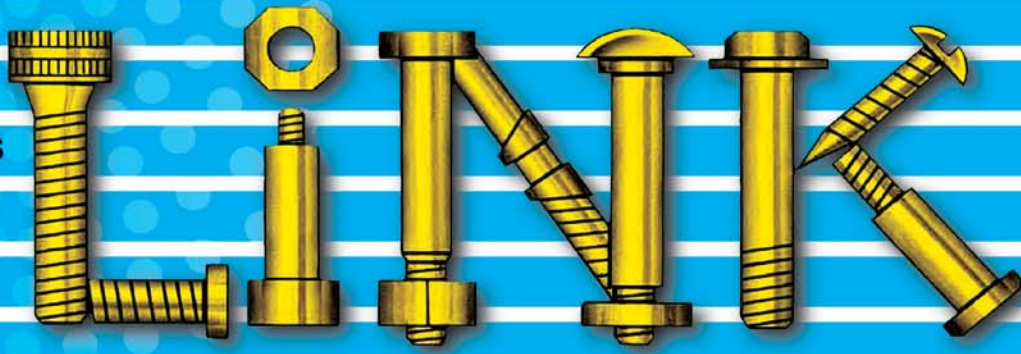


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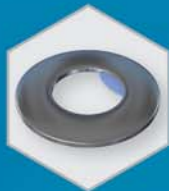
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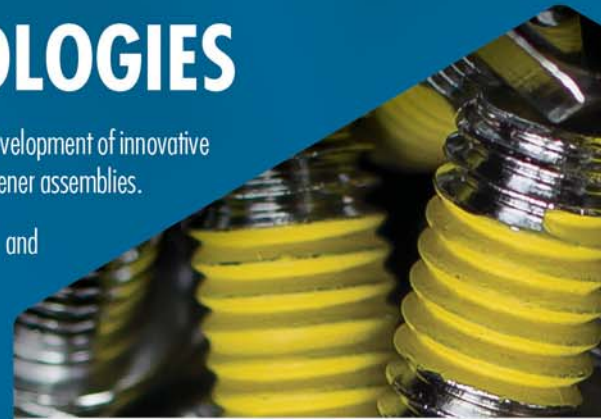
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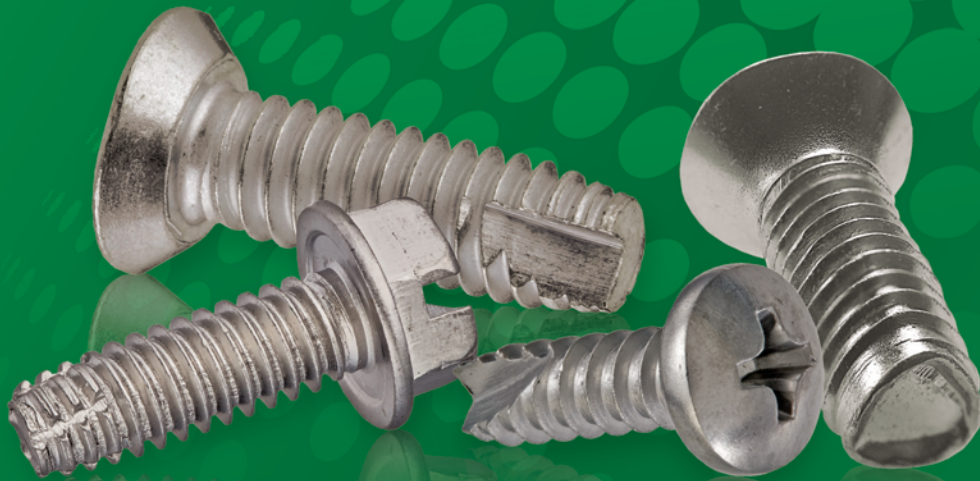


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DISTRIBUTOR NEWS

Fall River Manufacturing Company is proud to announce they have just taken delivery of a brand new NEDSCHROEFF BOLTMAKER, that will increase the company's ability to produce larger bolts up to 7/8" diameter x 8" long in most alloys.

Dave Monti, VP General Manager stated, that Fall River Mfg. Co., has made a multi-million dollar investment that will bring the 32 year old company to the next level of growth.

Fall River Manufacturing specializes in the manufacture of Commercial and MIL-SPEC Screws, Bolts and Nuts in Stainless Steel, Brass, Bronze and Aluminum. The company expects to have the machine up and running this summer.

For more information contact Fall River Mfg. Co., 540 Currant Road, Fall River, MA 02720 USA, Tel: 1-800-275-6991, email: sales@fallrivermfg.com or visit them online at www.fallrivermfg.com.

* * * * *

In a continued drive for growth, commitment to customers and supply partnership excellence, **EFC International**, announces the addition of Mike Massengill as Plastics Design/Application Engineer.

Reporting directly to Dave Pfeifer, Director of New Business Development, Mike will be responsible for collaborating with EFC's sales engineers, customers, and suppliers to drive growth with innovative key products.

Mike joins EFC with over 25 years of experience in application and design engineering, most recently with TRW Automotive. Mike's automotive background and his extensive management experience in product development, launch support, sourcing, and procurement provides an enhanced relationship for the customer, as well as, supplier.

EFC International is a leading supplier of specialty engineered metal, plastic, cold-formed, spring steel stampings, electrical and assembled component parts to the OEM and Distribution marketplaces.

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

Pivot Point Incorporated, a manufacturer of Non-Threaded Fastener Solutions and Wire Rope Lanyards, has launched their new website at www.pivotpins.com.

This all new website features an integrated product configuration capability as well as CAD drawings for standard and custom products that are downloadable in various formats. As a manufacturer of many specialty, unique, proprietary or hard-to-find products, Pivot Point has had many customers seek this capability rather than having to create the specialty drawings themselves.

The company also states that the new website includes a streamlined E-Commerce system, new products and quick and easy search functionality.

For more information, contact Pivot Point at PO Box 488, Hustisford, WI 53034. Call Toll-Free at: 1-800-222-2231, Tel: 920-349-3251 or Fax: 920-349-3253 Visit them online at www.pivotpins.com.

* * * * *

Advance Components a master stocking distributor of specialty fasteners, welcomes McCormick Associates as Advance's manufactures' representative for sales in New York, New Jersey and Eastern Pennsylvania.

"Hiring the best people in the industry to serve our customers remains our primary focus," said Gary Cravens, President of Advance Components. "We're thrilled to add Ken Schneeloch and McCormick Associates to our team."

McCormick Associates is a sales and marketing firm providing manufacturers representation and consulting services to distributors as well as supply and catalog houses for over 40 years.

Contact Information: McCormick Associates, attn Ken Schneeloch, Jr, 128-3 Bauer Drive, Oakland, NJ 07436. Email: TheSchnee@aol.com, Tel: 201-644-7424, Fax: 201-644-7427 or Cell: 973-495-3872

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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 or by email blendulf@yahoo.com.

BIGGER BOLTS OR SMALLER BOLTS?

An American company was faced with a joint problem. The assembly had some weaknesses they had a problem to rectify. It looked like a relatively simple case with a square end plate being bolted onto a machine part with four 1/2" Grade 5 bolts. The external load was applied with a somewhat irregular fashion and had caused some loosening of the fasteners. This had eventually caused fastener failures due to fatigue problems. They did request assistance in fixing the problem and, at the same time, also to make a quick conversion to metric since the product was going overseas.

This is (approximately) what the end plate assembly looked like:

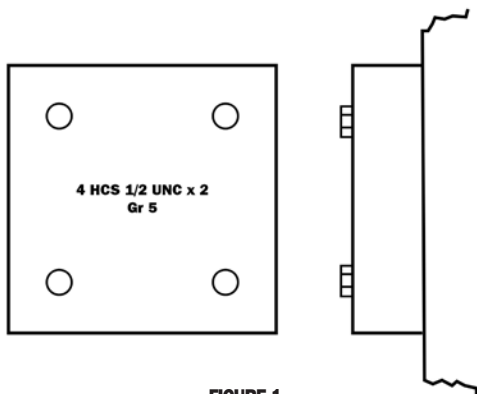


FIGURE 1

The external loads of 10 000 N (2200 lb) per bolt is not particularly high, but since it is applied at an offset, the calculation must take this into account. From page 144 in my seminar work book it is relatively easy to assume that a Grade 5 bolt 1/2UNC x L would be a good choice. When a more precise calculation reveals that we are OK on most safety factors except surface pressure under the bolt head we can say that we are close but not exactly right. The problem here is also that the external loads are applied at an offset which will cause the bolts to experience some bending.

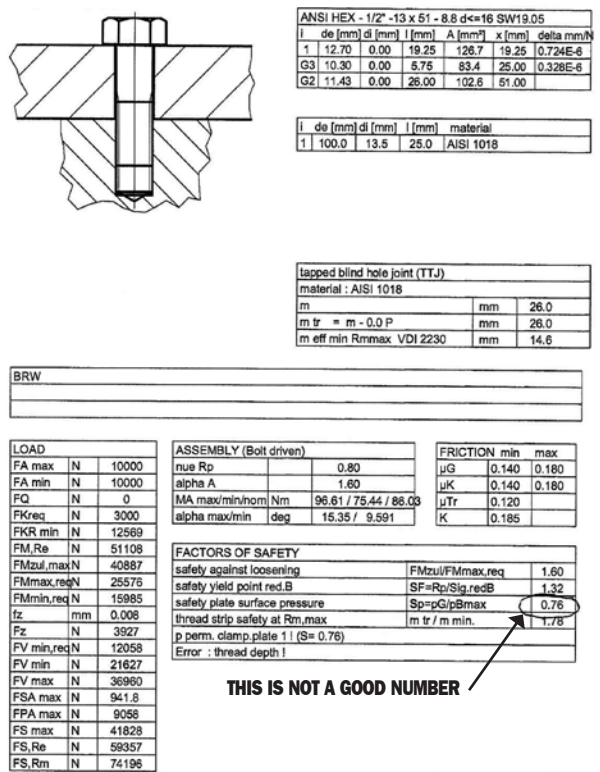


FIGURE 2

Looking at the calculation of the joint (from the above) it is easy to find the potential problem. I have used the SR1 program to do this since it is, in my opinion, the best representation of the VDI 2230 (a German design guide line). From the "Factors of Safety" it is easy to determine that it is only the "Safety plate surface pressure" that does not reach 1 or better. Here we find that we have a 0.76 safety factor, which is not good. Any factor must show 1 or better to satisfy the minimum requirement so here we find the reason why the company has had problems in the past. To fix this problem in inch/pound there are several choices, but for the export version we will now go straight to metric.

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WORLD'S LARGEST FASTENER SHOW AIMS TO RAISE THE BAR THIS OCTOBER

The National Industrial Fastener and Mill Supply Expo is forecasted to sell over 95,000 square feet of exhibitor space, and welcome over 650 vendors servicing more than 2,200 fastener buyers at the Sands Expo & Convention Center in Las Vegas, NV, USA on October 25 -27, 2016.

"We're working on making the show a success and things are moving along pretty smoothly. We're aggressively going after new manufacturers to bring them into the show," says Susan Hurley, Show Director. "Our team is working diligently on getting new businesses and we're proud to say we have secured 40 new suppliers for the October show."

New And Elite Vendors

The Expo is an internationally renowned event and draws top fastener, specialty tooling and machinery, and service solution companies from all over the world. Notable newcomers this year are Apex Supply Chain Technologies from Mason, Ohio, which specializes in automated point-of-use dispensing and supply chain technologies that revolutionize how people do business; Italian VSP Fasteners S.p.a., one of Europe's leading companies in the production of high-performance fasteners; and International Welding Technologies out of Lindenwold, New Jersey, manufacturer of cutting edge capacitors, discharge stud welding equipment and fasteners.

Among the recurring, distinguished vendors are Brighton-Best International (BBI) from Long Beach, CA, known for their world-class customer service, coupled with an extensive, high-quality inventory offering the latest products on the market and Lindstrom from Blaine, Minnesota, which focuses on a comprehensive line of metric fasteners ranging from hex head and socket head cap screws, to thread forming screws, nylon insert locknuts, lock washers and groove pins, of which most are available in steel (plain, zinc plated, yellow zinc pated) as well as stainless steel and brass.



Freshly Curated Hosted Program Initiatives

A solid foundation is the perfect platform for growth and that is exactly what the National Industrial Fastener and Mill Supply Expo has planned this October via two new hosted programs: "BYOD" (Bring Your Own Distributor) and "Rising Star". The two initiatives tie in line with the show's new marketing campaign "My Network. My Show" which centers around the industry's tight niche community.

"What we learned after our post show survey is how passionate and involved our customers are with the show. This is their show, and as such we want to continue building and providing a marketplace for the industry's newcomers and returning attendees alike, to come and do business and at the same time learn from the best in the industry and network with their peers." says Linh Vu, Marketing Director at the National Industrial Fastener and Mill Supply Expo. "Our new hosted programs open up opportunities for a number of individuals to attend the show for the first time – on us, and experience what the industry has been talking about all these years."

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MMCC CELEBRATES 40 YEARS IN TEXAS!

Metric & Multistandard Components Corporation is celebrating the 40th anniversary of the opening of its office and warehouse in Texas. The Texas branch opened on September 6, 1976, and it has been open continuously since then. The Texas office is one of 5 locations that MMCC has in the U.S.

MMCC was founded in 1963 in Yonkers, NY. After several years the company moved to Elmsford, NY, and then in 1974 they built the current headquarters in Hawthorne, NY. That same year the company opened its first branch office outside of Chicago, IL.

The Chicago office was a success, and demand for metric-dimensioned fasteners and related items was growing, so a decision was made to expand into the Southwest. Dallas was chosen for its central location and favorable business climate. In early August 1976 John Longyear, who was Assistant Sales Manager, and Chris Longyear, who was the company buyer, drove from NY to Dallas. They spent the next month getting the location ready to receive and process orders. The branch in Dallas opened the day after Labor Day, 1976.

Metric sales continued to grow, and the Texas office acquired many new customers. The original location was only 4000 square feet in a long industrial building in northeast Dallas. When the lease came up, the space next door was taken over, so the branch grew to 8000 feet. That was not enough, and in a short time one more adjacent space was taken over for 12,000 square feet total.

In 1999 MMCC/Texas moved to its current 24,000 square foot building at 2200 Century Circle in Irving, Texas. The location is centrally located off of freeways and has room to maintain the necessary inventory and to move product in and out. The expanded Irving location has allowed the Texas office to give a higher level of customer service to distributors throughout the Southwest. There are many local distributors who pick up their orders at the branch warehouse on a regular basis.

The Texas office has a fully stocked warehouse carrying a whole range of metric industrial supplies. The business is

predominantly fasteners, but a wide range of related items is also in the product line, including cutting tools, wrenches, and pneumatic and hydraulic tubing and fittings. The branch has full online access to the other 4 company locations for items that are not stock in Texas, and offers same day shipping on most orders.


There is a full sales department in Texas, including 3 sales reps who are fluent in Spanish. All but one of the sales reps

in Irving have been with the company for 15 years or longer. This experience allows the branch to answer most "metric" questions, offer solutions to problems, and make sure the customers get the right product. Having the sales staff on site allows MMCC to give optimum service, as they can physically check items when necessary and insure that any special requests get met.

Metric & Multistandard has a sister company in Germany which the Texas office is in contact with on a daily basis. The German office serves as a purchasing and freight consolidation office, sending a weekly Air shipment and regular Sea shipments to the NY headquarters. They can source almost any DIN or ISO item that our customers ask us for. We normally have replies on quotation requests the next day, and many items can be brought into the U.S. in just one to two weeks. We can even source certain items the same day

from some of our European suppliers.

The Texas office of MMCC is still managed by John and Chris Longyear, who opened it 40 years ago. John and Chris have both been active in the Southwestern Fastener Association. John served twice on the Board of Directors Chris once, and both had a term as Chairperson of the Board. They have built up many relationships over the years in the fastener industry and are looking forward to establishing new ones in the future.

The Texas branch of Metric & Multistandard thanks all of the many customers who have supported the business for the past 40 years. The Texas staff will keep working to continue to be a reliable source of metric fasteners and related items for the Southwest for many years to come. 



TOP: MMCC IN IRVING, TEXAS

BOTTOM: CHRIS AND JOHN LONGYEAR





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Laurence Claus

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

PPAP FOR FASTENER DISTRIBUTORS

Nearly thirty years ago, as I was starting my career in the fastener industry, PPAP was also just getting its start. At its launch in 1993, it was still a relatively modest activity and included a narrow set of requirements. If thickness of the package was a gauge of sophistication, the original PPAP documentation package was pretty “bare bones” and unsophisticated. By comparison, today’s PPAP, currently in the 4th Edition, is a complicated and comprehensive set of documents that even for a simple fastener can measure a half inch in thickness.

Additionally, unlike thirty years ago, where PPAP was exclusively utilized by the automotive OEMs and some suppliers, today PPAP has been adopted and used by customers with no ties to the automotive industry. Therefore, understanding the requirements and nuances of PPAP for distributors with broader market reach than just automotive is important.

So, what is PPAP and what are the basics that everyone should know about it? PPAP is an acronym for Production Part Approval Process. It was developed and is currently maintained by the Automotive Industries Action Group (AIAG) and is primarily a way that suppliers can demonstrate that the component or assembly they are launching can be feasibly made in production.

Its development and evolution over time has essentially been interrelated to the automotive industries on-going quest for continual improvement and process control. In a nutshell, PPAP is the way that a supplier can verify to their customer that they have control over their processes and can exhibit the capability to effectively and consistently

produce the product they were contracted to make. In other words, PPAP is a way that the supplier can prove that their processes are capable of producing a quality product.

The PPAP process and the subsequent paperwork “package” are intended to cover the entire range of product and every supplier that a normal automotive OEM or Tier supplier aligns themselves with. However, the creators did realize that there are some differences between products so that suppliers of raw material receive slightly different treatment than suppliers of component parts or assemblies. This article will focus primarily on the suppliers of components and assemblies, as fastener distributors would generally fall into one of these categories and not that of a raw material supplier.

PPAP is essentially a standard and guides users in how to do things. Like most standards it is a mix of prescriptive requirements and guidance.

It reflects this in three different ways:

- [1] “Shall” statements
- [2] “Should” statements
- [3] Notes

“Shall” statements are requirements and must be completed or met to receive final approval of the PPAP. “Should” statements represent recommendations or suggestions and, although encouraged, are likely not absolutely required to get the PPAP approved by the customer. “Notes” are occasionally provided to add clarity or guidance. They do not represent a requirement but can be extremely helpful in understanding how to meet one.

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If someone asked you to name a highlight from 1996, what would come to mind? Common answers will assuredly relate to pop culture and span the gamut of watching Michael Jordan play to secretly learning the “Macarena” dance. Now consider the same question as it relates specifically to the fastener industry. Does anything stand out?

In the mid-90s, businesses faced difficult choices in leveraging new process technology in order to remain competitive within the fastener industry. Due to limited options, companies either had to

implement overly complex yet limited business systems, or they resorted to using a slapdash network of rainbow-colored spreadsheets, clipboard photocopies, and anxious prayers.

Yet, just as fastener companies were taking their first steps into internet marketing, three entrepreneurs from New Jersey created a solution. Having left a competitor the prior year, Larry Ward and Tom Ward joined with Dean Christianson to launch Distribution One in the Spring of 1996. With firsthand experience of the challenges of other business software, the team released a character-based software solution, aptly named Vision, that exemplified their guiding principle: to provide businesses with a feature-rich ERP solution that increases interconnectivity while reclaiming efficiency through the automation of core procedures.



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Vision rewrote the rules of how enterprise resource planning (ERP) software should operate. Through functionality, access, and control, Vision provided a faster, simpler way of entering and retrieving critical business data. That same year, Distribution One welcomed its first customer, an industrial distributor in Chicago, with many more businesses quickly taking notice.

Vision's success provided the opportunity for the acquisition of Distribution Management Systems (DMS) in Vermont in 1999 which drove demand for the release of the second generation V2 software, the company's first Windows product, in 2003. V2's prolonged success paved the way for Distribution One's strategic merger with Integrated Systems Technology (IST) in Texas in 2010.

Both expansions served to enrich the software while expanding the company's ability to reach new markets. Headquartered in Mount Laurel, New Jersey, Distribution One operates an office in Irving, Texas, as well as a network of skilled ERP specialists in eight states across the country. This team of professionals thrives on delivering solutions and support across the United States, Canada, and into Europe. *(continued on page 18)*



KEY ANALYTICS
75% increase in speed of navigating between tasks versus the previous in-house system

Kitting, special labeling, and vendor-managed inventory (VMI) programs are each unique aspects of Southern Fasteners' distribution business, and each can be handled within Distribution One's ERP application.

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Gene Yates
Vice President
Southern Fasteners and Supply, Inc.



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KEY ANALYTICS
\$50-60k savings on
an annual basis related
to new accounting
efficiencies

Distribution One has been a key business partner to Empire Bolt since 2009. Our largest cost savings from implementing V2 and upgrading to ERP-ONE were realized in our accounting department. What took 1.5 people to accomplish in a day in our previous system now only takes one part-time employee. We now complete month end processes and reporting in 10 minutes, where it used to take us hours to finish.

Empire Bolt truly values our partnership with Distribution One, and looks forward to growing and improving together in the years to come.

Jennifer Harder
General Manager
Empire Bolt & Screw Inc.

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“The Distribution One solution has provided our business with the ability to remain on the ‘Cutting-Edge’ of leveraging technology for today’s demanding market at a fraction of the cost of other well-known solutions,” explains Michael Eichinger, Vice President & COO of Bay Fastening Systems. “Our choice in an ERP was simply based on the question: Can we execute our business more efficiently and implement new strategic business growth initiatives with new strategic partners? The answer was unequivocally ‘YES’ with Distribution One.”

“Automation of scanned documentation” continues Mr. Eichinger, “has helped us to most effectively establish a paperless operation. Warehouse Scanner program implementation has helped us to streamline inventory management and significantly reduce time to logistically receive goods and manage orders. Data management and third party software integration have been key areas of the Distribution One focus, and their improved dynamic query API has been limitless in data resourcing with new business partners.”

While groundbreaking software was essential to Distribution One’s core success, it isn’t the only contributor to growth. Unlike the standard customer-vendor dynamic, Distribution One forms close, lasting partnerships with every single customer. Doing so provides open and continual sharing of vital information which gives rise to ideas for new innovative features and valuable enhancements.

In 2014, these partnerships drove the evolution of
(continued on page 20)

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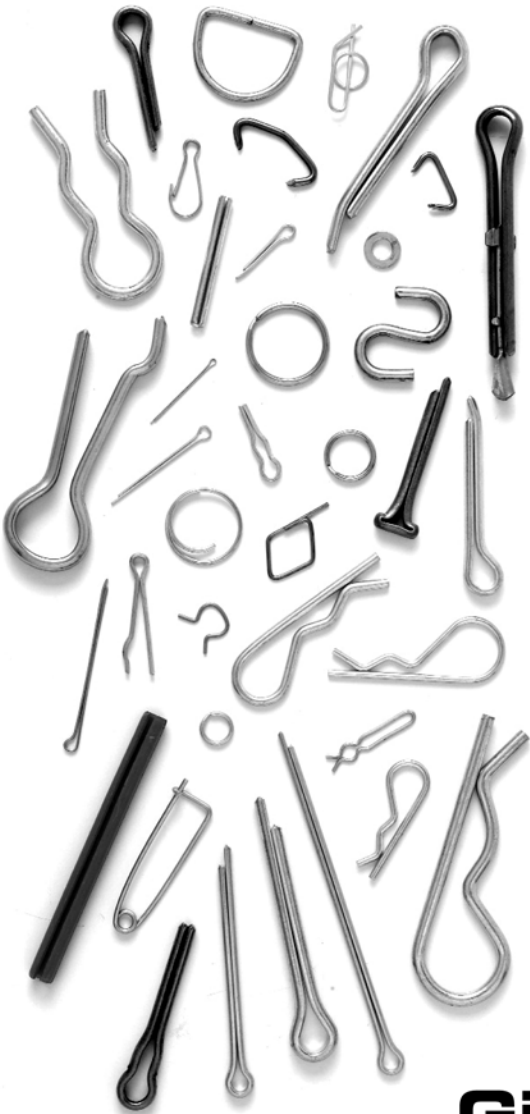
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V2 into the cutting-edge, all-inclusive solution ERP-ONE.

“Distribution One has been a key business partner to Empire Bolt since 2009,” explains Jennifer Harder, General Manager of Empire Bolt & Screw, Inc. “Both V2 and ERP-ONE have reporting capabilities far beyond our previous system and many of those we test drove in our selection process. Through built-in reports such as Sales Analysis to custom reports through Results or Dynamic Query, we are able to pull and organize most any data we can dream up and load it into Excel with one click. We are measuring our productivity and profitability in so many areas that were previously overlooked, and as a result, our profitability has increased exponentially.”

Reaping the benefits of over 2000 component programs, Distribution One partnered customers enjoy unparalleled access to their critical business data. Coupled with mobile apps, ERP-ONE provides streamlined functionality and unrivaled efficiency that is unequaled in the market today.

“In 2012, we implemented an ERP system from a company that we thought would help us improve various facets of our business. Instead of choosing a product like Distribution One’s ERP-ONE, we decided to go with a product from a very well-known company outside of our industry. This proved to be a huge disaster and an extremely costly lesson for us,” said David Harlan, Director of
(continued on page 22)



KEY ANALYTICS
Streamlined inventory;
Reduced the process of
building transfers from
8 hours to 30 minutes

We went live in January of 2016 and are extremely pleased with our decision. Since the implementation, we have been able to improve many areas of our business including inventory management. This was a huge problem with our previous ERP solution, which cost us millions of dollars a year in lost sales. ERP-ONE has helped us streamline our inventory reporting processes, making those lost sales a thing of the past. We are discovering new tools each day that improve our processes, and I can’t say enough about how ERP-ONE is helping us transform our business for the better.

David Harlan
Director of Marketing/IT
Intercorp



For 28 years, Intercorp has proven to be a leader in the fastener distribution business. Intercorp’s flagship brand, Strong-Point, is trusted by thousands of construction professional across North America for use in commercial building and residential projects. With an outstanding reputation for quality products, quick delivery and support for the distribution channel, Intercorp is the clear-cut leader for high-quality construction fasteners.

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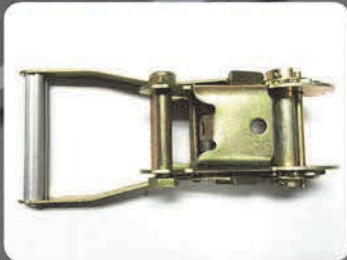
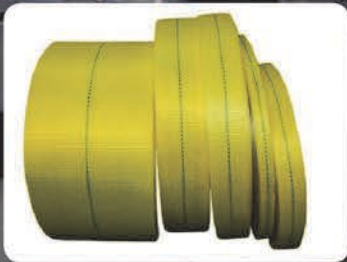


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IT for Intercorp. “So in 2015, we cut our losses and set out to find an ERP solution that was more industry specific, with the right set of tools to help us grow our business. After much research and due diligence, we chose ERP-ONE from Distribution One. We went live in January of 2016 and are extremely pleased with our decision to make the switch.”

“Since implementation,” continues Mr. Harlan, “we have been able to improve many areas of our business including inventory management. This was a huge problem with our previous ERP solution, which cost us millions of dollars a year in lost sales. ERP-ONE has helped us streamline our inventory reporting processes, making those lost sales a thing of the past.”

These represent just a few of the quantifiable results that businesses continue to enjoy. “Today, ERP-ONE stands as the proud culmination of 20 years of effort, dedication, and service,” explains Distribution One President Larry Ward. “Our continued ability to innovate and grow is tied directly to the success of our partners. To every single fastener partner, we thank you for your steadfast support.”

(continued on page 132)

KEY ANALYTICS
Six figure initial savings;
5 years of doubled
sales revenue without
requiring additional
staffing

We have been with Distribution One for nearly six years and the platform has consistently improved over the years including our recent upgrade to ERP-ONE. The software is user friendly and intuitive. It has efficiently adapted to our business needs by leveraging current market technology. If we think of a way to improve our logistics, the Distribution One platform and staff provide a functionality that empowers our team to execute our strategy efficiently. It is a very powerful and diverse business solution.

