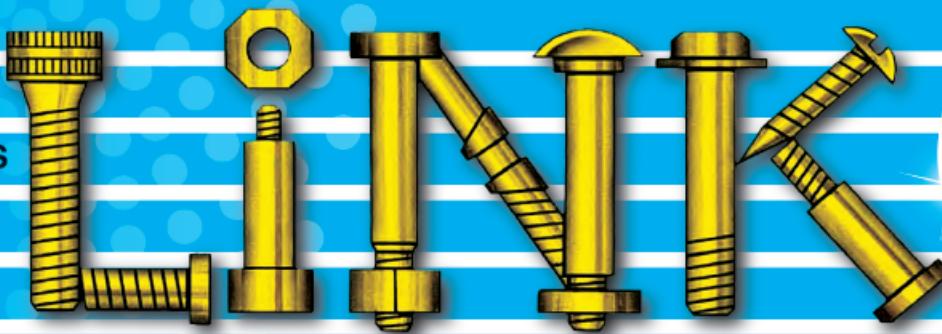


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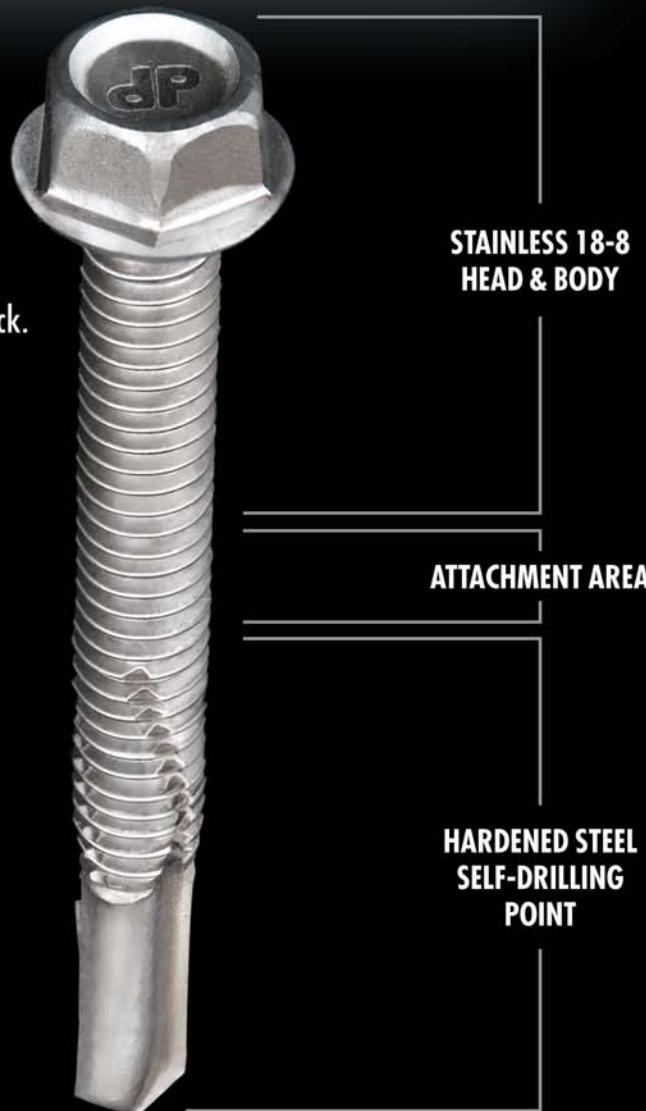
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Leo J. Coar
Editor/Publisher
leojoar@linkmagazine.com



Maryann Marzocchi
Vice-President/Advertising Sales
maryann@linkmagazine.com



Tracey Lumia
Director, Sales and Marketing
tracey@linkmagazine.com

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Address all Advertising Materials & Correspondence to:

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DISTRIBUTOR NEWS

Nancy Rich has recently joined the **Southeastern Fastener Association** as their



Executive Secretary, bringing several years of experience from her previous position as the Executive Director of Mid-West Fastener Association.

Nancy began with MWFA, in 1984, after working for Cronin Fasteners. She then turned her interests into the varied duties of fastener association work becoming an important component of the growth and success of the MWFA (formerly CBNSA).

As Nancy will be working for both associations, they will remain two separate entities. Nancy has met with Joanne Bialas, President, Tony Nelson, 1st Vice President and Jonathan Hodges, 2nd Vice President to begin exciting plans for SEFA's future. SEFA looks forward to an exciting future with Nancy's assistance. President, Joanne Bialas reports "We are very excited to have Nancy and her expertise with our association."

For more information, contact SEFA at P.O. Box 473, Lake Zurich, IL 60047. Tel: 847-370-9022, Fax 847-516-6728, E-mail: sefa@thesefa.com or visit them on the internet at www.thesefa.com.

* * *

Following a brief period of re-organization **Heads & Threads International** has re-entered the industrial fastener market. HTI, founded 50 years ago, has long been known for its bulk fasteners, stock for release and mill programs. President Bill Marthens states, Distributors are looking to suppliers for a broader range of products, services and overall value. To meet this growing demand Heads & Threads has expanded its product offering to include a complete line of packaged fasteners, kitting services, blister packs, private labeling and custom packaging. With four strategically located distribution centers, HTI will be able to deliver to most of the United States within one to two business days."

For more information call Heads & Threads International at 1-800-323-2073 or email sales@handt.com.

Würth Service Supply has recently opened its seventeenth branch and distribution center, located in Wichita, KS. The facility is 25,000 square feet, providing space for 2800 stocking locations. The recent addition is part of a direct effort to expand the company's geographical reach and increase its logistical capabilities.

As part of the Würth Group, Würth Service Supply is a fastener distributor whose core competency is C-Parts management driven by the service brand, CPS® C-Parts Solutions. CPS® provides inventory management programs ranging from two-bin kanban systems to engineering support and total program transparency.

Würth provides solutions for original equipment manufacturers in industries such as agriculture, transportation, heavy trucking, freight car, renewable energy and more. The Wichita location currently supplies to manufacturing facilities for Agco and Siemens Wind Power, among others. The company is in the process of transferring supplier responsibilities for 15-year-long customer, Coleman, to the new Wichita branch.

For more information, please contact Lindsey Balensiefer at lbalensiefer@wurthservice.com.

* * *

Dan Sebastian, President & CEO of **MW Industries, Inc.** headquartered in Logansport, Indiana, announced the acquisition of Economy Spring of Southington, Connecticut. Terms of the transaction were not disclosed.

Economy Spring and Stamping was incorporated in November 1981 and is currently located in Southington, CT. The company is a manufacturer of springs using advanced, high-tech coiling applications, metal stampings, and wire forms by the four-slide process, torsion operations, and proprietary forming equipment. Under the leadership of its owner, Leo Charette, the company has steadily grown to become a part of the local industrial base.

For more information about the acquisition, contact MW Industries, Inc at 101 Godfrey Street, P.O. Box 7008, Logansport, IN 46947. Tel: 574.722.8242, Fax: 574.722.8224 or visit online at www.mw-ind.com.

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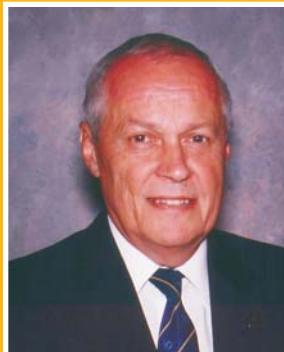
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Bengt Blendulf

Bengt Blendulf is president/principal lecturer of EduPro US, Inc. Educated in Sweden, he moved to the United States in 1974 to start a subsidiary for a Swedish fastener manufacturer. Bengt also served for eight years on the faculty in the College of Engineering and Science at Clemson University. Since 1997 he (EduPro) teaches highly rated courses in Fastener Technology and Bolted/Screwed Joint Design in the U.S., Canada, Mexico, Europe, Asia and India, for engineers and other fastener professionals. Bengt was the chairman of ASTM F16.96 Bolting Technology from 1996 to 2006. In 2006 he received the Fred F. Weingruber award from ASTM for "his efforts to promote and develop standards for the fastener industry." He is the author of an extensive lecture book as well as over 100 technical papers and articles. His business address is: EduPro US, Inc., PO Box 232, Alameda, CA 94501; phone 510-316-3234; email: bengt@edupro.us; web: www.edupro.us.

DESIGN GUIDELINES & SOFTWARE DEVELOPMENT

The academic process of educating engineering students in the art of bolted/screwed joint design has been (and still is) mostly inadequate due to lack of good and up-to-date text books and teacher enthusiasm. The engineering societies have done a good job in developing the necessary standards for the fasteners used in the joints, but not been much involved in how to actually use them. The exceptions are the standards where codes are necessary for public and personal safety, like structural bolting (ASTM) and pressure vessels (ASME). But, for those of us not involved in building bridges, skyscrapers or boilers, very limited and useful design information has been coming from these organizations.

ASTM F16.96 Bolting Technology

In 1986, a group of about 15 engineers (writer included) met at the United Engineering Center in New York to establish what was becoming the Bolting Technology Council, BTC. The initiator and first chairman of BTC was John Bickford, who served in this capacity for 10 years. I was the chairman for the next 10 years, and Joseph Barron took over 2006.

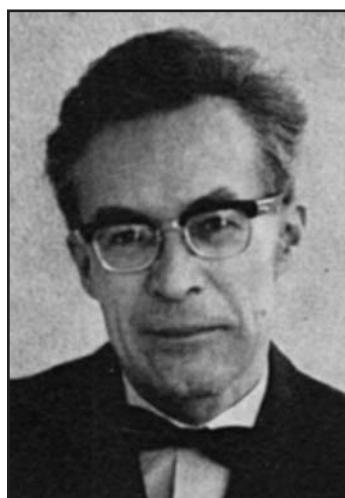
The purpose of BTC was to develop real and useful guidelines for the design of bolted and screwed joints. Eventually, BTC joined up with ASTM's F16 Fastener Committee as subcommittee F16.96 Bolting Technology.

Short history of joint design

During the mid 19th century, designers generally sized up bolts on the basis of an external work load divided by the smallest cross section of the bolt, typically the minor (root) thread diameter. The quotient had to be equal to or less than the bolts tensile strength divided by a chosen (often guessed) safety factor. From about

1870 to the turn of the century, investigations added knowledge about the influence of alternating loads, tolerable stresses, eccentric loading, residual clamping loads, multi-axes load conditions and much more. The Rötscher joint diagram from 1927 combined these factors to become the universal basis for joint calculations until present time.

Since WWII, major developments in fasteners and their applications have followed two main paths. The absolute majority of all new fastener products and fastening systems has been of US origin. At the same time, the Europeans have directed most of their efforts toward developing systematic calculation methods for bolted/screwed joints. Two names of leaders in this field (both German) stand out to me as being particularly exceptional: Gerhard H. Junker, researcher and Technical Director for SPS Technologies in Germany and Karl-Heinz Kübler, Prof.Dr.-Ing.habil, researcher for Bulten in Sweden.



I had the privilege of having Dr. Kübler as one of my instructors when joining Bulten in 1966. He could explain the complex interaction of spring rates, force applications and other influences better than any other person I have worked with during my entire journey in the fastener world. He was also a very soft spoken and kind person, who spoke with an accent but certainly did not think with an accent.



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Human Error is a Problem

There are inevitably many opportunities for human error. A \$50.00 order can be turned into a \$500.00 mistake in a heartbeat. Once you send the wrong product to a customer, fixing that problem with a FedEx shipment or driving heavy parts out to the customer site is a very expensive, but necessary, solution. This is where bar codes come in. The error can't be allowed to happen in the first place.

Barcodes can Help

With the use of barcodes, you can help to eliminate errors every step of the way. The first and most obvious step is to begin identifying all products with bar codes as soon as they arrive in the warehouse. It is important that the products that are received be counted, inspected, weighed and properly marked for the system to function effectively. If this step is completed properly, everything else is easy. We have designed **The BUSINESS EDGE 2.0** to solve all of these problems and more for Fastener Distributors.



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System Components

Several components make up the system.

- Bar Code Technology
 - Wireless Networking
 - Hand Held Wireless Scanners with Keyboards and Screens
 - Wireless Printers (optional)
 - Wireless Warehouse Software

How it Works

This software will enable you to direct the put away by zone or specific location. When the product is moved into inventory, the system knows exactly where it is because the box is scanned and the inventory location is scanned. Anyone using the system can tell immediately that the product is in and what location it is in. If product that comes in is for customer orders, the system can direct the user to print customer package labels and prepare the product for shipment without it ever being moved to an inventory location.

The system directs the picking operation by sending the orders that are to be picked to hand held scanners that tell the pickers exactly where to go and what to pick. They have to pick the correct item or they get an error message.

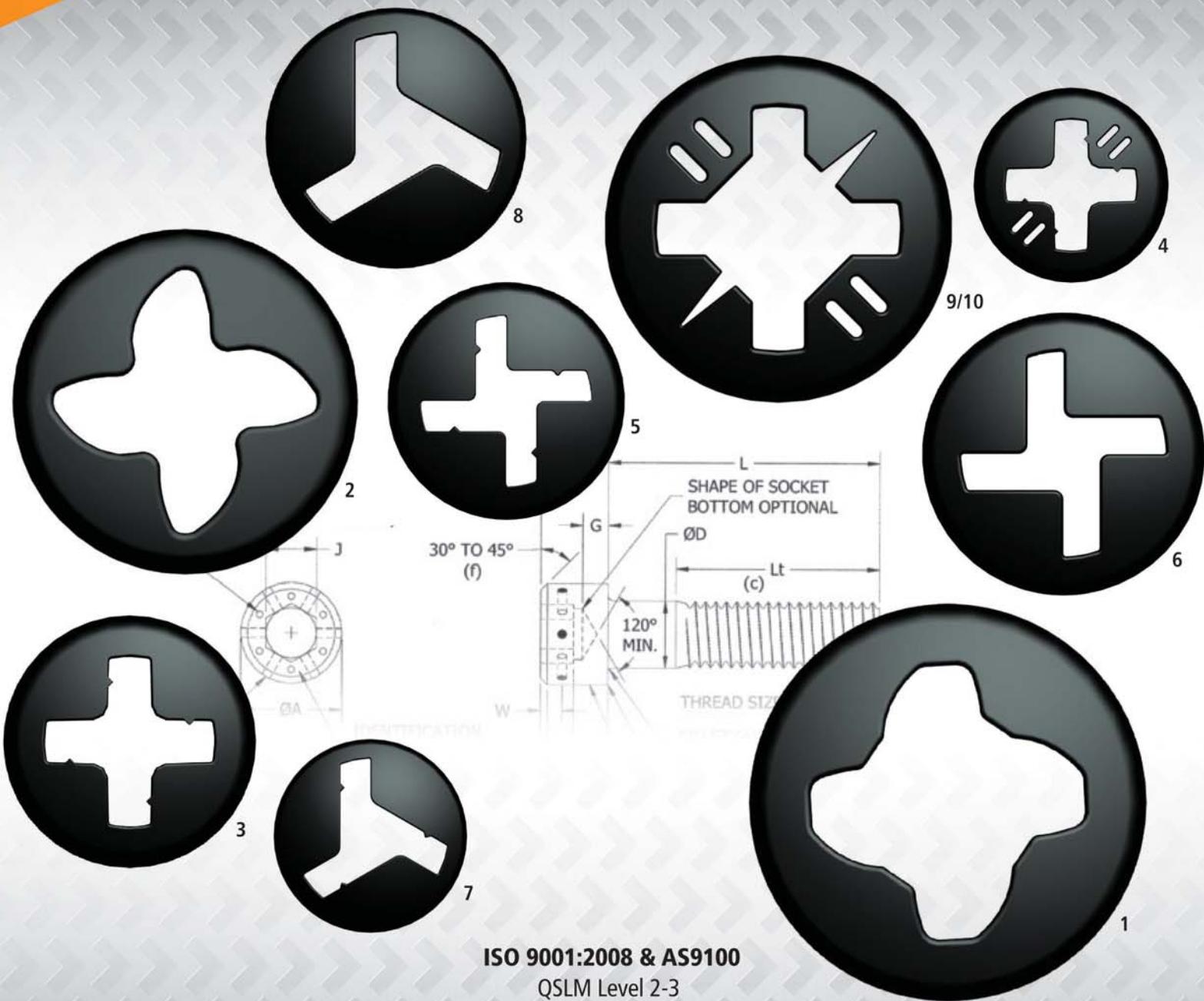


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Barnaby Myhrum is an Applications Engineer at Applied Bolting Technology in Bellows Falls, VT. He has over 25 years of experience in engineering and manufacturing companies in roles as an engineer, manager, executive and consultant. He earned a Bachelor of Science in Mechanical Engineering from the University of Vermont, and a Masters of Business Administration from Carnegie Mellon University. He can be reached by email at barnabym@appliedbolting.com.

LESSONS FROM THE FIELD: COATINGS AND LUBRICATION

Friction is a fact of life with high strength structural fasteners. Manufacturing tolerances, coatings, lubrication, and job site storage conditions all contribute to variability in the torque-tension relationship. Add wrench accuracy into the mix, and the result is significant variation in the tensions achieved in bolts installed using torque. Many sources report variability up to +/-35%.

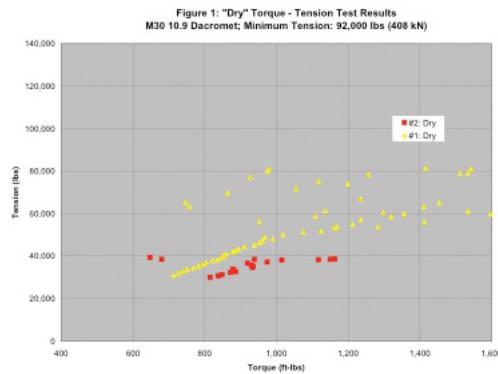
While lubrication can help reduce torque values significantly, variation still exists. We frequently test bolts for our customers, both in our ROCAP torque-tension tester and using ultrasonics in installations that simulate field conditions. So when we see large variations in the torque required to attain bolt tension, we usually are not surprised.

A recent test with wind turbine fastener assemblies did reveal some surprising results regarding coatings and lubrication. In this case we were testing M30 grade 10.9 nuts and bolts with Dacromet coating. We did our standard torque-tension test on three assemblies in our ISO/IEC certified laboratory's ROCAP tester.

"Dry" Test Results

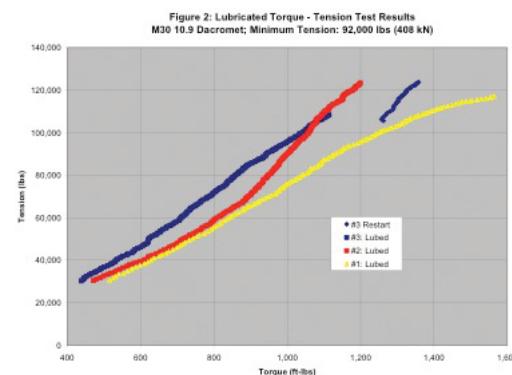
We first attempted to test the assemblies "dry" - as received with no lubrication. This led to our first and most surprising result: we couldn't. With the first assembly, the nut just chattered its way along the threads, making a racket and developing no consistent torque tension relationship. We aborted the test and, thinking it might be an anomaly, tried testing another assembly. We got the same result, as shown in figure 1.

Now I'm no coating expert, but I was surprised by this. Test results with other non-lubricated Dacromet coated assemblies usually show a linear torque-tension relationship. With these bolts – not so much. There was no torque-tension relationship. I can imagine the problems that would arise in the field using "dry" bolts like these. More on this later...



Lubricated Results

We then tested the assemblies using MS02 lubrication on the threads and nut faces. The minimum preload for these bolts is 408 kN, or about 92 kips. We ran them up to around 120 kips, and with the third bolt, we measured the breakaway torque after tightening to about 110 kips. The results are given in figure 2 below.



The torques required to get to 100 kips varied from 1,040 ft-lbs to 1,250 ft-lbs, a range of 20%. The breakaway torque for the third bolt was 15% higher than the torque required to get to 110 kips



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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".

POSTAL SERVICES CUTS WILL PUSH BUSINESS IN A NEW DIRECTION

Inevitably, it seems, our United States Post Offices are moving toward decreased levels of service and higher costs for businesses and consumers. Businesses who have relied on the federal mail service for well over a century are going to find it increasingly attractive to find alternative sources for sending and receiving letters and packages. Mass mail advertising may seek new outlets. The Post Office may well have to narrow and define its mission. Credit managers may become increasingly frustrated as that expected check stays "in the mail" that much longer.

Fastener distributors and companies whose products are small in size have traditionally relied on the mails to deliver their goods. Postal rates have been lower than other delivery services and no one can match the network of post offices and deliveries that go almost anywhere—and with a reputation for surmounting delivery obstacles.

But the world is changing. Emerging technology and human behavior patterns are resulting in lower rates of first class mail usage. Indeed, annual mail volume has dropped by more than 20 per cent in the past five years. This has coincided with the widespread adoption of e mail contacts and electronic bill-paying. As one segment after another of the population is becoming comfortable with computer communication and seeks the rapid-fire sending and receiving of information that e mail brings,



there is less and less of the bread-and-butter first class mail delivery that traditionally has funded the Postal Service. Combine this with regulatory difficulty in raising the postage rates to reflect true cost and you have a situation where the Service has reported a \$5.1 billion dollar loss for the year just ended on September 30, 2011.

Postmaster General Patrick Donahoe warned in late November that, unless Congress passes legislation to allow the Postal Service to raise rates, cut back services such as Saturday delivery, and close thousands of low-volume branches, projected future losses could jeopardize the very existence of the Post Office. In particular he called for the authority immediately to suspend Saturday deliveries when many of the non-retail businesses are closed anyway. He also pointed to the burden of

funding retiree pensions as a drain on revenues and to the fact that 25,000 of the nation's 32,000 post offices operate at a loss. Of course, cutting back on pension costs and closing down small rural post offices (which may double as the last surviving community social link in a declining town) are not easy things politically and touch a nerve of the constituencies affected. Thus it is hard to get the green light from Congress. But it is just as unlikely that Congress is going to come up with substantial funds, in the midst of the budget crisis, to bail out a Postal Service drowning in red ink.

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May 17-18, 2012

Hilton Branson Convention Center Hotel - Branson, Missouri

The third annual All American Fastener Show will be held at the Hilton Branson Convention Center Hotel in Branson, Missouri, United States; on Thursday and Friday, May 17-18, 2012. The show is centrally located in the heart of the U.S.A.

Industry professionals from around the world are invited to attend the show to network with U.S. fastener manufacturers and to learn more about new products and technology available from the American market. The show is a great opportunity to mix business and pleasure within the fastener community.

To assist attendees in planning for the 2012 conference, the All American Fastener Show website,

AllAmericanFastenerShow.com, now includes specific travel and transportation details, as well as additional

information on entertainment, dining, and attractions in the Branson area.

(continued on page 18)



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(continued from page 17)

"Branson is the live music capital of the U.S. and is one of the most popular family-friendly vacation destinations in the country. There's so much to see and do.

The city provides a unique opportunity for those attending the All American Fastener Show to enjoy outstanding live music and variety shows; a full range of dining options; nationally-rated golf courses; retail



The Baldknobbers Variety Show

"Branson is the live music capital of the U.S. and is one of the most popular family-friendly vacation destinations in the country."



Neil Diamond Tribute

and outlet shopping; as well as theme parks and attractions you'll find only in Branson.

By featuring additional travel and entertainment information on the All American Fastener Show website, we want to assist attendees & exhibitors in planning their complete Branson experience. Our hope is that the world-wide fastener community will take this opportunity to mix business with pleasure and bring their families to enjoy all Branson has to offer," stated Heidi Volltrauer-Skiver, organizer of the All American Fastener Show.

(continued on page 20)



The Acrobats of China and New Shanghai Circus



Dolly Parton's Dixie Stampede

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(continued from page 18)

Exhibitor Information

Attendees and exhibitors from around the world are encouraged to utilize the enhanced website to register for the show and to plan their 2012 All American Fastener Show itinerary.

Booth Rates:

- Standard 10x10 space \$695.00
- Premium corner space \$795.00
- Registration deadline 4/3/12
- Attendees: pre-register \$15 or register at the door \$25

Booth Space Includes:

- 8 foot table, 2 chairs, and a wastepaper basket
- Standard electrical outlet only upon request
- 24-hour security
- Year-round promotion through our direct mail, advertising in "industry specific" publications, online links to your website and/or email, and more
- 3 exhibitor passes
- Free listing in show directory

Booth Specifications

- 10x10 tabletop booth space (locations assigned on a first come basis)
- Fabric draped exhibit spaces with an 8 foot high back drop and 3 foot high side partitions
- Premium corner spaces will have double the exposure - for maximum visibility

Need a Tabletop Display?

We have partnered with Brooks-Jeffrey Marketing, Inc. to offer exhibitors some great pricing and packages on custom designed tabletop booths, pull-up banners and table throws.

(continued on page 22)

Reserve Booth Space NOW for the 2012 All American Fastener Show!

Fill out the form below & fax to (870)449-8707 or register online.

Exhibitor Registration - 2012 (Exhibitor Contract)

Company Information

* Indicates a Required Field

Company: [*]	<input type="text"/>	
Contact Name: [*]	<input type="text"/>	
Contact Title: [*]	<input type="text"/>	
Address: [*]	<input type="text"/>	
City: [*]	<input type="text"/>	
State: [*]	<input type="text"/>	Zip: <input type="text"/>
Country: [*]	<input type="text"/>	
Phone: [*]	<input type="text"/>	
Fax:	<input type="text"/>	
Website Address:	<input type="text"/>	
Email: [*]	<input type="text"/>	

Products Exhibiting

Booth Identification Sign

No sign needed

Our 7'h x 44"w, one line sign should read as follows:

(Business name only: no advertising copy permitted – we'll include your booth number on the sign)

Exhibit Space Requested

[Click here to view and select your booth space\(s\)](#)

Seminars & Lunch - See Show Schedule

Note: Seminars are free, cost of lunch is to be announced

Seminar: Social Media & Internet Marketing

Lunch: During Social Media & Internet Marketing Seminar

Guest Information

Booth space includes: 1 - 8 foot table, 2 chairs, 1 wastepaper basket, and 3 exhibitor passes. Enter # of guests that will be attending including yourself then click add guests.

Add Guests

I agree to the [Rules and Regulations](#)

Reserve space for me at the 2013 show

[Submit Registration](#)

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(continued from page 20)

To view the "All American Fastener Show Specials" visit BJMweb.com/aafs. When you're ready to order, give them a call at 800-506-8064. Order deadline 2/1/11.

