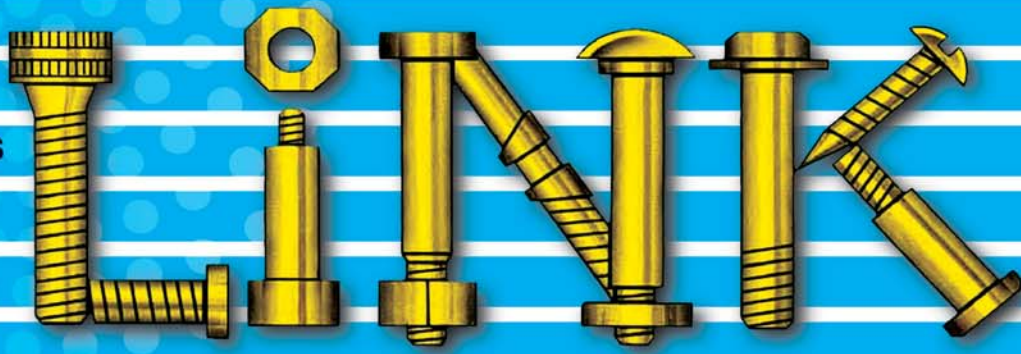


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"Disrupting the Status Quo"... Page 16

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DISTRIBUTOR NEWS

Looking to become an integral part of the fastest growing fastener community? **The Young Fastener Professionals (YFP)** spans support from 17 states since its formation just four months ago. With a mission to empower the next generation of fastener professionals and their companies, YFP has immediate openings on each of its three committees: Education, Strategic Partnership and Marketing: **[1] Education:** Be a key component in the development of global events, seminars and strategic initiatives. **[2] Strategic Partnership:** Forge and strengthen relationships with regional associations and fastener-related organizations. **[3] Marketing:** Develop and broadcast YFP messaging across all communication platforms including social media, email, call campaigns and direct mail.

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* * * * *

Lindstrom Metric, LLC are pleased to announce the promotion of Rick English based in Greenville, SC and Bernie Longen based in Blaine, MN to the position of Vice President. Rick and Bernie have been in key management positions at Lindstrom for many years. During this time, they made important contributions to the success and growth of the Company. Under their leadership, our teams provide unmatched service and value for distributors.

Rick will be responsible for sales and customer service in the Eastern U.S. and Bernie will be responsible for the Central and Western U.S. Both will lead new strategic initiatives designed to make Lindstrom the premier master distributor of fasteners.

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

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

MacLean-Fogg Component Solutions announces its purchase of the Automotive Division of Curtis Screw Company LLC.

Included in this acquisition are the manufacturing sites in Buffalo, New York and Cornelius, North Carolina. The newly formed division of MacLean-Fogg Component Solutions will be known as MacLean Curtis LLC.

Through this acquisition, MacLean-Fogg Component Solutions will expand its business and product range in precision-machined components. "This transaction enables us to further diversify our customer base," stated Duncan MacLean, President of MacLean-Fogg Component Solutions, "and provides an ideal opportunity for us to better support our current clients with an expanded portfolio of high quality products and services."

Curtis Screw Company LLC, in operation since 1905, has been an industry trusted, precision component manufacturer with 2013 sales of over \$65.5 million.

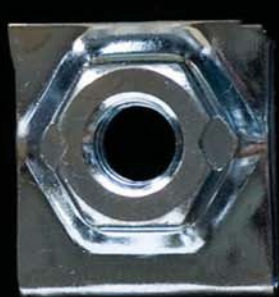
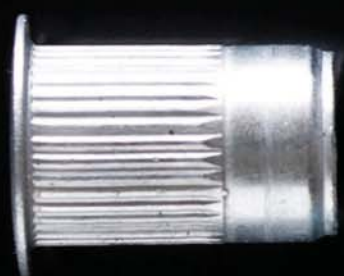
The Automotive Division acquisition includes proven manufacturing capabilities: CNC and CAM multi-spindle screw machining, Hydromat rotary transfer machining and CNC machining. Curtis' automotive product lines include transmission gear blanks and parking components, steering and HVAC hydraulic connectors, engine timing parts, automotive safety components and other critical machined parts for automotive, heavy truck, and other industries.

"We are looking forward to quickly and efficiently integrating our Buffalo, New York and Cornelius, North Carolina locations into MacLean-Fogg Component Solutions, and believe we now have a strong basis for future growth," commented Paul Hojnacki, President of Curtis Screw Company LLC.

The Curtis Screw Swiss Machining Division located in Prospect, Connecticut will remain with current ownership.

For more information contact MacLean-Fogg's corporate headquarters at 1000 Allanson Road, Mundelein, IL 60060. Tel: 847-566-0010, email: info@macleanfoggcs.com or visit their website at www.macleanfoggcs.com.

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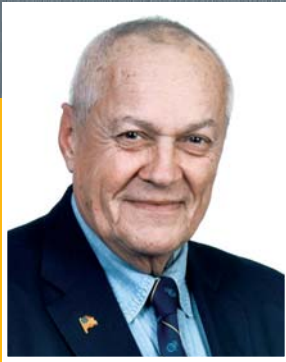
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Bengt Blendulf

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

JOINT OR FASTENER FAILURE?

When a bolt or screw fails in service or at assembly, the first action from the user is usually to make an angry call to the fastener supplier to complain about the poor fastener quality. In the vast majority of these cases, however, it is nothing wrong with the fastener. When problems like this end up in courts due to accidents or property damage, typically only one of six cases will eventually lay the blame on fastener quality, but five of six blame poor design or sloppy assembly.

The only "pure" fastener failure I am aware of, where joint design or assembly are not involved, is when we test the fasteners after manufacturing. Normally, we would first apply a specified proof load to a sample lot to make sure there are no permanent length changes in the fasteners. Once we have verified the lot that way we can then take another, smaller sample from the test lot and take it to tension failure (wedge test) to make sure it also meets tensile strength requirements. All those testing procedures are performed by slowly applying a pure axial load to the fastener and record the results. If we have chosen a supplier/manufacturer performing all the required testing and also certifying that the fasteners meet all mechanical requirements, it is very likely that broken fasteners failed because of misuse rather than poor fastener quality. But, if we only select suppliers based on their prices, chances are that we will end up in the one of six cases mentioned above.

So, why do fasteners fail when being used in bolted/screwed joints?

Let's start with the joint design. Most of the engineers I have in my fastener technology/design classes are not well prepared in joint design from engineering schools. Old text books, professors with no (or lukewarm) interest in the subject, too short study time, absence of lab work, all add

up to lack of understanding of the bolted/screwed joint. If we are approaching high duty joint designs with some "popular" numbers like 75 % of yield, nut factors of 0.2, friction coefficients based on guess work (dry, oiled, as received, etc.) we are simply asking for trouble. We must design and build our joints in a systematic way in order to function as intended and to prevent failures both in fasteners and other joint parts. The seven steps listed below are the recommendation I give to my students to follow when designing joints with threaded fasteners.

The steps must be applied in the order they are listed here:

- [1] Joint geometry
- [2] External forces (magnitude, directions)
- [3] Materials in all joint members
- [4] Working temperatures
- [5] Tightening methods
- [6] Fastener selections
- [7] Accessories (if any)

From this it is obvious that we can't start by picking a fastener if we don't know what it is up against. If we give serious attention to this approach we can minimize fastener failures and build much better performing joints. Let's now put some "meat on the 7 bones."

Joint Geometry

The best performing joints have the clamped part behaving stiff and the clamping fasteners act springy. If we can design so that the clamping length, LC, is 4 times the nominal diameter (or more) of the fastener we will have a good start. This way we have developed a large joint volume (often barrel shaped) in which we can "stack up" compressed energy from the tightened fastener.



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Joe Dysart

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

ANTI-VIRUS SOFTWARE IS DEAD: WHAT NEXT FOR FASTENER BUSINESSES?

Early last year, AntiVirus King Symantec sent shockwaves through the fastener business community with the statement that antivirus software was 'dead' – leaving fastener businesses wondering – now what?

Symantec dropped the bombshell to make a point: These days, a PC armed with a good firewall and some topflight antivirus software is simply no match against a sophisticated, determined hacker.

The reason: the number of new viruses unleashed on the public every day can be as many as 200,000, according to Kaspersky Lab, a computer security firm – a daunting number to defend against for even the most disciplined antivirus software maker.

Moreover, many hackers have gotten very good at disguising the code in already identified viruses. Essentially, these hackers have the same copy of Norton, McAfee and other top antivirus applications that millions of others do. And apparently, they have nothing better to do all day than to encrypt code on known viruses to the point that those viruses become unrecognizable to Norton AntiVirus software and others.

Plus, hackers have expanded their playground to mobile devices. According to a 2014 report released by Trend Micro, more than 2 million malware apps targeting mobile devices have been unleashed on businesses and consumers.

And a September report released by F-Secure Labs, another computer security firm, found that during the past

year, the disturbing spike in ransom-ware – or malware that locks up a PC and demands a monetary ransom to return the PC to normal – has spread to mobile devices.

"Everything is of interest," to hackers, says Sean Sullivan, a security advisor at F-Secure Labs.

The take-way, according to Symantec and many other computer security firms, is that fastener businesses and other industries need to concede that on defending the digital perimeter, the hackers have won and business has lost.

Put another way: a determined hacker can pretty much penetrate any digital perimeter these days, no matter what kind of defenses you throw up.

Not surprisingly, that white flag doesn't fly well with everyone, including Dan Goodwill, president, Dan Goodwill & Associates, a business consulting firm. "This statement is acknowledgement of failure," Goodwill says. "That is not the right attitude. It is time for Symantec and other anti-virus companies to step up their game and take security to a whole new level."

Even so, many computer security firms have already turned tail on guaranteeing defense of the digital border, and are instead focusing on ways to catch hackers red-handed once they've broken into a network or PC.

Symantec, for example, is promising to release a product later this year – Norton Security – that watches for unusual behaviors that pop-up on a PC or smartphone, and then attempts to root out and isolate the cause of those behaviors.



ABOVE: MICHAEL BROWN, SYMANTEC CEO, IS LOOKING TO NAB HACKERS ONCE THEY'VE BREACHED THE DIGITAL PERIMETER.

BELOW: ERIC SCHMIDT, EXECUTIVE CHAIRMAN AT GOOGLE, OFFERS MANY GOOGLE APPS THAT CAN BE PROTECTED BY TWO-STEP VERIFICATION.



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Laurence Claus

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

DISTRIBUTORS FIND OPPORTUNITY IN VALUE ENGINEERING

Several years ago, shortly after I had gone out on my own, a fastener distributor inquired whether I was able to provide value engineering services. This distributor had recently entered into a multiple year, plant provider agreement with one of their customers. One of the provisions of their contract was a 7% year over year decrease of the total part package. At the time this seemed pretty steep to me assuming that the reduction had to come out of existing margins. I would learn, however, that such agreements were not uncommon, but fortunately the contract contained a provision that allowed for the supplier to receive offsetting credit for any productivity or cost savings gains gleaned from Value Engineering activities.

If Value Engineering is a new term, this is simply a formal method or set of activities that can be applied to an improvement process to drive cost reductions, productivity gains, or quality improvements. In many instances it is referred to as "VAVE", an acronym for Value Analysis and Value Engineering. Although some large organizations are able to employ complete staffs tasked with these activities, the reality is that most organizations either do not or cannot. Fortunately, any individual or organization with a desire to influence improvement can engage in such activities and, even relatively modest efforts, can often reap significant benefits.

I come from a manufacturing background that is heavily influenced by automotive industry experiences. Early in my career these customers routinely had in-house engineering expertise related to fasteners, so although there was always room for improvement, I was accustomed to reviewing applications and improving on them in small measures rather than by large wholesale

improvement. In fact, as I agreed to this project, it was not without some trepidation and concern that I would be of little assistance to my client, as the findings of this activity might not be worth the investment made in my services. These concerns were soon to be proven unfounded and I was once again humbly reminded that what we sometimes assume to be obvious isn't also really so.

The project itself was pretty simple- accompany an engineer from my client's customer around the assembly process and identify areas and applications related to fasteners that potentially could be improved on or produce a cost savings. Pictures and notes were taken, later to be reviewed and more fully developed into ideas. These ideas were then presented to my client as areas for potential improvement. They would be responsible for taking the next steps with their customer.

The following are a couple of the more interesting examples that presented themselves in this project. Although every VAVE activity will be different, these examples illustrate a couple of items that one might look for or find in a similar project.

[1] Mixed Metals

This manufacturer had a number of applications where a penetration made through a galvanized sheet metal panel contained a bolt or threaded rod which supported a complicated arrangement of nuts, washers, and wire loops. Figure 1 shows one of these examples. Upon closer observation one might detect the different color shades of the individual components and recognize the mix of stainless steel, zinc plated steel, powder coated steel, and galvanized steel components.



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Guy Avellon

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

WHAT CAN FASTENER DISTRIBUTORS DO TO AVOID CUSTOMER FASTENER PROBLEMS?

Fortunately, problems with customer's purchases do not frequently occur; but when they do, they come to you questioning the quality of all the products you sell. What is the best way to handle this situation?

Store front or B2B distributors have little support. It is not feasible to have a quality engineer on staff or even hire a bolt failure consultant for simple questions and analysis. All the fastener products stocked may come from various sources, so tracking down a manufacturer for help is not easy.

Many manufactures are good at making their products, but they don't know where their fastener products are used or how they are assembled. The only help they can offer is a copy of a Certificate of Quality or Certified Test Report to attest that your product met industry standards. This may or may not satisfy the customer, so the prevalent solution is to replace the failed product with the hopes that it is not used or abused in the same manner and fail again.

When selling any product, it is always good salesmanship to try to increase the order. However, with critical products, like fasteners, it is a good business and risk avoidance tactic to sell the ancillary components: flat washers, nuts and be sure the grades are matching.

So, if the customer comes in asking for SAE Grade

8 bolts, ask if they need the Grade 8 nuts and hardened flat washers to go with the bolts. There is nothing wrong with asking as it will assure that the customer has the correct matching products. Whether he uses them together is another story, but you have a record of selling them the correct components.

Value-added-service distributors have sales agents who personally call upon their customers. More likely, they have set up storage bins to hold the various diameters and lengths of products. Many MRO customers will have multiple storage bin locations and keep different fastener grades on hand.

Some problems with multiple product storage bins is cross-contamination of products.

Contractors, internal or external, may be finished with a job, have several bolts and nuts left over, then dump them in the nearest bin without regard to matching the products in the bin.

There have been instances where there have been three different grades of nuts in the same bin hole. The nuts all looked alike; the same color and dimensions, but no one pays attention to the markings on the nuts since they are only on one side.

The value-added-salesperson can visually examine the bins and sort out any discrepancies before they become problems. They also make sure the customer has the proper products on hand.



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Disrupting the Status Quo

Not long ago, most business transactions were conducted on the phone and done with pen and paper. With the arrival of small business computers, mobile telephony and the internet, the way business was conducted changed instantly.

Naysayers claimed that they were not needed, were too expensive and would be a distraction and a drain on productivity.

In reality, business productivity in the fastener industry increased at an annualized rate of 4.9% since 1987 according to the



Bureau of Labor Statistics. This is due, in a large part, to the widespread adoption of technology in general and, in our industry, the continued expansion of software tools to help speed the process of complex calculations (like purchasing) and the instantaneous communications provided by the internet.

inxsql direct connect™ connecting you to your suppliers

INxSQL Direct Connect offers an integrated connection to seven master distributor partners:

- **AFIXX ALLIANCE**
- **BAY STANDARD MANUFACTURING**
- **BEACON FASTENERS & COMPONENTS**
- **BRIGHTON BEST INTERNATIONAL**
- **METRIC & MULTISTANDARD COMPONENTS**
- **STELFAST INC.**
- **TITAN FASTENERS** (recently purchased by Lindstrom Metric LLC)

INxSQL Software of Waterford, MI saw an opportunity very early on and began discussing with one of their partners the possibility of linking users of INxSQL with suppliers like Porteous Fastener Company (acquired by Brighton-Best International last year).

Bob Reynolds, President of INxSQL Software credits Barry Porteous with the vision which became INxSQL Direct Connect.

“Barry’s vision was that Direct Connect would continue to expand by adding complimentary suppliers which would allow INxSQL users the ability to source product without having to leave their ERP system and log in to individual web sites.” It would also save them from having to phone or fax a request for quote, delaying the entire process and adding more time and expense.



BSMI



INxSQL continues to look for quality distributor partners to join Direct Connect.

INxSQL and PFC successfully pioneered tying the two differing ERP systems together via the internet when they introduced PFC Direct Connect in 2009.

While EDI had been around for a long time, it was expensive and proprietary. Direct Connect was the first free and open connection of its kind in the fastener industry!

www.inxsql.com / 877-4-INXSQL

With the acquisition of PFC by Brighton-Best, it was critical that the link between BBI and INxSQL be made immediately after the transaction was completed. The two companies IT and development groups worked closely to complete the link in a very short time. **Steve Andrasik, the Vice President of Sales for BBI** says that "this agreement is another commitment to our customers, is critical to our overall success and is a valuable asset to our customers as it allows a fast, easy and economical means to conduct business."



Steve Andrasik and Bob Reynolds
2014 Las Vegas Fastener Show

As more and more master distributors and distributors update their systems with compatible and industry standard operating systems and applications, tools like Direct Connect will become more widespread, powerful and interactive. Many suppliers now provide access to pricing, availability, RFQ's, and order entry via their websites. While this is far superior and more efficient than a phone call or fax, it still requires double work on the distributor's end. They must first determine their needs, source and enter the information into their partner's web portal and then enter the PO information into their system.

Direct Connect Key Features:

- CHECK STOCK AND PRICE USING YOUR PART NUMBER
- LIVE CONNECTION TO YOUR SUPPLIERS
- RELEASE P.O.'S DIRECT TO YOUR SUPPLIER WITH ONE CLICK
- COMBINE MULTIPLE QUOTES AS ONE P.O.
- SOURCE YOUR CUSTOMER NEEDS INSTANTLY
- EASY USER INTERFACE
- INCREASE YOUR PRODUCTIVITY

Designed to make your life easier!

INxSQL users can see up-to-date customer-specific pricing and stock availability from directly within their INxSQL Software, as well as update PO's to our partner suppliers with real-time costs at the time of order entry.



Brighton Best International Steve Andrasik, V.P. Sales

"Our IT department is critical to our success, and is also a valuable asset to our customers needs as it allows a fast, easy and economical means to conduct our respective businesses. Our partnership with INxSQL confirms our commitment to dedicated customer service and managed growth, which benefits us all and creates a true win/win scenario."

Brighton Best International offers our distribution customers unparalleled levels of product variety, inventory, quality and service. Our strategically located warehouses throughout the country allow us to fill our customers' daily needs efficiently, which adds to our overall value as a dependable Master Distributor.



Metric & Multistandard Components Corp. John Gaudette, Branch Manager

"Metric & Multistandard is very excited to be part of INxSQL's Direct Connect program. We see it as an excellent opportunity to expand our customer service by providing immediate stock and price information to our customers."

Metric & Multistandard Components Corp. opened for business in Yonkers, NY in July of 1963. Fifty-one years later it is currently headquartered in Hawthorne, NY with full stocking branches in all five industrial regions in the US. In 1993 MMCC opened a location in Hamburg, Germany to consolidate purchasing and send weekly air freights to NY. We continually strive to provide excellent customer service in the form of outstanding product knowledge, immediate product availability and accurate timely deliveries. MMCC stocks over 36,000 items. The main core of which is metric fasteners followed by cutting tools, wrenches, tubing, fittings, measuring tools and specials. With our purchasing office in Germany and our machine shop in New York we also provide quick delivery on many special and non-stock items.



INxSQL Direct Connect allows its users to benefit from the time savings that their master distributor partners already enjoy by reducing the work and time it takes to source product. **Chris Egan, the Director of IT for Titan Fasteners** said that the partnership between Titan and INxSQL “has really been the best thing to help bring our company into today’s high-tech, fast paced world.” Further, it’s enabled them to better collaborate with and fulfill the specific expectations of the end user. Mr. Egan envisions a time when this type of collaboration is expanded and makes dated EDI technology obsolete. Since the introduction of small business computer systems in the mid-1980’s and particularly since wide-

spread access to the internet in the late 1990’s, forward thinking companies have been looking for ways to connect with their customers and trading partners. For years, companies like IBM fought to keep communications between systems proprietary and under their control. The internet has freed businesses from these proprietary networks for the most part. Compatible and collaborative development tools have allowed companies to better work together. Today, expectations are that information about everything should be available instantly and from anywhere. Fastener distributors and their employees are no different and, why should they be?



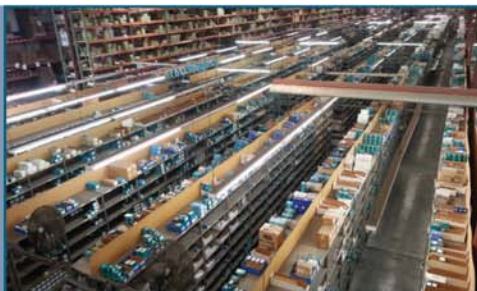
Chris Egan, Titan Fasteners and Bob Reynolds
2014 Las Vegas Fastener Show



AFIXX Alliance® Inc.
Larry Kanne, V.P. General Manager

“The more information our customers have, especially the ability to access our pricing and stock, leaves less of a possibility of them going somewhere else. AFIXX has made a huge effort to make sure we have stock in our items and offer them at a very competitive price. The more customers that know they can rely upon us to have stock and good pricing, obviously the better. Direct Connect will allow more of our customers to see that! As a new division of PWS, AFIXX needs to get its name out. Open access for more companies provides a quicker way for customers and potential customers to realize that AFIXX is a reliable rivet option for them.”

AFIXX Alliance® provides distributors with an advanced E-commerce site that allows us to maintain our personal customer service combined with the ease of doing business. We offer a full range of blind, closed end, multi-grip and structural rivets, rivet nuts, washers and tooling to distributors only.



Titan Fasteners
Chris Egan, Director of IT

“Partnering with INxSQL has really been the best thing to help bring our company into today’s technological world. They are excellent at providing the best service and quickest solutions to suit our evolving needs as a company. I would not hesitate in recommending INxSQL to any distributor looking to make a switch to a more robust ERP system.”

Define your company’s special packaging/kitting needs and allow Titan Fastener Products, Inc to customize and make it exclusive for YOU or your CUSTOMER!



Stelfast Inc.
Don Haggerty, President Commercial Division

“Our new partnership with INxSQL continues the Stelfast tradition of offering another service option with a premier provider.”

Stelfast® offers over 12,000 SKU fastener products direct from stock, including many lines of bolts, cap screws, nuts, screws, studs, and washers in variety of finishes. We offer per print, specials, and standards either direct from mill, cross dock, or stock and release from our 9 North American distribution centers. At Stelfast, we take pride in offering customers the personal service that they deserve.

Larry Kanne, Vice President and General Manager from the AFFIX Alliance believes that tools from INxSQL, like the Direct Connect, are innovative solutions that allow AFIXX to provide their customers with immediate information about their products and pricing, saving everyone time and money.

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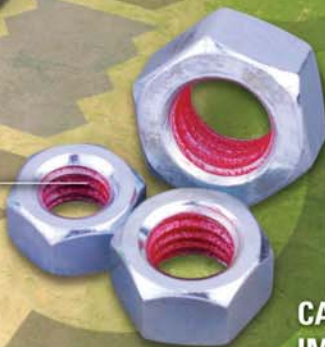
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**Beacon Fasteners and Components
Kameron Dorsey, National Sales Manager**

"We are proud to be partnered with INxSQL in the launch of Direct Connect. The Direct Connect feature is a valuable asset by streamlining the purchasing process for our customers. This automated system delivers fast and reliable inventory information and easy order processing. Direct Connect saves our customers valuable time and is an important resource while our commitment to exceptional quality, service, and delivery always remains our top priority."

Beacon is the leading supplier of quality driven high performance screws focusing on Thread Forming, Thread Cutting, SEMS, High Low Tapping, with complimentary sizes of Sheet Metal Tapping and Machine Screws as well as specialty Cold Headed Fasteners.

BSMI Bay Standard Manufacturing Inc.
CUSTOMER DRIVEN

BUILDING WITH TRUST

Bay Standard Manufacturing Inc.
WE STOCK AND PRODUCE
ASTM F-1554 ANCHORS AND THREADED RODS

**Bay Standard Manufacturing
Greg Iverson**

"Bay Standard Manufacturing and INxSQL have formed an outstanding partnership...we were originally a Faspac "Green Screen" user. Moving from the Faspac UNIX environment to a Windows based platform was a major undertaking. We originally chose Prophet 21 software. We went into the UNIX data conversion knowing it would be difficult, but it turned into a total nightmare. We labored with the software vendor for more than 18 months to get things running. At this point, we were ready to move forward with a warehouse management module. Unfortunately, Prophet 21 did not have a warehouse module so they offered a bolt on package at a hefty price and with substantial support fees. Due to the high cost of implementing the warehouse module, we decided to reconsider our current choice and evaluate other ERP packages. That was when we discovered INxSQL. They offered a complete package including the warehouse management module, low support fees, and they were focused on the fastener industry. The conversion was without difficulty and we have worked as a team with them since early 2006."

Bay Standard operates multiple branches across the western US. We manufacture domestic threaded products and also import. Maintaining lot control is extremely important to us and is a major component of our success. INxSQL has provided the tools to make this possible.

While discussing with the seven current Direct Connect partners why they became involved in this project, multiple words or phrases were used regularly; value, service, time savings, cost reduction, immediacy, simplicity, and partnering. **Kameron Dorsey, the National Sales Manager from Beacon Fastener and Components** put it this way; "We see Direct Connect as a way of streamlining the purchasing process for our customers and it's an important resource to help us maintain and expand our commitment to exceptional quality and service."

Keith Jones, the Vice President of Sales for INxSQL defines the term "disruptive technology" as new ways of doing things that disrupt or overturn traditional business methods or practices (steam engines in the age of sail, email in the age of post office mail, etc.). "We see Direct Connect as this type of technology. The advantage that it provides our users and partners disrupts the status quo, which is faxing, calling, or entering data more than once to affect a request or transaction."

FTPProcessBFC - 4.1411.14.1 - [A SAMPLE COMPANY] - Dialog

INxSQL Direct Connect

Quote ID: Q-000001327
 Quote Expires: 12/19/2014 12:00:0
 Ship From: 1
 Item #: 0806PPEZ
 Description: 8-32 X 3/8 PHILLIPS PAN HEAD MACHINE SCREW SEMS
 Partner Item #: 0806PPEZ
 Requested Qty: 1.500 Org Req Qty: 1.500 / EA
 Available Qty: 1.500
 UM: THOU/1000
 Unit Price: 13.2630000 1.326 / C
 Ext Price: 19.90 \$19.89
 Unit Weight: 3.450
 Ext Weight: 5.175
 User Comment:

Substitute Item #	UM	Price	UM Cost

New Qty OK Cancel

Direct Connect Screen Shot

While there are still many new opportunities and challenges when it comes to the continuing roll out, expansion and success of Direct Connect, "our vision and market leading strategy has helped us become industry leaders by delivering highly innovative, effective, and easy to use solutions, like our Direct Connect" said Jones.

Use your keyboard's F12 Hot Key to get quick access to Direct Connect, right from your desktop. Check stock and pricing without waiting for a fax or phone call from your supplier.

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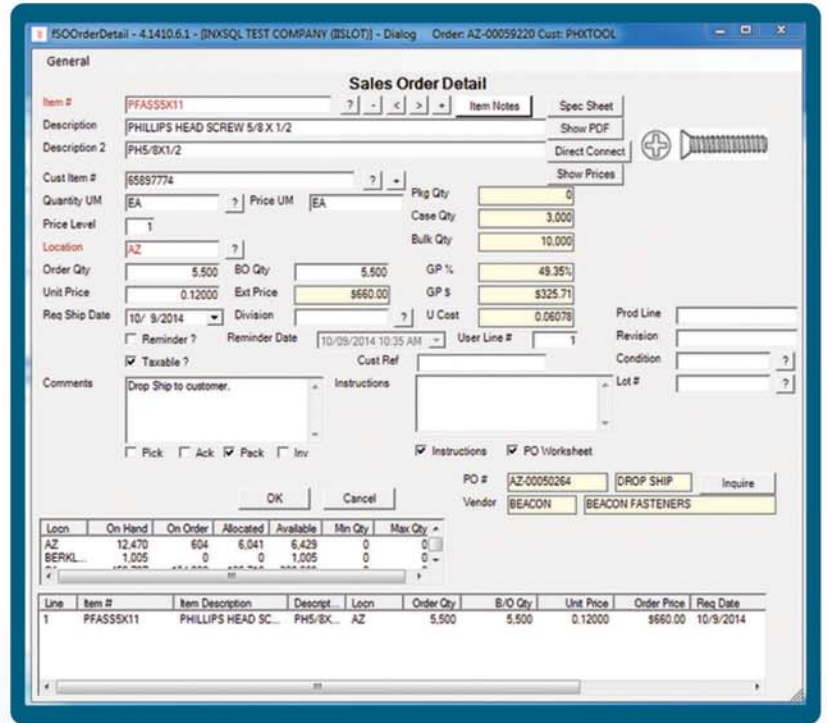
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- Built-in bar code capability and labeling
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- Quality Control
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"Purchasing INxSQL was the best decision our company could have made in an economic time when every dollar counts. After being disappointed and swimming in unresolved issues from other software solutions, we had our data converted, our staff trained, and our system operational in just a few months. We have been greeted with quick, friendly resolution from INxSQL staff with every issue we encountered. I would certainly recommend INxSQL for businesses who want to continue to grow, with total confidence in their software provider."

- Deb Lack, Associated Fasteners, Inc.

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Robert Footlik

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

SHOWCASING NEW TRENDS IN FASTENER DISTRIBUTION

Forecasts and predictions regularly appear in the media touted as "Trends." At best these are just guesses...some more educated than others. Real Trends are what drives your business. Knowing what your customers want/need, enhancing your operations and satisfying real demands help any business grow and prosper. The trick is to identify these Trends in your context.

This fall there were two super shows at McCormick Place in Chicago, the International Machine Tool Show (IMTS) in September and the packaging show Pack Expo International in early November. These are rarely attended by Fastener Distributors which is unfortunate because both provide real insights and products that can build your business while enhancing quality and productivity. With over 2,000,000 square feet of exposition space spread across multiple levels of four buildings there was plenty to see and this is an opportunity to view the present and future as a customer/consumer. This article looks at developing and waning Trends that you need to know.

Going Green

Six years ago this was all over the show floor. Everyone was touting how their product or service was going to save the planet. This year relatively few booths even noted this in passing. There are two interpretations,

either no one cares or this is now an ingrained assumption hardly worth mentioning. Both may be accurate. Like political campaign ad in the recent elections we have been assaulted past the point of caring. Going green is just so much noise.

Conclusion: Your customers would like you to do this, but if you are overselling it all that you will get are yawns.



IMTS 2014

number of South American firms. China had a huge presence with over 100 exhibitors sponsored by their various business development authorities. Most came with only a few people and a modest booth but this is not indicative of the future. Some exhibitors who were small six years ago had large, elaborate booths.

