fastener roles included vice president of sales & marketing for Brico Industries. He was active in the Mid-West Fastener Association.

Survivors include four children and six grandchildren. He was preceded in death by his wife, Diane. The family suggests donations to the Juvenile Diabetes Research Foundation.

# NATIONAL FASTENER DISTRIBUTORS ASSOCIATION

10842 Noel Street #107, Los Alamitos, CA 90720

TEL 1-877-487-6332 EMAIL [nfda@nfda-fasteners.org](mailto:nfda@nfda-fasteners.org) WEB [www.nfda-fasteners.org](http://www.nfda-fasteners.org)

## CASEY MCILHON ELECTED NFDA PRESIDENT FOR 2015-2016 by Vickie Lester

Casey McIlhon of Assembled Products (Des Moines, IA) was elected as the 2015-2016 president of the National Fastener Distributors Association. Marc Strandquist of The Wurth Industry Group (Indianapolis, IN) will serve as vice president, Kameron Dorsey of Beacon Fasteners & Components (Wheeling, IL) is the new associate chair, and Paul Tiffany of Copper State Bolt & Nut (Phoenix, AZ) will remain on the Board as immediate past president.

Three new Board members were elected to serve on the NFDA Board: Kevin Godin of General Fasteners Company (Livonia, MI), Adam Pratt of Sherex Corporation (Tonawanda, NY), and Jennifer Ruetz of AIS-All Integrated Supply (Franksville, WI).

Continuing on the NFDA Board are Giovanni Cespedes of Falcon Fastening Solutions (Charlotte, NC), Gary Cravens of Advance Components (Carrollton, TX), Jim Lindrup of Great Lakes Fasteners & Supply (Grand Haven, MI), and Kevin Miller of Bamal Corporation (Charlotte, NC).

The new Board was introduced at the NFDA 2015 Annual Meeting, held June 10-11, in Rosemont, Illinois. Highlights of the annual meeting included programs on:

- **Building the Bridge: The Generation Gap Through the Eyes of Young Fastener Professionals** – presented by Bryan Wheeler of Star Stainless Screw (Wood Dale, IL) and Melissa Patel of Field (Machesney Park, IL).
- **Cutting Edge Trends in Warehousing and Delivery** – presented by Hannah Cross and Chad Almjeld of Logistics Planning Service (Waconia, MN)
- **Plating: Current Issues and Products** – presented by Brian Lowry of Curtis Metal Finishing. (Sterling Heights, MI)
- **Ready for Growth? An Economic Update** – presented



CASEY MCILHON  
ASSEMBLED PRODUCTS

by Alan Beaulieu of the Institute for Trend (Manchester, NH)

Tribute was paid during the meeting to retiring Board members Marty Goeree of The Elgin Group (Brecksville, OH), Bob Luzum of Accurate Component Sales (New Brighton, MN), and Kevin Reidl of Hodell-Natco Industries (Valley View, OH).

During the annual business meeting, Casey McIlhon gave an update on the association's activities during the past year and plans for the coming year.

The annual business meeting also featured remarks from Ivan Lin of the Taiwan Fastener Trading Association.

Materials from the meeting can be found in the article archive at [www.nfda-fastener.org](http://www.nfda-fastener.org). A member password is needed to access these materials.

### Upcoming NFDA Events

#### November 8-10, 2015

NFDA Executive Retreat

Ritz-Carlton Key Biscayne, Miami, Key Biscayne, FL

#### March 1-4, 2016

NFDA Joint Conference with the Pacific-West Fastener Association

Loews Coronado Bay Resort, San Diego, CA

#### June 27-28, 2016

NFDA Annual Meeting & Executive Sales Planning Sessions  
The Galt House Hotel, Louisville, KY

### NFDA Welcomes New Members

Brikksen

Distribution One

Earnest Machine Products

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Lakeside Construction Fasteners

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**JOE DYSART WINDOWS 10: MICROSOFT'S MEA CULPA TO FASTENER DISTRIBUTORS** *from page 24*

- Your PC boots straight to the desktop: Perhaps most infuriating about Windows 8 was Microsoft's insistence that your PC boot directly to a touch-screen tile interface that initially, no one understood. Essentially with Windows 8, you turned on your PC, watched your PC glow to life in a completely unrecognizable environment, and began your bewildered journey into total confusion.

No longer with Windows 10. Once again, your PC now starts with the familiar desktop interface made popular in previous versions of the operating system.

- Your tablet auto-senses your preference for traditional or touch-screen controls: With Windows 10, your tablet will be auto-programmed to sense when a keyboard is plugged into your tablet and automatically switch to desktop mode – the mode that's optimized for use with a keyboard-and-mouse.

If you disconnect your keyboard, Windows 10 will politely ask you if you'd like to switch to touch-screen control.

"For someone who's a mobile task-worker, it works like a tablet while you're out and about, and then it works exactly like a PC when you bring it back and dock it," to a keyboard-and-mouse, says Joe Belfiore, vice president, operating systems group, Microsoft.

- Lots of fastener distributors will get to upgrade to Windows 10 for free: In an extremely shrewd move, Microsoft is offering the new operating system as a free upgrade for the first year – for the most part – for users of Windows 7 and Windows 8.1. (One exception: Windows Enterprise users of 7 and 8.1 will still have to pay to upgrade to Windows 10.)

With this grand gesture, it's almost as if Microsoft is saying, 'We know, we know. We royally screwed-up with Windows 8. We'd really appreciate your forgiveness.'

Besides bringing back most of the features that made earlier incarnations of Windows so popular, Microsoft is also sprinkling in some cool new additions that could make Windows 10 an even bigger hit.

Windows 10, for example, comes with a search-engine-powered, new voice assistant, Cortana. Already available on Windows phone, Cortana will sit atop the Windows 10 interface and answer your queries with the help of the Bing! search engine.

You can ask Cortana – using natural language or your keyboard– what the weather will be like tomorrow, where that elusive document file you lost is stored, how many days it is to your next vacation, and similar queries.

Like many things computer these days, Cortana is also turbo-charged with advanced analytics. So theoretically, Cortana will get to know you better over time as it chews over questions you've already asked, and provides you with ever-more accurate answers the more you consult with 'her.'

Another cool Cortana feature: You'll be able to dictate emails or texts to her, and have her send those communications to

the person(s) of your choice.

Fastener distributors fed up with Internet Explorer will also appreciate that Windows 10 will also come equipped with a lean-and-mean browser, code-named Spartan – which is modeled after leaner browsers like Firefox.

Theoretically, this browser will run faster than Internet Explorer, which will also come with Windows 10.

Another bonus with Spartan is that it comes equipped with a clipping tool that enables you to clip-and-save portions of Web sites to OneNote ([www.onenote.com](http://www.onenote.com)), a free, third-party, content-archiving program.

Plus, you'll also be able to use Spartan to save Web content that you can read offline at your leisure.

Another major change with the new Windows is that it's being built on the promise that all Microsoft-friendly products will share the same, common Windows 10 operating system – desktops, laptops, tablets, phones and even Xbox.



**WINDOWS 10 WILL ALSO OFFER OPTIONAL, 3D COMPUTING.**



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# PACIFIC-WEST FASTENER ASSOCIATION

10842 Noel Street #107, Los Alamitos, CA 90720

TEL 714-484-4747 FAX 562-684-0695 EMAIL [info@pac-west.org](mailto:info@pac-west.org) WEB [www.pac-west.org](http://www.pac-west.org)

## PAC-WEST 2015 FALL CONFERENCE SCHEDULE - SEPT 30 - OCT 3, SANTA ANA PUEBLO, NEW MEXICO

We are excited to return to the Land of Enchantment for another conference wrapped around the famous Albuquerque International Balloon Fiesta.

### Event Schedule

#### WEDNESDAY, SEPTEMBER 30

12:00pm - 5:00pm	Registration and Hospitality
2:00pm - 6:00pm	Board Meeting
7:00pm - 10:00pm	Dinner at El Patron Restaurant Cantina

#### THURSDAY, OCTOBER 1

8:00am	Golf at Twin Warriors Golf Club
10:00am - 3:00pm	Registration and Hospitality
2:00pm - 4:00pm	Business Owners Forum
2:00pm - 4:00pm	Business Executives Forum
5:00pm - 5:30pm	President's Reception
5:30pm - 7:00pm	Welcome Reception

#### FRIDAY, OCTOBER 2

9:00am - 12:00pm	General Session
12:00pm - 1:30pm	Lunch and Annual Business Meeting
12:30pm	Spouse/Guest Wine and Watercolors
2:00pm - 5:00pm	General Session
Evening	Dinner on Your Own

#### SATURDAY, OCTOBER 3

6:00am	Balloon Fiesta Mass Ascension
4:00pm - 6:00pm	Horseshoe Tournament and BBQ Dinner

### Education Highlights

- Business Owners Forum and Business Executives Forum
- Relationships Between Distributors and Domestic Manufacturers – featuring Mike Bailey (Nucor), Chris McCaffrey (R&D Fasteners), Russ

Doran (Wurth Timberline) and Yates Hudson (Copper State Bolt & Nut)

- Become a B2B Marketing Superstar with Social Media Lead Generation – featuring Jeff Cohen, co-author of The B2B Social Media Book
- Technology Tips That Will Change Your Life – presented by Beth Ziesenis, author of Release Your Inner Nerd
- Are You Making the Most of Specials? – presented by Carmen Vertullo of CarVer Consulting Social Highlights
- Balloon Fiesta Mass Ascension (included in the conference registration fee)
- El Patron Restaurant Cantina (optional)
- Golf at Twin Warriors Golf (optional)
- Wine and Watercolors Spouse Program (optional)
- Horseshoe Tournament and BBQ Dinner (included in the conference registration fee)

### Hotel

The Hyatt Regency Tamaya Resort and Spa is the host hotel for the Pac-West 2015 Fall Conference. Located between the vibrant cities of Santa Fe and Albuquerque, the resort combines luxurious amenities with the culture and history of the Tamayame people to create an outstanding resort experience.


Attendees are eligible for a special room rate of \$219.00 (plus tax).

### Travel

The Hyatt Regency Tamaya Resort and Spa is:

- 30 minutes north of Albuquerque International Airport
- 40 minutes south of Santa Fe
- 20 minutes from the City of Albuquerque.

Shuttle service from the Albuquerque International Airport is available by reservation from Southwest Carriage. Because the Pac-West conference will be during the Albuquerque International Balloon Fiesta®, rental cars may be at a premium. If you plan to rent a car, it is highly recommended you make your reservation early.

**We look forward to seeing you there!** 

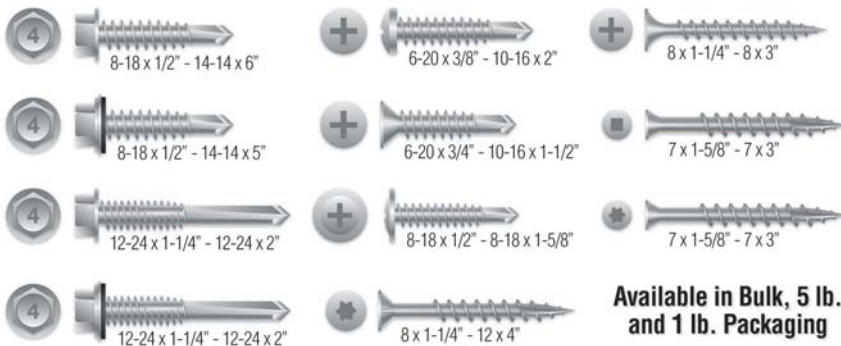
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For any IT security system to be effective users need to receive thorough and recurring training. In addition, users should understand their role in the company's IT security program. They should understand the techniques used by hackers to undermine security. Users should be able to recognize phishing schemes, they should know something about URLs and how to read them to ensure they haven't been redirected to an illegitimate website, and they should understand how computers can be infected by malware and spyware and how to recognize if their computer has been infected.

Strong or complex passwords are passwords that combine length and character usage to increase the number of possible combinations. It is not uncommon for password policies to require that passwords contain at least 10 characters. However, a password length of 12 to 16 characters is recommended. Whenever possible, passwords should contain upper and lower case letters, numbers, and special characters (unfortunately, some older systems don't allow the use of some or all of the special characters). These suggestions are based on calculations to determine how long it would take a hacker to crack a password using the brute force method (trying every combination). Your password should never be a word that is found in the dictionary or a word combination associated with your name. This is true even if you use character substitution to try to make your word-based password more complex.

Using a unique password for each system provides protection in the event a password is compromised. Changing passwords provides similar protection with the added benefit of resetting the clock if a hacker is trying to crack it. In considering the importance of unique and changing passwords it is appropriate to discuss the choice of user names. Whenever possible, do not use your email address as your user name. If you do, try to make sure that your password reset email address is an address other than your user name. If a hacker compromises your email account and you are in the habit of using your email address as your user name and password reset email, it is a simple task to reset your passwords and take control of all of your accounts. It is a good idea to select complex user names. A user name made up of upper and lower case letters and numbers acts as an additional layer of security. However, it is also one more thing to remember.

If we could always recall from memory all of our passwords, IT security would be a lot easier. But we can't. Larger corporations often use an automated password reset feature to allow users to replace a forgotten password independent of a third party. These features may allow authentication using text messaging which adds to security without increasing complexity. Things are more complicated

for smaller companies that lack in-house IT support. For many companies the only workable solution is to keep a list of company and employee passwords. This list should always be stored in an encrypted file, protected by a strong password, and kept on a computer that is physically inaccessible to all but key personnel. Ideally, this would be a computer without internet access, but who has one of those?


Finally, some systems have an intruder lockout feature. This feature allows a limited number of failed attempts before locking the user out (not allowing any additional attempts). Some systems require an administrator to reactivate a user before further attempts may be made. Other systems require the user to wait a specified length of time before further attempts may be made. The lockout feature is an effective deterrent to brute force attacks.

### *Suggestions for Implementation*

In my experience the use of strong passwords is the central component of an effective password management policy. Here are a few suggestions to increase the strength of your passwords. First, use passphrases rather than passwords. Next, base passphrases on something that is associated with the systems for which they are intended. Also, use character replacement and padding to increase passphrase complexity. Finally, change passwords at least annually. Here is an example using these suggestions.

For an office with a view of the mountains try the passphrase, 'I can see the mountains from my office' – icstmfmo. Substitute the number 1 for the letter 'i' and a zero for the 'o' and capitalize the letter 'm' – 1cstMfMO. Finally, increase the length of the password to 10 characters by padding it (adding) two special characters at the end – 1cstMfMO#\$.

Passphrases can be based on a line from a poster in the room where the system is used. They can be taken from a sentence on a plaque or from an award hanging on the wall. Or they can be associated with anything else that will make them memorable. You can use the same method of substitution and padding for all of your passphrases as long as you don't tell anyone what your method is. This is another important point. Never tell anyone the system you use to develop your passwords.




Until tokens, biometrics, or some other identity verification technology replaces them, passwords will continue to play a central role in your company's IT security program. The rapid pace at which technology is infiltrating our personal and professional lives leaves everyone's data susceptible to hacking. It is no longer a question of if you will suffer a breach, but a question of when, how often, and how severe. 



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## INTRODUCTION TO FASTENERS SEMINAR - ANOTHER SUCCESS FOR MWFA by Nancy Rich

On April 16th the MWFA hosted it's annual Introduction to Fasteners Seminar which attracted 24 students.