Enhancements to the All American Fastener Show website include additional travel information on the Airports and Transportation page. The site now features specific information on direct flights to Branson (BKG) from major cities throughout the U.S. including Atlanta; Austin; Baltimore; Chicago; Dallas; Denver; Houston; Milwaukee; Orlando; and

Phoenix. Many of these airports serve as major hubs for international flights to and from European cities, minimizing flight transfers for attendees from abroad. The site also includes a map and information for major airports within a 300-mile radius of Branson including, the Springfield-Branson National Airport (SGF);

Northwest Arkansas Regional Airport near Bentonville (XNA); Lambert International Airport in St. Louis (STL); Kansas City International Airport (MCI); Tulsa International Airport (TUL); and Little Rock National Airport (LIT). A complete

(continued on page 132)

Registered Exhibitors

as of 11/28/11

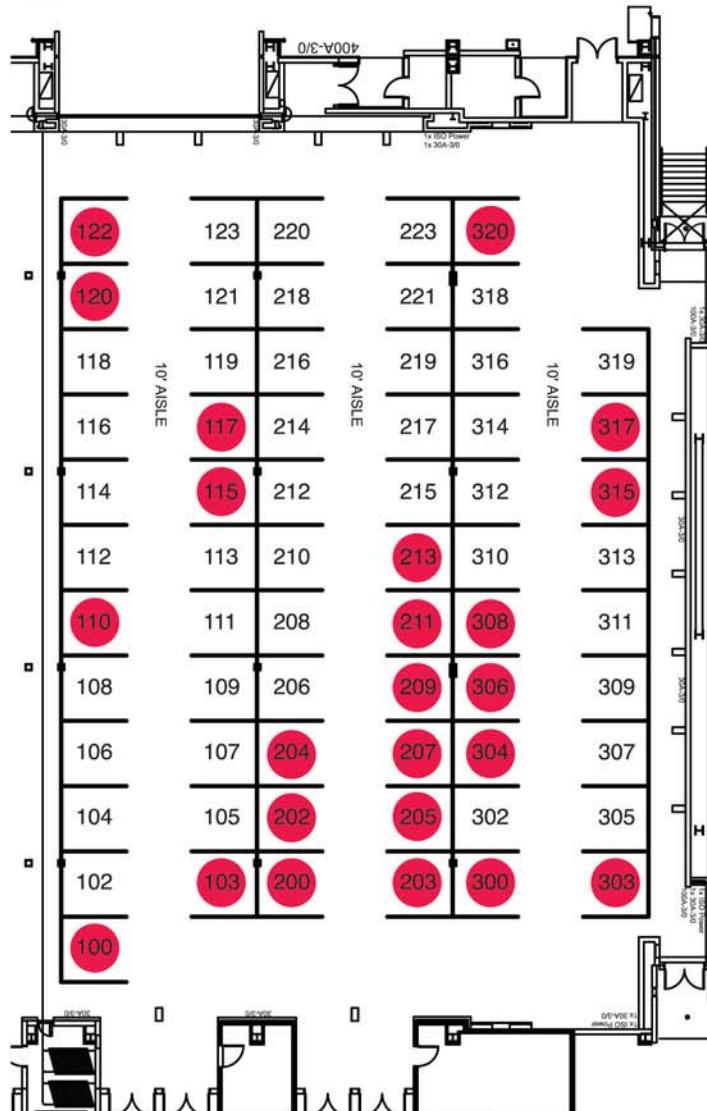
Booth Name

209	Act Fastening Solutions
110	AFI Industries Inc.
205	Androck Hardware Corporation
308	Archer Screw
115	Big Red Fasteners Inc.
120	Brooks-Jeffrey Marketing, Inc.
100	Cable Tie Express
207	Delta Secondary, Inc.
315	Distributor's Link, Inc.
202	Fascomp Electronic Hardware
117	Fastener Technology International
211	Hanger Bolt & Stud
303	ITW Shakeproof
103	Jergens Specialty Fasteners
300	Kanebridge Corporation
304	Lindstrom Metric, LLC
200	Metric Fasteners Corporation
320	Stelfast Inc.
306	Superior Washer
203	Tennessee Galvanizing
317	Unique Industries, Inc.
122	Volt Industrial Plastics
204	Western Wire Products Co
213	Women In The Fastener Industry

Booth Space/Layout*

Hilton Branson Convention Center Hotel
Room - Taneycomo A

● = registered exhibitors as of 11/28/11



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NEW TANG-FREE 2-56 DRIVE NOTCH WIRE THREAD INSERT

For secure locking and reusability with no tangs to remove, Spiralock introduces its new 2-56 Drive Notch™ (DN™) tang-free Wire Thread Insert. Spiralock's Drive Notch inserts – including its new, small sized 2-56 DN insert – feature the company's patented 30-degree "wedge" ramp formed into a unique 5-sided wire. These inserts address engineering performance concerns with self-loosening, shearing, stripping, binding, and reusability in aerospace, medical and other electronics.

The Spiralock 2-56 DN insert represents a tremendous engineering achievement, overcoming the difficulties encountered when forming the wire and coiling to produce such a small insert. Engineers and designers can now call out Spiralock 2-56DN inserts on their drawings, typically used in softer

materials such as aluminum or where thread integrity, secure locking, and reusability are of utmost importance.

Unlike tanged wire inserts, which require breaking off, retrieving and accounting for each tang, the DN Wire

Thread Inserts require no such extra steps. Using the Drive Notch installation tool or standard tangless tooling, the inserts install per MS33537 wire insert installation spec, with appropriate STI taps and gages. In addition, they meet the applicable parts of the procurement specification NASM8846 and NAS1130 Inserts.

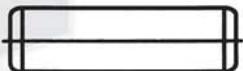
With no tangs to remove, the DN inserts eliminate the possibility of loose tangs short-circuiting or causing foreign object damage. They also prevent harm to expensive castings caused by invasive tang removal techniques. ◊





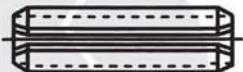
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MS171431-171790	NAS561

DOWEL PINS



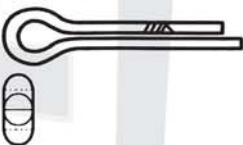
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

GROOVED PINS



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MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

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MS24665	

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Joe Dysart

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

GET YOUR QUICKSILVER ON: Google Offers to Speed Up Your Fastener Web Site - For Free

Google has turned more than a few heads among fastener distributors lately by rolling out a new, free service that promises to speed the download of Web sites by 25% - 60%.

Dubbed 'Page Speed Service,' the technology works by fetching content from your Web hosting service, rewriting your pages using optimization techniques on its computer servers, and then re-broadcasting those pages directly to your Web site's visitors.

"Your users will continue to access your site just as they did before - only with faster load times," says Ram Ramani, an engineering manager at Google. "In our testing we have seen speed improvements of 25%-60%."

Fastener distributors can sign-up for the free offer, which is limited, at the Page Speed Service sign-up page which can be found at (www.code.google.com/speed/pss).

The free service comes none too soon, given the fact that Web users are becoming increasingly grumpy about Web sites that download slowly. According to a 2009 Akamai study on download speeds, 47% of users expect a Web page to load in two seconds or less. Moreover, 40% of users said they would click away from a business' Web site if a page took more than three seconds to download.

"Download speeds matter," agrees Jay Correia, CEO, DreamCo Design, a Web design firm. "How fast the Web site loads are also a factor in search engine optimization. Loading slow could literally mean you are on page two or three as compared to page one when someone seeks your products or services out. Though it isn't one of the

most significant items in terms of SEO, it is still critical."

Adds says Joshua Bixby, author of the blog, 'Web Performance Today': "Page Speed will be a handy resource for smaller sites with little to no complexity, whose owners don't have developer time to pour into hand-tuning their sites, or the money to put into investing in an advanced performance automation solution.

"It fills an important gap in the market, and while it may not solve every performance pain, it should solve some - hopefully giving small business owners a chance to level the playing field by speeding up their sites enough to remain competitive in an increasingly brutal online marketplace," Bixby says.

Ultimately, Google plans to charge for the Page Speed Service, which will compete with similar offerings from CloudFlare (<https://www.cloudflare.com/>), Blaze (<http://www.blaze.io/>), Torbit (<http://torbit.com/>), and Yotta (<http://www.yottaa.com/>).

"On an average site, 80% of the time a user spends waiting is actually on the front-end - downloading images, etc.," says Jon Fox, co-founder, Torbit. "The majority of the performance of your

site is actually determined by the contents of the page rather than the servers generating it.

"There are a lot of relatively simple things developers can do to improve their performance," Fox adds. "But many of these are still not done because they're annoying and tedious to do and developers are often focused on other things. Many of these optimizations - along with many others - can be automated though, freeing developers from the hassle."



Josh Fraser, Torbit's CEO, specializes in optimizing Web sites for speed.

The screenshot shows the Velocity Host website homepage. It features a banner for 'Distribute.IT Safe Haven' with the tagline 'All is not lost.' Below the banner, there's a section for 'Managed Services' with icons for 'Cloud Hosting', 'Virtual Servers', and 'Cloud Storage'. To the right, there's a section for 'Distribute IT Victims Receive:' with a list of benefits including 'Fast account activation', 'Nightly backups', '24/7 Live Chat & Ticket Support', '24/7 Phone Support', 'Dedicated support manager', '99.95% Uptime Guarantee & SLA', and 'Free Hosting options for early payments'.

SaaS provider Velocity Host avoids bandwidth hogs like Flash creations and music to keep its pages slim and fast on-the-download.

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Robert B. Footlik

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

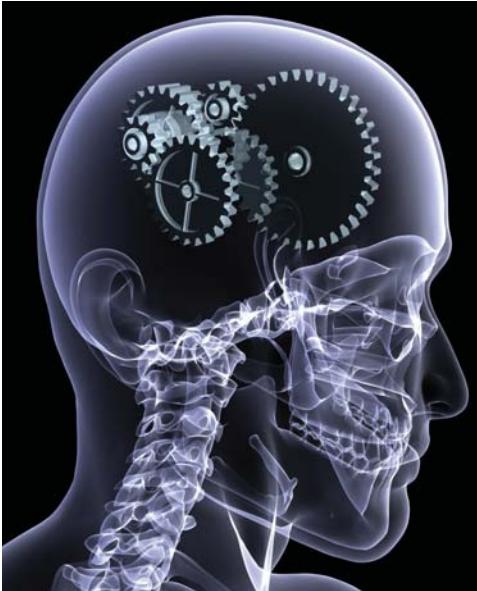
AVOIDING AUTOMATION

A typical order picker who is working on one order at a time, taking product off of pallets or racks may have a pick rate of only 40 cartons/hour or less. This contrasts with pick rates of up to 500 cases per hour using a well designed conveyor system. The differences arise from investments in materials handling equipment and software systems to support the warehouse. Conveyor systems for high productivity can cost from \$400,000 to millions of dollars. Carousel equipment to bring the inventory to the people (instead of the people to the goods) starts at \$400,000 and prices go up very fast. For many Distributors this capital investment is cost justifiable when compared against current, relatively poor productivity - if only they had the money to invest. Raising productivity now and improving systems can set the stage for future automation, while simultaneously funding the projects.

Many people believe that the first step in developing a successful automation project is to initiate a data collection process and a literature search to find out the basic parameters as well as the hardware that is available. This can be a legitimate approach, but only if one is supremely confident that their current methods of operation provide a legitimate base for projecting costs and justifying the project. All too often, amateurs and "sales engineers" develop wonderful solutions and then look for problems. Doing this can be very expensive and highly detrimental to both the company and your career. Approaching any materials handling problem without fully examining the current facilities, people, procedures and

assumptions can create some monumental mistakes.

Take a simple example. Perhaps you would like to send a letter from New York City to Los Angeles using Pony Express Carriers. Each "Post Rider" rides his horse for thirty miles and hands the letter to the next rider. While it is possible that your letter will get there faster than normal postal delivery, when you consider all of the horses, people, way stations and support systems involved this could be a very expensive way to operate. In fact you could charter a 747 cargo plane for far less money. These absurd extremes neglect a spectrum of opportunities in between. Solutions could include everything from sending a fax or Email, to giving it to your Aunt who is going to L.A. anyway. People who compare automated systems with a current method of operation that uses antiquated methods, untrained people and wholly inadequate tools are just as ridiculous.



Reexamine the Basics

The point of departure is to reevaluate the systems that are in place and examine these for assumptions and areas for improvement. An excellent place to start is elimination of wasted travel. Thirty feet to and from any particular point one hundred times a day, equals three hundred plus miles per year. People may look like they are busy but are they truly productive or do they only look busy because they are untrained and do not know what to do or how to do it? An army of untrained people can accomplish miracles but at a terrible cost in terms of the efforts expended.

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2012 BUSINESS PROGNOSIS

by Don Johnson of ATS

The forecast for the 2012 business year is a promising one, particularly with regards to the US manufacturing industry, which is poised for revival. Despite overall economic conditions, the ISM index reports manufacturing to be in its 26th successive month of growth. This steady progress, compounded by the return of manufacturing jobs from abroad, indicates that quite a bit of headway will be made in the upcoming year—pending the resolution of one major obstacle. There is an acute dearth of qualified, able and willing workers to fill the positions on the factory floors. With vast numbers of skilled manufacturing employees on the brink of retirement, there are not nearly enough individuals rising to take their places. The majority of individuals entering the workforce, whether they hail from a vocational school, college, or directly from high school, are not pursuing careers in manufacturing.

The contemporary professional culture in the United States has overlooked industrial skilled trades as a viable career path. The general impression of manufacturing work is a misnomer, recalling images of low-wage, dead-end assembly jobs in hazardous environments. As such, students are groomed by both parents and school faculty to pursue careers only in white-collar professions that require college degrees, regardless of their aptitude or level of motivation. Additionally, once popular apprentice programs that supplied so many manufacturing workers have fallen to the wayside.

This widespread abandonment of skilled trades comes, in large part, from a dramatic swing in the American attitude following World War II. The manufacturing boom brought on by the second Great War

managed to pull the country from its devastating depression, resulting in the mass production of B-24s, tanks, machine guns, and other artillery. The camaraderie of the common goal was enough. Following the war, the strong manufacturing industry resulted in incredible prosperity for the nation as a whole. Tract housing and mass car production cultivated and established the current suburban middle-class value system. Parents, possibly associating manufacturing with wartime hardships and necessity, began to highlight college as the only path to success. Eventually careers in manufacturing became less attractive.

Moreover, the trend towards over-seas and cross-border manufacturing facilities and the general outsourcing of labor in recent years has managed to push the skilled trades even further into the background. And so, from an apparent lack of availability of trade skilled positions, combined with the white-collar-centric career path embedded within U.S. cultural mores, manufacturing has fallen by the wayside.

This history of outsourcing and miseducation has resulted in an extreme shortage of welders, machinists, and highly specialized skilled technicians. For example, according to the American Welders Society, the number of welders in the United States has reached serious lows. The AWS reports that the current welding market requires 200,000 additional workers. These statistics do not even take into account the aging employment base that will soon exit the workforce. The majority of welders are in their mid-fifties, and many are aged sixty and above. The demand for welders is at its highest in years, and it is unclear where these future workers will come from.



please turn to page 130

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DISTRIBUTOR NEWS

Aztech Locknut

Company is pleased to introduce Nancy Rosado-Gonzales as their Quality Assurance Manager. Ms. Rosado-Gonzales has a diverse 24-year history in quality management positions in the fastener industry covering the Automotive, Commercial, and Military/Defense industries, with an emphasis on Quality Assurance, Purchasing, and PPAP/APQP. Nancy started her fastener career in 1987 at Accurate Threaded Fasteners, and most recently held the position of Semplex Corporation's APQP Quality Manager for seven years.



Guy West, Internal Quality Consultant at Aztech Locknut, worked with Ms. Rosado-Gonzales at Semplex, and has this to say: "I have trained and worked with many Quality Professionals over my 30 year career in Quality and find Nancy to be one of the top two professionals I have had the pleasure to work with. Her skill sets are at a level above others in her field and she takes great pride in the work she performs."

Ms. Rosado-Gonzales joined the Aztech team on November 14 and will step into the role of QA Manager, coordinating Aztech's state of the art quality inspection and certification processes and team. She will also be responsible for maintaining Aztech's quality systems and PPAP program. Aztech Locknut Company is currently AS9100B, ISO9001, ISO14001, and QSL2 certified.

Established in 1978 and headquartered in Aurora, IL, Aztech Locknut Company is a high quality manufacturer and supplier of a full range of locknut products, including all-metal and nylon insert locknuts in inch and metric sizes.

For more information about Aztech Locknut Company or their products contact them at 1-800-321-5625. You can also contact them via email at sales@aztechlocknut.com or visit them on the internet at www.aztechlocknut.com.



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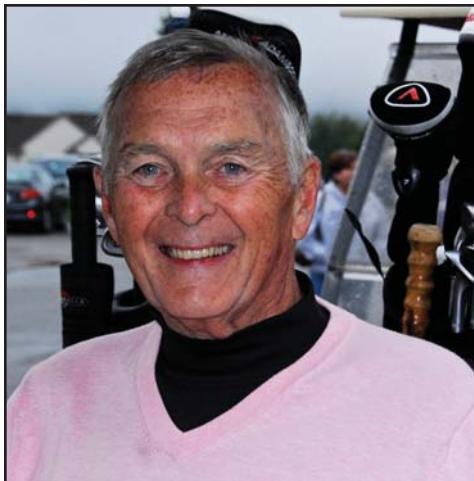
METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC**MFDA's 16th ANNUAL GOLF OUTING A SUCCESS!**

MFDA's 16th Annual Golf Outing Event was held on October 1st and 2nd and was an outstanding success. The event kicked off with a fun filled cocktail party on Saturday evening at the Minerals Hotel & Spa located in the Crystal Springs Resort where over 50 guests were in attendance. Brian Eakins (ND Industries) coordinated this year's cocktail party that featured special free raffles sponsored by ND Industries. Raffle prizes included 2- \$50 pro shop gift certificates, 2- Sand Wedges, and a box of 2 dozen golf balls. The party's food & refreshments were underwritten and hosted by the following MFDA member companies: Aerospac Fasteners, Anthony Manno & Co., Inc., BMB Fasteners, Inc., Delta Secondary, Inc., EZ Sockets, Inc., Ford Fasteners, Inc., Kanebridge Corporation, Lee Johnson Assoc., Metric & Multistandard Components, North East Fasteners Corporation, ND Industries, Richard Manno & Co., Inc., Star Stainless Screw Co., XL Screw Corporation, Yellow Woods & Rds. Less Traveled.

The Golf Scramble began early Sunday morning at The Wild Turkey Golf Course, which is just one of the 5 world-class championship courses at Crystal Springs Resort located in the mountains of North Jersey. Golf Chairmen Ken Schneeloch (McCormick Assoc.), Brian Eakins, and Dave Schuster (Leo Coar Associates) staged this year's popular event where nearly 80 golfers participated on a chilly but gorgeous fall Sunday in a traditional four-man scramble, with an optional "pink ball contest". The following MFDA supporting companies sponsored holes on the course:



Sherry Romano (ND Industries) receiving her 50/50 winnings from Ken Schneeloch, Jr. (McCormick Assoc.), MFDA Golf Chairman.



Dave Schuster (Leo Coar Assoc.), Golf Co-Chairman.



Jhonna Van Dunk (Kanebridge Corp.), MFDA Treasurer, & MFDA Administrator Nancy Montesano (McCormick Associates)

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All golfers received official MFDA logo "2011 "golf shirts, golf balls (donated by ND Industries), golf tees, and a cooler lunch bags (donated by Richard Manno & Co.). Brighton Best International sponsored a \$25,000. "hole in one" contest and Mike White of BBI handed out refreshments courtesy of BBI. After the scramble, everyone attending enjoyed an appetizing and tasty buffet lunch while awaiting the famous awards ceremony.

please turn to page 40

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Guy Avellon

Guy Avellon has been in the MRO and fastener distribution industry for over 30 years. He began his metallurgical engineering career at Republic Steel Research Center in metal coatings and has since held positions as sales engineer; Chief Engineer; Manager of Product Marketing, Product Engineering and Quality and Director of Quality and Engineering. He founded GT Technical Consultants where he performs failure analysis, presents lectures on fastener safety, worked for law firms and designs and audits Quality systems.

He is a member of SAE and is Vice Chairman of the ASTM F16 Fastener Committee and Chairman of the F16.01 Test Methods Committee, since 1988. He also received the ASTM Award of Merit in 2005.

Guy and his wife, Linda currently reside in Lake Zurich, IL and may be reached at 847-477-5057 or visit his website at <http://www.BoltDoc.com>.

FAST FASTENER FACTS!

Over the past 35 years, or so, I have been asked many different questions about fasteners, their use, tightening procedures, why they fail and how to prevent fasteners from failing. I have presented well over 1,000 fastener safety training seminars to many organizations demonstrating what happens in a bolted joint, while answering all the questions, I finally decided to put pen to paper and write a book. Not about bolted joint theory, but actual practical information that anyone who uses or sells a fastener product may understand and use. It is simply called, *Fastener Safety: How to Keep Things Tight*.

While writing this book and recalling the many questions asked over the years, there are several points regarding fastener use, selection and expectations that I used for this article. I broke many of these questions into quick, one sentence phrases that will answer those questions asked, and some not asked. I call these: *Fast Fastener Facts*.

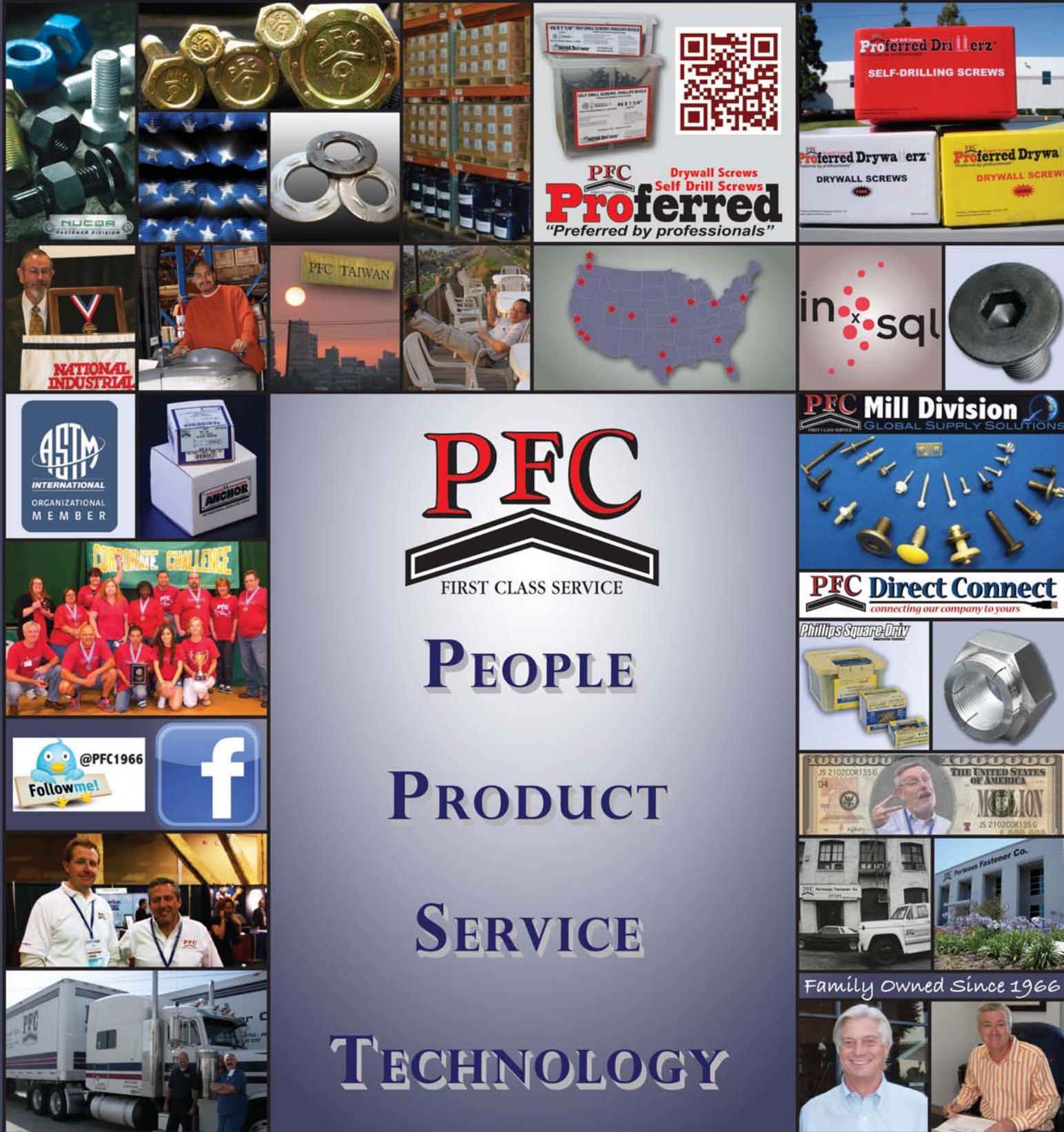
I would like to preface this section by noting that with today's modern quality control systems, fastener failures are almost always caused by installation variables or improper assembly procedures, not product quality.

The Facts...

1. Any fastener made can and will fail if not properly installed.
2. Always use a nut whose strength matches the grade of its mating fastener.
3. Make sure all of the fasteners and nuts in a multiple connection are the same grade.
4. Always use a hardened SAE flat washer under the nut and bolt head.



5. Hardened USS flat washers do not increase the load bearing surface area any more than an SAE hardened flat washer does on a steel joint. The only product that will increase the load bearing area is a flanged head bolt and/or nut.
6. Fine threads (UNF) will produce 10% more clamp load than a coarse threaded fastener.
7. Rolled threads are 30% stronger and more shear resistant than cut threads.
8. Never cut additional threads onto a roll threaded fastener.
9. It does make a difference how many bolt threads there are in a joint.
10. There must always be at least one complete bolt thread sticking out from the nut.
11. If it didn't come with a lock washer as OEM, never put one on additionally.
12. A lock washer will not prevent loss of preload.
13. No locking device will ever prevent loss of preload.
14. Each joint is unique.
15. Impact wrenches are NOT for installing fasteners. EVER.
16. Uniform tightening is more important than torque.
17. Tightening technique affects the connection more than torque.
18. Never apply full torque to a fastener during initial tightening especially with multiple fasteners in a single joint connection.
19. If it is a critical connection, retighten the fastener after two minutes and again after a load has been applied.
20. Torquing the head of the fastener takes more torque than tightening the nut.
21. Use incremental loading when tightening multiple fasteners in the same joint as well as using a criss-cross pattern.



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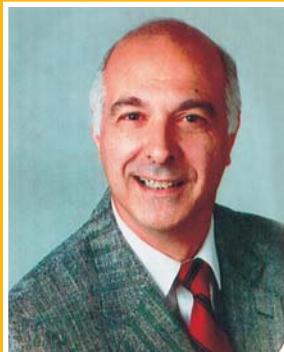
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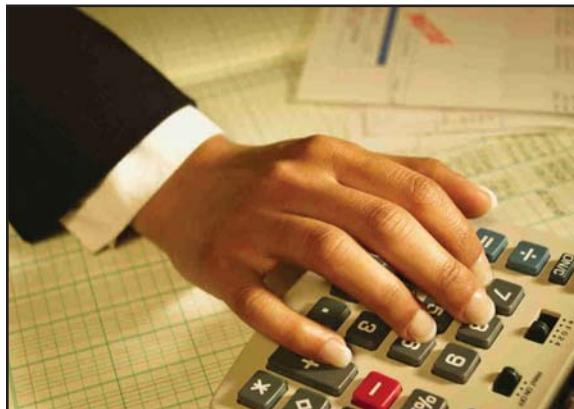
Bart Basi

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.

BUSINESS VALUATIONS AND THE PROBLEM WITH THE 10th DECILE

Introduction

Publicly traded companies have a ready market for their stock. Millions of stocks are traded everyday on Wall Street in a reliable manner. It would be difficult to argue that any given share price does not accurately reflect the company's market value. Some companies have existed for 100 years or more and have paid dividends in many years. The behavior of large companies is dictated through specific rules including accounting rules, business judgment rule, and the market itself. These companies represent less risk than an investment in private companies.



Issues in Valuing Closely-Held, Private Businesses

Most private companies have been in existence for a short time and their continued existence depends on factors such as management, local conditions, customer base, and economic cycle, just to name a few. The behavior of private companies is largely dictated by the owners. The owners have nearly unmitigated rights in making decisions affecting the company. It is with this factor that the risks involved with small companies are much greater than the risks involved with large and, publicly traded companies.

Closely held companies are quite the opposite of

large publicly traded companies when it comes to their valuation. Closely Held companies do not have a ready market and are much more difficult to value for any given transaction or purpose. It is to the valuation of a private, closely-held company that the build-up method is used to determine a risk factor. The build-up method is based upon current 20 Year Treasury Bonds, the S&P 500

activity, the size of the company, and the industry. The 20 Year Treasury Bond and S&P percentages are easily established. The Size Factor, not so much. Ibbotsons Valuation Yearbook is an authority on the size premiums that are appropriately used in the valuation industry for

determining the risk involved in a private company.

Many professionals are familiar with Ibbotson's SBBI Valuation Yearbook. Within its contents are pages and pages of interesting explanation, a lot of numbers, charts, graphs, and the all critical "size factor risk" that is so critical to valuing private businesses. While many size factors presented are easily explainable due to the size of the company and the market capitalization, the 10th decile and its split into 6 authoritative divisions only serves to complicate the job of selecting a risk factor due to the size of the business. It begs the question; What is the most accurate size decile to be used through Ibbotson's book?