Conclusion: Foreign competition is here to stay. Realizing that it costs the same or more to build and equip a factory anywhere in the world and that logistics is the biggest hurdle investing in productivity and control improvements is the best way to stay competitive.

Foreign Competition

Twenty plus years ago many exhibitors would boycott a show that allowed foreign firms into the venue. Without considering the wisdom of this the reality was that the offshore competitors set up tents and exhibits in the parking lot. Today's shows embrace international exhibits. Both included European and Asian exhibitors with Pack Expo also including a large

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You won't find a commitment to quality and customer satisfaction like Alpha Grainger's elsewhere on the planet. Achieving this level of satisfaction has not been simple. We have designed our own customized computer software and machine tools to create a one-of-a-kind, world-class manufacturing facility here in Massachusetts.

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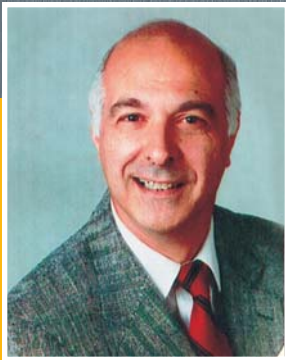
Shoulder and Thumb Screws



Standoffs



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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.

CORPORATE RECORDS? I THINK THEY ARE AT MY ATTORNEY'S OFFICE...

Introduction

Unfortunately, corporate records are routinely neglected by those in charge. The subject rarely comes up, and record books are largely perceived as unnecessary, tedious records that take up precious time to format and get right. The fact is many corporations fail to hold even annual meetings. Additionally, many corporations' record books are blank and many directors, officers, and shareholders (many times one and the same) are not even aware of the requirements and potential liabilities

Corporate record books contain the formal minutes of a corporation's stockholders' and directors' regular and special meetings held during each year. The books should contain the articles of incorporation, corporate by-laws, stock certificates, resolutions and minutes of corporate meetings.

Specific requirements exist in each state regarding form, content, viewing rights, and penalties for not complying with the law. Illinois holds the following:

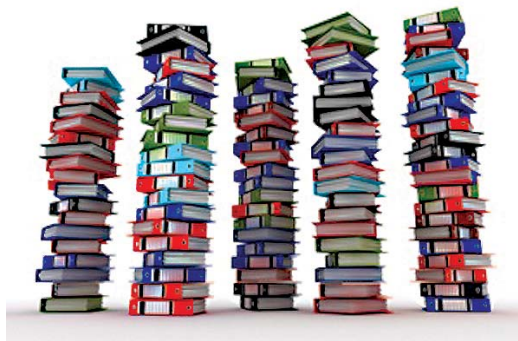
[A] Required to be kept under Illinois Business Corporation Act of 1983

Each corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its shareholders and board of directors and committees thereof; and shall keep at its registered office or principal place of business in this State, or at the office of a transfer agent or registrar in this State, a record of its shareholders, giving the names and

addresses of all shareholders and the number and class of the shares held by each. A record of shareholders certified by an officer or transfer agent shall be competent evidence in all courts of this State.

[B] Shareholders are entitled to view the records

Any person who is a shareholder of record shall have the right to examine, in person or by agent, at any reasonable time or times, the corporation's books and records of account, minutes, voting trust agreements filed with the corporation and record of shareholders, and to make extracts therefrom, but only for a proper purpose. In order to exercise this right, a shareholder must make written demand upon the corporation, stating with particularity the records sought to be examined and the purpose therefore.



[C] If the records are not available for viewing, penalties can follow.

If the corporation refuses examination, the shareholder may file suit in the circuit court of the county in which either the registered agent or principal office of the corporation is located to compel by mandamus or otherwise such examination as may be proper. If a shareholder seeks to examine books or records of account the burden of proof is upon the shareholder to establish a proper purpose. If the purpose is to examine minutes or the record of shareholders or a voting trust agreement, the burden of proof is upon the corporation to establish that the shareholder does not have a proper purpose.



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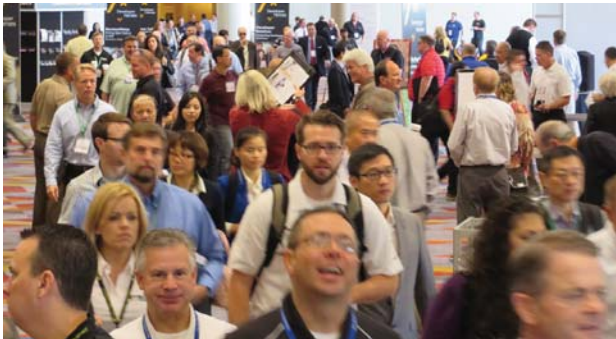
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2014 VEGAS FASTENER EXPO LARGEST IN HISTORY STRONG BUYER ATTENDANCE: HAPPY EXHIBITORS

The 34th National Industrial Fastener & Mill Supply Expo held October 22-24 at the Sands Expo & Convention Center, Las Vegas, Nevada, set a new record for exhibit space and enjoyed an increase in buyer attendance, reports Susan A. Hurley, CEM, General Manager. "We had 823 booths and 618 companies from throughout the USA and 18 other nations worldwide, making this year's Expo the largest in our long history dating back to 1981.



EAGER BUYERS ENTERING THE "WORLD'S LARGEST FASTENER & MILL SUPPLY EXPO" ON OPENING DAY



NOTHING BEATS FACE-TO-FACE SELLING AT THE NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO

Exhibitors were kept busy by a constant flow of distributors, importers, manufacturer's reps, independent sales reps, and other visitors from 40 countries crowding the aisles eagerly looking at the huge variety of fasteners

and fastener-related products and services being offered", says Ms. Hurley.

A total of 4,606 persons (exclusive of guests) registered for the Expo including 2,129 visitors. The always-important distributor category led the way with 1,347 registrants, informs Lesley Hoheisel, Registration Manager. Expo management also reports that 523 of the 2,129 Expo visitors were attending the Expo for the first time. "We feel that this is a very positive indicator of the Expo's growing attraction and a good sign for the industry", added Ms. Hoheisel.



BUSY AISLES WERE A COMMON SIGHT AT THE 2014 'VEGAS EXPO

The Machinery & Tooling area of the Expo was conspicuously larger than in previous years and included a number of new companies showing a wide variety of fastener production machinery, tooling and other related equipment and supplies of interest to the largely built-in audience of fastener manufacturers. "We expect exponential growth of this this vital Expo component in future years as the event continues becoming the one-stop shopping source for the fastener industry in North America", comments Jim Bannister, Managing General Partner.

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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".

BUSINESS COMMUNITY DIVIDED ON CALLS FOR 'NET NEUTRALITY'

Fastener Distributors and other small business owners find themselves amongst strange bedfellows as various constituencies take sides in the growing debate over "net neutrality."

Many small business people fear that leaving cyberspace unregulated will find them coming out with the short end of the stick as larger and better funded national companies and chain stores with mega resources will purchase priority treatment from broadband providers. This will allow the big companies to step to the front of the line in getting their message and products out to the consumer. Some small businesses find President Obama's recent call for reclassifying internet usage to be strangely appealing. This would make internet providers de facto utilities with equal access provided to all. They find themselves siding with the community of activists, academics, and liberals who are calling for more government regulation in this area as a means of providing the "freedom" of equality of internet access and use. It is that very freedom and equality, they argue, that drives new developments and which has been responsible for the growth of on-line sales and marketing.

On the other side of this divide are bigger companies, many of the internet providers themselves, and free market proponents who believe creativity and innovation and (as a consequence) more jobs will be provided by letting the chips

fall where they may. They say there is nothing inherently wrong in letting broad band companies provide different levels of access, speed, and service to those who desire it. If people think they can make more money then they should be free to invest their dollars and focus their technology and marketing efforts to do just that.



A surprising number of small business owners seem not to be tapped into this debate at all. Perhaps they are so busy in tending to the day to day details of running their operations that they have not stepped back to look at the bigger picture. Perhaps the older generation of business owners is just not plugged into the rapidly changing marketplace to the extent their

younger employees and customers might be.

In the MBA classes I teach at Saint Louis University the typical student is approximate age 22 to 35. These up and coming managers are very aware of the net neutrality issue and, overwhelmingly, they seem to side with the romantic notion of everyone being able to operate freely and equally on the internet. Though they are mostly opposed to excessive government regulation, they seem prepared to accept such regulation in the name of preserving the internet "freedom" which they and their peers have grown up with and which is almost a religious mantra for their generation. They see it as a free speech issue. It is an interesting juxtaposition and, indeed, somewhat of a contradiction.



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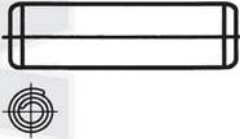
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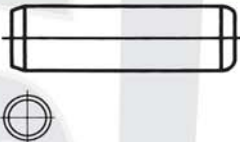
ASME B18.8.2	MS51923
ASME B18.8.3M	MS51987
ISO 8748, 8750, 8751	NAS1407
MS39086	NAS561

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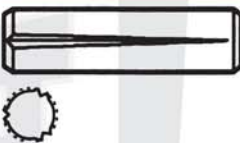
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

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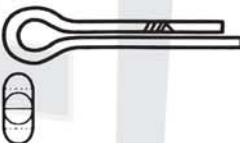
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MS16555	M21143/1
MS16556	M21143/2
MS9105	

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DISTRIBUTOR NEWS

Fastener News Desk was thrilled to attend the 2014 National Industrial Fastener & Mill Supply Expo. We covered the event through our numerous social media channels, including @FastenerNews on Twitter, Fastener News on Google+, LinkedIn, and Facebook, as well as the FastenerNewsDesk.com blog.

On the first day of the show we attended the Women in the Fastener Industry speaker series, where the topic was "What's In Your Communications Toolbox? Sales Tools of the 21st Century, Social Media & You." Experienced communications and public relations specialist Alison Cohen discussed newsletters, handouts, news releases, websites, conferences, and various types of social media in regards to the fastener industry. It was informative and encouraging, with many useful tips and suggestions.

Throughout the show we had an amazing time, we got to meet so many great people, and saw some pretty incredible booths. For the first time Fastener News Desk introduced our very own "Best Booth Awards". The winners chosen for the 2014 National Industrial Fastener & Mill Supply Expo were Pac West for 'Most Interactive Booth,' Advanced Poly-Packaging for 'Best Group,' Buckeye Fasteners for 'Best Giveaway,' Solution Industries for 'Most Fun,' and Alcoa Fastening Systems for 'Best Booth.' We can't wait to continue this tradition!

You can follow Fastener News Desk online at www.thefastenernews.com or on Twitter @fastenernews.

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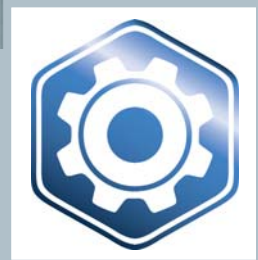
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EXACT FASTENER - WINNER OF THE BUSINESS EDGE

Contest Over

The final edition of The Business Edge Free System Contest ended at 1:00 PM on October 24th on the floor of the Las Vegas NIFMS Show. Steve Andrasic, VP of Brighton Best drew the winning entry. And the winner is Exact Fastener & Supply, Inc. of Irvine, CA. Fernando Chumentowski, General Manager of Exact Fastener & Supply was not present, but was notified of their good fortune later that day by telephone.



STEVE ANDRASIC, VP OF BRIGHTON BEST INTERNATIONAL DRAWING THE NAME OF THE LUCKY WINNER OF THE FINAL BUSINESS EDGE FREE SYSTEM CONTEST AT NIFMS LAS VEGAS 2014

Just What They Need

Fernando was very pleased that they won. He said, "We at Exact Fastener and Supply, Inc. are ecstatic to be migrating from our current systems to Computer

Insights, Inc.'s The Business Edge. We had been analyzing new ERP systems to replace our current three disjointed applications for CRM, order processing, and financials. Naturally, we are delighted to have been selected as this year's winner of the free system. The Business Edge was one of the top industry specific platforms we were already considering.

The Business Edge will give us exactly what we are looking for to help grow our business; a centralized platform to run our core processes within sales, purchasing, warehouse and accounting. With our new system, we will be able to eliminate dual data entry, give everyone in the organization the information they need when they need it, and amongst other things, management will have a complete view of the entire operation at the click of a mouse. The timing couldn't have been better. I can't wait to have it operational."



FERNANDO CHUMENTOWSKI, GENERAL MANAGER OF EXACT FASTENER & SUPPLY IS THE LUCKY WINNER OF THE FINAL BUSINESS EDGE FREE SYSTEM CONTEST

CONTINUED ON PAGE 138

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



FASTENER EXPERTS RESPOND TO HYDROGEN EMBRITTLEMENT CLAIM

On December 18, 2012, a Chevron offshore oil rig's lower marine riser package separated from the blowout preventer, releasing approximately 432 barrels of synthetic-based drilling fluids into the Gulf of Mexico.

Chevron told the Bureau of Safety and Environmental Enforcement (BSEE) that the incident was the result of the failure of H4 connector bolts manufactured by GE Oil and Gas (formerly Vetco-Gray).

Based on the initial failure analysis, GE sent replacement bolts for all known H4 connectors to customers worldwide.

The root cause of the 2012 disconnect was hydrogen-induced stress corrosion cracking (HiSCC), a finding verified in a BSEE report dated August 2014.

The occurrence of HiSCC is consistent with the facts in the case, fastener experts Joe Greenslade and Salim Brahimi told FIN.

"On the other hand, there are inconsistencies in how the report defines HiSCC as the cause of the failures," Greenslade and Brahimi noted in a joint statement to FIN.

First, HiSCC is the failure mechanism and must not be mistaken for root cause. Second, the term hydrogen induced stress corrosion cracking (HiSCC) applies when corrosion-generated hydrogen is the principal source of hydrogen. HiSCC is a subcategory of environmental hydrogen embrittlement (EHE); EHE is differentiated from internal hydrogen embrittlement (IHE) where the source of hydrogen is from manufacturing processes, notably from electroplating.

"The report apparently interchanges the two categories of hydrogen embrittlement. These fundamental misinterpretations, in conjunction with an investigation that stopped short of determining the true

root cause of bolt failures, have led to a number of inaccurate conclusions."

The BSEE report does not sufficiently emphasize a condition that is at the heart of the failures, notably the use of a pure zinc coating on high tension fasteners in sub-sea service, Greenslade and Brahimi stated. Zinc coatings are sacrificial with respect to steel and are used to cathodically protect steel components such as fasteners. The cathodic protection offered by zinc on steel is beneficial towards extending the corrosion life of a component.

On the other hand, the galvanic reactions that occur during this process result in hydrogen being absorbed by the steel in quantities that are orders of magnitude greater than if no coating is present.

"This source of hydrogen being absorbed by the fastener while it is under stress is much more significant and damaging than any amount hydrogen that remained in the part after electroplating," Greenslade and Brahimi concluded.

The use of cathodic protection systems may have exacerbated these conditions of in-service hydrogen generation. High concentrations of hydrogen being locally absorbed by the fastener can lead to HiSCC failure provided two other conditions are also present: (i) fastener material that is inherently susceptible to hydrogen damage, and (ii) sufficiently high stress.

The question of conformance to the electroplating standard ASTM B633-98 is a "red herring" because ASTM B633 is not applicable to fasteners.

"Research and decades of practical experience have incontrovertibly shown that correctly manufactured fasteners with a specified hardness below 39 HRC are not susceptible to IHE."

CONTINUED ON PAGE 142



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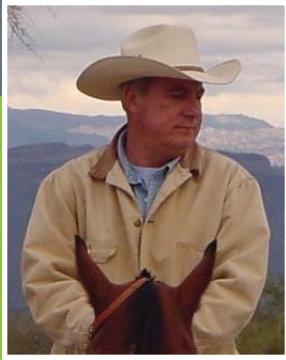
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NEWS FROM FASTENER TRAINING INSTITUTE AND FASTENER EDUCATION FOUNDATION by Kelly Cole

FTI's goal is and always will be to promote unity, share intellectual property and training materials, and develop curriculum to benefit the entire industry. While its roots were formed in the fastener distributor training market place, master distributors, importers and OEM's (original equipment manufacturers) have gained an enormous benefit from these activities. If not for manufacturers, experts and industry contributors, facilities to train, the required fastener data and all forms of technical data would not have been available for FTI's use, at little or no charge.

Distributors must recognize the importance of training in a much broader spectrum. Recently, a study was conducted on the manufacturing workforce. It concluded that 3-5 people in their company would soon be exiting the workforce monthly, leaving them without adequate replacements trained in manufacturing, fabrication, tool and die making etc. to take their place.

How did this happen? Obviously we saw the global expansion of manufacturing and a large portion of our knowledge base in fastener manufacturing moving off shore. To that end, the USA is still a global force in manufacturing. The industry faces some daunting challenges, of which in concert, FTI, FEF, FIC and IFI have banded together to tackle this growing problem head on.

Who is doing what? Introducing the FIC (Fastener Industry Coalition) This group is comprised of ranking board members from the entire association community. This group is utilizing and supporting the use of FTI for its own training platform, insuring cost savings to members. Associations are able to utilize FTI's proven curriculum, rather than developing their own. This also provides a revenue platform to the association (which keeps cost to members as low as possible). This group takes best practices formed at regional and local association levels and helps put them to work where it makes sense. A good example is 30 under 30.

What can you do? Support your association B.O.D. and help institute best practices to make your association community strong and relevant. Start a 30 under 30 committee to recognize outstanding young people in your local community. (See Young Fastener Professionals YFP).

FTI (Fastener Training Institute) This entity provides quality, consistent training to our industry, developing new curriculum and advancing training technology to bring information to more people and sectors quickly, affordably and effectively. FTI has offered to deliver its training regionally and we embrace any specialist or industry veteran interested in volunteering to our cause to be involved in our trainer network.


What can you do? Train your people. Richard Branson was quoted, "Train people well enough so they can leave, treat them well enough so they don't want to". Volunteer to help FTI grow and become more utilized nationally.

IFI (Industrial Fastener Institute) Most of what you see or hear from IFI, are the technical aspects of industry. What is not recognized is the political advocacy it supports within the industry; the direct influence on our trades, and development and refinement of specifications and fastener standards. If not for the tireless efforts of the IFI, our industry would be wrought with inconsistent data, a lack of standards, no voice in government, and be ultimately foundationless.

What can you do? Support your supplier's investment. Utilize the "IFI Connection" to gather data for your customers so they are specifying the right fastener.

Introducing FEF (The Fastener Education Foundation) was formed to promote, fund and develop all aspects of our industry's educational future. It will fundraise, support, and fund learning across the fastener spectrum. We have a goal of \$250,000.00 in 2015. These funds will be distributed to areas of need and will be available to individuals, companies, and association members alike.

What can you do? Support the industry's future. The need to instruct and train new employees has never been greater. Invest your dollars with FEF and gain tax advantages for your business. We need your help.

Finally, I will close this with a question - Do you know the average age of your work force? Some may know, and that is good. Many of you don't and will be shocked! It really is OUR problem. 

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Anthony Di Maio

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

THE VERSATILITY OF BLIND RIVETS

Blind rivets are very versatile regarding Tensile and Shear values, Head Configuration, Alloys and various designs that will solve application problems.

Tensile And Shear Values

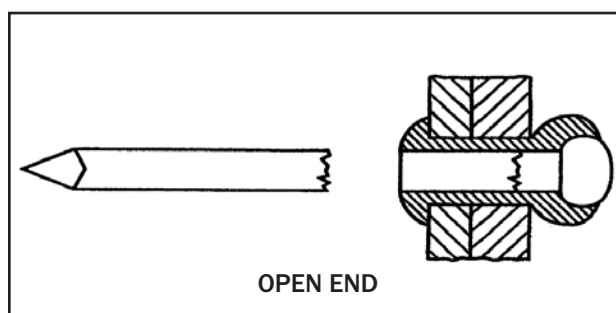
Blind rivets offer a range of tensile and shear values of the set blind rivet that will satisfy the requirements of any blind rivet application.

TENSILE The tensile ranges per IF1 (Industrial Fasteners Institute) specifications start at 80 lbs, for a 3/32 diameter aluminum rivet body and aluminum mandrel Open-End rivet to 1850 lbs. for a 1/4 diameter stainless rivet body and stainless mandrel. Structural rivet. A designer has this wide range of tensile values that can be calculated into the design and requirements of the blind rivet application.

SHEAR The shear ranges per IF1 start at 70 lbs. For the 3/32 diameter aludalum Open-End rivet to 2400 lbs. for the 1/4 diameter stainless/stainless Structural blind rivet.

It should be noted that the tensile and shear values listed are minimum values. Knowing the minimum tensile and shear values of the blind rivet being used, the designer can calculate the total number of blind rivets that should be used to ensure a properly fastened application.

DIAMETER Blind rivets listed in the IF1 standards book, start at 3/32 diameter up to 1/4 diameter. The different alloy combinations that are used for the Standard Open-End Blind rivets.



OPEN END

FIGURE 1

RIVET BODY MATERIAL	MANDREL MATERIAL
Aluminum 1100	Aluminum
Aluminum 5050	Aluminum
Aluminum 5052	Aluminum
Aluminum 5154	Steel
Aluminum 5052	Steel
Aluminum 5056	Steel
Copper 110	Steel
Aluminium 5052	Stainless 400 Series
Steel	Steel
Monel	Steel
Stainless 300 Series	Steel
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Joe Greenslade Director of Engineering Technology

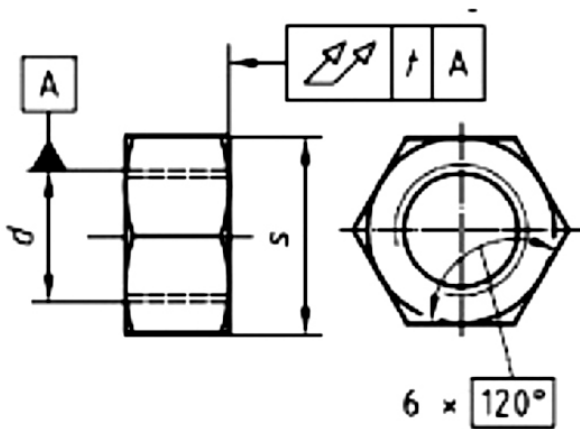
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NUT BEARING SURFACE RUNOUT - WHAT IS IT AND HOW IS IT MEASURED?



One critical feature of a nut that is seldom measured except when a customer complains is the bearing surface runout. The bearing surface runout is the feature that indicates how close to perpendicular the nut's bearing surface is in relationship to the nut's pitch diameter. A problem with this feature is usually detected by the customer when they go to seat the nut on the surface of an assembly component and they notice that one edge of the nut comes in contact with the component surface and the opposite side of the nut face has a gap between the nut face and the component surface. If the runout is beyond its requirement the bearing surface of the nut appears to wobble top to bottom as the nut is threaded on the mating bolt.

This condition can cause the pressure on the nut face to be unevenly distributed and has a tendency to try to bend the externally threaded component. Excessive runout is more common in nuts $\frac{1}{2}$ inch (M18) and larger. Runout is expressed as the Full Indicator Movement

(FIM). When the runout is beyond requirements it indicates the nut thread was tapped at an angle instead of perpendicular to the nut bearing surface as it should be.

The requirements for the runout feature are designated in ASME B18.2.2 for inch nuts and ISO 4759-1 for metric nuts. The simplest way to determine if a nut is within its required runout is as follows:

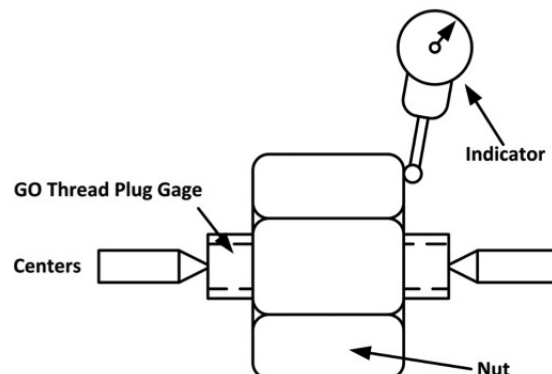
Nut Runout Measuring Equipment


[1] A "reversible" GO threaded plug gage with centers in both ends. Normally the class of thread for the GO plug gage is 2B for inch parts and 6H for metric parts.

[2] Bench center device or a lathe with a tail stock and live centers held in the chuck and tail stock.

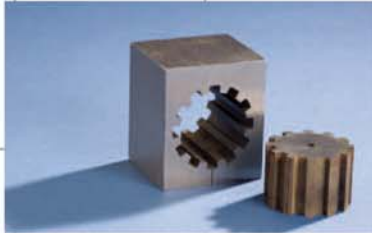
[3] Test indicator with increments no greater than 10% of the required FIM.

Nut Runout Measurement Procedure



- Screw GO gage into nut
- Place GO gage between centers
- Place indicator on outer edge of nut bearing surface 

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FASTENER SOLUTIONS - TOP PEOPLE - BIG GROWTH

A Few Good People

Christopher George, President of Fastener Solutions, Inc. is looking for a few good people. The company, which he started in a garage in 1996, has experienced nearly 35% compounded annual growth. When asked what he attributes this remarkable growth to, he said, "We have always searched for and hired the very best people. If I find someone who can prove their performance in our company, their reward can easily be the opportunity to open a branch for us. Effectively, they can operate like they are running their own business, but still have the infrastructure and support offered by being part of a larger company. We are always looking for the best people to join us. Although we are headquartered in New Jersey, geography is no obstacle. We are constantly searching for new markets."

Sense Of Urgency

Since their inception they focused on taking care of customers with intensity that is unmatched. Chris stated, "We try to approach every order like it's an opportunity to win or lose a customer. If everyone shares that sense of urgency, we know that even if things don't go perfectly,

the customer will know they can count on us."

Managing Growth With A Strong Foundation

Chris stated, "Managing our growth has been a challenge, especially before we had strong foundation for operations. When we started we were hand writing purchase orders, typing up invoices and tracking our inventory by eye. We moved to Quickbooks after a year or 2, but quickly learned it could not support the kind of inventory control we needed. In 1999 with Y2K looming we invested what we considered to be a significant amount of money in a vertical market fastener system. We selected that system because it was just \$4,000 less than the The Business Edge, which we were also considering... Our launch with the other system in 2000 was so bad that we had to start over with them in 2002. We struggled along for another couple of years before admitting we had made a mistake. Even though it was supposed to be a "fastener system" it was sorely lacking in the areas of inventory, accounting and operations. We should have invested in the better system first and gone with Computer Insights."



ABOVE: CHRISTOPHER GEORGE, PRESIDENT OF FASTENER SOLUTIONS.

BELOW: FASTENER SOLUTIONS' NEW JERSEY HEADQUARTERS



CONTINUED ON PAGE 148

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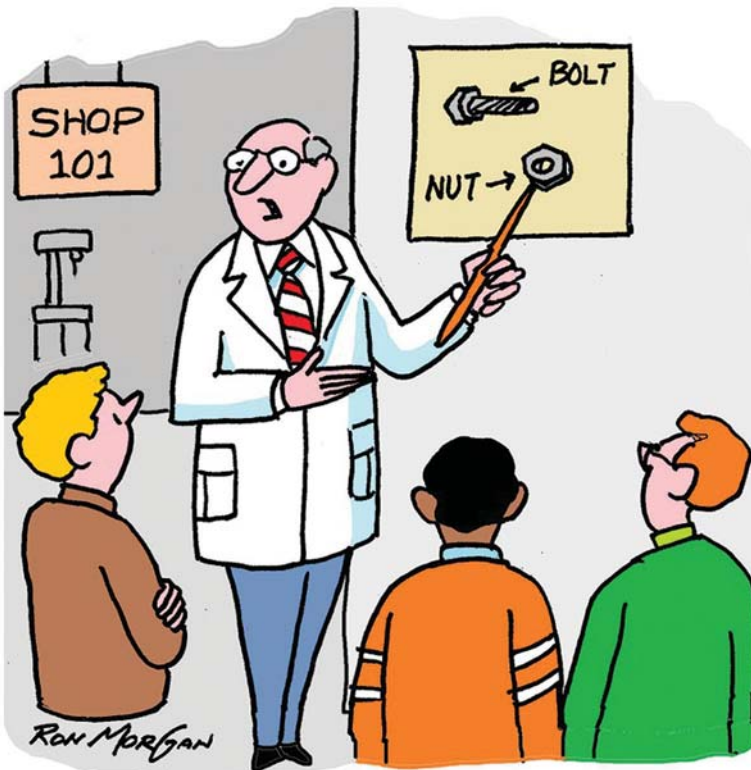
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"You've even got me confused now but I'm reasonably sure it's 'righty tighty - lefty loosey'."

FASTENER TECH™ '15

MWFA, PO Box 5, Lake Zurich, IL 60047

TOLL-FREE 1-800-753-8338

TEL 847-438-8338

EMAIL mwfa@ameritech.com

WEB www.mwfa.net

SEMINARS & GOLF OUTING ADDED TO FASTENER TECH™ '15 ITINERARY by Nancy Rich

Two educational events and a golf outing have been added to **FASTENER TECH™ '15 - "The All-Fastener-Industry Event in the Heart-of-the-Fastener Industry"** - which already includes an exhibition and several networking opportunities.

The New Components Are:

- "Buyer Beware Seminar"
presented by the Mid-West Fastener Association (MWFA)
- "Fastener Technology Workshop"
presented by the Fastener Training Institute (FTI)
- MWFA Shotgun Golf Outing

Exhibit sales for **FASTENER TECH™ '15** are underway, including space in a new "Technology Center" section, which is reserved for suppliers of materials, tooling and machinery for making any type of fasteners. The balance of the show will be filled with suppliers of all types of fasteners and related products and services.

Exhibitor registration forms as well as the show floor plan and list of exhibitors are available at www.fastenertech.com/fastenertech and www.mwfa.net.

Several fastener industry associations and publications are participating in **FASTENER TECH™ '15**:

- Distributor's Link www.linkmagazine.com
- Fastener Industry Coalition (FIC) www.fastenercoalition.org
- Fastener Technology International www.fastenertech.com
- Fastener Training Institute www.fastenertraining.org
- Fully Threaded Radio www.fullythreaded.com
- Global Fastener News www.globalfastenernews.com
- Mid-West Fastener Association (MWFA) www.mwfa.net
- National Fastener Distributors Association (NFDA) www.nfda-fastener.org
- North Coast Fastener Association (NCFDA) www.ncfaonline.com

- Pacific-West Fastener Association www.pac-west.org
- Women in the Fastener Industry (WIFI) www.fastenerwomen.com

FASTENER TECH™ '15 is being produced by Fastener Technology International magazine, Akron, OH, USA, and the Mid-West Fastener Association (MWFA), Lake Zurich, IL, USA. **FASTENER TECH™ '15**, the fifth staging of the all-fastener-industry concept in fastener industry trade shows, is scheduled to take place in Rosemont (Chicago), IL, USA, June 8-10, 2015 at the Donald E. Stephens Convention Center. **FASTENER TECH™ '15** offers attendees and exhibitors a valuable, cost-effective and easy to attend event that provides benefits to fastener manufacturers, distributors, users and suppliers. **FASTENER TECH™ '15** is a biennial event.

Fastener Technology International is a bimonthly international technical magazine for manufacturers, distributors and users of all types of fasteners - the print edition is delivered to thousands of subscribers in more than 90 countries, and the digital edition is available to industry professionals around the clock at www.fastenertech.com.