Although the class is geared to employees new to the fastener industry, it tends to draw students of various experiences. Students receive hands on training with instructors who specialize in each area. Topics covered include Making of a Fastener, Types of Materials, Understanding Basic Types of Fasteners, Applications and Product Identification, Torque and Tensile Strength, Basic Plating, Use of Calipers, Reference Materials.

The seminar is an all day session, which is taught by several industry specialists as carefully selected by the Chair, Richard Pease, and the rest of the Education Committee.

Students, new to the industry, leave with a great basic understanding of fasteners. The industry veterans, attending the class, leave with extended knowledge in the areas they don't deal with day to day.

***Thank you to our instructors who shared their expertise and assisted students in becoming better at their jobs:***

Richard Pease - RK Precision Products  
Thomas Anderson - Active Screw & Fastener  
Bill Vodicka - Allstar Fastener Inc.  
David Gawlik - All Tech Hardware/Autocraft  
Joe Schullo - All American Washer Werks  
Brian Christianson - South Holland Metal Finishing

An Intermediate Fasteners Seminar follows this seminar in the fall.



### *2016 Table Top Show and Golf Outing Scheduled*

The MWFA has issued the 2016 dates:

#### **June 13th 2016**

35th Annual Table Top Show  
Belvedere Banquets, Elk Grove, IL

#### **June 14th 2016**

64th Annual Golf Outing-

### *MWFA Upcoming Events*

#### **September 16th 2015**

Oktoberfest Dinner Meeting  
Hofbräuhaus, Rosemont, IL


#### **October 8th**

Print Reading Seminar  
Belvedere Banquets, Elk Grove, IL

#### **November 5th**

Elections & Scholarship Awards  
Guest Speaker: Ryan Chiaverini of Windy City Live  
Belvedere Banquets, Elk Grove, IL

### *MWFA Welcomes New Members*

American Solutions for Business - Mt. Prospect, IL  
Production Materials, Inc. - Wheeling, IL  
Security Locknut - Vernon Hills, IL 

## DISTRIBUTOR NEWS

In an effort to better serve valued customers, **Birmingham Fastener & Supply** has entered into an agreement with Vulcan Steel Products to purchase their Specialty Threaded Products operations.

All finished inventory, raw material, work in process and production equipment used to manufacture anchor bolts, U-bolts, eye bolts, bent bolts and single-end and double-end threaded studs currently at the VSP facility in Pelham is being moved to BF's manufacturing division in Birmingham and integrated into our existing operations. With a 35 year history of producing quality standard and made to print threaded fasteners, BF expects this transition to be relatively seamless.

BF's plans include expanding and upgrading our current threading, bending, assembly and packaging capabilities. This will equip us to offer a broader product line and improved service to our customers, old and new.

We believe this move will better equip both companies to support their target products, customers and industries.

As a manufacturer and distributor of T-head bolts, anchor bolts, cross brace rods and structural and non-structural components for the metal building, steel construction, energy, utilities, aerospace, OEM and industrial markets.

The Birmingham Fastener Group of Companies includes 8 regional operations located throughout the country.

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## DISTRIBUTOR NEWS

**Head Set Sockets, Inc.**, announces the addition of two new Tsugami Swiss Turn CNC Machines to our CNC Department.

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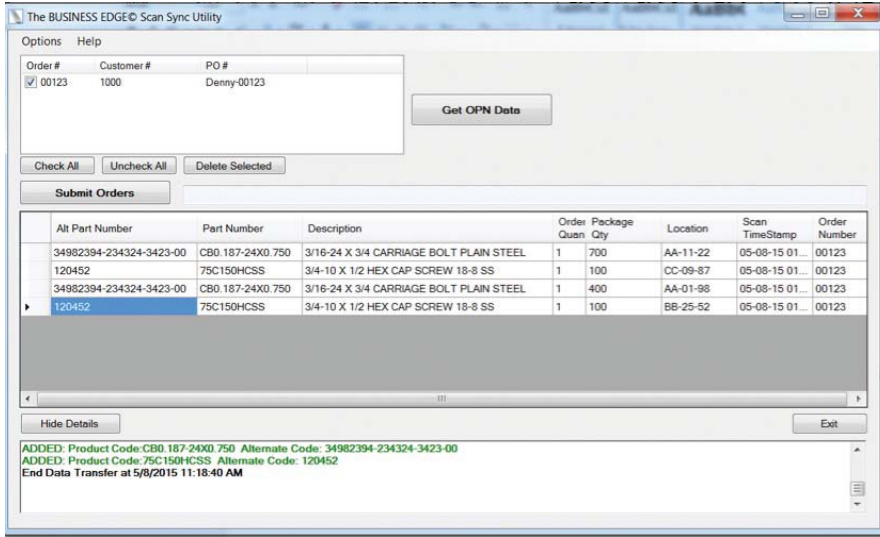
By utilizing a strict quality policy we ensure that we manufacture top quality products and superior customer service.

For more information about Head Set Sockets, Inc. and their products, contact them at 10395 Railroad Ave, North Rose, NY 14516. Tel: 315-587-4990, Fax: 315-587-4991 or email: [sales@headsetsockets.com](mailto:sales@headsetsockets.com) or visit us online at [www.headsetsockets.com](http://www.headsetsockets.com).

DENNIS R. COWHEY IS VENDOR MANAGED INVENTORY THE ANSWER? from page 30

### Order Verified Before Submission

When the customer uploads the order to their PC, they have the chance to review the entire order and change quantities, delete items, etc.



They don't submit it until they are satisfied that the order is correct. Only then, do they select the submit button to send the order to their distributor. Both the distributor and the customer receive an acknowledgement that the order has been successfully submitted. The fastener distributor can have the system automatically upload the order to their system. If the distributor would prefer to review the order before submission, they can still upload it with the click of a button and send a final acknowledgement with all the details of the order.

### VMI Offers A Sales Edge

Because fasteners are commodities, the distributor needs something that will differentiate them. Price is at the top of their customers' minds, but offering a unique customer oriented service can be a real help in offsetting the price objection. A well-organized Vendor Managed Inventory system really saves

money for both the distributor and the manufacturer.


### Improved Customer Loyalty

These systems dramatically improve customer loyalty. At the same time, they increase margins. Extra services add value, so the distributor can charge more for their products. The customer saves both hassle and money because they don't overstock and if it is properly managed, they never run out of any product.

### Detailed Reporting

Another important capability of the VMI Mobile system is the reporting that comes with it.

Specific reports can easily be produced to submit to the customer. These reports can be submitted as PDF's or in the form of Excel spreadsheets. The reports have the detail of each product's usage by bin and they include the number of turns during the selected period. The customer has visibility into his inventory that they never imagined possible.



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### VMI REPORT

REPORT DATE RANGE	PAGE
01-01-90 - 12-31-40	1 of 1

**Customer:** 1000 - AA Manufacturing Co.

PRODUCT	LOCATION	QTY SHP	TURNS
CB0.187-24X0.750 3/16-24 X 3/4 CARRIAGE BOLT PLAIN STEEL Alt P/N: 34982394-234324-3423-00	AA-01-98	8,400	22
CB0.187-24X0.750 3/16-24 X 3/4 CARRIAGE BOLT PLAIN STEEL Alt P/N: 34982394-234324-3423-00	AA-11-22	16,100	21
CB0.250-20-12.000-Z 1/4-20 X 12 CARRIAGE BOLT ZINC Alt P/N: 09501354	AB-21-09	400	3
75C150HCSS 3/4-10 X 1/2 HEX CAP SCREW 18-8 SS Alt P/N: 120452	BB-25-52	2,700	22
SCS0.250-20X0.250BO 1/4-20 X 1/4 SOC CAP SCREW, BO Alt P/N: 10-111-1	BC-29-10	500	4
75C150HCSS 3/4-10 X 1/2 HEX CAP SCREW 18-8 SS Alt P/N: 120452	CC-09-87	3,200	22

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## JIM TRUESDELL STAYING CONNECTED 24/7 - THE NEW WORKPLACE REALITY from page 36


This whole subject of after hours contact is exacerbated by the growth of the global economy. Sometimes now customers and our own managers are in a different time zone or even continents away and our night is their day! We must report or consult at a time the average employee would be in bed or disengaged for the day.

Companies often give phones, tablets and laptops to their employees in the name of increasing productivity and helping those employees to develop digital skills. The companies should beware, however, that by doing so in the case of non-exempt employees they might be impliedly calling on the worker to perform overtime and thus they lay the groundwork for a compensation claim against the Company.

So what is an employer's obligation? In some countries legislation has already been enacted requiring overtime for connectivity at some ration (one-third for example) of straight time compensation. Sometimes this is being fought out in lawsuits where an overly demanding company has truly eaten into a worker's private life. Technology

applications are developing which will track and quantify connected time for terms of paying workers on some partial rate of compensation for some extrapolated amount of "on-call" time.

Of course, whenever a workplace issue arises that seems to put a particular group of workers at a disadvantage there is the likelihood of legal remedies being sought through class actions suits. In some jurisdictions those cases have already begun on the issue of overtime for after hours accessibility, but no final definitive ruling has yet settled the matter.

It's a safe bet that demands on workers for accessibility will grow larger rather than diminish. In a truly competitive global economy it is a new reality that successful companies and successful business people will be those who respond the quickest to customer needs. Our legal system and our HR policies must develop fair guidelines. We will need to develop standards that protect the private lives of workers and compensate them for time they are putting in to help their companies succeed! 

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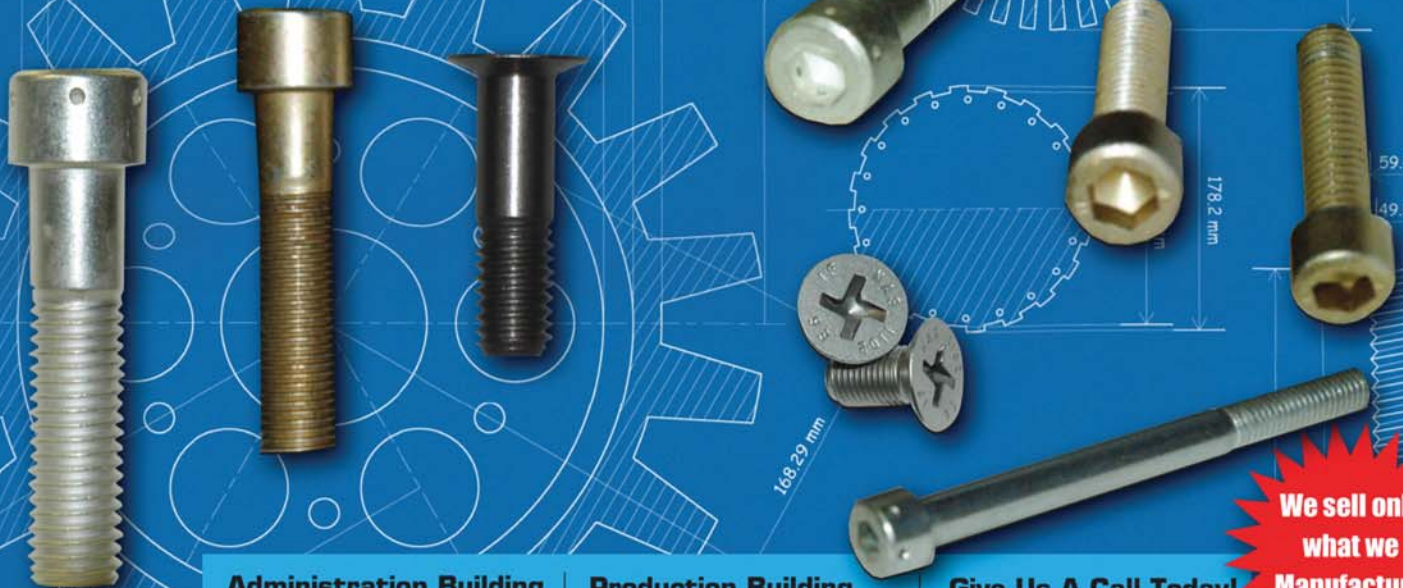
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**CARMEN VERTULLO WASHERS - WHAT ARE THEY GOOD FOR?** *from page 34*

The four series' of split-lock washers are differentiated by their cross-sectional area dimensions. The Regular Series is the most common and probably the least expensive of all washer types. The Heavy Series has a thicker and wider cross section. The Extra-Duty Series have a further increase in thickness and an even wider cross section. These first three series look very similar and may be hard to tell apart visually, The High-Collar Series has a thicker but much narrower cross section and is designed for use under the head of socket head cap screws inside of counter bored holes. It is clearly a much narrower washer and is easily distinguished from the other three. There is also a thinner "light" series and a double-coil series for use with timber, which are not covered by the specification.

**REGULAR SERIES****HEAVY SERIES****EXTRA DUTY SERIES****HIGH COLLAR SERIES****"LIGHT" SERIES****"DOUBLE COIL" SERIES**

Coatings for split-lock washers are the same as for other fasteners except that specifications such as ASTM F1941, Electrodeposited Coatings on Threaded Fasteners would not be applicable because washers have no threads. Caution is needed when electroplating split-lock washers because their hardness level is such that hydrogen embrittlement may occur. Mechanical Zinc per ASTM B695 or AMS-C-81562 is the recommended coating when a coating is required for corrosion resistance.

Split-lock washers have no functional test requirement directly relating to vibration or loosening in

application, but there are three tests which ensure their effectiveness: hardness, twist test, and flattening. Hardness requirements are given in both the Rockwell macro-hardness scale and the Vickers micro-hardness scale. Smaller washers will not easily accommodate the Rockwell scales. The twist test simply requires that the washer be constrained in a vise and twisted 90 degrees (45 degrees for stainless and non-ferrous materials) without breaking. This ensures that the washers have sufficient ductility to prevent breaking in usage. The flattening test is particular to washers that have been electroplated and are therefore susceptible to hydrogen embrittlement. This test requires that the washer be flattened in an assembly for a minimum of 48 hours and then removed and inspected for any cracks or failures. It confirms the effectiveness of the required post-plating embrittlement relief baking process.

The effectiveness of split-lock washers has been a subject of debate for years. The fact is that split-lock washers are not the best choice for preventing loosening in severe vibration applications, and in fact do not test well compared to some other more sophisticated and costly solutions. The first line of defense in ensuring a securely fastened joint is good engineering. This includes the use of a fastener of sufficient length to provide for a significant amount of stretching during the tightening process, good, hardened and precise bearing surfaces for the nut or the bolt head to rest on, and a tightening strategy that will ensure the load required to achieve that stretching is employed. This will keep most joints securely fastened, even those under vibration. Applications requiring an anti-loosening help beyond this are those with very severe vibration or those that require an extra measure of reliability.

When it is not possible to provide all the elements of a well-engineered joint; such as when a short bolt or screw must be used (some small and short screws cannot be stretched at all during installation), or when the bearing surfaces are not hard or precise, or when a controlled tightening process is not practical, another strategy is necessary, even when there is little or no vibration. In these cases the simplest, least expensive and most effective option is usually the split-lock washer.

## DISTRIBUTOR NEWS

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## DISTRIBUTOR NEWS

Kevin Godin is the new president of **General Fasteners Company**. He succeeds Tim Farrell who is retiring after 12 years as president.

Godin joined GenFast in 2005. As COO, he was responsible for GenFast's U.S. and Mexico companies, which have 220 employees and supply 30 major customers.

Founded in 1952, GenFast manufactures cold headed and hot forged fasteners and other class "C" items. General Fasteners has plants in North America and Asia.