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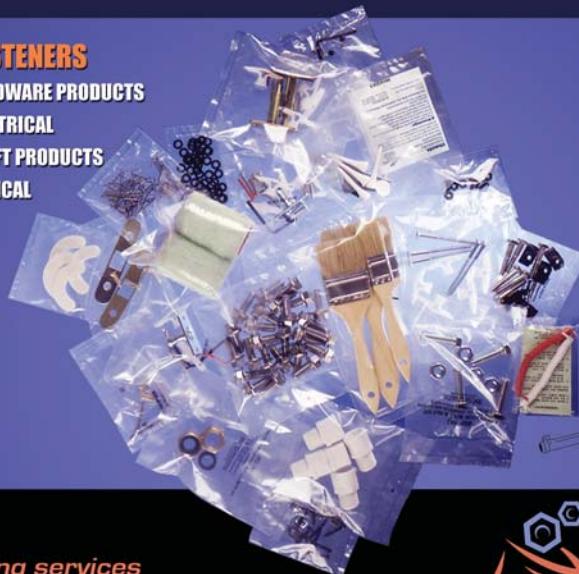
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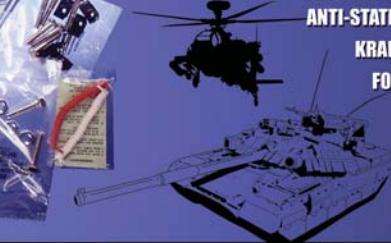


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MFDA's 16th ANNUAL GOLF OUTING A SUCCESS! continued from 34

Before the awards were announced, MFDA's 2nd V.P. Kellie Nirmaier (Kanebridge Corp.) introduced two new members to the MFDA and presented them with membership plaques. The new member companies were Anthony Manno & Co. represented by Russ Fragala and Spano Fastening Systems represented by Greg Spano. Special presentations service plaques were then given to former MFDA Presidents' Dennis Shanahan (Mutual Screw) and Bill Lang (ND Industries) for their dedicated past service to the association.

The golf awards table was covered with fabulous prizes purchased by the MFDA with some of the proceeds raised from this event. Additional prizes were made possible by the generosity of the following companies: Kanebridge Corp. – a Wii Game System; Uneeda Bolt & Screw - 2 Ipad Shuffles; EZ Sockets – 2 Dozen Golf Balls; Metric & Multistandard Components – 2 Dozen Golf Balls. The silent auction style of raffling the many prizes was a hit with the golfers.

Brian Eakins emceed the awards ceremony and began by giving recognition to the team with the Lowest Gross Score. The team of Anthony Blasi (Continental-Aero), Rich Blasi (Continental-Aero), Tracy Lehman (Pacific Warehouse Sales), and Kelly Lehman (Pacific Warehouse Sales). The ceremony went on to award the 2nd lowest gross score team which was from ND Industries and included: Brian Eakins, Vic Carnevale, Brian Burns, and Gary Ragusa. Awards continued with: Longest Drives going to: Tracy Lehman, and Chris Cellary (Ford Fasteners); Closest to the Pin went to: Ben Sacco (Radax Inc.) and Dave Monti (Fall River Mfg); Pink Ball Contest was won by the team represented by Wayne Wishnew (XL Screw), Larry Klein (Uneeda Bolt & Screw), Jon Klein (Uneeda Bolt & Screw), and Mark Hurwitz (Uneeda Bolt & Screw). Congratulations and prizes were given to each.

MFDA's photographer, Ed Werner (EZ Sockets), along with Sherry Romano (ND Industries), and Nancy Orr (ND Industries) captured many moments of this 1-1/2 day event. Their efforts were sincerely appreciated! Pictures of the event are available. For more information contact Nancy Montesano at the MFDA e-mail address for more information. Special thanks to MFDA board members Jhonna Van Dunk (Kanebridge Corp.) and Kellie Nirmaier, along with Janet Knapp (ND Industries) for volunteering their much needed assistance throughout the day.

All net profits from this event were donated to the MFDA Scholarship Fund. For more than 30 years, this fund has provided needed educational scholarships to children of MFDA member company's employees entering college. In addition, this fund has also provides scholarships to employees of MFDA companies attending an accredited college or university. This past year the MFDA gave out over \$14,000 in this endeavor.

The awards ceremony concluded with Brian Eakins making a special tribute to Golf Chairman, Ken Schneeloch for his 16 years of putting these enjoyable and memorable golf outings together. Kenny and Brian joined together and gave a special thank you to every company and every person who has supported this event over the past 16 years.

Mark your calendars! Next year is MFDA's 17th Annual Golf Outing will be held on September 23, 2012. The well-attended MFDA's Table Top Show Networking Event will follow on September 24, 2012. Don't miss these two spectacular events!

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STRESS RELIEF IS CRITICAL FOR MANY UNHARDENED FASTENERS

by Joe Greenslade Director of Engineering Technology, IFI

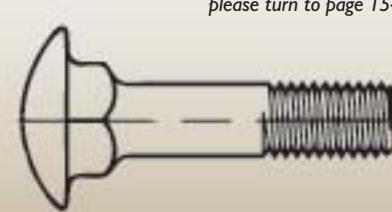
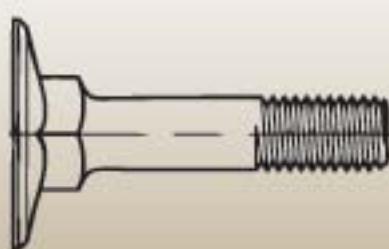
Unhardened screws and bolts having a minimum head thickness equal to or less than one-half the nominal screw size are susceptible to delayed failures at the head-to-body juncture if they are not properly stress relieved. Carriage bolts (round head square neck bolts) are the most common standard fasteners in this category of parts. Other commonly used unhardened standard fasteners are round head bolts, step bolts, elevator bolts, and projection weld studs. Unhardened grades of inch screws and bolts having minimum tensile strengths of 74,000 PSI or less are SAE J425, Grades 1 and 2, and ASTM A307 Grade A. Unhardened property classes of metric screws and bolts having minimum tensile strength of 600 MPa or less are 3.6 through 6.8, with the most common property classes of 4.8 and 5.8.

Unhardened screws and bolts, with relatively thin heads, are susceptible to delayed failures where the head of the fastener joins its body. This susceptibility is due to the severe compaction of the steel at that location during cold heading or cold forming. This compaction, known as "cold working", creates what is referred to as residual stresses. Cold working creates residual stresses in all cold headed parts to some extent, but the stresses are not usually detrimental in fasteners having heads thicker than one-half the nominal diameter. Because the material compaction is not as severe when the head is thicker, more volume is available within which the stresses are distributed.

Potentially detrimental residual stresses are effectively alleviated by a heat treat process called

"stress relief." The stress relief process involves heating the cold headed parts to a temperature lower than the material's annealing temperature (the point at which the material begins to soften) and holding the parts at that temperature for a period of time. Then the material is allowed to slow cool back to room temperature. The stress relief process must be managed as an element of the part's process control. Unfortunately, after the parts are shipped there is no metallurgical evaluation that can determine if a part has been stress relieved. Sometimes, but not always, the need for stress relief can be determined when the parts are tensile tested before product shipment. Unfortunately, not 100% of all parts in a given lot will fail a tensile test, thus the relatively small required testing sample size may not expose the problem before the parts are put to use. The tell-tale sign that a particular lot of parts needs to be stress relieved is that the screw or bolt fails where the head joins the body, regardless of

whether the parts meet the required tensile strength or not. The pictures in this article are classic examples of what tensile failures look like where stress relief is needed. Fasteners that do not have excessive residual stress due to cold working always break in the fastener's body or thread and never at the head-to-shank juncture. If parts are breaking in the head-to-shank juncture and not meeting the minimum required tensile strength, the mode of failure will change to the body or thread and the tensile values will increase after stress relief is performed.



please turn to page 154

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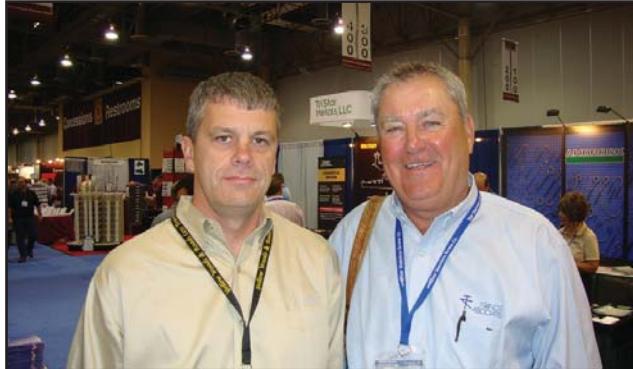
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Trainor Associates has represented some of the best and most well known manufacturers in the fastener and construction supply industries. They pride themselves on representing quality companies and growing their business. They have built a reputation as one of the leading manufacturer representatives groups in the Mid-West.

Trainor Associates operates a 10,000 sq.ft. warehouse in Noblesville, IN (in the Indianapolis, IN area). They stock key product lines and function as Powers Fasteners Midwest warehouse operation. They are supported by the three inside sales persons and three warehouse men. Trainor Associates realized it was difficult to offer quick deliveries from companies on the East and West coasts. They bring the product to the Midwest and offer next day delivery to many major markets and second day delivery to the entire Mid-West. The recession has forced distributors to reduce inventory, with Trainor Associate's inventory, they can still offer great service!



Ian Jones (left) and Bill Trainor (right)

Trainor Associates' outside sales team is represented by Ian Jones, who joined the agency in 1984. Ian is a partner and brings great youth and experience skills to the agency. He has acquired the CPMR designation (a Certified Professional Manufacturer Representative).

Ian has 20 years of industry sales experience. Ian is located in the Cleveland, OH area and also wears the hat of the sales manager for Trainor Associates.

Chris Gauche joined Trainor Associates in 2003 and brought with him 10 years of sales experience. Chris is located in the Cincinnati, OH area. Chris has a CSP designation (a Certified Sales Professional). Trainor Associates has a strong philosophy of continued education and advanced training for all their personnel.

Trainor Associates has a philosophy, "We treat each manufacturer as it was our own company" "If we don't grow and sell our manufacturer's products, they don't really need us!"

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PACIFIC-WEST FASTENER ASSOCIATION

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For more information about Pac-West and its activities contact Vickie Lester, CAE, executive director, Pacific-West Fastener Association, 10842 Noel Street #107, Los Alamitos, CA 90720. Tel: 714-484-4747, Fax 562-684-0695, Email vlester@pac-west.org or visit online at www.pac-west.org.



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.

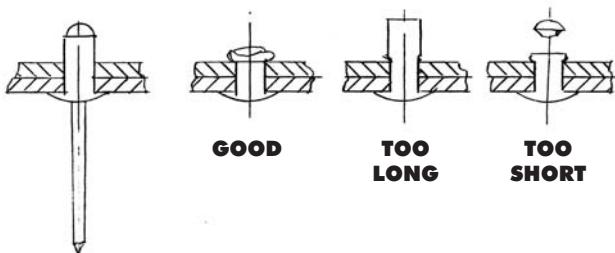
WORK PIECE PREPARATION FOR BLIND RIVETING

Work Thickness

"Work Thickness" is the total thickness of all components to be riveted. The total work thickness determines which length blind rivet to use for the maximum shear and tensile values of the riveted joint and also the correct length blind rivet that will have the correct barrel length extending beyond the total work thickness to capture the mandrel head of an open-end blind rivet when the blind rivet is set.

The inch blind rivet part number has the maximum work piece thickness in the blind rivet part number. Example: open end blind rivet number 44. The first 4 is the diameter of the blind rivet body and the base number is 32, therefore 4 equals 4/32. Reducing the fraction, 4 into 4 equals 1 and 4 into 32 equals 8, so a 44 is 1/8 (.125) diameter blind rivet.

The second 4 is the maximum work thickness that a 44 blind rivet can rivet together. The base number here is 16. Therefore, the second 4 equals 4/16 and reducing the fraction 4 into 4 equals 1 and 4 into 16 equals 4. So the maximum work thickness for a 44 blind rivet is 1/4 (.250). The minimum work thickness for this 44 blind rivet is 1/8 (.126). The maximum rivet body length is .400 and the minimum barrel length is .352.

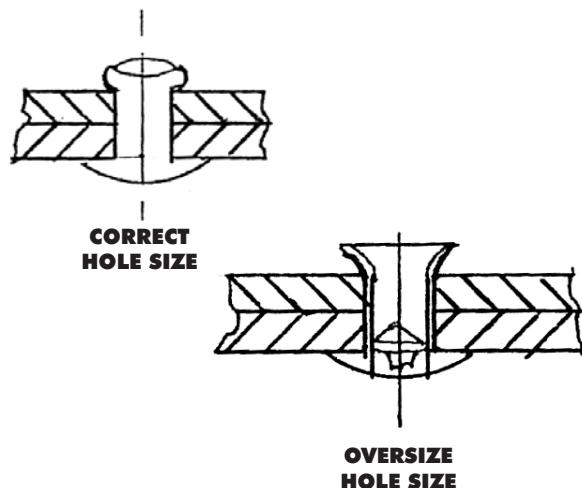


Hole Size

The hole diameter and condition of the hole used to set a blind rivet must be correct. The hole diameter and tolerances for each size blind rivet.

Rivet Diameter	Hole Diameter
3/32	.097 - .100
1/8	.129 - .133
5/32	.160 - .164
3/16	.192 - .196
1/4	.257 - .261

The correct hole diameter gives good hold fill and will give the user the proper shear and tensile values of the set blind rivet.



Hole Condition

Hole condition is important to achieve the listed shear and tensile of the blind rivet being used. Hole burrs are the main cause of blind rivet failure regarding tensile strength.

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DISTRIBUTOR NEWS

Great Lakes Parts in Cleveland Ohio is a leading supplier of Wheel Nuts to distributors all over the world.

In addition to "automotive" style wheel nuts – Great Lakes also offers a complete line of wheel nuts and "attaching parts" for the Heavy Duty Truck market.



Bill Melchior – President of Great Lakes Parts is proud to introduce the newest addition to their Heavy Duty Truck product line – "The Wheel Tite Sleeve Nut System".

This line of "engineered fasteners" features high strength wheel nuts that have multiple length "sleeves" to accommodate different axle applications and wheel configurations commonly used in today's trucking industry.

In addition to providing more thread engagement and greater torque retention, the Wheel Tite Sleeve Nuts also protect and cover the threads on the mating wheel studs which will greatly extend their useful life.

Great Lakes Parts carries these wheel nuts in stock – available for immediate shipment – as well as thousands of other sizes and styles of wheel nuts in almost any plating configuration – for use on trucks, vans, automobiles, military vehicles and agricultural equipment.

For further information regarding Great Lakes Parts, contact them at 130 Ken Mar Drive, Cleveland, Ohio 444147. Tel: 440-546-0304, Fax 440-546-0306, Email: info@GLParts.com; or visit their website at www.GLParts.com.

DISTRIBUTOR NEWS

Powers Fasteners, Inc., has recently added additional staff in Dallas, Texas



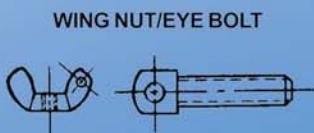
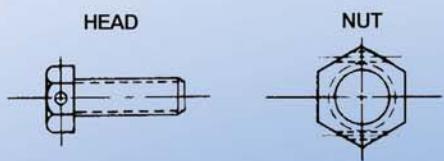
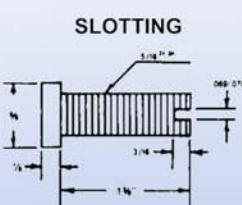
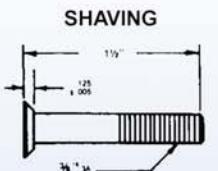
Jeremy Woods has joined Powers Fasteners as a sales representative for the Dallas market. Jeremy brings with him an extensive knowledge of the fastener business. "His prior work experience with a large competitor in the building construction arena has made this appointment easy". We expect great things from Jeremy in his new role says Lenny Colasuonno V.P. of Sales and Marketing for Powers Fasteners. Jeremy and his wife Allison will be relocating to McKinney, TX.

For more information or to find the nearest authorized Powers Fasteners distributor, call our toll free number 1-800-524-3244, or visit us on the internet at www.powers.com.



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The National Industrial Fastener & Mill Supply Expo held October 19-21, 2011 at the Sands Expo in Las Vegas, Nevada USA, was a huge success from every standpoint, according to Expo Management.

Hailed as "North America's Largest Fastener Expo", the 3-day event attracted 4,238 visitors and exhibitor personnel from throughout the USA and 32 other nations from around the world. Distributors led the way in Expo visitors with 1,253 registrants, followed by 240 suppliers, 173 independent sales reps, 172 cold forming manufacturers and various other industry related people.

The full day conference on Wednesday, October 19 was packed with a variety of programs, workshops and meetings presented by Expo Management and a number of industry associations including the Fastener Training Institute (FTI), National Fastener Distributors Association (NFDA), Pacific-West Fastener Association (Pac-West), Fastener Industry Financial Group Network & the Business Credit Management Association and Women in the Fastener Industry (WIFI).

The always popular Welcome Reception sponsored by Expo Management on Wednesday evening at Harrah's Hotel & Casino was packed with upwards of 1,600 persons buzzing with excitement and furiously networking while enjoying a great assortment of complimentary food and drink. "The party atmosphere was definitely upbeat", noted one happy attendee and the Harrah's Banquet Manager said, "I haven't seen the ballroom this crowded for several years". This is a good thing!

The two day Expo opened at 9:00 AM, Thursday, October 20 and aisles were immediately jammed with thousands of eager buyers looking to see what was offered by the nearly 600 companies spread over 757

booths (75,700 sq. ft.). Exhibiting companies from all across the USA as well as Belgium, Canada, China, Germany, India, Israel, Italy, Korea, Mexico, Saudi Arabia, Singapore, Spain Taiwan, United Kingdom and Vietnam showcased their latest lines of products and services including fasteners, inspection & testing equipment, fastener machinery & tooling, packaging equipment, mill supplies and a variety of industry-related services. The steadily growing 'Machinery & Tooling World' area featured 43 companies including many members of the International Fastener Machinery & Suppliers Association (IFMSA). "Over 70 of the exhibiting companies were either new to the Expo or returning after a three year absence and we are very encouraged by this", informs Susan A. Hurley, the Expo's General Manager.

"This year's Expo is the third largest in our 30-year history and we are delighted with the results. We received numerous compliments from exhibitors and there are many signs that the industry is recovering", said Jim Bannister and Mike McGuire, General Partners. Dana McLaughlin of Stelfast commented, "The show was great this year. I really liked the new location and the turnout was great". George Chismark of Trinity Hardware Headquarters wrote, "We have had great success with finding new customers and growing existing customer business by being an exhibitor at your Expo. We've used the show as a platform to

introduce many new products and plan to introduce many more in the years to come". The new central 'Strip' location is an improvement. I also liked the earlier dates of the Expo".

The 2012 Expo is scheduled for October 10-12 at the Sands Expo & Convention Center, Las Vegas, Nevada. ◊



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RETAINING RING SELECTION - CRITICAL IN PUMP APPLICATION

by Henry Yates, Technical Sales Engineer

Centrifugal pumps are used in a variety of applications where fluid has to be delivered from one point to another. Some applications require special materials because some of the components of the pump come in contact with very corrosive mediums like acid, salt water, oil, mud etc.

For example, such pumps might be used to deliver acids in a typical chemical application. Or, they can be found in desalination systems (turning sea water into fresh water). Boats and ships also use them to pump salt water.

The petrochemical/oil industry uses these pumps to deliver oil, mud and cooling water to critical points. In the oil industry the pumps bring water into the downhole to cool the drilling unit and to "sponge away" the mud and dirt and other residue from the drilling process. (Additional pumps serve to deliver these unwanted materials from the downhole).

A well known application for a centrifugal pump is to deliver liquid gas into a gas turbine of a power plant. A filter just in front of the conveying units/impeller prevents unwanted particles in the liquid gas from passing through the pump. This is important because these particles could cause damage should they find their way into the turbine.

Such a pump is designed to operate with the highest possible efficiency. That means the pump needs a nearly 100% homogenous incoming flow with a minimum amount of turbulence.

When deciding how to fix the filter in the intake side of the pump, the designers initially considered a tapered

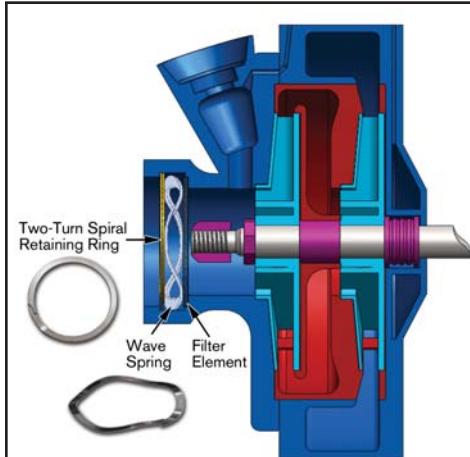
section internal retaining ring. However, there was the risk that the lugs of the ring could cause unwanted turbulence, since the incoming flow could be influenced by these barriers.

A constant section single turn snap ring was considered as an alternative, but the gap of this type of ring can influence the incoming flow as well.

The solution had to be a retaining ring that would offer a 360 degree closed surface without radial "deformations" which could influence the incoming flow negatively. A 2-turn spiral wound internal retaining ring, manufactured by Rotor Clip, was eventually chosen to do the job. Another advantage was that such a ring could be combined with a single turn wave spring (also produced by Rotor Clip) with overlapping ends to balance possible axial play in the application due to manufacturing tolerances and thermal expansion during operation of the pump.

Regarding the material, AISI 316 Stainless Steel is the "standard" for salt water contact. For other applications with high corrosive mediums and higher temperatures Inconel X-750 is the most common material. Both spiral ring and wave spring can be made out of any such exotic materials to meet the demands of the application.

The combination spiral retaining ring and wave spring perfectly fix the filter element, and the ring can be easily disassembled by using the standard removal notches on the ring and a screw driver to service or change the filter element. ◇



A two turn, spiral retaining ring and a singleturn wave spring were selected to retain the filter element in this centrifugal pump. The 360 degree contact with the groove eliminates any unwanted turbulence as liquid flows from the pump through the filter.





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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION'S GOLF OUTING - OCTOBER 2, 2011



photos continued on page 64

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William D. Hylwa, Applications Engineer, Industrial Rivet & Fastener Co. 1953 - 2011

William D. (Bill) Hylwa, 57, of Orange, Connecticut, passed away suddenly on Saturday, September 24th. Bill served as Applications Engineer for Industrial Rivet & Fastener Co., where he had a leadership role in designing and implementing products. A member of the American Society of Mechanical Engineers, he was known as an innovative problem solver who worked with Industrial Rivet executives to provide high-level thinking and deep knowledge of how rivet and fastener

OBITUARY

applications could best serve customers. Bill brought intelligence and wit to every project. He collaborated closely with internal staff and both distributors and manufacturers to create great engineering solutions that worked.

"Bill was a valuable contributor to Industrial Rivet & Fastener Co.," commented fourth generation owner Steven Sherman.

"Customers, distributors and our internal staff all loved working with him, and we will miss him a great deal. He brought so much to our company and he was a wonderful friend." A 40-year industry veteran, he was well-respected by customers, peers and competitors alike. Bill is survived by his wife Rosalie; his mother, Henrietta, and six children.

DISTRIBUTOR NEWS

Anthony Manno & Co. Inc. introduces employee of the month Lugi Nascimento.



Lugi Nascimento brings high energy, and a concrete focus on customer care. Lugi brings over 10 years of operations and sales experience, and in less than a year has established and redeveloped relationships with much success.

"I am excited about this industry and in developing new opportunities for AMC. True customer satisfaction, time and accuracy are all crucial, and that is where my focus will be in order to develop solid business relationships" says Lugi Nascimento.

Anthony Manno & Co.'s product line includes precision shoulder, captive and thumb screws, ground shafting and dowel pins. AMC cross references all the major catalog houses AND SPECIALIZES in custom specials per print with a quick turn around.

For more information contact Anthony Manno & Co., Inc. in New York. Tel: 800-915-7703 and lugi@anthonymanno.com or visit their site at www.anthonymanno.com.



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GLOBAL FASTENERNEWS.com

By John Wolz
editor@globalfastenernews.com



WITUCKI: MANUFACTURING JOBS CREATE MORE RELATED JOBS

The number one issue for the United States and the fastener industry is jobs, Jim Witucki of Nucor Fastener Division told the fastener industry recently.

Manufacturing creates more jobs than the restaurant and bar service industries, Witucki pointed out. The 14.3 million U.S. manufacturing jobs create 44 million jobs.

Speaking as one of four panelists at the "State of the U.S. Fastener Industry" program presented by the National Industrial Fastener & Mill Supply Expo in Las Vegas, Witucki noted the U.S. has lost six million manufacturing jobs in the past decade.

The main economic issue facing the U.S. is reducing unemployment, "and part of the unemployment issue is the demise of our manufacturing sector and its importance to the U.S. economy."

"Manufacturing job losses can no longer be ignored," Witucki said. "Foreign countries have an incentive to maintain the trend by whatever means we allow."

The manufacturing sector of the U.S. economy is the fifth largest economy globally. It consumes more than 60% of R&D in the U.S.

"Some studies suggest the manufacturing sector's jobs create, influence or require the existence of an additional 30 million jobs in support of all that manufacturing does," Witucki noted. Manufacturing creates more than three times the jobs than the retail sector does.

Witucki asked U.S. fastener buyers to consider the benefits of buying domestic fasteners. He cited quality, cash flow, after sale support, no currency fluctuation,

engineering services, lower minimums, lower inventories, reduced risk of supply disruptions, emergency support and ease of communication.

Witucki advised the industry to "sell value, not price." He suggested the industry needs to "understand your costs and price accordingly; know what you do well and maintain your focus on your niche; don't try to sell everyone; align with quality, stable supply chain partners; and take care of your customers."

"At the end of the day, all of us are responsible for making money for our company," Witucki pointed out. "Maintain a profit motive."

In 2009, Nucor Fastener sought antidumping duties on many imported fasteners through the International Trade Commission. The ITC rejected Nucor's petition, but Nucor appealed, and in September the U.S. Court of International Trade sent the case back to the ITC for review. The ITC is due to respond by December 7. (See FIN, September 27, 2011).

Witucki described the case as a "free vs. fair trade" issue.

International commerce needs to follow rules-based trading, he said in reference to the Nucor tariff challenge. "Enforce those rules."

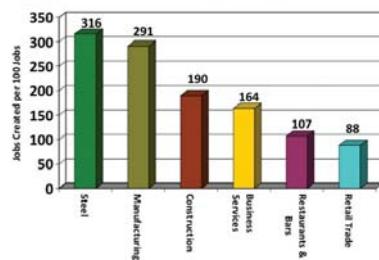
Despite the widespread belief that low cost labor is in Asia, "some of the most productive workers are here," Witucki said.

In 2010, Norway and the United States had the highest GCP per hour worked, followed by Belgium.

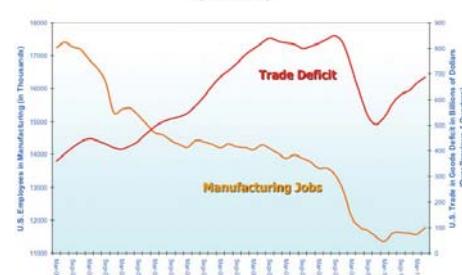
"We are an efficient, productive workforce," Witucki proclaimed. "Because of the United States' high productivity, we can successfully compete with many of the 'low labor cost countries'."

please turn to page 164

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Manufacturing Jobs vs. Trade Deficit (2000-2011)



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MID-WEST FASTENER ASSOCIATION

MWFA NEWS & FASTENER EXPO SCHEDULE**Intro Students Rave!**

On September 15th students attended the annual Introduction to Fasteners/Hands On Seminar. This was one of the larger classes with 32 students taught by Richard Pease (RK Precision Products), Thomas Anderson (Active Screw & Fasteners), Wally Olczak, and Kevin Kaihara (World Washer).



LEFT:
Rich Pease of RK
Precision Products
explaining the Caliper
use

BELOW:
Ed Lacera of Kricsot
Sales, explaining parts.

Introductory information on various aspects of the industry were taught using samples with presentations.