The Mid-West Fastener Association (MWFA) has been representing and serving all segments of the fastener industry for more than half a century. MWFA members include fastener manufacturers, distributors, importers and industry suppliers. Details are available at www.mwfa.net.

For details on exhibiting, contact Nancy Rich of the MWFA at mwfa@ameritech.net, 847-438-8338; or contact Tom Hutchinson of Fastener Technology International at tlh@fastenertech.com, +1-330-864-2122. Editorial Contact: Mike McNulty of Fastener Technology International, mcnulty@fastenertech.com or +1-330-864-2122. 

FASTENER TECH™ '15

*Exhibits include
Fastener Manufacturers,
Fastener Industry Service Companies
and Fastener Machinery.*

FASTENER TECH '15 EXHIBIT APPLICATION AND CONTRACT

DATE: _____

The undersigned (hereinafter called the Exhibitor) hereby applies for space in the FASTENER TECH '15 Exhibition scheduled for June 8-10, 2015 at the Donald E. Stephens Convention Center in Rosemont (Chicago), IL USA. The Exhibitor understands that this becomes a valid contract when accompanied by the exhibit fee (shown below) and upon the receipt of FASTENER TECH '15's acceptance of the application. Furthermore, the Exhibitor acknowledges receipt of and agrees to exhibit under and comply with the rules and regulations printed on the second and third pages of this contract.

COMPANY NAME: _____

ADDRESS: _____

CITY: _____ STATE/PROVINCE: _____ ZIP: _____

COUNTRY: _____ CONTACT: _____

PHONE: _____ FAX: _____ EMAIL: _____

WEBSITE: _____

EXHIBIT SPACE SELECTION & FEES (includes carpet, table, two chairs, waste can, pipe & drape, sign, 2 exhibitor badges per booth, attendee passes and exhibitor lunch)

_____ 10'x10' unit: \$1800 **Table Size Requested:** 4ft __ 6ft __ 8ft __

_____ 10'x20' unit: \$3600 **Table Size Requested:** 4ft __ 6ft __ 8ft __

Larger booths available upon request (additional space charged at per booth price)

_____ Electrical Outlets, \$250 each (on site electric order \$300) _____ Upgrade to counter table and stools \$100 _____

We would like to be a Fastener Tech '15 Reception Sponsor-please check to be contacted _____

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BOOTH SELECTION: FIRST CHOICE: _____ SECOND CHOICE: _____ THIRD CHOICE: _____

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NAME & SIGNATURE OF RESPONSIBLE PARTY: _____

METHOD OF PAYMENT: MAKE CHECKS PAYABLE TO FASTENER TECH '15, AND MAIL WITH APPLICATION TO
FASTENER TECH '15, PO BOX 5, LAKE ZURICH, IL 60047, USA

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Cancellations prior to 4/1/15 subject to \$200 processing fee. After 4/1 no refunds.



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SPINNING FISHING REEL UTILIZING A WAVE SPRING by Raymond Schwartz

The spinning reel is often thought of as a great reel that casts effortlessly from either a boat or the shore. How these spinning reels were limited by the drag that they could produce and in the past were seen as strictly an inshore reel.

That was until the industry introduced the next iteration of the spinning reel. These new super spinning reel, use in excess of twenty ball bearing, space age material for corrosion resistance and weight reduction and spring loaded drags.

Due to the limited space a traditional coil spring could not be used. The industry turned to a highly engineered product called a wave spring. These

springs are custom made and engineered to precision tolerances.

This translates into precise incremental drag adjustments, and overall helps to keep the drag feeling smooth throughout the range as it does not have a solid stack height. 



ROTOR CLIP COMPANY INC.

TECHNICAL ARTICLE

MID-WEST FASTENER ASSOCIATION

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MWFA ANNOUNCES 2015 BOARD OF DIRECTORS

MWFA Board of Directors 2015

President	Rich Cavoto (Metric & Multistandard Components)
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Secretary	Paula Evitts (KDS Imports)
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Alternates	Brian Christianson (South Holland Metal Finishing) Rich Pease (RK Precision Products LLC) Amanda Clark (Clarcorp Industrial Sales)
Executive Director	Nancy Rich

Save The Dates - MWFA 2015 Calendar

February 26th	Class C/Specialty Plating Seminar Dinner Meeting with CMFI/AESF
March 12th	Dinner Meeting
April 16th	Introduction to Fasteners Seminar
May 14th	Dinner Meeting
June 8th-10th	Fastener Tech '15
June 8th	Fastener Technology Workshop [Fastener Tech '15] <i>Sponsored by FTI</i>
June 9th	Buyer Beware Seminar [Fastener Tech '15] <i>Sponsored by MWFA</i>
September 17th	Intermediate Fasteners QC Seminar
September 24th	Dinner Meeting
October 8th	Print Reading/Using IFI Book Seminar
November 5th	Forklift Training Seminar Elections and Scholarship Awards Dinner
December 10th	Holiday Party 

ASSOCIATION ARTICLE

MID-WEST FASTENER ASSOCIATION



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BRYCE SELECTS RETAILER FOR AUTO AFTERMARKET

Bryce Fastener Inc., a world leading manufacturer of high security locking screws, recently signed on Innovative Creations Inc. (ICI) as their retail distributor for the automotive aftermarket. The partnership enables ICI to sell their own exclusive Bryce Keyed-Lok® screw called Light Locks, in small quantities at a reasonable price to private individuals wanting to secure their on and off road LED lighting.

“Having a retail distributor gives us a way to respond to the growing demand for our security screws from private individuals. It also equips ICI to offer their customers another essential product,” says Bryce Campbell, President and CEO of Bryce Fastener Inc.

ICI is long-standing leader (20 years) in the automotive aftermarket industry where they design, manufacture, and distribute vehicle accessories to improve performance as well as vehicle appearance. Most accessories in the automotive aftermarket are expensive. LED lighting for on and off road driving costs an upwards of \$1,500 to \$2,000 a piece. They're an easy target for theft. ICI found through testing, a Vision X LED light bar (\$1,400.00) can be stolen from a vehicle in less than 13 seconds.


Ensuring their customers' accessories would be safeguarded against theft, ICI began searching for an

easy to use, yet effective anti-theft device. The ideal solution came in the form of fastener made by Bryce Fastener Inc. The screw acts like a high security lock and is easy to install. They can be retrofitted in place of standard fasteners. The unique design of Light Locks repels vice grips and other tools, making it one of the most secure fasteners available on the market. ICI offers

Light Locks for all brand name manufactured lights; Vision X, Rigid Industries, KC, PIAA, Hella, Anzo, and Paramount.

They're available at retail in small quantities. The automotive aftermarket is one of the hundreds of markets who rely on Bryce Fasteners to safeguard their products against theft. They're fastener innovators who create new and improved fasteners to act like

custom locks. Not only do they engineer high security screws to repel all bits and tools, they claim their fasteners drive straighter and torque higher than other security fasteners.

Bryce Fastener prides themselves on their R&D capabilities responsible for multiple patents and new formulas to heat treat and black coat fasteners more efficiently and economically.  **BRYCE FASTENER INC**

Article provided by GlobalFastenerNews.com



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DIFFERENTIAL PREVAILING TORQUE NUTS: LOCKON® FASTENERS BREAK NEW GROUND

Grocery carts that steer off course, motion sensor faucets which seem to only work when they feel like it, clamshell packaging that requires a machete to open – we routinely encounter product design that barely achieves its intended function.

The traditional lock nut fits in this category of common, yet cumbersome solutions. These nuts work, but you still need to add torque at clamp up to compensate for built-in resistance. More importantly, if you don't torque the nut just right or the joint is subjected to vibration, embedment or settlement, you risk the nut working its way off the bolt. Luckily, a newcomer to the fastener industry has been working on the fix.

What are LockOn Fasteners?

LockOn®, a Flow-Rite company, has created a new category of locking fasteners which they refer to as differential prevailing torque nuts. These uniquely effective fasteners provide the most reliable joint possible when exposed to vibration or moving parts.

Combining simple elements and comprehensive

engineering, the locking band within a LockOn fastener allows the nut to be tightened without additional torque, yet meets or exceeds all IFI 100/107/545 removal standards for prevailing torque.

Since LockOn creates negligible prevailing torque during installation, the required torque settings do not need to be adjusted as they do with other locking fastener technologies. In cases where LockOn is exposed to high vibration or has moving parts below it, the one-way locking technology allows LockOn to self-tighten.

“Proper torque can be a guessing game that leaves you with a false sense of security, especially when a bolt is exposed to vibration,” says Daniel

Campau, president of LockOn. “LockOn fasteners provide a new level of unprecedented joint security. No other lock nut combines LockOn's features, ease of use, wide temperature service, corrosion resistance, and reusability.”



CONTINUED ON PAGE 158



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GAGING SYSTEMS: SYSTEM 22

ASME B1.3 – 2007, Section 1 defines a gaging system as: *a list of screw thread characteristics that must be inspected/evaluated to establish the acceptability of the screw threads on a threaded product and the gage(s) which shall be used when inspecting/evaluating those characteristics. In other words, what needs to be checked and what gage we need to use.*

According to **ASME B1.3 – 2007, section 4(2):** *System 22 provides for interchangeable assembly with functional size inspection/evaluation at the maximum material limit within the length of the standard gaging elements, and also inspection/evaluation of the minimum material size pitch diameter or thread groove diameter over the length of the full thread. The cumulative effects of all other thread characteristics such as lead, flank angle, taper, and roundness variations are confined within product tolerance limits with no specific inspection/evaluation of their magnitudes. The easy way to remember this is that System 22 involves variable gaging, or in other terms involves obtaining an actual number.*

The most common products that require system 22 measurements are Socket Head Cap Screws defined in ASME B18.3, and Aerospace threads defined in SAE AS8879. A quick outline of what is required for external and internal threads are:

External threads:

- Pitch Diameter
- Functional Diameter
- Major Diameter
- Minor Diameter (UNJ only)
- Root Radius (UNJ only)

Internal Threads:

- Pitch Diameter
- Functional Diameter
- Minor Diameter

Let's look at each characteristic a little closer.

External Threads, ASME B1.3 - 2007, Table 3

In this table you will find that System 22 requires the following features to be checked. Under each feature the acceptable gages are summarized. These acceptable gages are detailed in table 1 of the standard.

GO Maximum material

- Go threaded ring gage, split or solid.
- Go Rolls or Segments for Thread Snap Gages.
- Rolls or Segments for indicating gages with either 120 or 180 degree contact points.

NOTE: You are evaluating the Maximum Functional Diameter using either a Go ring gage or variable type gage that will actually provide you with a Functional Pitch Diameter reading. Functional diameter meaning that you are evaluating a group of threads all at the same time incorporating individual elements such as flank angle, lead, taper, etc. Go Maximum material is one of the features in system 22 inspection/evaluation that can be done using a fixed limit gage.

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Bi-Point™ Gage

This gage is a widely adjustable thread measuring instrument. Only two frame sizes are required to measure from #10 through 2-1/2" and the other from 2-5/8" through 5". The measurement resolution is .0001". This gage is available in a bench mounted model or a hand held.

Tri-Roll External Thread Gage

This gage is ideally suited for thread measuring applications where the gage is to be dedicated to only one thread size or is used to measure a narrow range of sizes. This gage comes in a number of different frame sizes providing a total measurement range of #0-80 (M1.6) through 6" (M150).

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FASTENING SOLUTIONS FOR MEDICAL DEVICES

by Christie L. Jones, Market Development Manager

Even though they tend to be the smallest components in the medical device, fasteners are usually the most important element of the assembly as they literally hold the entire unit together. When a fastener fails in a medical device, this usually means that the device will also fail. The correct fasteners ensure that the device goes together and stays together for the intended life of the assembly, and that the device performs as desired.

All too often, these critical elements end up being the very last thing that Engineers consider in the design process. As a result, fasteners used in medical devices are usually specified as extremely tightly toleranced parts. In addition, due to the unfamiliarity of the various fastener industry standards and associated manufacturing processes, Engineers frequently tie the hands of the fastener manufacturer into using high-cost manufacturing processes to meet the specifications.

What most people do not realize is that the Design Engineer plays a significant role in the profitability of a company through the fasteners that they select. Fasteners can overcome challenges in assembly, solve quality problems and significantly reduce the total cost of the device. Engineers can lower design and assembly costs by working directly with knowledgeable fastener manufacturers early in the design stage in order to ensure the most cost-effective components are designed into the device without having to go through costly redesigns after the product has launched.

Even though the importance of the fastener is evident, surprisingly, traditional Engineering curriculums do not contain any formal instruction on the proper methods of joining and assembly. This article will focus entirely on what designers and manufacturers need to know, avoid, and do, when it comes to pinning and spacing requirements in medical devices.

Consider Cold-Headed Versus Machined Pins

In the process of working with one surgical device manufacturer, it was discovered that they were using seven different machined Solid Pins as free-fit axles in their surgical stapler. The pins were slip fit into place and held in position by a plastic shroud that went entirely around the outside of the device. The pins were specified with an outer diameter (OD) tolerance of ± 0.001 " and a length tolerance of ± 0.003 ". The material of the pin was specified as 303 stainless steel (SST). Since this type of stainless is only readily available in bar stock, this essentially dictated that the parts had to be machined rather than cold headed or roll formed – two significantly less expensive production methods.



After a thorough review of the performance requirements, the medical device manufacturer agreed to widen the length tolerance to ± 0.010 " (the difference of approximately 2 to 3 human hairs), as well as change the material specification from 303 SST to 305 SST so that commercially available wire could be used. These two changes enabled the pins to be cold headed versus machined with no change in performance of the assembly. The cold heading process yields extremely high Cpks. As a result of replacing the machined pins with cold headed pins, the medical manufacturer will save over \$2.3 million dollars annually once the device reaches its full production volume.

CONTINUED ON PAGE 160

DISTRIBUTOR NEWS

Lindstrom Metric, LLC

regrets to announce that after sixteen years of outstanding and dedicated service, Mike French made a decision to slow down and smell the roses.

Friday October 3, 2014 was Mike's final day with Lindstrom Metric, thus concluding a successful 42 year career in the fastener industry.

Mike was instrumental in the success of the company. During his tenure, the business experienced dramatic growth, due in large part to Mike's skills and leadership. Mike's efforts through the years made Lindstrom a recognized and respected name in the fastener business. He is one of the most loyal, dedicated, and hardworking executives the company has ever known, and Mike will be sorely missed.

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

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

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SPIROL International Corporation is pleased to announce the recent achievement of gold level status in the Caterpillar Supplier Quality Excellence Process (SQEP) Recertification.

SQEP (Supplier Quality Excellence Process) is Caterpillar's operational excellence initiative that recognizes a supplier's commitment to meet and sustain high quality standards to ensure they achieve superior quality and deliver best-in-class performance.

Says Gregg Neidlinger, SPIROL's Global Account Manager for Caterpillar, "Receiving the SQEP gold acknowledgement validates our global commitment to quality, service and support. From technical design



and engineering support through delivery, our teams are fully engaged with CAT processes."

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BY ANY MEASURE.

LINDSTROM ACQUIRES TITAN FASTENERS

Lindstrom announced the acquisition of Titan Fastener Products, Inc., a leading master distributor of packaged fasteners and related products, specializing in inch dimensions. From its headquarters in Brunswick, GA and additional facilities in Chicago, IL, Titan provides over 45,000 different packaged products to its fastener and industrial distributor customers.

Mike Wrenn, President of Lindstrom, commented, "The Titan name is well known in the marketplace. Our combined product offering is over 133,000 SKUs, the broadest line in the industry, and we are very excited by our opportunities as we combine the strengths of both companies. We believe our distributor customers want more choice. Our goal is to satisfy all their specialty-fastener needs with the same high levels of service, flexibility and personal attention for which Lindstrom is known."

With the acquisition of the Titan business, Lindstrom will be able to offer an unparalleled level of choice and value to the market, specifically:

- The largest inventory of hard-to-find fasteners
- Parts made to any U.S. or international standard
- A variety of available materials, including steel, stainless, and brass
- Any plating or other secondary process
- Special lengths, thread pitches, and other custom services for inch & metric sizes
- A wide variety of fittings, hardware and other non-fastener products
- The full range of BN part numbers through an exclusive arrangement with Bossard AG
- Flexible order quantities

"We view Titan as the premier master distributor of packaged fasteners, specialty and hard-to-find fasteners, and other related products," stated Jeff Fox, chairman and


chief executive of Harbour Group, which owns Lindstrom. "Titan Fasteners is a unique company with a strong market presence, and the Titan team is respected as one of the best in the industry. Their service levels are terrific, particularly given their focus on lower volume, non-commodity SKUs. The combination with Lindstrom brings tremendous value to distributors. The extensive product lines of both businesses, combined with their strong culture of customer service, will further improve their ability to serve their customers."

"Lindstrom's culture is a great fit with us," said Eric Kuchar, Titan's President. "Both companies are committed to developing personal relationships and really partnering with distributors to customize solutions that meet their needs. We realize that one size does not fit all, so we are flexible in our approach. Like Lindstrom, value-added services such as packaging, plating, and kitting are a very large part of what we offer. Being friendly, easy-to-do-business-with, and first in service are the goals that have successfully guided both organizations for decades."

In conjunction with the acquisition of Titan, Lindstrom can now offer a range of high-grade fasteners in inch dimensions, to complement their metric product range, including:

- A variety of socket products
- Grade 5 and 8 hex head cap screws & nuts
- Stainless steel hex head cap screws & nuts
- Nylon insert locknuts

Further, this new product range will be offered with the same flexible options and value-added services traditionally available from Lindstrom, including:

- Orders in any quantity required, bulk or packaged
- Custom packaging and labeling options
- Kits and assortments, assembled to the customer's needs. 

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NOVEMBER 2014 FASTENER INDUSTRY TECHNOLOGY UPDATE

I. Standards Organizations Activities

[a] Standards Published Last Month

A307 Standard Specification for Carbon Steel Bolts, Studs, and Threaded Rod 60 000 PSI Tensile Strength

A325 Standard Specification for Structural Bolts, Steel, Heat Treated, 120/105 ksi Minimum Tensile Strength

A325M Standard Specification for Structural Bolts, Steel, Heat Treated 830 MPa Minimum Tensile Strength (Metric)

A449 Standard Specification for Hex Cap Screws, Bolts and Studs, Steel, Heat Treated, 120/105/90 ksi Minimum Tensile Strength, General Use

F2280 Standard Specification for "Twist Off" Type Tension Control Structural Bolt/Nut/Washer Assemblies, Steel, Heat Treated, 150 ksi Minimum Tensile Strength

F2328 Standard Test Method for Determining Decarburization and Carburization in Hardened and Tempered Threaded Steel Bolts, Screws, Studs, and Nuts

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

ASME B18.8.1 Inch clevis and cotter pins

ASME B18.31.2 Inch studs, continuous threaded, flange, and double-end

ASME B18.31.3 Threaded rod (inch)

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

[c] Standards in the revision process

ASME B18.2.1 Bolts and Cap Screws (inch series).

ASME B18.2.2 Non-locking Nuts (inch series).

ASME B18.2.6 Structural Fasteners (inch series).

ASME B18.2.6M Bolt for Structural Construction and

High Pressure Applications (metric series).

ASME B18.6.1 Wood Screws.

ASME B18.13 SEMS (inch series).

ASME B18.15 Forged Eyebolts (Inch).

ASME B18.16.6 Inch Locking Nuts

ASME B18.24 Fastener part identification numbering system.

ASTM F16 Structural Bolt Standard,

ASTM F1941/F1941M Electroplating Standard for Fasteners.

ISO 4042 Electroplating finishes for fasteners

ISO 3269 Fastener acceptance

ISO 6157 Fastener surface discontinuities

ISO 2320 Locking nut performance

ISO 1891-4 Terms and terminology related to quality assurance

SAE J2280 Ship Systems and Equipment – Fasteners – Selection and Identification Requirements.

SAE J2295 Fastener Part Standard—Cap Screws, Hex Structural Bolts, and Hex Nuts (Inch Dimensioned)

2. IFI Technical Working Group Activities In Progress

[a] IFI Division III – A Guide For Ultra-High Strength Metric Fasteners

The work is on-going. More testing is in process. Parts made from the same material, some with a martensitic microstructure and others of the same hardness with a bainitic microstructure, are being fatigue tested to determine the relative fatigue performance of the different microstructures. Testing has been completed on this project. A clean-up of the draft of **GUIDE for Ultra-High Strength Fasteners** is underway and will be reviewed by the working group in December 2014.



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AZTECH LAUNCHES UPDATED WEBSITE

Aztech Locknut Company has just launched an updated version of their website: www.aztechlocknut.com.

In addition to the robust product information that was previously available, the refreshed site is full of expanded technical information and resources about locknuts.


Some of the new features include our Engineering Blog, with answers to a variety of locknut-specific topics, from how the increasingly popular zinc-flake platings impact prevailing torque on all-metal locknuts to the unique benefits and challenges of working with nylon insert locknuts.

We now have instructional videos available on the site as well, with how-to's and explanations of common locknut challenges.

Locknuts are typically the most technical piece of an application puzzle; Aztech's website is designed to support Engineers and Buyers with solutions.

While you are on the site, sign up for our free online Customer Service Portal where you can see open orders, track

shipments, get copies of product certs, and much more.

Check out the re-launched www.aztechlocknut.com and let us know what you think! 



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1	n/a	0.05	0.0250 (max)
1	0.30	n/a	0.0200 (max)
1	n/a	0.05	0.0200 (max)
1	n/a	0.05	0.0200 (max)

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Smpl Units	Min.	Max.	Units
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John Graham

John R. Graham is president of Graham Communications, a marketing services and sales consulting firm. He writes for a variety of business publications and speaks on business, marketing and sales issues. Contact him at 40 Oval Road, Quincy, MA 02170. Telephone: 617-328-0069, email: jgraham@grahamcomm.com or visit the company's website at www.grahamcomm.com.

TEN SALES STRATEGIES FOR TAKING CHARGE OF 2015

Tactics constantly come and go in sales without making a significant impact on outcomes. On the other hand, solid strategies can make a significant difference in what happens. Here are 10 sales strategies that can have a positive influence on performance in 2015.

[1] Define Yourself Clearly

Most people let others decide who they are, define their capabilities, and what they can accomplish. This happens without even knowing it. More often than not, the results are far from accurate.

Worse yet, such 'labels' stick, unless we work to change them by having a clear picture of how we want to be perceived and actively reinforce it. If being seen as thoughtful, helpful, hard working, cooperative, motivated and reliable is your preference, then the task is focusing on strengthening those qualities.

[2] Be Ready With Answers To Questions

Experienced salespeople have thoughtful and carefully-crafted answers when customers ask questions. That's good as far as it goes, but what about the questions that customers think about after a meeting? When they're left unanswered, they can challenge credibility and raise doubts.

This is why Frequently Asked Questions can help avoid problems. Make a list of those that come up time-

and-again, along with your answers. Ask customer service people to help. Then, email your FAQs to a customer or prospect after a meeting. Also add a link to your FAQs to your email signature. It's a good way to show you know what customers are thinking.

[3] Rethink Responsiveness

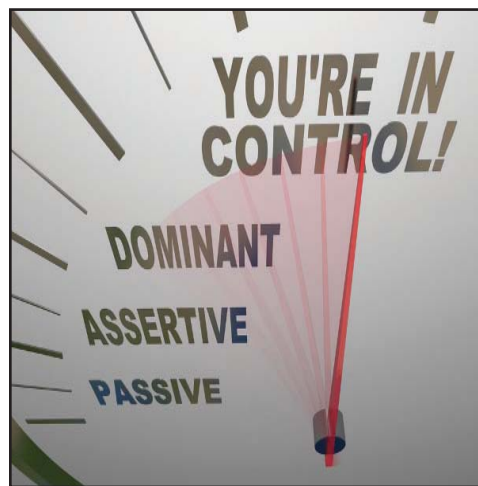
While responsiveness is a top business value, it's usually related to "putting out fires". Problems get immediate action. What about the other 99% of the time? Specifically, VM messages, emails, agreed to deadlines — the list might be long. Failing to manage the details sends a powerful message; so does handling them.

[4] Use The Power Of Pause

Salespeople often talk their way out of sales. It doesn't take talent, just an endless stream of

words that confuse, frustrate, and antagonize customers, who can't get a word in edgewise. Salespeople often act as if a lull in their sales spiel is so dangerous that it must be avoided at all cost.

There's a better way. Taking time to pause lets customers absorb what is being said, and suggests the person speaking is thinking about their choice of words. Pauses also encourage listening; it's as if customers are waiting for what's coming next.

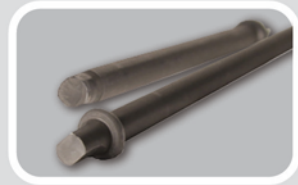




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Dave Kahle has trained tens of thousands of distributor and B2B sales people and sales managers to be more effective in the 21st Century economy. He's authored eight books, and presented in 47 states and seven countries. Sign up for his weekly Ezine, or visit his blog. For more information, contact The DaCo Corporation, 835 West River Center Drive, PO Box 523, Comstock Park, MI 49321. Telephone: 1-800-331-1287 or 616-451-9377, Fax: 616-451-9412, Email: cheryl@davekahle.com or visit online at www.davekahle.com.

QUESTIONS AND ANSWERS FOR SALES LEADERS

Q. How many sales calls should a sales person make?

A. In about one out of every two seminars that I do, I hear this question. It springs from a manager's concern for defining what constitutes a "good sales day." And sales people want to know so that they have some ammunition to fend off unreasonable expectations of their managers. So, let me settle the issue once and for all: I don't know.

I don't know how many sales calls any particular sales person should make, nor do I have any idea how many calls a class of sales people should make.

Having said that, I do have some thoughts to share on the subject.

Why do I not know how many sales calls a person should make? Because of all the variables. For example, if you are brand new in your territory, you should make more calls than someone who is well established. If you have a compact geographical area, you should make more calls than someone who has a large, rural area. If you carry 20,000 items, you should make fewer calls than someone who sells three lines. If you sell a non-technical commodity product, you should make more calls than someone selling a highly technical piece of capital equipment. And so it goes. The variables that define your specific situation dictate how many sales calls you should make.

One of the reasons this question comes up has to do

with a typical manager's concern with making sure that the sales person is working hard enough in order to be successful. I prefer to think in two alternate ways instead of thinking about the number of sales calls.

First, how many hours should a sales person work? The most recent survey I've seen indicated that the average sales person works about 49 hours a week. That seems like a good standard to me. Sales is not an 8:30 to 4:30, 40-hour a week job. I've never worked just 40 hours. So, let's say that a good work week for a field sales person is around 45 - 50 hours.

Now, rather than look at how many sales calls should be made in that time frame, I'm more concerned that the sales person is using those 45 to 50 hours most effectively. To me, it's ultimately about the quality of the sales calls rather than the quantity. There is a relationship between the two. The

greater the quality of the sales call, the fewer calls are possible. The lesser the quality of the call, the more calls can be made. I suppose that a sales person could make 100 calls in the course of a week, if each of those calls were in and out in five minutes. But would they be worthwhile? Probably not. When I was selling, on my best day, I made one call in the morning, and one call in the afternoon. But those two calls to great accounts contributed about 50 percent to my total sales.

To judge the quality of a sales call, you must first look at it from the perspective of the role this particular call plays in the penetration of the account.



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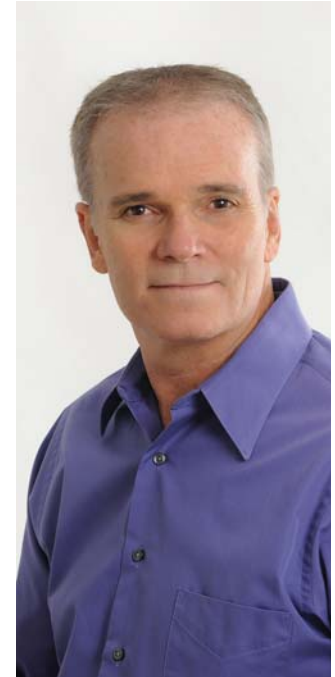


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DISTRIBUTOR NEWS

Falcon Fastening Solutions, Inc., a distributor of fasteners and other Class "C" production components used in high-volume manufacturing assembly, is pleased to announce the addition of Terry Crunk as Account Manager for their Louisville, Kentucky office.

"Terry has a wealth of experience in the manufacturing field in customer facing roles," explains Adam Smith, Branch Manager of Falcon Fastening Solutions, KY. "He will be a great asset to us as we continue to expand our Kentucky office."



In his role as an Account Manager at Falcon, Terry will manage inventory programs for various customer accounts to present the best possible inventory management solution as well as manage the quoting, purchasing, and inventory levels for those customers.

Founded 35 years ago, Falcon began as an industrial distributor to the thriving manufacturing facilities of the Carolinas. To meet the needs of its growing customer base, Falcon expanded the company's services with its vendor managed inventory (VMI) program. Today, the Reliable Stock™ VMI program brings customer results of zero production down time, four years running, and has allowed Falcon to shift from a product supplier to a true partner.

In recent years, Falcon added two customer-based branches in the Carolinas and acquired Kentucky-based C&M Solutions, now Falcon Fastening Solutions, Inc. of Louisville, KY.

To learn more about Falcon Fastening Solutions, Inc., contact them at 1-800-438-0332, email info@falconfastening.com or visit their website at www.falconfastening.com.

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Brian Moran, President and Founder of Strategic Breakthroughs, has amassed over thirty years of expertise as an executive, coach and consultant. Brian realized that most people don't lack ideas but struggle with their effective implementation. His new book, "The 12 Week Year" is a powerful guide to creating results through Focus, Commitment and Accountability! Brian is a recognized expert and speaker in the field of leadership and execution. To learn more, visit www.BrianPMoran.com.

WORK WITH INTENTION: THE THREE COMPONENTS OF PERFORMANCE TIME

Everything you want to accomplish in life requires an investment of your time, so when you want to improve your results, you must consider the fact that your supply of time is limited.

Even in this era of innovation and technological advancement, time, more than any other resource, is the limiting factor. Let's face it, everything requires time. It is the one truly universal condition. Even more vexing is the fact that the supply of time is completely inelastic. No matter the magnitude of demand, the supply is fixed. Moreover, it's perishable. And yet, time is perhaps the most squandered of all personal resources.

To become great, you must choose to allocate your time to your greatest opportunities. You will have to choose to spend time on the difficult things that create your biggest payoffs. To be great you will need to live with intention. This will require you to be clear on what matters most, and then to have the courage to say no to things that distract you. You will need to guard your time intensely, delegating or eliminating everything possible that is not one of your strengths or does not help you advance your goals.

To be your best, you must intentionally align your time and activities with your strengths and your unique capabilities. When you do, you will also experience a new and ever-increasing level of performance and satisfaction. To achieve this level of performance will require that you carve out time for the strategic—those actions that are

important, but not necessarily urgent. Strategic activities don't typically have an immediate payback, yet they create substantial returns in the future. To stay focused on your strengths, you will need to manage your interruptions and keep the low-payoff activities to a minimum.

In spite of the priceless value of time, many people engage each day on its own terms. In other words, they satisfy the various demands of the day as they are presented; spending whatever time is needed to respond without giving much thought as to the relative value of the activity. This is a reactive approach in which the day is controlling you thus preventing you from performing at your best.