*For more information, contact General Fasteners Company at 37584 Amrhein Rd. #150, Livonia, MI 48150. Tel:734-452-2400 or 1-800 945-2658 or you can visit them online at [www.genfast.com](http://www.genfast.com).*

*News courtesy of [GlobalFastenerNews.com](http://GlobalFastenerNews.com).*

**BART BASI RETIREMENT OR CATASTROPHE? BE READY FOR BOTH!** *from page 38***Even though you may be able to file and pay the taxes due, you still need a plan to carry on.**

Beyond data backup, only 38% of small businesses have a formal emergency or disaster preparedness plan in place, says a 2012 survey by small business software provider Sage North America. To minimize risks and increase chances of recovery, small businesses can take a number of steps to prepare their businesses for a disaster.

Investigate both property insurance policies and business interruption insurance to cover lost income, and carefully review the fine print, says the Wall Street Journal guide. Business should also determine alternative work sites, and select backup vendors and suppliers in case primary suppliers are impacted.

**Don't forget about your employees.** Most importantly, businesses need to protect and communicate with employees during a crisis. Employees, are a small business' most important asset. This can often be overlooked in disaster planning.


In a natural disaster affecting both homes and

workplaces, employees may have to choose between their personal and business obligations. This could impact a company's chances for recovery.

A little planning can go a long way. Helping employees prepare for disaster will, in turn, prepare them to return to work faster — and help businesses return to normal more quickly and efficiently, too.

**Disaster planning can be a good first step in developing a business succession plan, but it can't be the last!**

While business succession is much more in depth than planning for a natural disaster, every business should have a disaster and a business succession plan in place in order to survive a natural disaster ranging from the smallest to devastating. People face challenges and businesses do as well. It is important that a natural disaster does not become a personal and/or business bankruptcy when a continuation of a going-concern is entirely possible and necessary.

The IRS frequently extends the time to file for those areas that faced disasters, but it never forgives the obligation to file and pay the taxes due. 

BART BASI

**IFI 2015 IFI SOARING EAGLE AWARDS RECIPIENTS ANNOUNCED IN OJAI, CA** *from page 42*

Salim serves as Chairman of ASTM Committee F16 on Fasteners and, in 2004, was bestowed the Fred F. Weingruber Award by that committee for "his outstanding contributions to the development of fastener standards, especially in the field of hydrogen embrittlement." Salim authored the first ASTM standard dealing specifically with electrodeposited coatings on fasteners, and served as chairman of an ASTM task group on hydrogen embrittlement. He made a substantial contribution to the direction and adoption of a watershed standard for the prevention of internal hydrogen embrittlement in fasteners.

Salim also serves as head of the Canadian delegation to ISO Committee TC2 on Fasteners, and as vice chair of the Research Council on Structural Connections (RCSC). He is a member of the SAE Fastener Committee and a lead instructor with the Fastener Training Institute (FTI).

Salim is married to Catherine Masden, PhD. and they have two children.

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**About IFI**

Industrial Fasteners Institute, headquartered in Independence, Ohio, is an Association of the leading North American manufacturers of bolts, nuts, screws, rivets, pins, washers, and a myriad of custom formed parts. Suppliers of materials, machinery, equipment and engineered services, are Associate Members of the Institute. IFI membership currently stands at 72 Company Members and 48 Associate Members.

For over 80 years, IFI's fastener manufacturing member companies have combined their skills and knowledge to advance the technology and application engineering of fasteners and formed parts through planned programs of research and education. Users of fasteners and formed parts in all industries benefit from the continuing design, manufacturing, and application advances made by the Industrial Fasteners Institute membership. 

# NCFA 7th ANNUAL DISTRIBUTOR SOCIAL AND NEWLY ADDED FASTENER SUMMIT - MAY 14, 2015



### ***When Work Pieces Are Not Flat To Each Other And How Do I Determine The Proper Grip Range Blind Rivet To Use?***

Work pieces to be blind riveted together should be flat as possible to each other to determine the proper length blind rivet to use. If it is possible to bring the work pieces together by applying pressure with the blind rivet setting tool, you then only have to add the thicknesses of the work pieces to establish the proper grip range blind rivet for the application. If you cannot bring the work pieces together with the blind rivet setting tool, you will have to calculate the greatest distances between the work pieces and add the thicknesses of the work pieces to this distance to arrive at the correct grip range blind rivet to use. When you have a distance between work pieces to be riveted the blind rivet must have a barrel length long enough to extend through the work pieces and the gap distance in order to bring the work pieces together when setting the blind rivet.

### ***How Do You Read The Grip Range Of Hard Metric And Inch Blind Rivets?***

Hard metric refers to exact metric blind rivets, such as:- 3mm, 4mm, 5mm & 6mm diameters, Not the soft metric conversion such a 3.2mm, 4.8mm & 6.3mm diameters that are the direct conversion of inch blind rivet dimensions to metric.

Inch size blind rivets have the maximum grip range in the part number. Example:- size 44-inch size blind rivet, the first 4 have a base factor of  $1/32$  of an inch. Therefore,  $1/32 \times 4 = 1/8$ , which is the diameter of the blind rivet. The second 4 has a base factor of  $1/16$  of an inch, therefore  $1/16 \times 4 = 1/4$  which is the maximum grip range of a 44 inch blind rivet. The first number is the diameter of the blind rivet and the second number or numbers is the maximum grip range of the blind rivet. Example:- size 410, we know that the 4 =  $1/8$  diameter,  $10 \times 1/16 = 5/8$  which is the maximum grip range of a 410 blind rivet.

Hard metric blind rivets are completely different. Example:- a 4mm by 8mm hard metric size blind rivet. 4mm is the diameter of the blind rivet and the 8mm is the length of the barrel of the blind rivet. The 8mm dimension has no relationship to the maximum grip range of the blind

rivet. You must refer to the manufacturers catalog to find out what the minimum and maximum grip ranges are for the 4mm X 8mm hard metric blind rivet.


### ***What Are Large Flange Blind Rivets Used For?***

Large flange blind rivets were designed primarily to distribute the setting force over a larger area when setting a blind rivet. Example:- If you are riveting a fairly soft plastic work piece to a metal work piece and the fairly soft plastic is on the flange side of the blind rivet and you are using a dome head blind rivet, you will depress the dome head into the plastic. If you use a large flange blind rivet, you will only slightly depress into the plastic because the setting force is being applied to a large area by the large flange.

The setting force of the blind rivet is generated when the blind rivet setting tool is pulling the mandrel to its ultimate tensile strength and breaks. The mandrel tensile strength is the same for all head configurations of the same size and the same alloy blind rivet.

### ***Closed-End Blind Rivets Are Referred To As Seal Rivets, I Know They Are Sealed Through The Center Because It Is A Closed-End But What Seals It In The Hole It Was Set In?***

The closed-end blind rivet prevents liquid or gases from passing through its center because it has a closed-end. The sealing ability of the outside diameter of the set closed-end is questionable because the condition of the hole in the work piece to be riveted plays a large part on how it will seal on the outside diameter. There could be burrs on the hole on the upset side of the closed-end blind rivet that can prevent the rivet-upset side to not set properly in the work piece.

To ensure that a closed-end blind rivet is completely sealed around it's outside diameter against water, gases, air etc. is to apply a sealant to the barrel side of the flange. There are companies that will apply the sealant to the closed-end blind rivet and the sealant has a long shelf life. We can tell you the best sealant to use for your application and which company can process the closed-end rivets for you. Sealant has also been applied to all types of rivets and rivet-nuts. 




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### ASME IT FASTENS AND FLEXES from page 50

The Flexible Fastener can be made in many different sizes, from as small as 3/16 inch in diameter to as large as desired. According to Jim Dunning, program manager in Cal Poly's Office of Research and Economic Development, which engages industry through the California Central Coast Research Partnership, the fastener can be manufactured to various degrees of rigidity.

Niku said the fastener can be used with "anything basically that is not parallel or aligned or needs to move sideways." In construction, it can attach parts with non-parallel surfaces without a need for countersinks, as in a truss. It can be used in repairing and refurbishing products and structures where holes do not line up or are misplaced. You can actually just bend a screw into the non-parallel surfaces and attach them.

It can also be used in robotics applications where simultaneous lateral compliance and axial stiffness is desired, as in attaching a fixture to the robot that can move sideways for assembly. Similarly, the fastener can be used in medical applications such as in artificial knees, where

bending is desired between different parts while they remain attached or where you need to move sideways because the holes don't match. And Dunning adds, "An application I always have in mind is a seismic retrofit project." The bolt's lateral flexibility allows whole structures to flex to better withstand the jolt of an earthquake.

Niku received a patent on the Flexible Fastener in 2005, and now the Research Partnership, known as C3RP, is attempting to license it. "We seek a partner willing to invest the time and tooling to find out exactly what the optimum manufacturing would be," Dunning said. 

**"IT FASTENS AND FLEXES," BY TOM GIBSON, IS REPRINTED WITH PERMISSION, MECHANICAL ENGINEERING MAGAZINE VOL. 137/ NO. 03, MARCH, 2015. COPYRIGHT ASME 2015**

**MECHANICAL ENGINEERING IS THE AWARD-WINNING MONTHLY FLAGSHIP PUBLICATION OF ASME. PUBLISHED SINCE 1880, THE MAGAZINE DELIVERS AN INTERDISCIPLINARY VIEW INTO ENGINEERING TRENDS AND BREAKTHROUGHS, GIVING READERS A ROADMAP TO BETTER UNDERSTAND TODAY'S TECHNOLOGY AND TOMORROW'S INNOVATIONS.**

**SPIROL HOW TO ENSURE BOLTED JOINT INTEGRITY WHEN USING A COMPRESSION LIMITER IN A PLASTIC ASSEMBLY** from page 58

All bolts, headed Compression Limiters, and some washers require orientation. Due to their relatively low head to outer diameter ratio and short length, headed Compression Limiters and washers are more difficult to mechanically orient than bolts. Conversely, symmetrical Compression Limiters do not need to be oriented. An assembly with a flanged bolt only requires one component's orientation while that with a headed Compression Limiter or washer requires two components be oriented.

### Design Intangibles

Use of a headed Compression Limiter or flanged bolt in serviceable assemblies may be preferable as there would be no washer that could be accidentally omitted during reassembly. These are also preferable in applications where there are multiple assembly locations and/or poor quality control.

### Individual Component Costs

Generally, fasteners are the least expensive components in an assembly. The following chart shows representative pricing for each component combination previously discussed based on an annual usage of 1 million assemblies incorporating an M6 joint.

ESTIMATED COST OF INDIVIDUAL COMPONENTS PER THOUSAND PIECES	
Component	\$USD
Washer	\$5
Bolt	\$42
Flanged Bolt	\$83
Symmetrical Compression Limiter	\$20
Headed Compression Limiter	\$100

ESTIMATED COST OF COMBINED COMPONENTS PER THOUSAND PIECES	
Fastener Configuration	\$USD
Washer, Bolt, Symmetrical Compression Limiter	\$67
Flanged Bolt, Symmetrical Compression Limiter	\$103
Bolt, Headed Compression Limiter	\$142

Relative cost differences between bolts and Compression Limiters vary depending on component supplier and bolt characteristics. Of these three potential combinations, the method with a washer, bolt, and non-headed Compression Limiter provides the lowest component cost for controlling bearing surface. However, as previously

stated, the cost of the fastening components is often the least significant compared to the overall cost of the assembly.

### Overall Cost


The following shows an estimate overall cost analysis of each configuration assuming a \$50 USD/hour labor cost to assemble 1 million components:

Fastener Configuration	Component Cost Per Million (USD)	Average Assembly Speed (Seconds)	Total Cost of Assembly Per Million (USD)
Washer, Bolt, Symmetrical Compression Limiter	\$67,000	2.48	\$101,444
Flanged Bolt, Symmetrical Compression Limiter	\$103,000	1.24	\$120,222
Bolt, Headed Compression Limiter	\$142,000	1.44	\$162,000

*Not captured in this analysis are the administrative costs associated with ordering, handling, and maintaining inventory of components as well as their suppliers. The addition of a third component may increase these costs. Additionally, if the assembly process is automated, the technology required to feed and orient a washer will also increase overall cost. Regardless, a flanged bolt or washer can replace a headed Compression Limiter in most applications to increase assembly efficiency and lower the overall cost of the assembly.*

### Conclusion

The best method to ensure adequate bearing surface on the plastic in a bolted assembly depends on an application's requirements and limitations. A washer may be preferred in lower volume and/or non-serviced applications. In higher volume, automated, and/or serviceable applications, a non-headed Compression Limiter with a flanged bolt is the easiest to assemble and provides the lowest total cost. Both configurations with a washer or flanged bolt will provide a lower cost solution than using a headed Compression Limiter.

Although this article offers general design guidelines, it is recommended that Applications Engineers who specialize in fastening and joining be consulted to ensure a properly configured joint is employed for each application. 



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## PRE-SET TECHNOLOGIES INC. I HAD A DREAM AND BECAME A - FASTENER ENTREPRENEUR from page 64

I went out to my garage and started to create. I had some old brake lines used for my old 1978 Ford F250 4x4. I looked at those brake lines and saw the flared beveled end and thought that if I cut a 1/2" off the end I would have just about exactly what I had envisioned. I started cutting. The inside diameter was perfect! It fit right over the drywall screw. As I grinded the rough edges off the ?" piece of brake line and slid that conical shape cut end over the drywall screw. I knew I had something. So I took this piece of drywall and grabbed a piece of scrap 2x4" and my 18 volt battery operated screw gun and was ready to test it.

Now here it goes, I am thinking about how the screw will spin inside the conical collar as it advances into the drywall. The spinning of the screw will not tear the face paper, therefore the outside collar will tuck the face paper which is such an unforeseen plus adding to the advantages. So I'm thinking if this works I will also achieve something else I was not expecting, which is that not only would the collar tuck and not tear the face paper but it will also act as that wedge I was looking for,


but even more than that, the flat bottom of the collar would actually hold the back paper of the drywall to the stud. My mind is racing and I can hardly wait to try this when I think a bit further and figure if I make this collar a bit shorter than the thickness of the drywall we can get a consistent recess into the drywall to accommodate the spackle.

All things are ready now, and nothing is going to stop this test now. The screw is in my hand, the battery is charged and the drywall will now meet its match to hold to its maximum potential or continue to fail. The screw enters the drywall, the collar stays stationary without spinning and the combined fastener has just completed its desired task. I look down at the results and I can't believe what I see. This piece of brake line, this drywall screw, and this scrap of drywall has given me the surprise of my life, it worked better than I could have ever dreamed of. I received more benefits than I ever expected, and I achieved something that has never been found in the industry until now, and I

knew I was about to bring to fruition a new product line that could change the way drywall and like products would be applied in the future.

The Pre-Set Fastener was beginning to take shape and become the New Pre-Set Screw Technology we come to appreciate today which creates a 3 point bond when fastening drywall to a stud while helping eliminating failure. We have come a long way though, Pre-Sets have been evaluated by companies in Germany, New Zealand, and other countries including our own country. We hold two patents, one in the USA and the other in Canada. We are currently manufacturing Pre-Set Fasteners in Taiwan for drywall applications. Our products are colored coded for different sizes (Thickness of Drywall), we use Green for "?", Yellow for "?", and Red for 5/8", with various screw types and lengths. They are all available in 1lb., 5lb. and 20lb. boxes. We have launched a website at [www.pre-set.com](http://www.pre-set.com) that will provide additional insight about the company and products.

We have joined ORGILL Distributors Inc. as one of their vendors and will utilize ORGILL's expansive Dealer market to expand sales and increase our exposure into the fastener worldwide market.