Thank you to Rich Cavoto / Metric & Multistandard and Wayne Wishnew / XL Screw Corp. for providing samples packets for all students. The interaction of students indicated a genuine interest to learn. Most students are new comers to the industry with less than 18 months experience. Surveys at the end of class indicated the students found this a very helpful tool which will assist them in their jobs. This class is taught annually in September.

Congratulations to Brenda Limbers/Production Fasteners for receiving the first WIFI (Women in the Fastener Industry) scholarship to attend this class.

**Twins Fans Meet White Sox Fans in Minneapolis**

September 7th was an awesome day with everything going well (well almost, not quite for the White Sox fans). The weather was great, the networking before the game was beneficial, Target Field was a great park to attend a game, Minneapolis proved to be a welcoming town and

Minnesota fastener industry personnel enjoyed out of town industry friends making the trip.

Porteous Open House

Thank you to Porteous Fastener Company for their great Open House on October 13th. They opened their facility to the fastener industry for a fun evening of networking, dinner and drinks. Guests were welcomed by Joe McIlhon and staff at the Carol Stream, IL facility.

MWFA Announces Schedule of Events for Fastener Expo 2012

Monday June 25, 2012 | 31st Annual MWFA Fastener Show
Medinah Banquets, Addison/IL

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

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

"Safeguards against ordering wrong parts, and minimizing risk"
A seminar for Purchasing Managers, Buyers, and Salespeople.

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

Registration Opens 12:00 p.m.

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

Monday June 25, 2012 | Eaglewood Resort, Itasca/IL

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

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

Tuesday June 26, 2012 | Eaglewood Resort, Itasca/IL

Golf Registration 11:00 a.m.

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

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

Shot Gun Scramble 1:00 p.m.

Cocktails 6:30 p.m./Dinner 7:00 p.m.

Awards & Prizes During & following Dinner

Upcoming Events

November 10th

Class C Products Seminar

65th Anniversary Celebration

Board of Director Elections

Scholarships Awarded

Richard Roeper, Guest Speaker

December 15th

Holiday Party

Holiday Inn/Elk Grove, IL

MWFA Welcomes New Members

Metric Fasteners Corp./Columbus, OH

Western Computer/Oxnard, CA



Registration Form on page 156



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DISTRIBUTOR NEWS

Captive Fastener Corporation

now produces Wide-Head self-clinching Studs (Series HCW), which provide strong load bearing threads in steel sheet materials as thin as .040 in. or 1mm.

The Wide-Head Studs offer installation advantages over conventional weld studs by eliminating all of the undesirable conditions associated with the electro-welding process, such as heat, discoloration, flashing, burning or weld spatter.

HCW Studs are available in larger inch (1032, 1/4-20, 518) and metric (M5, M6, M8) sizes in lengths to 2.5 in. (70 mm) long. The heat treated studs are zinc plated with a clear trivalent chromate finish.

Contact Captive Fastener Corp, 19 Thornton Road, Oakland, NJ 07436. Tel: 201-337-6800, Fax: 201-337-1012 or online at www.captive-fastener.com.



DISTRIBUTOR NEWS

Cable Tie Express

announces its expanded coverage for their line of wire management products



with the addition of Andrew Urhausen.

Andrew joins the All American Systems sales agency located in Naperville, Illinois, which handles portions of the Midwest including Illinois, Iowa, Minnesota and Wisconsin.

With over four years of experience at a major national distribution chain, Andrew brings a full range of experience for cable ties and related products.

Char Cooper, President of Cable Tie Express, commented that the growth of one of their leading sales agencies is rewarding in light of her company's own expansion into heat shrink tubing to complement their cable ties, mounting bases, cable clamps and wire nuts. "Our growth is directly linked to the performance of our independent sales agents, and with the addition of experienced, young, and energetic salesmen like Andrew, it assures that Cable Tie Express will continue to grow and service a larger base of satisfied customers."

For more information, contact Cable Tie Express by phone: 1-888-603-1233, fax 1-800-395-1233, or via email to: sales@cabletieexpress.com.

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Open and closed ends. Knurled ones are also available.
Materials: Aluminum, Brass, Stainless Steel and Steel.

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Thread #8-32. Length 1/8"-6".
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Material: Aluminum, Brass.

Clinching Parts (Nuts & Screws)



Bushes, Clinching Nuts, Stand offs, Studs and
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upon request.

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Jennifer FitzPatrick

Jennifer FitzPatrick, MSW, LCSW-C is an author, speaker and educator. Founder of Jenerations Health Education, Inc., she has more than 20 years' experience in healthcare. Jennifer is a frequent speaker at national and regional conferences and was an Adjunct Instructor at Johns Hopkins University. Her new book, "Your 24/7 Older Parent" answers the prayers of those dealing with the care of an elderly parent. For more information on Jennifer FitzPatrick's speaking, please visit www.jenerationshealth.com

EARLY ONSET ALZHEIMER'S DISEASE IN THE WORKPLACE

Joanne, a 54-year-old sales manager, was fired last week because of her declining performance over the past 18 months. She was arriving late to meetings with clients, missing report deadlines and misplacing confidential company data. Prior to these issues, Joanne had a superior track record with the company so her boss was especially disappointed in these changes. During her 15 year tenure with the organization Joanne had won two awards, been promoted three times and was one of the highest earners in the organization. What happened to this star?

Unbeknownst to anyone, including Joanne, she was suffering from early onset Alzheimer's disease. Alzheimer's disease is generally considered an older person's illness, and usually that is true. But approximately 200,000 Americans suffer with the early onset type. Early onset Alzheimer's disease symptoms, by definition, manifest in patients before age 65, and can occur as early as the thirties and forties but are most typically diagnosed during the fifties.

What Is Early Onset Alzheimer's Disease?

Early onset Alzheimer's disease is a type of permanent dementia for which there is currently no cure. Dementia symptoms consist of short term memory loss, confusion, personality changes, poor judgment and

getting lost with familiar tasks and in familiar places. Those suffering with early onset Alzheimer's disease usually have been experiencing symptoms for a year or more by the time they seek a doctor's advice. Since dementia symptoms can be caused by a number of temporary conditions, many physicians correctly consider those first, particularly for those under age 65. Temporary causes of dementia can include some significant stress and dehydration, infection, medication side effects and drug or alcohol abuse.

Joanne may have assumed her problems were simply because she was getting older. Although everyone has

changes in the brain including shorter reflex and reaction times, increased tip of the tongue moments and mild forgetfulness, dementia symptoms are never part of the normal aging process. If Joanne had known about her condition, perhaps she would have remained employed. With a proper diagnosis, she may have had access to medications like Aricept and Namenda that could have had minimized symptoms impeding her job performance. While these drugs are not a cure, they have certainly improved quality of life for many suffering with permanent dementia. Joanne also would have had the luxury of processing the diagnosis and preparing personally and professionally instead of facing the humiliation and stress of a dismissal.



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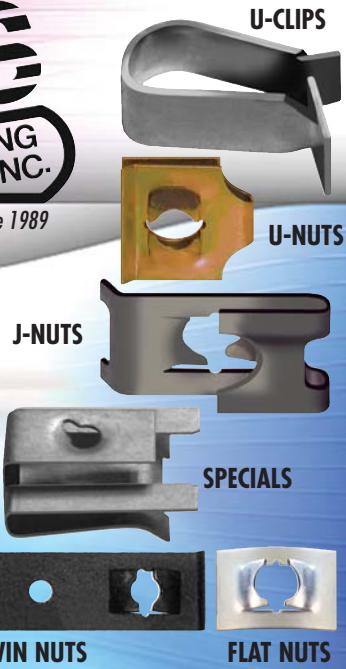


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JOANNE GOODMAN SHERMAN NAMED 2010/2011 NAPW PROFESSIONAL WOMAN OF THE YEAR

Joanne Goodman Sherman, co-owner of Industrial Rivet & Fastener Co., located in Northvale, New Jersey, is being honored as a 2010/2011 Professional Woman of the Year in Manufacturing by the National Association of Professional Women, a prestigious distinction awarded by the 200,000-strong membership of NAPW who join together to develop innovative business and social relationships.

Raised in a family of entrepreneurs, Ms. Sherman is currently the third generation of the Goodman family to lead the firm that her grandfather founded nearly a hundred years ago. Industrial Rivet & Fastener is the rare family enterprise that has continued to grow and flourish in spite of the challenges presented by turbulent economic cycles, evolving technologies and demanding business requirements.

Ms. Sherman was still a teenager when she began to work in her family's business. Working part-time throughout high school, Ms. Sherman joined the firm in

1974. Today, Ms. Sherman is the Secretary and Treasurer of the company that she now co-owns with her brother. She has overseen the extensive expansion of Industrial Rivet & Fastener Co.'s product line, and the company's innovations in inventory management have enabled the company to grow into a global distributor with eight international locations and 10 U.S. distribution centers. In her day-to-day function as the firm's administrative and operational executive, Ms. Goodman meets with clients across the country and around the world. In addition, Ms. Sherman is responsible for the company's many brands and copyrights, working directly with patent attorneys to manage and protect Industrial Rivet's proprietary products and services. She is also a Certified Internal Auditor for ISO Procedures.

Ms. Sherman's success is born of her determination to excel, her ability to adapt to an ever-changing industry, and her expert management of a precious family legacy. ◊



METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION'S GOLF OUTING - OCTOBER 2, 2011



photos continued on page 69



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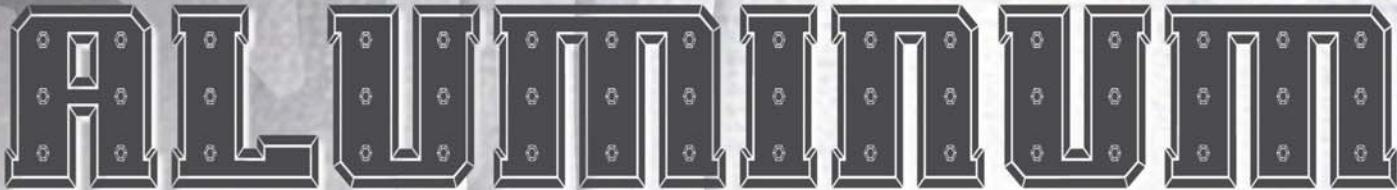
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DISTRIBUTOR NEWS

Elgin Fastener Group

announced the acquisition of the cold heading segment of Landreth Fastener Corp. (Landreth) of Houston, Texas.

Established in 1962, Landreth advanced from owning a single piece of cold heading equipment to become a 35,000 square foot manufacturing facility with 27 cold headers, a precision machine shop, a supporting tooling shop and an automatic inspection/packaging area. Their production of solid and semi-tubular rivets, cold headed specials, and precision machined parts has supported Landreth's customer base of furniture, appliance, automotive, and oil/petrochemical-related companies for over 49 years.

Elgin Fastener Group is comprised of four of the leading domestic fastener manufacturers (Ohio Rod Products, Leland Powell Fasteners, Chandler Products, and Silo Fasteners) offering a complete range of special, semi-standard, and custom fasteners in a wide variety of styles, sizes, materials, and finishes; a metal finishing company (Best Metal Finishing); and an engineering and international procurement division (Elgin Fasteners International). All of the EFG companies are ISO certified. Elgin Fastener Group is part of the Audax Group portfolio.

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

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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION'S GOLF OUTING - OCTOBER 2, 2011



photos continued on page 72



ADVANCE COMPONENTS CELEBRATES 40 YEARS OF DISTRIBUTING EXCELLENCE

In 1972, Doug Berry had a brilliant idea. He was working as a sales representative for the Tinnerman Co. when his bosses invited him to become one of their first distributors of specialty fasteners.

For a man who had been in sales for years, it was a pretty scary proposition. But Berry decided he could increase his business and give his customers better service by buying and stocking Tinnerman products in a warehouse in Dallas. Thus, Advance Components was born.

Forty years later, the company that began with an idea and a 3,000-square foot warehouse in central Texas is still providing distributors of specialty fasteners with superior stock, excellent customer service and speedy shipping throughout the U.S.

Not long after he started Advance, Berry had another brilliant idea. He hired Paula Sens – his “right-hand woman” – to be his vice president.

Sens, one of the female



Doug Berry, founder of Advance Components, at his desk in the 1960's.



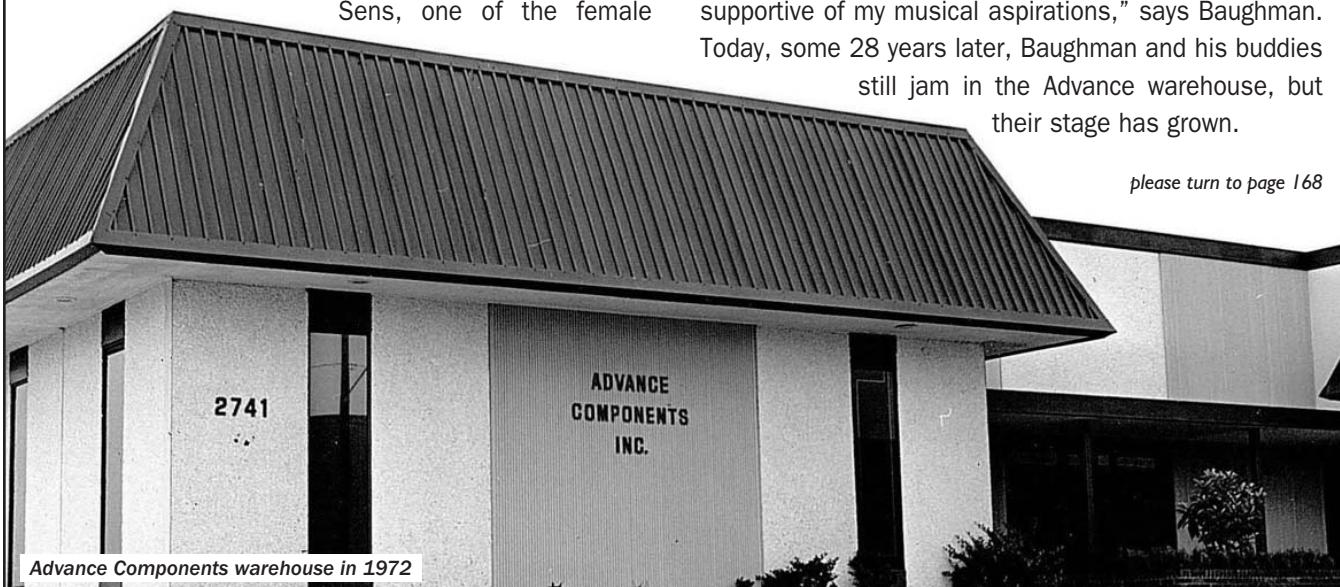
Tinnerman Reps in 1967

pioneers in the fastener industry helped Berry stock their shelves and supply their customers with the highest level of quality service.

In 1976, Michael Baughman, Advance's current vice president of purchasing and distribution, started working in the warehouse when he was just two days out of high school. He has continued to work at Advance on and off for a total of 18 years.

“I was excited as I thought Advance Components was into stereo components, but once I discovered it was fasteners, I just worked hard, played the radio loud in the warehouse, and eventually had my rock band, The Plutonians, practice in the warehouse, as Doug was very supportive of my musical aspirations,” says Baughman. Today, some 28 years later, Baughman and his buddies still jam in the Advance warehouse, but their stage has grown.

please turn to page 168



Advance Components warehouse in 1972

Memo to Purchasing

REGARDING: SPECIALS and NON-STANDARDS

Eastwood Manufacturing can supply any type of fastener in any type of material normally in three weeks or less.

SPECIFICATIONS: All ASTM, SAE, ISO METRIC, most Military and Federal including Mil-S-1222

CAPABILITIES: #5 through 3" diameter Bolts, Nuts, Studs, Screws, Sockets, Pins and Washers

MATERIALS: All materials are available

We have made parts from the following within the last year:

Stainless Steel

302
303
304
304L
309

310
316
316L
317
317L

321

330

347

410

416

420
422
430
431
440

501
17-4 PH
Alloy 20
Nitronic 60
AL6XN

904L
254 SMO
2205
304 SH
316 SH

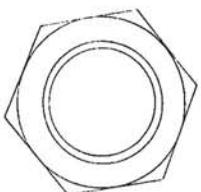
Nickel Alloys

Nickel 200
Inconel
Incoloy

Monel 400
Monel 405
Monel 500

Hastelloy
Waspaloy
MP35N

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DOKKA FASTENERS, INC. ANNOUNCES ACQUISITION OF CARDINAL FASTENER & SPECIALTY CO., INC.

Dokka Fasteners Inc. are pleased to announce that our parent organization, The Würth Group, has acquired the assets of the Cardinal Fastener & Specialty Co., Inc. organization in Cleveland, Ohio. The Würth Group, a \$12B USD global company comprised of over 400 companies and 60,000 employees in 80 countries, is a world leader in providing fasteners and assembly components to multiple markets. This acquisition will perfectly complement our existing product and process line, and allow us to offer further commodities and sizes to our customers. Over the next several weeks we will be working very closely with the talented staff at Cardinal to mesh our processes and our collective intellectual capital together, with the ultimate goal of creating a group of companies that will be the suppliers of choice for both our Wind Energy and Distribution customers for many years to come.

Since 1983, Cardinal Fastener, Inc., (formerly Cardinal Fastener & Specialty Co., Inc.) has

manufactured high quality fasteners for the industrial world. Cardinal Fastener Inc, President John W. Grabner, stated "we are thrilled to be a part of Dokka Fasteners Inc. and the Würth Group. Cardinal will continue its operations in Cleveland with the committed staff our customers have grown to know. Our customers can depend on our short lead-time deliveries, reputable service and outstanding quality. Our dedication to LEAN Manufacturing principles for over 12 years, our ISO 9001:2008 registration and in-house A2LA accredited laboratory will continue to serve both the industrial and wind industries alike." Cardinal Fastener Inc. looks forward to adding new capacity and capabilities (1/2" to 3" or M24 to M72) to better service their customers.

Strategically, Dokka Fasteners Inc. and Cardinal Fastener Inc offer world class product diversity and the ability to support multiple customer initiatives throughout North America. ◊

METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION'S GOLF OUTING - OCTOBER 2, 2011



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TELEFAST INDUSTRIES CELEBRATES ITS 25th ANNIVERSARY - OCTOBER 9, 2011

On Sunday, October 9th, 2011 approximately 250 people attended Telefast Industries 25th anniversary as a domestic fastener manufacturer. Employees and their families, vendors and customers enjoyed the afternoon open house. Plant tours which included machine demonstrations were the highlight of the event. Seven stations were set up for attendees to visit. The first stop was in the tool room with a CNC Slat Bed Lathe demonstration (an aluminum chess piece was an added take home favor). Internally threaded operations included a 1/2" National S2 5 Die Cold Nut Former, a MAS20 Nut Tapper, and a Nort-amatic Precision Hydraulic Press. The heading area consisted of a 56 National 2 Die 3 Blow Cold Header and #20 Hartford Thread Roller demonstration. The tour concluded with a 6L4 National 4 die High Speed Boltmaker running product. Employees' families, as well as vendors and customers were able to see up close what a fastener plant produces on a daily basis and the steps involved in making nuts and bolts from start to finish. Telefast is proud of the workmanship and skill level of its employees and wanted to showcase it during the open house. Families came away with a better appreciation of what their spouses, parents and children actually do at work. Telefast also values its relationships with vendors and customers and views them as vital partners in reaching this milestone. Complete education and thorough understanding of processes, challenges and opportunities has enabled Telefast to collaborate with its suppliers and end users.

Telefast's legacy began in 1907, when Jeff's great grandfather, Thomas Ferry, pioneered the cold forming process and began the Ferry Cap & Set Screw Company located in Cleveland Ohio. Thomas' son, Edward William Ferry, established E.W. Ferry Products in 1935. This company was the first in the world to head stainless



TFI Management Team (left to right):

Jeff Hepner, Kathleen Ferry, George Wasmer and Leo McNeely.

steel screws. Kathleen's grandfather, John C. Wasmer, founded Wasmer Bolt and Nut in 1927 and Lake Erie Screw Corporation in 1946.

Telefast was founded in 1986 by Jeff and Kathleen Ferry with a \$30,000 loan, one machine and 5,000sq ft of leased space in the back of a warehouse. Today Telefast

has grown to more than 60 machines and 55 employees at two locations, occupying 70,000 sq ft. The facilities include manufacturing equipment and an in-house tool room, engineering department, quality lab and a packaging operation.

The current management team includes Jeff Hepner, former Vice President of Sales for Lake Erie Screw and Leo McNeely, former Operations Manager of Cuyahoga Bolt and Screw who joined the Telefast team in 2002 following Jeff Ferry's death. In 2007, George Wasmer, former President of Lake Erie Screw Corporation joined Telefast as an active investor. Kathleen Ferry with finance degrees from the University of Notre Dame (BA) and Northwestern's Kellogg School of Management (MM) rounds out the leadership group.

Started initially as a domestic manufacturer of various types of cold headed nut products in diameters ranging from 1/4"(M6) thru 7/8"(M20), Telefast has gradually expanded its cold heading capabilities to include externally threaded specials and hex head cap screws with diameters starting at 1/4"(M6) thru 5/8"(M16) up to 5" in length.

Products manufactured in Telefast's Berea, Ohio facility include finished hex nuts, all metal lock nuts, flange nuts, flange lock nuts, heavy hex nuts, thick nuts, jam nuts, spacers, double end studs, six lobe and 12 point specials. Materials used include carbon, alloy, stainless steels and aluminum. Telefast is ISO9001:2008 and QSLM certified with an ISO17025/A2LA accredited lab. ◊



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PACIFIC-WEST FASTENER ASSOCIATION

PAC-WEST ELECTS RUSS DORAN AS NEW PRESIDENT

Russ Doran of Timberline Fasteners (Commerce City, Colorado) was elected president of the Pacific-West Fastener Association at a recent meeting of the Pac-West Board of Directors.

John Wachman of Desert Distribution (Scottsdale, Arizona) was elected as the association's vice president, and Dallas Puckett of Valley Nut and Bolt (Olympia, Washington) was elected secretary/treasurer.

Kristine Albertalli of H. W. Eckhardt (Huntington Beach, California), Josh Glaser of Glaser & Associates (Carmichael, California), Garth Jax of Copper State Bolt and Nut (Denver, Colorado) and Tracy Lehman of Pacific Warehouse Sales (Chino Hills, California) also were elected by the Pac-West membership to serve on the Board of Directors. Other Board members include immediate past president Andy Cohn of Duncan Bolt (Santa Fe Springs, California), Kirk Haggerty of Fasteners Inc. (Spokane, Washington), Rosa Hearn of Brighton Best International (Santa Fe Springs, California), Keith Shaback of Pacific Fasteners (Burnaby, British Columbia), and Ed Smith of Porteous Fastener Company (Denver, Colorado)

domestic fastener manufacturing. Moderated by Eric Dudas of Fully Threaded Radio, panel members included Mark Quebbemann of Semplex Corporation, Rich Megliola of Lake Erie, Russ Doran of Timberline Fasteners, and Kirk Haggerty of Fasteners Inc.

"Doing Business with Social Media" was featured on the conference's second day, with informative data, samples of company websites and social media programs (including Portland Bolt video) and a focus on



Left to Right: Eric Dudas of Fully Threaded Radio, Rich Megliola of Lake Erie Products, Mark Quebbemann of Semplex Corporation, Russ Doran of Timberline Fasteners and Kirk Haggerty of Fasteners Inc.



Left to Right: Kirk Haggerty of Fasteners Inc., Bob Truckey of Cal Fasteners, Kevin Chavis of Porteous Fastener Company, Bob Porteous of Porteous Fastener Company, Mary Ellen Dinicola of The Socket Source and John Wachman of Desert Distribution.

At the association's recent annual conference, tribute was paid to retiring Board members Kelly Cole (WCL Company, City of Industry, California), John Gaudette (Metric and Multistandard Components, Sparks, Nevada), Robert Lopez (Specialty Sales, Downey, California), and Terri O'Barski (Hayes Bolt & Supply, San Diego, California).

Pac-West's 2011 fall conference took place September 15-17 at the Sheraton Denver Hotel, Denver, Colorado. The conference featured the perfect mix of stimulating educational programs and fun events.

The conference started off with a general session on

B2B social media. Cathy McCall, author of "The Complete Idiot's Guide to Online Marketing" presented this session.

Brian Christianson from South Holland Metal Finishing followed up the morning with great information on fastener plating and coating.

Last year Pac-West introduced Ignite sessions and these were featured at a lunch program during the Denver conference. Ignite is a global phenomenon, operating under the motto, "Enlighten us, but make it quick." Presentations are limited to 20 slides that automatically advance every fifteen seconds, giving speakers five minutes maximum to get their point across. The Fall Conference Ignite presenters included Joe Peplinski of Beacon Fasteners, Ed Smith of Porteous Fastener Co, and Russ Doran of Timberline Fasteners.

Our popular Business Owners Forum and Business Executives Forum wrapped up the conference program. Always one of the most highly rated sessions of every conference, attendees share experiences and solutions in a frank interchange.

In addition to the thought-provoking and informative educational sessions, the conference also featured golf, an off-site dinner at a local Denver restaurant, and an outing to a private party room at Coors Field to see the Denver Rockies play the San Francisco Giants. ◊

DISTRIBUTOR NEWS

Ark-Plas® Products, Inc. has released a new web site that has been completely re-created which includes interactive features, such as:

- CAD file downloads for engineers
- Product search using description or part number
- Color coded pages for each product category
- Prints and catalogs available in .pdf format
- Online Print request form
- Complete Material Data section



Other enhancements include social networking links that will aid in following current events and product releases from Ark-Plas®. Ark-Plas® has also changed the product layout to include 5 easy to navigate categories that include plastic fittings, extruded flexible tubing, plastic routing and protection accessories, plastic screw covers, and plastic quick bind hardware.

The new website has been designed to help our customers with finding the part they are looking for as quickly as possible. We encourage anyone to leave feedback on our website by clicking the "Help Us Improve" link at the bottom of every page and submitting the short feedback form.

Ark-Plas® is proud of the new website release and hopes to make the user experience as enjoyable as possible. Come visit it today at www.ark-plas.com

For more information about the new website or Ark-Plas and their products, contact Ark-Plas Products, Inc., at 165 Industry Lane, Flippin, AR 72634. Tel: 870-453-2343, Fax: 870-453-2567, email info@ark-plas.com or visit them online at www.ark-plas.com.



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DISTRIBUTOR NEWS

Smaller distributors rejoice! **DDI System** has announced the launch of Inform SBE – their new Small Business Edition software. Inform SBE is a full-featured solution geared towards distributors with less than 10 users. This affordable alternative delivers the same advanced business management capabilities hundreds of companies are already succeeding with.



Inform SBE (Small Business Edition) is an easy-to-understand Windows system including:

- Comprehensive Inventory & Warehouse Management – Manage single and multi-location inventory levels with ease. Easily maintain stock levels with real-time forecasting, flexible purchasing options, special order management, and consignment inventory.

- Automated Purchasing and Pricing – Inform's automated procurement system maintains stock levels and forecasts future needs. Flexible market-specific pricing models are designed to meet the unique needs of wholesale companies.

- Complete Sales Tools – Salesperson analysis, who-bought-what reporting, commission management and more ensuring your team stays on top of customer service.

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- Exceptional Features to Drive Your Business Forward – Benefit with built-in custom reporting options, forms-free and paperless operations, group calendaring, contact and activity history, file attachments, system driven fax and e-mail plus so much more.

DDI System's Inform SBE is the perfect solution for QuickBooks, Peachtree or any smaller distribution business looking to improve efficiency, productivity, and profitability - DDI makes switching easier than you think!

See the many benefits of DDI System's new Small Business Edition at www.ddisys.com or call 1-877-599-4334 to schedule a demonstration.

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These ingenious screws recently

took first place in the National Invention Contest and have been praised by opticians and retailers around the world. SnapIt Screws are being sold to opticians and are being sold to consumers in eyeglass repair kits. These kits have hit the shelves of several large retailers such as Walgreens, Rite-Aid, Office Depot, Bi-Mart and Bartell's and Ace Hardware.