Michael Eichinger
Vice President & COO
Bay Fastening Systems



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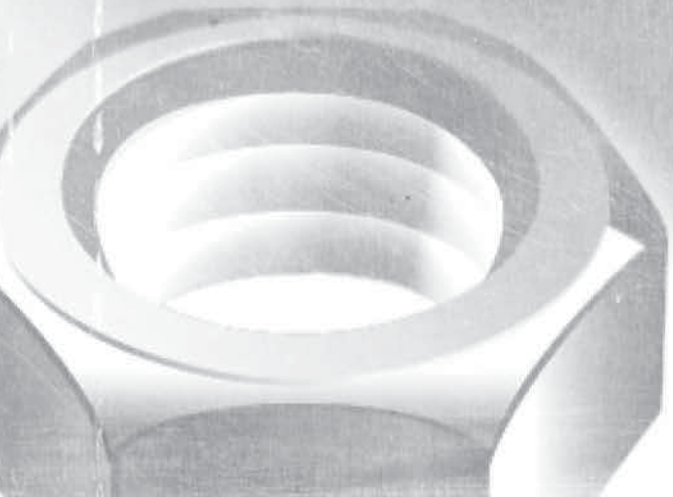
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Guy Avellon

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

WHAT FASTENER DISTRIBUTORS NEED TO KNOW TO ANSWER CUSTOMER QUESTIONS

In the last issue we answered several questions regarding fastener use and torque, primarily because many answers to some common questions are not in any printed form. Being in print and subject to peer review seems to help validate the answers to these questions, besides providing a handy reference source.

Before answering any customer's question, or referring them to a third party, find out about the nature of the application:

Can A Fastener Be Reused If It Has Been Stretched Into Yield?

Most of us do not have to even think twice on this one, regardless if the fastener material is ferrous or non-ferrous; **NO**. However, I'm sure it would do just fine holding a license plate onto a vehicle. Yet there was one person who went beyond this question and asked if there was a computer model that would predict the failure point for x-number of reusing the fasteners beyond yield. The application was in a nuclear power plant. This is the time to walk away from any more discussions. Fortunately, this was not in the US.

Can I Use Several Flat Washers As A Spacer?

YES, but there are a few conditions. First, the flat washers must be made of hardened steel to ASTM F436 specifications. Secondly, the SAE size of hardened flat washer is preferable due to its closer toleranced inside diameter being able to provide a greater surface area for the nut and / or bolt head to seat upon. However, USS dimensioned hardened flat washers may be used as long as the last washer against the turned nut is of the hardened SAE or F436 dimensions.

Next, there is a limit on how many washers may be used. Tests were conducted on various fastener dimensions using a tension testing device to determine how much relaxation would occur if using washers as spacers for a hydrogen embrittlement test. It was found that six flat washers (6)

would work, four (4) washers being optimum. However, once tightened, the same tightening torque must be reapplied 60-90 seconds after, allowing for the stack to relax. If this a multiple fastener application, then the torque must be applied in a criss-cross pattern and in increments; such as 70%, 90%, 100%, then 105% of the torque value. This will assure even clamp load with minimal relaxation.

Can I Use Different Fastener Grades In The Same Connection If I Torque Them All The Same?

NO. For example, if the connection has a mixture of SAE Grade 5 and Grade 8 fasteners (it works the same with metric 8.8 or 10.9 fasteners too) and all the fasteners were torqued to Grade 5 torque values, the Grade 8 will produce less clamp load than the Grade 5 fastener. Of course, conversely, if the Grade 5 fastener were torqued to the Grade 8 value, the Grade 5 is either at or has exceeded its proof load value and is now weakened.

There are many engineers who will argue that the modulus of elasticity is the same for both the Grade 5 and Grade 8 fasteners and they should both produce the same clamp load. The first part is true; the modulus of elasticity is the same for both steel fasteners. If you stretch the fasteners the same amount in tension, they will produce the same clamp load.

However, we are not tightening the fasteners by tension; we are tightening them by torque. This changes everything because torque is a function of friction. Because the Grade 8 is much stronger and harder than the Grade 5, it will take more force to cause the Grade 8 to stretch the same distance as the Grade 5. The friction of torque will limit the amount of effort applied to stretch the Grade 8. The same friction is felt with either a torque wrench or the elbow; the force will 'feel' the same applying it to either fastener.

Therefore, if the fastener is not stretched the same, it will not produce the same clamp load as the other fasteners and the connection is compromised.

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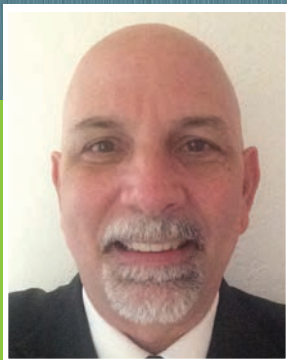
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HYDROGEN EMBRITTELEMENT Q&A - HELP FOR MANAGING 'HE' RISK IN FASTENERS

If you are a regular to Distributor's Link Magazine you know the past two issues featured articles on Hydrogen Embrittlement (HE) in fasteners. The most recent issue had an article by my esteemed colleague Laurence Claus. Laurence's article presented the fundamentals of hydrogen embrittlement –what it is, how it works, the necessary conditions for HE to occur, how to know if a failure is caused by HE, and some technical resources. My article, in the previous issue, focused on the HE relief baking process. If you have not read these articles you might want to read them before reading this article – and even if you have, a review would be helpful.

Both of those previous articles, and this one, lean heavily on the work of another of our esteemed colleagues, Salim Brahim. In addition to being a leading researcher in the area of HE, Salim is the author of "Fundamentals of Hydrogen Embrittlement in Steel Fasteners". This 20 page, authoritative paper covers the latest knowledge in the field and is a must-read for all fastener suppliers. It can be downloaded for free at www.indfast.org/info/free-technical-info.

My previous article concluded with a list of questions about HE and HE testing that I have received during consultations, webinars and at HE training programs:

- Who is responsible for the fastener if the baking is not effective?
- Can fasteners that have not been baked be baked later on?
- Can fasteners that have hydrogen embrittlement be baked again to relieve the embrittlement?
- How can I know for sure that my plated fasteners have been properly baked?
- Specs say that even if I do everything right HE

might still occur – what's the deal?

- What should the fastener supplier do, and not do, when confronted with a suspected HE failure?
- What should fastener suppliers do to properly make decisions regarding baking and to manage the risks associated with electroplating fasteners?

Let's take a look at these questions and provide some answers.

Who Is Responsible For The Fastener If The Baking Is Not Effective?

Most fastener specifications identify the seller as the responsible party. For example, ASTM A574 says: "The party responsible for the fastener shall be the organization that supplies the fastener to the purchaser." This means as a supplier, you are on the hook, regardless of the reason why the HE relief baking operation did not work out. This is one reason why all suppliers who offer plated fasteners that have hardness levels in the susceptibility range should know how the baking operation was conducted, even if, and I would say especially if, they receive the fasteners from some other supplier or importer in the already plated condition.

Can Fasteners That Have Not Been Baked Be Baked Later On?

Maybe the better question is "should fasteners that have not been baked be baked later on?" Unless you are dealing with a large value lot, irreplaceable parts or lead time issues, it is best to just scrap the lot and start over, or at a minimum, strip, bake, replate, bake and test.



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Joe Dysart

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

TURBO-CHARGING YOUR BLOG: 10 ESSENTIAL FREE PLUG-INS FOR FASTENER DISTRIBUTORS

While marketing via company blog on Wordpress remains an extremely popular way for fastener distributors to get attention, many have not ensured their blog is turbo-charged with all the latest plug-ins.

The tools, which are generally free, can ensure your blog appears as high as possible in search engine returns, downloads blazingly fast for readers, is well-protected from spammers – and more.

More importantly, installing these tools – which takes only a few seconds – will save your distributorship hundreds, if not thousands of dollars, in programming costs you'd otherwise incur going after the same results.

Ordinarily, sorting through all the Wordpress plug-ins available on the Web can be daunting – Google returns 39 million plus links for the keyphrase 'Wordpress plug-ins.'

But fortunately, Wordpress plug-in guru Chad Tennant has done all the legwork for fastener distributors.

Author of "The Best WordPress Plugins: 500 Free WP Plugins for Creating an Amazing and Profitable Website," Tennant says the following free Wordpress plug-ins are among the most popular and useful he's ever found:

- **AddToAny Share Buttons** (<https://wordpress.org/>

plugins/add-to-any). One the easiest ways to enable your blog content to travel 'round the Web is to add "Share on Facebook" and similar buttons to every post.

This plug-in automatically adds those buttons so that visitors can instantly share you post with their friends and colleagues on more than 100 social networks and sharing sites, including Facebook, Twitter, Google+, Pinterest and What's app.

The plug-in also gives fastener distributors the option to place share buttons before or after content. And it automatically integrates with Google Analytics, so you'll be able to study how people are sharing your content, and where your content is popping up in the social network universe. (Rating: 4.7 out of 5).

- **Yoast SEO** (<https://wordpress.org/plugins/wordpress-seo>). While many fastener distributors are aware they need to optimize their blogs for the search engines, fewer have the technical know-how. This plug-in handles all the technical aspects of SEO for you automatically.

Plus, it guides you on how to write posts that will pop higher on the search engines, makes sure your posts are long enough and prompts you to create descriptions for your pictures that will tickle search engines the right way. (Rating: 4 out of 5).



ABOVE: GOOGLE CEO SUNDAR PICHAI: HIS GOOGLE ANALYTICS DASHBOARD FOR WP ENABLES COMPANY BLOGGERS TO DISPLAY BRIN'S GOOGLE ANALYTICS REPORTS ON THEIR WORDPRESS DASHBOARDS.

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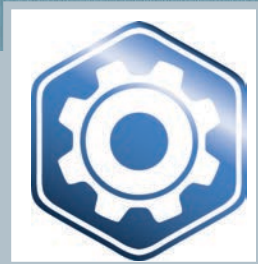
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THE NATIONWIDE FASTENER DIRECTORY JOINS THE FASTENER SUPPLY CHAIN NETWORK

The popular *Fastener Supply Chain Network* recently added another partner. The long established “bible” for finding fasteners, *Nationwide Fastener Directory* (The Nationwide) joined the network this month.

Bob Baer, speaking for The Nationwide, said “This is the next step in the continuing evolution of The Nationwide and it enables our clients to not only get the directory on line via another source, but to get it seamlessly within their ERP system, The Business Edge™ from Computer Insights.”



BOB BAER OF NATIONWIDE FASTENER DIRECTORY (LEFT) AND DENNIS COWHEY, PRESIDENT, COMPUTER INSIGHTS INC. (RIGHT)

The Business Edge™ *Nationwide Fastener Directory Connection*

In this new release, The Business Edge™ clients that are looking for parts will be able to click a button to quickly search the The Nationwide and find the parts that they need. The information that is returned will include the vendor contact information and the quantity available per The Nationwide listing.

A Wealth Of Information Available

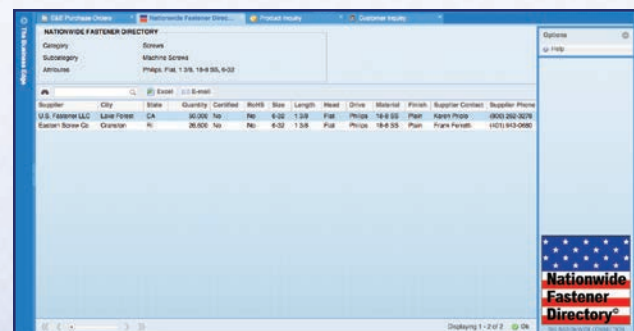
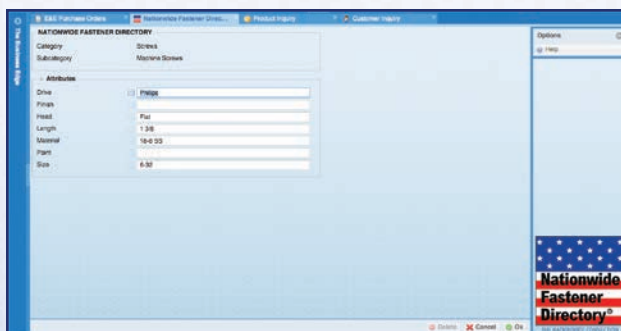
Clients using The Business Edge™ can enter the specifications of the part that they are looking for and find it listed in The Nationwide System without ever leaving The Business Edge™.

No Cost To Clients of The Business Edge™

The *Nationwide Fastener Directory Connection* is provided at no additional expense to all Business Edge™ users. It is part of Computer Insights growing *Fastener Supply Chain Network*. The future of the fastener business will be much more connected and you should be a part of that.

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Computer Insights clients using The *Fastener Supply Chain Network* will be able to upload their inventory to The Nationwide by selecting the group of products to be loaded and uploading with a click of the mouse.



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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.

TAKING ANOTHER LOOK AT INVENTORY

What happens when you install a new Warehouse Management System, change accounting methods, or hire a new Purchasing Manager? Radical new processes in these areas means that many of the old inventory schemes and paradigms are going to change. Will your business be ready?

Safety Stock - Do We Still Need It?

The normal place to start examining inventory levels is with demand, but not this time. Too much has changed in the supply chain and these new realities will severely impact the Fastener Industry. With the number of manufacturing plants that have closed, consolidated and moved none of the old paradigms are still in place. Initially the decrease in sourcing alternatives coupled with decreased demand meant that product might be more available.

Think of this like your favorite restaurant where you can now just walk in and be seated instead of making a reservation weeks in advance. Safety stock should therefore decrease radically, especially if the vendors have raised their efficiency by becoming "lean" in their operations. Shorter, more frequent production runs means faster turnaround and even if the vendor's inventory level is reduced in dollars or quantity you should be able to get product faster, but with fewer vendors to choose from. Similarly new internal procedures with on line or more frequent ordering should cut safety stock by a significant percentage.



Given this as a likely scenario, if you have been living off of current, in stock inventory now is the time to develop alternative sources, change lines and take a good look at the time required from the order date to the arrival of the materials. If this has significantly decreased then the safety stock level should be adjusted accordingly. Remember that the time depends on many factors, including the distance and complexity of the vendor inventory. Often

simple materials, stored in larger quantities will be available overnight. If this is the case why maintain more than a week of stock? The lesson to be learned is that establishing one rigid safety stock rule for everything guarantees that you will miss opportunities to improve inventory turns and therefore need more capital for inventory. While it is best to examine purchase timing data for each Stock Keeping Unit (SKU) individually, one should at

least break down the numbers by vendor, plant (source) and "family" of materials or production processes.

Mitigating against these vendor production and supply improvements are changes in raw materials availability. Shortages in basic metals and alloys can create procurement problems initially if there is a rapid upturn in demand. Right now this probably will not happen. Mines and processing plants are normally "mothballed" not dismantled, so while new plants and production are not likely to be built quickly there should be sufficient capacity to support incrementally staged growth in a "normal demand economy."



FALL RIVER

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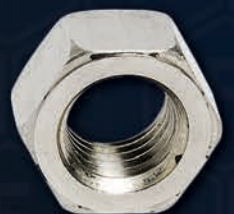
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INTERCORP TO BE FEATURED ON "INNOVATIONS" EXPLORING ADVANCEMENTS IN BUILDING SOLUTIONS

Innovations with Ed Begley Jr., announced today that it will feature Intercorp in an upcoming episode, with a focus on exploring recent advancements in building solutions. DMG Productions educates on the latest breakthroughs in fastening solutions. The episode is scheduled to air during third quarter 2016 via Discovery Channel.

Dates and show times TBA.

Founded in 1988, Intercorp is an industry leader in the fastener distribution business. Innovations with Ed Begley Jr. will explore Intercorp's flagship brand, Strong-Point, which is trusted by construction professionals throughout North America for commercial and residential construction projects. Audiences will learn about the brand and the importance of using high-quality fasteners in mission critical applications. The brand consists of a variety of high-end fasteners including: Self-Drilling, Drywall, Outdoor, Stainless Steel, Needle Point, Woodworking, Pole Gripper, Concrete, and Cement Board screws.

"Intercorp has always had a great reputation for high-quality fasteners in the construction industry, and we are really excited about the opportunity to show the audience so special," said National Sales Manager Law Winchester. "Most people don't realize how important the quality aspect of fasteners are and why we spend so much time talking about it. The fact is, everything from your home, to the stadium you watch your favorite team play at, use fasteners of some kind to hold everything together. It's extremely important that these buildings stay standing, especially when under stress of any kind. When fasteners fail, the results can be catastrophic. With the help of Innovations, we get to show audiences why quality is key and why Intercorp's products are as good as they get."

Premium carbon and stainless steel fasteners are critical to the construction industry. With warehouses in Los Angeles, Chicago, Atlanta, Dallas, Portland, New York, Houston, Miami, and Cleveland, Intercorp has the nationwide footprint to service the needs of thousands of contractor supply stores,

and their customers, with fasteners they can count on.

"When you have a company that has their products in as many high-profile construction projects and buildings as Intercorp, we knew we had to have them as a part of our episode, Breakthroughs in Fastening Solutions," said Eric Buckley, Producer for the Innovations TV Series. "They have an impressive reputation for quality fasteners and we look forward to enlightening audiences on what an important role they play in the construction industry."

For 28 years Intercorp

has proven to be a leader in the fastener distribution business. Intercorp's flagship brand, Strong-Point, is trusted by thousands of construction professionals across North America for use in commercial building and residential projects. The brand consists of a variety of high-quality fasteners including: Self-Drilling, Drywall, HVAC Needle Point, Decking, Stainless Steel, Pole Barn, Cement Board, and Concrete screws. With an outstanding reputation for quality products, quick delivery and support for the distribution channel, Intercorp is the clear-cut leader for high-quality construction fasteners.

Innovations, hosted by award winning actor Ed Begley, Jr., is an information-based series geared toward educating the public on the latest breakthroughs in all areas of society. Featuring practical solutions and important issues facing consumers and professionals alike, Innovations focuses on cutting-edge advancements in everything from health and wellness to global business, renewable energy, and more.

DMG Productions (responsible for creating the Innovations show) includes personnel specialized in various fields from agriculture to medicine, independent films to regional news and more. Field producers work closely with experts in the field to develop stories. This powerful force enables DMG to consistently produce commercial-free, educational programming that both viewers and networks depend on.

For more information visit www.InnovationsTelevision.com or contact Eric Buckley at (866) 496-4065 or via email at info@InnovationsTVSeries.com.



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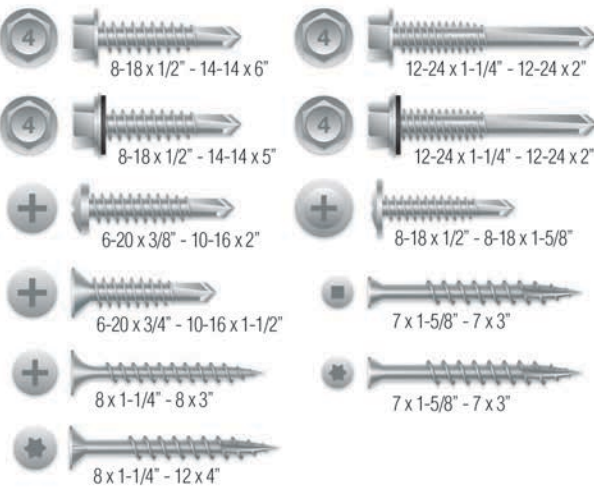
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2016 IFI SOARING EAGLE AWARDS RECIPIENTS ANNOUNCED IN PHOENIX, AZ by Rob Harris, IFI Magaging Director

At an awards ceremony held during the 2016 Annual Meeting of the Industrial Fasteners Institute (IFI) in Phoenix, Arizona, the IFI Soaring Eagle Service Award was presented to Joe Greenslade, retired from IFI; and the IFI Soaring Eagle Technology Award was presented to Thomas E. Hay, retired from National Machinery L.L.C.

The 2016 Soaring Eagle Service Award Recipient Is Joe Greenslade



**2016 IFI SOARING EAGLE SERVICE AWARD RECIPIENT
JOE GREENSLADE WITH WIFE, LILLIAN**

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.

Mr. Greenslade has a BA in Business Management from Texas A&M University. Joe worked for CAMCAR-Extron and Rockford Headed Products before he created Greenslade & Company, Inc. in 1978. He then sold his company in 2007 so he could become the third Director of Engineering and Technology for the Industrial Fasteners

Institute (IFI), from which he retired on December 31, 2015 after 45 years in the fastener industry.

While at IFI, Joe encouraged and facilitated the success of the Fastener Training Institute, to improve the training opportunities for the entire North American fastener industry. He also inspired the creation of the IFI Member-only Training Series for the education of the employees of IFI member companies. Joe conceived of and managed the development of the IFI Technology Connection™ that is the world's most comprehensive online fastener technology resource tool available. He also created the IFI Find a Supplier web based domestic fastener search tool to help fastener users find domestic sources for the fasteners they need.

The 2016 Soaring Eagle Technology Award Recipient Is Thomas E. Hay

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.



**2016 IFI SOARING EAGLE TECHNOLOGY AWARD RECIPIENT
TOM HAY WITH WIFE, MARY**

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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".

DEPARTMENT OF LABOR RULE SQUEEZES ATTORNEY-CLIENT PRIVILEGE

In the Obama Administration's attempts to revamp the labor laws by executive fiat, the Department of Labor has announced a new rule that will force companies and their lawyers to go public with the extent and nature of their advisory relationships when it comes to strategic planning on the subject of labor organizing in their businesses.

In late March the Secretary of Labor, Thomas E. Perez, announced the finalization of a long-anticipated rule that will compel companies to disclose arrangements they have with outside consultants when they seek advice on countering union organizing efforts. Since this advice very frequently comes from specialist labor attorneys it means that the new rule will be creeping right into the middle of the traditionally protected attorney-client relationship. Not only will companies have to fill out and submit an informational form, but the advisors themselves (frequently attorneys) will have to engage in reporting. This will undoubtedly have a chilling effect on the lawyers' decisions to dispense advice in the area of countering union organization. Since the reportable activities can cover a fairly large swath of labor related activity, companies will be discouraged from seeking advice they really may need to ensure they are in compliance with applicable rules and regulations when communicating with their workers on these issues.

The Labor Department's summary memo announced and defended the new rule. It argues that this is really only a logical interpretation and needed enforcement

activity which realigns with the intent of a law passed by Congress in 1959, the Labor-Management Reporting and Disclosure Act. This original law required reporting of the identity of company hired outside consultants when those consultants were contacting employees directly as part of their services. In other words, employees have been entitled to know that their company is connected to and paying for the people who might be contacting them with information about union organizing efforts. The new final rule, popularly called the "Persuader Rule", now makes it clear that this disclosure extends to "indirect" persuader



activities. This includes the fact that a company has hired a consultant to manage its message which the Company itself is delivering to its employees. Thus when consultants help develop printed literature, sample scripts for speeches, oral employer communication, letters from employers, and coaching of company

supervisors in how to talk about these issues, it can trigger reporting requirements. The Secretary of Labor asserts that this disclosure rule does not venture into the attorney-client area because it specifically does not cover pure legal advice. But the line here is blurry, and it is a slippery slope between legal advice and strategic advice. It certainly provides an opportunity for unions and adversarial employees to challenge and litigate whether the subject employer has properly complied.

Business groups and trade associations were quick to respond to the DOL announcement, asserting that it amounts to an unwarranted intrusion on free speech.

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DISTRIBUTOR NEWS

BoltSize-It has just formed a strategic partnership with Hobson Engineering in Australia for distributing the BoltSizelt line of measuring tools down under.

Hobson Engineering is a Master Distributor in both the Fastener and Commercial markets, and has locations in New South Wales, Victoria, Queensland and Western Australia.

We also brought on MK Promotions and Printing out of Carrum Downs, Victoria to handle all the warehousing, printing and shipping for us.

We are very excited about this new opportunity to service this market and have been doing limited business in Australia for years.

These partnerships with Hobson and MK Printing will allow us to take the business down under to the next level and service that market with our unique and useful sales and promotional tools!

We added some new metric only items for that market as well (Metric Ruler/Bolt, Screw and Thread Pitch Gauge and an Internally Threaded Metric Only Screw Gauge).

Check out our website for unique and useful tools and other new products that we continue to add, at www.boltsizeit.com. If you have interest feel free to give us call or email us for more information or a sample. Tel: 1-800-369-0120, Email: info@boltsizeit.com.

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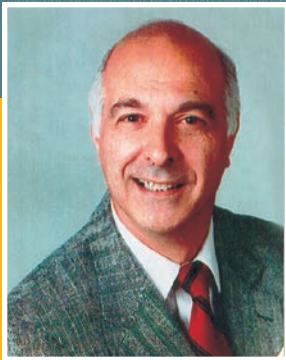
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Bart Basi

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

CUBA, NOW ON THE RIGHT SIDE OF THE IRS

How Did Cuba Get On The Wrong Side Of The IRS?

In October of 1962, the United States was almost dragged into a nuclear war with Russia because of Cuba. In response to the failed Bay of Pigs Invasion and the presence of American ballistic missiles within range of Moscow, Cuba requested nuclear ballistic missiles from Russia and Mr. Khrushchev complied. Our then president, John F. Kennedy recognized the threat and ordered a blockade on the nation of Cuba. The situation escalated to the point where the President ordered the United States Army and Navy to prepare to invade Cuba and the Air Force to get ready to carry our first round of nuclear preemptive attacks against Russia. The consequences for this world would have been absolutely devastating had the go-ahead been given.

What followed was a continuing cold war between NATO nations and The Warsaw Pact until 1991. Because of the incident, Cuba was given the cold shoulder by America for 25 years even after the Cold War ended. The United States was so mad, in fact, that foreign earned income from Cuba was made taxable under Subpart F Income, by putting them on the Section 901 list (concepts discussed below). That put them on the wrong side of the IRS.

What Is Subpart F Income?

Generally, income of controlled foreign countries or

CFC's is generally exempt from tax in the United States. Subpart F (Internal Revenue Code 952) was an attempt by Congress in 1962 to impose limits on deferral of foreign earned income. Within it, is Paragraph (a)(5) which includes into taxable United States income of which Section 901(j) applies.

IRC Section 952(a)(5) reads: the income of such corporation derived from any foreign country during any period during which section 901(j) applies to such foreign country. The payments referred to in paragraph (4) are payments which would be unlawful under the Foreign Corrupt Practices Act of 1977 if the payor were a United States person. For purposes of paragraph (5), the income described therein shall be reduced, under regulations



prescribed by the Secretary, so as to take into account deductions (including taxes) properly allocable to such income.

Code Section 901(j)(2)(A) reads: In general this subsection shall apply to any foreign country—

(i) the government of which the United States does not recognize, unless such government is otherwise eligible to purchase defense articles or services under the Arms Export Control Act,

(ii) with respect to which the United States has severed diplomatic relations,

(iii) with respect to which the United States has not severed diplomatic relations but does not conduct such relations,

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Silbertool does not remove material but rather re-rolls the thread back to its original geometry. The Silbertool Rolling Process is a safe and simple procedure, repairing any external thread form of any metallic material.

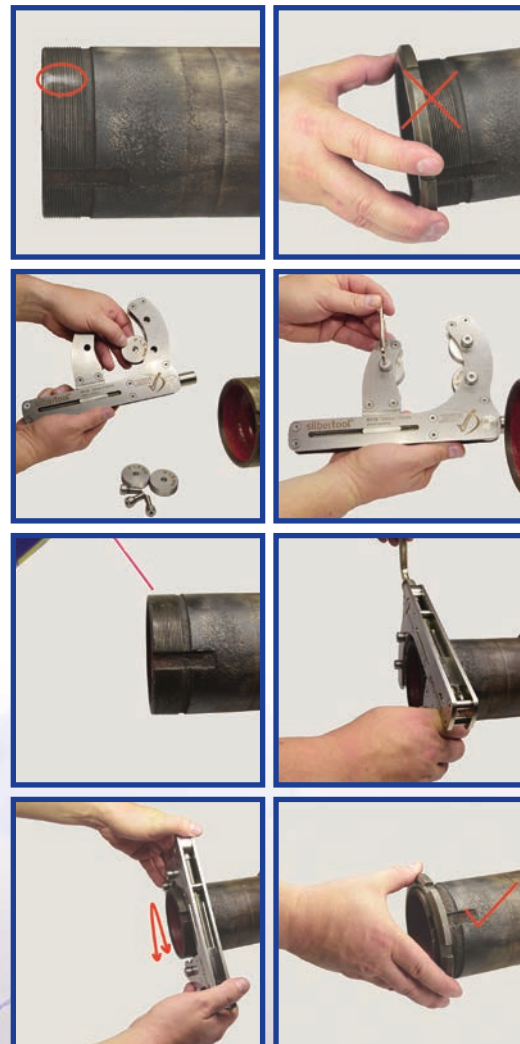
The Silbertool is made from austenitic chrome nickel steel, while the rollers and roller axis are made of a vacuum hardened stainless steel, making it a very hard and tough material. Furthermore, the material testing institute for materials and manufacturing engineering (MPA-Hanover) have proven that a thread repaired with Silbertool withstands the same static and dynamic loads as a new undamaged thread, and tests showed a higher fatigue endurance limit after rolling.