Time Blocking

The key to successful time use—intentional time use—is not trying to eliminate these unplanned interruptions, but instead to block out regular time each week dedicated to the strategically important tasks. We call this Performance Time and find that it is the best approach to effectively allocating time that we have ever encountered. Performance Time is an easy-to-use system that allows you to operate like the CEO of your business and life by spending your most valuable asset—your time—with intention. It utilizes a simple time-blocking system to regain control of your day and maximize your effectiveness.

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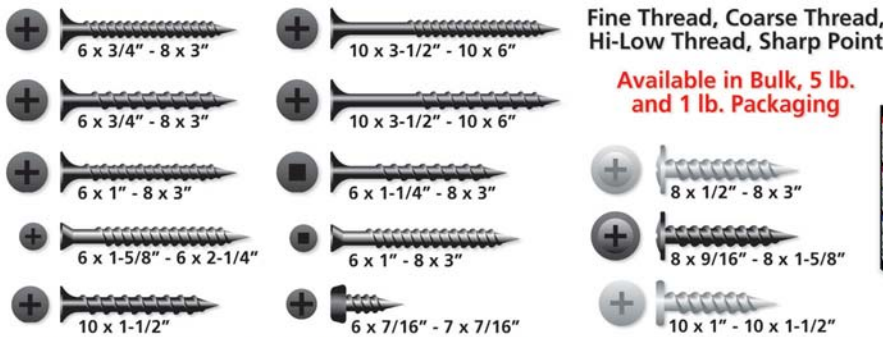
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FASCOMP CONTINUES ON A PATH TO EXCELLENCE

Growth breeds excitement and in that context, Fascomp Electronic Hardware continues to make huge strides on its path to excellence. As a leading global manufacturer of fine quality, competitively priced electronic hardware, Fascomp is pleased to announce the completion of their state-of-the-art, 20,000 sq. foot facility in Orlando, Florida. "Our people and our customers deserve this new facility, it will allow us to expand our ever growing inventory and enhance customer service. This will translate to vast improvements in every aspect of our business. We needed room to breathe...our new facility reinforces our commitment to improve and expand." -Mark Georgia, President.

More exciting news from Fascomp is the launch of a new 200 page, comprehensive design catalog. The catalog will serve as a vital tool for engineers in the design stages. Fascomp will work through every aspect of the design stages with the customer, providing unparalleled support from our engineering team. In addition to the standard catalog items, Fascomp is capable of producing a wide range of made-to-print, customer specific items quickly and competitively priced.

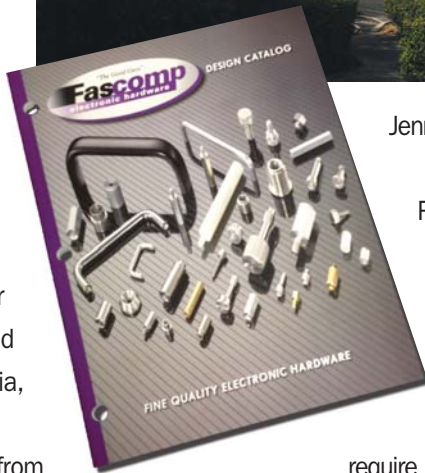
Fascomp has also been working diligently to provide vast improvements to their computer systems, this will help to make interactions with their customers as efficient and

seamless as possible. Keeping abreast and implementing cutting edge technologies is of the utmost importance to Fascomp. "Our new software gives us the most sophisticated inventory control capabilities in the marketplace. The program establishes minimum stock on hand criteria for each item and sends production orders to the shop floor in an automated fashion. It also creates reserve inventory on all popular items, which will minimize "stock out" situations for our customers."

Jenna Ficano, Sales Manager, CT Office.

In 2012, Fascomp completed their ISO-9001:2008 Registration through the NSF International Strategic Registration firm. "We are 100% committed to constant analysis and improvement of every aspect of our business. This distinction (ISO Registration) assures our customers of the consistent, defect-free products and the excellent service they require and deserve." – Kyle Georgia, Logistics Manager, CT Office. "I am confident this will help to fuel our growth for many years to come. Great things are on the horizon." – He went on to say.

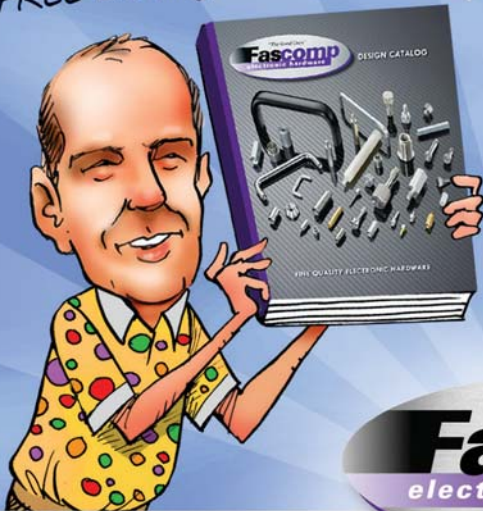
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Schedule of Events

Wednesday, February 25, 2015

1:00 – 6:00 pm

Registration

3:00 – 6:00 pm

NFDA Board of Directors Meeting

Thursday, February 26, 2015

8:30 am – 2:30 pm

Optional Golf at Patriot's Point Links at Charleston Harbor

12:00 – 4:00 pm

Optional Tour of Firefly Distillery and Irvin-House Vineyards

12:00 – 6:00 pm

Registration

6:00 – 6:30 pm

New Member Reception

6:30 – 8:00 pm

Welcome Reception

8:00 – 10:00 pm

Downtown Walking Dessert Reception

Friday, February 27, 2015

9:00 – 10:30 am

The Fred Factor: How Passion in Your Work and Life Can Turn the Ordinary into the Extraordinary

9:30 am – 1:00 pm

Spouse/Guest Activity: Charleston Chef's Kitchen Tour

11:00 – 11:45 am

Smart Social Media Strategies for B2B Sales and Marketing

12:00 – 1:15 pm

Lunch with Hot Topic Program

1:45 – 4:15 pm

How to Create an Energized, Cooperative Culture in a Multi-Generational Organization

7:00 pm

Reception

7:30 pm

Dinner and Games

Saturday, February 28, 2015

8:00 am – 12:00 noon

Nucor Plant Tour



**GUEST SPEAKERS -
ANN MARIE HOUGHTAILING (TOP)
NANETTE GREGORY (MIDDLE)
AND MARK SANBORN (BOTTOM)**



CONTINUED ON PAGE 170

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THE PRICE OBJECTION IS NEVER VALID: USING THE P.L.U.S.H. SALES PROCESS METHODOLOGY

"In the history of recorded time, no customer has ever said, 'Your price is too high,' and meant it."

Even though it is the most frequent objection that salespeople hear, the price objection is never valid. So, when the customer mouths the words, "Your price is too high," what are they really trying to say? It can be one of a number of things, such as:

- "I don't perceive the value to be higher than the cost"
- "I don't see any difference in your offering and your competitor's"
- "I don't think my problem is as expensive as your solution"

You will notice that the word price does not appear in any of these responses.

There are two ways to sell: value-added selling and commodity selling. With commodity selling, the customer assumes all offerings are the same and so the sale defaults to the vendor with the lowest price. In value-added selling, the customer perceives there is a difference between the offerings and makes their buying decision on cost, not price.

They will perceive this differentiation when the sales professional has done their job.

The only relationship that exists between cost and price is an inverse relationship. The item with the lowest price tag typically costs the most. As an example, you can purchase a shirt for \$40 or for \$8 – which costs the most? The price difference is obvious but which one will

last longer, look better, feel better, etc.?

Sales is a science, not an art. As such, successful selling follows a process. In quality terminology, this is known as standard work. Even though every salesperson is different and every customer is different, there are still measurable steps your salespeople can follow that will drive the sales process away from price and towards value.

There are five principles behind a successful value-added sale. As a memory aid, these steps follow the letters in the word **PLUSH**.

When used effectively, you can overcome or even eliminate the price objection. What would it be worth to you to never hear the price objection again?



P = Positioning

Begin by talking to the right person. Many purchasing agents use price as the primary differentiation so who else could you sell to in the client's organization? Identify the person or department that will benefit most from what you are selling and sell to them. The purchasing agent may have been given the buying criteria from someone in another department. In that case, the buyer may not understand what they are buying well enough to alter the criteria – even if when what you bring to the table is better.

Find the right person and then ask the right questions.

DISTRIBUTOR NEWS

Vega Tool Corporation is pleased to introduce the Lobster Tool line of riveters to their product offering.

As the sole supplier of these advanced fastening systems in North America, Vega Tool will feature cordless and pneumatic riveter options along with hand riveter and drill attachment solutions.



Vega Tool will be highlighting the Cordless and High Performance Series of Pneumatic Riveters from Lobster. The R1B1 and R1B2 Cordless Riveters feature a 22mm long stroke, despite their lightweight ergonomic design, making them easy to use anywhere without the need for an air compressor. With a 19mm and 26mm stroke, respectively, the R1A1 and R1A2 High Performance Pneumatic Riveters are the lightest in their class allowing them to be used for extended periods without overtiring the user.

For more information on the new Lobster Tool line of riveters available through Vega Tool visit www.vega-tool.com or call 1-800-228-2969.

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John Boe presents a wide variety of motivational and sales-oriented keynotes and seminar programs for sales meetings and conventions. John is a nationally recognized sales trainer and business motivational speaker with an impeccable track record in the meeting industry. To have John speak at your next event, visit www.johnboe.com or call 937-299-9001. Visit John's website at www.johnboe.com for his free newsletter.

SALES TRAINING TIPS FROM THE TRENCHES

There are only two ways to beat the competition; lower your price or increase the quality and quantity of service you provide to your customers. Customers who buy from you because of a low price are not loyal and will jump ship when your competition offers them a lower price. One of the biggest reasons most salespeople fail to succeed is because they view customer service requests as unpaid, administrative burdens rather than golden opportunities. By going the extra mile, you will stand out from the crowd because most salespeople are unwilling to even go the first mile let alone the extra mile. Consumer surveys underscore the fact that customers don't mind paying a higher price for a product if they're satisfied with the service they receive after the sale.

Developing the habit of going the extra mile and rendering service above and beyond your customers' expectations is a smart business decision that pays big dividends. Going the extra mile enhances customer loyalty, increases sales, and promotes positive word-of-mouth advertising within your marketplace. One happy customer who is given exceptional service can influence more prospects to do business with you than \$10,000 worth of traditional advertising.

Farmers understand the value of going the extra mile when they prepare the soil and plant their seeds in the ground. All of this work must be done at the correct time of the year and without compensation of any kind. If the

farmer does his job correctly, he can count on Mother Nature to reward his hard work with a hundredfold return. This natural law of increasing returns works exactly the same for salespeople who go the extra mile providing service for their customers as it does for the farmer planting his crop.

Here are some suggestions to help you get started going the extra mile.



[1] Be proactive by calling five of your customers everyday to see if they have any service requirements that you can help them with.

[2] Follow-up quickly by returning your customers' phone calls and e-mails within an hour.

[3] Show your appreciation by mailing a handwritten thank you note to your new customers after the sale.

[4] When you receive a customer service request, make it your highest priority to handle it quickly.

[5] Every six months, mail your customers a business related or motivational article to keep in contact.

[6] Use your imagination and think out of the box to find new ways to improve the quality and quantity of service you provide to your customers.

[7] Invite your best customers out for breakfast or lunch to build rapport and strengthen your relationship.

"There are no traffic jams along the extra mile."
– Roger Staubach 🏈



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2015 ALL AMERICAN — FASTENER SHOW —

Nashville – September 9-10

Mark your calendars for the 2015 All American Fastener Show! It's going to be a fantastic two days of networking at the Sheraton Nashville Downtown Hotel in the heart of America.

The All American Fastener Show is an opportunity for worldwide industry professionals to connect with United States fastener companies and learn more about new products and technology available from the American market.

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ALL AMERICAN FASTENER SHOW

September 9-10, 2015 - Sheraton Nashville Downtown Hotel

Application & Contract for 2015 Exhibit Space

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

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

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

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

Contact name: _____ Title: _____
Address: _____
City: _____ State/Prov: _____ Zip/Postal code: _____
Tel: _____ Fax: _____
Email: _____

Exhibit space requested: Do not locate us near (company name) _____

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

2015 Exhibit Space Rental Fees

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

Authorized company signature: _____

Title: _____ Date: _____

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

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

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

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PAC-WEST SPRING CONFERENCE & TABLETOP SHOW APRIL 22-25, 2015 - LONG BEACH, CA by Vickie Lester

Come to sunny Southern California in April to participate in our Spring Conference and Tabletop Show, April 22-25, 2015, at the Westin Hotel in downtown Long Beach, CA.

More than 200 people participated in our 2013 tabletop show, and we're expecting an even bigger turnout for 2015. As of press time we have 52 exhibitors:

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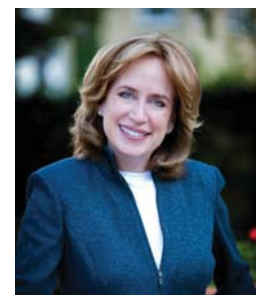


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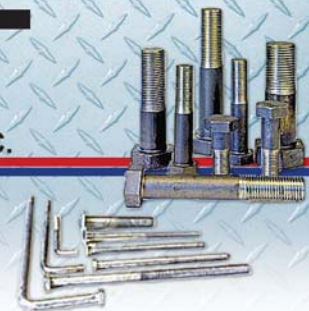
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DISTRIBUTOR NEWS

Laboratory Testing Inc. (LTI) is pleased to announce new roles for two of its Mechanical Testing Department employees. Steve Bowers will be assuming the position of Mechanical Testing Workflow Supervisor and Paul Szczepaniak will be promoted to second shift Coordinator for Mechanical Testing. "Both of these positions are new for Lab Testing, to help us continue to give our customers the service and turnaround they count on as the Lab grows", said Brandon McVaugh, Destructive Testing Manager for Mechanical Testing and Machining. "In their new positions, Bowers and Szczepaniak will have responsibilities relating to the full-range of mechanical testing services performed at Laboratory Testing Inc. including tensile testing, charpy impact testing, hardness testing, fracture toughness and fatigue testing and stress rupture testing."

As Mechanical Testing Workflow Supervisor, Steve Bowers will be responsible for scheduling incoming mechanical testing orders for processing, training technicians and overseeing quality to ensure that LTI meets our commitments to customers. Bowers joined Laboratory Testing Inc. in 1993 as a Mechanical Testing Technician. In 2001 he was promoted to Mechanical Testing Supervisor working first shift, until the second shift was added in early 2008. For the past six years, he has been the second-shift Mechanical Testing Supervisor. He successfully trained new technicians and oversaw the orders processed by the Department during his work shift.

In his role as the Coordinator for Mechanical Testing, Paul Szczepaniak will work with Bowers on scheduling orders to ensure on-time performance in Mechanical Testing. Szczepaniak started with LTI in 2012 as a Mechanical Testing Technician and has seventeen years of prior mechanical testing, metallographic evaluation and dimensional inspection experience.

The Mechanical Testing Department measures the strength, hardness and ductility of metals and plastics under various temperature, tension, compression or load conditions. In addition, LTI has full specimen machining and heat treating capabilities to support mechanical testing needs, and is able to perform all mechanical testing for fasteners and washers.

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FIC AND YFP RECOGNIZE '30 UNDER 30'

The Fastener Industry Coalition (FIC) in cooperation with the newly formed association, Young Fastener Professionals (YFP), sponsored an initiative to identify 30 individuals 30 years of age or younger who have made a significant impact within their companies and/or the fastener industry.

Termed 30 Under 30, this recognition program was open to any fastener industry professional 30 years old or younger. Candidates were nominated by members of the fastener community, and a short essay was part of the selection process. Congratulations to this year's winners!

The 30 Under 30 Class Of 2014 Includes:

Josh Ballard, *Sems & Specials*
 John Medcalf, *Field Fastener*
 Julie Clarke, *BHJ Bay City Screw & Bolt*
 TJ Munson, *International Fasteners*
 Shelby Cunningham, *Hudson Fasteners, Inc.*
 Mark Meyers, *Komar Screw*
 Kristen Kessler, *Solution Industries*
 Landon Nye, *LISI Aerospace*

Cory Facemire, *NSK Industries*
 Melissa Patel, *Field Fastener*
 Alexandra Giangrade, *Nylok*
 Christopher Rider, *Stelfast, Inc.*
 Andy Graham, *National Threaded Fasteners*
 Aaron Shushan, *Specialty Sales Reps*
 Angelo Gramulgia, *Jergens*
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 Miguel Jones, *Divspec (Edwards & West)*
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DISTRIBUTOR NEWS

DDI System, a leading provider of ERP distribution management software to wholesale distributors, and MITS, a provider of reporting and business intelligence software for distributors, announce a partnership to offer the MITS Distributor Analytics solution to DDI System's Inform ERP software users. With this new option, distributors using Inform ERP can easily analyze business performance to grow sales, improve operational efficiency, and better manage inventory.

MITS' Distributor Analytics includes two reporting tools, covering analytical and ad hoc reporting, as well as 200+ reports, dashboards and scorecards that are pre-built using data pulled from DDI's Inform software. The MITS solution, designed for executives and other non-technical users, is browser-based and accessible via desktop, laptop, tablet and smartphone. DDI System Inform users have already begun working with key staff at MITS.

Learn more about DDI System's Inform ERP and new MITS by calling 877-599-4334 or visiting them online at ddisys.com.

DISTRIBUTOR NEWS

Lindstrom Metric, LLC announces new representation in the Southwest and Canada!

To support the Distribution markets in Arkansas, Louisiana, Eastern New Mexico, Oklahoma and Texas, All-Spec Sales has been appointed Lindstrom Metric, LLC's Rep Agency for the Southwest.

All-Spec Sales is 6 person Sales Agency headed by Russ Wicks rwicks@allspecsales.com and is located at 2025 109th Street, Grand Prairie, TX 75050. The agency can be reached at 972-641-4053. The All-Spec Sales Agency has been calling on Southwest Distributors for almost 40 years.

In addition to Russ Wicks, Dwayne Carnes (dcarnes@allspecsales.com) covers the South Texas and Southern Louisiana Region for the Agency, and Dave Graf (dgraf@allspecsales.com) covers the Northwestern Texas Region and Oklahoma. Robert Simpson (rsimpson@allspecsales.com) who has recently joined the Agency covers East Texas Region and Arkansas. In addition Dustin Hafner and Christen McGowan offer sales & warehouse support for the Agency.

Lindstrom's new Rep Agency for the Canadian market is John Mooney Sales, Ltd.

John Mooney Sales, Ltd is located at 27 Kingsborough Crescent, Etobicoke, Ontario M9R2T8. The office number is 416-249-1228.

The Agency was started by John Mooney in 1988, and soon after that his son, Jay Mooney, joined the Agency, and for 23 years Jay worked with his Dad. Jay took over the Agency in 2012, upon John's passing. Jay can be contacted via phone at (416) 587-6272 and via e-mail at jay@mooneysales.com.

In 2012, Bill Akerfeldt joined the Agency. Bill can be reached via phone at 416-997-3321 and via e-mail at bill@mooneysales.com. Between Jay and Bill, they count almost 50 years in the fastener industry.

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

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

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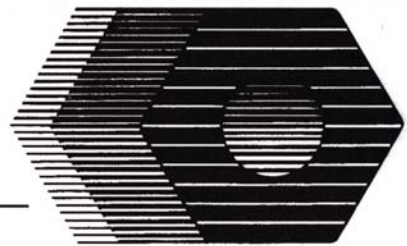
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GF&D SYSTEMS CELEBRATES 25 YEARS

by Diane Kuman

Celebrating our 25th year has been particularly gratifying from the feed back we have been getting from our thousands of customers throughout the US, Canada, and Mexico.

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We believe at GF&D Systems goals are achieved but there is always room for improvement, and we start each day looking for ways to improve our company in order to be a superior supplier to our many customers through out North America.

GF&D Systems if you did not know sells only to Distributors and Catalog Houses who in return supply the many OEM's through out the country.

The thousands of distributors and catalog houses have added grease fittings and related items to their line cards and catalogs since started doing business with GF&D Systems.

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Consider this, 1200 of our current customers were

not supplying fittings on their VMI programs to their end users until they contacted GF&D Systems for assistance.

If you have any questions or require literature contact GF&D Systems at 800-360-1318 or talk to any of our professional rep organizations through out the US and Canada who would be pleased to meet with you, and provide you with additional information.

- **Wing-Hamlin Company**

serving Illinois, Indiana, Michigan, Minnesota, North Dakota, South Dakota, Wisconsin, Nebraska.
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- **Assembly Products & Sales**

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- **E.W. Hamlin & Associates**

serving Western Pennsylvania, Ohio, Kentucky.
Call 330-673-9592

- **Southeastern Sales & Associates**

serving Tennessee, Alabama, Georgia, Florida.
Call 404-663-0791

- **Prowest Marketing** serving

Washington, Montana, Oregon, Idaho.
Call 360-254-2679

- **Smith Associates** serving New York, New Jersey, Delaware, Maryland, Maine, Connecticut, Vermont, Massachusetts, Rhode Island, New Hampshire, Eastern PA.

Call 973-810-2900

- **Mooney Sales** serving Canada.

Call 416-249-1228

- **Saltire Solutions** serving South Carolina, North Carolina, Virginia, and West Virginia.

Call 630-776-9491.



GF&D SYSTEMS

DISTRIBUTOR NEWS

This past October, **ISSCO, INC.**, employees and customers gathered for lunch to celebrate 40 years of business. In what began in the basement of his small Independence, MO home, Joe L. Davis Jr, along with his two sons, Jake and David, now run one of the largest fastener distribution warehouses in the Midwest.



Located in Lee's Summit, MO, just 25 miles from downtown Kansas City, ISSCO, INC., continues to service five states out of their 55,000 square foot warehouse.

With a customer base that ranges from managed inventories on a weekly basis, to a customer pickup on the same day, ISSCO, INC., has tailored their paperless order filing process so that the customer's demands will always come first.

An additional warehouse in south central Kansas, along with manufacturing and packaging, the Davis family believes they have the right combination of companies and services offered to remain competitive in the fast paced world of fasteners and industrial supplies for another 40 years plus.

For more information, contact ISSCO, Inc. at 1310 SE Hamblen Rd, Lee's Summit, MO 64081. Telephone 816-525-8889 or visit them online at www.isscoinc.com.




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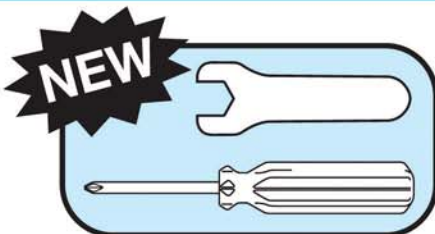
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BRIGHTON-BEST INTERNATIONAL COCKTAIL PARTY SANDS CONVENTION CTR, LAS VEGAS - OCTOBER 23, 2014



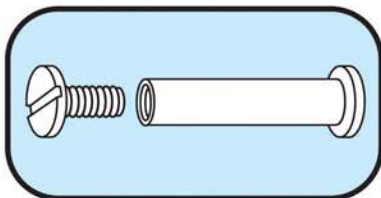
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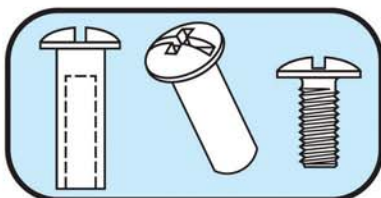
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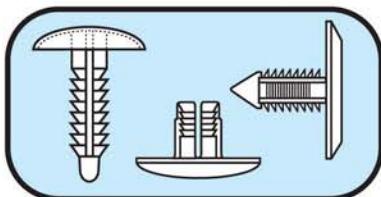
SEX SCREWS (Male & Female)

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



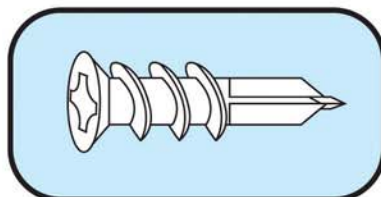
SEX BOLTS (Male & Female)

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



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Pinnacle Capital Corporation

June 2014

DISTRIBUTOR NEWS

Field Fastener, a global fastener distributor that provides value added activities and cost reduction solutions through their technical approach to fastening, announced today that it has once again been named one of the fastest growing private companies in America, earning its spot on the Inc. 500|5000 list for the 4th consecutive year.

The Inc. 500|5000 list is an exclusive ranking of the nation's fastest growing private companies. With 54% growth in revenue over a three year span, Field was ranked #181 for the manufacturing/distribution industry, and #4618 overall on this year's list.

"The Field team is honored to be recognized once again on the Inc 5000 list," said Field's Chairman, Bill Derry. "It reaffirms that our value proposition is on target and our culture is effective. Our position next year will be even better!"

Field has averaged 20% growth rate since 1990 and plans to sustain high growth and reach \$100 Million in revenue by 2017. Field supplies products and services to more than 20 countries, and are targeting to broaden their sales coverage and value-added services even further. In July of this year Field announced that it had merged with HRS Logistics Inc. This strategic partnership will enhance their position in the marketplace by expanding the products, services and geographical footprint in which they service their customers.

Field's goal is to be more than just a parts supplier. They're a partner with the tools and team members capable of providing value and integrating engineering and VMI services to OEMs. Field President Jim Derry states, "This year's recognition on the Inc 5000 list is possible because of our Team's dedication to our Vision and Mission as an organization. The Field Team continues to demonstrate a total commitment to exceeding our customers' expectations, our customers LOVE us!"

Complete results of the Inc. 5000, including company profiles and an interactive database that can be sorted by industry and other criteria, can be found at www.inc.com/inc5000.

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



LELAND INDUSTRIES INC.

95 Commander Boulevard, Toronto, ON M1S 3S9, Canada


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CANADIAN THREADALL AND LELAND INDUSTRIES

In 1982, Canadian Threadall Limited, known as "Threadall Manufacturing" was formed and began operating from a 30,000 sq. ft. facility in Waterloo, Ontario. The success experienced by the company was built on a foundation of experience and determination brought on by six dedicated employees who together possessed years of technical experience and know how. Setting out to make their mark in a demanding industry, their goal was to become a dominant leader in the highly specialized threading and forming industry. Threadall quickly earned a solid reputation for manufacturing quality threaded products in ferrous and non-ferrous materials. Companies throughout North America rely on Threadall for custom threading and bending as well as concrete forming hardware and accessories. Today the company has the capacity and experience to form parts as small as #4-40 and as large as 4-1/2" in diameter. Thread cutting up to 4" cut thread, 4-3/4" rolled thread, U-Bolts, bent rod from 4" material down to #6 wire, Anchor bolts,

Forging bolts and special parts machined for all types of machine parts and processing are available.

It was partly due to this background that Threadall came to be noticed by Leland Industries Inc. In 2012, following the death of Roger Fannon, the owner and founder of Threadall, Leland acquired the company to further expand Leland's already broad offering of North American bolts, nuts and screws for construction and industry. Leland produces a fastener line that includes #6 x 3/8" tapping screws up to and including 3/4" x 6" hex head bolts and is one of a very few nut producers in North America.

There is a synergy that developed from the acquisition; both companies are ISO certified, both are experiencing steady growth and are enjoying the return to a demand for products made in North America and both have a reputation for high quality not readily available elsewhere. Collaborating on special projects has broadened the scope of both companies, furthering the original vision. 

BUSINESS FOCUS ARTICLE

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WOMEN IN THE FASTENER INDUSTRY

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WIFI VEGAS EVENT SCORES BIG

Women in the Fastener Industry (WIFI) hosted a fun, informative event at the 5th Annual WIFI Speaker Series & Networking Event at the National Industrial Fastener and Mill Supply Expo in Las Vegas in October.

The room was packed as keynote speaker Alison Cohen, a Media and PR Consultant, presented her talk "What's in Your Communications Toolbox?" The audience left with advice on how to maneuver the world of social media, press releases and websites while promoting your company and yourself in today's hyper-connected world.

Event attendees networked while playing "Communication Chaos", and helped WIFI raise more than \$400 for scholarships during the ever-popular raffle. WIFI board members Joanne Bialas, Sara Vasicek, Lou Aderman, Pam Berry, Beth Van Zandt, Nancy Rich and Suzy Cravens helped create a fun and festive event with flair and pizzazz.



Shelby Cunningham, of Hudson Fasteners, WIFI's Edith Cameron scholarship recipient, was on hand at the event and the booth. Cunningham was able to attend the NIFSME as a guest of WIFI by winning the Cameron scholarship,

which pays for travel, accommodations and entrance to the event. "It was an honor to attend the WIFI event and the Expo," says Cunningham.

"I really enjoyed being a part of the WIFI experience by promoting the event through social media and by meeting all the great people who came by the WIFI booth."

"Whether it's examining the state of the fastener industry or connecting through social media, WIFI always puts on a timely and interesting event," says WIFI president Pam Berry. Corporate sponsors this year were The Aderman Company, Aztech Locknut, Advance Components and Hudson Fasteners.

To become involved or to learn more about WIFI, visit the website at www.fastenerwomen.com.

ASSOCIATION ARTICLE

WOMEN IN THE FASTENER INDUSTRY

WIFI ANNUAL NETWORKING EVENT NIFMSE, LAS VEGAS - OCTOBER 22, 2014

Photos Courtesy of Pam Berry, Advance Components



more photos on page 179

INTERNATIONAL FASTENERS, INC.



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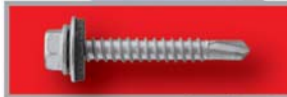


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HWH Self Drill #1 Stitch w/Neo



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HWH Self Drill #5 point w/Neo

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MWFA AWARDS A TOTAL OF \$36,000 IN SCHOLARSHIPS FOR 2014 by Nancy Rich

On November 6th 2014, the MWFA held the 30th annual awarding of scholarships. It is mainly the MWFA shows and membership donations, which provide the funds for this outstanding program. This is a major program for the MWFA as they take their motto: "Where education is a priority" very seriously.

Many individuals and companies generously donated a scholarship in their name, allowing some larger scholarships to be awarded.

Lou Canellis, sports reporter with Chicagoans every night on FOX 32 News at Nine, was on hand to address students and attendees. Lou has followed local teams his entire life and has an extensive sports background.

In addition to his work on FOX Chicago, Canellis is living the dream with the Chicago Bears. He is the TV host for Bears Game Day Live and Bears Game Night Live on FOX Sunday mornings and Sunday nights. Canellis has been going to Bears game since he was four-years-old, and has been a season ticket holder since he was six-years-old. "Sweet Lou's" expertise on the Bears can also be heard on the Roe Conn Show on WLS Radio, AM890.

Lou's message to the students was heartfelt as he told them to "follow their dreams." His father gave him that advice after not following his own dream. Lou's quest to

follow his dream was often discouraged, by others for various reasons, but he never gave up. As Lou said, the evening was about the students—they are just starting the road leading to their career, now is the time to work towards their dream. Lou emphasized the key is to love your job. Lou loves his job and hopes all students will allow them to pursue a job they can love for many years.