We finally are in a position where we can see the fruits of our labor in the near future, and are continuing to follow what was once just a dream. 

Sincerely,

**Jim Murtha**

Owner, Pre-Set Technologies Inc.

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## DISTRIBUTOR NEWS

Weeks after Würth Group announced the closing of Cardinal Fastener in Ohio, equipment from the failed manufacturer was purchased by **Fastenal Co.** for use in its U.S. manufacturing operations.

In January, Würth announced that the Cardinal Fastener plant in Ohio, which opened in 1983 and was acquired by the Würth in 2011, would be closed and production shifted to Würth's Dokka Fasteners plant in Michigan.

"Unfortunately, having two separate plants with similar capabilities located so close together became increasingly difficult to justify," Würth executive VP Marc Strandquist explained in January.

In the ensuing weeks, Fastenal contacted Dokka Fasteners about buying Cardinal's equipment, Strandquist told FIN.

"The deal was completed in March," Strandquist stated. "In the end all was sold to include the Cardinal name."

Fastenal manufactures complex machined parts, high-volume production fasteners, large-diameter bolts and complete stud assemblies.

"Through our nine global manufacturing locations, we produce more than 70,000 jobs per year — each one a solution for a customer in need," according to Fastenal's website.

Fastenal operates U.S. manufacturing facilities in Winona, MN; Wallingford, CT; Indianapolis, IN; Loves Park, IL; Houston, TX; and Modesto, CA. The company also manufactures fasteners in Joinville, Brazil; Modrice, Czech Republic; and Nusajaya, Malaysia.

Cardinal received worldwide publicity for its wind energy fastener manufacturing when then President-elect Barack Obama toured the plant en route to his 2009 inauguration.

It is believed to be the only presidential visit to a fastener plant.

Würth acquired Cardinal out of bankruptcy in 2011.

For more information, contact Fastenal Co at 2001 Theurer Boulevard, Winona, MN 55987. Tel: 507-454-5374 or visit them online at [www.fastenal.com](http://www.fastenal.com).



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## DISTRIBUTOR NEWS

**Sherex Fastening Solutions**, a global leader of engineered fasteners, tooling and automation, announced that its Akron, OH manufacturing facility has been certified to both the ISO9001:2008 and AS9100 Quality Management Systems.

The certifications cover design, manufacturing and distribution of fasteners specifically engineered to meet the demands of the MS and NAS market. "This is an important step in meeting customer requirements of the aerospace and defense industry and reinforces Sherex's commitment to a domestic source of supply for this important end-use market," said Sherex President Mr. Adam Pratt.

In addition, the facility offers expanded capabilities in prototyping, research and development, and production of small lot quantities. These capabilities will improve the new product development process and allow Sherex to continually innovate fastening solutions for customers' application requirements.

For additional information contact Sherex Fastening Solutions at 1-866-474-3739 or visit our website at [www.sherex.com](http://www.sherex.com).

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

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

**ISO 898-2** Mechanical properties of fasteners made of carbon steel and alloy steel - Part 2: Nuts with specified property classes - Coarse thread and fine pitch thread – work is under way to adjust minimum hardness values of various styles and grades of nuts to meet the published proof load values in the current draft. The next ad hoc working group meeting will be in Paris in June 2015.

**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. More progress was made at the ad hoc working group meeting in March 2015 in Paris. The next ad hoc meeting will be in Paris in June 2015.


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

## 2. Bureau Of Safety And Environmental Enforcement (BSEE)

**[a] 2015 Standard Workshop** - will be held on May 8 in Houston. Joe Greenslade will be representing ASTM F16 in the discussion of proposed standards relating to hydrogen failures in sub-sea applications.

Visit [www.bsee.gov/StandardsWorkshop2015](http://www.bsee.gov/StandardsWorkshop2015) for more information. 

JOE GREENSLADE | INDUSTRIAL FASTENERS INSTITUTE

### Relationships & Loyalty


Relationships and loyalty (sometimes retention) go hand in hand. A staggering 79% of companies believe they have a significant retention and engagement problem. The average cost of losing an employee ranges from 1 1/2 times salary to 4-times their salary, depending on the position. What about attracting the next generation of great talent? The tides are shifting and given the choice most people – especially millennials – will choose culture over pay. Culture and fun is a differentiator that will give you the competitive advantage.

### Engagement

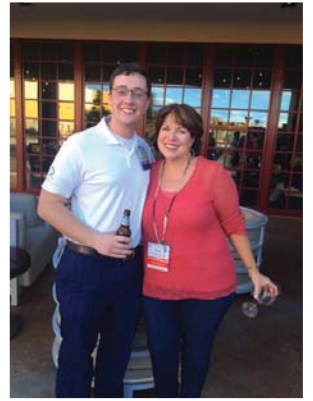
How can engagement be affected and in turn, affect the bottom line? In human resources, one very popular metric is employee engagement – an employees' emotional and active commitment to the success of the company. Engaged workers are enthusiastic about their jobs. And disengaged workers are not. According to a Gallup survey a company loses \$2,246 per disengaged employee per year. Why? Disengaged employees take more sick days. They arrive late, miss deadlines, and are more likely to instigate customer complaints. In all, they drag people and business down.

Fun can help. Fun has a 68% correlation to employee engagement scores. In other words, if someone perceives their work environment is “fun” on a survey, their individual engagement score will be affected positively by 68%. In other studies, 75% of companies observed who incorporate fun into their culture and operation who also currently measure engagement report increased or maintained scores over time.

Yes, it's true. Fun at work is building solidarity, connection, and an outlet for workplace stress. When designed and delivered at regular intervals with forethought and understanding about what your staff needs.

Ok, you get it. So, how do you get started? Remember this is a cultural change not a single event or two so it takes time. Start by assessing your culture. Ask yourself if you see value in fun fitting in and then explore how the fun can become a part of your operation. The next big revolution in the working world is focusing in on culture. Enlightened leaders recognize that the old hierarchal ways of doing business and treating employees like numbers, not people, are no longer effective. You will be glad you considered fun: so will your employees and your business! 

# SFA 2015 SPRING CONFERENCE SANTA FE, NEW MEXICO - APRIL 30 – MAY 3, 2015



## Looking For Direction

After nearly twenty years serving as a Vice President of Operations working at the Toyota Port Facility in Boston, Bud decided it was time for him to use his acquired skills in his own business. His specialized training in the Toyota Production Systems, Kaizen, and Lean Manufacturing provided him with a vast amount of skills that he was eager to put to use. He started searching for a new direction in life and he came across a local ad for a business 8 miles from his home that was for sale. He contacted the owners, Leonard & Lempi Petit and after it became evident that it might be a good fit, asked if they would mind if he worked free for a week to get a feel for the business.

## Typical Fastener Experience

It turned out that it was a typical fastener company experience for the time. It was not easy. The phone would ring and the customer would ask "do you have ...". He would have to place them on hold, walk into the warehouse, go to the section and look for a box or a bag of parts... "Yes, we have some". They sometimes would ask "how many have you got?"... Repeat the process – this time bringing the parts to the scales and counting them out. "We've got...". Customer - "good – how much are they". This is where it got difficult. "hold on" ... he would pull out the three ring binder – find the matrix based on the type of fastener, material, diameter, and length..."they are... each". Now, if it was a certain customer who had special pricing there was another binder. This one had large ledger sheets with "contract pricing". He would have to scan through pages and pages of sheets looking for the part. After a few hours he thought to himself "this is nuts, no wonder these people want to sell."

## Technology Was The Answer

It didn't take him long to realize that there were some great opportunities here. He kept thinking about what it would be like if they had the tools to better manage this. It took longer to produce a hand written order than it did to fill it, not to mention that all invoices were "hand written" and very unprofessional. Leonard and Lempi had a great customer base but were considered a secondary supplier by many accounts. Bud used to joke that customers would come to Yankee with their trunks dragging on the ground due to the weight of fasteners looking for the few parts their primary supplier did not have. He wanted to change that.

He wanted to become the primary supplier and knew that he needed to get organized in order to even think about doing that. They needed a computer.

## Custom Program

One of the first things he did was bring in a computer programmer from his Toyota days to help him look at getting this information together. It didn't take long to realize that this project was big. Way too big for a whiz kid programmer.



## Vertical Market Software

He started to reach out to other fastener distributors and found a system that at the time seemed to be the system that most of the big distributors were using. They spent about \$60,000 on hardware, software, training, and forms for the new system. At the time Yankee was so small he was not taking a salary, and sixty thousand dollars was quite a bit of money, and a high percentage of their annual sales.

## Vendor Managed Inventory

With the new software the company was on the right path and soon integrated the Vendor Managed Inventory (VMI) into his operations. With the ability to cross reference customer part numbers, print bar code labels, it allowed Yankee to provide a great value of service to some of the larger accounts. The VMI program has allowed customers to stop trying to track inventories of fasteners, reduce purchase order creation related expenses, and has allowed buyers and planners much additional time to spend on more critical inventory matters.

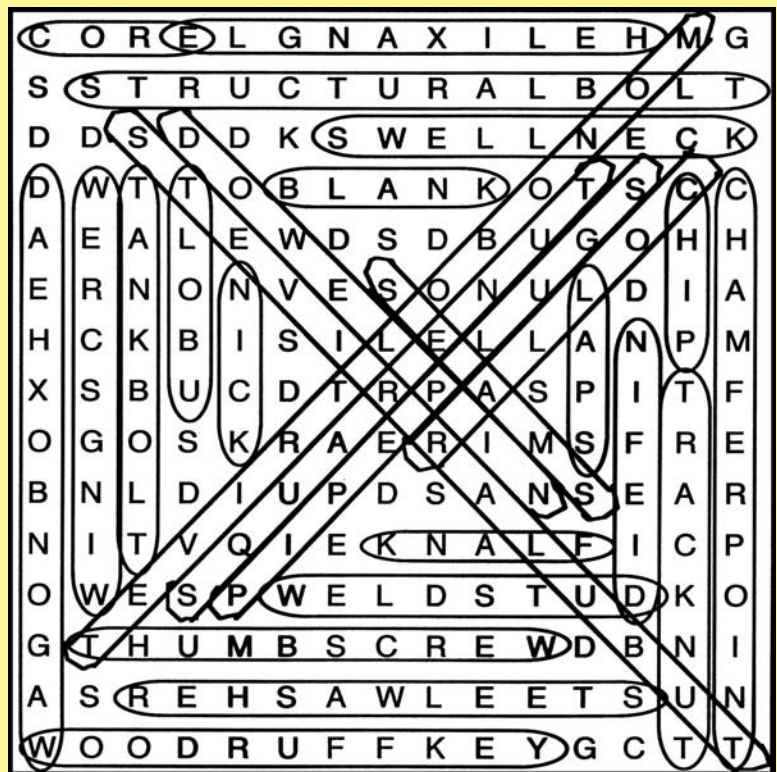


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**View the Youtube commercial now!**

For more information, visit Quickscrews on the web - their full range of products can be purchased at the online store: [www.quickscrews.com](http://www.quickscrews.com). If you want to give us a call, you can reach us at Tel: 1-800-743-6916 or Fax: 1-800-689-7975.

## DISTRIBUTOR NEWS

**General Inspection LLC** (Gi) has shipped out three new LaserLab™s to one of the world's largest fastener manufactures.

Two LaserLabs will go to Illinois and one will be shipped to the manufactures Mexico plant.

Each LaserLab™ features the patented eight (8) laser array, centering device, top tooling and magnetic stage.



These features combined ensure the parts does not move, nor need to be rotated for a complete 360o dimensional inspection.

In the few seconds it takes to scan a part, all dimensions, including lengths, diameters, radii, angles, and external thread measurements are displayed, accurate to less than a few microns.

Out of tolerance features are highlighted in red. A complete roster of all dimensions is displayed for entry into an excel spreadsheet.

After tolerances are assigned with the appropriate part number, they can be stored in memory for quick re-call when that part is to be inspected again.

The manufacturer intends to place all three of these LaserLab™ units into their quality labs for first piece inspection, final audits and Ppap's.

For mor information about General Inspection, LLC or more information regarding their latest fastener gauging technology and instruments of Lean™, contact them at 10585 Enterprise Drive, Davisburg, MI 48350. Tel: 248-625-0529, Fax: 248-625-0789 or visit them online at [www.generalinspection.com](http://www.generalinspection.com).

## Enabling Methods

Although direct methods of light weighting fasteners are interesting, the greater promise may come from those technologies that enable weight savings innovation, like Ford's liberal use of aluminum body and structural elements on the F150. In general, these innovations solve a problem or challenge that engineers wrestle with to make a particular light weighting strategy feasible. Common examples of such enabling technology are fasteners that allow for the connection of aluminum panels to steel, aluminum to extruded aluminum structural members, connections with ultra-high strength steel sheet, and fastening of carbon fiber to name just a few.

When one begins to review the challenges that engineers have with employing these light weighting technologies, it becomes immediately obvious why these enabling technologies are necessary. One of the most challenging fastening solutions for threaded fasteners has always been successfully attaching thin sheet. Traditional solutions are resistance spot welding and riveting. Unfortunately, these traditional methods run into difficulty when the joint is all aluminum, when "composite" sections of dissimilar metal (aluminum and steel) need to be fastened, or the assembly does not have back side access. In such cases, new and different fastening technology must be employed.

One of the more commonly employed solutions today is to use adhesives. A recent Wall Street Journal article pointed out that the average vehicle today uses 27 pounds of adhesive. Fortunately for the threaded fastener community, even though there is increased usage of adhesive, this method alone is not sufficient to completely fasten or bond body panels to one another or the underlying structure. Auto manufacturers still rely a great deal on more substantial mechanical fastening points.

When it comes to fastening aluminum to aluminum or aluminum to mild steel, perhaps the greatest challenge is how to accomplish this especially if only one-sided access is available. Resistance welding of aluminum is a different ball game than steel and impossibility when the joint is a composite one (aluminum and steel). Rising to answer

these challenges are a variety of self-piercing rivet, clinching, and "flow drill screw driving" technologies.

"Flow drill screw driving" is an especially interesting and promising technology. Designed for one-sided access, it offers versatility related to assembly and a variety of material combinations beyond, possibly, any other similarly employed method. It can be utilized to attach sections all the way from two thin aluminum sheets to connection in thick extruded or cast aluminum structural members. Figure 2 illustrates how the fastener works. The screw is rotated at high rpms to generate heat at the specially designed tip. Axial load is placed on the fastener, piercing the fastening material and forming an extrusion. A special thread forming section of the fastener forms threads and the fastener is ultimately tightened to a specified tightening torque. The result is an extrusion several thread pitches high which addresses the age old problem of using threaded fasteners in thin sheet and wrestling with premature stripping because of minimal thread engagement. This fastener creates a strong and robust joint. Other advantages with this technology are that because it is a threaded joint, it can easily facilitate repair. Figures 3 to 5 illustrate several different potential sheet combinations. The Ford F150 utilizes both self-piercing rivets and this "flow drill screw driving" technology in significant number.