There are 4 tools in the system, available individually, for diameters ranging from M5 through M110, #6 through 4.1/4". The thread rollers are available in virtually all pitches & tpi, including left-hand thread.

The Process

- Silbertool is used manually, no external energy is required.
- After choosing the required rollers, they are mounted in the tool.
- Silbertool is placed on the damaged part of the thread.
- Using an Allen key, which is included, the tool is fixed and then rotated manually around the work piece.
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FASTENER INDUSTRY LEADER INDUCTED INTO HALL OF FAME; YFP RECOGNIZED IN FIRST-EVER AWARD

The National Industrial Fastener & Mill Supply Expo is excited to recognize and award Mr. Bruce Wheeler, Chairman of Star Stainless Screw Company as the 2016 inductee to its time-honored Hall of Fame. The show is also recognizing its first ever Young Fastener Professional award given to Mr. Ryan Kertis of Stelfast Inc. For 35 years, the National Industrial Fastener show has recognized and honored those individuals who have made significant contributions to the betterment of the fastener industry and for the first time ever the show will give a special shout out to the industry's young professionals in a special, joint award recognition ceremony during the October 2016 event.



Hall Of Fame Winner:
Mr. Bruce Wheeler
Chairman of Star Stainless

The Fastener Industry Coalition committee reviewed several exceptional nominees and selected the top candidate, Mr. Bruce Wheeler, Chairman of Star Stainless Screw Company as the 2016 inductee. Backing this decision is the unwavering dedication demonstrated by Bruce to provide the best possible service to the fastener community through a decades-long commitment that started many moons ago.

Bruce Wheeler, started his career back in 1973, working in the warehouse of Star Stainless Screw Company. He worked in nearly every department of the company, moving from the warehouse to the sales department, eventually becoming the branch manager. After nearly a decade in sales, Bruce elevated to Executive Vice President and then President. In all his roles and responsibilities, he believes that solid relationships with customers, suppliers, and employees are critical in a successful business and to this day he still operates with an open door policy. "The nuts and bolts of business are easy, the real challenge is in managing a vast number of employees," says Bruce.

Bruce is also an invaluable source as a true thought leader for young fastener professionals trying to navigate the industry. "It's important to acknowledge that our industry is changing and we're in need of young people who are eager to learn the ropes while we work towards moving our industry forward. And we do that by embracing fresh, new perspectives and ideas from the younger generation of fastener professionals," says Susan

Hurley, Show Director of NIFMSE. "We are excited more than ever to partner with the Young Fastener Professional community and we're proud to start recognizing the next generations of young, driven leaders."




Young Professional Fastener Winner:
Mr. Ryan Kertis
Manager of Stelfast, Inc.

The Fastener Industry Coalition committee has selected Mr. Ryan Kertis of Stelfast Inc. as this year's Young Fastener Professional winner.

"There were many good candidates nominated for the Young Fastener Professional award, but Ryan Kertis definitely filtered to the top of the list. As the founder of the Young Fastener Professionals association, Ryan recognizes the need to develop the next generation of fastener professionals and is creating innovative ways to help this important group acquire and develop the skills they need to succeed in our industry. We feel this, in addition to his many admirable personal qualities, merits Ryan to be the first recipient of the Young Fastener Professional award", says Vicki Lester, Fastener Industry Coalition Board of Directors.

While attending night classes at Monmouth University to complete his MBA, Ryan first post-collegiate job was with Porteous Fastener Company as an Inside Sales person in 2009. In 2012, he received a Master's degree in business administration and was presented with an opportunity at Stelfast, Inc. as the Pricing Manager where he would be responsible for the development & adjustment of customer pricing on a national level.

In the short period of time since he has been a part of the fastener industry, he saw the potential for young professionals like himself to thrive and succeed in this industry. In 2014, he founded the Young Fastener Professionals (www.youngfastnerprofessionals.com) organization that aims to empower the next generation of fastener professionals through a multitude of platforms including educating, collaborating & networking.

A special recognition award ceremony to honor Bruce and Ryan will take place on the show floor in the Session Area at the National Industrial Fastener & Mill Supply Expo in Las Vegas on Wednesday, October 26, 2016 at 2:30 p.m. 

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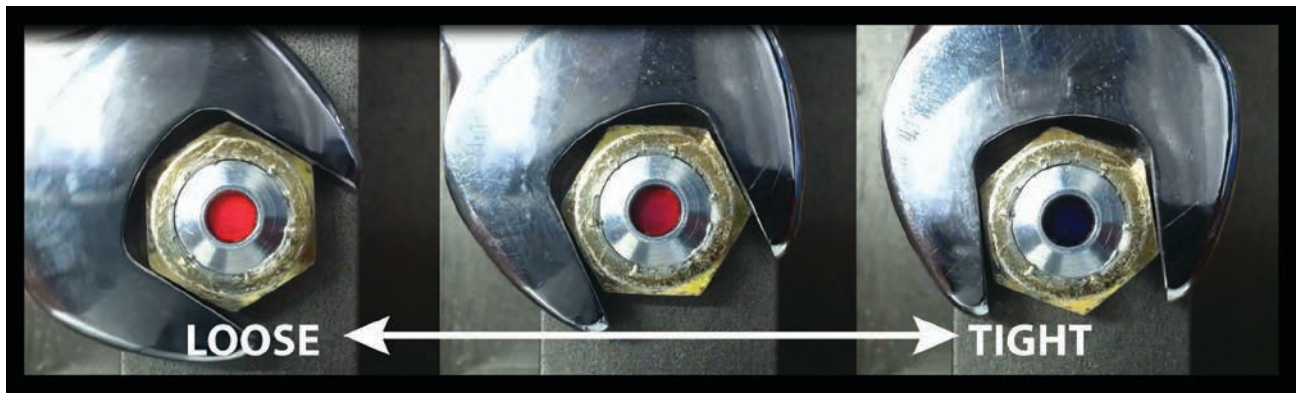
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WINDSOR SALT MINE SAVES MONEY & KEEPS MINERS SAFER WITH SMARTBOLTS® UPGRADE by Stephanie McGuinn



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It could be tempting to assume that a company over a century old can't be both cutting edge and a thought leader, but K+S Windsor Salt has earned that honor. The company, a household name in Canada, is a subsidiary of K+S AG and is using revolutionary fastening technology to enhance safety and reduce maintenance costs.

K+S Windsor Salt operates a mine called Ojibway, in Ontario Canada, and recently retrofitted heavy mining equipment with SmartBolts® made by Stress Indicators, Inc. The cutting edge technology of SmartBolts lowered maintenance costs, shortened downtimes, and protects miners.

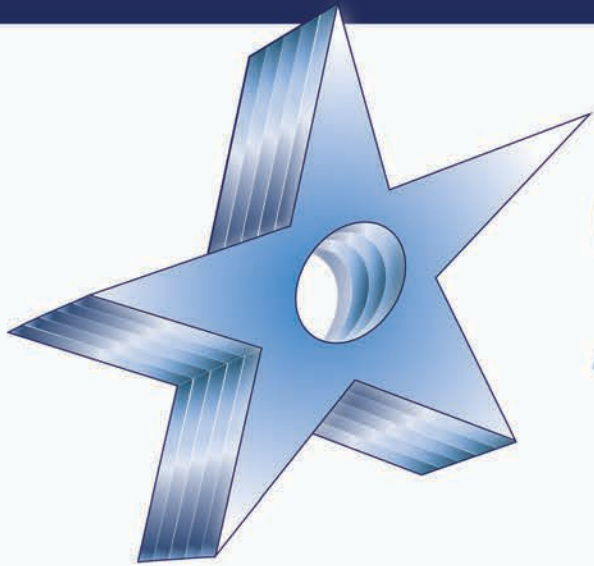
Round The Clock and 1,000 Feet Down

In a cavernous space about 1,000 feet underground, K+S Windsor Salt operates approximately 70 pieces of mobile equipment around the clock, including load

haul dumps, mechanical scalers, undercutters, jumbos, ampholoaders, drills, forklifts, trucks, and club cars. The "room pillar" mining method has been used at the Ojibway location since 1955 to produce salt for uses including water softener, agriculture, and de-icing.

Yasir Anwar, Maintenance Superintendent, oversees maintenance for all of the mobile equipment at the Ojibway Mine. He explained in a phone interview what generated the need for the mine to retrofit all their mechanical scalers with visual tension indicating SmartBolts.

"During the scaling process, where broken product is created by scraping the back (roof) of the mine, a lot of stress is transferred over to the turntable of the scaling machine," explains Anwar. Ojibway uses Gradall XL scalers 5110 and 5320. These behemoths weighing over 37 tons and standing nearly two stories high are expected to run around the clock for 250 hours consecutively, pausing for maintenance, and then run for another 250 hours. The constant pressure and vibration on the bolts that fasten the turntable to the tray, which is what rotates on the base of the giant machine, causes them to loosen, break, and stretch.



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Rapid Rivet was established in 1985 to serve a growing need for lot controlled, domestically manufactured rivets to multi-line hardware distributors in the United States.

Since then, Rapid Rivet has become a full service, factory authorized supplier to fastener distributors and Original Equipment Manufacturers (OEM) in the United States and abroad. For all rivet types used in a variety of applications which include military, aerospace and commercial industries, Rapid Rivet & Fastener Corp. has over 100,000 different rivets in stock and ready to ship out to clients.



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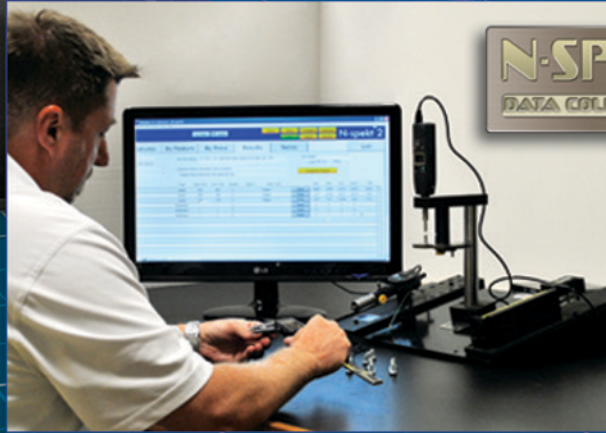
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Anthony Di Maio

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.

MOST FREQUENTLY ASKED BLIND RIVET QUESTIONS

I have been in the blind rivet business for over 40 years and my company ADM Engineering devotes a lot of time to the fastener industry, especially 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. Many distributors send me samples of blind rivets and rivet-nuts for me to test before they place these fasteners in their inventory. Most of these blind fasteners are shipped from overseas and the distributor wants to be sure that the rivets and rivet-nuts are within dimensional specifications and function well. We sometimes find that the blind fasteners are not to specification or do not function well and we submit our findings to the overseas company who produced the fasteners and our findings results in the issue of full credit to the distributor or user. We also resolve any performance issues that a distributor's customer may have with any fastener application. We work with the customer, review their fastener problem and resolve the problem for the distributor. I would like to share some of the questions we are asked.

How can I test painted blind rivets to know if the paint has been applied properly?

Set the blind rivet at the minimum grip range by using blind rivet Bach-Up washers 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 do 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 and baked to the rivet body, should have some elastic quality

the will permit the paint to stretch and expand without flaking on the up-set side of the rivet when the blind rivet is set.

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

When work pieces are not flat to each other, how do you determine the proper grip range blind rivet to use?

Work pieces to be blind riveted together should be as 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 when setting the blind rivet, 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 distance 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. The blind rivet when set will compress the work pieces together. After the blind rivet is set, you will have an extended rivet upset length because the blind rivet body length and grip range is longer than the length or grip range you would have used if the work pieces were flat to each other.



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AZ LIFTING HARDWARE - A DECADE IN THE MAKING

AZ Lifting Hardware, a wholesale supplier of industrial lifting and suspension hardware, was started in 2006 with a goal to solve a growing problem. With an extensive background in domestic manufacturing and industrial distribution Chuck Smith, founder and president, knew full well the challenge faced by fastener and industrial distributors: Lower the price or lose a customer. The solution was to continue buying the same product and lower the margin, or risk inconsistent quality buying a lower cost alternative. AZLH found the mission: Global Sourcing with Domestic Standards.

Beginning from a modest 3800 foot warehouse, AZ Lifting Hardware has expanded into a 15,000 foot facility, and recently moved its domestic machining into a separate 2500 foot facility.

"We're grateful for the confidence our customers place in us. We believe if we provide consistent quality at a fair price, and do what we say, we'd keep our customers. Anything short is unacceptable." A philosophy that has propelled Smith through his thirty six years in the fastener and industrial distribution business.

AZ Lifting Hardware's primary products are Eye Bolts,


Turnbuckles, Shackles and related Wire Rope and Chain hardware. By working with qualified factories they are able to offer an import product line with exceptional quality.

To insure consistency, AZLH stays with their approved factories to give their distributors confidence that they will receive the same "Spec'd in" product from one order to the next. Their domestic machining has also flourished.

They maintain a large inventory of raw forgings that can be quickly machined to customer specifications for Eye Bolts, Rod Ends and Clevis Ends.

Comments Smith, "A short lead time is our mission. Most manufacturers have to choose between making their own inventory or producing a special; a choice that can lead to longer lead times and unfulfilled promises. As we only manufacture Specials our lead times can be the best in the industry."

"We've worked hard to build this Company and none of it would be possible without a good

team. As we celebrate our first ten years, I want to thank our team and customers, and look forward to the next ten years!" concludes Smith. 



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

BATES TELLS SEFA: "FORCE PAYROLL TO GROW SLOWER THAN SALES"

Holding down payroll costs may be the first and best step to higher profits, Dr. Albert Bates told the Southeastern Fastener Association.

In a sample income statement for a distributorship with \$10 million in sales, Bates, founder and chair of the Colorado-based Profit Planning Group, pointed to the payroll and fringes totaling 20%, which he declared was "too high."

Bates' profit improvement model calls for distributors to "force payroll to grow slower than sales."

He cited a National Fastener Distributors Association survey from 20 years ago which "shows payroll today at the same percentage of sales."

If sales grow 5%, payroll growth should be limited to 3%, "Build a 2% sales growth to payroll growth gap," he recommended.

Bates cited the "profit impact of a sales to payroll wedge: If current \$10m sales yield 5% profit, then a 2% payroll wedge on 5% sales growth yields 5.4% profit.

Controlling payroll can mean letting go the 18-year sales person who everyone likes, Bates acknowledged. He may be selling but not seeking higher prices or more lines, Bates explained.

"Sales don't provide profit," Bates pointed out. "Get rid of people who are ineffective on the sales side."

Salespeople need to ask for more lines. Sales people resist because they are going to be told 'no' nine out of 10 times, Bates finds.

Commissions should be based on gross margin, not total sales, the author of "Breaking Down the Profit Barriers in Distribution" told SEFA.

Management may be too concerned about the cost of training to replace the underperforming sales veteran,

Bates said.

Bates acknowledged it is tougher for small companies "where everybody knows all employees."

"Every employee wants a raise," putting "incredible pressures on payroll," Bates acknowledged. But the answer may be, "You no longer get a raise – you get to keep your job."



**DR. ALBERT BATES ADDRESSES THE
SOUTHEASTERN FASTENER ASSOCIATION**

In profit planning, "technology will not save your buns if you still are not getting control of payroll," Bates said.

Beyond payroll, sales increases are a "nice driver of profitability," but expense decreases offer a sharper profit increase and gross margin shows the steepest profit increase.

Increasing profit is "going to happen unless we take some action," Bates said. "Fixed expenses only change when action is taken."

"Pricing drives profit faster than sales," Bates pointed out.

Every year upward pressure on expenses, he acknowledged.

- "Buying it cheaper is nifty," Bates said. "Selling higher is niftier."

- "Price increases are your friend," but if you can't pass along price increases, "it is the kiss of death."

"Raise prices where you can," Bates counseled. "We must get control of gross margin – largely through pricing."

- "Sell 10% more of 'D' items."

Bates finds there is a "wide divergence in the fastener industry on gross margin."

Bates advocated setting a "realistic profit goal" of 10% profit before taxes over a five-year period.

Ultimately, "driving higher profits requires focusing on the right things," Bates said. "We should have a plan." Web: ProfitPlanningGroup.com.

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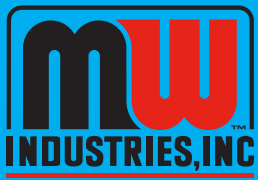
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INDUSTRIAL FASTENERS INSTITUTE ELECTS NEW CHAIRMAN AND VICE-CHAIRMAN by Rob Harris, IFI Magaging Director

The Industrial Fasteners Institute (IFI), held its Annual Meeting in Phoenix, Arizona March 5-8, 2016.

Newly elected Chairman for the period 2016-2017 is Mr. James B. Springer of Industrial Nut Corporation; newly elected Vice Chairman is Mr. Preston Boyd of TRAMEC Hill Fastener.



JAMES B. SPRINGER
IFI CHAIRMAN



PRESTON W. BOYD
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In addition to Mr. Springer and Mr. Boyd, the

Board of Directors also includes:

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Jonathan Turner, TurnaSure LLC
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Manny DeSantis, Valley Fastener Group LLC
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Chris White, O&k American Corp.

Division Chairs for IFI are:

Div. I – Industrial Products:

Michele Clarke, Valley Forge and Bolt Mfg. Co.

Div. II – Aerospace Fastener Products:

Mike Lawler, Consolidated Aerospace Mfg., LLC

Div. III – Automotive Industry Fastener Group:

Chris Rink, Prestige Stamping, Inc.

Associate Suppliers' Division:

Luc Lachapelle, Ivaco Rolling Mills

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 73 Company Members and 45 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.

For more information about the IFI visit them online at www.indfast.org.

DISTRIBUTOR NEWS

American Metal Fasteners Inc. (AMF) is

now adding to its stock of Alloy & Stainless Steel by stocking exotic grades such as Duplex, Super Duplex, High Nickel Alloys and various other exotic grades of Industrial in its distribution hub in Houston, Texas.

AMF - Americas business unit is a subsidiary of one of the leading fasteners group with three manufacturing units based globally. We are specialized in custom made requirements and work closely with our customers on technically challenging products. Due to its strong global manufacturing in place AMF is able to delivery even the most specialized fasteners quick turn around times.

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625, 718

Titanium - Gr2, Gr5, Gr7

Nickel - 200, 201

For more information contact American Metal Fasteners located at 6529 Cunningham Rd, Suite #2301 Houston, TX, 77041. Contact by Tel: 281-506-7077, Fax: 832-619-1841, by email: info@americanmetalfasteners.com or visit them online at americanmetalfasteners.com.



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FILLING THE TRAINING VOID - FTI EXPANDS TRAINING CURRICULUM

“If You Think Education Is Expensive, Try Ignorance.”

One of FTI's trainers, Laurence Claus, noted this quote from John Harvey in an article he wrote about the importance of training. Also noted in this article; “Education should become a life-long commitment. It's obvious that someone with no experience needs training, but what about those people that have been in the industry for some time? It's easy to fall into a comfort zone no matter how much experience you have.”

This is where the Fastener Training Institute® (FTI) comes in. We are expanding our class curriculum and travelling to new parts of the country to help fastener professionals of all levels build on their experience and education... avoid the comfort zone. In addition to our existing curriculum with nearly 30 live classes, FTI is adding Fastener Fundamentals to our syllabus.

Fastener Fundamentals will be a one-day workshop taught by industry expert and author, Jim Speck. If you use fasteners every day, or just have a peripheral interest in manufacturing, science and technology, join us for Fastener Fundamentals.

This workshop will include lessons on:


How fasteners work and their applications, manufacturing methods, quality assurance, testing and inspection, fastener laboratory procedures along with industry best practices.

In addition to classroom instruction, students will tour Crescent Manufacturing to observe screw manufacturing with heading, slotting and threading. This class is offered September 20, 2016 in Burlington, CT.

FTI is also travelling this summer to Chicago for the acclaimed “Fastener Training Week”. Hosted by MWFA, August 22nd – 26th; this is a week-long training

program for fastener distributors and manufacturers on manufacturing processes, consensus standards, quality control and much more. This is “Summer Camp” for fastener people where students go through an intensive version of the acclaimed FTI Certified Fastener Specialist™ technical training program. Instead of seven separate one-day classes, Fastener Training Week will consist of five intensive days of education and plant tours.

If you cannot travel for training, FTI also offers on-site, customized courses that can be tailored to your company's training needs. On-site training is a great way to get many employees together while saving costs, since the instructors come to you.

Let's not forget about webinars! In addition to our monthly webinar series taught by instructor, Carmen Vertullo, FTI is excited to announce that Laurence Claus will be presenting a two-part webinar series on PPAP's. Part 1 will highlight the general guidelines of what a PPAP is. Part 2 will teach the details and the specifics that need to be in place for submission. These are great webinars for Quality, Purchasing, Sales and Customer Service. 





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HOW TO DESIGN THE OPTIMUM HINGE

by Christie L. Jones, Market Development Manager

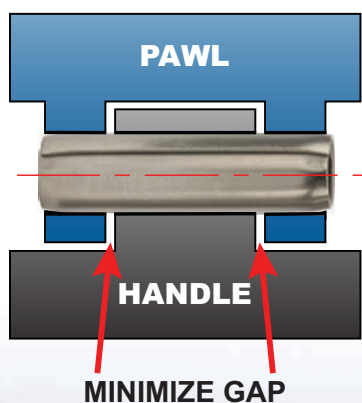
There Are Two Primary Types Of Hinges

[1] A FREE FIT HINGE has little to no friction or drag when the latch or handle is rotated. Hinge components are “free” to rotate independent of one another.

[2] A FRICTION FIT HINGE requires interference to prevent free rotation of components relative to one another. Depending on design intent, resistance can vary from a slight drag to a value sufficient to maintain the fixed position of components anywhere in their full range of rotation.

Although many pin styles are available, Coiled Spring Pins are particularly well suited for use in both friction and free fit hinges. To achieve optimum long-term hinge performance designers should observe some simple design guidelines. Regardless which pin type is used, the gap between hinged components should be minimized to reduce clearance and avoid bending of the pin (Figure 1).

Figure 1



Free Fit Hinge

If a free fit hinge is desired, the Coiled Pin's pre-installed diameter is of negligible importance as pin diameter is determined by the retaining, or smallest

hole(s). Coiled Pins are functional springs and recovery and retention in free fit locations must be considered. The amount of recovery/retention is dependant upon the diameter of the tight (retaining) hole(s) and the “free span” of the pin.

Free span would be defined as the distance a pin passes through a free fit component. As free span increases, the pin diameter will also increase as it “recovers” a portion of its pre-installed diameter (Figures 2a & 2b).

Figure 2a

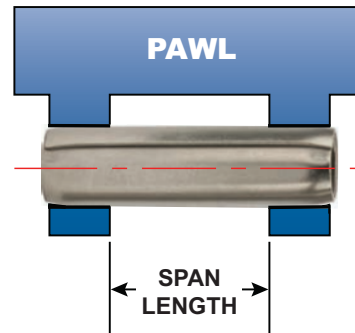
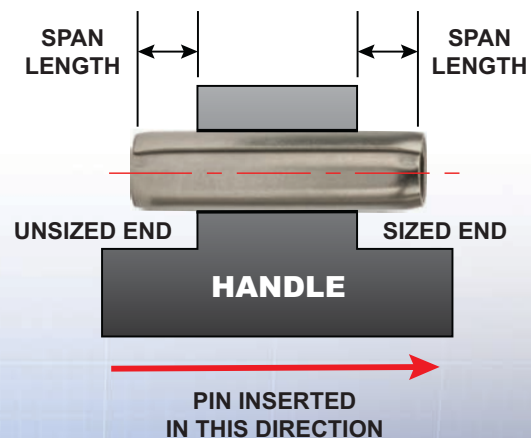


Figure 2b



DISTRIBUTOR NEWS

Advance Components

is now a master-stocking distributor for A1 Fasteners & Components. A1 Fasteners manufactures high quality fasteners including the versatile Duplex Screw, which Advance will exclusively stock for our customers.

The Duplex Screw is a revolutionary reusable screw that saves time and money. The double-headed screw has a bright orange hex top, which makes it easy to find and install. It is also removable for temporary builds or projects that require disassembly and it saves money by avoiding potential injuries and damage caused by traditional methods. The Duplex Screw is available in multiple sizes ranging from 1-1/4 to 2-3/4 and in 5 lb., 25 lb. and 50 lb. boxes.

"We are so pleased to carry the A1 Duplex Screw which has outperformed other screws in speed trials by more than 25 percent," said Advance President Gary Cravens.

"With A1 Fasteners' reputation for quality manufacturing and Advance's commitment to stocking inventory and providing excellent customer service, we believe this partnership will be a great benefit for our clients and customers."

For more information contact Advance Components by phone at 1-800-275-7772, by email to: sales@advancecomponents.com or visit the website at www.advancecomponents.com.



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DISTRIBUTOR NEWS

Sherex Fastening Solutions,

a global leader of engineered fasteners, tooling and automation is pleased to announce the acquisition of DISC-LOCK, Inc. effective March 1, 2016. DISC-LOCK is an originator of wedge-lock technology and a pioneer in the design and manufacturing of secure and durable vibration proof fastening systems.

"With over 35 years of successful applications history and highly patented technology, DISC-LOCK innovations solve one of the world's most challenging fastening problems of vibrational loosening. The combination of each company's strengths will deliver a broader range of engineered solutions while providing the lowest total installed cost to our customers," said James Pickren, CEO of Sherex.

The combined company is able to offer a broad range of technologies and fastening solutions, increased applications and technical sales coverage, and potential supply chain consolidation. "This is a great step forward in the next stage of growth for DISC-LOCK. I am very excited to be a part of the broader Sherex organization," said Greg White, Vice President of DISC-LOCK. Over the next several months, DISC-LOCK operations and business processes will transition to Sherex headquarters in Tonawanda, NY. DISC-LOCK, Inc. will conduct business as DISC-LOCK, LLC, moving forward.

For additional information on any of the Sherex brand fasteners, tools, and automation please contact Sherex at 1-866-474-3739 or visit our website at www.sherex.com.

WOMEN IN THE FASTENER INDUSTRY

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WIFI HAVING A SWEET '16

Women in the Fastener Industry has been busy in 2016, attending several regional and international events, while also preparing for the 7th Annual WIFI Speakers Series during the National Industrial Fastener & Mill Supply Expo in Las Vegas in October.

WIFI hosted booths at the Fastener Fair Mexico in Mexico City and at the Mid-West Fastener Association Expo in June. WIFI board member Rosa Hearn of Brighton Best International represented WIFI in Mexico City, where attendance was brisk.

"It was a whirlwind of an event," says Hearn. "The WIFI booth was buzzing, and it was a great way to connect with women in the South American market."

We had a great turnout at the MWFA Fastener Show where we had a chance to connect with many of our members and meet new members.

Network & Learn With WIFI

Make plans to join us for Women in the Fastener Industry's 7th Annual Speaker Series & Networking Event on Oct. 25, 2016, from 2-4 p.m., at the NIFMS Expo in Las Vegas.



DEBORAH SHAMES

This year's topic will be Own the Room: Business Presentations that Persuade, Engage, and Get Results. WIFI's featured speaker Deborah Shames, co-founder of Eloqui, will offer tips on producing powerhouse presentations that engage and move your audience.

Shames has trained thousands of executives, celebrities and professionals at all career levels, from just starting out to running their own companies. Her clients include sales teams at Samsung, Hyundai and Mattel, along with CEOs and partners of major law firms and nonprofits.

This event is for women – and men – who want the tools to make any presentation lively, compelling and memorable.

WIFI will also hold a raffle to support its scholarships,

as well as a networking event.

So bring your business cards and get ready to be inspired, entertained and energized while meeting colleagues in the industry. Visit fastenerwomen.com for more information.



WIFI Welcomes New Board Members

Jen Kushnir and Taryn Goodman have joined the WIFI executive board.

Kushnir has worked in the fastener industry for more than 18

years and is currently the Sales Manager and Customer Service Manager at DLP Coatings, Inc.

Goodman is Vice President of Finance at Industrial Rivet & Fasteners Company. She previously worked in finance at Lehman Brothers and Barclays Capital, and holds degrees from the Wharton School of Business and Williams College.