Congratulations To Our \$1,500 Winners

Samantha Borer, daughter of Tom Borer of Kanebridge. Samantha is a junior at the University of Florida as Zoology major. She will then continue on to Veterinary School.

Nicholas Bowgren, son of Jacqueline Bowgren of Aztech Locknut Co. Nicholas is a H.S. senior scouting out the best Mechanical Engineering schools.

Denise Cartina, daughter of Vince Cartina of Nylok. Denise is a H.S. senior exploring her future majors in Journalism and Mass Media to utilize her love of writing.

Madeleine Emrich, daughter of Jon Emrich of Hi-Performance Fastening Systems. Madeleine is a sophomore at Drake University

majoring in Elementary Education.

David Kopec, son of Jerzy Kopec of CSM Fastener Company. David is pursuing a degree in Criminal Justice through Western University.

MWFA 30th ANNUAL SCHOLARSHIP AWARDS ROSEMONT, IL - NOVEMBER 6, 2014



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SPLITSTOP™ COMPOSITE FASCIA SCREW INSTALLATION SYSTEM

Abbott-Interfast Corp/Titan Metal Werks, Inc., manufacturer of SplitStop™ High Performance screws has been granted patent #8,714,887, by the USPTO, for the industry's first Composite Fascia Installation System.

The SplitStop Fascia Installation System employs the use of two specially designed components; a Fascia Bit and a head-painted, stainless steel Fascia Screw. Used together, our system allows installers to "hang" composite fascia boards on the rim-joists of a deck. This patented installation method eliminates broken screws and fascia board buckling (warping, oil canning). Our system eliminates job-site call-backs that result from shrinking rim-joist boards, and expanding composite fascia materials. This opposing movement has plagued composite fascia board installers, consumers and manufacturers



for years. The solution, prior to our patented system, has been the use of an excessive number of screws resulting in a very unsightly appearance. Titan's simple change to installation technique looks clean, is quick, and saves on customer complaints. SplitStop fascia screws are head-painted in five colors, plus white, to coordinate with most composite fascia boards. Custom colors available upon request.

Executive Vice President Bob Baer states, "Our new fascia installation system demonstrates

Titan's efforts to meet the ever-changing needs of the deck-building industry with new and innovative solutions to commonly occurring jobsite problems." The installation system can be purchased from building material retailers under Titan's SplitStop or TimberTech®'s TOPLoc™ brand names. *For more information call 1-888-578-3273 or visit www.splitstop.com.*

ABBOTT-INTERFAST CORP.

BUSINESS FOCUS ARTICLE

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DISTRIBUTION

One

DISTRIBUTION ONE OFFERS NEW DATA EXCHANGE SOLUTIONS

Distribution One has partnered with the TrueCommerce EDI Solutions Group to offer EDI services to customers seeking to cut time and cost in their operations. Part of HighJump Software, TrueCommerce EDI creates scalable, end-to-end solutions to improve the accurate flow of electronic data for small and mid-tier companies.



Companies use EDI – Electronic Data Interchange – as a means of exchanging data between otherwise incompatible computer systems. Most applicable for invoices and purchase orders, an EDI system streamlines administrative activities, eliminating the manual entry process that can invite errors.

"Any distribution business looking for cost savings needs to study how their information flows, and much of that involves documents," said Larry Ward, President of Distribution One. "Integrating TrueCommerce EDI into ERP-ONE gives our customers another means of being more efficient, and driving greater profitability."

The addition of a premier EDI partner gives Distribution One's flagship application – ERP-ONE – still higher levels of automation, making it a robust and complete solution for wholesalers and distributors in a variety of industries that includes specialty tool, industrial supply, retail fulfillment and more.

DISTRIBUTION ONE

BUSINESS FOCUS ARTICLE

DISTRIBUTOR NEWS

SC Fastening Systems, LLC, a distributor of hardware and industrial supplies, is proud to announce that they are celebrating their 16th year in business.



Since 1999, SC Fastening has experienced amazing growth, watching over an ever-expanding product line and service offerings. Their commitment to supplying not only quality products but excellent service as well has made SC Fastening the “Outsource Solution” and a preferred distributor for many OEMs. Co-owners Scott Filips and Chuck Domonkos explained, “The success of our company is based on outstanding customer service, which includes superior and diverse product offerings and fast delivery.”

Within the past year alone, SC Fastening found themselves a new home—a 23,000 square foot building in Macedonia, Ohio. They quickly filled their expanded space with more types of products and extra inventory.

It was not only their facility that grew. In 2013, SC experienced record sales and is poised for future growth by ramping up their custom packaging, assembly, and light fabrication operations.

SC Fastening Systems’ facility in Macedonia, Ohio houses its office, warehouse, and showroom. The products they supply include fasteners, abrasives, concrete anchors, cutting tools, safety supplies, paints, chemicals, fire extinguishers, and related products.

For more information contact SC Fastening at 8531 South Freeway Drive, Macedonia, OH 44056. Tel: 1-800 232-2659, Fax: 330-468-3302 or online at www.scfastening.com.

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MFDA ANNOUNCES 2014-2015 BOARD OF DIRECTORS

MFDA Board of Directors 2014-2015

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2nd Vice President	Andrew Licht (Fastbolt Corp.)
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Secretary	Ken Schneeloch (McCormick Associates)
Directors	Pat Lang (Kanebridge Corp.) Rob Rundle (RW Rundle Associates) Bill Lang (ND Industries) Barbara Traum (Brighton Best Int'l) Brian Eakins (ND Industries)
Alternates	Mike White (Brighton Best Int'l.) Jason Vanderhee (Star Stainless) Nick Penney (Vogelsang Fastener Solutions)

MFDA Golf Outing And Show

On September 20th, the industry met in New Jersey for a cocktail party prior to the September 21st Golf Outing. The

weather was perfect for an evening reception and the golf. Nearly a 100 attendees enjoyed the golf events while almost 200 fastener friends turned out for the Table Top show. It was a great meeting of the east coast and beyond. Shows always provide a great venue for sourcing products, visiting with fastener associates and learning about new products. This show was no exception to the rule as everyone enjoyed these opportunities.

The next Golf Outing will be September 20, 2015 and the next Table Top Show will be in 2016.

2015 MFDA Event Dates

January 22nd	Presentation by ITR Economics
March 26th	Education Program TBA
April 30th	Education Program TBA
June 10th	Scholarship Awards
September 20th	Golf Outing
December 3rd	Holiday Party 

ASSOCIATION ARTICLE

METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION

NORTH COAST FASTENER ASSOCIATION


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FASTENER SYMPOSIUM AT AMERICA MAKES by Lisa Graham

On September 25, 2014, Hudson Fasteners, Inc. hosted the first ever fastener symposium for North Coast Fastener Association members at America Makes in Youngstown, OH.

The purpose of the event was to educate and introduce the fastener industry to the America Makes facility, which focuses on helping the United States grow the capabilities and strengths in 3D printing and additive manufacturing.

It was an amazing event, everyone had a great time learning about this innovative technology as well as networking with our peers in the fastener industry. Hudson Fasteners wishes to extend a special thank you to Ralph Resnick, America Makes Founding Director and NCDMM President and Executive Director, America

Makes staff Scott Deustch, Kevin Collier, Tiffany Westbay, Ann Bridges, Youngstown State University President Jim Tressel (@JimTressel5), and all the NCFA members who attended. Thank you for helping us make this a memorable event, we look forward to more like it in the future! 



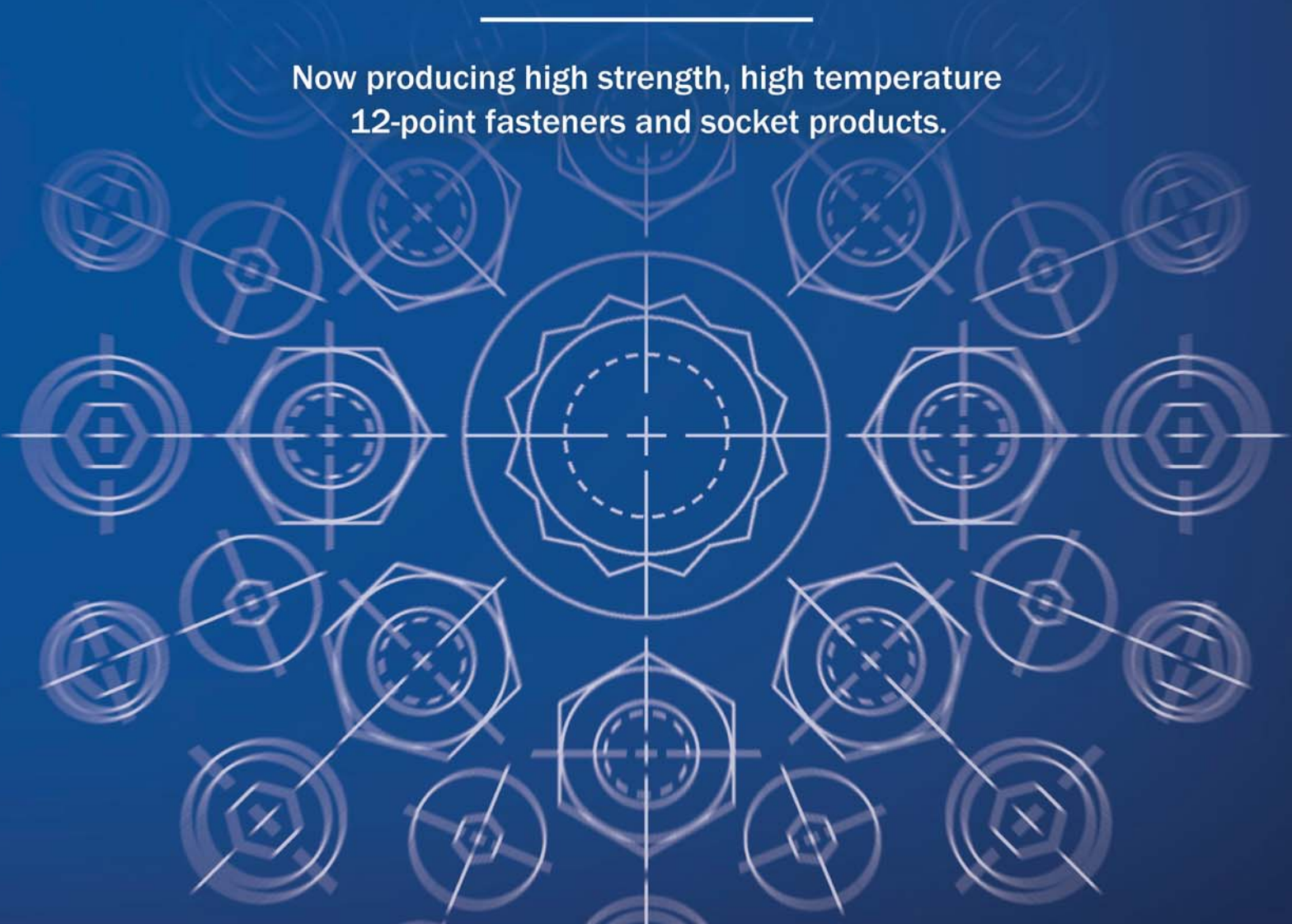
ASSOCIATION ARTICLE

NORTH COAST FASTENER ASSOCIATION

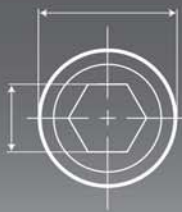
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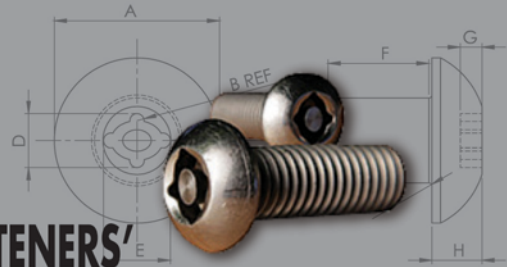
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MFDA 19th ANNUAL GOLF OUTING WILD TURKEY GOLF COURSE, NJ - SEPTEMBER 21, 2014



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BENGT BLENDULF **JOINT OR FASTENER FAILURE?** *from page 8*

With a stiff joint and springy (longer) fastener most of the external forces acting on the joint will be absorbed/unloaded in the compressed joint and only a smaller portion will be adding load to the fastener. This is particularly important if the external loads are dynamic. A threaded fastener is very vulnerable to fatigue failures. If we can minimize the added load the fastener “feels” it will resist fatigue a lot better. Every thread root is a stress riser, and if there is also some bending involved, cracks can easily develop and cause the fastener to fail.

External Forces

We have to develop a clamping force (preload) that is larger than any external force trying to separate the joint parts. If the external work load is parallel to the fastener axis we just have to make sure that we have some residual clamp force left when the external load acts on the joint. If, however, we have a combination of axial and transverse loads we must compensate with much higher preloads. This is, from a design point of view, the worst case scenario. External forces can often be difficult to calculate accurately, the word “estimate” is usually a much more realistic term.

Materials

We must select joint- and fastener materials that will not promote galvanic corrosion. Equally important can be if we have different thermal expansion/contraction rates. If, for example, we use a steel fastener to clamp aluminium parts, even relatively small temperature fluctuations will add (if warmer) more load to the fastener since Al will expand twice the rate of steel. If too much of the “extra” load is added we can experience embedment of the fastener head or nut into the softer aluminium substrate. This will eventually lead to loss of preload and, since more of the external load now will go to the fastener, we could have fatigue failures.

Temperatures

Standard steel fasteners will perform reasonably well within a temperature range of -40°C (-40°F) to +150°C (270°F). Outside of that envelope we should choose materials suitable for higher or lower temperatures (special alloys or stainless steels).

Tightening

Design engineers must know what kind of tightening equipment is used both when assembled in own facility but also during service conditions. Most of the time we have better tools at the OEM level than in the maintenance field. If we just look at our own assembly

equipment, which may be calibrated torque wrenches or DC electric tools, and service people are using sloppy tools like impact wrenches or even hand tightening, our design will be severely flawed. A good calibrated torque wrench will typically give us a tension scatter of +/- 22 % and an impact wrench +/- 60 %!! A mistake here will certainly either murder the fastener or produce too low preload. We should forget about most of the well-meaning torque charts and learn how to calculate reliable torque values. In this context we also must know how much torsional stresses influence the loading capacity of the fastener. The friction between bolt and nut threads will produce a twisting action (torsion) which will reduce the loading capacity of the fastener. If this is not taken into account by the designer we will easily break the fastener at assembly.


Fastener Selection

When we have considered all of the points above, we can with good confidence look at the best fastener for the joint. We should always first look at standardized fasteners (for metric always ISO, not DIN or other obsolete standards) which have been developed over a long time and been tested thoroughly. Using stronger fasteners than needed is both costly and potentially also risky due to increased sensitivity to stress corrosion cracking and hydrogen embrittlement.

Accessories

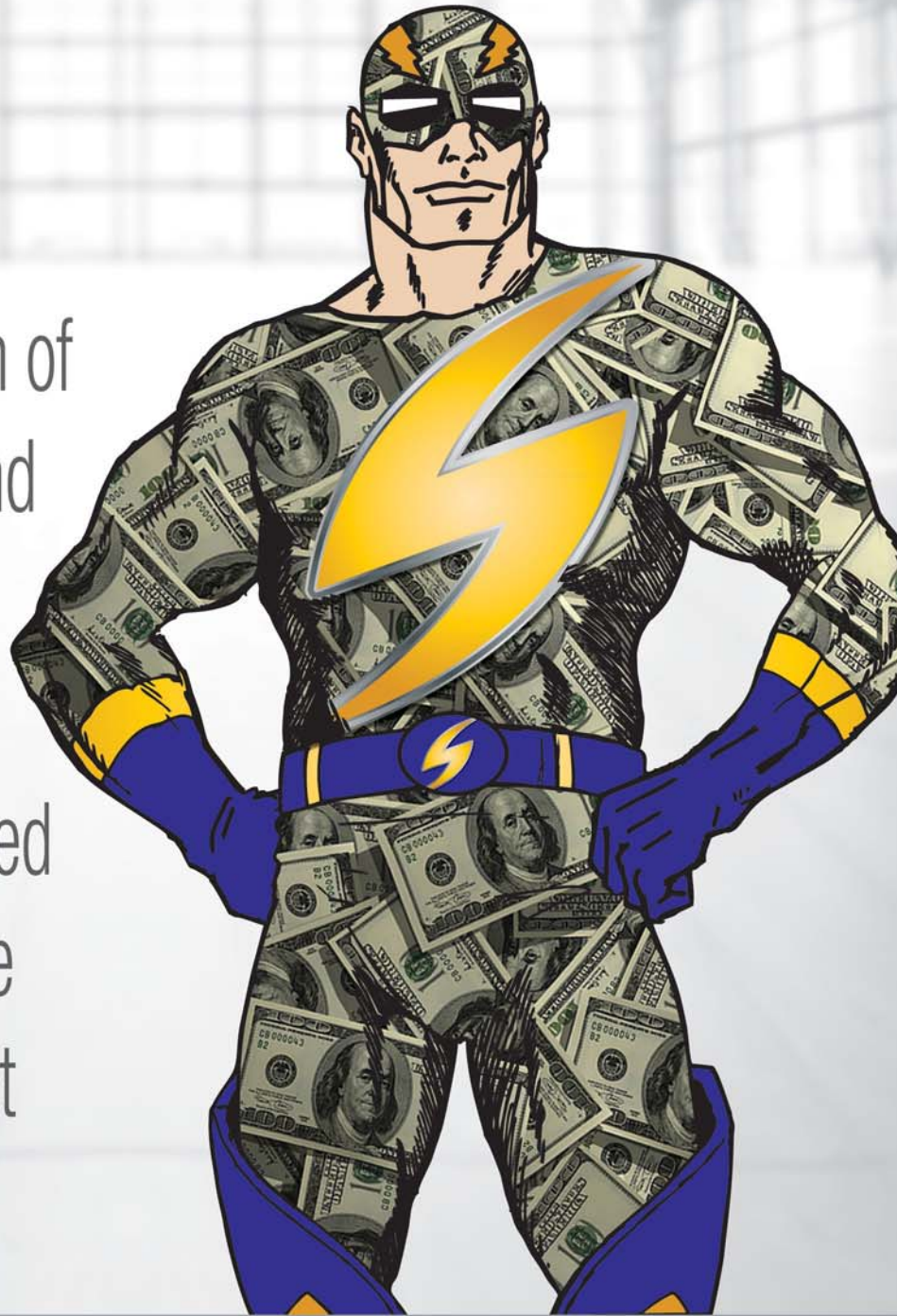
A well designed bolted/screwed joint should last and perform well if we have taken all variables into account. There may be some extreme cases where we may have to add some extra security against loosening due to i.e. transverse vibrations. It is always a good practice to test for the best devices in this area. We will almost always lose some preload due to vibrations or embedment. This could lead to failed fasteners since more of the external load is added to the already preloaded fastener. The name “locking” in some ads may sound good, but often mean more intention than actual performance. ASME have a disclaimer in standards where the locking word is used saying: “The word lock appearing in the names of products in this standard is a generic term historically associated with their identification and is not intended to imply an indefinite permanency of fixity in attachment where the fasteners are used.” Trust, but verify!

Conclusion

A well designed and properly assembled bolt/screwed joint should always be our goal. It will prevent fastener failures (= joint failures causing broken fasteners) and keep us out of trouble. 

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Remembering Jim Layden

James Martin Layden, 93, died at his Dallas home on September 16, 2014.

In 1951, Layden went to work for Bolt Supply Co., which later became Bosco Fastening Service Center. He retired from Bosco as president in 1983.

In 1984, he joined Porteous Fastener Co. as Southwest regional manager. He spent 17 years in this position, finally retiring for good in March 2001 after 50 years in the fastener industry.

Layden had been a member of the Southwest Fastener Association, and had served on the board of the National Fastener Distributor Association.

Survivors include his wife, Pat; daughters Ann Fox and Margi White; son David; and five grandchildren and two great-grandchildren.

A service will be held on December 1 at St. Joseph's Catholic Church, 500 South Jupiter Road, Richardson TX 75081. Honorary pallbearers will include Porteous Fastener veterans Bruce Darling and Barry Porteous.

Donations be made to St. Jude Children's Research Hospital.

Messages to the family may be posted on on SparkmanRichardson.com.

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Norton Security will also monitor for PCs that have been transformed into digital zombies, and are unknowingly being robbed of processing power via the Internet to mostly perform nefarious and sometimes outright illegal applications.

Meanwhile, other computer security firms are taking even more novel approaches, such as installing fake databases inside PCs and networks, which send up alarms when an intruder tries to interact with them.

"This is a good idea," Goodwill says. "But this should be part of an effort that links businesses, government agencies, law enforcement and academia. Most companies are too busy to undertake these initiatives on their own."

Of course, all the traditional security tools – including antivirus, anti-malware and antispyware – are also a part of Norton Security and other, traditional computer security products that are getting an overhaul. The difference with the next generation products is that Symantec, along with makers of similar programs, are acknowledging the limitations of traditional security applications.

"The trend is moving toward preventative solutions rather than trying to identify specific signatures," says Michael Riemer, vice president, products and channel marketing at Decisiv, a business consulting firm. "For instance, if you know the normal state of something and it changes, then you need to quarantine and remove or change it."

You'll want to reassess your own fastener business' digital security, given that hackers are poised to give security applications additional buyings. Here's what computer security experts recommend:

***Reformat Your PC Regularly:** One of the easiest ways to rid your machine of virtually all viruses, malware and spyware is to simply reformat your PC, reinstall your operating system and applications, and start fresh. And while that sounds like an onerous task, it's actually relatively painless if you keep your data on a separate hard drive and create a complete image of your operating system and applications on your PC's hard drive. Once you've got the image, it's simply a matter of clicking

through a wizard to do the refresh, and then leaving your PC be for an hour so as it rejuvenates.


Norton sells software – Ghost – that makes a mirror image of your PC, as does Paragon, Acronis and many others.

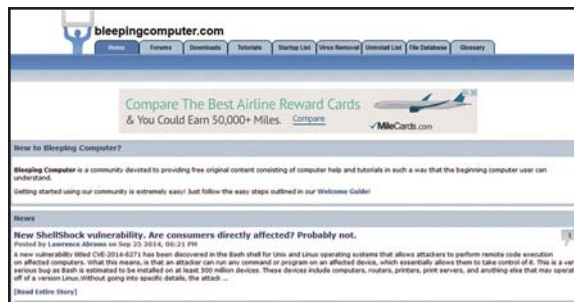
***Consider Moving all Your Apps to the Cloud:** Sure, betting your fastener business' security on your cloud provider is a leap of faith. But if you hook-up with the right cloud provider, all the headaches associated with digital security will belong to your provider. Choose a cloud provider with known, state-of-the-art security, and your worries could be history.

***Keep Up-to-Date With Updates:** Updating your PCs software is a mundane task, but there's a reason there are dedicated staffs at Microsoft, Google and scores of other computer app firms that focus on nothing but plugging security holes in software as they're revealed. These people work hard to keep your PC safe. Reap the rewards.

***Don't Eschew Traditional Security Just Yet:** Sure, standard security software has its limitations. But it still does block many known knuckleheads who are trying to infiltrate your computerized device. Currently, the top, basic security software on the market right now is Bitdefender Antivirus Plus 2015, Kaspersky Anti-Virus 2015, Norton Antivirus 2014 and Webroot SecureAnywhere Antivirus 2014, according to PC Magazine's latest ratings, released in September. The worst PC security software, according to PC Magazine, is Microsoft Essentials.

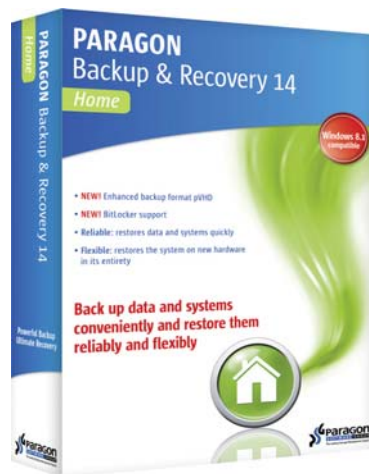
***Use Two-Step Verification for Critical Cloud Apps:** Two-step verification requires a user to sign-in with a password, which triggers an email to the user's email account that features yet another password or code the user must enter to use the application. It's a little tedious for mundane apps. But if you're using something in the cloud that stores highly critical data, you may want to look for two-step verification on that app.

***Go for Help:** If you do get stung, you may be able to get some help from some of the computer security expert forums on the Web, including DSL Reports' Security Forum and Bleepingcomputer.com. 



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In addition to potentially resulting in some dissimilar metal issues, the obvious question this situation raises is if certain components are sufficiently protected from corrosion by zinc plating, why the necessity of any stainless steel components? Very likely, these stainless components cost 2-4 times that of a zinc plated equivalent. These joints provided significant opportunities in cost savings simply by replacing the oversized stainless parts with standard zinc plated parts. Additionally, by eliminating the dissimilar metal contact, the system receives an improvement on potential corrosion issues that can occur when dissimilar metals are in contact with one another.

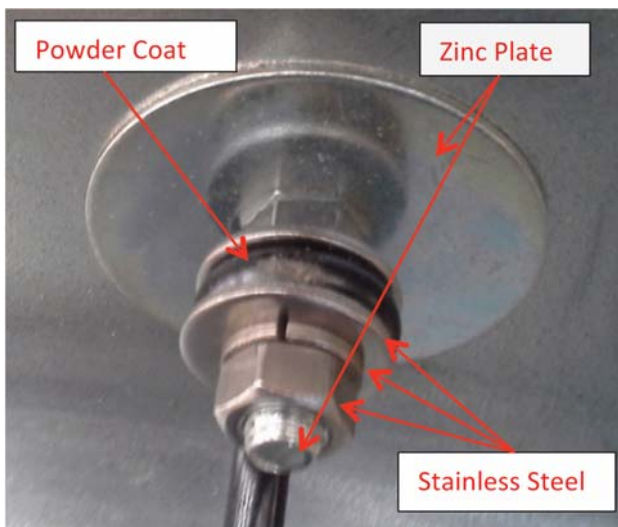


FIGURE 1

[2] Temporary Fasteners

To assist and protect some of the products in shipping, during the assembly process they received a variety of temporary 2"x4" wooden runners or cross bracing. These wooden shipping members were attached in a variety of fashions. In one case, a Grade 5 hex bolt clamped a wooden runner along the length of the base (See Figure 2) to a series of "feet" by way of an attached "rivnut" (See Figure 3). Although the "rivnut" was an offline and costly part of the foot fabrication, and in its own right a cost savings project, the real low hanging fruit in this case was the bolt. In addition to having about 1 inch of excess thread extending beyond the end of the "rivnut" (See Figure 3), the part was a Grade 5 bolt requiring potentially higher material and a heat treating processing costs than functionally necessary. Adding to the overall cost picture was a zinc and yellow chromated plating. Any savvy reader has already recognized that this is an example of a bolt performing a relatively noncritical and non-strength dependent function. In fact, all these joints

needed to do was hold the runner in-place and support a couple of hundred pound static load during transit as they would be quickly removed and discarded when the product was installed by the end user. Although I never calculated the exact figure, I believe that the part was probably carrying about 40% greater costs than was required.



FIGURE 2



FIGURE 3

[3] Similar Parts Different Drive Recesses

Figure 4 shows two similar but slightly different parts. They were assembled at the same assembly station with the same driving equipment. Closer examination, however, will reveal a difference in drive recesses, one is a Torx® (bottom) and one is a Torx Plus® (top). This creates a potential dilemma because although a Torx Plus® can be driven with a Torx® driver, the converse is not true and the user loses many of the advantageous benefits of the Torx Plus® recess. Therefore, this situation could result in, at best, minor production inefficiencies and, at worst, repeated, unexplained downtime and poor bit life.

The best solution would be to adopt a Torx Plus® recess on both parts to eliminate any potential bit fit issues and to gain the advantages of better drivability and extended bit life.

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But even with making sure the customer has purchased the proper products, made sure they were in the correct storage bin and properly identified, the customer will still find ways to break your bolts and blame the quality.

Therefore, in the event the customer experiences a failure, there are a few questions you need to ask the customer about how the bolts were used. The following is a list of questions and circumstances to not only help diffuse the situation and even help the customer without being an engineer.

How it was installed; by hand, pneumatic tool, torque wrench?

[1] Most failures occur because of the use of an unregulated impact gun. The common 1/2" impact gun puts out 325 lb-ft of torque which can yield a 5/8" Grade 8 bolt.

[2] The average person cannot properly tighten a 1/2" Grade 8 bolt by hand.

[3] The corners of the nut are rounded: it was installed with an impact wrench.

[4] Pneumatic tools try to seek a stall point from thread friction. If the threads are lubricated, the threads of the nut and/or bolt will have stripped and the bolt will be stretched into yield.

Ancillary components used: flat washer, type; nut, grade, type, finish or coating?

[1] If the flat washer is bent or indented from the bolt head or nut, clamp load was lost.

[2] A Grade 2 nut on a Grade 8 bolt gives you a Grade 2 connection.

[3] You should not mix coatings: non coated products with plated.

[4] Lock nuts: fractured nut and/or bolt due to excessive heat, such as exhaust manifolds; stripped bolt or nut threads, customer installed the lock nut with an air/impact wrench.

[5] Stainless steel nut galled onto bolt; tightened too fast or used air wrench. Should also try using different

stainless grades; for example a 316 nut onto a 304 bolt and vice-versa, to prevent galling.

Environment?

[1] Some corrosive environments can lead to stress-corrosion-cracking, where the grain boundaries become under chemical attack. There will be rust in the fracture. Standing water will set up an electrolytic cell and cause hydrogen embrittlement.


[2] Agricultural machines come under heavy chemical attack, even if properly washed down every day. Some

customers have replaced their OE bolts in their machinery for stainless steel to avoid the frequent replacing of rusty bolts. Unfortunately, in some cases the stainless steel bolts will fail in a bending mode and metal fatigue because they weren't as strong as the OE bolts they replaced.

[3] Heat: Even moderate heat is not good for nylon inserted lock nuts, as the nylon will soften above 250° F. Metal lock nuts that have a 'gold' coloring to them are plated in cadmium; they will fracture between 400-500° F depending upon time of exposure. Zinc plated lock nuts and products are not to exceed 600° F.

This last statement regarding heat and zinc plated parts is very

important. Many B7 threaded rods are plated with zinc and coated with a chromate yellow protective coating. This is because many customers want threaded rod stock that is stronger than standard rod, which is Grade 2 and many distributors carry the plated B7 rods. The B7 threaded rod has a tensile strength slightly greater than a Grade 5 at 125,000 psi. However, in industrial accounts and many processing plants, engineers will specify the ASTM A193 B7 bolts or threaded rods for their high temperature resistance and use in boilers. The B7 can withstand temperatures up to 1100° F. The customer cannot use plated B7 stock.

As always, when in doubt, call or ask for clarification of products and product specifications: it's a lot less costly than having a failure or selling the wrong product. 

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

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

Suppliers, please complete the early registration to give us a head start in Table Top Show planning.

More details will be coming out next month to all members and fastener friends.

If you have any old SEFA pictures you'd like to share for our anniversary, please send to the SEFA Office P. O. Box 473, Lake Zurich, IL 60047 or e-mail to sefa@thesefa.com.