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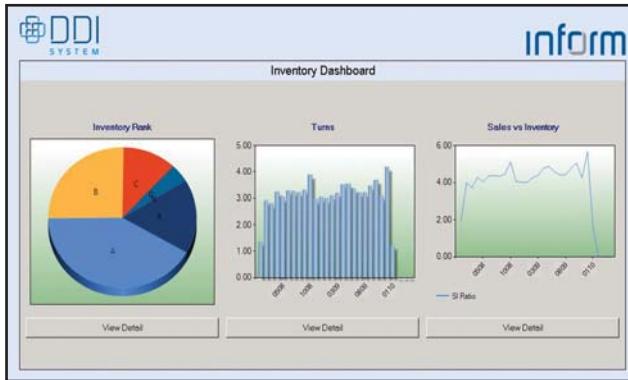
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DDI SYSTEM'S ANNUAL USER CONFERENCE A HUGE SUCCESS!

DDI System users converged in Kansas City, MO excited to learn more about their inform software system, network with fellow wholesale distributors, and take back new ideas and techniques to improve their company's operations. Attendees raved about the new format introduced this year and the additional networking opportunities provided. "I'm very happy that I attended again this year! I learned something new and valuable at every session. I can't wait for the next conference" said one enthusiastic New York attendee.

Ken Brown, from Evergreen Consulting, presented this year's outstanding keynote address on strategic pricing plus an additional breakout session on sales compensation. These sessions sparked creative ideas and thoughtful reflection across the board. Followed by extensive beginner and advanced level training sessions, DDI's inform software users had the opportunity to dig deep into their business operations and workflows. Company leaders recognized key features to create competitive advantages and areas for potential improvement within their organizations.

Distributors of all sizes from across the US and Canada realized the power behind the business system that runs their everyday operations and were excited at the opportunities to utilize the software to its full



potential.

As one user stated, "We discovered little gems we had not known about before such as the new B-to-C e-commerce functions and mobile apps! The Inform software solution will be even more beneficial to us as we put the newly discovered functions to work."

Adam Waller, President of DDI System, started off the second day with multiple 'top-secret' announcements stating, "Our developers have been busy integrating today's technological advances into our comprehensive solution – proving why DDI's inform is a leading software today AND tomorrow!"

"It was overwhelming to see the positive energy and hear the excitement from every attendee! Listening to our users development ideas, watching networking connections being made and reinforced, and seeing those 'lightbulb' moments within the training sessions further solidifies DDI System's 'family' as the team to beat." Rayna Naclerio, Marketing Manager, DDI System. DDI System is already planning the next Inform User Conference! "We encourage all of our customers to join us – their success is our success and we want to support them with all of the tools necessary to continue to progress in the future!" Barbara Jagoe, Executive Vice President, DDI System. ◇



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SOUTHEASTERN FASTENER ASSOCIATION

SEFA SPRING MEETING PLANS AND OTHER NEWS

Spring Meeting Plans Underway

Don't forget to mark your calendar for our spring meeting April 11-13th. The Ross Bridge Golf Resort in Birmingham, AL is an outstanding venue offering world class golf. We look forward to bringing you an enhanced agenda with both social and informative programs to allow plenty of networking opportunities to benefit your company. Watch our upcoming E-Newsletter for more exciting news on our spring event!

We are very excited to report; we have contracted Dan Reeves, football legend to address our group. Dan spent 23 years as head coach of the Denver Broncos, New York Giants and Atlanta Falcons. His overall coaching record was 190-165-2. He played or coached in a record nine Super Bowls – five with the Dallas Cowboys, three with Denver and one with Atlanta. Prior to coaching, he spent 16 years in the Cowboys organization – five as a player, three as a player/coach and eight as an assistant coach.

Reeves was born in Rome, Georgia in 1944. He attended the University of South Carolina, where he played quarterback from 1962-1964. He was inducted into the school's Athletic Hall of Fame in 1977.

In 1965, Reeves signed as a free agent with the Cowboys. Over eight seasons as an all-purpose back, Reeves amassed 1,990 rushing yards and 1,693 receiving yards. His best year came in 1966 when he scored 16 touchdowns, which tied him in the NFL that season for most touchdowns.

Reeves' coaching career began when he joined the Dallas coaching staff in 1970, taking on a dual role as player/coach for three seasons. He then accepted a full-time coaching position with the Cowboys. In 1981, Reeves was named head coach of the Denver Broncos. During his 12-year tenure in Denver, Reeves guided the Broncos to six post-season appearances. His overall record in Denver was 110-73-1. In 1993, Reeves left Denver to become head coach of the New York Giants, where he served as head coach for four seasons and compiled a 31-33 record. Reeves was named the 1993 Associated Press Coach of the Year after helping the Giants improve from a 6-10 record the year before. In 1997, Reeves was named head coach of the Falcons, where he coached for seven seasons and compiled a



record of 49-59-1. After going 7-9 his first season, Reeves led Atlanta to its greatest season in franchise history and was named NFL Coach of the Year in 1998. That year, the Falcons went 14-2 in route to winning its first NFC Championship and a berth in Super Bowl XXXIII, where they were defeated by the Broncos, 34-19. In 23 seasons, Reeves overall coaching record was 190-165-2. After coaching, Reeves became involved with broadcasting and served as a NFL analyst for Westwood One. He currently resides in the Atlanta, GA area with his high school sweetheart of 46 years, his wife Pam. He and Pam have three children – Dana, Lee and Laura – and six grandchildren.

SEFA hires new Executive Director

Nancy Rich has joined Southeastern Fastener Association as their Executive Director, bringing several years of experience from her position as the Executive Director of Mid-West Fastener Association. Nancy began with MWFA, in 1984, after working for Cronin Fasteners. She then turned her interests into the varied duties of fastener association work becoming an important component of the growth and success of the MWFA (formerly CBNSA).

As Nancy will be working for both associations, they will remain two separate entities. Nancy has met with Joanne Bialas, President, Tony Nelson, 1st Vice President and Jonathan Hodges, 2nd Vice President to begin plans for SEFA's future. SEFA looks forward to an exciting future with Nancy's assistance. President, Joanne Bialas reports "We are very pleased to have Nancy and her expertise with our association."

SEFA hopes all members will come out to the spring meeting (April 10th-13th), meet Nancy, and share their suggestions, thoughts etc. This meeting will be a great meeting with an excellent venue and premier programs.

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DISTRIBUTOR NEWS

J.W. Winco, Inc., a leading supplier of standard industrial machine components, announced it now offers series GN 514 Steel Locking Plungers with Push-Push Locking Mechanism, in metric sizes.



The indexing pin in this locking plunger is moved by means of a spring-operated cardioid curve. By simply pressing the operating button, this cardioid mechanism causes the indexing pin to extend and retract (push-push locking mechanism). This function is similar to that used in a ballpoint pen. Please note that the indexing pin cannot absorb any axial forces and that it retracts virtually by spring action; the indexing pin must therefore remain free and easy to move.

The body of these RoHS compliant locking plungers is made of nitrided steel with a blackened finish. The knob is matte black technopolymer plastic (Polyamide PA), and the optional metric lock nut, ISO 8675, is steel with a blackened finish. Installation can be done with spacer bushings (purchased separately) instead of the lock nut.

J.W. Winco offers an extensive selection of inch and metric size adjustable levers, cabinet U-handles, plastic and steel hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, metric casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries. J.W. Winco's Web site catalog, with 3D CAD and online buying, is viewable at www.jwwinco.com.

For more information, contact J.W. Winco at 800-877-8351, by fax at 800-472-0670, on the Web at www.jwwinco.com, and via e-mail at sales@jwwinco.com.

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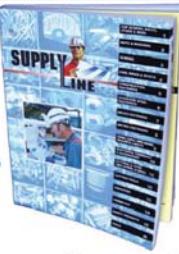
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WCL COMPANY, INC. RECEIVES THEIR AS9100:2009 REV. C CERTIFICATION

WCL Company, Inc. (West Coast Lockwasher Co., Inc.) is proud to announce that they have received their AS9100:2009, Rev C certification from NSF International Strategic Registrations, Ltd. The certification also includes ISO9001:2008. This certificate assures the continued high level of accountability and customer service that WCL has always provided clients. AS9100 is the international management system standard for the Aircraft, Space and Defense (AS&D) industry. The standard provides suppliers with a comprehensive quality system for providing safe and reliable products to the aerospace industry. AS 9100 also addresses civil & military aviation requirements. WCL specializes in reliable low-cost, engineered high-performance fasteners, fittings, plastic

components, washers, nuts, and a wide array of fastener components. WCL has 50 years of experience with all types of standard and engineered fasteners, and provides a comprehensive line of fastener products for sale from some of the world's leading manufacturers.

"We have been supplying the fastener industry since 1957 and this takes our company to the highest level of quality and commitment to serve and satisfy our customer's requirements. We are all very proud to have made it through the audit with zero non-conformities", states Craig Harper, President.

Many thanks to our employees for their dedication to get there and to L2 Business Consulting for their hard work in preparing us for this accomplishment. ◊



NCFA - 7737 Ellington Place • Mentor, Ohio 44060 • Phone 440-975-9503 • Fax 440-350-1676 • web: www.ncfaonline.com**NORTH COAST FASTENER ASSOCIATION****THE NCFA CELEBRATES “OKTOBERFEST” AT KERR LAKESIDE INC.**

North Coast Fastener Association Member Kerr Lakeside Inc., opened their doors for members on September 15, 2011 for an informative meeting and impressive plant tour. Many know Kerr Lakeside as a manufacturer of Hex Socket Screws, but they also have screw machine production capabilities as well. Both of these manufacturing methods were on display as part of the plant tour.

Following the tour of the facility, Kerr Lakeside President Charlie Kerr donned his apron and fired up the grill for a German Oktoberfest themed social. The menu featured grilled chicken, pork chops, bratwurst, sauerkraut, potato salad and other hot off the grill favorites. A sound system played traditional German beer hall music to complete the ambiance of the event.

The Mayor of Euclid, OH, Bill Cervenik, stopped by to shake a few hands and present Kerr Lakeside with an award recognizing the company's long-term presence in Euclid, OH.

When asked about the social theme of Oktoberfest, Charlie confessed that he “borrowed” the idea from a machine tool builder in St. Louis. “I received an invitation to attend an open house hosted by Hydromat in St. Louis. We don't run their style of machine, but I thought the Oktoberfest theme would go over well with my North Coast Fastener

Association colleagues, so I adopted the idea.” A grill malfunction delayed serving the food a short while, but the beer was cold and plentiful and everybody had a great time! ◊

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FIELD FASTENER ACQUIRES FASTENING SOLUTIONS LLC

Field Fastener has announced that it will acquire Fastening Solutions LLC, a subsidiary of Duncan Bolt. The acquisition will extend Field's global footprint and provide customers with expanded products and service offerings.

As a leader in today's highly competitive fastener distribution industry, Field has built its reputation on meeting customer's cost reduction, material availability, and quality requirements by utilizing superior systems, team members, and suppliers. The acquisition of Fastening Solutions will increase Field's supply base with over 30 new suppliers, resulting in a broader product offering for its customers as well as the ability to purchase directly from selected suppliers.

“This acquisition continues to strengthen Field's ability to provide proactive cost savings & robust VMI systems to our customers by expanding our reach and footprint,” said Field Executive Vice President, Jim Derry. “Field has developed a seamless transition plan,

combined with an outstanding Field team and recent facility expansion, that will allow Field to support the current Fastening Solutions customers from our headquarters near Rockford, Illinois.”

In North America, Field will gain a stronger presence in the southwestern United States, further establish its presence in Canada, and increase the localization of service in Mexico. As a result of the acquisition, Field will also increase its customer base in China and India. A 43,000 sq/ft building addition, focused on operation and efficiency excellence, was recently completed at Field's facility in the Chicago, Illinois area, positioning them to continue meeting the growing needs of their expanding customer base. The quality products and great service that customers are accustomed to from Fastening Solutions will continue to be supplied and key personnel at Fastening Solutions will continue to be actively involved in the transition. ◊

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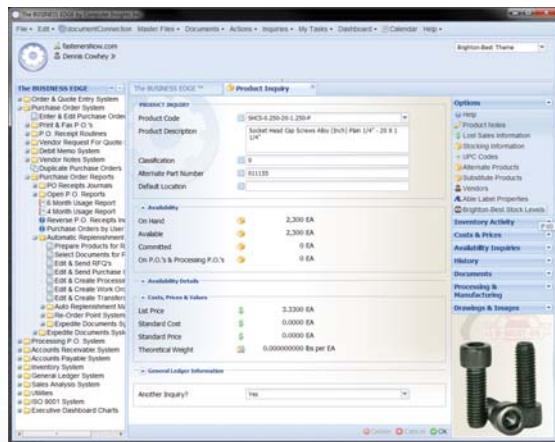
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PERFECT LOCK BOLT AMERICA, INC WINS FREE The BUSINESS EDGE 2.0 SYSTEM AT NIFS VEGAS

Mr. Mark Doll, President and CEO of Perfect Lock Bolt America, Inc. was present for the drawing and he was delighted by the outcome. He said, "We thank Computer Insights for their wonderful Business system gift that was awarded to Perfect Lock Bolt America Inc. We were in need of such a product and will put it to good use."

The free system drawing was on Friday, October 21st on the show floor at the National Fastener & Mill Supply Show in Las Vegas. The winner did not need to be present, but he was.



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- INBOUND FAX
- * DOCUMENT CONNECTION
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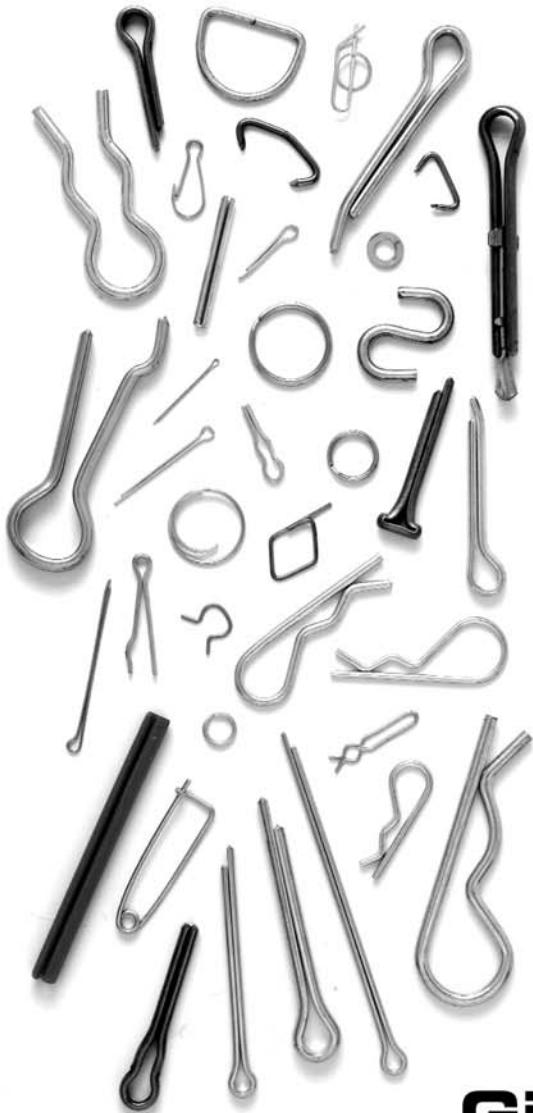
The Perfect Lock Bolt (PLB) is a revolutionary new nut/bolt fastening system that features a dual-threaded bolt, and two nuts, a coarse threaded nut and a fine threaded nut. When vibration occurs, the nuts come together and form a mechanical lock. The technology behind the PLB was developed by Nissei, a world class developer of the machinery used to roll the steel that forms the PLB. The PLB is currently available in metric sizes, US sizes will be stocked soon, and can be purchased as a special order immediately.

please turn to page 160



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DISTRIBUTOR NEWS

Industrial Rivet & Fastener Co. has launched RivetKing Germany, its German sales and distribution offices in Neumarkt, located near Nuremberg.



This new facility, led by Manager Bill Holler, enables the company to expand its manufacturing and distribution services in central Europe. Industrial Rivet has built its strong reputation for innovative blind riveting technology under the RivetKing™ brand and offers customers a wide range of rivets, riveting delivery systems and fasteners.

With the new German sales and distribution facility RivetKing™ has now a direct access to the complete European market. Technical specialists, a well-trained sales staff and a warehouse will enable RivetKing Germany to supply European clients with a high level of customer service and a full array of blind rivets and rivet delivery systems. With the recent introduction of KingSet™ rivet delivery systems, RivetKing Germany can now provide customers with an unprecedented level of functionality, reliability and efficiency.

"We are proud of our affiliation with RivetKing Germany," commented Joanne Goodman Sherman, third-generation owner of Industrial Rivet. "This expansion will benefit customers with more convenient access and faster delivery of our products. Bill Holler and his team will be able to provide a high level of customer service and industry expertise, and this will help us better serve our customers and open new market opportunities."

For more information visit www.rivetking.com or visit the German site at www.rivetking.de.



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photos continued on page 110



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FOR DISTRIBUTORS ONLY - LEP SPECIAL FASTENERS NOW STOCKING GRADE 5 & 8 CAP SCREWS AND STRUCTURAL BOLTS

Lake Erie Screw/LEP Special Fasteners is now part of The Fontana Group, extending their vision of Global Presence, Technical Excellence and Quality Focus.

Lake Erie has 65 years of history and fastener manufacturing experience beginning in:

- 1946 John C. Wasmer Sr. opens Lake Erie Screw in Lakewood, Ohio to manufacture the highest quality cap screws and structural bolts.
- 1986 Private investor buys Lake Erie and takes public with John's son George Wasmer at the helm.
- 1993 Lake Erie Screw builds additional capacity in Frankfort, Indiana.
- 2004 TriMas Corp. moves all large diameter bolt makers and Formax bolt makers from Lakewood, Ohio to Frankfort, Indiana.
- 2007 The Fontana Group purchases Lake Erie Products division from TriMas Corporation.
- 2011 Fontana family invests \$65 plus million in Lake Erie as the company continues on the tradition started by the Wasmer family some 65 years ago.

LEP manufactures a quality line of fasteners that includes hex head cap screws and structural bolts, Grades 5, 8 and 9, metric classes 8.8 and 10.9; A325 and A490 structural bolts, 1/4x1/2 thru 1 1/4 x 10 inch; as well as flange bolts, track bolts, plow bolts, sems, knurled shoulder bolts, projection weld studs, TC bolts, wheel bolts and custom cold-formed specials per print. Normal production materials include: low carbon steel, carbon steel, alloy steel and boron steel. Standard in-house coatings include phos. & oil, RoHS zinc with clear, yellow and blue.



Fontana Fasteners was opened in 1947 by two brothers Loris and Walter Fontana. Still owned and operated by the Fontana family, today The Fontana Group has a workforce of over 2,500 employees at 17 production sites in Europe and the USA,

sales of over 12 billion fasteners per year and a commercial presence in 53 countries world-wide. The Fontana Group is one of the most advanced fastener manufacturers in the world. It is this background of knowledge and commitment to making quality fasteners that brought the Fontana family to buy LEP Special Fasteners located in Frankfort, Indiana and most recently commit to invest \$65 plus million over the next 3 years, expanding Lake Erie's plant. This investment will include stocking millions of lbs of standard grade 5 & 8 Cap screws and Structural bolts at its 200,000 Indianapolis distribution center, 30 new bolt makers, 3 new furnaces and new sorting machines, doubling its size and capacity and workforce and automated packaging lines.

LEP Special Fasteners experience and capabilities utilize a 240,000 square feet manufacturing plant and a 200,000 square feet distribution center to aid customers with design applications, APQP process, PPAP approval, and in house laboratory certified to ISO 17025 per A2LA, company certified to ISO 9001:2008 and TS 16949-2009. LEP manufactures quality cold formed fasteners of steel melted and rolled in the USA. ◊



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DISTRIBUTOR NEWS

Dependable Acme Threaded Products Inc., manufacturer of Acme Threaded screws and nuts, offer a brief description of the Acme thread.

When formulated prior to 1895, ACME threads were intended to replace square threads and a variety of threads of other forms used chiefly for the purpose of transversing motions on machine tools etc. ACME threads are now extensively used for a variety of purposes, valve stems, feed screws, carriage run screws, jack screws and similar applications because they are superior at generating power for motion.

Dependable Acme, with 50 years of threading experience has from stock Acme threaded rods and nuts from 3/8" to 2 1/2" diameter. Hex nuts are from stock and we can also furnish custom mating parts from various materials - steel, brass, bronze, stainless and 4140 Annealed. We stock all standard and non-standard sizes - also LEFT HAND thread. Most orders are shipped same day UPS. We can custom manufacture to your specs. We offer cut thread acme screws in low carbon steel, 4140 Heat treated alloy and stainless steel. Custom satisfaction is still our primary goal.

Give us a call with your next Acme application. Tel: 516-338-4700, Fax: 516-997-5464 or visit us on the web at www.dependableacme.com.

DISTRIBUTOR NEWS

Trinity Supply Chain

Solutions, has opened a new distribution center and regional sales office in Waukesha, Wisconsin.

The Waukesha location at 403 Midland Avenue is strategically positioned to serve Milwaukee and Southeast Wisconsin as well as the Milwaukee to Chicago industrial corridor. The additional 15,000 sq. ft. warehouse brings Trinity's overall warehouse space to over 250,000 sq. ft. in 8 North American locations.

With this expansion, Trinity provides upper-Midwest customers a full supply of standard and customer-specific fasteners and components through its Trinity Hardware Headquarters catalog distribution service. The Waukesha distribution center is the home of Trinity's large diameter fastener program - large diameter hex head cap screws, nuts,



and washers, all made in the U.S.A. In addition, the Waukesha location offers bulk and package items, ready-packaged inventory on over 10,000 items, and same day shipping.

The Waukesha center can accommodate more than a half million pounds in its bulk locations and over 10,000 parts in packaged inventory. For wholesale distribution, Trinity also offers additional value-added services including custom packaging, kitting, sub-assembly, private labeling, drop shipping and third-party logistics (3PL).

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



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SOUTHWESTERN FASTENER ASSOCIATION

BRUCE DARLING FEATURED SPEAKER AT SFA's SPRING CONFERENCE & EXPO - MARCH 22-25, 2012

Bruce Darling, Porteous Fastener Company, will kick off the 2012 SFA Spring Conference and Table Top Exposition on Friday, March 23. Full Conference registrants will get the latest information from Darling concerning the status of fastener imports from China, Taiwan and other Asian manufacturers. Darling will be followed by a panel discussion on the current state of the United States fastener industry. Discussion leader, Don Carr, Porteous Fastener Company, will be the panel moderator and will be joined by representatives of Nucor Fastener Division, and Stelfast, Inc. Additional panel participants will be added closer to the conference.

Longwood Golf Club will be the site of the SFA golf tournament. Golf Committee Chairman, Bobby Salome, El Paso Bolt and Screw Co., has planned a unique format for the event. It will be a three player scramble with two teams playing on the same hole. Salome is in the process of obtaining various prizes for the tournament. Individuals and/or companies desiring to be a part of the tournament should contact Salome at 915.772.7491. Friday concludes with the awards reception and dinner for full conference registrants.

The SFA Table Top EXPO will be held from 1:00 to 5:00 P.M. on Saturday, March 24, 2012 at Houston Marriott Westchase Hotel. The expo will be preceded by two excellent seminars on Saturday morning. John Longyear, Metric & Multistandard Components, will moderate a panel on "The Current State Of The Metric Industry" and John



Marriott WestChase Hotel, Houston TX, location for the SFA 2012 Spring Conference and Table Top Exposition



Houston TX, host city for the SFA 2012 Spring Conference and Table Top Exposition



Bruce Darling - featured speaker at the 2012 Spring Conference & Expo



Enjoying the Texas view!



*Scott Chaikin, Interstate Threaded Products
Jeff Podshadley, Interstate Threaded Products*

Wolz, Global Fastener News, will moderate a panel on "How To Buy Fasteners". Information on the 2012 SFA Conference and EXPO can be downloaded from the SFA web site: www.sfa-fastener.org.

The Marriott Westchase was the site of the 2008 Spring Conference and Exposition in Houston. For 2012, SFA has secured an excellent room rate of \$79 per night for the conference and EXPO. The hotel features free parking and is close to many of the finest restaurants in Houston. It is also conveniently located off of Beltway 8 and Westheimer and is an equal distance from Houston George Bush Intercontinental Airport and Hobby Airport.

In other SFA activities, The Board of Directors elected Susan Davis, Southwest Distributor Sales, Chairman; Don Carr, Porteous Fastener Co., President; Tom Stocking, Stelfast, Inc., Vice President; John Longyear, Metric & Multistandard Components, Treasurer and Mary Chambers, Assembly Products & Sales, Assistant Treasurer. Joining the SFA Board for a three year term is Michael Rodriguez, The Fastener Connection, Houston, Texas. Departing the SFA Board after serving her three year term was Michelle Rosser, Big Red Fasteners, Broken Arrow, Oklahoma.

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



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BEST PRACTICE #35: REGULARLY SPENDS TIME & MONEY IMPROVING SALES SKILLS

Having spent most of my adult life in Michigan, I have naturally grown to be a fan of the Detroit professional sports teams. Basketball is my favorite sport, and I've been a Pistons fan since before the Bad Boys.

As you know, the Bad Boys were world champions for a couple of years in the 80's. Isaiah Thomas was the leader of the team. He was at the top of his game – most valuable player on the world championship team. It doesn't get any better than that.

During that time, he built a house in Detroit, and added an indoor basketball court. When asked about it by a local newspaper reporter, he replied that he often woke up in the middle of the night and used the basketball court to practice his free throws.

Imagine that. The most valuable player of the world championship team practicing the most basic shot in the game in the middle of the night. Why would he do that? Probably because he was not a 100 percent free-throw shooter. No matter how good he was, he knew there was room for improvement, and that he could become better yet.

That belief, that you are not as good as you could be, that there is always room for improvement, is one of the marks of the best sales people.

The world is full of mediocre sales people who don't

care enough about their own performance to spend any time or money improving themselves. My own experience is that only one out of twenty sales people has spent \$25 of their own money on their own improvement in the last 12 months.

While that certainly is an indictment of their lack of professionalism, it also represents an incredible opportunity for those who want to excel. Image how competent you could become, relative to your competitors, if you regularly spent time, money and effort improving your sales skills! What an opportunity!

That's one reason why the best sales people are the best. They regularly spend time and money on the pursuit of perfection. They are the ones who buy the books, listen to the CDs, attend the seminars, and eagerly participate in sales meetings.

Vince Lombardi once said, "We will pursue perfection, knowing that we will never attain it. But in the striving for perfection, we will catch excellence." The best sales people continually pursue perfection, knowing that in the striving for it, they will catch excellence. And excellence is rewarded by greater competence, greater confidence, and a more robust standard of living.

That's why it is one of the best of the best practices. ◊



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The buzz on the floor during the National Industrial Fastener & Mill Supply Show in Las Vegas last October was all about Jennifer Friel's appearance as the inaugural guest in the WIFI Speaker Series.

Friel, the owner and president of Mid West Fabricating and the chairwoman of the Industrial Fastener Institute, spoke to a room full of women (and a few men) who attended the event sponsored by Women in the Fastener Industry. She urged them to fight the "brain drain" in manufacturing and said that the industry must adapt to make careers more appealing to younger workers.

Simmi Sahuja, president of Stelfast, Inc., introduced Friel, and also spoke about what it takes to be a successful woman in the fastener industry. Mary "Lou" Aderman and Pam Berry officiated at the event, where attendees traded business cards and picked up WIFI applications. Friel's presentation, "One Woman in the Fastener Industry" is available to download on the WIFI website, www.fastenerwomen.com.

The excitement continued at the WIFI booth during

the show, as Aderman, Berry, Joanne Bialas, Mary Chambers and other WIFI members handed out more than 200 WIFI applications to women interested in joining the group. The \$50 membership fee provides unlimited mentoring opportunities, scholarship eligibility and discounts to WIFI events.

"Currently we have almost 250 members on the WIFI LinkedIn page, but in order to continue providing the Speaker Series, the Edith Cameron Scholarship and other WIFI events, we need paying members and corporate sponsors to keep the quality and consistency going," said Aderman.