JEN KUSHNIR




TARYN GOODMAN

WIFI Scholarships Available

The WIFI scholarship committee is pleased to continue to offer our members the opportunity to attend classes at the Fastener Training Institute with the Ann Bisgyer Wolz Scholarship, or attend the National Fastener Industry & Mill Supply Expo with the Edith Cameron Scholarship.

"The Wolz scholarship a great perk for our members as the Fastener Training Institute is the premier training ground for the industry, and the NIFSM Expo in Las Vegas is an opportunity to learn and connect as well," says WIFI president Cris Young. "Knowledge is power, and what better way to learn and grow than with WIFI?"

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

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ROTOR CLIP ANNOUNCES RING-A-MAJIG CONTEST WINNERS

Three teams from East Carolina University, Greenville, North Carolina, were recently crowned the winners of the 2016 Rotor Clip “Ring-A-Majig” contest, challenging students pursuing technical courses of study to use retaining rings (non-traditional fasteners) in original product designs.

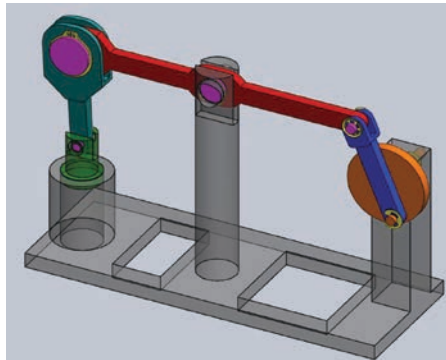
The contest was held in affiliation with ATMAE, the Association of Technology, Management and Applied Engineering.

The winners were as follows: First Place, East Carolina University - M1A2 Abrams Tank Tin Toy (Team members, James Powell, Joshua Adams, Josh Katsikis, Owais Siddiqui); Second Place, East Carolina University - Robot Torsen Differential (Team members, Andrew DiMeglio, Joshua Stevens, Connor Jones); Third Place—East Carolina University -Line Beam Engine (Team members, Jonathan Camden, Lawson Hawkins, Brian Pridgen. (Professor Ranjeet Agarawala served as advisor for all there ECU teams).

Cash prizes will be awarded as follows: 1st place: \$750 (USD) to each team member; 2nd place: \$500 (USD) to each team member; 3rd place: \$250 (USD) to each team member.

Rotor Clip is a U.S. manufacturer of retaining rings, wave springs and self-tightening hose clamps serving the global automotive, distribution and general industrial markets. Through its affiliation with ATMAE, the company's goal is to support education in STEM (Science, Technology, Engineering and Math) through programs that expose students to “real world” situations and encourage them to pursue careers in manufacturing.

The “Ring-A-Majig” contest challenged students to create product designs incorporating at least 10 retaining rings as fasteners in the way each was intended to be used. They were given a choice of 24 standard, tapered inch types displayed on the Rotor Clip web site. There were five required retaining rings that featured special characteristics like reducing vibration and gripping a shaft/bore without a groove.



ROTOR CLIP “RING-A-MAJIG” CONTEST WINNER (THIRD PLACE)--“LINE BEAM ENGINE” SUBMITTED BY THE TEAM FROM EAST CAROLINA UNIVERSITY, COLLEGE OF ENGINEERING AND TECHNOLOGY (BRIAN PRIDGEN, TYLER CAMDEN, LAWSON HAWKINS). THIS DESIGN IS AN EDUCATIONAL MODEL OF HOW A LINE BEAM ENGINE FUNCTIONS KINEMATICALLY TRANSFERRING ROTATIONAL MOVEMENT TO LINEAR MOVEMENT. IT IS HELD TOGETHER COMPLETELY BY RETAINING RINGS.

The resulting device had to display motion or movement (manual or powered) like a ticking clock or a working toy.

Four degreed mechanical engineers from Rotor Clip served as judges for the contest. They viewed the five finalist's presentations and selected the top three winners. They included Jeff Finkernagel, Jay Nossen, Dave Marvuglio and Mike Zielinski.

Their selections were based on the following criteria: originality and creativity; application of sound engineering principles as they apply to retaining rings; complexity and functionality of the design; quality of the design presentation.

According to the judges, the three winning teams presented well


thought-out, functional designs and proper use of the rings they chose.

“The rings were used as designed,” noted Jeff Finkernagel. “Their ideas were well developed to go from design to production.”

“It came down to presentation,” noted Jay Nossen. The teams were able to demonstrate how the “ring selections were driven by the application.”

Mike Zielinski noted how the winning design, a tin tank toy, wisely took into account appearance by selecting a round, TX ring which “complemented the visual style of the wheel.”

The selection of the rings for the tank toy were “appropriate and ingenious,” according to judge, Dave Marvuglio. The use of retaining rings for the robot torsen differential, the second place winner, was “thorough and thoughtful.” He particularly liked the design of the line beam engine, the third place winner, “for educational purposes.”

Rotor Clip also announced that it will be holding a 2017 “Ring-A-Majig” contest. Details will be released in early fall. 



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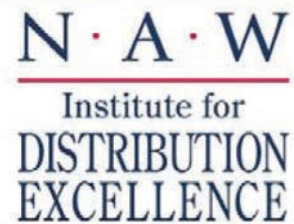
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BEWARE OF YOUR LIABILITY EXPOSURE FOR DBE FRAUD WHEN SELLING TO GOVERNMENT CONTRACTORS

Wholesaler-distributors often supply products and materials to contractors for use on public procurement projects that are funded, at least in part, with government funds. Under federal, state and local laws and regulations, a certain portion of that government contract may need to be awarded, or subcontracted, by the general contractor to Disadvantaged Business Enterprises, or DBEs. For example, the U.S. Department of Transportation spends about \$50 billion per year on construction projects and about \$5 billion goes to DBEs.

Generally, a DBE must be majority owned and controlled by socially and economically disadvantaged individuals, including minorities and women. Government certification that the business qualifies as a DBE only confirms that this business ownership requirement is met.

A number of recent Justice Department criminal and civil enforcement actions have involved a scenario where the Contractor – often after having received the Distributor’s quote and worked out product quality, quantity and logistics – asks the Distributor (who is not a DBE) to supply product on a public procurement project through a designated DBE as a conduit - rather than have the Distributor sell directly to the Contractor. The Contractor then claims credit for the DBE’s “participation” on the project toward the contract goal. For its role, the DBE receives a small fee for the use of its name and DBE certification. However, DBE utilization is lawful only if the DBE actually performs a “commercially useful function” in the product supply chain.

The Justice Department and other enforcement authorities have challenged these arrangements and charged the Distributor and Contractor with DBE fraud because the designated DBE was a mere “pass-through” entity, and did not perform any commercially useful function. The Distributor may face criminal and/or civil liability for participation in this scheme, even if the DBE has been duly certified by the government as a Disadvantaged Business Enterprise. (DBE “certification” only means the DBE has sufficient ownership and control by minority or disadvantaged individuals. Whether the DBE actually has the capability and performs a commercially useful function is a separate determination made for each contract, based on the specific facts of the transactions involved.)

What’s A Commercially Useful Function?

Generally under federal regulations a DBE performs a commercially useful function when it is responsible for execution of the contract and is carrying out its contractual responsibilities by actually performing, managing and supervising the work involved - negotiating product price with the Distributor, determining quality and quantity, placing orders, receiving, warehousing and delivering the products, paying the Distributor and invoicing the Contractor. A DBE that acts as a mere “front” or “pass-through” (i.e., an extraneous participant in the transaction through which funds are passed in order to obtain the appearance of DBE participation) will not qualify.





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Leland Industries inc. a domestic manufacturer of fasteners, announces the opening of a branch location in Tulsa, Oklahoma. Founded in 1984, Leland Industries, accredited by A2LA to ISO/IEC 17025 for mechanical testing, scope 1053-01.

Producing a wide range of Bolts, Nuts and Screws, Leland now offers Bolts up to 3/4" X 6" including ASTM A325 type 1, to compliment the line of Metal building Purlin/Girt Bolts, Serrated Head in Grade 8.2 and Fin Neck tank bolts. Leland is one of a few producers of Bolts & Nuts made to tolerances allowing "Spin-Fit" of Bolt and Nut. When the same producer makes both items, the user can be assured of a fit not available from offshore sources. Leland fasteners are available in Carbon Steel or Stainless materials and are plated with Leland's exclusive JS1000 which exceeds 1,000 hours in salt spray testing or JS600 for Stainless fasteners. Leland

platings and coatings have a built in lubricant to ensure "Spin-Fit" assembly.

A subsidiary of Leland Industries, Canadian Threadall Limited, produces many items to expand the Leland offering Thread rolling of parts as large as 4-1/2" in diameter, Threaded rod to 3" diameter, U-bolts, eye bolts, bent and formed parts in all grades of material. All add to the capabilities of Leland and can be sourced through the Tulsa, or any branch location.

The opening of the Branch and sales office in Tulsa is the third location in the Midwest and brings the total number of branches across the USA and Canada to eight. We welcome Mark Rhine, well known to the industry, as Regional sales manager, operating from the Tulsa Branch.

For additional information contact Mark Rhine at Leland Industries inc. in Tulsa. Toll free at (844) 260-2438, Fax (918) 949-4024. 

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SFA 2016 SPRING CONFERENCE AND EXPO A GREAT SUCCESS

SFA Raises \$5000 For Scholarship

SFA raised approximately Five Thousand Dollars for the Will Rodriguez Scholarship Fund during the raffle conducted during the recently completed SFA Spring Conference and Expo.

SFA established a scholarship to recognize the contributions Will Rodriguez, The Fastener Connection, made to SFA and the Fastener Industry over the many years he worked in the industry.

The Grand Prize was a AR-15 rifle, donated by Michael Rodrigues, The Fastener Connection and was won by Jody Slovak, Central Bolt & Industrial Supply, Brownsville, Texas.



GRAND PRIZE WINNER JODY SLOVAK OF CENTRAL BOLT & INDUSTRIAL SUPPLY, BROWNSVILLE, TEXAS RECEIVED THE AR-15 RIFLE.

Yeti Coolers, donated by Jason Looft, Winzer Corporation and Mike Bailey, Nucor Fasteners, were won by Michelle Chacon, Star Stainless Screw, Houston, Texas and Chris Brown, Copper State Bolt & Nut Co, Phoenix, Arizona. Billy Rackley, LTR Fastener & Supply, Oklahoma City, Oklahoma, was the winner of the Samsung Tablet donated by Keith Jones, INxSQL Software. Additional scholarships are awarded each year in the name of Gene Petty, an early organizer of SFA and a strong proponent of

education. Scholarship winners will be announced in the Summer Edition of the SFA Newsletter.

SFA Fall Dinner Dates Selected


The Southwestern Fastener Association has selected Oklahoma City as the first location for the Fall Dinner Meetings. The date is Tuesday, September 13, 2016. Several venues are under consideration and the final selection will be made within thirty days. October 4 is the date for the Fall Dinner Meeting in the DFW Metroplex. La Hacienda Ranch Colleyville is the venue. The program for each meeting will be announced in the Summer Newsletter.

SFA Welcomes New Members

SFA welcomes Ross Shepard, Alfa Tools, Morton Grove, Illinois; Juan Munoz, Auge Industrial Fasteners, Houston, Texas; Brad Clark, All Size Fasteners, Dallas, Texas; Craig Penland, EUROLINK FSS, Greer, South Carolina; Chris McCaffrey, R & D Fasteners, Rancho Cucamonga, California and George Chismark, Trinity Hardware Headquarters, Davenport, Iowa as new member of the Association.

SFA/SEFA Joint 2017 Spring Conference

Southwestern Fastener Association will join the Southeastern Fastener Association for a joint Conference in New Orleans, Louisiana, April 19 to 21, 2017. The two organizations have not held a joint meeting since 2000. The Astor Crowne Plaza Hotel, located at the corner of Canal and Bourbon Streets has been selected as the host hotel. The meeting will begin with a welcome reception on Wednesday, April 19. There will be a golf outing on Thursday, followed by a reception and Dinner Thursday night. Business meetings will be conducted by both Associations on Friday morning and the SEFA Table Top Expo will be Friday afternoon, April 21.

Additional details on the meeting will be announced in the next few months. 

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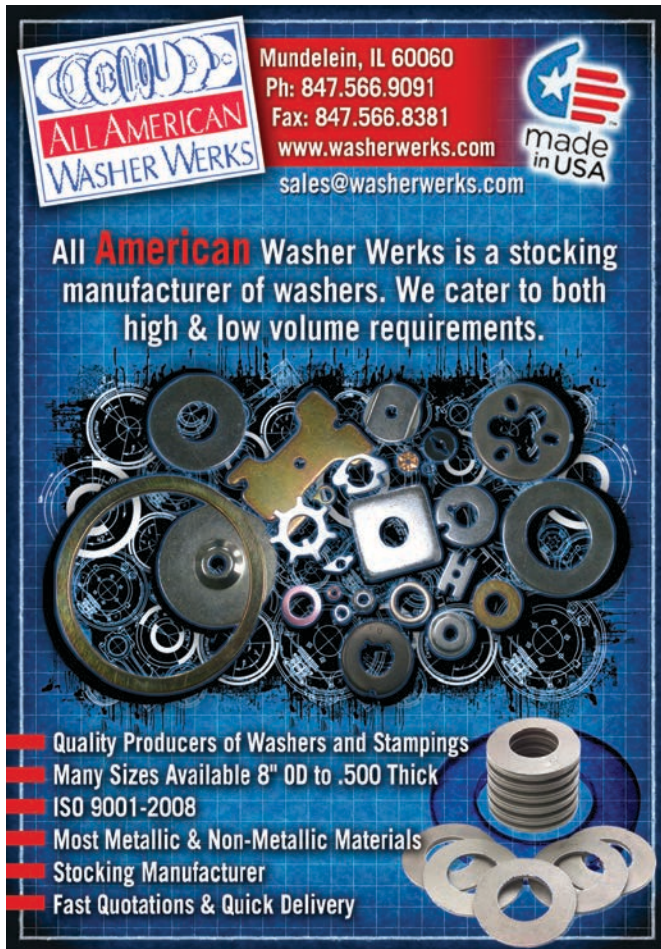


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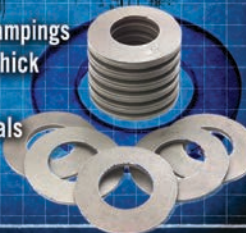
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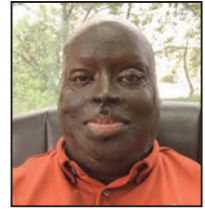
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DISTRIBUTOR NEWS

Brighton Best International Inc (BBI), is pleased to announce

the promotion of Michael White to the position of Regional Manager for the Northeast sales territory including Boston, Logan and the newly expanded Sayreville, NJ location. Mike has been with Brighton-Best for over 7 years and has a passion for his customers and the industry. He can be reached at mwhite@brightonbest.com.



It gives BBI great pleasure to announce the promotion of Mr. Gerardo Castellanos to Warehouse Manager for the Chicago Facility. Gerardo has been employed with Brighton-Best International for more than five years. Mr. Castellanos started his fastener career with PFC as a warehouse picker. He then quickly moved up the ranks at PFC as packaging supervisor. Upon the completion of the PFC/BBI merger in October of 2013, Gerardo was one of the first employees trained and brought in to help solidify the Chicago BBI TEAM. He quickly adapted to his role as Packaging Manager servicing large packaged and inventory accounts, and special internal projects for BBI as a whole.



Brighton Best International is pleased to announce the promotion of Dustin Henderson to the position of Regional Manager for the Denver and Salt Lake City locations. Dustin has been in the fastener industry for 20 years with PFC and Brighton Best. Dustin can be reached at dhenderson@brightonbest.com



We are pleased to announce the promotion of Robert Escobar to Dallas regional warehouse manager. Robert has been with Brighton-Best for over 13 years. Most recently he has been the assistant manager here in the Dallas facility for the past 6 years. Robert is well known for his strong hands-on work ethic and passion for excellence. Robert will do an exceptional job in maintaining and exceeding the high level of service that you and our customers have come to expect.



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MWFA TO CELEBRATE 70th ANNIVERSARY

by Nancy Rich



On October 6th, the MWFA will celebrate their 70th Anniversary at Brookfield Zoo in Brookfield, IL. This elegant event will allow attendees to celebrate 70 years, celebrate scholarship winners, and enjoy a great venue hosting their first event for the MWFA.

Since scholarships will be awarded at this event, this year's scholarship applications are due August 15th. All current MWFA members are encouraged to spread the word that their employees, employees' children and spouses are eligible to apply for scholarships by meeting simple criteria. Auto fill applications may be downloaded at www.mwfa.net.

Reservations will be limited so be sure to watch for invitation to get your reservation in early.

Young Fastener Professionals Share Survey Results

Prior to the Dinner Meeting both Peak Innovations (Field Fastener's new engineering firm) and Sems and Specials sponsored Open Houses allowing attendees the opportunity to learn more about different facets of the fastener industry. On May 19th, YFP representatives Melissa Patel (Field Fasteners) and Josh Ballard (Sems & Specials) presented results of YFP's recent survey. The survey: How to Attract and

Retain Millennials indicated a change in important features, of a job, including flexibility, advancement from within and healthcare for millennials vs. those in their careers longer. Millennials are balancing family and jobs while also making student loan payments, which may equal or surpass the cost of a mortgage.

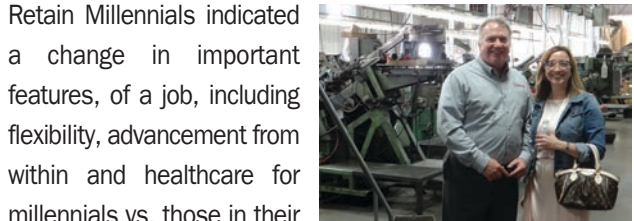
Other areas, including use of social media, didn't show much variance in results for all age groups.

By 2025 millennials will make up 75% of the global workforce. Their survey provides information on what young fastener professionals are seeking for to reach their goals of a successful career. For more information on this survey visit their website www.youngfastenerprofessionals.com

MWFA Provides Latest in Social Media Outlets

At the YFP meeting a presentation was also presented, by MWFA, discussing the latest in social media outlets. Statistics show television and computers are still the largest mediums for social media. Other social media tools have become very popular for business use. LinkedIn is considered the best social network for industry. Google plus, YouTube, websites and of course e-mail are other major social media sources for business. If you haven't already, consider converting your website to a "Responsive" format so it can be viewed on all screen size.

For a complete view of this presentation, visit www.mwfa.net.



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Based in Plano, TX, Industrial Parts House is committed to providing the highest quality products at the most competitive prices available. And, we offer simple flat-rate shipping services through UPS. All orders over \$75.00 ship free.

In the world of big box suppliers, Industrial Parts House offers the small business option with big business results. Featuring a complete line of Made In USA fasteners and products from: Nucor, Drillco, CRC, Quest Chemical, Brighton Best, WD-40, Kano Labs, Tork, 3M, Metabo, Pferd, Eaton, Gates and many, many others.

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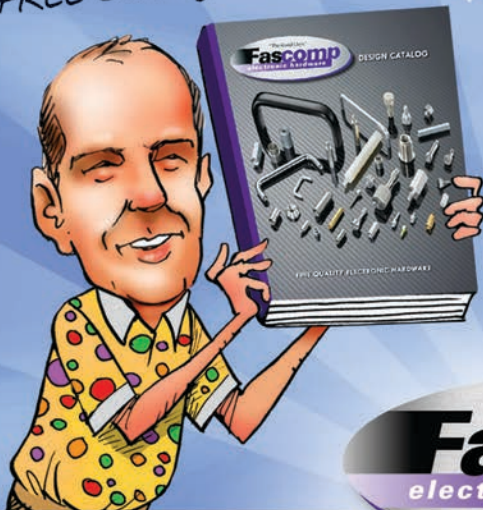
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THE SEFA ANNUAL CONFERENCE IN TAMPA, FL WAS A GREAT SUCCESS by Nancy Rich

In April SEFA members joined together in Tampa, FL for their annual conference. The Tampa venue was great with an Opening Reception featuring Jim Tyre, talented cigar roller who learned from his grandmother, rolling cigars on sight.

Attendees had the opportunity to purchase cigars rolled by Jim and learn about his history of cigar rolling. The attendees were also enjoyed a captivating performance by Flmenco dancers who perform at the famous Columbia Restaurant. Jim Tyre and the Flamenco dancers brought a taste of the local culture to the event. Weather was very cooperative to allow golfers to enjoy the annual Golf Outing.



Congratulations To Our Golf Winners

1st Place Team

Preston Boyd - *Tramec Hill*
 Robbie Gilchrist - *Capital Marketing*
 Bob Neugebauer - *Cigar City Fasteners*
 Bill Lama - *United Screw of Tampa*

2nd Place Team

Rob Reynolds - *INxSQL Software*
 Keith Jones - *INxSQL Software*
 Lee Parker - *Vulcan Threaded Products*

Closest to the Pin

Rob Reynolds - *INxSQL Software*

Longest Drive

Josh Ballard - *Sems and Specials*

During the award dinner, the Board took the opportunity to thank Joe Pittman/AmeriBolt and Carrie King/Edsco Fasteners for their time on the Board by

awarding them plaques. Both have served as Directors, President and Chairperson. Carrie remains, on the Board, as Chairwoman this year.

The last day of the conference included a presentation from Dr. Abert Bates, founder and chairman of the Profit Planning Group. Dr. Bates stressed holding down payroll as the best way to increase profits. More sales dollars do not increase profit, as quickly as there are other costs involved with more sales. Commissions should be based on gross margin, not total sales. Again all costs must be taken into consideration. A response to requests for raises could be "You don't get a raise, you get to keep your job." After payroll other factors helping raise profit include: higher sales, higher prices, buying cheaper, selling higher gross margin products. The key is having payroll grow slower than sales.

Following Dr. Bates presentation, a panel discussing the Do's and Don'ts of Improving the Bottom Line discussed what works in their companies.



BOARD MEMBERS LEFT TO RIGHT:
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 INTERNATIONAL FASTENERS, INC., MICHAEL BROOME & DON NOWAK
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 FASTENERS INC., JOE PITTMAN (OUTGOING) AMERIBOLT INC., LEE PARKER/
 VULCAN STEEL PRODUCTS, ANTHONY CRAWL/MARTING FASTENING

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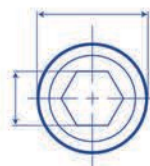
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DISTRIBUTOR NEWS

DDI System's executives, customer support managers and service leaders from across the country recently met in Austin, TX to share knowledge and continue to raise the bar for ERP customer service practices.

With proven and successful transition methods already in place, this exceptional team was challenged to generate new ideas and expand upon existing practices to ensure wholesale distributors receive the highest level of support during and after an ERP software transition. This meeting of the minds ended with a revitalized and excited team that is ready to help distributors reach the next level of success throughout the data conversion, implementation, go-live, and ongoing support processes.

Additional DDI experts were identified for mobile application support, advanced demand forecasting consultation, WMS installations, documentation creation and more. Additional ways to train Inform users throughout the implementation process were encouraged including our Inform user eLearning video library, highlighting the embedded and comprehensive help file, and granting early access to DDI's 'Client Services Portal' to ensure new users are speaking with power users.

"The transition to DDI's Inform ERP software was flawless. A DDI industry expert came onsite six weeks before the go-live date to review current business practices and train our team. We were able to practice on the Inform software with our data and ran our business simultaneously on the old system. The DDI team came back for go-live, we turned the old system off, we turned Inform on, and we were running. It was fantastic! I still have people thanking me for making this upgrade."

With an excited team from the top down, and proven data conversion and transition methods, upgrading to a complete ERP package has never been easier! It's time for distributors to embrace change and take the next step towards today's technology innovations and future company growth.

Distributors can see the benefits of Inform at www.ddisys.com or by calling DDI for a product demonstration or more information at (Toll-Free) 1-877-599-4334.



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MEL KIRSNER MEMORIAL GOLF OUTING

Bob Reynolds (INxSQL Software), Joe Truckey (Cal Fasteners), Bob Truckey (Cal Fasteners), and Bob Porteous partnered to win first-place honors at the Mel Kirsner Memorial Golf Outing, held Friday, May 13, 2016 at the Westridge Golf Club in La Habra, California.

Second place honors went to Kelly Lehman (Pacific Warehouse Sales), Tracy Lehman (Pacific Warehouse Sales), John Reid (Pacific Warehouse Sales), and Tim Marzano (ND Industries).

The third place team was Clay Weaver, Alex Vong, Dustin Card, and Garrett Futrell (all from Industrial Threaded Products).

Because Of Our Generous Sponsors There Were Many Contest Holes At The Outing

- ND Industries sponsored the closest to the pin contest on Hole #2, won by Kelly Leman.
- Brighton-Best International sponsored the closest to the pin contest on Hole #6, which went unclaimed.
- Pell Mell Supply sponsored the long drive contest on Hole #9, which was won by Kelly Lehman.
- Industrial Threaded Products sponsored the straight drive contest on Hole #14, won by Randy Jones (Mesa Fastener)
- Stelfast sponsored the longest putt contest on Hole #18, won by Alex Vong.
- The raffle hole on Hole #12 was won by Ron Bowles.

Pac-West Thanks All Our Golf Outing Sponsors For Their Generous Support

- ND Industries (Platinum Partner)
- Brighton-Best International (Platinum Partner)
- Star Stainless Screw (Gold Partner)
- Industrial Threaded Products
- Pell Mell Supply
- Stelfast
- Fully Threaded Radio




- Pacific Warehouse Sales
- R&D Fasteners
- Rick Rudolph Associates

Special Thanks Go To...

- INxSQL Software (Bronze Partner) for donating golf balls
- AFIXX Alliance for donating ball markers, tees and a divot repair tool
- WTC Services for donating golf towels
- Distribution One for donating a 40" LED TV raffle prize
- Duncan Bolt for rewarding the golfer who best dressed in the spirit of Mel with \$250 (won by Fernando Padilla of Star Stainless Screw)
- T&T Enterprises for donating a deep sea fishing trip raffle prize (won by Dave Kujanek of Vertex).

This event was a fundraiser for TERi Campus of Life, whose mission is to change the way the world views and helps children and adults touched by special needs.

As an integral part of the fastener community during his life, Mel Kirsner earned the respect and admiration of everyone involved with fasteners. Mel started in the industry in 1958 and was also a founding member of the Western Association of Fastener Distributors. 



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NEFDA 28th ANNUAL GOLF OUTING - THE PERFECT DAY FOR INDUSTRY FUN AND NETWORKING

Over 80 golfers gathered on June 2nd at Oak Ridge Golf Club in MA. The New England golf course provided a great 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 Winners

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

Second Place Team: Wayne Wishnew/XL Screw Corp., Skip, Harrison and Alex Maxfield/NEFCO

Third Place Team: Steve Ciannate, Peter Baten, Scott Graham and Bud Durgin of the Star Stainless Screw Co. team.

Fourth Place Team: Bruce Quittenton/XL Screw Corp., Tim Cleary, Dave & Steve Daddona of the XL Screw Corp team.



FROM LEFT TO RIGHT:
MORGAN RUDOLPH, JON QUEENIN, LARRY WARD & TOM NIEMAN



FROM LEFT TO RIGHT:
JOHN CONTE, JOHN MOYNIHAN, CARRIE INGHAM, MATT CALLAHAN

Other Winners Included

Closest to the Line - women: Gayle Withstandley

Closest to the Line - men: Anthony Manno

Longest Drive in Fairway - men: Ed Breck

Longest Drive in Fairway - women: Sandra Solis

Closest to the Pin - women: Carrie Ingham & Gretchen Grove

Closest to the Pin - men: Bob Halpainy & Alex Maxfield

Many of the attendees left with valuable raffle prizes donated by our generous attendees:

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Kanebridge

Metric & Multistandard Components

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O. J. Simpson, from Stelfast, the lucky winners of the Scholarship split the pot raffle. This is always a favored prize!!