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FASTENER WORDSEARCH

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

- Belville washer
- Blind rivet
- Bow
- Castle nut
- Chamfer
- Coupling nut
- Crack
- Fold
- Grooved pin
- J-bolt
- Monobolt rivet
- Nick
- Resin anchor
- Rib
- Roll pin
- Scrape
- Screw
- Sems
- Split rivet
- Square bolt
- Stover lock nut
- Tank bolt
- Thunder stud
- Tinnerman clip
- U-bolt
- Vanish thread
- Void

Solution on Page 185

Preliminary Schedule

April 21st

Opening Evening Reception

April 22nd

Golf Outing

Non Golfers – Enjoy Nashville
Recognition & Awards Dinner

April 23rd

Breakfast

Member Business Meeting

Education/Informative Sessions

Lunch

Table Top Show and Raffles



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Glen attended Bloomsburg University in Pennsylvania where he graduated with a B.A degree in Science. He has an extensive background in the metals industry, including sales to the commercial nuclear power generation and fossil fuel cogeneration markets.

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New Equipment for Production

Two very different shows for two very different audiences both show casing the same Trends: robotics, controls and customization.

McCormick Place was the capitol of robotics that are smarter, faster and less expensive than ever. From, huge large capacity arms feeding presses, welders and finishing lines to units faster than the eye can follow (one booth did the “three shells and a pea” game) the robots were on stage, front and center.

Many were combined with “Machine Vision” using visual recognition to recognize patterns, orientation and sequence all at high speed. Kitting, customization and sortation are three areas where Fastener Distributors might use these technology wonders. The systems are almost, but not quite, at the point where a completely mixed barrel of fasteners that was returned from a job site could be sorted into an unlimited number of specific SKU's.

Customization was evident in many booths. Terms such as “Flexible,” “Easily programmable,” and “Simple to use” defined many products. At IMTS the emphasis is still on cutting and removing material but there were many very active booths showing 3-D, additive processes. Most were turning out parts and souvenirs but one large 3-D printer started the show with barrels of resin and on the last day of the show the car that was “printed” was driven out of the building.

Conclusion: Robotics, controls and customization level the field when competing with off shore manufacturing. As equipment prices come down and labor costs rise this is a Trend that Fastener manufacturing should follow. With 3-D printing becoming increasingly common Distributors have a new source of competition...or a great opportunity to add to the product mix with minimal risk.

New Equipment for Packaging

Fastener Distributors who perform kitting and packaging as value added services should definitely go to Pack Expo. While the main emphasis is on food processing/packaging much of what is on display is adaptable to an industrial context.

High speed, highly accurate packaging lines handling solids, liquids and even gasses were all over one building.

Coupling this equipment with visual recognition and enhanced sensors add to the versatility and quality of the output. Check weighing for example can be performed “on the fly” while inspecting for the right parts, eliminating tramp materials and even X-raying the contents. Most of this is well above the typical distributor's needs unless they are servicing Aerospace, or a very demanding automotive manufacturer. As costs and availability change this technology will be more affordable and customers will demand higher levels of quality.

There were also several booths touting corrosion protection and packaging of interest to Fastener Distributors. Pack Expo is the show for innovation in packaging and plastics dominated. High impact, clear and cheap packaging is vital for food and consumer applications, but often overlooked in the Fastener Industry. Seeing this on the show floor is a great way to spark innovation.

How do you pack two pounds of 16d nails in a one pound box? Combining robots, packaging lines, machine vision and high speed conveyors nails that would ordinarily have been dumped into the packaging can instead be carefully set in a single orientation. The end result is a better looking product, in a more customer friendly presentation that reduces shipping and packaging material costs.

Conclusion: Before investing in more packaging equipment take a look at changing the package, enhancing quality as perceived by the customer and raising productivity, not just getting the parts into a box.

Marking

This breaks down into two categories, marking of the product and/or inner box and providing customer information on the case. At the part level exhibitors at both shows demonstrated methods of marking irregular, soft or very hard items. Paper labels or tapes were shown and most can be applied by machine instead of hand. From a customer perspective removing these before use is a nuisance. Laser, ink jet, pad printing and other technologies can add bar codes or the new QR code during production and packaging. All are based on orientation of the product in a repeatable direction or position.



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The Importance Of Corporate Records

Corporations are created and maintained to insulate owners from liability. Even with sole shareholders, the corporation can protect the owner from liability. The lack of corporate record books can be used as a factor in piercing the corporate veil.

A Tort Case

A primary purpose of doing business as a corporation is to insulate stockholders from unlimited liability for corporate activity. Limited liability will ordinarily exist even when the corporation is closely held or has a single shareholder. *Peetoom*, 334 Ill. App. 3d at 526.

Courts can disregard corporate protection. For instance, a court may disregard a corporate entity and pierce the veil of limited liability where the corporation is merely the alter ego or business conduit of another person or entity. The doctrine of piercing the corporate veil is an equitable remedy; it is not itself a cause of action but rather is a means of imposing liability on an underlying cause of action, such as a tort or breach of contract." *Peetoom*, 334 Ill. App. 3d at 527.

A Contract Case

In a breach of contract case (*Macaluso v. Jenkins*, 95 Ill. App. 3d 461), the court looked to the absence of records as a veil piercing factor.

With respect to the factors used to determine whether piercing the corporate veil was appropriate, the trial court found that the following factors weighed in favor of doing so: inadequate capitalization, failure to observe certain corporate formalities, failure to pay dividends, operation of the corporation without a profit, commingling of corporate and personal assets, a non-functioning officer or director, insolvency of the corporation, and absence of corporate records.

Tax Requirements

Owners of closely held companies tend to infuse or withdraw money into and from their companies. The question becomes, is the transaction a loan or is it a constructive dividend? Shareholders receiving loans must properly record the loan. If the loan is not properly recorded in the corporate minutes, the loan may be deemed as a constructive dividend. What does this mean for the shareholder? The shareholder may be forced to pay ordinary income taxes on money that would otherwise

be nontaxable.


There is also the issue of setting fiscal years. Though the issue of timing can seem relatively insignificant, for some companies that have busy seasons and slow seasons, the timing of the tax year can radically reduce their tax liability. In addition to the requirements based off the Internal Revenue Code and IRS procedures, shareholders and corporations must document the change of the fiscal year in their records as well.

Company Use Of Personal Possessions

Many owners of closely-held companies intermingle their own possessions into their companies. The line between what is company owned and what is personally owned may become blurred and indistinguishable from each other, even to the corporate owner. Vehicles, tools, equipment, and the like commonly used in company and personal settings are prone to this problem. Shareholders giving loans to or borrowing equipment from the corporation must properly record in the minutes the ownership of the equipment. If the loan or equipment is not properly recorded here, the loan or property may be interpreted as property of the corporation during litigation.

Conclusion

Corporations tend to move large volumes of money in terms of loans, leases, purchases, and distributions, etc. In most cases, corporate finance dwarfs individual finances. When corporate resolutions are not adopted or memorialized as minutes, personal liability can result. When personal liability results from company debts and finances, the overrun can bankrupt a business owner's personal finances in the process.

One of the most effective ways to protect clients is to keep an updated corporate record book. An updated corporate record book shows that formalities have been observed, which is what is legally required. It shows proper resolutions were adopted that shed liability in certain circumstances and corporate records reduce decisions to writing. Having this level of organization is critical in business and specifically required of corporations under state law. The Center for Financial, Legal, and Tax Planning, Inc. maintains a number of corporate record books for various corporations and companies. If you are interested, please call for our services. 



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Intercontinental Sales Corp. (I.S.C.) has been a leader in the fastener industry for 34 years. We pride ourselves on our customer relations and our extensive inventory. We have expanded our inventory even more by including a whole new range of products and services. We are strengthening our strut, strut accessories, cable ties and wedge anchor lines, plus we are adding more 1 and 2 hole pipe and conduit straps. We are also excited about the addition of availability of red rubber gasket kits, studguards, nail plates, boca plates and plumbers straps to further service our plumbing and electrical wholesale distributors.

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been with I.S.C. for 10 years has been promoted to Vice President and general manager. Jay Silverstein, promoted to Inside Sales Manager, has 18 years of sales experience and has been with I.S.C. for 13 years. Guillermo Brinez, our Warehouse manager, has been with I.S.C. for 8 years overseeing our inventory and shipping. We have added to the I.S.C. team with the hiring of Ken Shalley. He has 20 years of sales experience with 7 years of knowledge within the strut and accessory side of the business, as well as marine and industrial fasteners. We strive for a future filled with growth, maintaining long term relationships with staff, customers and vendors is how we plan to do it.

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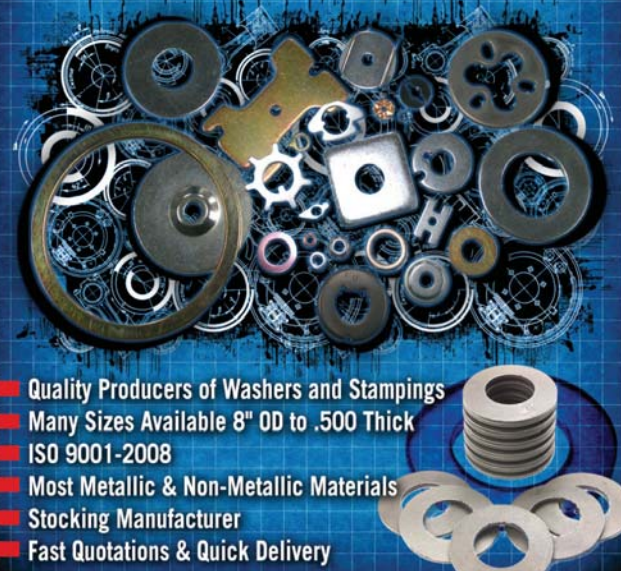
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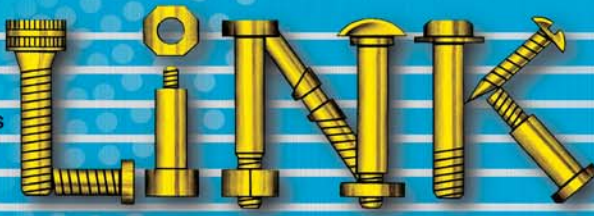
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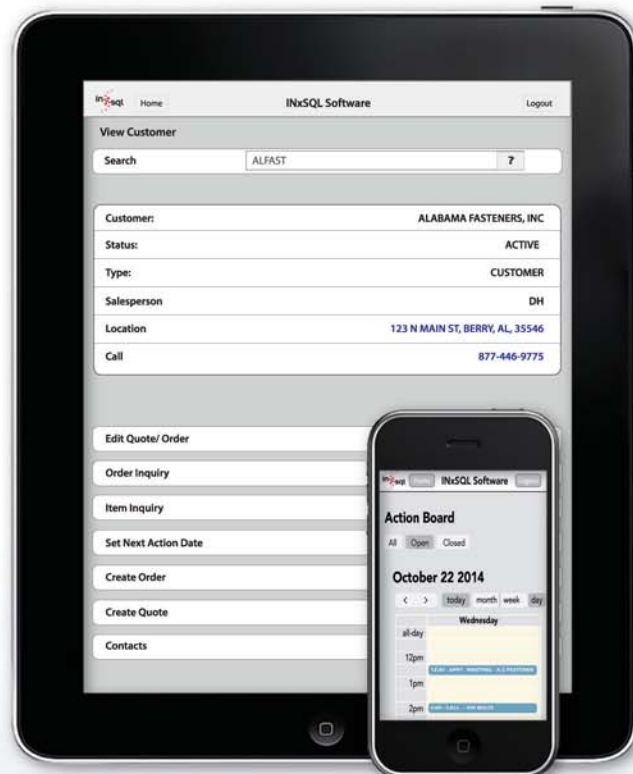
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NIFMSE 2014 VEGAS EXPO LARGEST IN HISTORY - STRONG BUYER ATTENDANCE: HAPPY EXHIBITORS *from page 28*

The Expo was preceded by a full-day of fastener training, education and informational meetings sponsored by a number of leading fastener associations held on Wednesday, October 22nd.

There was an invitation-only "Hall of Fame" Reception & Award Presentation honoring industry leaders Leo Coar and Surinder Sakhuja held on Wednesday evening, October 22nd., followed immediately by the always popular and heavily attended "Welcome Party" sponsored by Expo Management, which packed an estimated 1,500 persons into the Treasure Island Hotel Ballroom to enjoy complimentary drinks and appetizers.



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The "World's Largest" Fastener & Mill Supply Expo was open from 9:00 AM to 4:00 PM, Thursday, October 23 and from 9:00 AM to 1:00 PM, Friday, October 24.

Exhibitors seemed well pleased, and a number of post-show comments were received by Expo Management. Peter Knobel of Delta Engineering reported, "The Expo was excellent. One-third of the names we captured on our lead retrieval devices have never been seen before". "Great show!" said representatives of Accurate Manufactured Products; Alfa Tools, and Hanger Bolt & Stud. A Delta Engineering

representative said "Best show ever!" Other comments included: "Busiest show we have exhibited in thus far", stated Mark Ciuba and Scott Stanier of Groov-Pin; "I was positively impressed by the Expo in our first year of exhibiting", said Andre Lopez of Tormex; "Another successful show! This year, buyers came back to the exhibit hall after lunch on Thursday", reported Elna Mukaida, Soule, Blake & Wechsler; and "The Expo was busier and better than last year. Thanks for the half-day on Friday. It was smooth", commented Luc Fournel, Infasco/Ifastgroupe; and Benji Perez of Ideal Fasteners happily reported "We handed out all of our literature this year".

Many more exhibitors commented about show visitors returning to the exhibit hall after lunch on Thursday and better traffic than usual in the exhibit hall on Friday.



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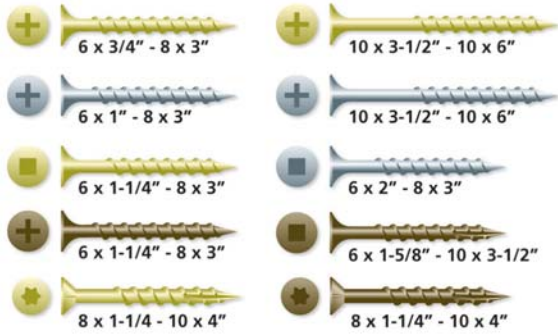
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The 35th National Industrial Fastener & Mill Supply Expo is scheduled for October 21-23, 2015 at the Sands Expo & Convention Center, Las Vegas, Nevada. For more information, contact Susan Hurley, General Manager, at (614) 895-1279, email info@fastenershows.com or visit the Expo website at www.fastenershows.com. 

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ASSOCIATION ARTICLE

NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION


JIM TRUESDELL BUSINESS COMMUNITY DIVIDED ON CALLS FOR 'NET NEUTRALITY' from page 30

The term "net neutrality" was apparently coined about a decade ago by Columbia Law School Professor Tim Wu. He promoted the idea that a maximally useful public information network would aspire to treat all content, sites and platforms equally.

As consumers who pay for access to the internet we should have the right to have all traffic and ideas and information brought to us in an equal format. Our internet provider should not be censoring what we can or cannot see by providing it at different speeds or ease of access. This principle should apply whether it be censorship of ideas or philosophies or if it is a financial choice made by the provider who receives extra remuneration from those paying to push their message to the forefront.

Following President Obama's early November proposals to treat the internet like a regulated utility (supporting the idea of regulated neutrality on the net) there was some pretty strong reaction in opposition to this from large companies and their trade associations as well as some broad band providers. One example was AT&T which announced it would stop investing in high speed Internet connections in over 100

US cities until they saw which way this matter was going. Their CEO Randall Stephenson stated that his company could not go out and invest large sums of money in this without knowing under what rules those investments would be governed. An editorial in the Wall Street Journal likened Obama's proposals to his imposition of government controls over healthcare and other industries, predicting that it would be a danger to the US economy and global freedom.

Small businesses will have a stake in this debate which may resonate far into the future. Small business continues to generate sales and employment which is a significant portion of the US economy. A balance will have to be set between freedom from government regulation and fair access for the "little guy" in competition with the big market players. The first step for entrepreneurs and family enterprise operators is to get their own technology and internet marketing outreach into the game like their mega-size competitors. At the same time they need to pay attention to the net neutrality debate. As we speak, politicians may be irrevocably setting the rules under which we will operate for decades to come! 

DISTRIBUTOR NEWS

Anderson Manufacturing has earned ISO/TS 16949 certification for its facility in Bristol, Wisconsin, where it manufactures cold formed fastener solutions and standard and specialty pins and rivets. ISO/TS 16949 certification is a technical specification overseen by the International Automotive Task Force (IATF) to define common quality system standards in the automotive supply chain worldwide.

ISO/TS 16949 certification requires a supplier to meet rigorous standards in design, development, production and (as applicable) the installation and servicing of automotive products. The certification enables Anderson Manufacturing to align its quality management systems with its automotive customers' strict requirements. Without a valid certificate, parts manufacturers are unlikely to serve a Tier 1 supplier and cannot supply standard parts to OEMs in the auto industry.

"This certification shows the importance we place on organizing our processes and procedures to meet or exceed our automotive clients' expectations," said Tim Cash, Vice President of Anderson Manufacturing. Cash noted that the certification process emphasizes the goal of defect elimination and requires intensive employee training and extensive data collection and monitoring. "Some of our unique strengths, like highly experienced staff, preventative maintenance and equipment including six-die, six-blow cold heading machines, all contribute to the quality control, fast turnaround and speed to market required for certification," Cash said.

Anderson Manufacturing is a trusted supplier to automotive manufacturers, providing products such as complex cold formed terminals, pins, semi-tubular rivets, shoulder rivets, screws, contacts, threaded forming screws, self-tapping screws, clinch studs and anti-cross threaded product. The company also offers secondary operations including thread rolling, tapping, grinding, sorting and packaging, and value-added services such as cost reduction and manufacture ability reviews.

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About Exact Fastener & Supply

Fernando told us about Exact Fastener & Supply. He said, "With over 100 years of combined experience in the fastener industry, we at Exact Fastener & Supply, Inc. consider ourselves to be a leading distributor of quality fasteners, abrasives and cutting tools.

However, rather than simply being yet another parts supplier or distributor, our goal is to provide industry-leading solutions with superior customer service."

Full Line Of Top Brands

He continued, "Our full line of top branded products are available in standard and metric sizes, and can meet all commercial, precision and military standards in accordance with a client's specific application need. We also provide the in-house support and capabilities to custom manufacture a product according client prints."

Comprehensive Services

Fernando further explained, "In addition to an expansive product offering, we provide customized services including Bin Stocking, Kan Ban, Just-in-Time, and Vendor Managed Inventory (VMI) via our single location in Irvine, CA. Our local clients can attest that we provide a deeper understanding of the options available to support today's increasingly complex production operations."

About The Business Edge

Dennis Cowhey, Chairman of the Board, of Computer Insights, described the system that Exact Fastener & Supply won. He said, "The system includes all the ERP

functions that are needed by a fastener company as well as a number of exclusive extras.

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More Information

For more information about Exact Fastener & Supply, Inc. contact Mr. Fernando Chumentowski, General Manager at 13765 Alton Parkway Suite D, Irvine, CA 92618. Tel: 1-800-684-1148, Fax: 1-800-551-9169, Email: fchumentowski@exactfs.com or visit online at www.exactfs.com.

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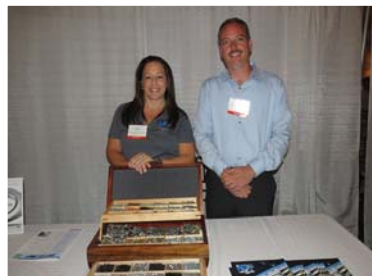
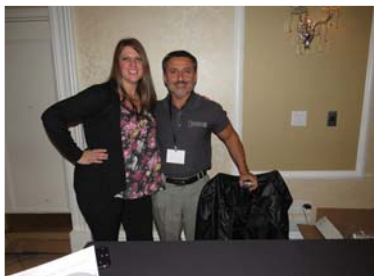
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Otherwise stated, the concentration of hydrogen absorbed during zinc electroplating is not sufficiently high to cause hydrogen embrittlement of fasteners with a specified hardness below 39 HRC. In 1998, ASTM Committee F16 on Fasteners completed a three year process of developing and adopting ASTM F1941, "Standard Specification for Electrodeposited Coatings on Threaded Fasteners." This standard was specifically developed by fastener and electroplating experts for the proper electrodepositing of metallic coatings, including zinc, on threaded mechanical fasteners. Prior to the publication of ASTM F1941, the only ASTM specification available for zinc electroplating of fasteners was ASTM B633, which is a general zinc electroplating standard (i.e., used for any type of hardware and not specific to fasteners). ASTM B633 is under the jurisdiction of ASTM Committee B08 on Inorganic Coatings, which operates independently from committee F16 on Fasteners. In the drafting of ASTM F1941 key topics addressed were avoidance of internal hydrogen embrittlement (IHE) and baking requirements specific to fastener products. Most notably, ASTM F1941 adopts the industry practice of only mandating baking at specified hardness above 39 HRC.

To address the inconsistency in baking requirements between the two standards, the latest revision of ASTM B633-13 includes a sentence in the scope that emphasizes that the standard "may be used for fasteners but specific specifications have been developed for manufacturing fasteners in Committee F16 which may be more applicable (See Specification F1941/F1941M)."

"The decision to add a statement that does not categorically exclude fasteners was designed to accommodate the reality that ASTM B633 remains a legacy standard that is still occasionally referenced."

However, in its current form, B633 is simply not applicable to fasteners because it mandates baking for all parts with hardness above 31 HRC. This requirement deviates from long established fastener industry practice and is the consequence of a change that was made by Committee B08 in 2007.

"More precisely, the tensile strength above which baking becomes mandatory is now 1,000 MPa (~31 HRC), reduced from 1,200 MPa (~39 HRC). The change was apparently made without consideration for consequences on the fastener industry and furthermore, there no evidence to warrant such a change. One of the consequences of the change is that fasteners that were electroplated to B633 in the years following 2007 suddenly became 'non-conforming,' not because they were faulty, but because a significant requirement in B633 had changed without notice to the industry."


Given the unsuitability of zinc electroplating for sub-sea applications, the corrective action undertaken by GE and others to replace zinc electroplated fasteners with phosphate and oil coated bolts is appropriate because it effectively eliminates cathodic-corrosion generated hydrogen as a significant contributing factor.

"It is important to consider that GE used phosphate and oil coated bolts for many years without ever encountering failures of the type discussed in the BSEE report. The bolt failures occurred only after the finish was changed to zinc."

"Going forward, there is no doubt that the confusion resulting from these failures warrants the oil and gas industry reviewing fastener and bolting standards and practices it should adopt," Greenslade and Brahimi concluded. "Any initiative to address the broader issues of fastener and bolting standards for the oil and gas applications must be undertaken as a collaborative effort between all stakeholders."

"The body that is best suited to lead such an initiative is ASTM Committee F16 on Fasteners in conjunction with other affected ASTM Committees."

Joe Greenslade is the director of engineering technology at the Industrial Fasteners Institute. Email: jgreenslade@indfast.org

Salim Brahimi, president of IBECA Technologies, is a licensed member of the Quebec Order of Professional Engineers. Email: salim.brahimi@ibeca.ca 

FASTENER CROSSWORD PUZZLE

Test Your Knowledge!

ACROSS

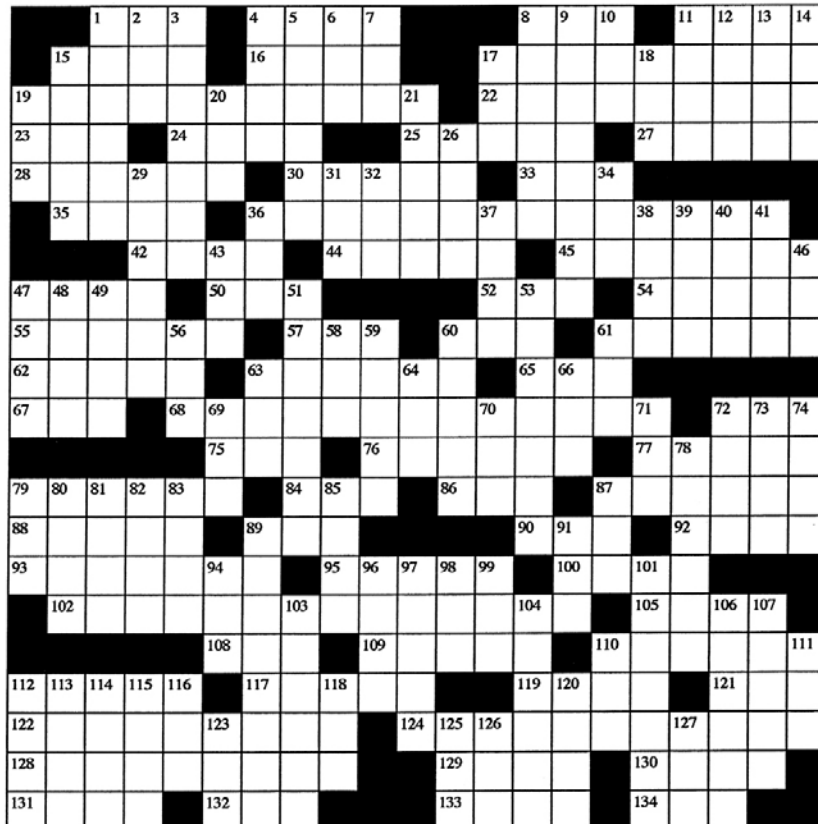
- 1. Blind __ rivets
- 4. Tapered nail with a small head
- 8. Screw & washer assembly
- 11. Like water __ duck's back
- 15. Couple
- 16. Mrs. Charlie Chaplin
- 17. Large spaniels
- 19. Taper-threaded fastener end
- 22. Steel or Kovar
- 23. NNW plus 90°
- 24. Part of a Halloween costume
- 25. McEntire and others
- 27. "Don't __ wrong..."
- 28. Bakery treat
- 30. Urge
- 33. Clock numeral
- 35. Robust
- 36. Headless fastener's feature
- 42. Mideast nation
- 44. Tiny map
- 45. More daring
- 47. __ nuts
- 50. Hallucinogen, for short
- 52. Blood units, for short
- 54. Clementine's dad, for one
- 55. Goings-on
- 57. Miscalculate
- 60. What person?
- 61. Plates of greenery
- 62. Agreement with a landlord
- 63. Emotional or physical shock
- 65. __ King Cole
- 67. Summer time zone letters
- 68. Features of a square head bolt
- 72. Cake ingredient
- 75. Batter's stat.
- 76. Lure
- 77. Seize power
- 79. Customary practices
- 84. Centimeters: abbr.
- 86. Jacuzzi
- 87. City in Illinois
- 88. In a united way
- 89. Enjoy the slopes
- 90. __ bolt; square-headed fastener
- 92. Police officers

- 93. Ruin
- 95. Camera setting
- 100. Regina's province: abbr.
- 102. Feature of a high button head fastener
- 105. Hatcher or Garr
- 108. Dined
- 109. Has __ to the ground; follows public opinion
- 110. Discourages
- 112. UFO driver
- 117. Gladden
- 119. Lover of an Irish Rose
- 121. Contented sound
- 122. 92 Across, often
- 124. __ head; fastener top with 24 short, flat sides
- 128. Rounded fastener end used to apply pressure
- 129. Grasped
- 130. Breaks in raw metal
- 131. Valley
- 132. Actor Scott's monogram
- 133. Attention-getting shouts
- 134. __ out a living; get by

DOWN

- 1. Dawber or Shriver, formally
- 2. Castrol or Mobil 1
- 3. Khrushchev or Putin
- 4. Punches; hits
- 5. Novice
- 6. "I'd like to buy __, Pat"; "Wheel" player's line
- 7. __ Aykroyd
- 8. Painful twist of a joint
- 9. Soil deterioration problems
- 10. 60 secs.
- 11. Look at flirtatiously
- 12. Believed
- 13. "...__ sea to shining sea."
- 14. "__ sow, so shall..."
- 15. __ point; sharp, conical fastener end
- 17. Bro or sis
- 18. Unpleasant spouse
- 19. "Golly!"
- 20. Street paver's goo
- 21. Lock of hair
- 26. "Or __!"; ultimatum
- 29. Makes straight
- 31. 1101, in old Rome
- 32. Pigsty
- 34. Ending for Max or Paul
- 36. Hosp. personnel
- 37. Skin allergy symptom
- 38. Columnist Bombeck
- 39. Wicked
- 40. 1492 ship
- 41. Accomplishment
- 43. Pacino and Gore
- 46. B. & O. & So. Pacific

- 47. Projection __ stud
- 48. Currier's partner
- 49. Orderly
- 51. __ bolt; square-headed fastener
- 53. __ spring washer
- 56. Singer Tennessee's initials
- 58. Brit. military fliers
- 59. Governs
- 60. Electrical power units
- 61. Sault __. Marie
- 63. Bather's place
- 64. Fellow
- 66. Lemony drink
- 69. Conjunctions
- 70. Drink slowly
- 71. Take to court
- 72. Foreign currency
- 73. Thickness which a fastener secures
- 74. Students' avgs.
- 78. Hexagon or spline opening
- 79. Owned
- 80. Cruising
- 81. Winter pear
- 82. 2 __ 6 is 3
- 85. Nunavut or Yukon: abbr.
- 85. Do, re, ___...
- 87. Open sponsor: abbr.
- 89. Affecting the entire body
- 91. Poisonous viper
- 94. Stop __ dime
- 96. Argument
- 97. Doctrine
- 98. "__ to Billy Joe"
- 99. School org.
- 101. __ head; sharp, conical end
- 103. Hayes and Reddy
- 104. By mouth
- 106. Cook's guide
- 107. Most common metals
- 110. Punch & matrix unit
- 111. Boozer
- 112. Likes peas in __
- 113. Volcano's output
- 114. Eur. language
- 115. __ Stanley Gardner
- 116. M followers
- 118. Crawling insect
- 120. Underwear
- 123. Cabin wall piece
- 125. Monogram for one President Harrison
- 126. Wide shoe width
- 127. Furniture wood



Solution on Page 185

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DISTRIBUTOR NEWS

Quantum Storage Systems, has increased its' stainless steel shelving offering and has now become one of the largest stainless steel wire shelving provider in the country, and ALL ITEMS ARE IN STOCK!

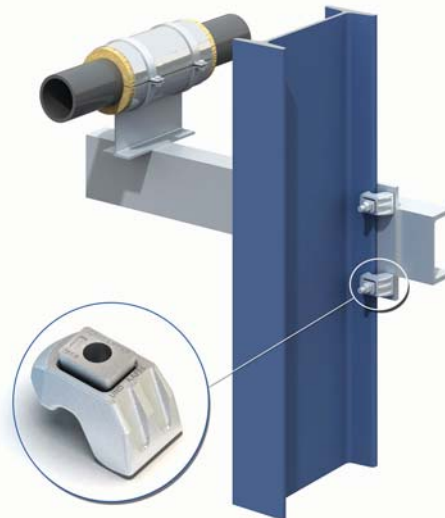
The Quantum Stainless steel product line now includes 46 sizes of stainless steel wire shelves, 30 sizes of stainless steel solid shelves, nine stainless steel post sizes, and a plethora of new stainless steel accessories including: stainless steel enclosure panels, hang rails, push handles for carts, U-Shaped handles for utility carts, shelf dividers, shelf ledges, and stainless steel casters.