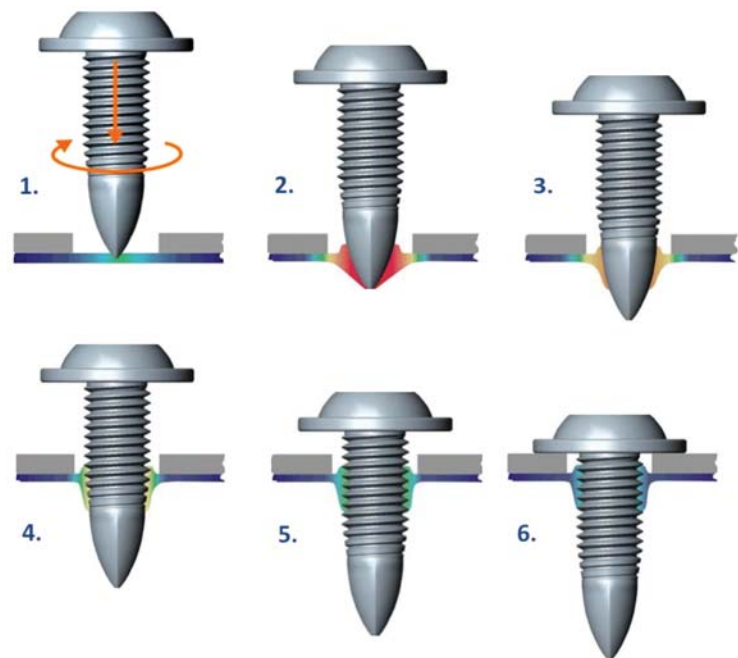


FIGURE 2: STEPS IN THE "FLOW DRILL SCREW DRIVING" PROCESS (COURTESY OF EJOT GMBH)

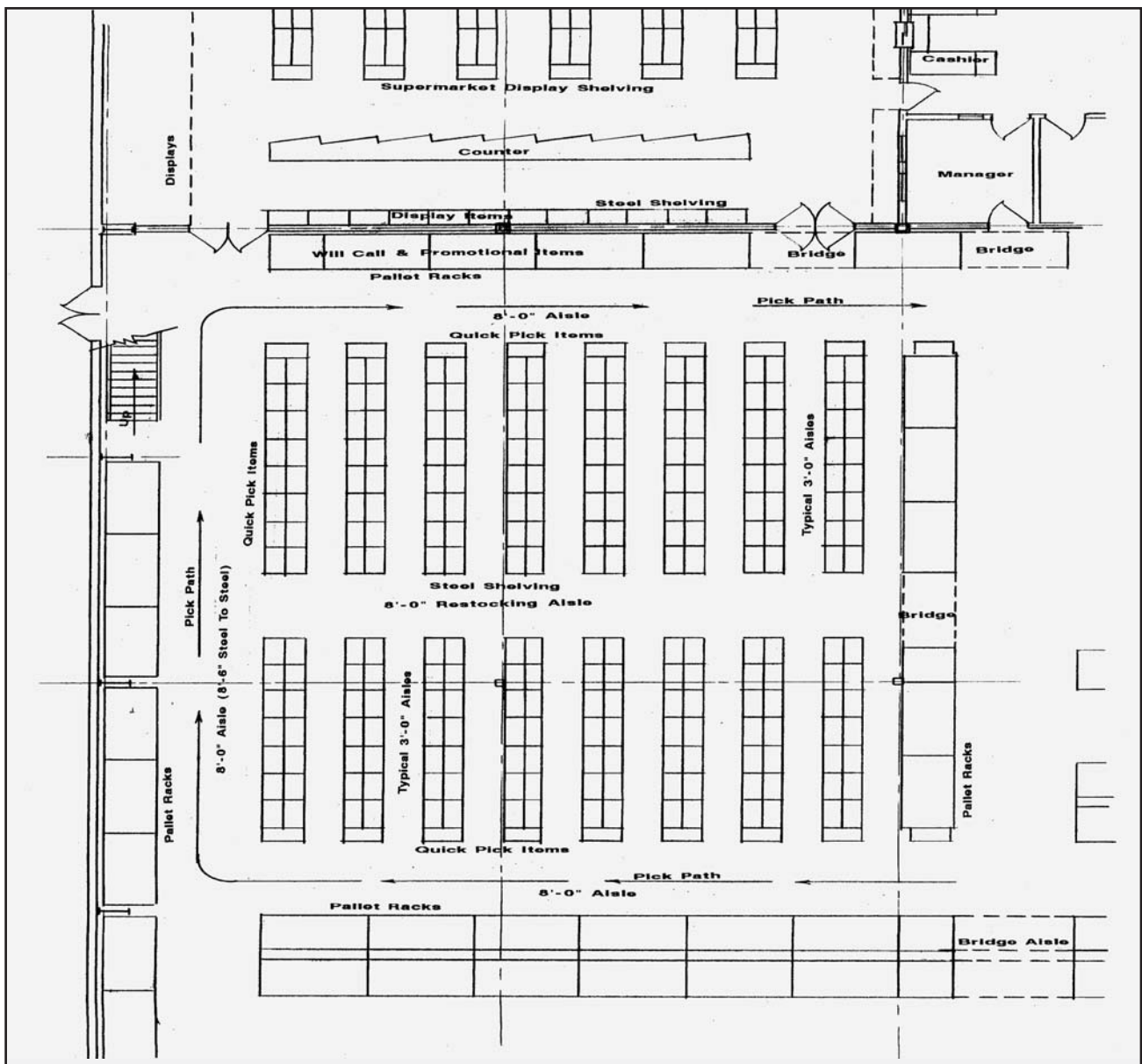


FIGURE 2: UTILIZE AN OPTIMIZED LAYOUT WHEN MOVING OR REMODELING

Start with the flow pattern. Everything goes in a loop. There are potentially three paths, but all start and end with the order finishing (packing) area. In a typical Fastener Distributor warehouse the short paths on the left or right could be for specific customers or consigned stock. It would also be easy to place the slower moving sub-families in the right bank of shelving and the faster moving materials in the left bank. If this is done then the full order picking path can be used when required, or shortened whenever possible.

Super fast or bulkier materials can be placed along the perimeter of the pick path. For example the pallet racks might be used for hand stacking full cases (with open stock on the shelves) or roller bed ("carton flow racks")

can be installed for stocking from the rear and picking from the rack face. These storage methods can even be comingled with full pallets at floor level and cartons on flow racks above to increase the number of available facings.

There are "end caps" facing out to the picking path at each run of shelving. These shelves are used for the fastest moving items of any given sub family. Think of this as the place for 1/4"-20 nuts and washers, with the remainder of the 1/4"-20 SKU's down the aisle. Similarly open stock of an item can be in the end cap with full cartons or a related item directly across the aisle. The fastest moving "J-bolts" might be hand stacked on the pallet racks with appropriate nuts and washers in the end caps.

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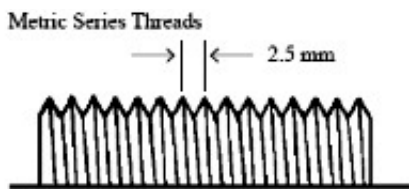
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Thread size is identified by the diameter and thread pitch. **Thread pitch** is the distance from one thread to the next adjacent thread. Fine pitch in the metric series is identified by a smaller pitch distance number. For example:  
**M20 x 2.5 = Coarse Pitch**  
**M20 x 1.5 = Fine Pitch**

If the bins are properly labeled, the threads of either a nut or bolt can be matched up by threading it onto its counterpart. The same method may be used for determining the thread types on hydraulic fittings and their nuts.

With personal contact, orders can be expanded because the sales person can see the needs of the customer and be able to provide for those there before the customer calls someone else or asks Purchasing to find the part for him.

### Reduce Inventory

Another way to help a customer is by reducing the number of infrequently used parts to more standard parts. Of course, this allows more space for more of your products and higher demand products.

One recent project was spent deproliferating duplicated parts and ones which were similar. The customer was a manufacturer who had drawings and specifications for many different types of fastener grades, lengths and coatings that could be combined to increase the volume and decrease the overall cost. Another benefit was lead time.

One problem was not using standard length products. A sales person could see an application and make recommendations to the customer to use threaded rod and

cut to length or change the length of the product to a standard length.

One example is the customer had a 3/4" diameter bolt that the drawing called for a length of 9 1/4" in length. Is this necessary? They ordered several thousand pieces but also had bolts that were 9-1/2" with less volume. A recommendation was made to change the length to a standard length of 9-1/2" to increase the part count and obtain better volume pricing.

The customer did not realize that standard inventory would be in 1/2" increments and his waiting lead time would be slashed drastically if it wasn't a special length that may not have even qualified for a production run.

Other times design engineers may specify thread length. Many thread lengths on standard products are not predictable and may not be able to be met. Thread length use to follow a simple formula:

For cap screws up to 6" in length, multiply D x 2 and add 1/4".


For cap screws longer than 6", multiply D x 2 and add 1/2".

Such as the following chart:

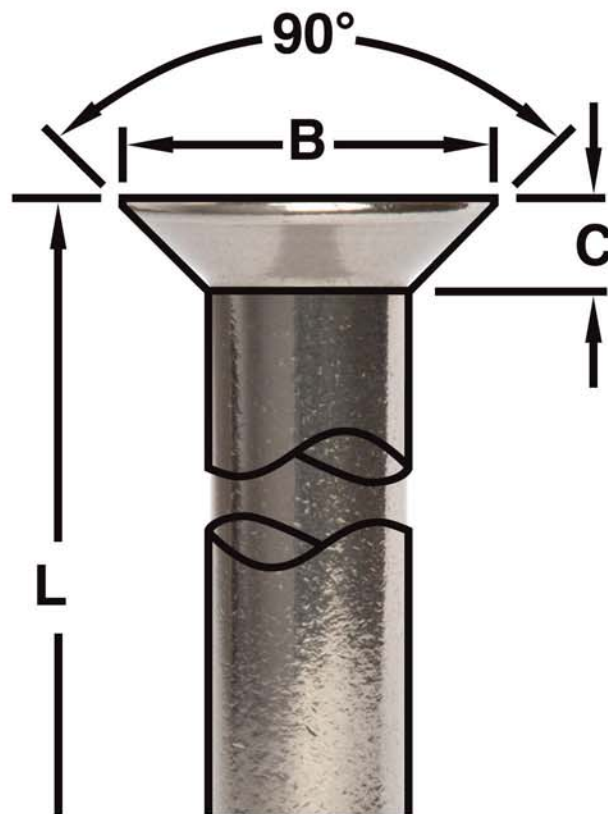
For short length cap screws, where the measure length is less that the calculated length, the entire length of the shank will be threaded.

Screw Length	Cap Screw Diameter									
	1/4	5/16	3/8	7/16	1/2	9/16	5/8	3/4	7/8	1
1/2	Full	Full	Full	Full	Full	Full	Full	Full	Full	Full
3/4	Full	Full	Full	Full	Full	Full	Full	Full	Full	Full
1	3/4	7/8	Full	Full	Full	Full	Full	Full	Full	Full
1-1/4	3/4	7/8	1	1-1/8	Full	Full	Full	Full	Full	Full
1-1/2	3/4	7/8	1	1-1/8	1-1/4	1-3/8	Full	Full	Full	Full
1-3/4	3/4	7/8	1	1-1/8	1-1/4	1-3/8	1-1/2	Full	Full	Full
2	3/4	7/8	1	1-1/8	1-1/4	1-3/8	1-1/2	1-3/4	Full	Full
2-1/4	3/4	7/8	1	1-1/8	1-1/4	1-3/8	1-1/2	1-3/4	2	Full
2-1/2 to 6	3/4	7/8	1	1-1/8	1-1/4	1-3/8	1-1/2	1-3/4	2	2-1/4
6-1/2	1	1-1/8	1-1/4	1-3/8	1-1/2	1-5/8	1-3/4	2	2-1/4	2-1/2
7	1	1-1/8	1-1/4	1-3/8	1-1/2	1-5/8	1-3/4	2	2-1/4	2-1/2
8	1	1-1/8	1-1/4	1-3/8	1-1/2	1-5/8	1-3/4	2	2-1/4	2-1/2

However, around 1997, the industry has allowed for thread length changes for an additional + and - 1/4" for either length. This would save time by not having to change the die position when changing lengths.

The points being; always be informed. If in doubt, ask. 

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## SEFA Panelists Discuss Prospering As An Independent Company

A panel made up of industry executives including Edward Jackson III (Hercules Bolt Co.), Kyle Miller (Bamal Fastener), Lee Parker (Vulcan Threaded Steel Products), and Doug Ruggles (Martin Inc.) discussed tactics to their success as independent companies. Kyle is in the family business, which he hadn't planned on joining when perusing his Economics degree in college. Edward got involved in the business after his investment partner passed away. Lee joined Vulcan 16 years ago and has held many positions with them. Doug also had not planned on getting involved in the family business.

The panelists find many advantages in being an independent business such as flexibility and the speed in resolving issues for customers due to less levels to work through. Many are in family businesses, which have put them through various levels of training allowing familiarity with all aspects of the business.

While there are advantages to getting younger personnel involved there are also the challenges. While some of the younger employees don't start with the knowledge of product they have new ideas and technologies to utilize. A challenge that has occurred is the interviewee asking what the company has to offer and why they should take a job with a particular company. In the past the interviewee was selling himself or herself. Both owners and new hires can feed off each other's knowledge to grow business. Neutral grounds are established to be sure customer relationships are built.

When asked how these companies view competition with branches in every city, comments included; not an issue when you've built good relationships and have customer loyalty, niches are already carved so not an issue, that competition is welcome as they tend to not have the knowledge due to large employee turnover and while they have a role, rarely can they meet technical needs. However, they do serve a purpose for walk in business.

When asked about training tools for new employees some expressed weakness in that area while others had plans in force that involved new employees working in all

departments first, others utilize outside education, mentors, and hands on training. Attendees suggested a simple checklist for each department and utilizing the people sitting in the room who would be happy to come and educate employees.

All being said and done, the common denominator is always going to be good people to make a successful business. As one panelist said, old ideas create limited opportunities. New people in the industry have the opportunity to make a difference.

## Being An EntreLeader

John Felkins and Earl Griffin from EntreLeadership were on hand to discuss the importance of EntreLeadership. Their information is best summed up in this article by Dave Ramsey, founder of EntreLeadership.

Every small-business owner knows that the challenges of growing a company change from day to day. You might have inventory problems one day, and the next you could be facing budget issues. These things are just part of life for an entrepreneur. But many people don't realize that to be successful, they have to also be a leader. I'm not talking about being a boss or a manager. I'm talking about being a leader.

I came up with the term "EntreLeader" because I felt it encompassed the best parts entrepreneurship and leadership. In my mind, this is what a good business owner will be — someone who is a strong and ethical leader, who also has the energy, drive and imagination of an entrepreneur.

**Plan to plan** - Planning makes all the difference in the world. You wouldn't go on a trip to a place you'd never been without first doing some research and mapping your journey, right? Well, I guess you could do this, but chances are you'd get lost and waste a lot of money on gas.

With a business, you can't afford to get lost and waste a bunch of money. It's your business, and that means it's your livelihood. It's the livelihood of your team members, too. A business owner owes it to himself, his team and his customers to know what he's doing and to plan for every contingency along the way.



# SEFA ANNUAL SPRING TABLETOP SHOW NASHVILLE, TN - APRIL 21-23, 2015



**CARMEN VERTULLO WASHERS - WHAT ARE THEY GOOD FOR?** *from page 146*

The mechanism behind the effectiveness of the split-lock washer is often misunderstood. Most users think it is the compression of the spring in the coil, or the edge of the split digging into the material that makes the split-lock washer work (there is a metric split-lock washer with up-turned ends that uses this strategy). In fact, the coil spring is quickly flattened out with just a small percentage of the applied load, and the edges of the split are relatively smooth and do not dig in except on very soft surfaces; and split-lock washer are often used with hardened flat washers anyway.