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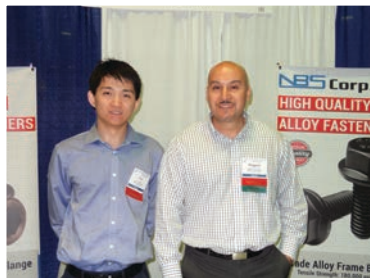
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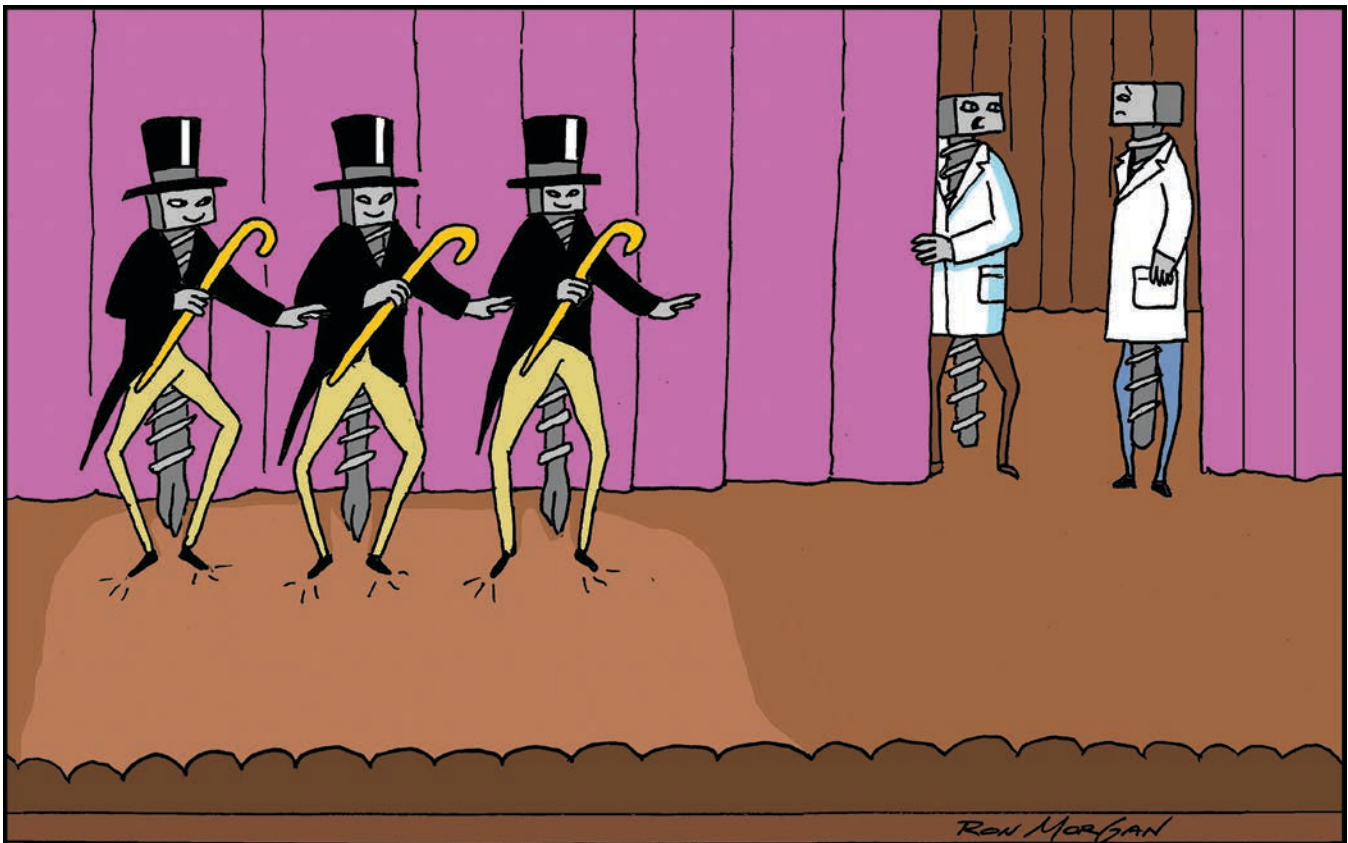
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DISTRIBUTOR NEWS

Lee Spring, a global leader in stock and custom springs, announced today that it has purchased the assets of Clark Spring located in Hayward, California.

Steve Kempf, CEO of Lee Spring, commented that the "President of Clark Spring, Eric Eckberg, has built a strong company over the last thirty years based on ongoing engineering support, excellent quality control and attentive customer service. This fits our culture perfectly and adds significantly to our customer presence in California.

We both believe this acquisition will help serve Clark Spring's customers with expanded spring capabilities and products."

Eric Eckberg stated, "The choice of selecting the right buyer for our business was critical to us. We were looking for a family owned company run by spring professionals that would carry on the engineering and quality that our customers have come to expect. I am pleased to be assisting with an orderly transition that will maintain our outstanding customer service."

Jim Callaghan, Vice President of Business Development at Lee Spring, stated, "We are very pleased that Clark Spring is our first acquisition. As Lee Spring grows through strategic acquisitions, we are receiving interest from other companies that want to see their hard work continued by along standing company and known leader in the spring industry."

Lee Spring is a global manufacturer of mechanical springs and related products. Lee Spring carries a line of 23,000+ stock springs and manufactures custom springs made to customer specifications. Established in 1918, Lee Spring is an ISO 9001 certified company headquartered in Brooklyn, NY USA and has multiple locations in the United States, as well as locations in Mexico, Europe, China and India.

For more information about their products and services, Lee Spring can be reached at their global headquarters located at 140 58th Street, Brooklyn NY 11220. Tel: 1-888-SPRINGS (1-888-777-4647), Fax: 1-888.426.6655, email:sales@leespring.com or you can visit their website at www.leespring.com.



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FTPItemBuilderBFC - 4.1406.30.1 - [INXSQL TEST COMPANY (IISLOT)] - Dialog

Beacon Fasteners Item Builder

Item # X

Item Family: Sems - Machine Screw

TYPE:

DIAMETER:

THREAD:

LENGTH:

HEAD STYLE:

DRIVE STYLE:

SCREW MATERIAL:

FINISH:

Item	Description	TYPE	DIAMETER	THREAD	LENGTH	HEAD STYLE	DRIVE STY...	SCREW MA...	FINISH
0204PPIZ	2-56 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#2	56	1/4	Pan	Phillips	Steel	Zinc Clear R...
0204PPSZ	2-56 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock...	#2	56	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPEZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	External To...	#4	40	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPIZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#4	40	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPSQZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Square Con...	#4	40			Phillips	Steel	Zinc Clear R...
0404PPSZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock...	#4	40			Phillips	Steel	Zinc Clear R...
0404SPEZ	4-40 X 1/4 SLOTTED PAN HEAD MA...	External To...	#4	40			Slotted	Steel	Zinc Clear R...
0404SPIZ	4-40 X 1/4 SLOTTED PAN HEAD MA...	Internal Too...	#4	40			Slotted	Steel	Zinc Clear R...
0404ZPEZ	4-40 X 1/4 6 LOBE (T10) PAN HEAD...	External To...	#4	40	1/4	Pan	6-Lobe	Steel	Zinc Clear R...
0804PPEZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	External To...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0804PPIZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0804PPSQZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Square Coni...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0804PPSQ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0804SPEZ	6-32 X 1/4 SLOTTED PAN HEAD MA...	External To...	#6	32	1/4	Pan	Slotted	Steel	Zinc Clear R...



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-Kameron Dorsey, National Sales Manager, Beacon Fasteners and Components

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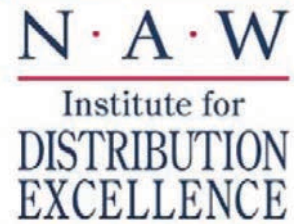
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THE NAW ELECTS TWO NEW DIRECTORS

Directors of the NAW Institute for Distribution Excellence, the long-range research arm of the National Association of Wholesaler-Distributors (NAW), during its Spring Meeting in Washington, DC, this week, elected Ron Calhoun, President and CEO of The Palmer-Donavin Mfg. Co., to take the helm as Chairman of the NAW Institute for Distribution Excellence.



Ron Calhoun as Chairman of the NAW Institute Board. Mr. Calhoun is President and CEO of The Palmer-Donavin Mfg., Co., a wholesaler-distributor of residential building materials in the Midwest, and headquartered in Grove City, Ohio. Mr. Calhoun succeeds Joseph Nettekeyer, President and CEO of Valin Corporation, headquartered in Sunnyvale, California.

Says Mr. Calhoun of his new post, "Our management team at Palmer-Donavin has read several of the NAW Institute's research studies over the years and gotten valuable results. I believe the NAW Institute continues to do groundbreaking research and I look forward to working as its Chairman and contributing to its ongoing research work for our industry."

In addition to Mr. Calhoun's election, the following wholesale distribution industry leaders were elected as Directors of the NAW Institute Board for four-year terms:



Victor R. Jury, Jr., Chairman and CEO, Summit Electric Supply, headquartered in Albuquerque, New Mexico. Summit Electric is an independent, privately held, wholesaler-distributor of industrial electrical equipment and supplies with locations in the Southwest United States and the Middle East.



Joseph S. Poehling, Chairman and CEO, First Supply LLC, headquartered in La Crosse, Wisconsin. First Supply LLC is a distributor of plumbing, heating, industrial, utility, pump, well, and building supplies serving contractor, industrial, and home center accounts in Wisconsin, Minnesota, Northern Iowa, Northern Illinois, and the Upper Peninsula of Michigan.



Joseph M. Thompson, Jr., Founder and CEO of Thompson Management Associates, LLC, headquartered in Annapolis, Maryland. TMA is an association management firm serving seven industry trade associations, including several representing wholesale distribution companies. Mr. Thompson is Executive Vice President of The Association for Hose & Accessories Distribution.

Re-elected To The NAW Board Was:

Doug York, President and CEO
Ewing Irrigation Products Inc.

The Balance Of The NAW Board Includes:

Tim Bouche, President and CEO
Motorcycle Industry Council

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

Jeff McLendon, President
U.S Lumber Group


Michael Medart, President and CEO
Medart Marine

Thomas Naber, President and CEO
National Association of Electrical Distributors

George Pattee, Chairman and CEO
Parksite, Inc.

Larry Stoddard, President and CEO
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S	N	O	S	X	S	C	B	M	O	A	N
M	A	I	N	E	D	A	O	A	Z	D	S
D	O	R	E	G	O	N	L	D	M	A	A
F	S	M	O	N	T	A	N	A	X	A	S
H	A	T	U	O	D	A	R	O	L	O	C

STATES OF THE U.S.A.

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

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

BENGT BLENDULF BIGGER BOLTS OR SMALLER BOLTS? from page 8

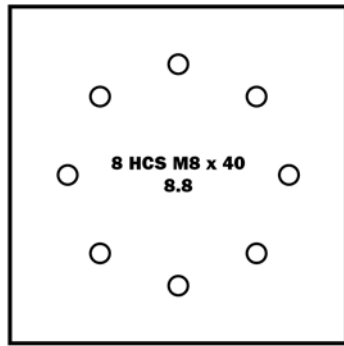


FIGURE 3

To avoid some of the problems from the inch design, we will now try to use twice as many smaller fasteners. This will, of course, increase the amount of the costs of drilling and tapping. But we are now working on an improvement of the design and, at the same time, doing it for the export market. So, going back into the course work book (p.143) we find that we can keep the property class 8.8 (very similar to our old Grade 5) for double the amount of M8 fasteners. The FS, Rm, the nominal value for maximum tensile strength is 29287 N, compared to 74196 N for the 1/2UNC case. This appears to be low, but let us look at this anyway.

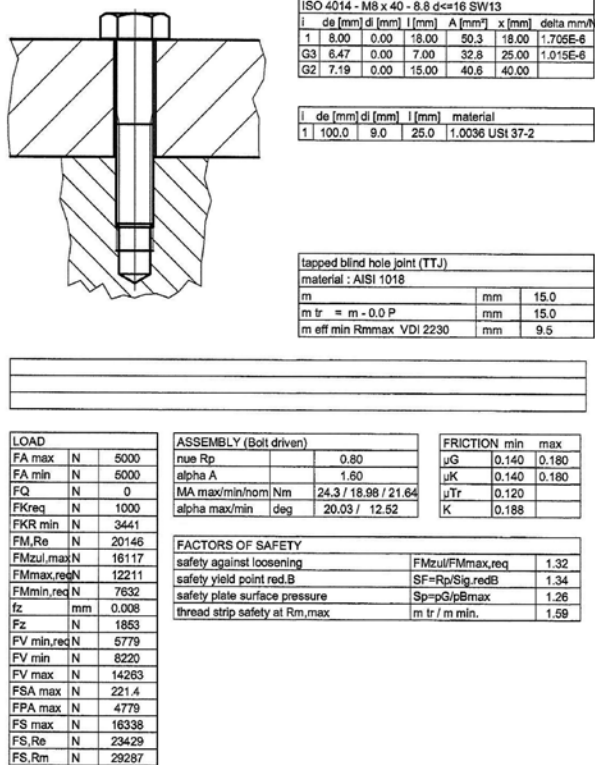


FIGURE 4

The surface pressure limit goes up to 1.26 compared to 0.76 from the previous design. This is certainly the right way to go with this design. But, there is perhaps an even

better way to do it. Let us try using flange screws instead of regular hex heads.

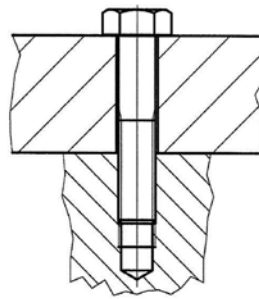


FIGURE 5

This is obviously the safest way to deal with this design problem. As we can see from the numbers generated, we now have very positive numbers across the board. This would be the right choice for this company both for the domestic and export market.

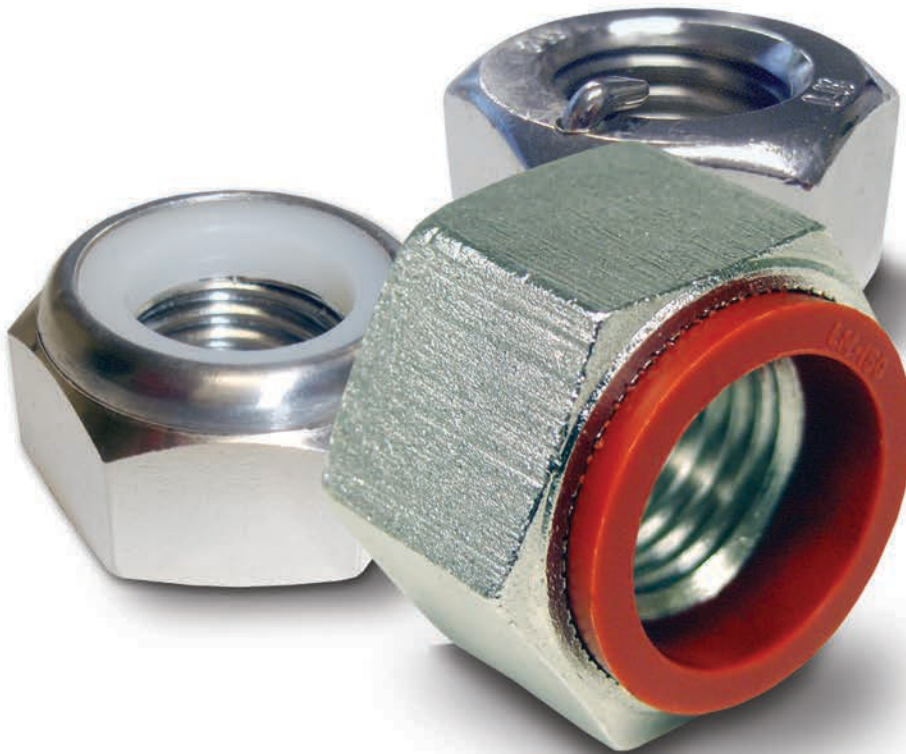
When we deal with bolted/screwed joint designs it is always important to first consider the geometry of the joint. This is where we find the best solutions, not necessarily on the bolt/screw size or properties. Let me, again, list the best way to deal with bolted/screwed joint designs in this order:

- [1] Geometry
- [2] Magnitude and direction of forces
- [3] Materials
- [4] Temperatures
- [5] Tightening method
- [6] Fastener choices
- [7] Accessories (locking, etc.)

It does not matter if we have one fastener or more, this should always be the way to go about doing the best.

For more info about the software I have used here, please contact: Dave Miller, Product Manager, RS Product, PCB Load and Torque (A div. of PCB Piezotronics), 24350 Indoplex Circle, Farmington Hills, MI 48335.

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NIFMSE WORLD'S LARGEST FASTENER SHOW AIMS TO RAISE THE BAR THIS OCTOBER *from page 10*

The "BYOD" program is designed for suppliers to nominate distributors they want to see at the show that have never before attended. Suppliers can nominate as many as they want and if the individual qualifies and is selected, National Industrial Fastener and Mill Supply Expo will host them on the behalf of the supplier. Distributors will receive free admission to the expo, as well as a complementary 2-night hotel stay at the luxurious Venetian hotel, right in the heart of Las Vegas. Space is limited. More information on the BYOD program will be communicated to current suppliers in the upcoming month.

"Rising Star" is an exciting program that allows any distributor, large or small, to nominate an additional colleague employed in the fastener industry to accompany the distributor at the show for the very first time. "We want to meet your "Rising Star", says Vu. "This is a great opportunity for a company to look within their organization and nominate individuals who have excelled in their position and present them with the opportunity to experience a show of this caliber," added Vu. This a one-time only experience, and if selected, the lucky few will receive free admission ticket to the exhibit hall and a complementary 2-night stay at the Harrah's Las Vegas hotel. Space for this program is limited. More information will be communicated and available online in the upcoming month.

Registration & Early Bird Discount

Registration for attendees, exhibitors and press is scheduled to open the beginning of June on www.fastenershows.com. Early bird registrants can take advantage of a reduced registration price of \$45 per attendee until August 14, 2016.

About National Industrial Fastener & Mill Supply Expo

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




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

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

More information about the National Industrial Fastener & Mill Supply Expo can be found at www.fastenershows.com. 

DISTRIBUTOR NEWS

Southwest Fastener

(SWF) is pleased to announce that Alfonso Ramirez has been promoted to General Manager of Sales.



Alfonso started his career at Southwest Fastener in the warehouse, and quickly moved into an inside sales position. His hard work and diligence soon landed him a position as Inside Sales Manager, and now General Manager of Sales.

"Alfonso has been with us for over 15 years, and has proven himself as a leader and mentor. With this promotion he will manage both our inside and outside sales teams in Phoenix, Tucson, and Albuquerque," said Ken Lubbering, President.

"We are proud of what he has accomplished, and glad he is a part of the Southwest Fastener team." Alfonso can be reached at aramirez@swfastener.com.

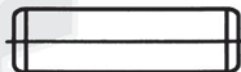
Southwest Fastener has locations in Phoenix, Tucson, Albuquerque, and now Dallas. With more than 14,000 SKU's, they are a full line distributor of fasteners, hardware, and tools servicing the industrial, construction, solar, and waterworks industries.

For more information, please visit their website at www.swfastener.com

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LAURENCE CLAUS PPAP FOR FASTENER DISTRIBUTORS *from page 14*

One of the most often misunderstood requirements of PPAP is when a PPAP submission is required. The answer to this will likely depend on the source of the request. If the requestor is outside of the automotive industry (and there are a growing number of nonautomotive customers requesting PPAP), a request is likely to come only when a new part is being proffered.

However, if the customer is within the automotive industry, the requirement for PPAP submission casts a much broader net. In addition to new part numbers, PPAP is likely to be requested when there is an engineering change, change in supplier, utilization of new tooling, change in manufacturing location, change in raw material, and change in testing methods to name a few. Therefore, for automotive customers, the diligent distributor must be prepared to update and submit a new PPAP if any of these changes occur.

A PPAP must be submitted against what is called a "significant production run". This is defined as a run that is able to make up at least 300 consecutive parts and lasts a minimum of one hour and, in some cases, up to eight hours. For fasteners, the one hour minimum usually nets far more pieces than the required 300 but assemblies and more complicated components may take longer to get to 300 consecutive pieces. For the distributor it is important that this is coordinated with their supplier as the receiving customer is expecting that at least 300 consecutive parts were made and could request these parts or a greater quantity for early plant trials or validation. These parts should be available to the customer if they request them. In addition, the 300 parts must be produced under production conditions. Generally this means that all parameters related to serial production must be embodied in these parts. In other words, they must be produced off of production tooling, on the production equipment, with the material (and material supplier) they will later be produced with, and, where possible, with the production operators and gaging that will later be utilized in serial conditions. Again, as a distributor, the customer will be expecting that the distributor's supplier has been made aware of these requirements and that they are abiding by them.

In a nutshell, there are 18 required elements that

the supplier must meet, as well as any additional or special requirements of the customer. In most cases, not all 18 will be applicable, but if they are, they must be completed. The 18 different required elements are:

- [1]** Design Record (Usually a print or other set of engineering documents describing the details of the part. This might also include proof of an IMDS (International Material Data System) submission.)
- [2]** Authorized Engineering Change Documents
- [3]** Customer Engineering Approval
- [4]** DFMEA (Design Failure Modes & Effects Analysis)
- [5]** Process Flow Diagram
- [6]** PFMEA (Process Failure Modes & Effects Diagram)
- [7]** Control Plans
- [8]** Measurement System Analysis (MSA) Studies
- [9]** Dimensional Results
- [10]** Records of Material/Performance Test Results
- [11]** Initial Process Studies
- [12]** Qualified Laboratory Documentation
- [13]** Appearance Approval Report
- [14]** Sample Production Parts
- [15]** Master Sample
- [16]** Checking Aids
- [17]** Customer Specific Requirements
- [18]** Part Submission Warrant (PSW)

Each of these 18 elements may have multiple requirements and nuances that need to be met. Those newly tasked with PPAP submission will need to understand each of these requirements to assure that they are supplying all of the proper material with their submissions. Submissions that are incomplete, more often than not, will not receive approval by the customer.

The last item on this list, the Part Submission Warrant (PSW), merits a special explanation. In a few rare instances, the PSW may be all that is required for submission. The PSW is essentially a cover sheet where the supplier provides some basic information and descriptions, but most importantly identifies that all requirements are met or where there might be deficiencies. When deficiencies occur, the PSW allows the supplier to communicate how it is being addressed and any interim actions that are occurring until a permanent remedy can be found.



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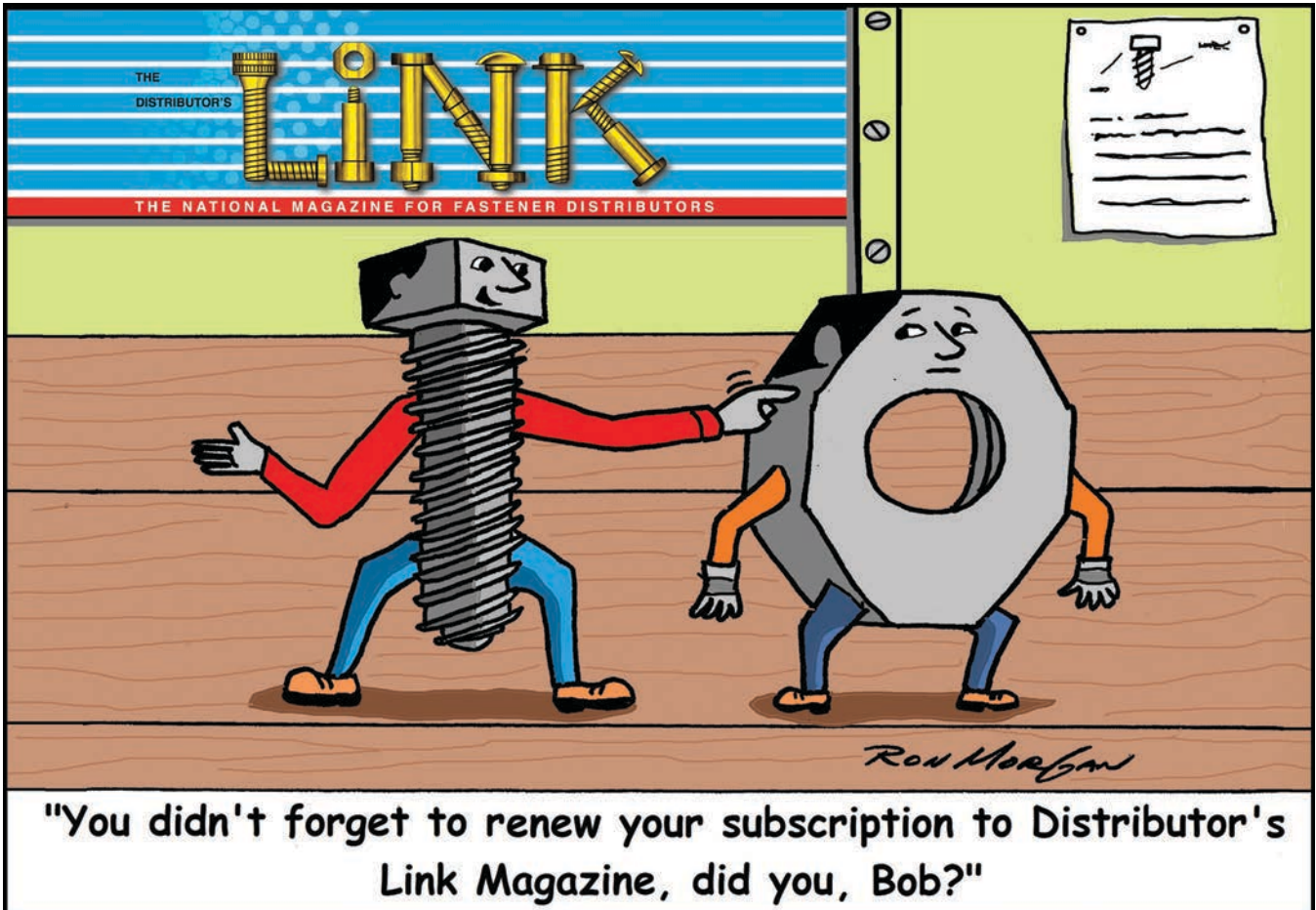
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"You didn't forget to renew your subscription to Distributor's Link Magazine, did you, Bob?"

Can An SAE Fastener Be Used In Place Of An ASTM Structural Fastener And Vice-Versa?

YES, but there are application limitations. This question has been asked many times from companies who primarily use ASTM standards and fasteners but want to use SAE fasteners for maintenance because they are less expensive. Sales personnel who don't supply structural fasteners recognize that their customer has a need for the SAE fasteners but are unsure.


First, there must be an agreement with the user that they acknowledge their buying the SAE fasteners for maintenance use and that the fasteners should be kept separate away from the ASTM fasteners. This is especially true with the ASTM A193-B7 fasteners as these are designated for high temperature usages that SAE fastener grades are not capable of handling.

Secondly, dimensions are different between the two specifications. The ASTM structural bolts (A325 and A490) have a larger head, with increased dimensions across the flats, as they are used many times without a flat washer. Consequently, the matching nuts are also larger across the flats. The structural bolts also have a shorter thread length to

assure the full diameter shank is within the shear plane of the connection and not the weaker threads.

Structural bolts begin with nominal diameters of 1/2" and M12. The ASTM A354-BD is directly equivalent to the SAE Grade 8 fastener from 1/4" to 2 1/2" in diameter. An exception for the A354-BD is that all fasteners are made from alloy steels and proof load testing is a requirement in addition to the standard tests. Additionally, the ASTM structural bolts are only made in diameters up to and including 1 1/2" and M36.

Therefore, the SAE style of fastener may be used in any type of application other than structural erections or high temperature boilers and pressure vessels. The assemblies would never pass code inspections. The ASTM fasteners may be used in any other application but may cost more than the standard commodity SAE fastener.

Be aware of the environmental exposure. The A325 bolts are supplied with a heavy hot dip galvanized coating or a mechanical zinc coating. The A490 bolts are never plated. Both fasteners are installed into their yield points to attain 100% of their clamp load. This high load would exacerbate hydrogen embrittlement of a high strength electroplated fastener. 

GUY AVELLON

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This would be a good time to consider changing the coating to a non-HE inducing coating. We know that most specifications require baking to be done within a short time after plating. Recent specification changes to ASTM F1941 removed the requirement for baking within 4 hours of plating, as this requirement was found to not be instrumental in driving out the hydrogen.

So, yes fasteners that were not baked, or not properly baked can be baked later on. There are some considerations to take into account though. If corrosion resistance or torque-tension control is of importance, baking probably will diminish or completely eliminate the effectiveness of some supplemental coatings such as chromate conversion coatings or torque modifiers. These coatings are designed to be applied over freshly coated surfaces and simply re-applying them may not work. In any case, it is a good practice to conduct HE relief baking as soon as practical after plating for the sake of process control and the elimination of a variable.

Can Fasteners That Have Hydrogen Embrittlement Be Baked Again To Relieve The Embrittlement?

This question is similar to the previous question except that we now have product that has HE and it may or may not have been baked. The strategy is the same, except there will be a need to be extra vigilant and ensure a higher level of assurance that the HE relief baking has been effective. Increased sample size for HE testing, more than one test per lot, and if re-processing the lot entirely is the chosen option; strip, bake and then test to ensure you now have a non-HE lot to work with.