Corporate sponsors for the Vegas event were Spaenaur, Jinding, Advance Components, Assembly Products, International Fasteners Inc. and The Aderman Company Inc.

Visit the WIFI website to download an application, read up on WIFI news, download Friel's presentation, as well as NIFSM presenter and business consultant Ann Marie Houghtailing's presentation on "The Culture and Discipline of Sales and Business Development." ◊

**WIFI NIFS MEETING - OCTOBER 19, 2011**

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NATIONAL FASTENERS DISTRIBUTORS ASSOCIATION

NFDA FALL FORUM RECAP

The NFDA 2011 Fall Forum was held October 18-19, 2011 in conjunction with the National Industrial Fastener & Mill Supply Expo at the Sands Expo Center in Las Vegas. With most members already in Las Vegas for the Expo, this new location and venue proved to be a success for the association.

The meeting kicked off on Tuesday with the ever popular welcome reception where everyone had a chance to catch up with old friends and greet new NFDA members.

NFDA planned a full schedule of events on Wednesday which included a catered breakfast, general membership meeting and several afternoon sessions.

There was a 2 hour break to allow for booth set up prior to the afternoon breakout sessions. These sessions included: Negotiations - What's Yours is Yours, What's Mine is Negotiable presented by John Hamilton and Supply Chain Risk Management presented by Gary Lynch.

NFDA will be holding its Spring 2012 Annual Meeting and Executive Sales Planning Summit just outside Atlanta, GA at the beautiful Chateau Elan on May 2-4. This event will combine the casual resort



From left to right: Mark Lenhart, Lorene Magoulas
 Sean Samet and Kevin Queenin

atmosphere of their traditional Spring Meeting with the focused business events and easy access their Fall Meeting and ESPS sessions are known for. ◇
see photos on page 170

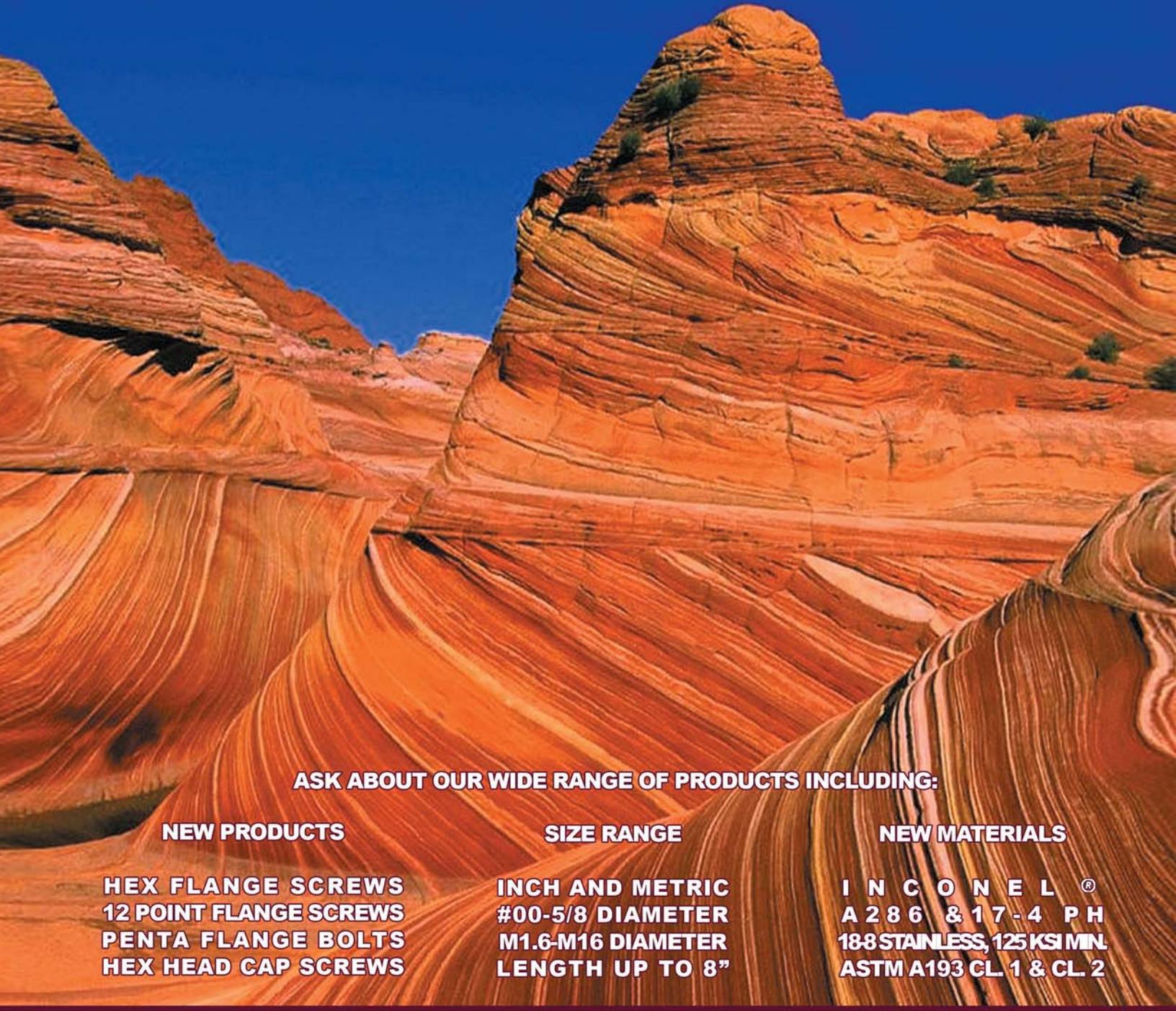
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Servicing such a large base of customers and industries, demands a broad range of products and capabilities. The Manufacturing Division's primary focus is on the production of specials and semi-specials; CSBN defines semi-specials as products with common head styles, in grades and sizes that are not typically found on the shelf. Capabilities include hot forging, roll and cut threading, machining, and grinding from 1/2" (M16)

through 4 1/2" (M115) diameters. Materials range from standard carbon and alloys, to nickel alloys, stainless steels and exotics. Zinc, Galvanize, and Dacromet, Geomet, and Magni are a few of the available finishes.

The difficulty of the specials industry is in the repeatability of processing products; Copper State's answer to this problem is **Critical Care Processing and Critical Care Products**. Tight process controls, lean manufacturing, FMEA, PPAP, and an in-house A2LA Accredited lab are integral parts of this critical processing. Improving this further, the scope of our lab is not only for destructive testing, but also for the in-process dimensional inspections required for consistency and reliable inspection frequencies.

There is one other MUST from a specials and semi specials provider.....service. CSBN carries a large, diverse, inventory of round bar and semi-finished blanks to help meet industry requirements for quick lead times. With the addition of metric 10.9 blanks in stock, CSBN broadens its high level of service. ◊



Gigi Calfee and Martin Calfee

NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO - LAS VEGAS, OCTOBER 19-21, 2011



photos continued on page 123

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NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

NEFDA HELD ITS 3rd BI-ANNUAL TABLE TOP SHOW ON OCTOBER 3, 2011 by Joe Soja and John Wolz

NEFDA held its third bi-annual table top show on October 3, 2011 at the Sturbridge Host Hotel and Conference Center in Sturbridge, MA. All 85 tables were sold out to exhibiting companies with a very diverse range of products and services. Total attendance exceeded 250 exhibitors and distributors. Distributor registrations were slightly lower than the previous show held in 2009. A contributing factor was the National Industrial Fastener and Mill Supply Expo moved their show into October from November allowing only 2 weeks between shows. NEFDA will consider other date options for 2013.

Nine technical seminars were provided followed by a panel discussion on "How to Buy Fasteners". NEFDA would like to thank the following companies that presented:

- Crescent Manufacturing • Continental-Aero
- Distribution One, Inc. • ND Industries
- Pilgrim Screw • Powers Fasteners, Inc.
- REMINC • Rivet & Eyelet Technologies
- Safety Socket, LLC

The seminars were well attended and received by attendees. We received many favorable comments from the attendees on the subjects presented.

A panel discussion followed on "How to Buy Fasteners". John Wolz, Editor / Publisher -Global Fastener News moderated the discussion. Panelists included:

- Skip Gallo, Executive VP Business Development - Next Level Partners
- Joel Roseman, Executive VP - Arnold Industries, Inc.
- Bill Vodicka, Sales Manager - Allstar Fasteners, Inc.

Here is a summary of the discussion as written by John Wolz who moderated:

In a conference on "How to Buy Fasteners," sponsored by GlobalFastenerNews.com, three fastener industry leaders offered tips to buyers for distributorships.

The first step in training fastener buyers is the distributorship must establish a purchasing philosophy so "everyone is on the same page," Joel Roseman of Arnold Industries Inc. said.

He recommended dealing with suppliers "who understand your needs."

Keep focused on "total cost," Roseman advised. A supplier who can ship in the 35 lb boxes needed by your customer reduces the cost of repacking, he pointed out.

"Don't be wooed by small incremental price differences," Skip Gallo, executive vice president of Next Level Partners, advised.

Distributors need to establish strategic thresholds on what percentage they need to save to change suppliers. Gallo suggested 18% to 22% at a minimum and they should be looking for 25%. "Increase your thresholds," he advised.

"Ask questions," AllStar Fasteners Inc. sales manager Bill Vodicka urged.

Don't just ask questions of your vendors – also talk to your customers, manufacturer Vodicka added. One buyer discovered an order of one-inch screws were penetrating out the back of the actual application. By finding that out before the next order, AllStar then produced 15/16s-inch screws. "Problem solved," Vodicka declared.

Letting vendors know anticipated usage is especially important now as all stages in the supply chain have lower inventories. "Everyone is out of stock," Vodicka said of the entire supply chain from steel to packaging.

* * * *

NEFDA would like to thank all the companies that contributed raffle prizes at the show. The raffle was a big hit. Rick Rudolph, Lehigh- Armstrong, Inc. did an outstanding job announcing the winners.

Cocktails and a dinner buffet followed the show. Sturbridge Host Hotel & Conference Center served an "Italian Feast" along with some traditional New England dishes. NEFDA would like to thank the following hospitality sponsors:

- Alltech Specialty Fasteners, LLC
- B & B Threaded Components, Inc.
- Fall River Manufacturing
- Kanebridge Corporation
- JM Lawson Associates
- ND Industries
- North East Fasteners Corporation

Steve Wilson, President of NEFDA thanked everyone for coming and participating in the show activities. He then called Bill and Pat Lang to the podium to be inducted into NEFDA's Hall of Fame. The Langs have worked tirelessly for many years on behalf of not only New England Fastener Distributors Association but also the Metropolitan Fastener Distributors Association.

NEFDA's next event is scheduled for Jan, 12, 2012. Due to an unexpected snow storm in October the education seminar scheduled for Nov. 3rd was cancelled and moved to Jan. 12, 2012. The topic is " Reshoring (Manufacturing Returning to the United States) Harry Mosher, Chairman Emeritus Agie Charmilles will present along with Skip Gallo, Executive VP Business Development, Next Level Partners.

photos on page 169

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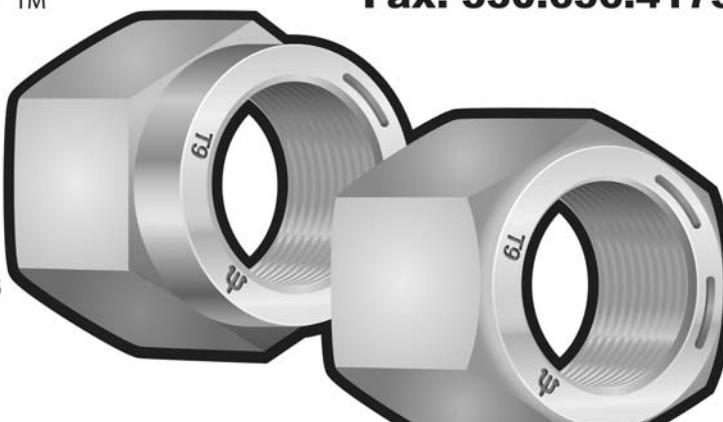
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Class 10
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M6 - M16

Grade C
Collar &
Thin Collar
5/8" - 3"

LESSONS FROM THE FIELD: COATINGS AND LUBRICATION *continued from page 12*

These results were somewhat surprising for a couple of reasons. First of all, the 20% range was higher than what we usually see with lubricated bolts. While we occasionally see ranges this high, the range is typically in the single digits.

Second, we usually see a consistent, linear relationship between torque and tension. With these bolts – not so much. The change in the slope of the torque-tension curve means that the friction in the assembly, or k factor*, fluctuated while the bolt was being tightened. I have tested many lots of fasteners, and I have not seen this before. Fortunately our customer has not experienced any problems in the field. They lubricate their fasteners and use Squirter DTIs. Squirter DTIs will guarantee that your bolts will consistently reach target tensions regardless of the torque required to get there.

Is This Uncommon?

For a reality check, I contacted with another user of Dacromet bolts to get their opinion. They use thousands

of Dacromet coated bolts in their wind towers each year. Like so many companies, they test a sample of bolts in a hydraulic load cell to determine the torque to be used to install bolts. It turns out that occasionally they have the exact same problem that I encountered here: unruly "dry" bolts and inconsistent k factors with lubricated bolts. And, it can cost them days of erection time while they sort out the problem.

The bottom line is something we at Applied Bolting have known for years: friction is a fact of life. Dacromet offers excellent corrosion resistance and eliminates the risk of hydrogen embrittlement. But, like other coatings, if you are wedded to torque-based methods, you will experience varying degrees of tension scatter. In extreme cases, some bolts will be loose and some will break during installation. One solution is to use Squirter DTIs. Squirter DTIs will guarantee that your bolts will consistently reach target tensions regardless of the torque required to get there. ◊

* The k factor is a dimensionless factor relating torque to tension:
 $K = \text{Torque}/(\text{Tension} \times \text{Bolt Diameter})$

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Chandler and will serve as primary customer contact for Quality-related issues. A ten-year veteran of EFG's Ohio Rod Products division, she has previously worked in Shipping and Logistics positions and spent the past four years there in Quality Technician and Quality Assistant posts. She has received Six Sigma Yellow certifications and will complete her Black Belt certification during the 1st quarter of 2012.



Chuck McRoberts has been named as Quality Technician at Ohio Rod Products, based in Versailles, IN, also effective November 21, 2011. He is a twelve-year veteran of the company, having previously filled positions in Shipping

DISTRIBUTOR NEWS

Two divisions of the **Elgin Fastener Group** have assigned individuals to new positions in their Quality Control departments.



Chandler Products, Cleveland, OH, has named Amy Hedges as their Quality Supervisor effective November 21, 2011.

Hedges will be responsible for all Quality functions at

and as Senior Stock Coordinator.

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

Contact Elgin Fastener Group, 1415 S. Benham Rd, Versailles, IN 47042. Tel: 812-689-8917, Fax: 812-689-1825, email: quotes@elginfasteners.com, or online at: www.elginfasteners.com.

FASTENER CROSSWORD PUZZLE

Test Your Knowledge!

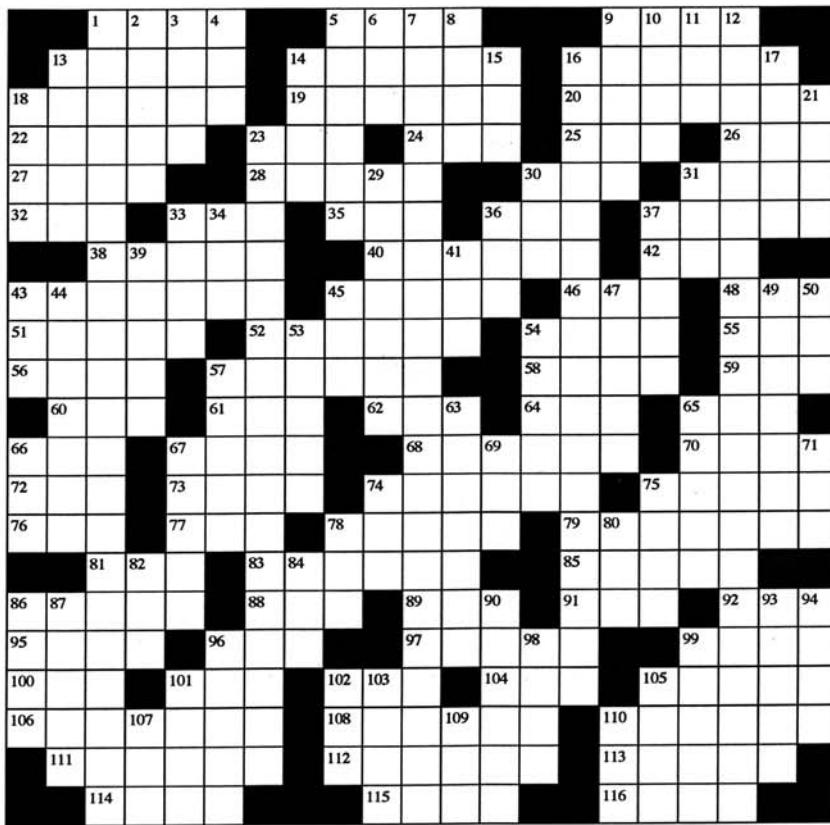
ACROSS

- tubular rivets
- in anchors
- Early word for baby
- Dame Cathedral
- Neighbor of California
- Hug
- Wealth
- Cooing bird
- Juneau resident
- Refreshed a stamp pad
- Coolidge, to pals
- Before, in poetry
- screw; one used to secure a pulley or gear to a shaft
- Historical period
- Orange rind
- Earthenware cooking pots
- Half-qts.
- Q-tip, for one
- Suffix for cold or bold
- Floor cushion
- Mont Blanc or the Matterhorn
- Lubricate
- Yrbk. section
- Jeer at
- nut; fastener with a built-in washer
- Hole-making tool
- Quality counter material
- Contaminate
- up; misbehave
- Have debts
- off; reduce gradually
- Century 21 or Coldwell Banker
- Resound
- "No __, Jose!"
- Long & short or hot & cold: abbr.
- Back of the neck
- Diving bird
- Cable __; item for tying wires
- Surface defect
- Ending for pay or Motor
- Chicken __ king
- Shiverer's remark
- Noah's boat
- Coiled or slotted spring —
- Bullfight cheers
- Nut variety

- Max __; actor on "Barney Miller"
- School subj.
- Not taped
- Canada's capital
- Paper bags
- Golfing org.
- Mean Amin
- Wild disorder
- Like tires designed to grip the wet road
- Reno's state: abbr.
- Refuses
- hint; make a subtle suggestion
- Soup server
- Small amount
- FBI crime lab evidence
- Occupation
- Org. for the Panthers and the Penguins
- Carney and Garfunkel
- Pres. Arthur's initials
- Lightweight wood
- 6/6/44
- Slangy denial
- Floor cleaning tool
- Max Klinger or Radar O'Reilly: abbr.
- Black Jack or Juicy Fruit

- Strong rope, often made of wire
 - Physically mean
 - Seaman
 - Steel structural __; fasteners that have replaced high-strength bolts
 - Cigarette user
 - Pay no attention to
 - Arthritis symptoms
 - South African Dutchman
 - On __; nervous
 - Majority
- DOWN**
- Screw types
 - Lucy's landlady
 - Talking horse
 - Ending for cook or book
 - hole; bore
 - Like gas that is not premium: abbr.
 - Washer types
 - Penniless
 - Evans and Robertson
 - Smell __; suspect trickery
 - Moines
 - Types of bolts
 - Largest digits

- October birthstone
- 90° from WNW
- Types of nuts
- Ferguson or Palin
- Ready to be picked and eaten
- Captures
- Types of pins
- Hay variety
- Sty resident
- Plant seeds
- Big name in wilderness preservation
- Crawling bug
- Toronto's prov.
- one's hands; did nothing to help
- Builds up __ egg; puts money into savings
- Word with body or one
- Classic Pontiac
- Knocking
- Greek letter
- Part of a circle
- Honolulu resort beach
- bolt
- Clear the slate
- Arm joint
- Large __ steel rivets



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Solution on Page 177

DESIGN GUIDELINES & SOFTWARE DEVELOPMENT *continued from page 8*

Enter VDI 2230

Both of these gentlemen participated in the group that developed the Guide Line VDI 2230 – Systematic Calculation of Highly Stressed Bolted Joints – published in 1977 by the German Society of Engineers (VDI).

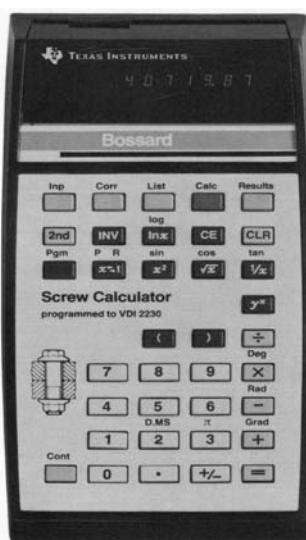
Over the past 3 decades, VDI 2230 has gradually become the basis for manufacturing industries all over the world. I proposed during one of the first meetings in the Bolting Technology Council that we (the US) should adopt this guide line instead of spending countless hours arriving to the same conclusions. We could simply translate it to English (with the OK from VDI of course), but my suggestion was not accepted by the majority of council members because it was not US made! We have since 1986 not been able to work up a similar guide line for ourselves. In the mean-time VDI 2230 now is published by VDI in both German and English!

As you may expect of a technical engineering document like this coming out of Germany after many years of preparation, it is not written on one single page. In fact, it is a rather extensive guide line, with a multitude of equations, tables, graphs plus a database for products, threads and materials. To use it manually is a challenge to anyone and also a rather time consuming activity.

Software Development

Due to the complexity of the VDI 2230 guide line, a project was initiated by Bossard in Switzerland (Jakob Kluser being greatly involved) and Dr.-Ing. Michael Galwelat at the Technical University of Berlin to develop a computation method utilizing a modified, programmable calculator. Texas Instrument in Zürich started working on a modification of their T-58 model to fit the program and the result was the Bossard Screw Calculator.

I got involved in this project to, among other things, do translations and work on a step-by-step manual to make the



calculator as user-friendly as possible.

The Bossard Screw Calculator was easy to use: After data input, which could typically take 10 to 15 minutes, the calculator needed about 2 minutes to do the calculations and prepare the results and produce safety factors. This information had to be either written down on a specially prepared form by recalling one item after another, or printed out on a paper strip. If the designer did not like the initial results, he/she could then edit the input data (i.e. stronger fasteners, better tightening tool, etc.) and push the calculation button again for another 2 minute wait for the re-calculation.

Compared to today's micro-second calculations this seems like an eternity, but back in the early 1980's this was considered "lightning-quick". We also have to realize that compared to 6-8 hours of working VDI 2230 with a regular calculator or slide-rule, this was truly a revolution.

Acceptance

When I introduced the Bossard calculator/VDI 2230 in the United States in 1983 it was first met with a great deal of interest by design experts in the high-tech and auto industries. However, the interest did not result in the high sales volume we expected, in fact, it was a great disappointment. I got a lot of excuses mixed with the admiration of the project. One objection from one of our US auto makers was that it was "foreign" (even if they had engineers from their own German facilities involved in VDI), another was that it was "too complicated", their lawyers warned about possible misuse and lawsuits, etc.. I am known as a "stubborn old mule", but after a year of this up-hill battle I simply threw in the towel and gave up on the project. I still have one of these museum pieces on my desk to remind me that I am not a good salesman.

The irony is that after 20 more years after I introduced the VDI 2230 in the US, it became the preferred design methodology for almost all of our high-tech and multi-national industries, including those who I tried to convince earlier.

In retrospect, had we waited a few more years until the PC's with floppy discs arrived more readily in front of all engineers, it may have given better results. Of course, the "fear-factor" would still be present.

Now, a quick leap into the future, a.k.a. TODAY.

DISTRIBUTOR NEWS

Telefast Industries

announces the addition of Matt Hall to its sales and marketing staff.

Mr. Hall brings over 22 years of fastener sales experience to Telefast and will be assisting in the continued sales growth of Telefast's domestically produced fastener lines, including various types of nuts, hex head cap screws and cold headed specials, serving several industries.

For more information please contact Telefast Industries, at 777 West Bagley Road, Berea, OH 44017, Tel: 440-826-0011, Fax: 440-826-3785 or visit online at www.telefast.com.

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DISTRIBUTOR NEWS

**Leland Powell
Fasteners, Inc.** has welcomed Greg Cool as their new Quality Assurance Manager.

Greg Cool brings twenty-nine years of experience in the fastener manufacturing industry to Leland Powell, having had previously served in management positions with Emhart, Bollhof Rivnut, and Talma Fasteners. Greg holds a BS/Science degree from Western Michigan University, and earned his MBA from Indiana Wesleyan. He and his wife have relocated to the Martin, TN area from Kendallville, IN.

A member of the Elgin Fastener Group, Leland Powell Fasteners offers Standard and Semi-Standard fastener solutions to



industries ranging from Lawn and Garden, Appliance, and Furniture to Commercial Trailer applications; their patented Lo-Driv® Thread Rolling Screw is designed to improve speed of assembly, reduce operator fatigue and strip-out problems, and eliminate the need to pre-tap holes and cross threading. Leland Powell also produces Grip-Lite™ Screws, which are designed specifically for thin sheet metal applications.

For more information, contact Leland Powell Fasteners, Inc., 8160 Highway 45 S., Martin, TN 38237. Tel: 731-587-3106, Fax: 731-587-9613, email: info@lelandpowell.com or visit them at their website: www.lelandpowell.com.

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DESIGN GUIDELINES & SOFTWARE DEVELOPMENT *continued from page 118*

VDI 2230 in the 21st Century

The VDI 2230 guide line and modern computer technology now make it possible to quickly find a way to design reliable and safe bolted/screwed joints even if they are complex. A few soft-ware programs have been introduced, all based somehow on the German document.

One of the first, and in my opinion still the superior, was the result of collaboration between Fritz Ruoss of Hexagon Industriesoftware GmbH in Germany (Fritz.Ruoss@hexagon.de) and Ralph Shoberg (rshoberg@rstechlt.com) of RS Technologies (now part of PCB) in Farmington Hills, MI. Their software is called SR1, S for Shoberg and R for Ruoss. Ralph had developed and patented the M-Alpha (moment/torque and angle) and F-Alpha (force and angle) graphics to augment the basic VDI 2230. This addition made SR1 a much more complete and useful tool both for joint design work and for performing audits.

For those of you (all of you I hope) who wish to study this in more detail, Ralph has written two recent articles in the Link Magazine (Spring 2011 34/2 and Fall 2011 34/4) that I strongly recommend that you read or re-read.

Now a Word or two of Caution

It is easy to get carried away with all the fancy micro-second capable calculation programs and colorful FEA pictures we have access to today. So, if we disconnect our brains and creative minds and just do the "thinking" with happy fingers on the key-board, we may burn these fingers and a lot more. Any good and reliable joint design must always start with considering things like:

- *Joint Geometry
- *Magnitude and direction of external forces
- *Materials (corrosion, thermal expansions, etc.)
- *Temperatures
- *Tightening method
- *Fastener choices
- *Accessories
- *and the list can be made a lot longer.

With today's higher demands on light-weight and high-strength designs, we must design our mechanical joints with more care and with much less guess-work. Using modern software and proven design guide lines like the VDI 2230 will be great supplements to our own abilities to think and to be creative. ◊



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ARE BARCODES RIGHT FOR YOU? *continued from page 10*

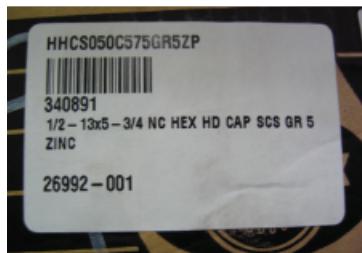
The BUSINESS EDGE 2.0

Faster Picking - Less Effort - More Accuracy

All these work together to reduce costs and improve productivity. Complete integration into **The BUSINESS EDGE 2.0** means that the users know the up to the second status of the inventory balances and order picking function. Inventory management becomes easier because there are no errors. This means no lost inventory, no incorrect shipments, no miscounts and no wrong lot numbers. All of this happens with less time and effort than the manual system.