"Stainless steel wire shelving and accessories, while being more expensive than the chrome plated counter-parts, still have a great purpose in the Laboratory, Food Service and Health Care markets," said Quantum Director of Sales Ed Granger.

For more information, or to order a new catalog, call toll-free: 1-800-685-4665, email: sales@quantumstorage.com or visit them on the internet at www.quantumstorage.com.

DISTRIBUTOR NEWS

Lindapter, the inventor of the original Girder Clamp and Hollo-Bolt has developed the Type AAF, a new High Slip Resistance (HSR) clamp for connecting steel sections, offering adjustability, anti-corrosion protection and high load capacities, even in low temperature environments.



Lindapter's flagship product is the latest addition to its HSR family of clamps designed for high load requirements including frictional, tensile and combined load applications. The clamp features an innovative 2-part design that self-adjusts to suit a range of flange thicknesses, allowing contractors to use a single product type for multiple connection requirements. Typical applications include connecting steel framed roofs, pipe supports and mechanical handling equipment, while specialist applications include the renovation of bridges and offshore platforms.

Manufactured from SG iron with specific low temperature properties, the Type AAF provides resistance in cold environments where impact strength is important. Durability also extends to corrosion protection as the product is supplied with a hot dip galvanized coating as standard. Engineers can be confident that they are specifying a safe and reliable connection as load capacities have been verified by independent testing.

Contact Lindapter at Lindsay House, Brackenbeck Rd., Bradford BD7 2NF England. Tel: (44)-1274-521444 Fax (44)-1274-521130 email: inquiries@lindapterusa.com or on the internet at www.lindapter.com.



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Head Configuration

There are three basic head configurations; Dome Head, Countersunk Head and Large Flange Head.

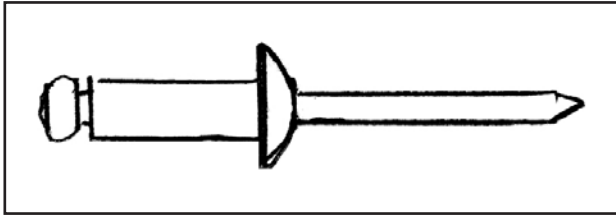


FIGURE 2 - DOME HEAD

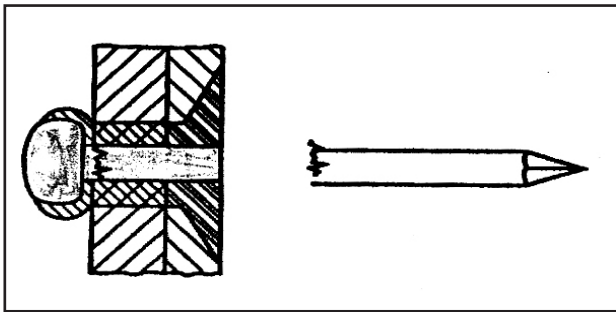


FIGURE 3 - COUNTERSUNK HEAD

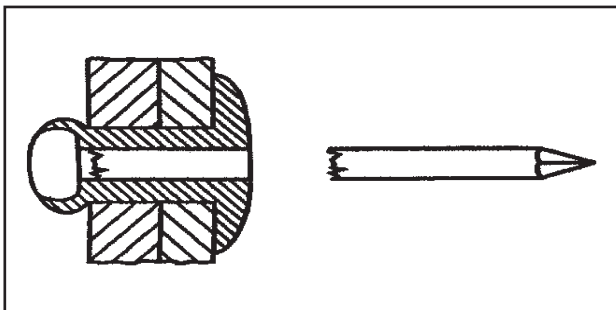


FIGURE 4 - LARGE FLANGE HEAD

- **DOME HEAD** is the most popular rivet head.
- **COUNTERSUNK HEAD** is used to achieve a flat surface after the blind rivet is set.
- **LARGE FLANGE HEAD** is used when riveting soft material, such as wood to steel. The large flange distributes the rivet setting force over a larger area, which decreases the penetration of the rivet head into the wood.

Various Designs

There are several different rivets designs; Open-End, Closed-End, Structural Flush Break, Strutural Splitting, Split Rivet and Bulb Type.

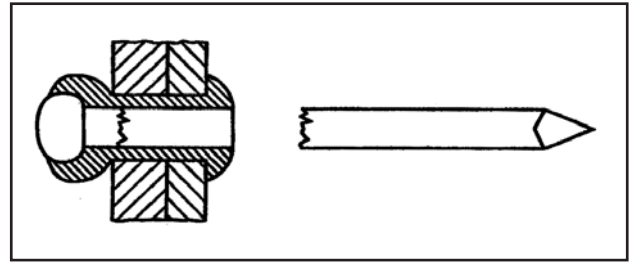


FIGURE 5 - OPEN-END

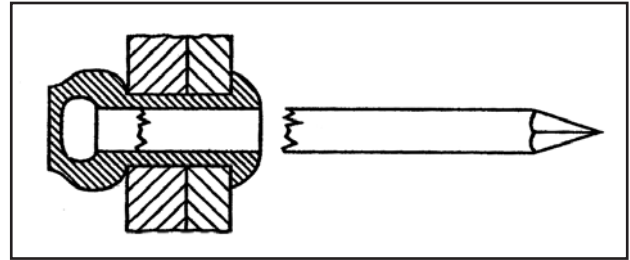


FIGURE 6 - CLOSED-END

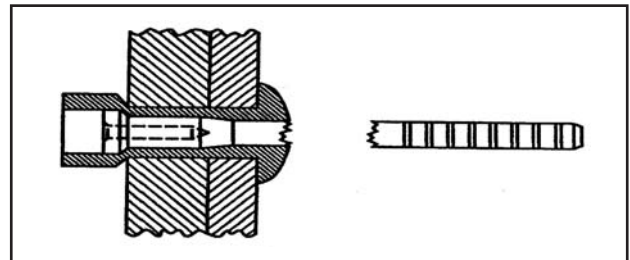


FIGURE 7 - STRUCTURAL FLUSH BREAK

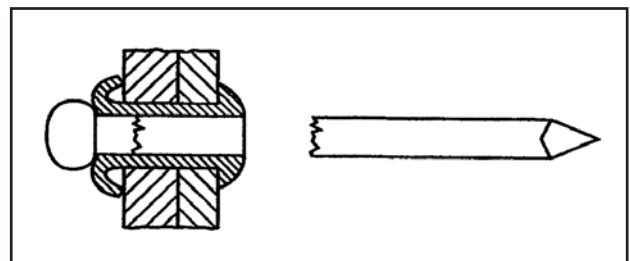


FIGURE 8 - STRUCTURAL SPLITTING

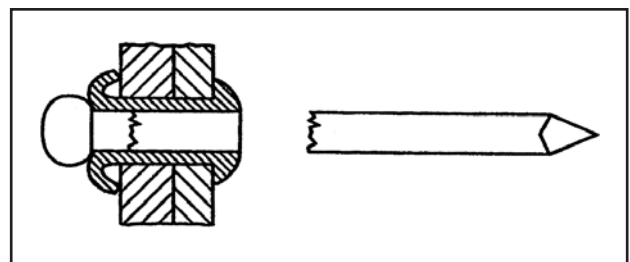


FIGURE 9 - SPLIT RIVET

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ANTHONY DI MAIO THE VERSATILITY OF BLIND RIVETS from page 146

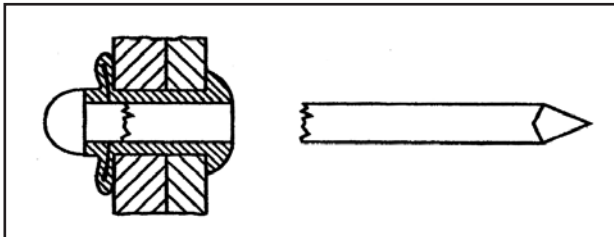


FIGURE 10 - BULB TYPE

The various alloys used to produce blind rivets permits the blind rivet to be used in all types of environments. Outdoor applications, the aluminum and stainless/stainless blind rivets are used. Alloys can be selected to match the material of the application. If the rivet application is constructed of stainless steel, a stainless steel rivet will be used to assemble the components of the application.

Work Thickness

Blind rivets are produced in many lengths that will

accommodate a wide number of work thickness to be riveted.

Water Tight Applications

In a water tight application, such as the fastening the outer surface of an outdoor application, a Closed-End blind rivet will be used that has a sealant that has been applied to the body side of the head of the rivet.

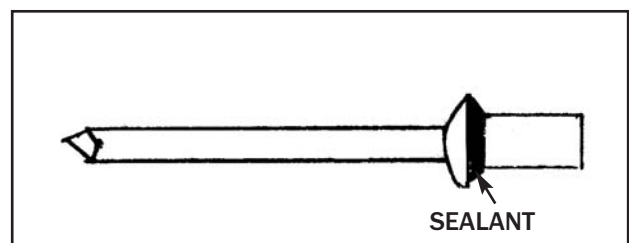



FIGURE 11

The Closed-End rivet is water tight through the center of the body because the rivet has a Closed-End rather than an Open-End and the sealant seals the outside diameter of the rivet body when set. 

The Business Edge Made a Huge Difference

Chris continued, "Finally, we did. In 2006 we installed The Business Edge. It finally gave us the strong foundation for operations that we needed. In depth training, data importing and the same kind of intense support that we offer, helped us off to quick start. We quickly found that the system is superior in every way. Beyond that, the people at computer insights were real fastener specialists themselves. They were willing and able to help us to customize the system to the way we did business."

Streamlining Operations

Chris said, "Creating Purchase Orders directly from inside a Sales Order allowed us to shorten the time needed to create a Purchase Order, as well as eliminate 100% of the mistakes created when a buyer bought the wrong item. We also worked with computer insights to get Vendor Purchase Order information to print on a Customer's Pick Ticket. This allows our warehouse to get a jump start on an order and pick all stock. When goods come in from a vendor they are more easily routed to those Sales Orders. Those already started orders are then ready to move out more quickly. In the first year of using The Business Edge, our procedures and processes became so focused and streamlined that were able to open our 2nd branch, something that we had wanted to do for years."



FASTENER SOLUTIONS' LOUISIANA WAREHOUSE

Branches Based On Market Opportunities

Chris is excited about the ease of replicating his company's processes wherever the market looks ripe. He explained, "The Business Edge allows us to easily add a branch to our system. Because we are duplicating what we are already doing it is much easier. The Business Edge allows a user in New Jersey to service customers in Louisiana, by seeing their inventory and entering orders. This gives a small new branch with limited resources the help that it needs to grow into a thriving company."

Second, Third And Fourth Branches

Chris said, "Our next branch in Ohio took just 4 years to open, and our most recent in Houston just 3 years. We've been able to shorten the time needed to open new branches because The Business Edge has helped us mirror the

procedures across multiple offices. In addition, our salespeople can help customers supported by any branch. This gives each company a larger sales force. Also the support from experienced people in more mature branches has helped us spread knowledge and training to the newer branches."

Secondary Processes

Many of Fastener Solutions customers require secondary processing to be performed on their parts. When asked about this, Chris said, "The Business Edge, handles all of these with ease. The system has a complete Processing Purchasing module to enable us to manage all these details. The PPO's are integral to keeping our inventory accurate."

"It just goes on and on, the Automatic Replenishment System allows us to send off multiple Requests for Quote from a Sales Order with a few clicks on the keyboard. The transfer system allows us to move material from branch to branch effortlessly."

Consignment Inventory

Chris said, "The Consignment branches allow us to manage our inventory at our customers' facilities. This offers our customers more product on hand and lower inventory costs. We are able to free up very valuable shelf space in our warehouse. We have to hold inventory to support a customer somewhere. Why keep it in our warehouse when we can keep it with the customer and free up shelf space in house? Since we have an air-tight system, we always know the exact status of the remote inventory and we can offer the customer premier service; that's what we are all about."

More Information

For more information about Fastener Solutions, Inc. contact Christopher George, 71 Kingsland Avenue Clifton, NJ 07014. Tel: 1-866-463-2910, Email: cgeorge@fastenersolutions.com or visit online at www.fastenersolutions.com.

For more information about The Business Edge, contact Dennis R. Cowhey, Computer Insights, Inc. 108 South Third Street, Bloomingdale, IL 60108. Tel: 1-800-539-1233, Fax: 630-893-4030, Email: dcowhey@ci-inc.com or visit online at: www.ci-inc.com.



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R	A	B	C	E	M						
M	A	H	E	R	M						
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Place the circled letters here:

Now rearrange the circled letters to spell
 A Type of Fastener:

Solution on Page 185

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Minimum Material (Pitch Diameter, Groove Diameter)

- *NOTE:* Not Go functional diameter is another option (i.e. nogo plug gage), but control of lead (including helix) and Flank Angle (over the length of the full thread) must also be demonstrated. This option is only acceptable by agreement between purchaser and supplier.
- Thread Snap gages, minimum material, pitch diameter type (cone and vee), or groove diameter type (cone only).
- Thread indicating gages, minimum material, pitch diameter type (cone and vee) with either 120 or 180 degree contact points.
- Thread indicating gages, minimum material, thread groove diameter type (cone or best wire size radius profile) with either 120 or 180 degree contact points.
- Pitch Micrometer with Modified Contacts (approximately pitch diameter contact) Cone and Vee.
- Thread Measuring wires with suitable fixturing
- Optical Comparator and Toolmaker's microscope with suitable fixturing
- Linear Measuring Machine with required accessories
- Coordinate Measuring Machine with required accessories.

NOTE: You are evaluating the Minimum Pitch Diameter by isolating a single thread at a time and using either cone and vee contacts or a radiused contact that simulates "best wire". Simple Pitch Diameter has also been used to describe this feature. An actual value is required for this characteristic.

Major Diameter

- Maximum (Go) and Minimum (Not Go) Plain Cylindrical ring gages for Major Diameter.
- Major Diameter Snap Gage
- Maximum and Minimum major diameter snap gage
- Indicating Plain Diameter gages, Major Diameter type
- Optical Comparator and tool makers microscope with suitable fixturing
- Plain Micrometer and Calipers
- Linear Measuring Machine with required accessories
- Coordinate Measuring Machine with required accessories.

NOTE: You are evaluating the Major Diameter either using Go/NoGo styles of gages, or just measuring it directly using optical or hard contact means. Major Diameter is another feature in system 22 inspection/evaluation, that can be done using a fixed limit gage.

Minor Diameter (rounded root – UNJ, MJ only)

- Minor Diameter Snap Gage
- Maximum and Minimum minor diameter Snap gage
- Minor Diameter Indicating Gage
- Optical Comparator and tool makers microscope with suitable fixturing
- Linear Measuring Machine with required accessories
- Coordinate Measuring Machine with required accessories.

NOTE: You are using either optical means or some other type of hard gaging that will pick up on the minor diameter and not interfere with the helix angle of the fastener. The maximum minor diameter limit is acceptable when product passes Go gage on UN, UNR, UNJ, M, and MJ threads.

Root Profile (UNJ, MJ only)

- Optical Comparator and tool makers microscope with suitable fixturing
- Profile Tracing equipment with suitable fixturing
- Coordinate Measuring Machine with required accessories.



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NCFA's SCREW OPEN 2014

by Dave Audia, NCFA Rec. Secretary

Some early rain did nothing to dampen the enthusiasm for 63 golfers at the annual Screw Open which returned to Valleaire Golf Club for the first time in many years.


The wet weather slowly moved away just after the 1pm shotgun start and had no effect on the 4 time consecutive Screw Open champions from American Ring. They took home the first place hardware by scorching the course with a 13 under par 59. For the second year in a row the Buckeye Fasteners team finished as the runner up. And for the first time in Screw Open history the last place team was awarded a prize – Hodell Natco was the proud recipient of a 30 pack of Busch Lite.

There were some individuals awarded for their skill shots during the afternoon round as well. Larry Kelly from Buckeye Fasteners belted out the longest drive on Hole #12 and his team also picked up 2 of the 3 skins that were awarded during the

scramble contest. Mark Dively with the Stelfast team stuck his shot closest to the pin on Hole 8 to take home that prize. Finally, 4 golfers qualified for the \$10,000

putting contest held after the outing. Bob Hetzel (Fastener Tool), Gary Graham (National Threaded), Rich Cavoto (Metric & Multi) and Tom Hipp (RL English) all sunk a 100ft qualifying putt to have a chance at the big prize. Although none made the final putt, Gary Graham took home a nice cash prize by leaving his effort closest to the hole.

All golfers and non-golfers were then welcomed to the pavilion for an early fall cookout dinner of hamburgers and grilled chicken sandwiches – everyone did their best to finish off the keg of beer as well.

The NCFA would like to thank all of our sponsors this year who were acknowledged with the signs that lined the 1st and 10th tee boxes – and of course a big thanks to all who participated in this event. Once again all proceeds will benefit the NCFA scholarship program. 





LockOn Technology

The secret of LockOn's holding power is in the band within the nut. The patented design incorporates an elastic metal band which grips the bolt, much like a clutch, without marring or galling the threads or surfaces of the materials being held together. The band will hold even when the joint is subjected to insufficient torque, settlement, and embedment.

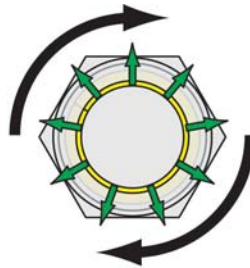
Since you do not need to add additional torque at clamp up, installation is hassle free. Bolts are left unscathed, allowing LockOn to be easily removed with a wrench and the standard amount of torque (IFI – 100/107/545 removal standards for prevailing torque).

Other lock nuts incorporate secondary materials, such as nylon, to ensure a locked fit. This can work for some applications; however, any extremes in heat or environment can damage these non-metal materials and ruin the integrity of the joint. LockOn features an all-metal design to withstand high temperatures and caustic chemicals.

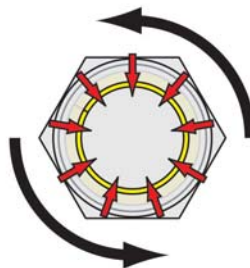
"The idea for LockOn spurred from projects we were pursuing a few years ago," said Robert Burnetter, chief

executive officer of LockOn. "We needed a way to secure a threaded component without requiring specialized tools when installing. Once our solution came together, we saw the potential value it could bring to other applications."

LockOn technology is adaptable to most threaded fasteners and can easily be integrated into custom applications. "We have made every effort to keep the design to its simplest form," says Campau. "No learning curve required allows LockOn to be quickly adopted in a variety of markets."




When a LockOn nut is turned clockwise, the band remains open, allowing it to tighten.



When a LockOn nut is turned counter-clockwise, the band grips the bolt and is not allowed to loosen.


Series D & Load-Lock

There are currently two variations of LockOn technology: the differential torque lock nuts referred to as Series D, and secondary fasteners called Load-Lock. The Series D style looks just like a traditional nut and is intended to fully replace an existing nut. Load-Lock is a low-profile, secondary fastener that is installed behind a traditional nut. If replacing all nuts on a machine or structure with Series D nuts isn't feasible, adding Load-Lock fasteners on the backside of your current nuts will prevent any opportunity for a traditional nut from loosening.



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continued support to OEM's and VMI Programs nationwide.

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

Call us...schedule a Lunch & Learn. Become part of OUR TEAM and you will understand the value...but better yet, you will FEEL the Passion. 

SPIROL FASTENING SOLUTIONS FOR MEDICAL DEVICES *from page 56*

Spring Pins

There are two distinct types of Spring Pins: Coiled Spring Pins and Slotted Spring Pins. Both types share certain characteristics such as flexibility and their ability to accommodate wider hole tolerances than non-flexible fasteners (such as Solid Pins). However there are a few major differences between the two types of Spring Pins that must be understood – particularly for medical device manufacturers.



**LEFT: SLOTTED PINS
HAVE A "C" SHAPE.**

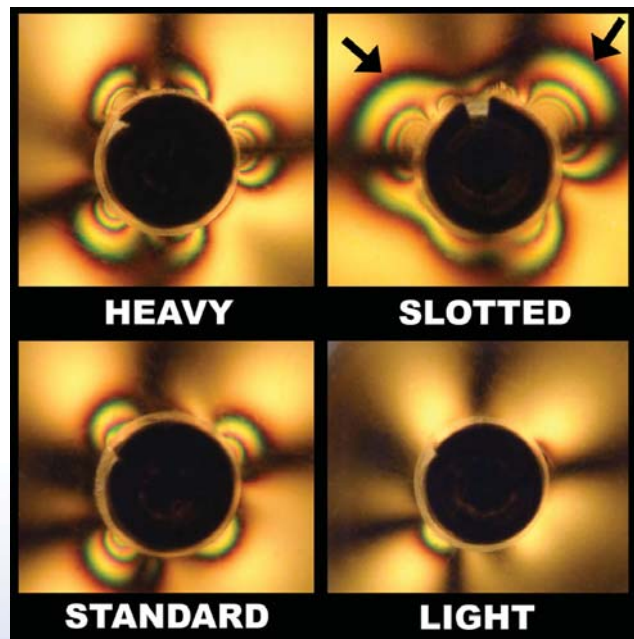
**RIGHT: COILED PINS
HAVE 2-1/4 COILS
OF ROLLED MATERIAL.**

SLOTTED PINS While the Slotted Pin's flexibility can reduce manufacturing costs by absorbing wider hole tolerances, there are several disadvantages to Slotted Pins that limit their applicability in medical applications. The Slotted Pin is significantly less flexible than the Coiled Pin and it only flexes 180° from the gap. This limited flexibility can result in plowing and debris generation during the installation process. Under load, the stress is concentrated 180° opposite the gap in Slotted Pins, which can cause premature failure of the assembly. Slotted Pins are also very difficult to automatically feed and install as they have uneven ends and excessive slot widths that can cause interlocking of the pins. The most appropriate applications for Slotted Pins are non-critical industrial assemblies, manufactured out of mild to hardened steel that are manually assembled.

COILED PINS Coiled Pins were originally invented to compensate for the deficiencies associated with Solid Pins, Slotted Pins and other conventional fasteners such as rivets, nuts and bolts. Easily recognized by its unique 2-1/4 coil cross-section, Coiled Pins are self-retaining pins that compress when installed into the host component. They are the only pins with uniform strength and flexibility after insertion. Truly an "engineered-fastener," the Coiled Pin is

available in three "duties" to enable the designer to choose the optimum combination of strength, flexibility and diameter to suit different host materials and application requirements. Their shock absorbing design dampens forces and vibration to prevent hole damage and prolong assembly life. Coiled Pins have square, burr-free ends and lower insertion forces than other pins, which make them ideal for automated assembly systems. The features of the Coiled Spring Pin make it the industry standard for applications where product quality and total manufacturing cost are critical considerations.

The picture below clearly articulates the differences between the radial force exerted by Slotted Pins and the three different duties of Coiled Pins. The wavy lines observed around each pin in the Plexiglass boss represent the stresses exerted by the pins. The larger the pattern, the higher the stress exerted by the pin. Notice that the size of the stress pattern is the smallest for the light duty Coiled Pin and the pattern gradually increases for the standard and heavy duty. Heavy duty Coiled Pins and Slotted Pins can have similar stress magnitudes - neither of which would ever be recommended for plastic applications. However, the stress distribution of the Coiled Pin is much more evenly spread out than that of the Slotted Pin where there are two regions of maximized stress denoted by the arrows on the image. The uniform radial force exerted by the Coiled Pin results in better retention and prolonged assembly life.



PLEXIGLASS SAMPLE SHOWS THE STRESSES EXERTED BY LIGHT, STANDARD AND HEAVY DUTY COILED PINS AND SLOTTED PINS.

CONTINUED ON PAGE 133

NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO WELCOME PARTY, LAS VEGAS - OCTOBER 22, 2014



3. IFI Participates In International Torque-Tension Laboratory Comparison Study

The IFI was invited to participate in an international performance comparison study organized by the German Fastener Institute during June and August of 2014. All IFI members were invited to participate in this study. Five member companies and two US non-member companies, including FORD agreed to participate. The results from the US were submitted to the Germans in mid-August. The study report is expected before the end of 2014.

4. Other Technical Information

[a] Fastener Training Institute - Understanding Hydrogen Embrittlement in Fasteners

January 14-15, 2015, Holiday Inn, La Mirada, California


This workshop with instructor Salim Brahim (a leading researcher in hydrogen embrittlement), will provide a broad understanding of hydrogen embrittlement with a

particular focus on the conditions leading to hydrogen embrittlement failure of high strength mechanical fasteners.

Also included in your registration fee: Salim Brahim's Fundamentals of Hydrogen Embrittlement in Steel Fasteners. This recently published paper is part of Salim's doctoral thesis and is the result of over seven years of scientific research on the subject.

[b] 9th Edition IFI Inch Standards Book

The 9th Edition is available now in **Hard Cover or Network**. The 9th Edition Network version is a new offering. With this version a customer can load the book on their server and have as many simultaneous work station accesses as they wish depending on the number of client seats they purchase,

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For example, if the sales person had created powerful business relationships with all the key people in an account, if the sales person spent time understanding the customer at deeper levels (see my 'peeling the onion' analogy), if the sales person created and presented creative proposals, if the sales person helped orchestrate the implementation to a new product, if the sales person leveraged his/her relationships into more and more opportunities within an account - in other words, if the sales person was good at what he/she does - that takes time.

Beyond that, you can judge the quality of a sales call by looking at it through the perspective of the four key objectives to every sales call. I believe that every sales call should accomplish not one objective, but rather four of them:

[1] To what degree did the sales person connect with the customer?

[2] To what degree did the sales person learn something greater or deeper about the person or the account?

[3] To what degree did the sales person educate the customer on some idea, product or process?

[4] To what degree did the sales person gain an

agreement with the customer for the next step?


You can see that the real issue is the quality, not the quantity, of the sales call. So, everything else being equal, I'd prefer that the sales person make fewer rather than more sales calls.

Is that an excuse for a sales person to leave the house at 10:00 every day, spend a couple of hours in the office, and be home by 3:00? No! See my 45 - 50 hour a week rule.

The sales person should be guided by all the principles of good sales time management. Stay out of the office, make cold-blooded business decisions about which customers to invest in, nurture helpful relationships, stay balanced, etc.

Making good decisions about whom salespeople should invest their time in is the one practice that will impact the quality of the sales call more than anything else.

When a sales person works a sufficient quantity of time, and works in an effective way, producing high quality sales calls, then that sales person is working in such a way as to be successful.

Those are the more important issues: quantity of time, effective decisions and quality sales calls. 

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STRATEGIC BLOCK - A Strategic Block is a 3-hour block of uninterrupted time that is scheduled in advance. During these blocks you accept no phone calls, no faxes, no e-mails, no visitors - no mental interruptions. You focus all your energies on the preplanned items - the strategic and money-making activities. Doing so concentrates your intellect and creativity and produces breakthrough results. You will be astounded by the quantity and quality of the work you produce. For most people, one strategic block per week is sufficient.

BUFFER BLOCK - Buffer Blocks are created to deal with all of the unplanned and low-value activities—like most email and voicemail—that arise throughout a typical day. Almost nothing is more unproductive and frustrating than dealing with constant interruptions, yet we've all had days when unplanned items dominated our time.

A Buffer Block allows you to take what would otherwise be inefficient activity and make it more productive by grouping it together. In this way you can handle each item expeditiously and move through the list with some momentum. This allows you to stay focused throughout the day on the important activities.

For some, one 30-minute buffer block a day is sufficient, while for others, two separate one-hour blocks may be necessary. The power of buffer blocks comes from grouping together activities that tend to be unproductive so that you can increase your efficiency in dealing with them and take greater control over the rest of your day.

BREAK-OUT BLOCK - One of the key factors contributing to performance plateaus is the absence of free time. So often, entrepreneurs and professionals get caught up in working longer and harder. This approach is an energy and enthusiasm killer. To achieve greater

results what's necessary is not more hours. On the contrary, often it is more free time.


A Break-out Block is a minimum 3 hour block of scheduled time that is devoid of any work related activities and thoughts. It is time set aside to rejuvenate and replenish. Use this time for fun. Enjoy the hobbies in your life. Spend time with family and friends. Play golf. Go shopping. Get some exercise. Go fishing, or sailing...whatever you like to do that is non-work related. You need this time to rebuild your reserves and to open yourself up to fresh ideas and perspectives.

Benjamin Franklin said, "If we take care of the minutes, the years will take care of themselves."

Everything that we achieve in life happens in the context of time. The reality is that if you are not purposeful about how you spend your time, then you leave your results to chance. While it's true that we control our actions and not our outcomes, our results are created by our actions. It stands to reason that the actions that we choose to take throughout our day, ultimately determine our destiny.

To realize your potential, you must learn to be more mindful about how you spend your time. Living with clear intention goes against the powerful natural tendency to be reactive because it

requires you to organize your life around your priorities and consciously choose those activities that align with your goals and vision. When you use your time intentionally, you waste less of it and spend more of it on your high-value actions. Intentionality is your secret weapon in your war on mediocrity.

The key to successful time use is not necessarily in eliminating unplanned interruptions but in regularly blocking out time for the important activities. Just gaining control over a few hours each week often has a dramatic effect. Learn to use your time with greater intention and you will not only be more effective, but you will also feel a greater sense of control, less stress, and increased confidence. Try Time Blocking, it works! 

**EVEN IN THIS ERA OF
INNOVATION AND
TECHNOLOGICAL
ADVANCEMENT, TIME,
MORE THAN ANY
OTHER RESOURCE, IS
THE LIMITING FACTOR**

DISTRIBUTOR NEWS

Texthread Inc. announced that the company has completed its move to a new location. Texthread has had manufacturing and warehousing facilities in the Heights area of Houston for the past two decades. During that time the business level more than tripled and the company had outgrown the facility. The company moved into a 50,000+ square foot, high-ceiling building located at 9600 Bamboo Road in Houston's expanding Northwest Corridor.



The building encompasses Texthread's headquarters as well as its primary manufacturing facility for threaded products. Manufacturing capacity has now doubled, and the amount of shelf space for finished goods inventory has more than tripled to include ample room for Texthread's huge inventory of API ring joint gaskets.

Richard Owen, President of Texthread said, "This move occurred out of necessity. The company has experienced substantial growth for several years now and we had outgrown the previous facility. We anticipate continued growth, and our new facility has allowed us to expand our manufacturing and warehouse areas to meet increased production needs and inventory levels."

"Moving manufacturing operations while experiencing sales growth proved to be as difficult an undertaking as anticipated," said Hank Gund, Vice President of Operations. "However, our team did a great job planning and executing the move. We maintained service levels and provided a relatively seamless transition for our customers."

While Texthread's physical address has changed, their phone and fax numbers remain the same.

Texthread is recognized for the quality of its products and is ISO 9001 Registered.

For more information contact Texthread at 1-832-399-8065 or online at www.texthread.com.