Again, this would be a good time to consider changing the coating to a non-HE inducing coating, and the best option may be to scrap the lot and replace it with fresh product, but be certain to understand why the HE occurred in the first place so the problem does not recur.

How Can I Know For Sure That My Plated Fasteners Have Been Properly Baked?

This is one of the most important questions for the fastener supplier to answer, and it must be answered with confidence. If the supplier is processing the parts themselves, then it is imperative that they audit their

plating vendors and ensure they have proper baking equipment, modern control systems, unquestionable process control and records, and all personnel in the process are properly trained.

Under this scenario it is relatively easy to ensure proper processing because the supplier has control over it. It gets more difficult when the supplier purchases HE susceptible product that has been plated by their supplier or importer outside of their control. Many suppliers prefer to buy product already plated because they think it insulates them from liability if an HE problem were to occur. Unless the supplier knows how their source manages HE risk and has a thorough understanding of their strategy this is not true.

The supplier must have a process in place that properly calls out the plating, baking and testing requirements on all orders. This should include the applicable specifications and the time and temperature for the HE relief baking requirement. Be sure the receiving process checks to see that all of the requirements were met and that each lot of product is in conformance with the product specifications before it is selected for processing. Lot control is essential.

The key to knowing that your HE relief baking strategy is effective is post-plating HE testing of the processed product. There are several different types of tests and the test specifications do not cover all possible testing scenarios. Often times some creativity is needed to conduct an effective HE test. The supplier must be able to specify the required testing and preferably do that in agreement with the end user.

Some plating and product specifications explicitly require testing for certain plated products and this is often overlooked by the supply chain. Providing a certification to a plating or a product specification may imply that the product was tested in accordance with that specification when in fact it was not. It is imperative that suppliers and platers know what they are certifying to.

Fastener suppliers who purchase already plated HE susceptible product should ask the supplier or importer about their HE prevention strategy and get the applicable process certifications with, or prior to, purchasing the product. Do not wait until there is a HE failure to track down the plating, baking and HE testing certifications and test reports.

DISTRIBUTOR NEWS

KATO Fastening Systems, the original inventor and manufacturer of the bi-directional Tangless® and CoilThread® insert, announces the launch of the all new KATO Linear Torque Arm.



The linear torque arm is designed to install Tangless or tanged CoilThread inserts using any KATO Electric driver or air tool (with optional Air Tool Kit).

The KATO Linear arm delivers ultra smooth vertical, horizontal, and rotational motion. The fluid movement of the linear arm provides ergonomic support for the operator, and reduces operator fatigue (Repetitive Motion Injury and Carpal Tunnel Syndrome) while increasing precision and production for a variety of applications.

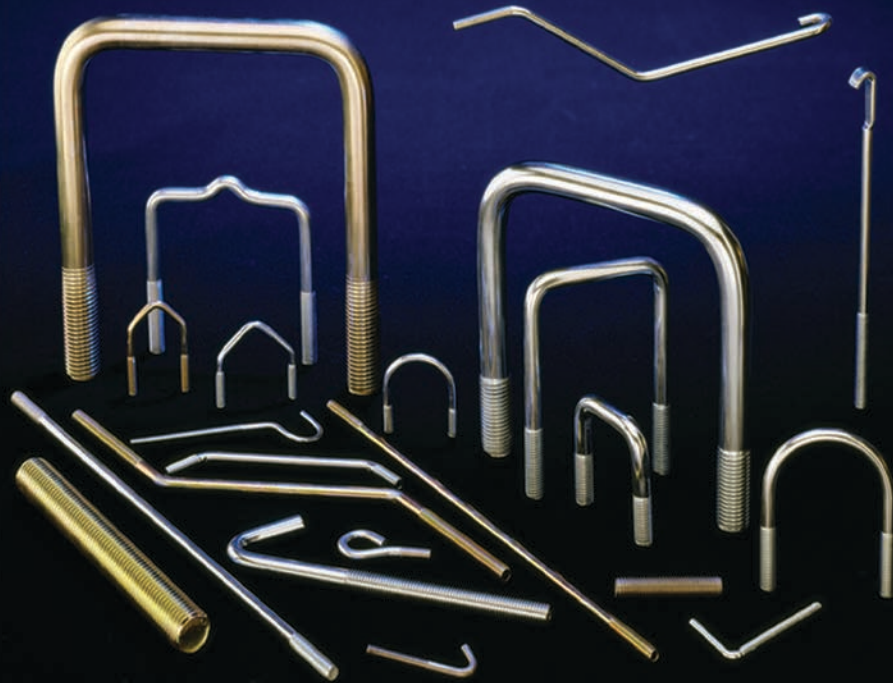
The KATO Linear Arm, when used in conjunction with the KATO Prewinder Electric Tool, and KATO strip-feed packaged Tangless inserts provides the fastest and most productive semi-automatic installation system for helical wire inserts in the market!

For more information contact KATO Fastening Systems by Tel: (757)-873-8980, Email: customer-service@katonet.com, or please visit www.katonet.com.



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Stress Indicators is an engineering company and a leading provider of Visual Indication Systems™ within the global fastener market.

For more than 20 years, we have worked to develop the most innovative and advanced fastening experiences and related products for our customers. We are creating a safer and more reliable standard for bolted joint security. We invented and developed SmartBolts® technology and commercialized the products to enable broad industry acceptance. All SmartBolts® are manufactured from quality fasteners at our USA facility.

For more information, visit www.smartbolts.com or connect with Stress Indicators on LinkedIn.

•**Good Reviews for WordPress** (<https://wordpress.org/plugins/good-reviews-wp>). Word-of-mouth kudos are one of the most powerful ways to promote your company blog. This plug-in makes it simple for your blog visitors to write reviews testimonials about your blog, which can be displayed in your posts and elsewhere on your site. You'll also be able to add photos of each reviewer next to a review, implement a 5-star or numbered rating system and add a link to the reviewer's Web site to add greater credibility.

Reviews can be shown singly, in a category, or simply displayed all in one location. (Rating: 4.9 out of 5).

•**WP-Optimize** (<https://wordpress.org/plugins/wp-optimize>). Ensuring your Wordpress blog runs as quickly as possible is not simply good business for your fastener distributorship – it will help your blog pop-up higher in search engine returns. “Google values the user experience and doesn't want a user to be inconvenienced by slow page loads,” Tennant says. “Your goal should be to score at least a 75 or higher without compromising features you desire to have on your site.”

WP-Optimize makes your site run faster by regularly cleaning up and optimizing your Wordpress database, including the auto-removal of spam and the cleaning of post trash. (Rating: 4.9 out of 5).

•**WP Fastest Cache** (<https://wordpress.org/plugins/wp-fastest-cache>). Cache optimization of your Wordpress site also helps ensure that your site runs as fast as possible. But unlike WP-Optimize, this plug-in is specially designed to keep your site running its fastest when the site is being visited by a number of people simultaneously. (Rating: 4.8 out of 5).

•**WP-SpamShield Anti-Spam** (<https://wordpress.org/plugins/wp-spamshield>). This is a powerful ally against that scourge of the earth – spammers across the world

who post unwanted advertising and comments on blogs and other Web properties. The plug-in goes after all sorts of spam – comment spam, trackback spam, contact form spam and registration spam.

Unlike other anti-spam plug-ins, which force your visitors to endure challenge questions or other obstacles before comment, WP-SpamShield works silently in the background. The plug-in also guarantees ‘zero false positives.’ Essentially, if a real human triggers the plug-in, the poster is given immediate feedback by the plug-in on how to alter a post to ensure it's not perceived as spam.

(Rating: 4.8 out of 5).

•**UpdraftPlus Backup and Restoration** (<https://wordpress.org/plugins/updraftplus>). IT security pros often warily observe that the only people who truly appreciate backing-up their data are those who've lost everything in a system crash.

Don't let it happen to your fastener distributorship. Instead, use this plug-in to back-up into various cloud services, including Amazon S3, Dropbox, Google Drive, Rackspace Cloud, DreamObjects, FTP, Openstack Swift, UpdraftPlus Vault and email. With UpdraftPlus, you can restore with a single click. Plus, you can also backup automatically on a repeating schedule. (Rating:

4.8 out of 5).

•**Anti-Malware Security and Brute-Force Firewall** (<https://wordpress.org/plugins/gotmls>) “WordPress is a fantastic Content Management System, but it too has vulnerabilities that diligent hackers look to exploit,” Tennant says.

With this plug-in, you'll be able to better counter hackers by running a complete scan to automatically remove known security threats and backdoor scripts. Plus, you'll be able to continually update the plug-in to guard against new malware that surfaces on the Web. (Rating 4.9 out of 5).



ABOVE: ADDTOANY SHARE BUTTONS OFFER PRE-MADE BUTTONS THAT LINK TO SOCIAL NETWORKS LIKE FACEBOOK. BELOW: WORDPRESS, ONE OF THE WORLD'S MOST POPULAR BLOG AND WEB SITE AUTHORIZING PROGRAMS, IS A FREE, OPEN-SOURCE SOFTWARE.

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Supplier	City	State	Quantity	UOM	Certified	RoHS	Measurement	Size	Length	Head	Drive	Material	Finish	Description
U.S. Fastener LLC	Lake Forest	CA	100,000	M	No	No	U.S. (Inches)	4-40	1 3/8	Flat	Phillips	Steel	Zinc	Flat Phillips Steel Zinc
U.S. Fastener LLC	Lake Forest	CA	100,000	M	No	No	U.S. (Inches)	4-40	1 3/8	Flat	Phillips	Steel	Blk Ox	Flat Phillips Steel Blk Ox
U.S. Fastener LLC	Lake Forest	CA	25,000		No	No	U.S. (Inches)	4-40	1 3/8	Flat	Phillips	Steel	Nickel	Flat Phillips Steel Nickel
Webson Fasteners Inc	Deer Park	NY	22,795		No	No	U.S. (Inches)	4-40	1 3/8	100°	Phillips	18-8 SS	Plain	100° Phillips 18-8 SS Plain
Fastcor	Anaheim	CA	1,700		No	No	U.S. (Inches)	4-40	1 3/8	Fillist	Phillips	Steel	Cad Pl	Fillist Phillips Steel Cad Pl
Esco Fasteners Co Inc	Amityville	NY	5,500		No	No	U.S. (Inches)	4-40	1 3/8	Pan HD	Phillips	Steel	Zinc	Pan HD Phillips Steel Zinc
Archer Screw Products	Franklin Park	IL	14,000		No	No	U.S. (Inches)	6-32	1 3/8	Oval	Phillips	Steel	Zinc	Oval Phillips Steel Zinc
U.S. Fastener LLC	Lake Forest	CA	50,000		No	No	U.S. (Inches)	6-32	1 3/8	Flat	Phillips	18-8 SS	Plain	Flat Phillips 18-8 SS Plain
R. J. Fasteners Co.	Hatfield	PA	1,300		No	No	U.S. (Inches)	6-32	1 3/8	Pan HD	Phillips	Steel	Znc Dc	Pan HD Phillips Steel Znc Dc
Hi-Tech Fastener	Frederick	MD	8,200		No	No	U.S. (Inches)	6-32	1 3/8	100°	Phillips	18-8 SS	Plain	100° Phillips 18-8 SS Plain
Production Fasteners Inc	Waterbury	CT	3,000		No	No	U.S. (Inches)	8-32	1 3/8	Oval	Phillips	Brass	Plain	Oval Phillips Brass Plain
Production Fasteners Inc	Waterbury	CT	3,000		No	No	U.S. (Inches)	8-32	1 3/8	Oval	Phillips	Silbrz	Plain	Oval Phillips Silbrz Plain
All-Spec Fasteners Inc	Irvine	CA	9,550		No	No	U.S. (Inches)	6-32	1 3/8	Pan HD	Phillips	Steel		Pan HD Phillips Steel Pch-Zn
Archer Screw Products	Franklin Park	IL	9,000		No	No	U.S. (Inches)	8-32	1 3/8	Pan HD	Phillips	Steel	Zinc	Pan HD Phillips Steel Zinc
Hayes Bolt & Supply	San Diego	CA	7,300		No	No	U.S. (Inches)	8-32	1 3/8	Pan HD	Phillips	Steel	Patch	Pan HD Phillips Steel Patch
Fastcor	Anaheim	CA	5,100		No	No	U.S. (Inches)	8-32	1 3/8	Pan HD	Phillips	18-8 SS	Plain	Pan HD Phillips 18-8 SS Plain
Lawrence Screw Products	Harwood Hts	IL	1,700		No	No	U.S. (Inches)	8-32	1 3/8	Truss	Phillips	Brass	Chrome	Truss Phillips Brass Chrome
Lawrence Screw Products	Harwood Hts	IL	4,000		No	No	U.S. (Inches)	8-32	1 3/8	Truss	Phillips	Steel	Chrome	Truss Phillips Steel Chrome
Threaded Screw Products	Thorndale	PA	24,080		No	No	U.S. (Inches)	10-32	1 3/8	Fillist	Phillips	Steel	Plain	Fillist Phillips Steel Plain
Discount Screw Corp	Pomona	NY	1,100	M	No	No	U.S. (Inches)	10-32	1 3/8	Round	Phillips	18-8 SS	Plain	Round Phillips 18-8 SS Plain
Giant Bolt & Fasteners	Liaunia	MI	400	M	No	No	U.S. (Inches)	10-32	1 3/8	Flat	Phillips	430 SS	Plain	Flat Phillips 430 SS Plain
Fastening Products	Lancaster	PA	932		No	No	U.S. (Inches)	10-24	1 3/8	Fillist	Phillips	Steel	Zinc	Fillist Phillips Steel Zinc
Lawrence Screw Products	Harwood Hts	IL	12,000	M	No	No	U.S. (Inches)	10-24	1 3/8	Fillist	Phillips	Steel	Zinc	Fillist Phillips Steel Zinc
Ford Atlantic Fastener Co	Pine Brook	NJ	190,000		No	No	U.S. (Inches)	10-24	1 3/8	Fillist	Phillips	Steel	Zinc	Fillist Phillips Steel Zinc
Hi-Tech Fastener	Frederick	MD	3,150		No	No	U.S. (Inches)	12-24	1 3/8	Truss	Phillips	18-8 SS	Plain	Truss Phillips 18-8 SS Plain
P M Fasteners	Harleysville	PA	1,000		No	No	U.S. (Inches)	1/4 -20	1 3/8	Oval	Phillips	18-8 SS	Plain	Oval Phillips 18-8 SS Plain
S & S Fastener Co	Cincinnati	OH	725	C	No	No	U.S. (Inches)	1/4 -20	1 3/8	Oval	Phillips	Steel	Zinc	Oval Phillips Steel Zinc
Lawrence Screw Products	Harwood Hts	IL	3,000		No	No	U.S. (Inches)	1/4 -20	1 3/8	Round	Phillips	Grade 5	Zinc	Round Phillips Grade 5 Zinc
J & E Supply Co.	Oklahoma City	OK	4,000		No	No	U.S. (Inches)	1/4 -28	1 3/8	Oval	Phillips	Steel	Zinc	Oval Phillips Steel Zinc
American Imperial Screw	Pomona	NY	3,500	M	No	No	U.S. (Inches)	5/16-18	1 3/8	Oval	Phillips	Steel	Plain	Oval Phillips Steel Plain
Accurate Industrial Suppl	Chicago Ridge	IL	25,000		No	No	U.S. (Inches)	3/8 -16	1 3/8	Truss	Phillips	Steel	Zinc	Truss Phillips Steel Zinc
Accurate Industrial Suppl	Chicago Ridge	IL	125,000	M	No	No	U.S. (Inches)	3/8 -24	1 3/8	Truss	Phillips	Steel	Zinc	Truss Phillips Steel Zinc
Mid-Valley Distributors	Fresno	CA	2,840		No	No	U.S. (Inches)	7/16-14	1 3/8	Pan HD	Phillips	Steel		Pan HD Phillips Steel Smhd
Wayne Bolt & Nut	Livonia	MI	330	M	No	No	U.S. (Inches)	1/2 -20	1 3/8	Binder	Phillips	Steel	Zinc	Binder Phillips Steel Zinc
Threaded Screw Products	Thorndale	PA	23,000		No	No	U.S. (Inches)	10-32	1 3/8	Oval	Phillips	Steel	Plain	Oval Phillips Steel Plain
Southern Fastener & Sply	Winston Salem	NC	281	C	No	No	U.S. (Inches)	3/8 -16	1 3/8	Truss	Phillips	Steel	Zinc	Truss Phillips Steel Zinc

THE MORE GENERAL THE SEARCH INQUIRY ENTERED IN THE NATIONWIDE FASTENER DIRECTORY CONNECTION, THE LONGER THE LIST THAT IS RETURNED

All Fastener Clients

The Nationwide has adhered to a policy of providing this information strictly to participants in the fastener industry so *The Nationwide Fastener Directory Connection* being inside *The Business Edge™* fits their business model well.

“Having our features and search engine available within *The Business Edge™* is a benefit to both of our customers especially since our selling philosophies align,” says Bob Baer.

Computer Insights also sells strictly to fastener and industrial supply distributors.

Limiting Supply Chain Friction

Dennis Cowhey, President of Computer Insights, said, “Fastener companies are forever checking availability, pricing and placing orders with a master distributor or searching for a part with an inventory sourcing site. This can be tedious and time consuming.

“Computer Insights’ focus on seamlessly connecting


with master distributors and inventory sourcing sites continues. Every network removes friction from the supply chain and increases productivity and margins for everyone involved.”

“There is no need to search from site to site. It’s all right at their fingertips. We are adding distributors and sourcing sites rapidly so watch us, there will be more to come.”

He said, “We are delighted to announce that we have added *The Nationwide Fastener Directory* to our growing *Fastener Supply Chain Network™*.”

More Information

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

The Nationwide Connection can be reached at 846-537-1300, eMail: sales@NationwideDirectory.com or visit them online at www.nationwidedirectory.com. 



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ROBERT FOOTLIK TAKING ANOTHER LOOK AT INVENTORY *from page 32*

Barring war or a global upheaval, basic commodities will not be a factor for at least five years. Between environmental considerations and capital availability for massive new development, everything moves relatively slowly and often lags well behind demand, but this should not produce shortages until the older sources are fully operational or depleted.

So the answer to the safety stock question is to watch the commodity markets and news while data mining resupply timing yourself.

What About “The I Word?”

For those who remember the OPEC war of the mid-1970's when gas prices increased (remember those lines) and inflation increased faster than pricing a new paradigm developed virtually overnight. Materials that were sold for \$1.00 at retail suddenly cost \$2.00 to replace at wholesale. Even worse, the cost of the goods changed between the time when the order was placed and the arrival of the product. Sales promises became meaningless because vendor pricing emulated fish on a restaurant's menu, “Today's market price.”

If (or when) this happens sales prices will need to change rapidly so that long term margins will not be negatively impacted. For example, if a current item that is sitting on the shelf cost \$1.00 and would be sold today for \$1.40 the 40% gross margin looks just fine, especially if you neglect the 4% or so per month that it has cost you to hold the inventory. Now if the market value moves to \$1.60 it makes your margin look even better...until you go to replace this stock at a price of \$1.40. This puts tremendous pressure on the office to price the materials according to replacement, not the more traditional initial cost accounting.

Operationally there are several new considerations. The customers paid \$1.40 last year and now you are charging almost \$2.00 for the same stuff with the same profit margin. Charging more than ever before is even less palatable when the materials are dusty, dirty and worn dues to poor housekeeping. Stopping to clean up the grime as the item is picked is not much better. A fast wipe with a damp paper towel makes mud and this looks even worse. The best answer is to keep the warehouse clean, maintain the products in perfect shape and practice “first in-first out” picking techniques. This means training and dedication so that every warehouse employee is an inspector, cleaner and quality expert. Pickers and Stockers need additional training to reliably rotate the

stock.

New “replacement inventory” should be stocked in a back up location first, then moved into the prime picking spot. Pulling the order directly from incoming materials, even with a rigorous check in process, while highly efficient, should be avoided. The new paradigm is to never cross dock when there is stock in house.

It is also vital that the inventory and stock locations must match at all times. If an item is stored in a specific location, in a known quantity, this must be 100% reliable information. Every piece must be in easily found, salable conditions. Get in the habit of looking for misplaced inventory now and teach this diligently to every individual who will be passing through the warehouse. This takes “spot checking” or statistical sampling to a much higher level and emphasizes that the oldest piece must always go out first.

Do this now, before inflation eats up all the money that you are working so hard to generate. Putting systems in place to react after inflation sets in will be too little too late. Anticipation beats inaction every time. Inflation is like lightening. Statistically the longer it doesn't strike the more likely it will hit the top of a hill.

Ok, If Prices Are Going To Rise, Why Not Lay In More Inventory Now?

Good question, with an obvious answer that inventory eats both capital and space. Of course if you have a surplus of both commodities go right ahead and take a chance. The rest of us can watch from a safe distance.

Volatile pricing is a way of life in many industries. Copper wire and tubing are a good example of products that are essentially raw materials with minimal “value added.” Plumbing and Electrical Supply Houses have attempted to play the commodity market for years; usually with limited success. This is often due to the difference between rumors and reality. For example, a miner's strike in Peru can drive up the prices over night and if someone purchases a large quantity ahead of the strike they can beat the spike in pricing for this commodity. That sounds really good unless the strike is settled immediately. Then overnight the price collapses from this good news; plus the oversupply generated by copper producers, pipe and wire manufacturers and various middle men who run out of space and money dumping a massive quantity on the market. Net result: large on hand stocks of relatively high priced materials in a declining market. Just look at oil pricing for another example.

DISTRIBUTOR NEWS

INxSQL Software, ERP software developer, is excited to announce their new partnership with ecmarket, cloud-based solutions developer of Conexiom®, the most accurate sales order and invoice automation solution on the market today. The two organizations share a common goal of providing cost saving tools that help eliminate manual data entry, improve productivity, and reduce costs.

Conexiom revolutionizes critical sales and accounting business practices by automating manual entry with 100% accuracy. With the Conexiom integration, INxSQL users can now effortlessly convert emailed and printed customer purchase orders and supplier invoices into automated sales orders and invoices.

INxSQL and ecmarket will commence joint marketing efforts to educate and familiarize the INxSQL customer base of Conexiom's productivity improvements and benefits through webinars and other programs and campaigns.

Conexiom® allows manufacturers and distributors to focus on serving customers and managing supplier relationships instead of entering data. The patent-pending Conexiom solution was created by ecmarket, a cloud solutions developer. Conexiom revolutionizes critical sales and accounting business practices by automating manual entry with 100% accuracy. Conexiom effortlessly converts emailed and printed customer purchase orders and supplier invoices into automated sales orders and invoices, enabling companies to focus on driving growth. Conexiom helps organizations across the globe maintain a competitive edge. For more information, visit www.conexiom.com.

INxSQL Software, based in Waterford, Michigan provides cutting edge distribution ERP systems for a wide array of industrial distributors including those who have a focus on fasteners, general industrial, mill supplies, construction, seals and O-rings, MRO, safety equipment and others.

If you'd like more information about this topic, please call Keith Jones at 877-446-9775 or email Keith at keith.jones@inxsql.com. Visit INxSQL online at www.inxsql.com.

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DISTRIBUTOR NEWS

In a continued drive for growth, commitment to customers and supply partnership excellence, **EFC International**, announces the addition of Teresa Amman, Supply Chain Director. Teresa will be responsible for successfully developing procurement and logistic strategies collaborating with suppliers and EFC's Purchasing, Sourcing, Logistics, Warehouse and Quality departments who will also report to her.

Teresa has over 30 years of experience in the automotive industry supply chain. Her experience and leadership skills are invaluable assets as EFC continues its global expansion.

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IFI 2016 IFI SOARING EAGLE AWARDS RECIPIENTS ANNOUNCED IN PHOENIX, AZ *from page 36*

Mr. Hay earned a Mechanical Engineering degree from The Ohio State University and a MBA from the University of Dayton. His work experience has included the Nippert Company, Mueller Brass, and National Machinery. Tom's initial work and experience in the metals industry eventually led him to National Machinery in 1979 where he has filled various engineering management positions.

His key accomplishments can be broken down into two different categories – application development and machine design – where he is credited with a total of 15 patents over his career. These innovations have helped to make great strides in improving the cold forming process and production. In particular he was integral in developing the FORMAX machine design – which is known all over the world.

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JIM TRUESDELL DEPARTMENT OF LABOR RULES SQUEEZES ATTORNEY-CLIENT PRIVILEGE *from page 38*

Groups such as the National Retail Federation, the American Chamber of Commerce, the Associated Builders and Contractors, and the National Federation of Independent Business were among many sounding the alarm. It would seem that there is almost a certainty that there will be multiple legal challenges to the rule. As of early April four trade associations had already announced suits. One would anticipate that lawyers themselves would be mounting a challenge to the rule since it affects them as well as their employer clients.

The final rule is set to apply to labor contracts beginning on July 1. Consider the logical extension of this kind of thinking. Whenever companies hire advertising firms should they be required to advise prospective consumers of the ad agencies behind a campaign and the fees paid to it? What about all financial service firms and advice received by companies? What about environmental consultants? There really is no end to the disclosures that might be required since there is an affected constituency of almost every action a business takes. There is a stakeholder who can logically claim to be affected by such actions and thus be entitled to transparency in knowing who the consultants are

on the company payroll.

By singling out specialized labor-management consultants and attorneys for this new reporting requirement the Obama Administration (through its appointed agency heads) is showing clearly that it will unabashedly take whatever steps it deems necessary to protect the interests of its political allies. This is especially so in these waning months of the President's term. We see this resolve in their recently disclosed overtime threshold rules, their attempts to shorten the union representation election process and a host of other rules being pushed through in rapid-fire order. In fairness, it has undoubtedly happened in previous pro-business political eras from the other perspective. But the extent to which we are seeing a blatant revision of rules by executive directive is clearly unprecedented and overreaching.

This particular rule, reaching far into the legitimate private thought and planning processes of business owners, and undermining long recognized confidentiality of attorney and client is most disturbing. It is a step too far— and deserves to be set aside by whatever court ends up hearing the legal challenges sure to come! 

JIM TRUESDELL**BART BASI CUBA, NOW ON THE RIGHT SIDE OF THE IRS** *from page 42*

(iv) which the Secretary of State has, pursuant to section 6(j) of the Export Administration Act of 1979, as amended, designated as a foreign country which repeatedly provides support for acts of international terrorisms.


Do you see the legal problem Cuba had with the IRS? There were only 5 countries on the Section 901 list as of December 31, 2015, which then included Cuba, Iran, North Korea, Sudan, and Syria (Internal Revenue Bulletin 2005-3). It had been over a half-century since the incident between once amicable neighbors.

Enter Revenue Ruling 2016-8

In Revenue Ruling 2016-8, the IRS announced that Cuba is no longer one of the countries described in Section 901 of the Internal Revenue Code. It is retroactive to December 21, 2015. There are plenty of arguments, both for and against, thawing relations against Cuba. On the down side, a ruthless dictator is getting what he wants. On the up side America is safer

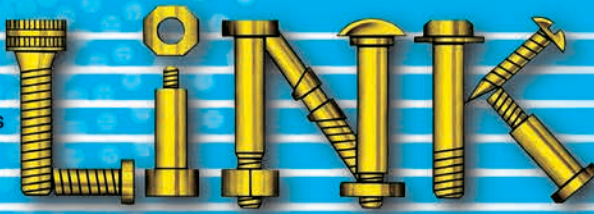
and has another business partner in a close neighbor. The current Administration believes the adversity to the Cubans served neither nation. While differences and valid arguments remain against, The Administration has taken a very large step here with Revenue Ruling 2016-8 in accomplishing its goal.

Conclusion

Here at The Center we don't get into politics. What will happen next, is a matter for politicians to process, for people to ponder, and history to be written. We do valuations and business succession planning, and we do both well. We do not endorse nor condemn this revenue ruling. We want business people to know, this is a big event in the business tax world and there is quite possibly a new haven for business in North America. This is opportunity for American business. While the relations between the two countries are not that of an alliance or business partner yet, they may become just that. They are now on the right side of the IRS. 

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The Job That Nobody Wants to Do

Anwar continues, “We have learned from past experiences where the fasteners failed and caused the equipment to shut down. It was very bad when the machines went down because at the end of the day, the contribution of the underground team to salt sales is equipment availability. That’s our final product.” As long as the machines are working, they are constantly producing.