Counter Sales

If you do a significant Counter Sales or Retail business, bar codes can speed up service to your customers, shorten the lines and eliminate mistakes. This is a very inexpensive way to use bar codes and it has a very quick payoff if you are doing this type of business.



Vendor Managed Inventory

A well run Vendor Managed Inventory system can be a big sales differentiator for a distributor. These systems not only improve customer loyalty, but they also increase margins. Since the extra services add perceived value, the distributor can charge more for their products. The customer still saves money. They don't overstock and they never run out of any product.

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



of the part as well. These labels are affixed to the customer bins.

The labels are scanned so that orders can be created with an absolute minimum of effort and zero errors. They are submitted electronically so that they are entered into **The BUSINESS EDGE 2.0** without anyone ever entering a part number or quantity. Hours of order taking at the customer site turn into minutes. Hours of data entry at the office disappear completely.

Two Scanner Options

The Bluetooth Scanner scans orders into the smart phone app which runs on all iOS devices (i.e. iPhones & iPads) and Android devices. The user can view detailed information about the scanned item instantly. The user can upload orders at any time from wherever they have cell phone coverage or wifi access.

The USB Scanner stores the order internally until the user is ready to upload it to a PC, where detailed information is then shown to the user. The order is then transmitted to the vendor's server over the Internet. This is particularly useful for customers scanning and submitting orders themselves.

Confirming Email

Upon order submission, eMail confirmations are sent to the interested parties.

The result is an efficient and easy to use system that provides complete end-to-end control of the inventory. This creates loyal customers who are much less price sensitive even in these difficult times.

Competitive Advantage

The BUSINESS EDGE 2.0 offers Fastener Distributors a true competitive advantage. Using bar codes to enhance the system efficiency makes the Fastener Distributor almost unbeatable. ◊



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photos continued on page 126

GET YOUR QUICKSILVER ON - GOOGLE OFFERS TO SPEED UP YOUR FASTENER WEB SITE - FOR FREE *continued from page 26*

Gerardo Altman, a reseller manager for Velocity Host (<http://www.velocityhost.com.au>), a Web hosting and services company, adds that avoiding known bandwidth hogs also greatly aids in streamlining Web pages. In practice, that means no Flash on his Web pages, no music, as well as the use of extremely skinny images – no more than 72 dpi.

Leon Millard, director, at WebCreationUK (<http://www.webcreationuk.com>), a Web design firm, agrees that often, less is more. "Take off any 'gimmicks,'" Millard says. "Having a flash loading screen or music playing in the background may seem fun and 'cool' but the reality is that it will simply annoy your browser which could cost you a sale."

Fortunately, any fastener distributors who miss out on Google's limited time offer can still sample the efficacy of Page Speed Service by visiting an online tool, Measure Speed Up (<http://code.google.com/speed/pss/docs/tryit.html>), and simply punching in their Web site address.

Essentially, the tool returns an analysis on the typical download time for a Web site, as compared to the enhanced download time for that same Web site after auto-optimization by the Page Speed Service. Users can also change variables in the test, including the type of browser used, the type of Internet connection used (cable, DSL, etc.), and the like.

"Google likes to see sites that load fast because users do," adds DreamCo's Correia.

Besides its availability as an automated service, Page Speed technology is also available in alternative applications for fastener distributors. If you're technical in this area, you can probably handle these tools yourself. If not, you should ask your in-house computer guru which of the following tools will give your Web site the most additional mileage.

Fastener distributor marketers looking for a speed optimization tool they can add to their browser, for example, – and then pick-and-choose the resulting recommended speed tweaks – will want to check out Page Speed Browser Extensions, located at (<http://code.google.com/speed/page-speed/>

[docs/extension.html](#)). Currently, extensions are available for the Google Chrome browser and Firefox.

Those who prefer to use an online tool that will analyze pages – but again, leave the changes up to you – may be more interested in Page Speed Online (<http://pagespeed.googlecode.com/>). This tool also features Page Speed Mobile analysis, which lets developers analyze their site as viewed by a mobile browser, and get suggestions specific to mobile optimization.

Meanwhile, Web designers and IT types may be interested in yet another spin on Page Speed technology, which can be downloaded onto an Apache server.

Essentially, the Apache aid performs the same analysis and automatic rewriting of Web pages as the new Page Speed Service, but does so locally, on your Apache serve, and under the complete supervision of your IT department. For more info, check out the 'mod pagespeed Apache module' at the following address: (<http://code.google.com/speed/page-speed/docs/module.html>).

Still need more? Google's got it with a different speed analytics tool it recently incorporated into its online Google Analytics package, Site Speed Report (<http://analytics.blogspot.com/2011/05/measure-page-load-time-with-site-speed.html>). This is a free, handy addition for those who are already using Google Analytics (also free) to analyze user activity on their Web site.

Site Speed Report will tell you which of your landing pages are the slowest, how page download time impacts your emarketing campaigns, how page load times vary across the word, how your Web site performs in different browsers and the like, according to Trevor Claiborne, a Google Analytics team member.

As Web greybeards know all too well, Web technologists have been tinkering with all sorts of speed tools the help get cyberspace in gear ever since the first Web page was abandoned due to an agonizingly slow download speed. You can find a representative sampling of these tools at 'Let's make the web faster' (<http://code.google.com/speed/tools.html>). ◊



Nearly half Web surfers surveyed demand Web pages that download in two seconds or less, according to Akamai.



Google's Larry Page and Sergey Brin are offering Google Page Speed free for a limited time.

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

FASTENER WORDSEARCH

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

Bronze	Socket cap
Chamfer	Spacers
Cotter pin	Square washer
Coupling nut	Stud
Drill bit	Tapcon
Elevator bolt	Timber screw
Expansion anchor	Torsion spring
Flange nut	Void
Fold	Zinc
Hanger bolt	
Hex lag screw	
Lock nut	
Lock washer	
Nails	
Pits	
Reed and Prince	
Saw	
Shoulder bolt	

Solution on Page 177

NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO - LAS VEGAS, OCTOBER 19-21, 2011



photos continued on page 128

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NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO - LAS VEGAS, OCTOBER 19-21, 2011



photos continued on page 150

POSTAL SERVICE CUTS WILL PUSH BUSINESS IN A NEW DIRECTION *continued from page 14*

So what will be the effect on consumers and businesses if prices rise and services decline? What should businesses do to prepare? Differentiate between communications that can be handled by computer-to-computer contacts. Develop capabilities to encourage and receive electronic payment. Develop tighter relationships with the private package delivery services. These relationships can be used to bargain for more competitive prices. Define the kind of things that are suited to first class mail delivery, i.e. original contracts and documents requiring actual signatures. Teach your people to know when to use that venue. Know when mass mail advertising campaigns make sense given the cost and speed (or lack thereof) of the mail. What about mass e-mail promotions to your customer base of buyers?

If Saturday mail delivery goes by the wayside is it just a short step to a Monday-Wednesday-Friday delivery schedule? Ending Saturday delivery alone might have limited impact because many businesses are not open then anyway. If a regular workday delivery disappears that might cause things to reach a critical point. Where fastener distributors are attempting to meet the just-in-time delivery demands of their customers this might seriously send them to private delivery services. Also,

what about mailings for special promotions, open houses and similar "time-based" advertising? Businesses will have to time their mailings earlier to insure sufficient notice of the events is given and that advertising doesn't arrive after it is too late.

Wholesalers, with their large inventory holding costs, are cash-flow dependent. They will certainly be affected. Consider the even greater problems for those whose products are truly geared to fast daily delivery such as mail-order prescriptions, financial service companies and real estate companies needing document execution and others.

As post offices and distribution centers are closed and employees downsized will it just lead to slower and less efficient mail—and more incentive to switch to other providers—or for new private providers to enter the market? Will it create a snowball effect as the Postal Service loses volume to competitors and then must raise rates further to cover its costs?

Communication is operating in a new world. The United States mail as we have known it will be redefining itself and its services. Businesses will want to be prepared for the impact this will have on their operations, their cash flow, and their customers. Now is the time to plan. ◊

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2012 BUSINESS PROGNOSIS *continued from page 30*

It is impossible to siphon workers from other manufacturing industries. Not only are welders specifically trained and skilled for their work, but other trades are also suffering from the same deficiency. AC Nielson recently surveyed 100 manufacturing executives concerning the labor shortage, revealing the worker deficit will cost no less than \$100 million over the next five years. The shortage will require unprecedented expenditures that must cover recruiting and training, and possibly any quality control issues that can arise from the mistakes of novice workers.

Unfortunately, there seem to be some irreconcilable complexities with these costs. The current economic climate requires companies to adhere to stringently lean budgets, but clearly, investing in the future is essential. The Nielson report exposed these conflicting demands, disclosing that more than 60% of the surveyed executives had determined training to be crucial to the future of manufacturing, but had only set aside 1 to 5 percent of their budgets to fuel the programs.

Despite these difficulties, there is still hope for the U.S. manufacturing industry. Companies are beginning to bring their facilities back to American shores, and the demand for high-quality, highly trained professionals in the skilled trades is on the rise. In the coming year, three developments will help manufacturers meet their demands for skilled employees.

First of all, as manufacturing companies begin to increase their training budgets to compensate for the retirement rate of their trade skilled workers, there will likely be an increase in apprenticeship programs. Subsequently, there will be resurgence in the industrial arts in high schools, and recruiting and grooming efforts will begin at a much younger age. For instance, the possibility of identifying kinesthetic students that better work with their hands and minds will allow recruiters to encourage career pathways in manufacturing and trade skills.

Additionally, as manufacturing companies begin to embrace a green agenda and establish themselves as an environmentally friendly industry, the overall image of manufacturing will be restored. A positive, green

reputation will encourage workers to pursue careers in the skilled trades and leave behind the negative attitude towards manufacturing positions previously held by so many Americans.

Lastly, returning military veterans will likely fill a large portion of these skilled trade positions. The values instilled by military training and education naturally lend themselves to the industry, and manufacturers looking to build their workforce will rapidly embrace the disciplined and adaptable nature of most veterans.

The face of manufacturing is changing, but it will emerge stronger and better equipped for the future. The time-honored, valuable skills that are honed by professions such as welding will bring about business growth and innovation. Cultural norms will be altered, and intelligent recruiting and strategy will meet the needs of the current market. 2012 will bring a more successful, stronger manufacturing industry that will both open doors and see a profit.

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DISTRIBUTOR NEWS

The **Auto Bolt Company** would like to announce & welcome Ray Westfall to the ABN team as of November 2011. Ray brings over 25 years of experience in the fastener industry holding positions as: Operations Manager, Sales Manager and Divisional Manager. He will help maintain the high levels of quality and take advantage of his vast relationships to expand markets in areas such as: DOD, Automotive, Aerospace and Consumer goods.

Auto Bolt is a cold-forming manufacturer of bolts, rivets, and pins, specializing in longer lengths and mid to heavy diameters. The company has been doing business since 1948 in Cleveland, Ohio. The company prides itself on exceptional customer service and superior quality.

For further information, contact Auto Bolt at 4619 Perkins Ave., Cleveland, OH 44103. Tel: 1-800-988-BOLT (toll-free) or 216-881-3913; Fax: 216-881-3918 or visit their website at www.autobolt.net.

DISTRIBUTOR NEWS

ITW Bee Leitzke and ITW Shakeproof Industrial Products which operate five facilities in Illinois and Wisconsin, have now fully completed their integrated into a single company, known as **ITW Shakeproof Group**.

"These two divisions have a long and rich history in their respective markets. While they have operated as separate brand entities, over time they have serviced similar markets, manufactured similar industrial products, and shared customers." said Phil Johnson, General Manager of ITW Shakeproof Group.

"With Bee Leitzke and Shakeproof sharing common markets like agriculture, heavy truck and equipment, pole line, outdoor power equipment, appliance, and railroad, it seemed natural for us to bring the two businesses together," Johnson added.

ITW Shakeproof Group can be reached at 2550 South 27th Avenue, Broadview, IL 60155, Tel: 708-551-2941, Fax: 708-681-3690 or visit the website at www.shakeproof.com.

(continued from page 22)

list of contact information for airlines providing service to these airports is also included on the site to assist travelers.

Contact numbers for shuttle service, taxis, and limousine service, as well as direct links to Enterprise, National, and Alamo car rentals at the Branson Airport are also available on the Airports and Transportation page.

2012 Golf Tournament

Join us for the second annual All American Fastener Show two-man scramble golf tournament at the award-winning Payne Stewart Golf Club. **Golfweek magazine ranked Payne Stewart Golf Club as one of the Top 40 New Course Layouts in 2009 as well as a Top 5 Public Access Course in Missouri in 2010.**

Designed by Chuck Smith and consultant/PGA Professional Bobby Clampett, the course is a tribute to Missouri native and favorite son, Payne Stewart.

You can check out the course at www.PayneStewartGolfClub.com

Tee times will begin on Thursday, May 17th at 9am with 1st/2nd/3rd place prizes awarded. Refreshments will be available on the course.

Entry Fee: \$290 per two-man team

Entry Fee Includes: Tournament entry, cart fees, and lunch with beverages following tournament. Tournament limited to 36 two-man teams with prizes as follows:
1st \$300 - 2nd \$200 - 3rd \$100.

Entry Deadline: March 16, 2012

(continued on page 134)

Show Schedule*

Thursday, May 17th, 2012

Golf Tournament	2 Man Scramble Payne Stewart Golf Club
12:00 pm – 4:00 pm	Registration & Booth Setup
5:30 pm – 7:00 pm	Welcome Reception – Fastener Bash (exhibitor & attendee badges required for entrance)

Friday, May 18th, 2012

8:00 am	Registration
9:00 am	Show Begins
12:00 pm – 1:15 pm	Show Closed for Seminar
12:00 pm – 1:00 pm	NEW! “Dutch” Lunch & Seminar: Social Media & Internet Marketing by Brooks-Jeffrey Marketing, Inc. (free but pre-registration required, with lunch optional – cost TBA)
1:15 pm	Show Reopens
3:00 pm	Show Ends
3:00 pm – 5:00 pm	Tear Down

*Visit AllAmericanFastenerShow.com for the latest updates.



2012 Golf Tournament will be held at the Payne Stewart Golf Club



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(continued from page 132)

The Branson & Area Entertainment page of the website has also been enhanced to feature details on attractions and entertainment options available nearby the Hilton Branson Convention Center, including the adjacent Branson Landing shopping and entertainment complex.

The Branson Landing

The Branson Landing is a unique development, situated on the banks of Lake Taneycomo, featuring boutique shops, top-brand retailers, as well as an array of dining and entertainment options. The All American Fastener Show website now includes a detailed list of restaurants, retailers, and entertainment options available at the Branson Landing as well as information on live shows; theme parks and attractions; golf courses; shopping and outlet malls; and restaurants in the greater Branson area.

Event Location & Rates

The Hilton Branson Convention Center Hotel is in the heart of historic downtown Branson, Missouri. The hotel is located across from the Hilton Promenade and Branson Landing retail and entertainment district situated on Lake Taneycomo.

Show Special Room Rates

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- Single \$139
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Room Reservations call
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rate code - AAFS.

(continued on page 136)

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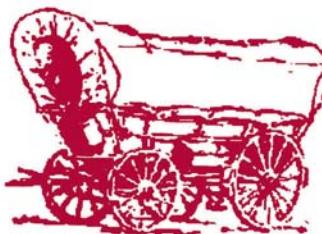
Having come from the heavy manufacturing industry involved in design, fabrication and installation of various types of projects, the Clark's understand the importance of on time delivery, quality, appearance, ease of installation and overall cost in the materials you choose. They take great pride in all materials they supply and Big Red's service is second to none in the industry. ◊



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(continued from page 134)

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A limited number of discounted hotel rooms are available at the Hilton Branson Convention Center Hotel. Rooms can be reserved online at BransonConventionCenter.Hilton.com or by calling (417) 336-5400 and mentioning hotel code AAFS.

Registration for exhibitors and attendees is available online at AllAmericanFastenerShow.com. Registration deadline is April 3, 2012. Sponsorship opportunities for the 2012 show are also available.

For complete information on the 2012 All American Fastener Show, visit us online at AllAmericanFastenerShow.com or contact show organizer, Heidi Volltrauer-Skiver, at 1-877-865-8237.

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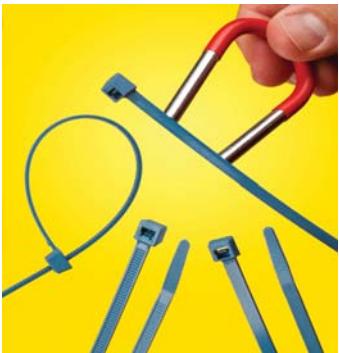
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DISTRIBUTOR NEWS

A new line of metal detectable cable ties that help manufacturers comply with the FDA's HACCP standards and EU regulations by preventing contamination is being introduced by **ACT Fastening Solutions** of Gardner, MA.



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For more information contact ACT Fastening Solutions, 245 Suffolk Lane, Gardner, MA 01440. Tel: 1-800-861-7228, Fax: 978-630-3999 send and email to: info@actfs.com or visit the website at www.actfs.com.

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DISTRIBUTOR NEWS

Vertex Distribution is pleased to announce that Tom Blakely has been hired as the Branch Manager for the Elk Grove Village, Illinois sales and warehouse location. Tom will immediately have sales management responsibility for the states of Illinois, Indiana, Iowa, Kansas, Minnesota, Missouri, North Dakota, and South Dakota as well as the northern peninsula of Michigan and parts of Canada. Tom

comes to Vertex with over 32 years of experience selling fasteners to distributors. He is also an experienced operations manager that will work with distributors to provide a high level of service.

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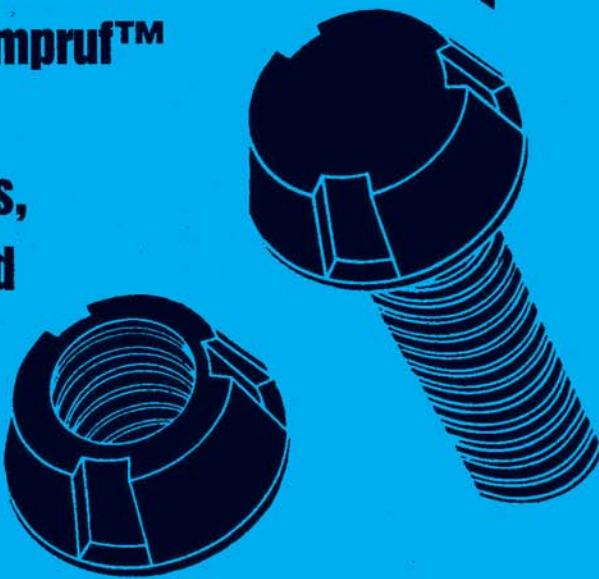
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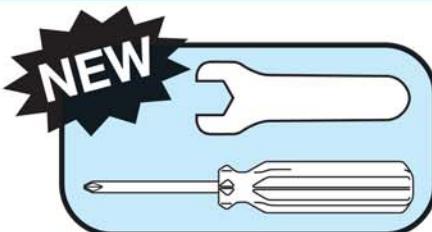
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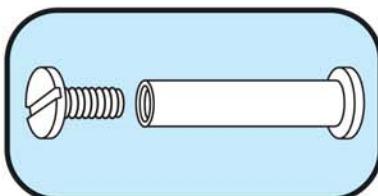
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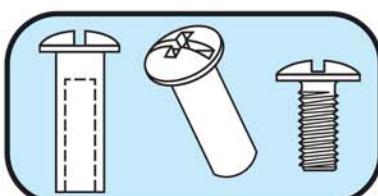
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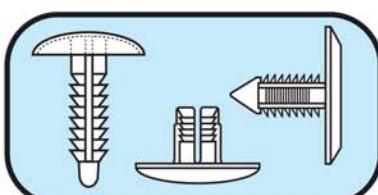
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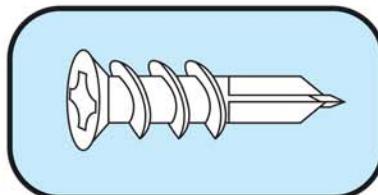
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AVOIDING AUTOMATION *continued from page 28*

Adhering to International Standards can vastly improve the material handling system. There is no point in purchasing cheap, junk pallets if what you really should be buying or leasing are 48' x 40' standard pallets that have a resale value.

Another frequently overlooked source of valuable information is to "brainstorm" with trained, creative individuals. If you never led or participated in a brainstorming group, research what it takes to pull ideas out of people. What you are trying to create is a "focus group" of people who are brought together to consider anything and everything that may be applicable to the situation. Even an idea that is totally "off the wall" may have merit when reshaped by the group.

The goal is to question all assumptions constructively and put many solutions and ideas on the table as quickly as possible. In the first go-around nothing is too improbable or ridiculous. Often the most impossible ideas are the best because they are also the most creative.

Solutions and ideas are then refined to determine what is most applicable to the existing conditions. Quite

often a change in assumptions will solve the problem. Something simple can save millions of dollars in automation and cut months off of the implementation process. Remember that the ultimate answer may be to go out of business and use a third party provider to perform functions that you yourself are doing inefficiently. This may sound ridiculous but many companies have eliminated their own delivery fleet and now use United Parcel or some other service.

When creating a focus group don't get too hung up on titles. The more people involved the better, provided the group can still work together constructively. The insight of the janitor may be far more valuable than the "knowledge" of the Chairman of the Board. The title and costume are irrelevant. The character of the idea is paramount. In fact you are better off with lower level people who can work together than someone from top management who may try to dominate the group.

When the ideas are on the table and being reviewed, keep in mind that many of these when implemented will change the basic data used for comparison with a new automated system. In one operation a suggestion by a

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photos continued on page 162

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BUSINESS VALUATIONS AND THE PROBLEM WITH THE 10th DECILE *continued from page 38*

Ibbotsons, on page 93 of their "2009 Valuation Yearbook" goes on to say: "The firm size phenomenon is remarkable in several ways. First, the greater risk of small stocks does not, in the context of the capital asset pricing model (CAPM), fully account for their higher returns over the long term. In the CAPM only systematic, or beta risk, is rewarded, small company stocks have had returns in excess of those implied by their betas."

It is important to point out that there is plenty of controversy in the valuation community with regard to the use of the size factor in determining risk of a company using only the risk shown in 10b.

The 10b factor was first presented in 2001 and it has not been adopted as the gold standard for all valuations. In fact, there is little guidance in the book itself as to when and why the decile divisions are appropriately used.

For instance, Ibbotson's book presents 7 tables in chapter 7 alone showing Size Premium rates. A few years back, there were a mere 5 tables presenting size rates. On the inside back of the book a table is shown of size premium rates as well. Due to the fact that there are multiple tables presented, merely focusing on one table as the only authority would render the other tables presented in Ibbotson's to be moot and without purpose. It is clearly not the intent of Ibbotson to negate and render its own work useless.

There are specific guidance statements made within the text of Ibbotson's Valuation Yearbook that are advisable to follow in appropriate situations. Reading from page 138 of the 2009 Valuation Yearbook, the intent of splitting the deciles into 10a and 10b is somewhat clarified, but not to an extent that gives absolute guidance as when to use the 10a or 10b or not to use it. The paragraphs merely read "This CAN be useful in valuing companies that are extremely small." The word CAN, a permissive word, is used in the place of MUST, allowing the reader or appraiser the freedom,

but not mandating the use of the table 10a and 10b values.

Fast forward to the 2011 Yearbook, and some clarity opens up on page 90. The book reads and hinges on the word "confidence" in regard to the judgment of the appraiser. It is therefore appropriate to use one's professional judgment in determining which size factor is appropriate in any given valuation engagement.

Even though the split deciles (because of their increased specificity) in themselves suggest they are more precise, the fact remains that professional judgment must be used in selecting a size premium. To keep by the numbers (standing alone) memorialized in Ibbotson, one would go to the illogical conclusion that the only best investment ever to be made would be an investment in a small company.

As this article would suggest, decile 10b is not without its problems and should not be used universally. Yet, it should not be ignored. The mathematics presented in Ibbotson's book are both sound and accurate; and yet mathematics alone can not account for all business activity and human decisions.

Conclusion

Many people in the business community want their businesses to be appraised for a whole host of reasons including that of divorce, business succession, exit planning, buy-sell requirements, etcetera. There is an impression by business people that a simple multiple can be used in determining value and then multiplying that weight against net profit. According to the Internal Revenue Code, which is the authoritative guidance for valuations, and that of the business brokerage community, courts, and many other sources of authority, an arbitrary multiple is simply not acceptable in order to value a business. The appraiser must make a judgment and use authoritative materials to arrive at a factor to reach a sound conclusion. ◊

**...Closely Held
companies do not have
a ready market and are
much more difficult to value
for any given transaction
or purpose.**

**There is an
impression by business
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FAST FASTENER FACTS! *continued from page 36*

22. Clamp load must always exceed the service load.
23. **Torque is a function of friction and only evaluates friction; keep all surfaces consistent.**
24. The only time a torque wrench is accurate is when the fastener is lubricated.
25. **A lubricated fastener will take less torque than dry to achieve the same clamp load.**
26. All metal prevailing torque lock nuts take less torque to tighten than a standard hex nut.
27. **Never tighten a lubricated fastener without using the proper torque value for that lubricant.**
28. A lubricated fastener will not vibrate loose on its own any more so than a dry fastener, if the proper torque has been applied.
29. **Keep procedures consistent.**
30. Never use torque as an 'audit' to check for joint preload: there are too many variables and it is inaccurate.
31. **If tightening has stopped below the desired torque value, it may continue safely forwards, never backwards.**
32. The faster the nut and/or bolt are tightened, the greater the joint relaxation.
33. **Torque is not affected by socket extensions.**
34. **Torque is affected by handle length extensions.**
35. Tapped holes, such as engine blocks, are considered 'wet' torques by OEM.
36. Metal prevailing torque lock nuts are reusable, nylon nuts are not.
37. Any locking device will not adequately perform in every application.
38. Never reuse a bolt in a critical application.
39. **Never reuse a nut.**
40. If one fastener fails in a multiple fastener assembly, replace the adjacent fasteners.
41. **If more than one fastener fails in a multiple fastener assembly, replace all of the fasteners.**
42. If there is any question about a fastener order or specification, ask and verify.
43. **Keep it clean.**
44. **Keep it tight.**
45. **Keep an eye on it.**
46. Fasteners are the least expensive commodity product holding everything together:
WHEN IN DOUBT, THROW IT OUT!

I trust this answers many questions or piqued a greater curiosity. I have all of these statements answered in greater detail in my book, all 209 pages. If interested in your own copy, please contact me. ☺

STRESS RELIEF IS CRITICAL FOR MANY UNHARDENED FASTENERS *continued from page 42*

Some good news is that parts containing excessive residual stresses can be stress relieved at any time after manufacturing. If, when doing tensile testing, parts are found to be breaking at the head to shank juncture or if parts are discovered to be breaking after installation uninstalled parts can be stress relieved and then be used. The reason this is only a concern for unhardened fasteners is that when fasteners are hardened by heat treatment the temperatures exceed those required for stress relief so localized residual stresses created by cold working are totally eliminated during the thermal hardening process.

The standards organizations require stress relieving of unhardened, thin head standard parts as shown below:

SAE J429: 4.4 Heat Treatment Practice

4.4.1 Grades 1 and 2 bolts and studs need not be heat treated. Grades 1 and 2 cold headed carriage bolts and other bolts and screws with thin heads shall be stress relieved at 470°C (875°F) minimum. (Prior agreement with purchaser will be required if mechanical properties are affected). Additionally, when specified by purchaser, Grade 2 cold headed hex head bolts and screws shall be stress relieved at 470°C (875°F) minimum.

ASTM A307: 4.3 Heat Treatment:

4.3.1 Cold headed fasteners with head configurations other than hex having a minimum specified head height less than or equal to .5D (D is nominal diameter) shall be stress relief annealed at a minimum temperature of 875° F.