The split is in fact a manufacturing feature, not an application necessity. Split-lock washer are made like coil springs from pre-formed wire, but with only one coil (if the split were not there the washer might be even more effective). This makes them among the most efficient washers to manufacture. There is no punch and no hole or outside material to waste or recycle. In many applications a split-lock washer can replace a flat washer with an increase in joint integrity and torque-tension control, and a decrease in cost.

The split-lock washer has a trapezoidal shape which takes considerable load to deflect. This deflection, while very slight, is enough to require a few more degrees of turn to achieve the same clamp load. This has the effect of artificially lengthening the bolt or screw, often providing the same effect as stretching the bolt or screw when there is otherwise no stretch available.

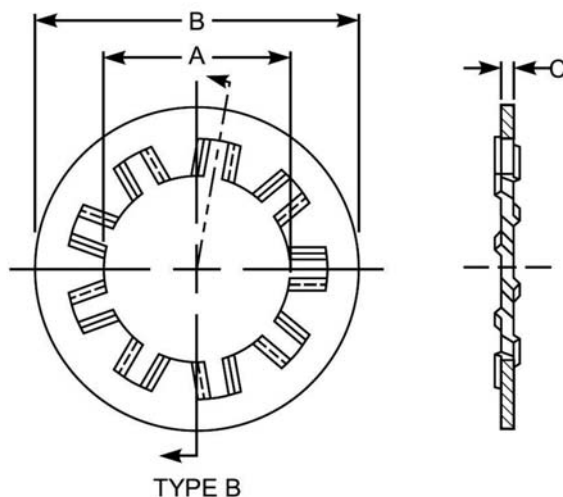
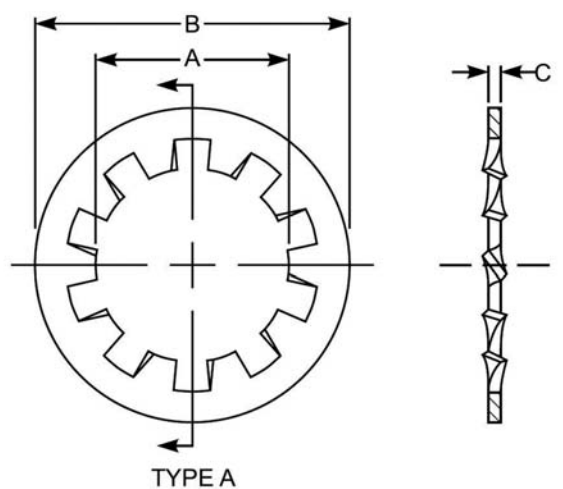
Some severe vibration tests have shown that joints with split-lock washers come loose quicker than if no washer is used at all. This is probably due to the fact that split-lock washers can decrease the surface friction in the joint because of the higher hardness of the split-lock washer and its smaller bearing surface area. In any case, a split-lock washer is not an appropriate solution for a severe vibration application and these tests show the split-lock washer lasting only seconds less than no washer – what's the difference? There must be a conspiracy against split-lock washers.

### **Tooth-Lock Washers**

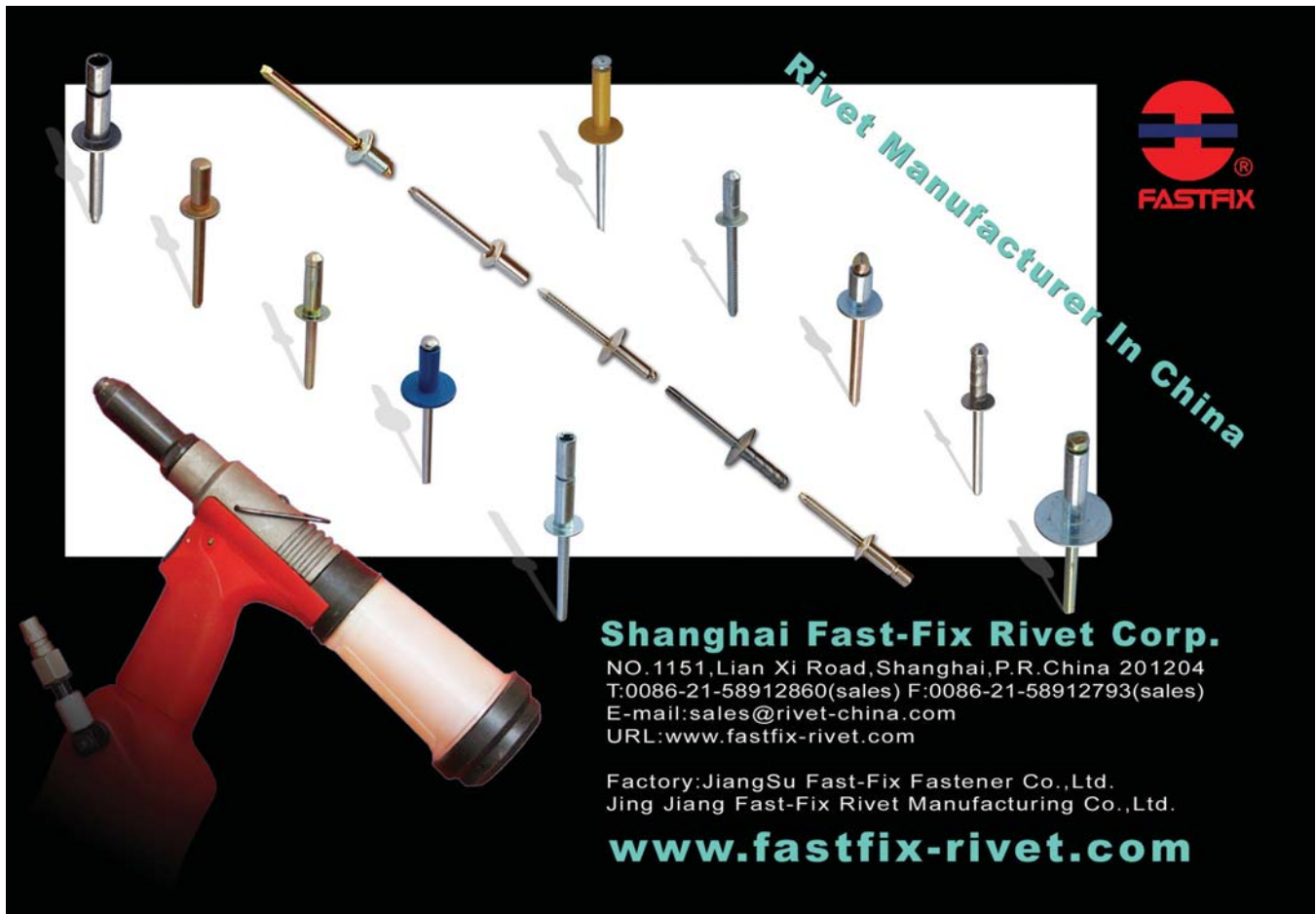
Most of the myths, misunderstandings and misapplications of split-lock washers apply to these as well, so we will not repeat them.

Tooth-lock washers have teeth, so they actually bite into the mating materials. This biting action serves to dramatically increase friction in the bearing surface, which aids in resisting loosening. It also provides positive electrical conductivity which makes these washers popular for electronic assembly. On the down side, they mar the mating surface and damage whatever protective coating or paint may be in place.

Tooth-lock washers come in two basic styles, Internal Tooth and External Tooth; as well as a variety of types and variations. By specification they range in size from No. 2 to 1 1/4 inch, but larger sizes are available. Tooth-lock washer are further classified by Type A and Type B, depending on the type of tooth. Type A have twisted teeth while Type B have bent teeth.



**TYPE A (TOP) AND TYPE B (BOTTOM)  
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**NCFA NCFA's 7th ANNUAL DISTRIBUTOR SOCIAL WITH FASTENER SUMMIT BONUS** *from page 106*

This year, the NCFA offered an indoor golf simulator for attendees to practice their golf skills. Thank you to Ryan Long (Branam Fastening) for making this happen. Participants were entered into a contest for Closest to the Pin, 1st - 3rd Place. Congratulations to Tim Vath (Solution Industries) and Tom Hipp (R.L. English) on winning these contests.

Each year at the NCFA Distributor Social, we hold a 50150 Raffle with the proceeds benefiting our scholarship fund. This year, the proceeds from our raffle went directly to Sarah Johnson (Dunham Products and former NCFA Board Member) who was in a near fatal car accident back in February and is working on her road to recovery. A HUGE "thank you" to John Radel (Solution Industries) who donated back his raffle winning of \$550 to Sarah and to Tom Hipp (R.L. English) for donating back his winnings from the "Closest to the Pin" contest on the indoor golf simulator. Thank you to everyone who purchased raffle tickets.




**MIKE MAGLIC  
HERCULES FASTENERS**

In addition the standard scholarships the NCFA gives out each year, this year the NCFA donated Fastener Training Institute Webinar Scholarships to NCFA Members.

The winners were selected randomly from the member companies that sent in entries. The winners were announced at the Distributor Social. Congratulations to: Hodell-Natco Industries, KJ Fasteners, Kimball Midwest, National Threaded Fasteners, R.L. English, Seaway Bolt & Specials, Solutions Industries and Ventura Industrial Products.

We truly appreciate the support we get for this event each year. It has grown into so much more than what we anticipated. Each year just gets better and better. We look forward to another great NCFA Distributor Social in 2016.

Our next event is the NCFA Screw Open Golf Outing on September 10th. This event is open to non-members. Additional information will be posted to our website [www.ncfaonline.com](http://www.ncfaonline.com) as the date approaches. 

**JOE DYSART WINDOWS 10: MICROSOFT'S MEA CULPA TO FASTENER DISTRIBUTORS** *from page 128*

Again, theoretically, this will make it easier for fastener distributors to make simultaneous changes that will pop-up on all devices. Update a contact in Outlook, for example, and that contact will be updated on all your Windows 10 devices. Upload your music to the Microsoft cloud service OneDrive, for example, and that music will play on all your Windows devices – even though, of course, you would never dream of listening to music at work.

Equally ground-shifting with Windows 10 is Microsoft's decision to repackage the operating system as a 'service' – as opposed to a static product. Instead of releasing Windows updates every few years, Microsoft plans to continually update Windows with enhancements that will continually auto-download from the Web to your PC.

"Once a device is updated to Windows 10, we will be keeping it current for the supported lifetime of the device," says Terry Myerson an executive vice president, Operating Systems Group, Microsoft. Soon, the question, "What version are you running?" will no longer apply to Windows, Myerson says.

One exception: Fastener distributors that are Windows business enterprise users will be able to opt for a 'go slow' update approach to Windows 10, enabling them to delay quick, across-the-board, automatic updates to Windows.

Instead, these users will be able to opt for automatic updates involving security or other critical changes, and get time to test and evaluate the impact of other updates, according to Jim Alkove, director of program management, Enterprise Group, Microsoft.

Probably the sexiest new addition to Windows will be its built-in ability to play 3D/holographic content created by a new software product Microsoft promises to roll-out later this year– Microsoft HoloStudio.

Users who buy HoloStudio software will be able to create 3D/holographic images, which can then be viewed with a new 3D visor Microsoft is also promising to bring to market later this year called Microsoft HoloLens.


It's an interesting take on 3D/holographic viewing, in that you'll be able to don a Microsoft visor, and take in the image of say a 3D fire-breathing dragon that's lounging on your living room couch.

Essentially, with this approach to 3D/holographic imaging, Microsoft's has decided to add the 3D/holographic images concept to the existing world – rather than to attempt to create an entirely brand new 3D/holographic environment.

All told, Microsoft's move with Windows 10 could in fact reverse the major misstep it made with Windows 8. Indeed, the company is now so

ostensibly committed to responding to user feedback, it has created a special Windows Insider Program (<https://insider.windows.com>) for Windows users who want a voice.

Fastener distributors that join Windows Insider get to test beta versions of Windows 10 before the operating system's release later this year. And their comments on those beta versions will help shape the final look, feel and functionality of the operating system, according to Myerson. So far, the Insider Program already has 1.7 million sign-ups, he says.

Need more? If you're intensely interested in Windows 10, you can also check out the Windows 10 Webcast (<http://news.microsoft.com/windows10story>). It's an extremely informative video recording of Microsoft's Windows 10 roll-out that clocks in at 2 hours, 19 minutes. Check out this video, and you'll truly get an in-depth look at the new operating system in action. 



**TABLET VERSIONS OF WINDOWS WILL AUTO-SENSE IF YOU'D LIKE TO USE WINDOWS WITH A MOUSE-AND-KEYBOARD, OR USE TOUCH-SCREEN CONTROLS, SAYS JOE BELFIORE, VICE PRESIDENT, OPERATING SYSTEMS GROUP, MICROSOFT.**

# NEFDA 27th ANNUAL GOLF OUTING OAK RIDGE GOLF CLUB, FEEDING HILLS, MA - JUNE 4, 2015



## Software Getting Old

After 17 years with that software and countless revolutions of the hard drive he knew that they were operating in the danger zone. The company that they purchased the system from sold out about 5 years after they signed. Then it was resold or bought out a few more times. Support for their system stopped, there were no more improvements nor updates and despite the fact that the annual support fees kept coming. When he questioned “what are we paying for” he was told it was the ability to get support in the event of a problem. If they ended the support but needed it at a later date it would be extremely expensive to reinstate. Their current support rate was grandfathered in. They wanted Yankee to upgrade to the vendor’s new system. Bud said “No thanks – I don’t do business that way. I told the receptionist “next time Denny calls put him through”.”

## The Business Edge™

Denny Cowhey is with Computer Insights (CI). Their software, The Business Edge™, was runner up to the other software for us back in 1998. Bud said, “I used to joke with Denny that he was wasting his time when he called regularly to check on our status. In the summer of 2014 I realized that our system was now holding us back. Our foundation was in trouble. Customers wanted things (quotes, confirmations, invoices) emailed. Our system only had the capability to print or fax. We found ourselves faxing to ourselves, scanning documents in order to email. It kind of felt like I was back in early 1998 handwriting invoices. Way too much time was spent on mundane things as standing in front of a scanner. Many aspects of the old system were outdated and became problems”

## Easy Transition

He also said, “The transition to our new computer system, The Business Edge™, by Computer Insights was flawless. A former employee of our original software company, Cheryl Patchett was assigned to our account to assist us with the setup of the new system parameters, assistance in transferring history and training for all areas of the new system. I felt this was a very important step in

the process, having a person who could talk the old system while explaining The Business Edge™. We converted over to the new system on Monday September 29, 2014 and have not missed a beat since. We have even been able to improve our Vendor Managed Inventory system.”

## No Fanfare

Bud said, “We made no announcements to our customers of our conversion but we have received many compliments on our improved delivery of professional looking documents and the timely manner in which we now invoice customers. All of our “dot matrix” printers have been upgraded to high quality “laser printers” that print color at a fraction of the cost. No more pre-printed forms. All but one customer has been converted to emailed invoices – saving us thousands of dollars per year in pre-printed invoices, envelopes, stamps, and labor to put them together. “

## 100% Lot Control

“We elected to go with 100% lot control. Every part that is used for an order is lot controlled – selected and recorded. This step has all but eliminated any possibility of picking the wrong part. We don’t have to do physical inventories and don’t plan on ever doing one.

“The most important thing we’ve done in the recent past was the upgrade to our computer system. I truly believe that we’ve constructed a solid foundation that supports growth into the future. We identified a serious weakness in our ability to grow, fixed it, and are now ready to plot the next level of growth for Yankee.”