“[The underground team] came up with the procedure to torque check and inspect the bolts on the scalers during regular maintenance every 250 hours. But it just so happens that they are not in a convenient place.” About 50 of the bolts that are regularly affected by the pressure of operations are underneath the machine carriages. It’s uncomfortable to get underneath either machine; the Gradall XL 5320 only sits a claustrophobia-inducing two feet off the ground. The mechanics have to crawl under the machines to check the bolts. Before making the upgrade to SmartBolts, the mechanics had to torque each and every bolt to make sure they were tight, using a three quarter inch drive torque wrench and torqueing to about a 400 pounds-feet value.

To make matters worse, Anwar says, “We need to use an extension arm just to be able to reach the bolt heads. We also have to have three people working overtime to complete this arduous task. Two workers crawl underneath the machine while a third mans the control inside the cab, rotating the tray to different positions to help the mechanics access the bolts.” The maintenance routine was causing a significant drain on resources.

Serious Consequences

“A number of the bolts on each of the scalers work together to hold one big Rotek bearing (a model of slewing bearing made by ThyssenKrup) which is what attaches the cab of the machine to the turntable. When a bolt starts to fail, a weak point is created.”

Since the failed bolt is no longer holding its share of the tension, the surrounding bolts have to absorb the load. The additional load could continue to jeopardize the bolted joint security and lead to more bolt failures in

quick succession. In this pattern of increasing force on each subsequent bolt, an ever quickening chain reaction occurs with the bolts around the bearing failing.

“When that happens, the potential of losing the entire top cab of that machine is highly probable,” says Anwar. “To Windsor Salt there’s nothing that is a higher priority than safety. Not sales, not production. We take the health and safety of employees very seriously.”

A “YES” or “NO” Question

“So we started looking for alternatives. We came across a torque reading device that you could put on the head of the bolt and it would give you the torque value. The only problem with that was that the location of the bolts was very hard to access. You needed an extension socket to get there and you really needed a clean contact surface to get a good value reading. None of these are issues with SmartBolts because we can visually check each bolt from a few feet away and the visual indicator tells us at a glance whether each bolt is tight or not.”

Charles H. Popenoe, III, CEO of Stress Indicators, Inc., the company that patented and manufactures SmartBolts remembers getting a call from Ojibway’s Reliability Engineer Devin Gignac. “Devin was looking for a solution to the maintenance headaches his team was experiencing. He told me that he had researched a number of solutions and when he found the SmartBolts website, he thought our visual indication system could be the perfect answer.” recalled Popenoe.

SmartBolts have a tension indicator embedded in the head of each bolt. The indicator changes color in proportion to bolt stretch. If the bolt is secure, the indicator is black, but turns gradually to red in color stages consistent with the reduction of bolt tension. When the indicator shows bright red, the bolt has no tension stored meaning the bolted joint has no clamp load providing any security.

One challenge for K+S Windsor Salt with the integration of SmartBolts was that the technology had not been tested in the corrosive environment of a salt mine before. The bolts would regularly be covered with salt, debris, and grease.

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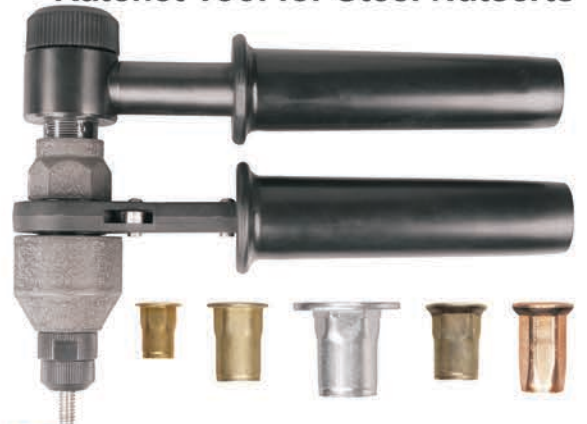
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EXECUTIVE SALES PLANNING SESSIONS (ESPS) AT NFDA'S 2016 ANNUAL MEETING by Vickie Lester



The NFDA 2016 Annual Meeting and Executive Sales Planning Sessions (ESPS) took place June 27-28 at The Galt House Hotel in Louisville, Kentucky.

The bulk of the meeting time was devoted to ESPS, which are private, face-to-face business meetings with the partners that are most important to your business strategy. It's not as rushed as speed-dating, but the principles are similar, allowing you to meet with several people in one day without having to travel to multiple destinations.

Also on the program was an economic update from Brian Beaulieu of ITR Economics. In 2016 there is a lot going on affecting commodity prices: China, the presidential election in the U.S., rising interest rates, the U.S. dollar exchange rate, millennials, and rising wages. Brian Beaulieu from the Institute for Trend Research helped us make sense of it all.

The meeting concluded with a fun evening at the Muhammed Ali Center.

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ANTHONY DI MAIO MOST FREQUENTLY ASKED BLIND RIVET QUESTIONS *from page 52***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 diameter, not the soft metric conversion such as 3.2mm, 4.8mm, 6.3mm diameters that are direct conversion of the inch to metric blind rivets.

Inch size blind rivets have the maximum grip range in their part number. Example:- size 44 inch blind rivet, the first 4 has a base factor of 1/32 of an inch.

Therefore, $1/32 \times 4 = 1/8$, which is the diameter of the 44 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 in an inch part rivet part 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 the 4 = 1/8 diameter, $10 \times 1/16 = 5/8$ which is the maximum grip range of a 410 blind rivet.

Hard metrics is a complete different situation. Example:- 4 mm x 8mm hard metric blind rivet, 4 mm 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 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 use a dome head (standard head) blind rivet, you would depress the dome head in to the plastic. If you use a large flange blind rivet, you would only slightly depress into the plastic because the setting force is being applied to a large area.

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 blind rivet body's head configurations of 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 on the blind barrel outside diameter?


The closed-end blind rivet prevents liquid or gases from passing through its center because it has a closed-end barrel. 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 well it will seal on the outside diameter. There could be burrs on the hole of the upset side of the closed-end rivet that can prevent the rivet-upset side to not set properly on the work piece.

To ensure that a closed-end blind rivet is completely sealed around it's outside diameter against liquid, gas, air etc. is to apply a sealant to the barrel side of the flange. There are companies that will apply the sealant to a 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 is also being applied to all types of rivets and rivet nuts.

What visible characteristics can I look at that will tell me if the blind rivet has been produced with quality in mind?

Look at straightness of the mandrel. If the mandrel has a slight bent, that mandrel has not been produced properly. The straightness of a mandrel should be within .008 T.I.R. (Total Indicator Reading) for the length of the mandrel. A mandrel must be produced from straight wire. The mandrel-making machine has straightening rollers that will straighten the wire and produce a straight mandrel. A blind rivet with a slightly bent mandrel, can affect the ejection of the spent mandrel when the blind rivet is set.

View the point of the mandrel to see if there are burrs or wings attached to the mandrel point. If yes, this mandrel was made with dull cutters and was not properly de-burred in the de-burring machines. Is the rivet body free of burrs? There should be no burrs anywhere on the rivet body.

Check to see if the flange diameter is concentric with the rivet body barrel. The flange and rivet body should be concentric with each other within .008 T.I.R. 

DISTRIBUTOR NEWS

Southwest Fastener (SWF) is pleased to announce their 4th distribution warehouse, in Grand Prairie, Texas. Open for business on April 1st, this location will provide better service to the Metro Dallas area.



"We opened this location after numerous requests from customers who really wanted us here in Dallas," said President, Ken Lubbering. "Without them, this additional location would not have been possible, and we are grateful for the new opportunity!"

"Initially, we will be stocking all key items, and we'll continue to add products as required by our local customer base," said Sales Manager, Bobby Ramirez. "We will also be providing free delivery service, covering the Metro Dallas area, so expect to see the Bolt-Heads™ around town!"

Southwest Fastener has locations in Phoenix, Tucson, Albuquerque, and now Dallas. With more than 14,000 SKU's, they are a full line distributor of fasteners, hardware, and tools servicing the industrial, construction, solar, and waterworks industries.

The address and contact information for the new location is Southwest Fastener, 817 S. Great Southwest Parkway Grand Prairie, TX 75051. Contact the Sales Manager, Bobby Ramirez at 972-606-BOLT (2658) or by emailing bramirez@swfastener.com.

For more information, please visit their website at www.swfastener.com



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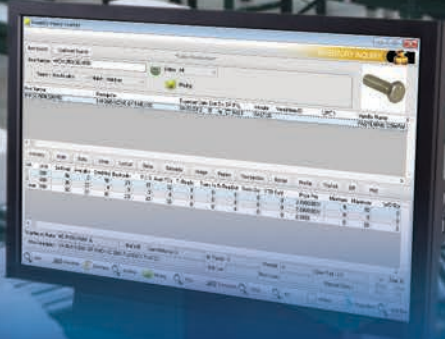
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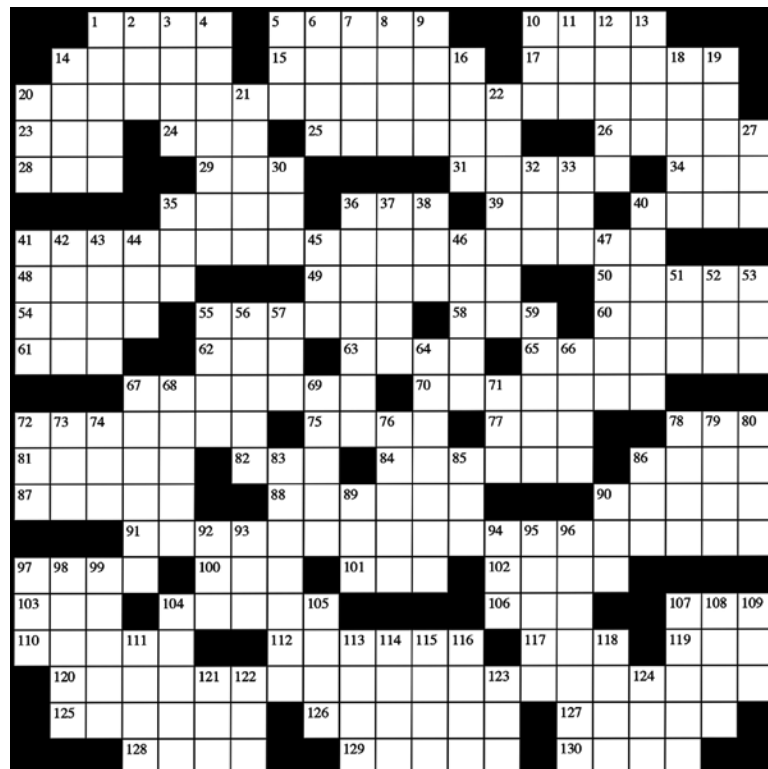
- 1. Record
- 5. Swelling due to fluid retention
- 10. "...boughs of holly, ___..."
- 14. Musical instrument
- 15. Molester
- 17. Frigid formation
- 20. Pair of Queens
- 23. Solidify
- 24. Suffix for balloon and cartoon
- 25. Waver
- 26. Listens to
- 28. Has too much speed, for short
- 29. Heavy weight
- 31. Extent
- 34. Sympathy's partner, in title
- 35. Hearts, for one
- 36. Backus or Caviezel
- 39. Eleventh letter
- 40. Bloody
- 41. Pair of Jacks
- 48. Pass out shares
- 49. Funicello's frequent costar
- 50. Crow
- 54. Outscore
- 55. ___ Island
- 58. Neighbor of Mex.
- 60. Show host
- 61. Downcast
- 62. Engine need
- 63. Grazing areas
- 65. Gift for baby
- 67. Shekel spender
- 70. Like grass in the afternoon
- 72. Reindeer's name
- 75. "...giving __, up the chimney..."
- 77. Listener's need
- 78. With-it
- 81. Light wood
- 82. Gal. or pt.
- 84. City in California
- 86. Actress Turner
- 87. More bashful
- 88. Reverberates
- 90. Knuckle, e.g.
- 91. Two kings and three queens
- 97. Steerer's place
- 100. Flowery ring
- 101. Trauma ctrs.
- 102. Saudi or Omani
- 103. "___ Maria"
- 104. Most minute
- 106. Bone in a cage
- 107. Presidential monogram
- 110. Woman's name
- 112. Word with tank or shock
- 117. Mr. Vigoda
- 119. Bullring cheer
- 120. Four Kings
- 125. Respect highly

- 126. Employee delights
- 127. As silly as a ___
- 128. Likelihood
- 129. Bellows
- 130. This: Sp.

DOWN

- 1. Pickles
- 2. Ending for Wyoming or New Jersey
- 3. Indian robe
- 4. 15th-anniversary gift
- 5. White-tailed eagle
- 6. Pops
- 7. Fencing sword
- 8. Distance unit
- 9. Without changes
- 10. White lie
- 11. Type of bandage
- 12. Agile
- 13. Flu symptom
- 14. Coaster
- 16. Despot
- 18. Deceive
- 19. Soft-downed duck
- 20. Sense of self-esteem
- 21. Tiny particles
- 22. Rouses
- 27. Utter
- 30. Prefix for natal or plasm
- 32. GI's destination in the '60s, for short
- 33. Tumbler's place
- 35. Acquired
- 36. Olympics projectile
- 37. Wacky
- 38. 58 years after Columbus' voyage
- 40. Fairy tale creatures
- 41. Captures
- 42. Crohn's disease sites
- 43. ___ in; wearing
- 44. Stolen
- 45. "Unforgettable" singer
- 46. Rotten person
- 47. Complies
- 51. Don't just sit there
- 52. Adjust
- 53. Mickelson's peg
- 55. In a huff
- 56. Crown
- 57. Stein contents
- 59. Late Sherman
- 64. Lecture
- 66. Of flying: pref.
- 67. Pants measurement
- 68. Fashion accessory
- 69. Fastener
- 71. Montgomery or Parker
- 72. Educ. network
- 73. "Yippee!"
- 74. Baba, for one
- 76. TV's "Days ___ Lives"
- 78. Long-running Broadway hit
- 79. Lodges
- 80. Spread
- 83. Gilbert, for one
- 85. 90° from NNE

- 86. Ed Asner role
- 89. Garden tool
- 90. Task
- 92. Glob ending
- 93. Majors, for one
- 94. Crew member
- 95. Man of the cloth
- 96. Head of the garden
- 97. Owns
- 98. Call up; bring to mind
- 99. Jay's kinfolk
- 104. ___ war; fought
- 105. Region: abbr.
- 107. "___ luck!"
- 108. Melancholy
- 109. Means of transportation
- 111. 2 ___ 4 is 2
- 113. Early "Tonight Show" host
- 114. Threesome
- 115. "___ Wonderful Life"
- 116. '87 Best Actress Oscar winner
- 118. Son of Seth
- 121. Shepherded
- 122. Dorothy's aunt and others
- 123. Letters with Arizona and Missouri
- 124. Period



GLOBALFASTENERNEWS.COM **BATES TELLS SEFA** "FORCE PAYROLL TO GROW SLOWER THAN SALES" from page 56

After Bates' SEFA presentation, Jake Davis of BTM Manufacturing, Craig Fenland of Eurolink FSS and Doug Ruggles of Martin Fastening gave "Tips That Work for 3 Fastener Executives."

- Jake Davis, president of Kansas City-based BTM Manufacturing said an early profit question is: "How many pounds of wire do we have?" That leads to working with customers to reduce inventory. "Communication with customers is key," Davis declared. "Customers vary," Davis acknowledged. The goal is projections six or 12 months out. "At some point, you may be best off to 'fire' a customer," Davis said.

Be aware that even the best estimates be off. When the agriculture market dropped precipitously "our hand was forced" on staffing, Davis recalled. Web: btm-mfg.com

- Craig Penland of South Carolina-based metric fastener distributor Eurolink FSS, tracks accounts receivable. That may mean "holding firm" even with customers you like. "It can be scary when it is major customer," Penland acknowledged. If the average customer pays in 34 days.

Eurolink FSS has new tracking system of sales per rep, Sit down with top 10 suppliers to cut lead times, Penland advised. "I live and die by projections," Penland added. Ultimately, "we


focus on what we can do better," Penland said. With a small staff of eight – and most of them younger – Penland finds training is vital. Penland said there shouldn't be any price cutting for the customer "who comes to us for one item every six months." That customer needs to pay for the workload. Web: eurolinkfss.com

- "Hire slowly, fire quickly," advised Doug Ruggles of Martin Fastening of Jackson, TN, where agriculture is a big part of the business. Before adding another employee, calculate whether overtime is cheaper, he said.

Don't just look at total sales, rather measure sales by each person, Ruggles said.

Act early: "Keep your finger on the pulse of sales monthly – and adjust accordingly," Ruggles said.

Approach customers to find ways to "lower cost of serving you" and work more as "partners," lower costs, Ruggles advised. For example, why should manufacturer pay to box fasteners and then the distributor re-box for a customer? That is catching waste in system and then everybody wins,

If customers don't cooperate, "raise prices on the customers who don't work with you," Ruggles added. Web: MartinSupply.com. 

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SPIROL **HOW TO DESIGN THE OPTIMUM HINGE** from page 64

It is recommended for better load distribution and closer tolerance hinges that the tight fit of the Coiled Pin be in the outer members of the hinge (Figure 2a). The minimum thickness of the outer members should be 1 to 1½ times the diameter of the pin. If the thickness of the outer members are less than the diameter of the pin, then the tight fit should be in the inside hole.

To design a free fit hinge, first establish maximum hole size in the retaining component (tight fit). Insert the Coiled Pin into the retaining component and measure the free diameter of the pin at the center of the span. Add a factor to provide some clearance for the rotating member, usually .001" (0.02 mm) to establish the minimum diameter of the free hole. Then add the required production tolerance to assign the maximum diameter of the free hole.


If the tight fit is on the inside member of the assembly, as the pin is installed there becomes a sized and an unsized end of the pin (Figure 2b). The end of the pin that has not been inserted through the hole is larger than the end that has been sized by the hole. Therefore, measure the diameter of the unsized end to determine the minimum

diameter of the free hole in the outside members.

Friction Fit Hinge

In a friction fit hinge, all of the holes should be sized identically within the assigned tolerances. If the manufacturer is unable to maintain the same hole size within each component, the tolerance should be split between the components. It is most common to assign the smaller half of the tolerance to the outside holes and larger half to the inside hole.

The Coiled Pin simplifies design as there is no need to incorporate misalignment between holes to achieve friction, as is the case with rigid Solid Pins. Coiled Pins perform best when installed in straight, properly aligned holes. The Coiled Pin's spring characteristics can be used to achieve exceptional performance and maintain desired fit and function throughout the life of the product.

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

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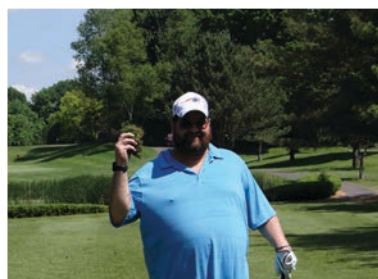
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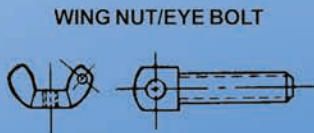
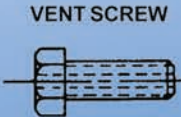
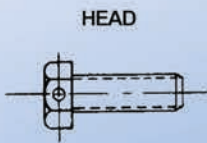
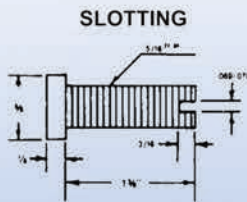
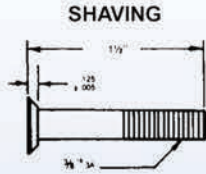
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SEFA THE SEFA ANNUAL CONFERENCE IN TAMPA, FL WAS A GREAT SUCCESS *from page 80***Panel members were:**

Jake (Jason) Davis
President of BTM Manufacturing

Craig Penland
President/CEO of Eurolink Fastener Supply Service

Doug Ruggles
CEO and third-generation co-owner of Martin Inc.

Mr. Davis noted they have to keep close watch on their inventory as well as discontinue business, in some cases, with a customer. The best planning can be off, you have to be prepared to adjust.

Mr. Penland keeps a close eye on Accounts Receivable as well as working hard to minimize lead times. He relies heavily on projections He finds training is very important.

Mr. Ruggles studies the benefit of hiring additional employees. He does not keep employees who do not follow through on their job. The efficiency of employees contributes greatly to success and profit of the company.

An interesting topic that comes up often is Social Media. When asked, by attendees, how they handle employees on their cell phones in the office, the answers varied. No one has a written policy but they are aware of the use of social media and handle issues on an individual basis. Solutions can range from standing near the employee to give them the message, considering if the employee is getting the work completed, or in some cases requiring cell phones be left in the car.

As everyone struggles to improve their bottom line, both Dr. Bates and the panel added a good amount of insight to the attendees. We thank them for their great presentations.

SEFA would also like to give a big "thank you" to all of our event sponsors, without their help this event wouldn't have been the success it was.

Congratulations To This Year's SEFA Scholarship Winners

At the spring conference, 2016 SEFA Scholarship winners were announced:

\$4,000 Slater Jones Memorial Scholarship

Paulina Borowski sponsored by Greenslade & Co.

We thank the Slater Jones Family for funding this scholarship which will continue for the next few years. Their generosity during a tragic time is amazing.

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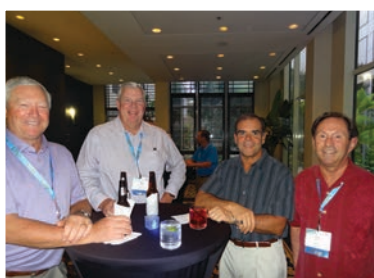
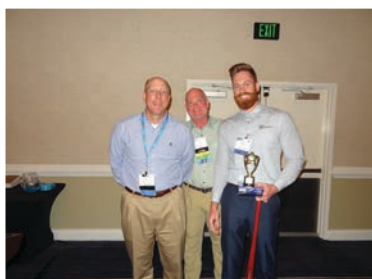
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Thank you very much to Star Stainless Screw for also donating towels for the golfers and the hole contest prizes!

Special Thank You

A huge thank you goes to John Conte-Fall River Mfg. Co. for heading up this event. Without John's endless efforts over the last 10 plus years, the outing could not have grown and become as successful as it is today. 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.


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 2016 NEFDA Scholarship Golf Outing.

Next year's Scholarship Golf Outing will be on June 1st.

NEFDA Upcoming Events

September 13th Red Sox vs. Baltimore

November 10th Scholarship and Hall of Fame Awards

December 1st Holiday Gathering 

DISTRIBUTOR NEWS

Nelson Fastener Systems (NFS) has been formed, creating a rebranded business unit that consists of six manufacturing entities: Nelson Stud Welding Inc.; Ferry Cap & Set Screw; Specialty Bar Products; EBC Industries; Automatic SMP; and Spiegelberg Manufacturing. They were formerly part of Doncasters Fastener Systems.

The establishment of the Nelson Fastener System family of companies brings together a variety of integrated manufacturing technologies with the global capability to provide turnkey solutions for critical engineered fastening applications required in the power generation, oil & gas, military, aerospace, transportation, marine, and construction markets. The six companies offer a wide range of compatible manufacturing technologies, including hot and cold forging, precision machining, screw machining, heat treatment, thread rolling, and complementary secondary operations.

Utilizing the globally recognized 'Nelson' brand name will enhance joint marketing efforts and engage the extensive global sales, and distribution network of Nelson Stud Welding to expand the sales and marketing reach of all six entities. As part of this strategic realignment, each company's logo will be updated to highlight a family branding strategy.

The formation of NFS will benefit all member companies, employees, and most importantly, their customers. This initiative will be supported by focused capital expenditures, to enhance and expand global manufacturing capabilities, and secure strategic acquisitions that will further enhance the customer experience by offering convenient, single source solutions for an expanding array of performance critical fasteners and components.

Nelson Fastener systems manufacturers a wide range of fastener systems including studs and related products for the transportation, energy, aerospace, military and industrial markets.

For more information on the formation of Nelson Fastener Systems, contact Robert L. Rak by phone at 1-800-635-9353.

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LAURENCE CLAUS PPAP FOR FASTENER DISTRIBUTORS *from page 102*

Another area that is commonly misunderstood or ignored are the requirements to notify the customer of changes. This is likely due to a desire to not have to resubmit a complete PPAP, although not every customer will require a complete resubmission due to a change. However, keeping up with this is important and separates the best suppliers from the crowd. It is especially important because if a quality spill occurs and the resulting review identifies a failure to update the PPAP when a change has occurred, there is a large likelihood that the responsibility for the quality spill will shift to the supplier, even if the spill is not directly attributable to the undocumented change. Changes that would trigger the need to submit an amended PPAP are:

- [1] Use of a new material
- [2] Production from new or modified tools
(Does not include perishable tools)
- [3] Production following an upgrade or rearrangement of existing tooling or equipment
- [4] Production of tooling and equipment transferred to or from a different site
- [5] Change of supplier or vendors
- [6] Product produced on tooling inactive for 12 or more months
- [7] Any change that can affect fit, form or function
- [8] Change in test or inspection method

Whether a PPAP is submitted for the first time or due to a change, the customer will define what the submission requirements are. This will be in the form of one of five


levels. The default level is Level 3. That means that unless the customer specifies Level 1, 2, 4, or 5, a Level 3 submission will be expected. The meaning of the five levels are defined below in Table 1.

After identifying the proper submission level and compiling the “package” it will be submitted to the customer for approval. The supplier can expect one of three outcomes:

- [1] Approval
- [2] Interim Approval
- [3] Rejection

Approval is pretty straight forward and reflects the customer’s acceptance that the submission is complete and demonstrates the supplier’s capabilities to make the part in serial production. Interim approval is given if the supplier meets almost all of the requirements but may have a deficiency in one or two areas that can be remediated with some sort of containment activity, like sorting or increased inspection, in the short term. Rejection normally occurs when there are major deficiencies in achieving conformance or the submission is missing required elements.

By this point one may feel that PPAP is pretty onerous. This is probably a valid feeling the first couple of times around, but as the supplier gets experienced with the format and requirements, subsequent PPAP submissions get increasingly easier. For the distributor, however, PPAP submissions will always have an additional layer of complexity. Since the distributor has little or no control over the process, they must depend on their suppliers either

for information to complete the PPAP themselves or for the supplier to submit the appropriate PPAP to them. This will always add an extra layer of complexity. Therefore, the progressive distributor will dedicate resources to become qualified in PPAP management and to work closely with both their supplier and their customers to compile a good submission. 

Level	Requirement
Level 1	Warrant Only
Level 2	Warrant with product samples and limited supporting data
Level 3	Warrant with product samples and complete supporting data (Full PPAP)
Level 4	Warrant and other requirements defined by customer
Level 5	Warrant with product samples and complete supporting data reviewed at company's manufacturing location

TABLE 1: EXPLANATION OF PPAP SUBMISSION LEVELS

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MFDA NIGHT AT THE RACES by Nancy Rich

Brought back by popular demand, the MFDA had a "Night at the Races" held at Victory Meadowlands on Friday, May 20th. The group opted to hold the event on a Friday evening, so that those attending could also bring their significant others, friends, dates, etc, and not have to worry about going to work the next day- Bonus!


It was a well attended event with live harness racing, great ambience, good food, and desserts.

Everyone enjoyed mingling, sharing conversations at the bar prior to the races, betting on the horses, and socializing. The elevator access up to the roof, where a DJ was playing music was great for all of those who wanted to watch from an outside view. The DJ was playing some good music from all genres making it even more fun!

This outing was slightly different from the Pegasus,



in which we have held this event in the past. However, it was quite quaint and cozy, with enough room to maneuver around and socialize with everyone else attending.

Thank you Star Stainless for being a Night at the Races Sponsor! 

ASSOCIATION ARTICLE

METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION

MFDA "NIGHT AT THE RACES" VICTORY MEADOWLANDS - MAY 20, 2016



NORTH COAST FASTENER ASSOCIATION

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NCFA's 8th ANNUAL DISTRIBUTOR SOCIAL by Marty Nolan, NCFA President

This year's North Coast Fastener Association (NCFA) Distributor Social once again saw an attendance somewhere in the area of 250 people, give or take a buyer or two. The Distributor Social is a networking event where suppliers and distributor personnel get to spend time together in a casual atmosphere for several hours. As part of this year's Distributor Social, the NCFA invited Karalynn Sprouse and Susan Hurley of Emerald Expositions to address NCFA members about their plans for the National Industrial Fastener Show in Las Vegas.

Emerald Expositions purchased the Vegas show in early 2016. Among other topics covered, Karalynn and Susan reported, after talking to numerous people from the fastener industry, that "networking" is one of the most highly valued benefits of attending the fastener Vegas show. The NCFA has found that to be the case as well and that is why the Distributor Social is our most popular and well attended event each year.