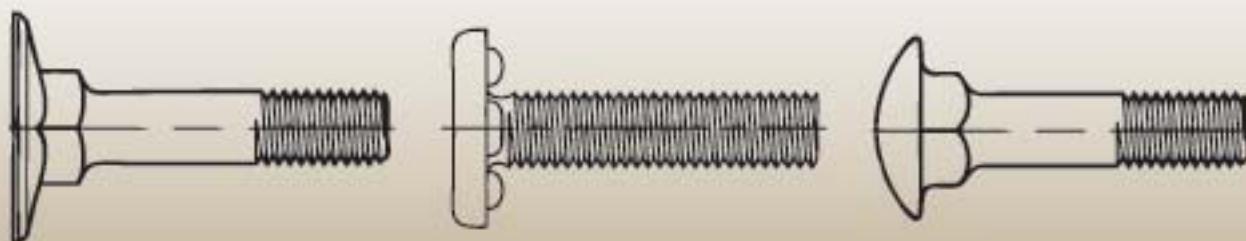
As an example, the required head thickness on a 1/2-13 carriage bolt is .250 - .270 inches. The nominal diameter is .500 inches. The minimum head thickness (.250 inches) is equal to one-half the nominal diameter (0.500 inches); therefore, if the required grade is ASTM A307 or SAE J429, Grade 2 the bolts must be stress relieved.

Fastener manufacturers should be aware when stress relief is required by the standards as cited above. Fastener manufacturers should be doing stress relief on all carriage bolts and similar products. Those who design special cold headed parts using unhardened grades or property classes should specify stress relief on their prints if the design has heads or collars equal to or less than one-half the nominal diameter. Included in this article is a picture of a special ball screw with a thin collar requiring ASTM A307 for material. When these parts were installed the first time, they failed by the collar splitting in

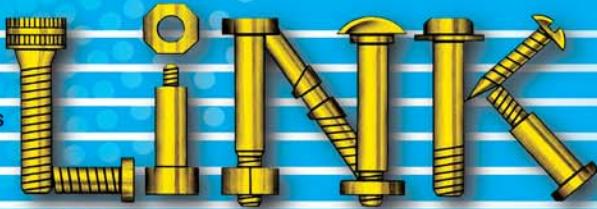
half. The parts were not initially stress relieved. After proper stress relief the parts stopped splitting in half and performed as intended.

Many think that unhardened fasteners are not critical and give them little thought, but that thinking can be very costly. I once worked in litigation where it was proven that a shipment of 5/8-11 A307 carriage bolts were not stress relieved as required by the standard, thus resulting in an underwater structure failing after construction. The bolt supplier was required to pay \$2,000,000 to settle the claim.

Proper stress relief is critical for unhardened fasteners with thin heads or thin collars. This knowledge can be valuable to fastener suppliers and end-user alike in avoiding potentially costly fastener problems. ◊



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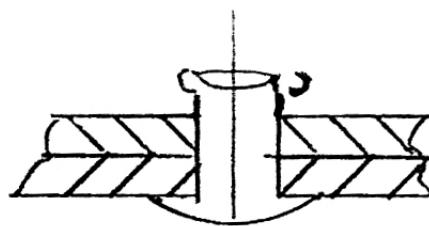
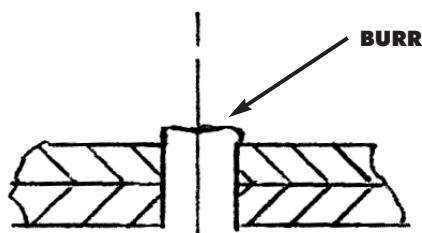


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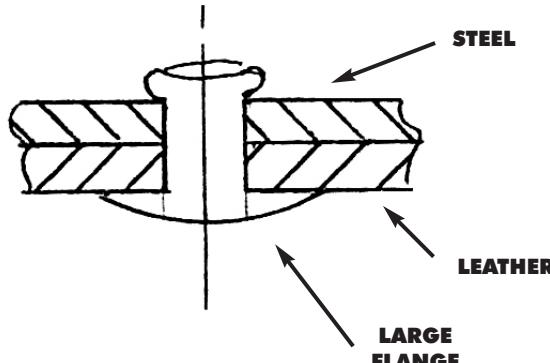
WORK PIECE PREPARATION FOR BLIND RIVETING *continued from page 46*

Burrs will cut into the blind rivet body when the blind rivet is being set and this causes the upset side of the rivet barrel to be fractured and in some cases to cut off the upset end of the rivet barrel. This condition will greatly reduce the tensile strength of the set blind rivet.

Material Being Riveted

Blind rivets are being used to fasten together many different types of materials. Some materials will give the blind rivet user a problem if the application is not properly set up. Example: Blind riveting steel to leather. One application I was involved with was riveting sleigh bells to leather. You must always have the soft material, in this case leather, at the flange side of the blind rivet and not the upset side.

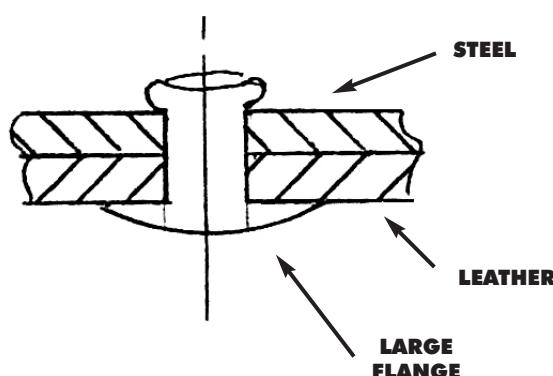
A large flange blind rivet will not compress the leather as much as a dome head. If the flange of the blind rivet must be on the steel material, then a blind rivet "back up washer" is used on the upset side. When riveting thin sheet metal, always be sure that the sheet material is lying flat in the area that is being riveted.



You must add $1/6"$ to the grip range of the blind rivet to accommodate the $1/16$ thickness of the "back up washer"

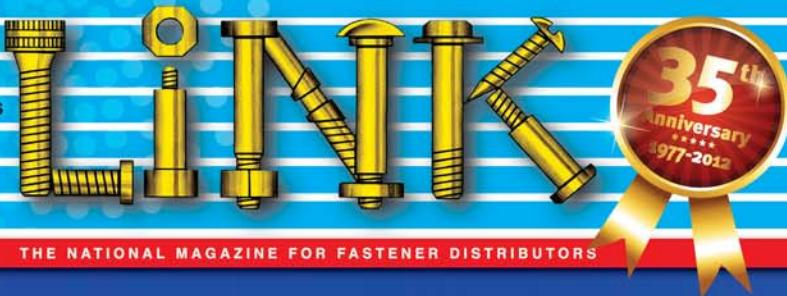
Blind Rivet Setting Tool

When you use the correct length blind rivet for your application, your power setting tool should set the blind rivet in one stroke of the tool. This applies to all diameter and alloys of "open end" blind rivets (Industrial Fastener Institute) IFI-114 specification. If the power tool does not set the blind rivet in one stroke, the tool needs service.



When setting a blind rivet, the power setting tool should be approximately at right angle to the work piece being riveted. The power setting tool need not be exactly 90 degrees to the work piece but should be as close as possible. When a power setting tool is operating at approximately 15 degrees or 20 degrees of perpendicular, the tool will bend the blind rivet mandrel when setting the blind rivet. Setting a blind rivet at this angle can cause the mandrel to break prematurely and you will not have a tight assembly. 

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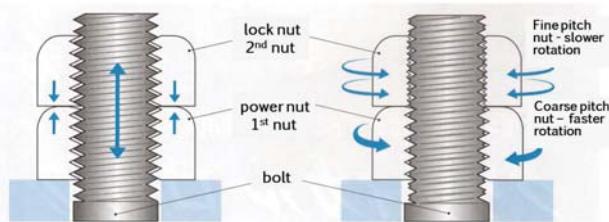
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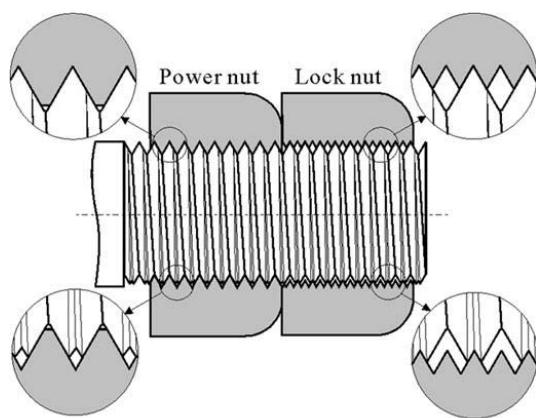
Single vs. Dual-threaded bolt comparison



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During a recent interview, Denny Cowhey, CEO of Computer Insights, Inc. said, "On behalf of the staff at Computer Insights, Inc, I would like to personally extend a thank you to everyone who participated in the contest. We appreciate your interest."

If you would like to find out more about the benefits of The BUSINESS EDGE 2.0, go to www.ci-inc.com/videos to view a video presentation on the system, or take a moment to complete a survey at www.ci-inc.com/survey and see if The BUSINESS EDGE 2.0 is right for you.

For more information about the Perfect Lock Bolt contact Mr. Mark Doll, President & CEO of Perfect Lock Bolt America, Inc. You email him personally at markd@perfectlockbolt.com, or visit the website at www.perfectlockbolt.com.



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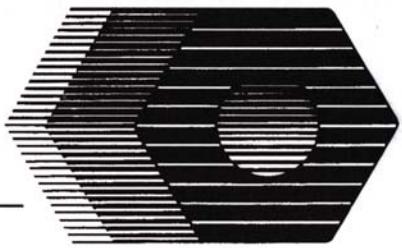


photos continued on page 176

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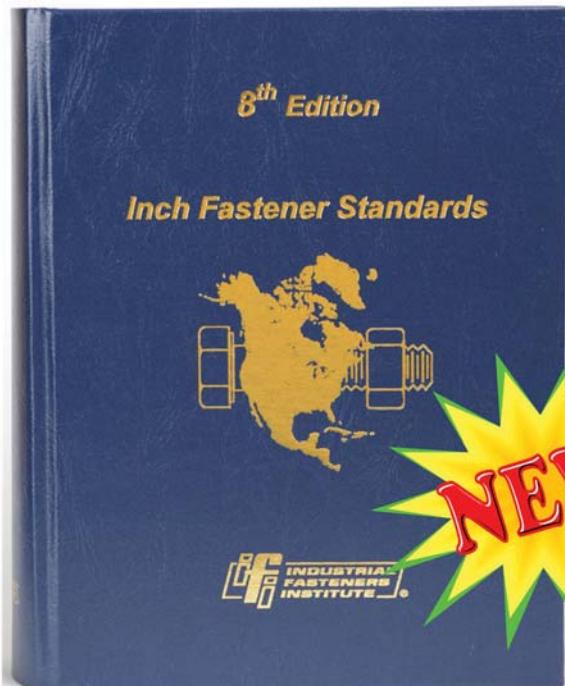
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WITUCKI: MANUFACTURING JOBS CREATE MORE RELATED JOBS

continued from page 56



Sullivan: Opportunities in Our Backyards

"We've been down this road before," fastener manufacturer Jim Sullivan said of the tough economy.

Panelist Sullivan recalled that just after 9/11 the economy slid and "imports were flooding our shores."

But as Sullivan, the national sales manager for Chicago Hardware & Fixture Co., pointed out, "we're here, we're tougher and we're surviving."

Sullivan termed globalization both a "challenge and opportunity."

Manufacturers have work to do within the U.S., Sullivan pointed out. "Our largest market is here," Sullivan said.

He noted the weak U.S. dollar has helped domestic manufacturers compete with imports.

The future belongs to those investing in technology, equipment and people, Sullivan predicted.

Most U.S. fastener manufacturers "have gone to the center of the box" to find customers, but Sullivan recommended they "check the corners of the box. There are opportunities right in our backyards."

Ruetz: Focus on the Value You Add

Small businesses are the "real job creators," rather than the Big 3 and government, distributor Jim Ruetz said.

Ruetz, president of Wisconsin-based All Fasteners Inc., advocated developing "a strong relationship with your supplier base" as vital to adding value as a distributor.

By working with their suppliers, distributors can reduce supply chain costs for customers and thus add value to their distribution services, Ruetz explained.

"Focus on your value proposition and you will continue to grow." Be prepared to do more business globally, Ruetz said. "Your U.S. and Canadian customers will be manufacturing in Mexico or Europe or China. Be ready to take your VMI or other programs overseas," Ruetz said.

All Fasteners has partners in North America, Asia and Europe to supply customers.

"Get in position so you can compete globally," Ruetz advised. Distributors need to use technology, Ruetz emphasized.

"IT should not be a box over in the corner that keeps sucking money." It is a tool, he said.



Smith: Diverse Lines, & Longevity Important to Reps

For reps, a key to success is having diverse lines, panelist Mike Smith said.

"It allows us to weather the ups and downs," observed Smith, a 41-year veteran of the fastener industry.

Smith Associates Inc., a New Jersey-based rep firm, has that level of diversity. Among his current 23 principals are washer manufacturer Prestige Stamping, cable tie supplier ACT Fastening Solutions and coating specialist Nylok Corporation. All offer different products or services.

Smith, who founded the rep firm in 1982, finds longevity helps in sales relationships. Years of working together gives a rep "clout to work with."

But even with longevity, reps must keep on top of the market.

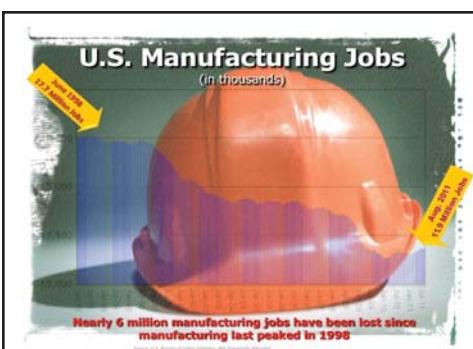
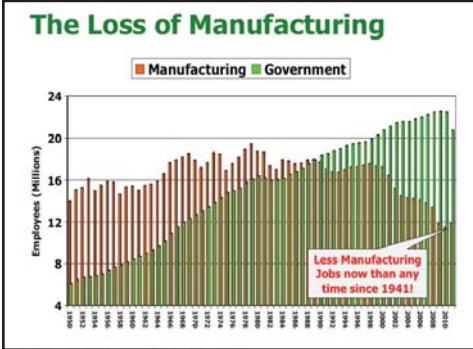
"We must embrace change," Smith advised.

Smith acknowledged a "shrinking manufacturing market" and added "imports are very tough," but added that there still have to be companies making products such as toasters and cars and someone has to be supplying fasteners.

Smith predicted improved sales over the next six months, a growing economy a year from now and new growth five years ahead.

Among the challenges for reps is the "erosion of commissions." He defended 5% commissions as "economical, efficient and cost effective." Reps are less costly than full-time sales staff, he suggested.

Smith noted the consolidation of distributors over more than a decade and said that is changing the business for reps. Instead of many distributors scattered over their geographic territories, with larger distributors more of the buying may be out of "Cleveland or Florida." ◊



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AVOIDING AUTOMATION *continued from page 145*

hours a day instead of eight. Alternatively automatic guided vehicle systems, in-floor towveyors and conveyors may be poor substitutes for a new loading dock located closer to the point of usage.

When reviewing facilities don't forget information systems. These are as important as the bricks and mortar and far easier to change. Poor productivity in a picking area may be the symptom. The roots of the problem may lie in rearranging documents into a more "user friendly" format, then purchasing an extra printer to provide the packing list in customer format at the point of packing. Warehouse Management Systems (WMS) that organize the workload and direct the work may be more effective than a multi-million dollar handling system. Paper based bar coding utilizing simple used readers can do wonders, improving quality and productivity without breaking the bank. Certainly Radio Frequency (RF) based and Voice Directed online computer systems do a better job, but will the large extra cost be justifiable in your context?

Don't stop the analysis only at the edges of your building. Examine what is going on in the real world. Often a problem can be "side stepped" or eliminated with a little creativity and ingenuity. More automatic storage retrieval systems have been replaced by "just in time" inventory than have died from product obsolescence.

A more difficult aspect to examine is salesmen's feedback. Frequently a salesmen's impression is diametrically opposed to reality. Tremendous savings can be made through customer education, changes in packaging or closer scrutiny of the situation. One way of cutting through the obfuscation is to visit with both your internal and external customers, and involve them in the planning process. You have one perspective but they have insight into their particular problems. Together you can develop solutions far beyond what anyone imagined working alone. An operation with a sales minimum of a full layer on a pallet is a better candidate for automation than one that sells by case quantity or pieces.

One Note of Caution

Don't just look at the "real world," look at the "best of all possible worlds." Not only should you be researching equipment that will solve your problems but it's also vital to look at applicable standards, both

published and implied, so that these can be incorporated in your solution.

Adhering to International Standards can vastly improve the material handling system. There is no point in purchasing cheap, junk pallets if what you really should be buying or leasing are 48' x 40' standard pallets that have a resale value.

Another frequently overlooked source of valuable information is to "brainstorm" with trained, creative individuals. If you never led or participated in a brainstorming group, research what it takes to pull ideas out of people. What you are trying to create is a "focus group" of people who are brought together to consider anything and everything that may be applicable to the situation. Even an idea that is totally "off the wall" may have merit when reshaped by the group.

The goal is to question all assumptions constructively and put many solutions and ideas on the table as quickly as possible. In the first go-around nothing is too improbable or ridiculous.

Often the most impossible ideas are the best because they are also the most creative.

Solutions and ideas are then refined to determine what is most applicable to the existing conditions. Quite often a change in assumptions will solve the problem. Something

simple can save millions of dollars in automation and cut months off of the implementation process. Remember that the ultimate answer may be to go out of business and use a third party provider to perform functions that you yourself are doing inefficiently. This may sound ridiculous but many companies have eliminated their own delivery fleet and now use United Parcel or some other service.

When creating a focus group don't get too hung up on titles. The more people involved the better, provided the group can still work together constructively. The insight of the janitor may be far more valuable than the "knowledge" of the Chairman of the Board. The title and costume are irrelevant. The character of the idea is paramount. In fact you are better off with lower level people who can work together than someone from top management who may try to dominate the group.

When the ideas are on the table and being reviewed, keep in mind that many of these when implemented will change the basic data used for comparison with a new automated system. In one operation a suggestion by a

All too often, amateurs and "sales engineers" develop wonderful solutions and then look for problems. Doing this can be very expensive and highly detrimental to both the company and your career.

AVOIDING AUTOMATION *continued from page 166*

newly hired packer became the basis for a change in the shipping carton. The net result was a 100% increase in overall productivity. This new rate of production when compared against automation proved conclusively that not only was the new system unnecessary, it was likely to lower the level of productivity not raise it. Major capital expenditures for reduced productivity do not look good on your resume.

The tools for improving materials handling and enhancing operations have changed considerably over the last twenty five years. The Industrial Engineer's repertoire in the past consisted mostly of hardware such as forklift trucks, conveyors, pallet racks and shelving. Today's "bag of tricks" includes personal computers, bar code readers, warehouse software, data management, incentive systems and other indirect solutions. Quite often one can do more with \$10,000 in PC's, PDAs, bar code scanners and warehouse software, than can be accomplished with \$500,000 in automated equipment. But, \$500 in training may accomplish far more than \$5,000,000 in new automated materials handling systems. Any idiot can accomplish miracles with a large enough budget. The government proves this every day. A truly creative materials handling engineer sets the stage for automation by working from a minimum capital expenditure as the base and pushes the existing systems to its' logical and reasonable extreme.

Don't be fooled by the salesman who says "I've got a wonderful solution, now what's the problem?" And above all beware of articles, speakers and other sources that tout the wonders of automation without also commenting on the problems and costs involved. Automation is not a panacea, it is a tool. In the hands of a craftsman it will be cost effective and create a thing of beauty. In the hands of a fool it is a recipe of catastrophe. Remember, the best systems attack the roots of the problem not the symptoms. Do your homework before you look at the automation, work with the people who do the tasks, they are your greatest resource, and question everything, especially the defined parameters. Flexibility of thinking as well as flexibility of equipment is your best insurance policy when setting the stage for automation. ☐

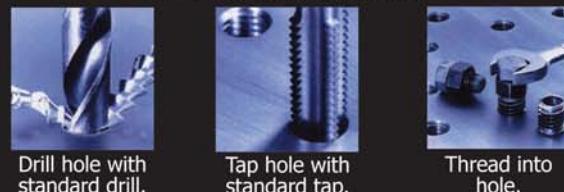
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In 1977, Advance moved to an 18,000-square foot warehouse in Carrollton, Texas, added more employees and a team of outside sales representatives. During the next 30 years, the company continued to service OEMs while transitioning into an operation that primarily provides distributors in the fastener industry with stock and engineering support.

Peggy Valentine, vice president of finance, and a 25-year veteran of Advance, says that the company's business formula of primarily servicing OEM customers has reversed to the point that the company now services almost exclusively the distributor market.

"We decided years ago that bin stocking for OEMs was not the way we wanted the business to grow, so we decided that operating as a master-stocking distributor working with other distributors was the answer for us and our customers," Valentine explains.

What started out as a two-person enterprise 40 years ago has grown into company with 21 employees, a state-of-the-art, 34,000-square foot warehouse, still in Carrollton, and a superior product line.

In 2006, Berry's daughters, Suzy Cravens and Pam Berry, joined the company and they have continued the same traditions and business practices that their father began with four decades ago.

"Give the customer the stock they want and the service that they expect and deserve, and mutual success and growth will follow," says Cravens. ◊



Paula Sens, Advance Components vice president 1972-2004



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photos continued on page 174

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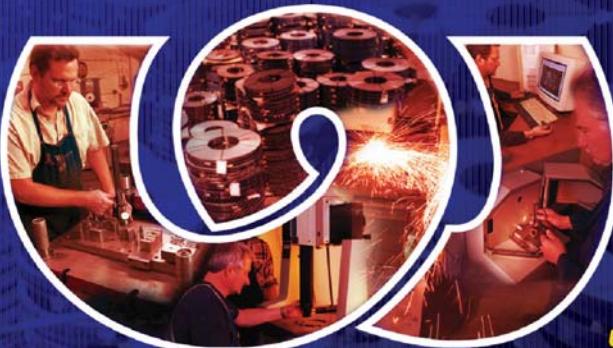
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EARLY ONSET ALZHEIMER'S DISEASE IN THE WORKPLACE *continued from page 62***How Should An Employee Handle An Early Alzheimer's Disease Diagnosis?**

Since Joanne had enjoyed over a decade of success with her company, perhaps she may have had a candid discussion with her manager about her diagnosis if she had known. Maybe together they would have determined a way for her to remain in her sales management position. If not, perhaps she could have been offered another opportunity at the company which would be better suited to her health changes. If continuing with the company would not have been an option, Joanne most likely would have been eligible for some type of disability benefit. This would have protected her from immediately using her savings and retirement account for daily living expenses. Protecting those assets for as long as possible with an early onset Alzheimer's disease diagnosis is critical since Joanne will most likely need to spend that on care expenses when her disease progresses. It is especially important to delay accessing the retirement account due to hefty early withdrawal penalties since she is still only 54-years-old.

What can employees do to avoid Joanne's plight? Everyone should be aware of their risk factors related to early onset Alzheimer's disease but they should also keep in mind that it is an infrequent condition. Only 5% of all Alzheimer's disease cases diagnosed are of the early onset nature. What are the risk factors for early onset Alzheimer's disease? Clinical studies have determined that there are some genes associated with early onset Alzheimer's disease so family history is a factor. Major head injuries, diabetes and heart disease are also linked with increased Alzheimer's disease diagnoses so these conditions should be avoided or properly managed if they occur.

What Can Employers Do?

First, an organization can facilitate a climate of trust about issues, health or otherwise, that may impact work performance. It is also important to investigate when a star employee like Joanne fails to meet expectations. Successful employees generally don't start falling off, especially after 15 years, unless something is very wrong. Joanne likely knew something was wrong with her as most Alzheimer's disease sufferers do recognize changes in themselves, but may have been in denial. When people are experiencing these symptoms in denial, a compassionate manager or human resources professional may be able to encourage the employee to seek help through Employee Assistance Programs or their group health insurance. If Joanne was suffering from a temporary dementia that could be cured or reversed, the company would have retained an excellent worker. Even in Joanne's case of suffering from permanent early onset Alzheimer's disease, the organization is in a better position to defend against a wrongful termination suit when they give an employee the opportunity to seek help when a declining job performance may be the result of an illness.

If the employee is not in denial, and a trusting corporate culture exists,

Joanne might have sought out her manager with her concerns about her ability to do her job. Patients experiencing such symptoms often appropriately begin by consulting with their primary care physician. If symptoms persist and a cause is not determined, it is important to encourage the employee to confer with a specialist such as a neurologist, geriatrician or geriatric psychiatrist with experience in dementia. Also, memory clinics and assessment centers are available in most major cities to assess and evaluate symptoms.

While early onset Alzheimer's disease can create havoc in the workplace for both employers and employees, it is fortunately a rare condition. When everyone in the workplace understands what to look for, it is easier to guide coworkers and subordinates who need help. ◊

Only 5% of all Alzheimer's disease cases diagnosed are of the early onset nature.

Successful employees generally don't start falling off, especially after 15 years, unless something is very wrong.

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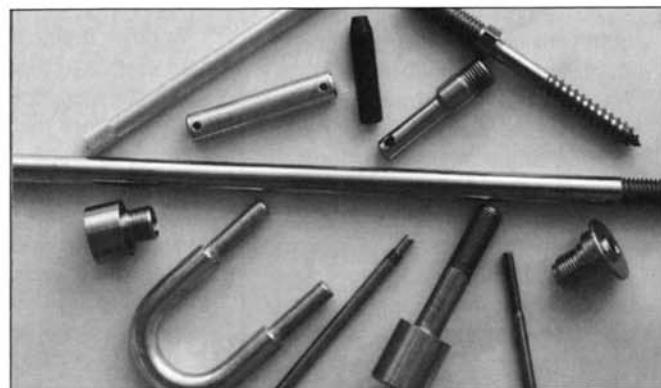
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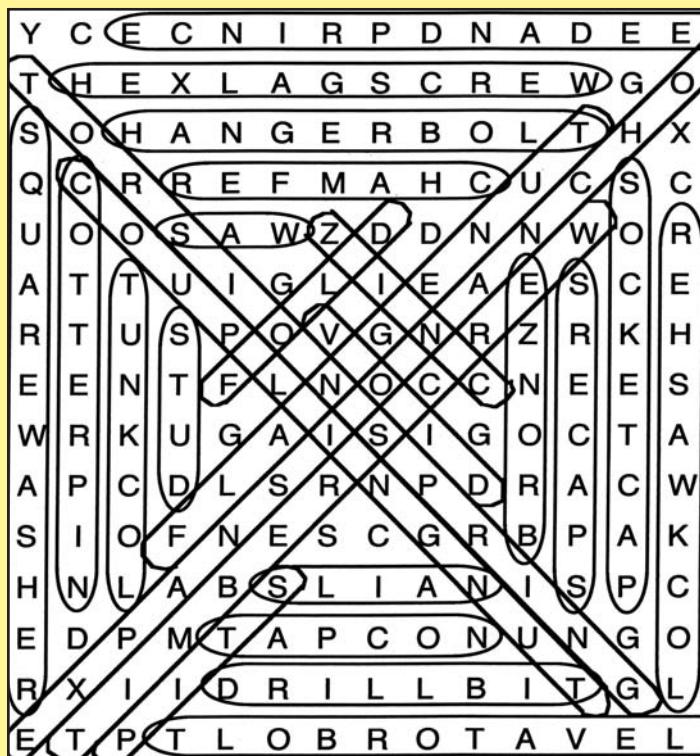


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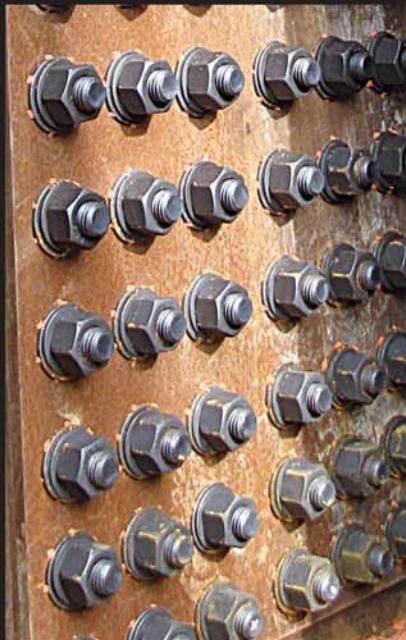
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