## More Information

**Yankee Industrial** can be reached at 68 Daniel Webster Highway, Merrimack, NH 03054-4815. Contact Bud Durgin by telephone at 603-886-5700, Fax 603-424-2544, eMail: bdurgin@yankeeind.com or visit them online at www.yankeeind.com

**Computer Insights, Inc.** can be reached at 108 Third Street, Bloomingdale, IL 60108. Contact Denny Cowhey by telephone at 1-800-539-1233, eMail sales@ci-inc.com or visit them online at www.ci-inc.com. 

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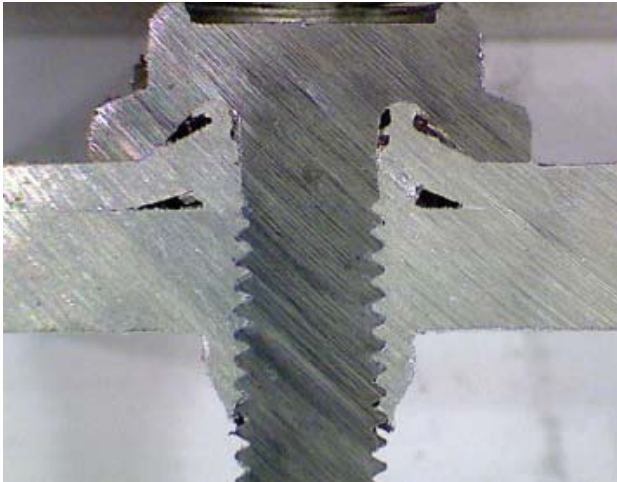
If one of our standard parts will not meet your needs, we would be glad to give you a quote on a customized shape, stamping, or form made to your specifications.



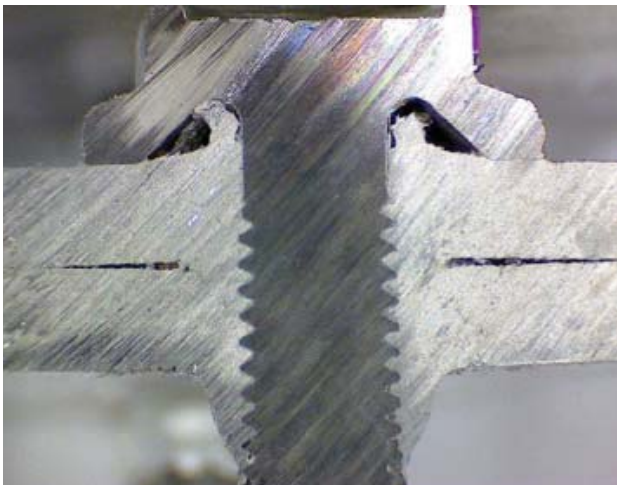
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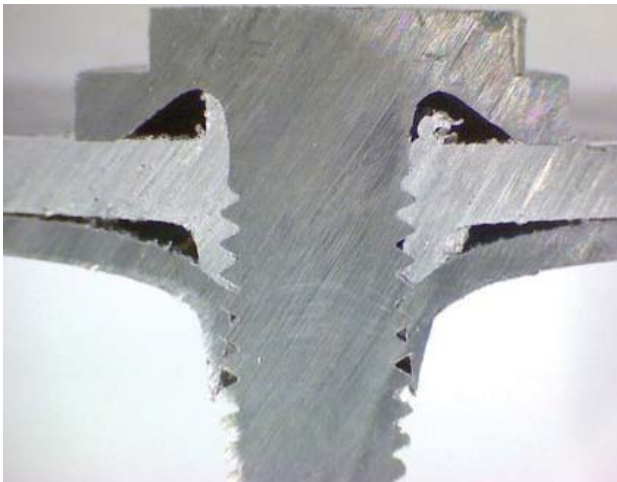




**FIGURE 3: EXAMPLE OF TWO ALUMINUM SHEETS FASTENED WITH EJOT FDS® (COURTESY EJOT GMBH)**



**FIGURE 4: EXAMPLE OF TWO THICK ALUMINUM PLATES FASTENED WITH EJOT FDS® SCREW (COURTESY EJOT GMBH)**



**FIGURE 5: EXAMPLE OF COMPOSITE ALUMINUM AND STEEL JOINT WITH EJOT FDS® SCREW (COURTESY EJOT GMBH)**

The Ford F150 approach is an expensive one. All aluminum designs are considered a premium approach and it is not expected to be utilized with every new vehicle. Therefore, a different approach gaining a great deal of traction is using high strength and ultra-high strength steel sheets in combination with aluminum or carbon fiber. Since these steels are several multiples stronger than conventional materials the thickness can be downsized netting equivalent strength in a much lighter weight package. The challenge, however, is that these ultra-high strength materials are so hard and strong that normal mechanical fastening methods are impossible. Therefore, self-piercing rivets, clinching techniques, and threaded fasteners are all unfeasible. This problem increases when one wishes to create a composite joint such as aluminum and high strength steel which eliminates the possibility of resistance spot welding. One new innovation that has recently arrived on the market to address these challenges is EJOT's EJOWELD® product. This is a fastening system which can pierce the top aluminum sheet and friction weld to the high strength steel sheet below, even with strength levels approaching 2000 MPa. The resulting joint is strong and robust.

Finally there are technologies that enable taking weight out of the joint. One example would be thread forming screws for plastic or aluminum that enables smaller boss design. A smaller boss means less material and both weight and cost savings.

### Conclusion

This interest in light weighting is likely to continue to grow in momentum. The bulk of the attention is currently being focused in automotive circles, but likely will quickly expand from there as these technologies get proven out and other industries adopt them. In automotive it is clear that the goal is to improve gas mileage ratings, but these same principles can easily be applied to potential cost savings opportunities for other industries that benefit from lighter weight design. It stands to reason that if thinner and stronger metal sheets become feasible for mainstream usage that there are a multitude of industries that could benefit from lighter weight and more cost effective designs. This means that in the future many industries may be utilizing these fastener technologies. It is, therefore, a good strategic reason why the prudent manufacturer or distributor, although perhaps not at the forefront of this technology now, will stay plugged into its development and availability in the future. ◉





# SRC Special Rivets Corp.



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SRC now has a company representative in the U.S. to serve our customers. Tony Di Maio is well known in the blind rivet industry and he will assist you in every way he can. We appreciate the opportunity to quote your blind rivet needs. Contact Tony for catalogs.



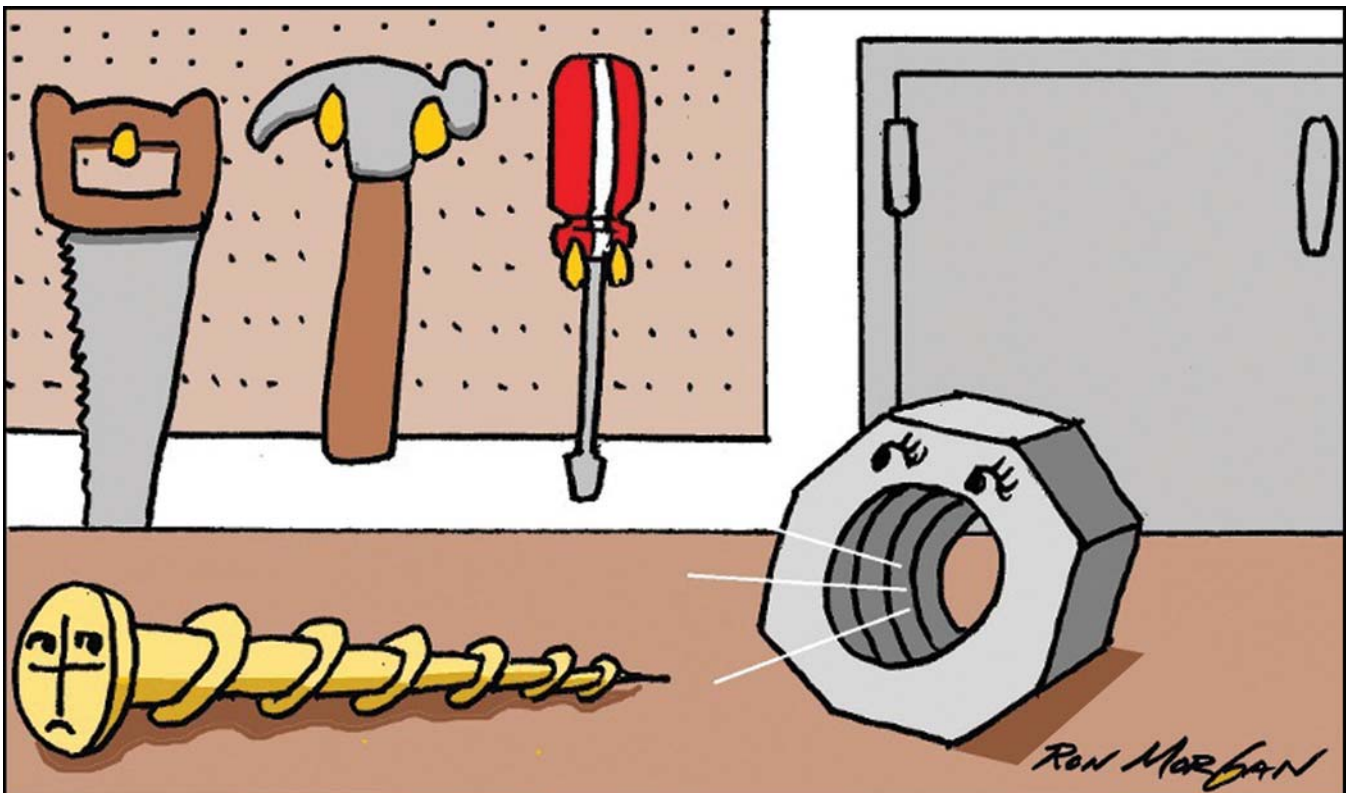
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"There's just no use in our dating, Phillip.  
It could never work for us."

**ROBERT FOOTLIK** *COMPETING WITH THE BIG DOGS* from page 162

Slower moving related materials are then placed down the shelving aisles according to stock number, catalog page, product movement or any other logical criteria. Stocking and picking steps are minimized when the staff can perform their job without entering the aisles. Super fast families are accommodated in the shelving parallel to the picking path.

Examining the left bank of shelves there are a total of 133 sections of shelving, plus the pallet racks. Of these 23 are “quick pick” (15%) plus 80’ of racking that potentially could hold another 200 SKU’s. With essentially 20% of the facings reached without stepping off of the pick path the efficiency gains are obvious.

The large picking aisle can be used for both picking and stocking of fast moving materials. Extra space in this area insures minimal conflicts even if both functions are done simultaneously. The center aisle between the shelving runs is for slower stocking of the materials strictly down the long aisles. With the right order picking cart and enhanced check in everyone will be faster, smoother and more productive. Keeping the stocking carts out of the narrow shelving aisles also eliminates picker waiting time and with proper training the stockers can both add new materials to the shelving and replenish shelf stocks as an ongoing effort.

### **What About An Existing Warehouse?**

Not everyone has the luxury of being able to completely reconfigure their warehouse and shelving, but there are simple enhancements that can be made in any operation on a programmed basis.

Everything starts with developing sub-families and beginning to think about relocating some of the SKU’s elsewhere. For an existing facility this can be a very instructive exercise that sets the stage for physically moving the materials over an extended time frame. And it might not be necessary to reconfigure the shelving.

Taking the layout illustration and removing the end caps leaves it closer to a typical Fastener Distributor layout. If aisle space is available or can be easily created then adding the end caps should be a relatively simple change. Unfortunately this is rarely the case, but things are not hopeless. Moving the fast and super fast SKU’s of any sub-family to the end of the shelving run aisle requires minimal effort with almost as much productivity gain. The remainder of the items in the sub-family can often be consolidated with more items per shelf or additional shelves inserted into the same sections. Walk out to the warehouse and look for the empty space behind and above the stored materials. Regaining this space incrementally over an extended time frame isn’t difficult. Similarly for drawers or bin boxes adding dividers can gain space at minimal cost.

Developing a looped pick path may be a more challenging exercise. The “trick” is that no one says it has to be a smooth geometric design. Any path that begins and

ends with the order finishing area will gain efficiency by eliminating back tracking. Turning corners to dodge obstructions takes more time but may be perfectly acceptable in the context of your existing layout.

For Fastener Distribution warehouses the recommended maximum continuous shelving run is 24’. Simply consolidating the stock towards the aisle ends may open up enough space to create a new center aisle. Reducing the overall uninterrupted shelving enhances safety in an emergency and improves productivity everyday. In pallet rack areas the maximum recommended run is 80’ to 100’ and creating a new cross aisle is even easier. After clearing out the bottom 8’ to 12’ of a pallet rack section the lower beams can be removed for a “bridge aisle.” The minimum height for personnel only is 8’ and the fork lift mast height dictates anything more.

These passage aisle changes become more obvious on a layout drawn in sufficient detail to show the individual rack and shelving sections along with obstructions such as columns, electrical panels and walls. Having done this exercise thousands of times we have found that once the existing plan is committed to paper there are almost always simple ways of creating a more efficient pick path. In every case enhancing the flow path results in productivity and morale improvements.

### **What Does This Mean For The Bottom Line?**

While the bigger operations may be buying the merchandise for less money they still have to pay for the overhead and with complex systems the expense is 24/7/52. In addition running their systems requires a minimum complement of labor regardless of the work load. Compounding these costs are the many ways that an optimized Distribution Center adds to the work load further down the supply chain. Any one operation might be cheaper but the total operating expense will always be considerably higher than an efficient single facility. This is the margin where an efficient small to medium size distributor can compete.

Productivity and efficiency gains go right to the bottom line. There are many ways to use this “found money.” It can be reinvested in your operation to pay back the expense of the improvements, reduce the need for additional personnel with increased sales, shared with the employees as “gain share” or used to price compete with the big guys. At the end of the year the result will show and the savings compound as the business grows.

The only rationale for a warehouse is that it is a marketing tool. Keeping this tool well sharp is the best way to cut into the big guy’s market share. A better performing, more professional operation turning out less expensive orders faster and more accurately will always be a winner. ○

## PHILLIPS SCREW WINS FASTENER INNOVATOR AWARD

Phillips Screw Co. won the 2015 Fastener Technology Innovator award for a bolt designed for Rolls Royce jet engines.

Phillips' External Mortoro Super Spiral Drive System was designed as a lightweight replacement for the head, bi-head and six-sided bolt head designs in aerospace and automotive applications, Mike Mowins told FIN.

The design saves Rolls Royce 30 pounds per 1,000 pieces and is more recyclable.

The Spiral Drive System "provides the maximum torque in a light weight low height design. Tighter design clearances result in overall weight reductions for bolts and structures yielding the greatest possible efficiency for today's and tomorrow's vehicles," according to Phillips.

In second place was Fischer's greenline range initially with six plugs and one two-component injection resin for heavy loads. The greenline is part of Fischer's goal of sustainability and environmental protection without compromising performance, CEO /owner Klaus Fischer explained.

Third in the 19 product nominees was Regg Rolling's R40 HD high-speed cylindrical thread rolling machine. It has a production rate of up to 60 parts/minute and can roll threads with diameters from 1/2 to 3 inches.

### Other Nominees For The Fastener+Fixing Award Presented During The 2015 Fastener Fair Stuttgart Were:

- **Carlo Salvi SpA:** 616 WS – 6-die progressive header capable of handling wire with diameter from 10 mm to 17.5 mm.

- **Jubilee Clips:** Quick release pre-assembled straps housing/screw combination allows user to tighten straps with high torque but without needing to lock housing into place.