Visitors from multiple states came to Cleveland for the event and it continues to attract people from every level of management. One multiple time attendee stated, "the event seems to stay about the same size at this point but the quality of attendees seems to get stronger and stronger". The Distributor Social continues to attract a nice mixture of decision makers and people who work in the trenches day in and day out. It is a great place for suppliers to visit with distributor personnel from owners to salespeople to buyer and expeditors to people in sourcing.

We appreciate all of the support from our supplier sponsors for making this event possible. Thank you to all of our guests for making this year's Distributor Social another success!!

Mark your calendars for our next event, the Screw Open Golf Outing on September 8th. This event is open to non-members. Additional information will be posted to our website www.ncfaonline.com as the date approaches. 

ASSOCIATION ARTICLE

NORTH COAST FASTENER ASSOCIATION



NCFA 8th ANNUAL DISTRIBUTOR SOCIAL MAY 12, 2016 *photos courtesy of Fastener News Desk*



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HE testing for fasteners is not a complex or difficult undertaking, but it does require some training and a well-developed HE risk management strategy. HE testing for fastener suppliers will be the subject of a future article.

Specs Say That Even If I Do Everything Right HE Might Still Occur - What's The Deal?

Many fastener and plating specifications caution that there is no absolute guarantee that following proper processing will prevent HE. The nature of HE and the many variables involved, including those of the fastener application, can make HE prevention a complex undertaking. However each of the variables taken by itself are relatively simple to control; and if each is dealt with effectively we can safely plate and use HE susceptible product.

There is also a possibility that HE may occur long after installation due to a failure mode called External Hydrogen Embrittlement or EHE. In EHE the source of the hydrogen is from the fastener environment, usually caused by corrosion. This kind of HE failure would have nothing to do with the fastener plating process, but may be caused by the fastener itself being made from poor quality material or having hardness levels higher than that allowed by the fastener specification. It may also occur in fasteners that are simply made at a hardness level that makes the susceptible to HE failure.

Specifications recognize that there are many variables involved and so state that just following the minimum specification requirements may not be adequate for an effective HE prevention strategy.

What Should The Fastener Supplier Do, And Not Do, When Confronted With A Suspected HE Failure?

There are multitude of possible scenarios that present themselves to the supplier in regards HE failures. The most common is when the customer contacts the supplier to report a suspected HE failure that occurred sometime after installation of the fasteners at their plant. There are other scenarios, such as the supplier or their outside laboratory detects the failure during HE testing, a consumer experiences the failure when using the fastener in a non-specific application, or the supplier's customer detects the failure during their own HE testing.

In any of these scenarios, it is imperative that the

supplier act immediately to address the suspected HE failure. The first rule of any supplier's fastener failure investigation is to be certain that you supplied the part. That is not to say you cannot be of help even if the part is not yours, but be sure it is yours before you conduct any further investigation.

The second rule is to get help. Even if you have competent in-house HE investigation resources, call an expert. It is always better to have a second opinion or someone to affirm your findings and help make sure you are asking and answering all the right questions, because there can be a lot riding on the results of your investigation.

Most common HE failures can be resolved without the use of a formal (and expensive) laboratory failure analysis process. It may be a good idea to have a laboratory, or a consultant, examine the parts anyway. The level of this examination is critical to its usefulness and the request must be well thought out.

Sometimes all that is available is a broken screw, and end users are sometimes motivated to send that screw to the lab for analysis. These types of tests are often inconclusive, unnecessary or lead to a contentious relationship between the customer and the supplier. If only one or a few broken or not-broken screws are available for examination it is imperative that they be properly handled so as to not degrade their usefulness to the investigation. They should not be sent to the laboratory without the consent of all concerned parties and agreement as to what the lab will do and how the results will be used in the investigation.

In accordance with the customer's and the supplier's Quality Management System, a corrective and preventive action, and root cause analysis should begin immediately after the suspected HE failure is reported. The customer and the supplier must quarantine the suspect lot immediately at all locations where the lot exists. If possible, quickly rule out HE as a cause of the problem. If HE cannot be ruled out, the supplier must determine if the lot has been sold to other customers and make efforts to contact them accordingly. Do not be an alarmist – the problem may or may not be an issue for those customers depending on their application. Likewise, if the product was processed upstream in the supply chain, the supplier needs to notify their vendor for appropriate action by the vendor.

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- Distribution Fastener Inspection and Testing

CARMEN VERTULLO HYDROGEN EMBRITTEMENT Q&A - HELP FOR MANAGING 'HE' RISK IN FASTENERS from page 146

One of the most common variables in the HE failure investigation is process control. Documenting the process controls from beginning to end is imperative in order to determine what HE prevention strategy was used in processing the HE infected product. In most cases there is no documented strategy and when a paper trail is asked for it is not readily available, even if the proper steps were taken. This lack of well documented process control is one of the most common realities in HE fastener failures.

There is much more to know about the HE failure investigation process and that will be the subject of a future article. The one thing a supplier absolutely must not do is to ignore the problem or delay your response to it. Secondly, do not jump to any conclusions before all the proper questions have been asked and answered and do not speculate as to cause or responsibility.

What Should Fastener Suppliers Do To Properly Make Decisions Regarding Baking


And To Manage The Risks Associated With Electroplating Fasteners?

There are three answers to this question – training, training, and training! These three magazine articles, and those to come, do a fine job of covering some of the most important things for suppliers to know about HE risk management, but there is no substitute for hands-on training.

HE training opportunities are available through the Fastener Training Institute (FTI)® and through the Carver FACT (Fastening Applications, Consulting and Training) Center.

Information on FTI's HE Training Programs is available at www.fastenertraining.org.

Information on Carver FACT Center HE Training Programs is available at www.carverfact.com.

Please contact the author of this article if you need any guidance in developing your HE risk management strategy or help in selecting a HE Training program appropriate to your company. 

JOE DYSART TURBO-CHARGING YOUR BLOG: 10 ESSENTIAL FREE PLUG-INS FOR FASTENER DISTRIBUTORS *from page 108*

•**Google Analytics Dashboard for WP** (<https://wordpress.org/plugins/google-analytics-dashboard-for-wp/>). Once you've signed up for a free account with Google Analytics, you can use this plug-in to display Google Analytics reports on your Wordpress Dashboard. It will also insert Google Analytics tracking code on all your blog pages.

Data you'll have at your fingertips includes how people are interacting with your blog once they get to your site, where they came from, what search terms they're using to get to your blog and more. (Rating 4.4 out of 5).

•**Jetpack by WordPress.com** (<https://wordpress.org/plugins/jetpack>). Jetpack is a popular suite of some of the most popular tools Wordpress bloggers are looking for to get the most from their blog. You may find other, individualized tools that perhaps do a specific job a bit better than Jetpack. But if you're looking for an easy, introductory, all-in-one suite of the tools, Jetpack is a good bet.


One of the most powerful tools in the arsenal is Jetpack's Custom CSS editor. While pro Web designers

use Custom CSS editors all the time to make changes to Wordpress Web sites and templates, Custom CSS editor is also accessible to the novice.

Essentially, Jetpack's Custom CSS editor enables you to make very minor changes to your Wordpress blog – such as changing column widths, changing font sizes or changing colors – without compromising the integrity of your blog's underlying code.

It's able to do this by helping you create short snippets of code that 'sit on top' of the code that comes with Wordpress, and ensures the new code you create has priority over the original code.

The reason the Custom CSS editor is so killer: If you make a minor code change that does not work for some reason (say you change the size of a font and instead your blog disappears from the Web), you can simply delete what you did with Custom CSS editor and all will be forgiven – your Wordpress site won't break.

More than 35 tools currently come with the Jetpack. (Rating: 4 out of 5). 

JOE DYSART

ROBERT FOOTLIK TAKING ANOTHER LOOK AT INVENTORY *from page 114*


Even worse is purchasing on the basis of rumor instead of fact. This happened in the Office Products Industry some years ago when it was rumored that there would be a "file folder shortage." Every dealer overbought to beat the shortage and then sat on this inventory for over a year when it turned out that the rumor had actually created the shortage. Similarly a guest on a late night TV program joked that the next shortage would be toilet paper and 24 hours later most stores had sold out of toilet paper.

The lessons from these benchmarks are clear. Over reaction can create the worst conditions and laying in too much inventory can be financial and operational suicide. This does not mean that you should ignore an opportunity: but always consider the down side as well as the optimistic ideal. Even is you have the money to speculate, is this going to negatively impact the operation? Consider obsolescence, product deterioration and space/flow problems along with the economics. USPS Forever Stamps looked like a real

bargain when the price rose to \$.49. Now it's \$.47 and we lose 4% on every letter.

The Bottom Line Is?

Don't be in a hurry to increase inventory depth there are always consequences to having too much of a good thing. Consider expanding the inventory first to adding new product lines both to create a wider market and to take advantage of the demise of niche competitors. Fill the vacuum and become the first call a customer makes and put in place the mechanisms to detect changes in the entire world that will impact your bottom line now and in the future.

And most importantly maintain your operations in perfect condition physically, operationally and with Warehouse Management Systems that can be trusted. The old saying that: "You can't sell off an empty cart." still rings true; but far worse is having a cart where you can't find anything or price the goods below replacement cost. 

ROBERT FOOTLIK



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STRESS INDICATORS INC WINDSOR SALT MINE SAVES MONEY, KEEPS MINERS SAFER WITH SMARTBOLTS® UPGRADE from page 124


Coincidentally, Chris Bunai, Chief Engineer at Stress Indicators was completing development of an option to offer a Contamination Seal. For the salt mine, SmartBolts were outfitted with the indicator in a protective recess, topped with a flush epoxy seal that encapsulated the indicator and with a wipe clean surface protecting it from the elements.

Windsor was sold on SmartBolts and one-by-one, they retrofitted their Gradall XL scalers 5110 and 5320 with the visual tension indicating bolts.

Anwar says, "We didn't care what the torque value of each bolt was. We only cared if it was tight or not. It was a simple question that we needed to answer as fast as possible. And it would be best if anybody could answer without a tool. Is it tight? Or not tight?"

After the scalers were retrofitted with SmartBolts, Anwar's team could send one person under the machine to check the color of the bolts. The worker would count the number of bolts with an indicator that had turned red and come back with the number of bolts that would need to be retightened.

"It helped us with planning what we needed to tackle rather than going in blindly and retightening all 50 bolts in an awkward position which leads to eventually overtightening the bolts. Rather than us planning the additional resources and downtime to perform a task that we might need or might not need. We're making an educated decision of how much downtime we're going to need, how many resources we're going to need, and which bolts we need to tackle. At the end of the day, maintenance is about selling equipment availability. That's our final product. We're improving availability by making sure we're bringing equipment down for the right reasons."

Since retrofitting SmartBolts, Windsor Salt's Ojibway site is realizing cost savings and has eliminated the "job nobody wants to do." 



Stephanie McGuinn is an independent writer and frequently contributes articles around the web on psychology, small business best practices, commercial construction, and new technology.

STRESS INDICATORS INC

RAPID RIVET FASTENER CORP. RAPID RIVET SAYS..."YOU NEED 'EM, WE'VE GOT 'EM" from page 128

ILS Mart

Computer Insights is committed to the aerospace industry and they have shown it once again with their recent announcement of the ability to get to www.ilsmart.com, a popular Aerospace parts sourcing site. If they don't have it, they can find it and now we can find it more quickly than ever.


Building For The Future

Al summed it up by saying, "As a family business, we are in this for the long haul. We have continuously improved our processes and we have built a reputation for excellence. We continue to invest in technology that

will provide the platform for us to grow and prosper along with our customers."

More Information

Rapid Rivet Fastener Corp. can be reached at 121 Toledo Street, Farmingdale, NY 11735. Contact Mr. Al Felice, by telephone at 631-249-0400, fax 631-249-0401, eMail: afelice@rapidrivet.com or visit them online at www.rapidrivet.com.

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



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MWFA MWFA TO CELEBRATE 70th ANNIVERSARY from page 76

MWFA Education Going Strong

The Mid-West Fastener Association has held three education programs this year:

Fascination with Fasteners (an introductory class), Print Reading, and Heat Treating/Plating Essentials in Metallurgy. All classes have been taught by industry experts sharing their knowledge to help students enhance their careers. Students, especially having the opportunity to work with a team to create their own prints, always enjoy the "hands on" approach.


MWFA will offer one more of their sessions this year, Add on Sales-Class C Products (September 15th) and they will also co-host, with Fastener Training Institute, the Certified Fastener Specialist Class (August 22nd-26th).



2016 MWFA Calendar of Events

- | | |
|---------------------|---|
| August 18th | MWFA/NCA
Cleveland Indians vs Chicago White Sox
Cleveland, OH |
| August 22nd to 26th | Certified Fastener Specialist Class
in conjunction with Fastener Training Institute
Belvidere Banquets, Elk Grove Village, IL |
| September 15th | Class C Products - add on Sales Seminar |
| October 6th | MWFA 70th Anniversary Celebration and
Scholarship Awards
Brookfield Zoo, Brookfield, IL |
| December 8th | Holiday Party
Medinah Banquets, Addison, IL |

MWFA Welcomes New Members

- Attica Automation - Oxford, MI
- Fit Fastener - Glendale Heights, IL
- JM Tool & Die - Bensenville, IL 

Enforcement Actions

Criminal DBE fraud cases involving a pass-through DBE prosecuted by the U.S. Attorney's Office have resulted in prison sentences for individuals involved ranging from 3 years probation to 7 years in prison. The federal government and private whistleblowers (who could be a competitor of the Distributor or the DBE) may also seek substantial civil penalties in DBE fraud cases under the federal False Claims Act. Since 2011, the U.S. Department of Transportation (USDOT) has recovered over \$245 million in fines, restitution and forfeitures in these cases. Penalties may include debarment from future government contract work.

A Distributor who sells product through a pass-through DBE - even if the DBE is "certified" - is a potential target for enforcement actions.

For example, in a recent federal case in New York a materials wholesaler paid nearly \$5 million to settle a DBE fraud claim brought by the U.S. Department of Justice. Without admitting liability, the wholesaler acknowledged that it supplied materials to federal contractors through a DBE that the government could prove at trial served as a "pass-through" on several project contracts. In fact, the wholesaler negotiated terms directly with the contractors and used the DBE as a pass-through. Wholesaler invoices were sent to the DBE; the DBE transferred the invoice information to its own invoices and added a markup; the DBE then sent its invoices to the contractors for payment. The wholesaler's conduct enabled the contractors to certify falsely that the DBE supplied the materials and served a commercially useful function, which all parties knew was not the case, according to the complaint. The settlement was not an admission of liability. The DBE in this case was duly certified by New York and several other states as a Native American owned DBE, but it really did no work in the transaction.


Red Flags Indicating A Pass-Through DBE

The USDOT Office of the Inspector General has issued the following "red flag" indicators of DBE fraud:

- DBE owner lacking background, expertise, or equipment to perform subcontract work
- Employees shuttling back and forth between Contractor and DBE payrolls
- Business names on equipment and vehicles covered with paint or magnetic signs
- Orders and payment for necessary supplies made by individuals not employed by DBE
- Contractor facilitated purchase of DBE-owned business
- DBE owner never present at job site
- Contractor always uses the same DBE
- Financial agreements between Contractor and DBE
- Joint bank accounts (Contractor/DBE)
- Absence of written contracts

Conclusion

Wholesaler-distributors must exercise thorough due diligence review and oversight when asked to sell products and materials for a government funded project to, or through, a DBE. An understanding of the applicable laws, rules and regulations and compliance guidance from professional advisors is essential. When a contractor-customer attempts to just insert a DBE between the contractor and a non-DBE Distributor, the tough answer must be that the Distributor will not participate in the transaction, for the Contractor's protection, the protection of the DBE and the protection of the Distributor.

Government scrutiny, claims and prosecutions of distributors and contractors using a pass-through DBE are on the increase and penalties are severe. Most of the rules have been in force for many years, but the recent increased enforcement environment necessitates that all Distributors review their methods of operation in this area. Old practices are under heavy scrutiny by not only law enforcement but by other businesses and the media. Remember, the fact that a DBE has achieved government certification only confirms the entity's status – the DBE must also add real value in the transaction which confirms the DBE's performance of the necessary, required commercially useful function. 

DISTRIBUTOR NEWS

The **National Industrial Fastener & Mill Supply Expo (NIFMSE)** announced the arrival of its new, user-friendly web site, www.fastenershow.com.

The new site provides extensive content and round-the-clock access to industry professionals who want to either sign up to exhibit at the show or attend as a buyer. The site will also serve as a hub for industry professionals who seek the latest news and happenings in the fastener industry.

Acquired by Emerald Expositions last year, NIFMSE is now backed by a powerhouse in the trade show world and with its resources NIFMSE can now offer its participants a contemporary website with features such as travel accommodations (including discounted hotel rates, directions and transportation instructions), conference schedules, floor map, press registration, up-to-date vendor list, speaker sign-up sheet, mobile app download information, social media portals, show overview and FAQ pages, as well as easy and convenient attendee and exhibitor registration options.

"The potential to reinvigorate our industry is right at our fingertips, and that's exactly what we are doing with the launch of the new website," says Linh Vu, Marketing Director. "We're pumping life back into what has been a tired scene for quite some time. People are now able to engage with the show in a way they have never before been able to, and that's what makes this so exciting!"

Held annually in Las Vegas, NV, the National Industrial Fastener & Mill Supply Expo is the largest fastener expo in North America. Since 1981, the event continues to bring together the manufacturers and master distributors of industrial fasteners, precision formed parts, fastener machinery & tooling and other related products and services with distributors and sales agents in the distribution chain. The event consists of an all-day conference program presented by endorsing fastener associations and a show floor with more than 600 exhibiting companies from around the world.

For more information and to sign up for NIFMSE, visit www.fastenershow.com.

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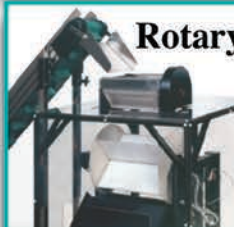
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MFDA GOLF OUTING AND TABLE TOP SHOW

by Nancy Rich



Save The Dates For Our Biggest Events Of The Year!!

It's that time of year again - the Metropolitan Fastener Distributors Association's Annual Golf Outing and Table Top Show is back!. This year promises to be the best yet, so mark your calendars now and watch this space for updates!

GOLF EVENTS

Cocktail Party

Crystal Springs Resort, Hardyston, NJ
Date: Saturday, September 17, 2016
Time: 4:30pm to 6:30pm
Sponsored by member companies.

Golf Outing

Wild Turkey Golf Club, Hardyston, NJ
Date: Sunday, September 18, 2016,
Time: Registration: 6:45am
Shot Gun: 8:00am

*For questions regarding the Golf Events, please contact:
Ken Schneeloch/Nancy Montesano at 201-644-7424
theschnee@aol.com / nmonte81@aol.com*

TABLE TOP SHOW - NEW LOCATION

Hilton Meadowlands, Secaucus, NJ
Date: Monday, September 19, 2016
Time: 2:00pm to 8:00pm

*For questions regarding the Table Top, please contact:
Nancy Rich at 201-254-7784; email: MFDABoard@gmail.com.*


ITR Addresses MFDA

The MFDA welcomed back ITR Economics, on Thursday April 21th, 2016, with Connor Lokar, presenting at their annual Economic Forecast Dinner Meeting.

Almost 50 members enjoyed a fantastic evening of information from Connor, with the picturesque background of Manhattan's famous skyline at The Chart House in Weehawken, NJ. Connor's presentation covered a wide variety of topics including short and long term global economic forecasts, regional economic updates, an outlook on inflation, and the relationship of political events, such as the upcoming election and economic growth. He told members to invest in their personnel and their companies. The forecast also suggested borrowing now before interest rates go up.

2016 MFDA Calendar

Sept. 18th 21st Annual Golf Outing
Sept. 19th 17th MFDA Table Top Show
Oct. 20th Murder Mystery Dinner
Dec. 8th Toys For Tots Holiday Party

For information on any event, call or email Nancy Rich at 201-254-7784; email: MFDABoard@gmail.com. 

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PAC-WEST FALL CONFERENCE PROMISES AN ACTION-PACKED SCHEDULE

Fastener professionals will gather in Portland, Oregon September 28 to October 1 for the Pacific-West Fastener Association's 2016 Fall Conference at the Embassy Suites Portland Downtown.

The program will offer plant tours, roundtable discussions, and timely and relevant programs on running a fastener business.

The education portion of the conference kicks off on Friday morning, September 30, with Carmen Vertullo (Carver Engineering and Manufacturing) talking about "What Distributors Need to Know about Plating," followed by a plant tour of East Side Plating. An added bonus will be a visit to the Brighton-Best International distribution facility nearby.

Friday afternoon will be devoted to our always popular business owners and executives forums, which this time will feature roundtable discussions on topics that are most on the minds of Pac-West members.

The education on Saturday, October 1, is packed with content. The morning will begin with Jason Bader from The Distribution Team who will present "Turning Buyers Into Investors," followed by a fastener industry update from a powerhouse team of fastener experts: Jamie Lawrence (AVK Industrial Products), Tim Roberto Jr. (Star Stainless Screw), and Simmi Sakhuja (Stelfast)

There will be fun activities as well, including a BrewCycle Tour of some of the city's famous craft brew pubs, lunch at historic Edgefield along with a visit to beautiful Multnomah Falls, and a dinner cruise along the Willamette River.

Visit www.pac-west.org for all the conference details. We hope to see you there!

Thread Connections Blog

There's something new on the Pac-West website: our Thread Connections Blog.

Here you will find current news and information on a variety of topics important to the fastener professional:

- Business Regulations
- Conflict Minerals
- Economics
- Human Resources
- Leadership
- News: Fastener Industry
- News: Members
- News: Pac-West
- Profitability
- Sales
- Technology
- Trade Shows

Check it out at www.pac-west.org/blog. Pac-West members can comment on blog entries by logging in to their member accounts.


Pac-West After Hours

Following the success of our first two After Hours programs in Seattle and the San Francisco Bay Area, Pac-West will offer the next program in this series of regional events July 14 at the ViewHouse Eatery, Bar, and Rooftop in downtown Denver, Colorado.

You can network just about anywhere: a trade show, a sales call, even where you work. The catch is that while all of these locations may be chock full of people who would make a great addition to your professional network, these are not times and places that are optimized for networking. Pac-West After Hours gives people in the fastener industry a chance to meet their peers and expand their professional networks. Plus, there's no charge to attend.

Visit www.pac-west.org for details.

Future Pac-West Events

In 2017 Pac-West will hold its Spring Conference and Tabletop Show March 15-17 at the Westin Hotel in Long Beach, California. This will be a joint conference with the National Fastener Distributors Association. 

DISTRIBUTOR NEWS

NORMA Group SE, a global market leader in engineered joining technology, entered into an exclusive agreement to acquire all assets of the Autoline business from Parker's Fluid Systems Connectors Division, ("Parker Autoline") on June 23, 2016.

The terms of the agreement are confidential and will not be disclosed. Completion of the transaction is subject to customary closing conditions, including the Works Councils' consultation processes in France, and is expected in the second half of 2016.

Parker Autoline has been designing, manufacturing and marketing quick connectors for all types of automotive fluid line applications for over 20 years. These plastic push-to-connect components are used in all vehicle types in fuel lines, cooling lines, vapor lines, braking assistance lines and selective catalytic reduction circuit lines. The connecting products are manufactured at production sites in France, Mexico and China and sold to customers around the world. Expected global sales of Parker Autoline are around 40 million euros in fiscal year 2016 (July 1, 2015–June 30, 2016).

With the acquisition of Parker Autoline, NORMA Group is expanding its product portfolio in the area of quick connectors and strengthening its market position. "These innovative and high-quality Autoline products complement our plastic product range in an ideal way," said Werner Deggim, CEO of NORMA Group. "In addition, we will be opening up new international markets, particularly in Asia, by acquiring Parker Autoline."

Parker Autoline has its headquarters in Guichen, France. This business unit is part of the Fluid System Connectors Division of Parker Hannifin Corporation, and formerly a business unit of Legris.

For more information, contact NORMA Group SE, Postfach 1149, D-63461 Maintal. Tel: +49 6181-403-0, email: info@normagroup.com or visit them online at www.normagroup.com.



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DISTRIBUTOR NEWS

Advance Components has hired Sara Vasicek as Regional Sales Manager for the Midwest and Northeast regions.

Sara brings 23 years of fastener industry experience to the job and previously worked in sales at Fullco Industries and Aztech Locknut. "I am looking forward to joining a dynamic and forward-thinking company like Advance," says Sara. "This company has a proven record as the industry's premier fastener resource for distributors, and I hope to continue to give our customers 110%."



A native of Illinois, Sara will be based in the Chicago area.

Advance Components is a master stocking distributor of high-quality specialty fastener products. For more information contact Advance Components by phone at 1-800-275-7772, by email to: sales@advancecomponents.com or visit the website at www.advancecomponents.com.

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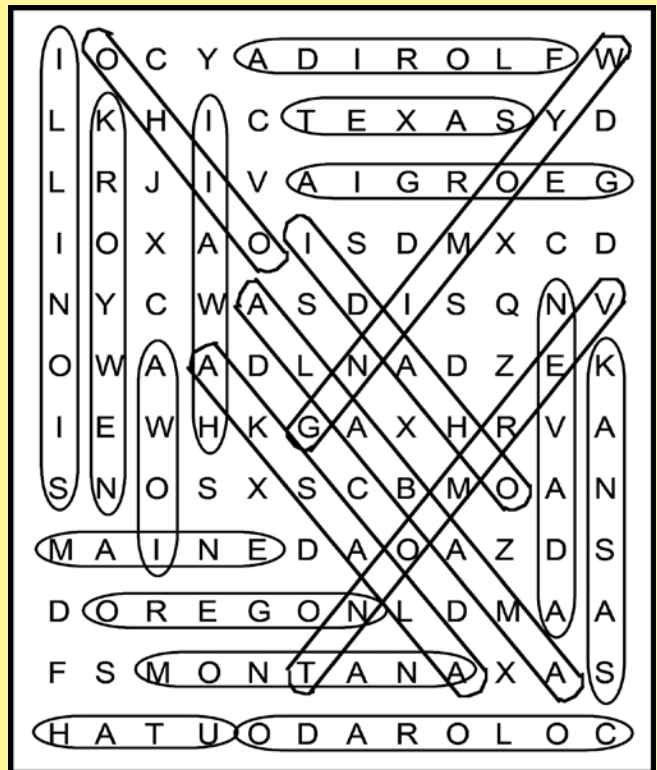
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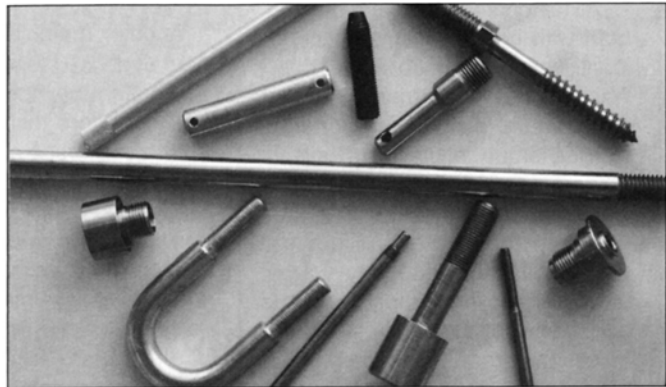
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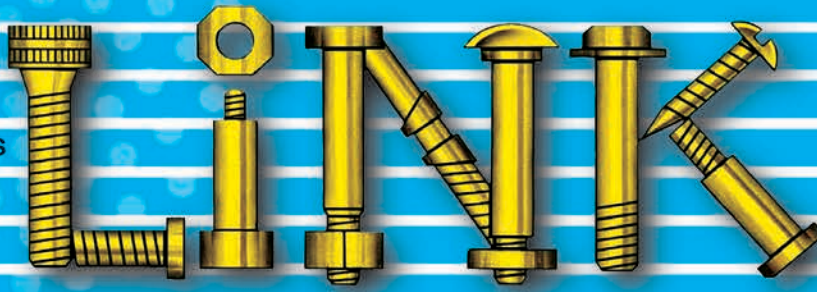
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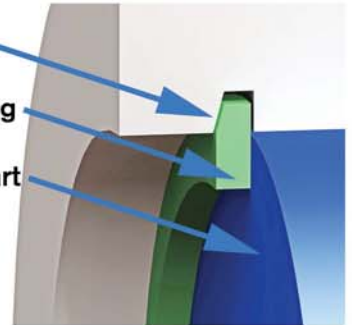
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