- **Rivit Srl:** RIV939 designed to place rivet nuts up to M12 with reduction of problems due to component wear

- **Adunox GmbH:** Collation system for screws which can be in oblique position with the magazine strip automatically returned.

- **Schatz AG:** Inspectpro, portable system for torque, angle and clamping force using changeable batteries and can be operated by bolt manufacturers, coaters and fastener users to determine friction coefficient onsite.

- **Flaig+Hommel GmbH:** The FH FiberLock connects fibre plates – especially for use in lightweight applications.

- **Gesipa:** The latest AccuBird Pro sets rivets four times higher than any other Accu-riveting tool.

- **Chemfix Products Ltd:** Pre-Mix wood filler is ready for extrusion, without cutting the bag due to the ChubSeal system.

- **Gardette Groupe subsidiary LGC:** Intervis, an insert for its Ultra High Performance Fiber Reinforced Concrete for unseen architectural applications.

- **Imanpack:** Microvert Pro vertical packaging machine equipped with motorized film unwinding, pneumatic reel-holder and encoder controlled pouch length.


- **Tite-Fix Ltd:** The Tite-Recess and drive bit is for awkward applications and where driving efficiency is crucial.

- **Ernst Reinhardt GmbH:** Coating medium unit for small batches that can be changed without hassles.

- **Bossong:** Epoxy 21 epoxy resin for seismic qualification C2 applications with standard threaded rods.

- **Alpen-Maykestage GmbH:** Tungsten carbide tip with centre cutting geometry for precise placement and accurate holes without chipping.

- **Pitzi Metallbau GmbH & Co. KG:** Pitzi power clamp for lifting of solid wood panels and boards such as glued laminated and cross-laminated timber.

- **Videx Machine Engineering Ltd:** Fully automatic hot forging machines for long and large bolts, including impact cutter, chamfer, extrusion, induction heating and forging machines. 

## CARMEN VERTULLO WASHERS - WHAT ARE THEY GOOD FOR? from page 168



INTERNAL TOOTH



EXTERNAL TOOTH



COUNTERSUNK



INTERNAL/EXTERNAL TOOTH

External tooth-lock washers are more effective than internal-tooth lock washers because the teeth are at a greater distance from the center and there are more of them, however the standard does not specify a given number of teeth or shape of the teeth for any particular style, type or size. As a result tooth-lock washers of the same designation can vary in appearance and performance from manufacturer to manufacturer. Internal tooth-lock washers are chosen when a more finished appearance is desired as the teeth are hidden under the head of the screw. The common designations for tooth-lock washers are Internal Tooth-Lock Washers, Heavy Internal-Tooth Lock Washers, External Tooth-Lock Washers, External Tooth Counter-sunk Washers and Internal/External Tooth-Lock Washers.

Like split-lock washers, tooth-lock washers come in a variety of materials and finishes, but ASME B18.21.1 designates four materials, Carbon Steel, 300 series Stainless Steel, 410 Stainless Steel and Copper Alloy. Hardness is a key characteristic of these lock washers and critical to their effectiveness.

When designating tooth-lock washers you should include the style, specification and year of issue, size, type, material and coating.

For Example:


- (1) Internal Tooth-Lock Washer, ASME B18.21.1, 2009, 1/4 in., Type A, 304 Stainless Steel.
- (2) External Tooth-Lock Washer, ASME B18.21.1, 2009, 0.562 in., Type B, Carbon Steel.
- (3) Internal/External Tooth-Lock Washer, ASME B18.21.1, 2009, No. 12 (0.900 O.D.), Type A, Carbon Steel, Mechanical Zinc per ASTM B695, Class 55.

ASME B18.21.1 TOOTH-LOCK WASHER MATERIAL REQUIREMENTS		
MATERIAL	SPECIFICATION	HARDNESS REQUIREMENT
Carbon Steel	SAE J403, 1055 - 1065	HRC 40-50, HV 392-513
Stainless Steel	SAE J405, 301 -305 , 316	HRC 20-45, or HV equiv.
Stainless Steel	410	HRC 40-50, HV 392-513
Copper Alloy	ASTM B591, Type 425	Temper H06 minimum

Testing for toothed washer is similar to that of split-lock washers except there is also a compression test. This test requires that the washers rebound to a height greater than the fully compressed height after released from compression. Most toothed washer will be too small or too thin to accommodate the Rockwell macro-hardness test, so the Vickers micro-hardness test is recommended.

In addition to ASME B18.21.1, there are a variety of military specifications that cover split-lock washers and tooth-lock washers. These include MS16213-, MS35333 thru MS35336-, MS45904-, MS51413-, MS51414- for tooth-lock washers and MS35338-, MS35340-, MS51415-, MS51848-, MS122029 thru MS122036, NAS1640, NAS1676 for split-lock washers.

Many industries do not use lock washer at all – except for as an assembly in a SEMS screws and KEPS nuts where they are used extensively. These include the automotive, appliance, electronics, sporting goods, furniture, and medical manufacturing industries. If you are a supplier to any of these kinds of customers you should carefully look at where you are selling lock washers- with or without screws, and ask if that sale should be a SEMS screw or a KEPS nut instead. You can add great value to your product offerings by reducing part numbers, speeding up the assembly process, reducing the chance of foreign objects in the assembly; and the use of SEMS and KEPS nuts can provide an amazing range of assembly improvements. This is also one of the best opportunities to increase your profit margins and lower your inventory overhead.

SEMS screws and KEPS nuts will be part of our next article in this series on washers where we will also cover the more exotic and proprietary types of washers and how washers are an important part of the over-all assembly strategy. 

*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 by emails at [carmenv@carverem.com](mailto:carmenv@carverem.com) or by phone at 619-440-5888.*

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**DISTRIBUTOR NEWS**

**Crescent** would like to announce the promotion of some of our personnel.

With the November retirement of Rick Green our CFO for the past 24 years, Aron Stevenson, who has been with Crescent since 2006, was promoted to Controller. Aron holds a Degree in Finance.

This past May, Jerry Sheehan, who has been with Crescent since 2013, was promoted from Raw Material Handler into the Customer Service position. Jerry will be working with Aron and Sales as he learns the craft of servicing our customers.

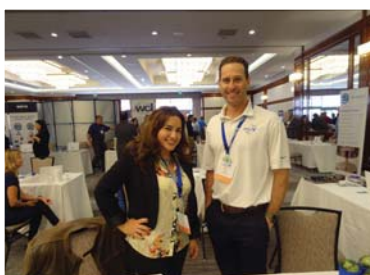
In March, Ginger Doherty, our International Sales Manager and Sales Associate, was promoted to expand her area of responsibility to Domestic Sales Manager. Ginger has been with Crescent since 1998 and has assisted Kim Guerrette, VP Sales/Quality Coordinator for several years now as Kim's involvement with our AS9100 Quality Program grows. We are happy to recognize Ginger's expertise and the outstanding job she has done to build better relationships with our customer. She has been an invaluable source to Kim, Crescent, and our customers. Please offer your congratulations to all.

For more information about Crescent, Tel:1-860-673-2591, Fax: 1-860-673-5973, Email: [websales@crescentmanufacturing.com](mailto:websales@crescentmanufacturing.com) or visit them online at [www.crescentmanufacturing.com](http://www.crescentmanufacturing.com).

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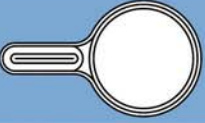























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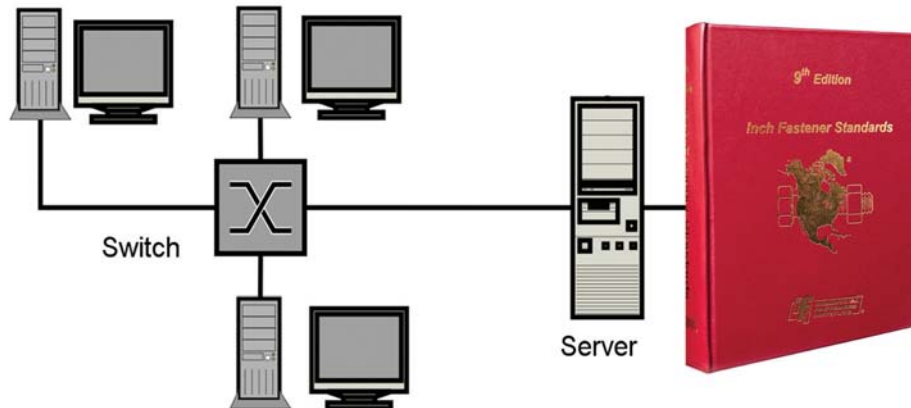
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### SEFA NASHVILLE - A GREAT VENUE FOR SEFA from page 166

**Start early** - It's a good idea to plan everything, from top to bottom, a year in advance. Having a five-year plan in place isn't a bad idea, either. A year may seem like a long time, but the days and months have a way of flying by. You want to be ready so things don't start to spiral out of control.

A five-year plan doesn't have to be quite as detailed as your plan for next fiscal year, but as a business owner you should be thinking about growth and opportunities. What do you want your company to look like in the future, and how do you get there?

**The effects can be amazing** - Planning and budgeting efficiently and early can make all the difference in the world. Some people think they can manage and grow a business on the fly, but these enterprises don't last very long. When you're constantly reacting to what's going on around you instead of planning ahead and taking progressive action, you're


robbing yourself, your company and your team members of their potential and chances for success.

Remember, not everything goes according to plan. But you must have a plan, and you must incorporate it into every aspect of your business!

— **Dave Ramsey**

*Dave Ramsey is America's trusted voice on business and money. He has authored five New York Times best-selling books, including **EntreLeadership**. The **Dave Ramsey Show** is heard by more than 8.5 million listeners each week on more than 550 radio stations. Follow Dave on the web at [www.entreleadership.com](http://www.entreleadership.com).*

### SEFA Heads To Tampa In 2016

The 2016 Spring Conference will be held in Tampa, FL at the Intercontinental April 12th-14th. It's not too early to mark your calendars!! 

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## CASE NEW HOLLAND TOUR AND PANEL DISCUSSION HOSTED IN RACINE, WI by Nancy Rich

On April 8th, the MWFA met in Racine, WI where they had the opportunity to tour the Case New Holland Plant. The tour featured all facets of assembling tractors, which are only produced, on an "as ordered" basis. Attendees were able to see the many processes used to assemble and test before the final product is approved for delivery.

That evening the group reconvened at Harbour Walk Hotel for a featuring a panel discussion addressing The Challenges of Doing Business in Changing Times with Various Generations.

### The Panel Included:

**Pat Goss** - Pat has spent over 35 years in the fastener industry, primarily in sales management positions and is currently Territory Sales Manager for Wrought Washer Mfg., Inc. Prior to joining Wrought Washer over 25 years ago, Pat was Inside Sales Manager for a small metalworking plant. Pat has been directly involved in inside/outside sales, customer service, telemarketing, quotations/estimating as well as worked with and directed independent sales agents throughout the United States and Canada. Her entire fastener career has been in manufacturing of washers and related stampings.


**Josh Ballard** - Josh started at Sems and Specials in January of 2012 with this being his first job in the Fastener Industry. He has excelled in his role as an Account Manager and has developed many relationships within the Industry. He strives to provide excellent service to his customers and continue to grow in the industry, and is recognized as a 30 under 30 member.

**Tim Wiedmeyer** - Tim started in the fastener industry 23 years ago with Matenaer Corporation. At that time they only manufactured flat washers and Tim was hired as the 18th employee. Matenaer now employs 110 employees. Tim

is Vice President of Distributor Sales for Matenaer.

**Andrew Urhausen** - Andrew received a Bachelor of Arts degree from Loras College in 2007 and then started with a major industrial distributor after having worked summer employment with them. He spent five years with the distributor developing his knowledge of cutting tools, abrasives, construction fasteners and general industrial products. He joined All American Systems in 2011 and currently handles accounts in Illinois, Minnesota, Nebraska and Wisconsin. He has participated in numerous industry training sessions and enjoys customer specific engineering and application troubleshooting. Andrew is also recognized as a 30 under 30 member.

All the panel members expressed their respect for various generations in the industry as they all have something to offer. While the millennials may not have as much product experience as the veterans, they are very comfortable with more advanced technology. They are able to help the veterans utilize new technology features not used in the past. At the same time veterans are able to teach the product knowledge as well as the specifics on customer relationships.

All panelists agreed the hands on training has given them better training than books ever could. In office and industry training programs have assisted all the panelists in enhancing their knowledge on fastener products. While they may not have began their careers with the intention of working in the fastener industry, they admit the industry has been good and they realize it's an industry which won't be going away. The respect, for what generations are able to learn from each, was very evident. The world may have turned to smart phones as a way of life but no one expects that they can run their whole life or business. 



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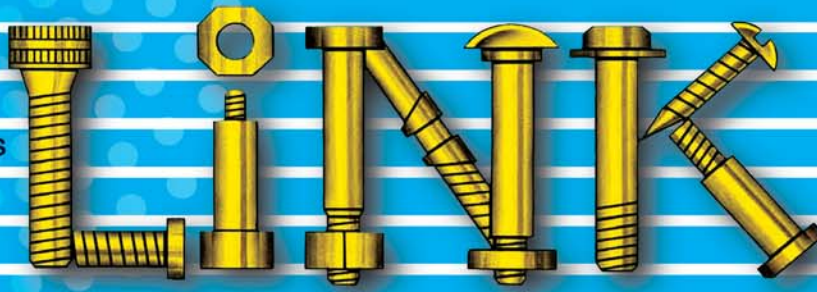
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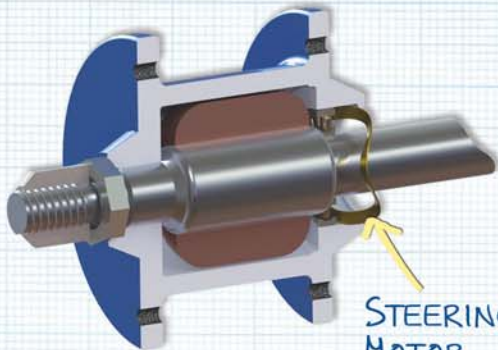
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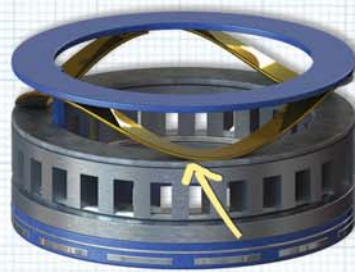
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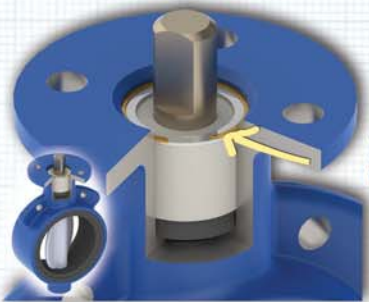
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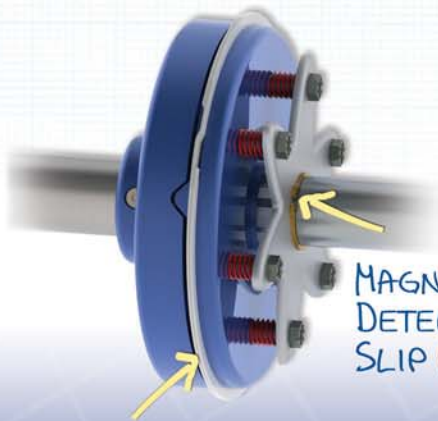
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