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SFA ELECTS 2015 OFFICERS - RODRIGUEZ & GARRETT HEAD SFA by John Elsner

Michael Rodriguez, The Fastener Connection, Houston, Texas, moved up to Chairman of the Board during the last Board of Directors meeting of SFA. Ron Garrett, SBS Industries, Tulsa, Oklahoma was elected President for the coming year. Tyler Peart, HRS Logistics, Tyler, Texas assumed the position of Vice President, Kris Palmer, Delta Fastener Corp., Houston, Texas was elected Treasurer and Tony Gross, Greenslade and Company, Fort Worth, Texas is the Assistant Treasurer. Newly elected Board Members beginning three year terms are: Jason Looft, Winzer Corporation, Richardson, Texas, Chris Bell, G.L. Huyett, Minneapolis, Kansas and Billy Rackley, LTR Fastener & Supply, Oklahoma City, Oklahoma. Other members of the Board include Matt Flajnik, American Anchor Bolt, Houston, Texas and John Kulasa, Nedcorp Industrial Fasteners, Houston, Texas.


Glenn Edgin, Jarrett Logistics, presented an excellent program on "Import & Export Challenges" at the SFA Fall Dinners in Houston and DFW. Edgin covered the latest topics that have been in the news and discussed the issues that everyone will face from the Customs Modernization Act. Edgin also emphasized the importance of maintaining detailed records of all import and export transactions.

April 30 to May 3, 2015 are the dates for the SFA Spring Conference at the Buffalo Thunder Resort and Casino in Santa Fe, New Mexico. An aggressive schedule of events is planned starting with an opening reception on Thursday evening, April 30. Matt Flajnik is organizing a seminar on "Efficient Management Techniques" that will

follow the General Business meeting on Friday, May 1. Golfers will get their chance to master the Hale Irwin designed Championship Golf course on Friday afternoon. During this free time, non-golfers will have numerous opportunities to enjoy Northern New Mexico from a fifteen minute drive to downtown Santa Fe to a visit to Los Alamos National Laboratory. Taos is also an easy trip from the

Resort. There are several authentic restaurants that are famous for their local menu and quality of service within a short drive of Buffalo Thunder if you want to venture out from the hotel to enjoy original New Mexican cuisine. Saturday will feature two seminars. Tony Gross is working on an informative program on "Quality Management Systems" and Michael Rodriguez will follow with an open forum discussion that will be moderated by Eric Dudas, Fastener Clearing House/Fully Threaded Radio on the current condition of the fastener industry. The conference will close on Saturday night with a reception and dinner. Registration material will be available after January 1, 2015. Buffalo Thunder

Resort is a AAA Four Diamond hotel that is operated by Hilton Hotel Corporation.

Scholarship applications are available for the 2015/16 scholarship competition. In addition to the Will Rodriguez Memorial Scholarship, SFA awards ten scholarships each year to employees and/or their immediate families of SFA members. Applications are due April 1, 2015. Applications can be downloaded at www.sfa-fastener.org or they are available by mail, fax or email from the SFA office. 

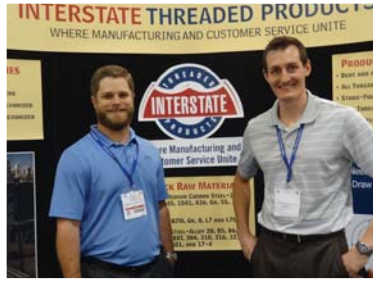


**TOP ROW:
MICHAEL RODRIGUEZ
AND RON GARRETT**

**MIDDLE ROW:
KRIS PALMER AND
TONY GROSS**

**BOTTOM ROW:
TYLER PEART**

NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO SANDS CONVENTION CTR, LAS VEGAS - OCTOBER 23-24, 2014



[5] *Manage Prospects Effectively*

The mismanagement of prospects creates the weakest link in the sales chain. Prospects are dropped too soon or disappear due to a lack of regular follow up.

Like customers, prospects deserve good management: some change their minds, others aren't ready to buy, and a number simply need encouragement. One salesperson gets referrals from a prospect that didn't buy because of a health problem, but who felt the consistent follow up sent the right message.

[6] *Put The Emphasis Where It Belongs*

Because selling is a tough profession, salespeople like to let everyone know that “nothing happens until someone sells something”. This phrase is quoted so often, it's assumed to be true. It's never challenged, even though it's nonsense.

In fact, just the opposite is true: Nothing happens until someone buys something. This stands selling on its head and changes the way to think about marketing and sales. It moves the emphasis from the salesperson to the customer — where it belongs.

[7] *Getting Customers To Say “Yes” Isn't The Goal*

Even though reality has changed, the persuasion mindset remains embedded in marketing and sales: “If I can get an appointment, I'll come away with an order” or “If we can get through to consumers with our message, that's all it will take.”

Even though the mindset persists, it's dead. Marketing and sales are at a different place; they're about engaging customers by involving them in the process and making sure they have a place at the table. Communication is not just helpful. What customers are thinking and saying dwarfs everything else.

[8] *Aim For The Right Fit*

No salesperson can serve every customer. No one can always have the correct product or service, and no

salesperson can possess the personality or temperament that are the right match for every customer. Too many in sales waste time trying to prove these wrong. It never works.

[9] *Get People Talking About You*

Salespeople say referrals are the best business. Yet, for most, referrals are few-and-far-between, the wish that's rarely fulfilled. Worse yet, there are customers and others who pass them out as if they're giving candy to kids — and they have no value.

Getting legitimate referrals means being a continuing presence in the minds of customers, prospects or anyone

else. It's easy to do by finding ways to be of help. When this occurs, the common response is to reciprocate. In other words, making referrals is a way for customers, prospects and others we know to say, “Thank you”.


It isn't how well known salespeople are that makes the difference; it's how much help they give that counts.

[10] *Think Like A Customer*

It's not only difficult for salespeople to think like their customers, many make a point of avoiding it. They don't want to be distracted from staying focused on getting the order. Even so, salespeople should appreciate what making a purchase means to customers.

For consumers, neither what they buy nor the cost is the issue. What's important for salespeople is recognizing that making a purchase is a personal investment that they take seriously. It's as if a customer says, “Hey, salesperson. This is my money and I want to feel that you recognize what I'm doing. It's my skin that's in the game.”

Whether it's a friendly smile from a barista at Starbucks handing someone a favorite latte or an life insurance salesperson saying to a client, “I know what doing this means to you,” the message is the same: both are making it clear that they recognize the importance of thinking like a customer.

When it comes to lasting results, these 10 sales strategies can make a difference. 

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ARE IN A DIFFERENT
PLACE; THEY'RE ABOUT
ENGAGING CUSTOMERS
BY INVOLVING THEM
IN THE PROCESS**

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Education



The Fred Factor: How Passion in Your Work and Life Can Turn the Ordinary into the Extraordinary

By Mark Sanborn

Do you want to learn a powerful way to get everyone from frontline employees to upper management focused on the importance of self-responsibility and creating new value for those with whom we work and live?

Everyone makes a difference. The only question at the end of the day is, "What kind of difference did you make?" Based on Mark's international bestselling book on customer service, *The Fred Factor*, this highly motivational presentation shows you how to:

- Outthink your competition rather than outspend them moved to top-maybe more interesting to business guys
- Reinvent your business and life regularly by personal responsibility
- Build better relationships with customers, colleagues and others
- Continually create new value by replacing money with imagination

Mark Sanborn is an internationally recognized authority and best-selling author on leadership, change and customer service, who has personally led elite organizations. Mark has published extensively in the areas of leadership, change management, teamwork and service strategy. He is the author of eight books, including his international bestseller, *The Fred Factor*.



Smart Social Media Strategies for B2B Sales and Marketing

By Nanette Gregory

This interactive presentation will start off with a helicopter view of all current social media outlets such as LinkedIn, blogs, Twitter, Facebook, YouTube, Google +, Instagram, Tumblr, SnapChat, etc., followed by a discussion on the best social outlets for distributors, including those effective in reaching the next generation of leaders (millennials). An in-depth dialogue on the best practices for LinkedIn and the importance of sharing will conclude the talk.

You will walk away with new sales and marketing tools

to gain new customers and to improve relationships with current customers and vendors.

Nanette Gregory provides nearly 20 years of sales and marketing communications expertise in helping businesses tackle marketplace challenges. Currently, Nanette manages social media marketing efforts for B2B customers. She is director of public relations and social media for J4 Communications, in addition to managing her own base of diverse clientele.

Hot Topic Program

You never know when a new issue will surface. We've reserved this time on the program to address any breaking news that needs to be brought to the attention of the membership.



How to Create an Energized, Cooperative Culture in a Multi-Generational Organization

By Ann Marie Houghtailing

Managing millennials alongside an older generation can create resentment, frustration, productivity challenges, and conflict on both sides of the aisle costing time and money to the organization.

Ann Marie Houghtailing will challenge you to evaluate how we collectively view maturation as a culture and how we integrate multi-generational teams, at a time when the generation gap is shrinking and technology is shifting the marketplace and our culture at break-neck speeds.

Key issues covered include:

- Creating an environment that inspires critical thinking, opportunity seeking and trouble-shooting
- Why the capacity to adapt to change is critical to survival and happiness
- Tools for attracting, engaging and retaining new talent
- How to create incremental, low-stakes opportunities that breed an empowered employee
- Identifying and avoiding over-functioning behavior that compromises autonomy
- Raising a problem solver
- Tools for integrating a multi-generational environment

NFDA EXECUTIVE SUMMIT RITZ CARLTON, NAPLES, FL - NOVEMBER 2-4, 2014



FASCOMP FASCOMP CONTINUES ON A PATH TO EXCELLENCE *from page 72*

Established in 2001, by co-owners Mark Georgia and Jason Bertone, who are affectionately known in the industry as "The Good Guys", Fascomp continues to forge ahead with distributors' concerns being considered at every turn. From concept and production to order and delivery. Offering distributors the most attractive purchasing programs and a level of service that truly sets them apart from the competition. Fascomp has also assembled an impressive list of prominent sales representatives throughout all of North America which can be viewed on their website, www.fascomp.com. These representatives provide local market intelligence and troubleshooting capabilities to Fascomp distributors....our reps include: Atlas Industry Marketing (Southwest), Prowest Marketing (Northwest), All American Systems (Midwest), Binge & English (CO, AZ, and UT), Steers Associates (AL and GA), John Gourley Associates (Eastern PJ, NJ & MD), Fasteners and Industrial Products (OH, MI, IN, Western PA and Upstate NY), Clevenger & Associates (The Carolinas, WV & VA) and Rick Rudolph Associates (New England). We are also excited to announce our newest addition, CJRJ Sales Co., which will be

servicing all of Canada.

Mark and Jason possess over 35 years in the business, these two electronic hardware "aficionados" plan to bring the very best in inventory, pricing and customer service to the marketplace. "We are determined to be the industry leader. Whether we are experiencing healthy and vigorous economic times or not, we continue to invest back into the company ."- Jason Bertone, Vice President.

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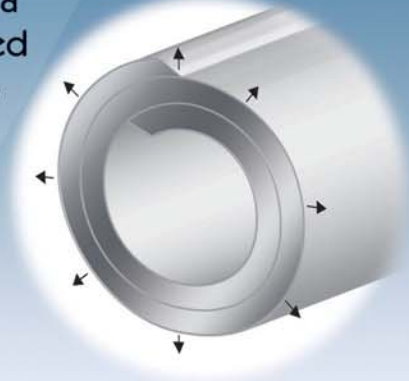
MFDA 16th ANNUAL TABLE TOP SHOW WOODRIDGE, NJ - SEPTEMBER 22, 2014





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L = Listening

It is amazing what people will tell you, it is amazing what people will give you if you just ask. The secret to successful selling is the ability to ask the right questions the right way in order to determine the customer's real buying criteria.

Most customers do not know what they want. They will buy something that is not the best solution for them and they do so based on their limited understanding of what they are buying. Can you keep up with all of the changes that are happening in your market, industry, competitor's organization or technology? What makes you think your customer is keeping up?

It's virtually impossible for the human mind to ignore a question. When you use questions, you will engage your customer's subconscious mind and make an impression. Stop talking, ask questions and listen.

U = Unique

What really makes your product, service or organization unique? If someone asked you what made your product or service different, what would you say?

If you were to use words like quality, service, people, etc. you would actually be commoditizing yourself. How many of your competitors are using those same words? Even though your service or quality levels are measurably higher than those of your competitors, using the same words they are using dilutes the value of the differentiation.

What really makes you different? Ask your existing customers.

S = Solution

Every trained salesperson has learned some aspect of solution selling. It is the backbone of most sales processes. In value-added selling, sales professionals take it to the next level. They begin by asking some version

of a common question: "What are the top three problems facing your business right now?" Seasoned salespeople have learned that the customer will rarely tell them what the problems are, even when they try. They will answer, with something like, "Our sales are down," "Our attrition is too high," "Our manufacturing costs are up." None of those are problems.

They are all symptoms. Something is driving their sales down and their attrition and costs up. The value-added sales professional understands this. Rather than arguing with the customer – "Isn't that really a symptom, Mr. Customer?" – and rather than offering a solution, the professional takes two more steps.


The next step is to qualify the problem by asking the customer how and when the problem manifests itself. Then, the sales professional asks what the cost is for each manifestation. By the time this line of interest (not inquiry!) is complete, the salesperson and the customer will have a clear understanding of what the real problem is and what it is costing. When the salesperson quotes their price, it is in comparison with the real cost of the problem it will solve.

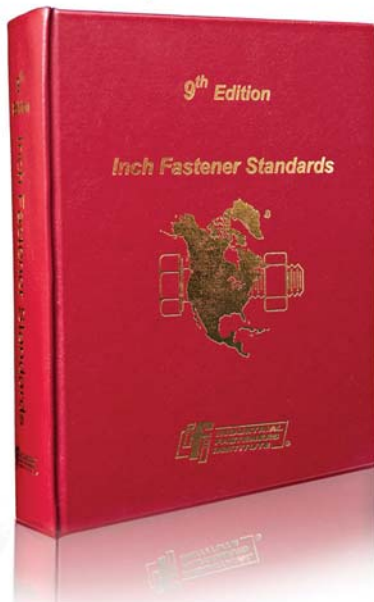
**SALES IS A
SCIENCE, NOT
AN ART.
AS SUCH,
SUCCESSFUL
SELLING FOLLOWS
A PROCESS.**

H = Help

Helping means doing everything the customer asks, and then some – and getting credit for it. Known as the "extra mile", it is probably something your organization is already doing. Your customer may not appreciate your extra efforts because they do not know you are doing it. Brag about yourself.

To overcome or eliminate the price objection, make sure you are talking to the right person, asking the right questions in order to show which of your specific differentiations are most viable for them. Then justify your higher price by quantifying your value.

Keep your customer and earn referrals by going the extra mile. 

NEW!**9th Edition IFI Inch Standards Book**

A “Best Business Practice” is to stay up to date on the standards related to your business operations. This means that every fastener supplier should obtain a copy of the **9th Edition of the IFI Inch Fastener Book** immediately.

Of the 99 fastener standards contained in the book, 49 have been revised since the 2011 release of the 8th Edition.

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DISTRIBUTOR NEWS

The leader in the solar fastener industry, **Solar Fastener Expert**, is now an authorized distributor for Hellermann Tyton solar products. With the manufacturing of fastening and identification solutions for the solar industry, Hellermann Tyton has demonstrated an extensive knowledge of materials, quality, and compliance with proven performance in a variety of solar applications.

“Hellermann Tyton products have a history of standing up against the elements, along with extensive knowledge of the varying needs of the solar industry; therefore we felt they were the perfect complement to Solar Fastener Expert’s line of solar fasteners.” stated Marisa Mudge, Managing Director of Mudge Fasteners, Inc. “We are excited to be able to provide yet another valuable resource to our customers”.

Solar Fastener Expert launched in 2010 as the first and only solar-specific fastener e-commerce retailer, and has since grown into its own brand as solar professionals recognized the true solar expertise of the team behind Solar Fastener Expert,

Mudge Fasteners, Inc.

SolarFastenerExpert.com continues to operate as a flagship e-commerce site for the company, though the brand now boasts several outside retailers both online and in brick and mortar locations. Most recently Solar Fastener Expert announced a partnership with Amazon.com, allowing Amazon.com to stock and sell Solar Fastener Expert products.

Mudge Fasteners, in business since 1975, offers a large selection of fasteners, fastener tools and adhesives to customers in a broad range of industries nationally and internationally. The company’s growth has been fueled by a commitment to customer service, on-time delivery, competitive pricing and guaranteed high-quality products.

For more information contact Solar Fastener Expert – A Division of Mudge Fasteners at 3050 Palisades Drive, Corona, CA 92880.

Call Toll-Free: 1-800-634-0406 or 951-270-1360, email sales@mudgefasteners.com or them online at www.SolarFastenerExpert.com or alternatively visit www.MudgeFasteners.com.

Also on tap for the conference is Jim Riley, general manager of Element Materials Technology in Huntington Beach, California, who will give us some important fastener technology insights.



Rounding out the education portion of the meeting will be Dr. Esmail Adibi, who has given excellent economic updates at previous Pac-West meetings.

We plan to have some fun at the Spring Conference as well, with a pre-conference mixer at the nearby Rock Bottom Brewery, golf at El Dorado Municipal Golf Course, and a party for everyone at the Long Beach home of Andy and Virginia Cohn.

Schedule of Events

Wednesday, April 22, 2015

10:00 am – 4:00 pm

Golf at El Dorado Municipal Golf Course

1:00 – 6:00 pm

Registration & Hospitality

6:00 – 8:00 pm

Connection Reception at Rock Bottom Brewery

Thursday, April 23, 2015

8:00 am – 1:30 pm

Fastener Training Institute Seminar

10:00 – 12:00 pm

Registration & Hospitality

9:00 am – 12:00 pm

Board of Directors Meeting

1:00 – 7:00 pm

Registration

2:00 pm – 7:00 pm

Table Top Show

Friday, April 24, 2015

8:00 – 8:45 am

Breakfast Buffet

9:00 am – 11:45 am

General Session: with Vicki Merrill

12:00 noon – 12:45 pm

Lunch Buffet

11:30 – 3:30

Spouse Lunch and Activities

2:30 pm – 4:30 pm

Business Owners Forum

2:30 pm – 4:30 pm

Business Executives Forum

6:00 pm – 10:00 pm

Reception and Dinner at the Home of Andy and Virginia Cohn

Saturday, April 25, 2015

8:00 – 8:45 am

Breakfast Buffet

9:00 am – 10:30 noon

General Session with Jim Riley

10:45 am – 12:00 noon


General Session with Dr. Esmail Adibi

Complete conference information can be found at www.pac-west.org

2015 Fall Conference

Save the dates of October 1-3 for Pac-West's Fall Conference, which will take place at the Hyatt Regency Tamaya Resort outside of Albuquerque, New Mexico. What's special about this meeting is that it will occur during the world famous International Balloon Fiesta.

Check back with us early in 2015 for program details, but do save the dates for now.

For more information about Pac-West, please visit www.pac-west.org. 

DISTRIBUTOR NEWS

Dörken MKS-Systeme GmbH & Co. KG and its parent company **Dörken Corporation USA** have introduced a new coating system that provides fasteners with both high performance and durable black corrosion protection. The new coating, which represents an addition to the black coatings of the DELTA-MKS® product series, consists of the matt zinc flake basecoat DELTA-PROTEKT® KL 120 and the water-based black topcoats DELTA-PROTEKT® VH 321 GZ and VH 322 GZ.

Together, these coatings provide effective reduction of white corrosion, excellent adhesion and resistance to abrasion while meeting the respective coefficients of friction. The new system was developed specifically for screws and other fasteners for use in the automotive industry and meets several auto standards.

Black surfaces are in increasing demand for use in areas that are visible. So far it has proved difficult to meet the complex requirements of manufacturers with the premium appearance customers expect.

The new system fulfills the requirements of the automotive industry with regard to corrosion protection, while at the same time giving components a stable black surface. With an overall layer thickness of 18µm depending on the

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structure of the layer and geometry of the parts, corrosion durability of 840 hours as per DIN EN ISO 9227 is achieved. Further, white rust resistance of 240 hours is significantly exceeded. The basecoat guarantees active cathodic protection and optimized adhesion to steel while the topcoat ensures higher chemical resistance, the consistency of the coefficients of friction and satisfies temperature resistance requirements.

The system can be applied using all standard methods, such as dip, dip spin or spray. The choice of procedure depends on the size and geometry of the parts.

A further advantage of the new system is its compatibility. This enables the new matt basecoat to also be combined with other top coats of the DELTA-PROTEKT® and DELTA-Seal® product range.



Dörken's global coating solutions are approved for use by and meet the standards and specifications for corrosion protection, sealants, and lubricity performance of fasteners of vehicle manufacturers and Tier One suppliers worldwide yet are environmentally friendly. Its product development programs and manufacturing operations are certified in accordance with DIN EN ISO 9001:2000 and to ISO 14001.

Contact Dörken Corporation USA, 11200 Cedar Knoll Drive, Grass Lake, MI 49240. Tel: 517-522-4600 or visit the website at www.doerkenusa.com.

MWFA MWFA AWARDS A TOTAL OF \$36,000 IN SCHOLARSHIPS FOR 2014 *from page 100*

Sarah Limardo, daughter of Efrain Limardo of Elgin Fastener Group. Sarah, a junior at Regent University is pursuing an English degree with an emphasis in Creative Writing.

Meg Liter, Daughter of R. Jeff Liter of Elgin Fastener Group. Meg is a H.S. Senior planning to acquire an undergraduate degree in Health and Kinesiology and a doctorate in Physical Therapy.

Aglae Nava-Galeana, employee of D.L.P. Coatings Inc. Aglae is attending the College of DuPage to pursue an Associates Degree allowing her to continue to grow in her career opportunities at D.L.P.

Michelle Penney, daughter of Nick Penney of Vogelsang Corp. Michelle is a freshman at Seton Hall University working on her degree in Social and Behavioral Sciences.

Taryn Siemers, daughter of Michael Siemers of Ken Forging Inc. Taryn is a freshman at the University of Akron pursuing a dream of becoming a Surgical Technologist and X-ray Technician.

Chandler Todd, son of Gary Todd of Vertex Distribution. Chandler is a college freshman at the University of Georgia majoring in computer Systems Engineering.

Amanda Tumbarello, daughter of Tom Tumbarello of Brico Industries. Amanda is a junior at the University of Evansville completing her degree in Psychology.

Brendon Young, son of Lynette Young of Ohio Rod Products. Brendon is a H.S. senior planning to attend an Indiana college to major in Mechanical Engineering.

Congratulations to students receiving special scholarships:

XL Screw Corp. Scholarship In The Amount Of \$3,000

The MWFA thanks XL Screw for donating a full scholarship for the 16th year, which is unprecedented. XL has been a great proponent of the MWFA motto: MWFA, where education is a priority.

This year's XL Screw Corp. Scholarship was awarded to **Allen Wang**, son of Zheng Wang of Abbott-Interfast Corp.

Allen is H.S. seniors with a straight A average as well as numerous honors and awards throughout his H.S. years. Allen has taken over 13 AP classes in H.S. to continue to challenge himself. He plans to utilize his music, science and business talents to spark innovation to create technologies helping people.

Raul Torres Memorial Scholarship In The Amount of \$3,000

Raul passed away last year after spending 50 years in the fastener industry. He started with Schnitzer Alloys in the 60's then went on to Albany Products, Action Threaded Products and Star Stainless Screw. He was a gentleman who mentored many. Raul spent several years on the MWFA Scholarship Committee. We thank Star for starting, and others for contributing, the Raul Torres Memorial Scholarship fund. Because of the generosity of these people, this scholarship will continue.

This scholarship was awarded to **Vincent Booth**, son of Kevin Booth of Kevin Booth Sales. Vincent while Vincent maintained a high GPA he also was involved in academic and sports activities as well as volunteer work. Vincent is a freshman at New York University working towards his Bachelor of Science with concentrations in Finance and Spanish. He plans to later utilize his education to work with programs assisting low-income people with financial advice.

Richard S. Piskoty Memorial Scholarship In The Amount of \$2,500

Clarcorp donated the Richard S. Piskoty Memorial Scholarship. Richard Piskoty was one of those all around kind of men. His life led him in many directions and every path he took he made an impact on the people around him. He was a teacher, a coach, a mentor and a friend. Each of those aspects from him was present in every job he ever had. The lives he touched along the way ranged from the kids he taught and coached to the salespeople that worked for him. With a young family in tow, he worked in the fastener industry until his retirement. It is because of his devotion to his family, dedication to his career, and desire to pass on and give back to others that this scholarship is dedicated.

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WIFI ANNUAL NETWORKING EVENT NIFMSE, LAS VEGAS - OCTOBER 22, 2014

Photos Courtesy of Pam Berry, Advance Components





FIGURE 4

These were but three of several dozen opportunities that were identified on this single plant walk through. Although one might not expect to find this quantity of ideas with every such activity, it only takes one or two such findings to provide dramatic value to your customer.

In many cases, this activity should be left to a professional with a proven track record, whether that is an in-house or external resource experienced in these activities. However, in other cases this may be an activity that any of the individuals that work with the customer can undertake. Following are several suggestions and tips of items to look for or consider when performing such activities:

[1] Ask The Customer About Problem Areas

Perhaps the most lucrative leads are going to come from the customers themselves and be expressed as problem areas or challenges. These can take many forms and shouldn't be assumed to be only product related. One of the advantages that many distributors have over manufacturers selling direct is that besides solving product and assembly problems, they possess the experience and ability to solve logistics, inventory, and administrative problems with value added services.

[2] Walk The Production Line

Walking the production line and speaking with operators can be extremely informative. Look for areas where products are taken off-line to perform a separate assembly function. With respect to fasteners this can take many directions, but look specifically for places where a part is diverted from the production line to conduct some operation related to a fastener and later re-introduced to the production line. Common examples might include operations such as drilling, tapping, or staking. Look also for application of liquid adhesives to a fastened joint. These

operations are messy and time consuming and can often be conveniently replaced with a pre-applied adhesive, patch, or conversion to a locking fastener.

[3] Look For Temporary Applications

Investigate any fasteners that are not used for the long-term assembly of the product. If a part is introduced on a temporary basis or is being used only for packaging/shipping and later discarded, this is a ripe opportunity for savings. I recall purchasing and installing several door knobs in my home several years ago. I was surprised by the amount of hardware the manufacturer used just to retain their product in the package. Although I assume these screws and cast hardware were low cost, they were all intended to be discarded after removing the knob from the packaging. If it had been a single screw I likely would not have taken much notice but it was a handful of items and I couldn't shake the idea that I had paid for a number of superfluous items to perform a temporary function that could have been addressed in a more efficient and cost effective manner.

[4] Review Labor & Time Intensive Applications

Inquire about operations that take longer or involve more people to do than the customer desires. If they are the result of a fastener, perhaps there is an opportunity to make a change that improves cost or productivity. If an operation has nothing to do with a fastener, but could be improved by the incorporation of one, this also is an opportunity. Over the years I have encountered many inefficient activities that could be improved by employing the right fastening technique or fastener.

[5] Apply Application Engineering Knowledge

Many operations can be improved by good application engineering. Take for example, an application that requires tapping a hole, could this operation be replaced with a self-tapping screw? Many cost savings, quality improvements, or productivity gains can be achieved by employing good and creative application engineering.

[6] Look At High Cost Aspects Of The Fastener

Always investigate and question the necessity of high cost materials or platings. Often these have been specifically included in the design to meet a need or requirement of the application/product. However, sometimes these high cost features are legacies of past designs or simple misunderstandings and over-complications by the designer. When warranted, converting to a more appropriate material may reap significant benefits.



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Manufacturer of "Blueprint Specials"

*Specializing in non-standard products machined from bar –
Special threads, Configurations, Dimensions and Tolerances*



Materials:

- ▼ Low and Medium Carbon Steel
- ▼ Alloy Steel
- ▼ Aluminum
- ▼ Brass
- ▼ Bronze
- ▼ Stainless Steel

OD Sizes:

Round

11/32" to 7"
8 mm to 178 mm

Hex

11/32" to 6"
8 mm to 152.4 mm

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Case marking using the same techniques is usually easier, especially on a conveyor. One vendor demonstrated a portable, hand held ink jet printer that can be used anywhere in the building. This would be ideal for custom marking cases, crates or pallets in a staging area.

Conclusion: As accountability and tracking demands increase every Fastener Distributor needs to develop solutions to fit their customer requirements. There are many innovations at every level that should be investigated and implemented.

On Demand Packaging

HP and others demonstrated high speed, full color printing solutions on a variety of materials. In one booth a machine capable of molding bottles at a rate of 360/minute (that's 6 every second) ran for very short periods. Set up boxes, new bag materials and short run vacuum molding can expedite the packaging function while enhancing the visual impact of the product. This isn't just for high speed operations. The same packaging line for turning out heat sealed sandwiches can be used for kitted parts, preferably placed by a high speed robot. This enables one worker to turn out many times as much finished product with far less labor.

Shipping boxes on demand also may make sense for you operation. Obviously if the cases are marked or labeled there is no need for separate boxes for every SKU. Less obvious for a smaller operation is that starting with flat corrugated board and making the box to exactly fit the product can save space, inventory and reduce shipping costs. As UPS restructures their pricing criteria the box size will become more important.

Conclusion: If customizing your output to meet customer demands is an important component of your marketing philosophy utilizing on demand packaging materials can significantly enhance your operations.

New Equipment and Systems for the Warehouse

Surprisingly some of the same exhibitors were at both shows. Several manufacturers of mezzanine system brought the same booth but changed the signs to "Gain space over packaging," instead of "Gain space over manufacturing." There were also equipment vendors and systems providers who offer small foot print methods for moving materials between the levels intermittently and continuously. Incline conveyors are passé.

Pallet trucks that double as lift tables and positioners were common to both shows and for the same reason,


"Ergonomics." This was a buzz work at previous shows but not really emphasized this year. The needs still exist but the solutions are now relatively mature.

Warehouse Management Systems providers were also exhibiting at both shows. Every solution starts with setting up an address system in the warehouse and labeling the bins/shelves/racks and floors. There is a wide variety of materials available for specific applications, but what is new is the inclusion of QR codes and bar codes that can be used with a smart phone app. These enable anyone to use their phone for performing warehouse functions including stock checks, picking, quality audits etc. Anyone who is planning a new WMS should be incorporating this technology. It's cheap, uses existing equipment and can be readily implemented once proper labels are in place.

Unloading and loading pallets with bags and boxes robotically was also on exhibit at both shows. Large, bulky, irregular products can be handled as easily as cartons and cases. With automated pallet stackers and dispensers a back breaking department can be turned into a "lights out" operation. This is not applicable to most Fastener Distributors who are rarely dealing with high levels of production but there are aspects that might make sense for your operation. For example the same robotic arm can be used to receiving materials and placing them on a conveyor part time and utilized for palletizing finished orders simultaneously or at other times.

Along with the staples of materials handling such as carts, pallet jacks and fork lifts there are new ways of making this equipment more productive by utilizing controls to turn even a simple four wheel cart into a robotic material mover. At the high end are automated truck loaders capable of taking robotically assembled pallets directly from production to the shipping vehicle. While this technology is mainly for higher output situations performing these tasks at a lower level of automation is becoming more common.

Conclusion: Automation is becoming affordable at every level of the operation. The warehouse can be the leader in this area by pioneering tools, systems and methods suitable for packaging, manufacturing and other contexts.

Covering shows this large in a single day takes a lot of walking and cannot be done if you are looking for specific solutions, not just Trends. In the case of IMTS and Pack Expo there are smaller regional shows that might be easier to attend and less strenuous to cover. The next major show at McCormick Place is ProMat 2015 for materials handling and storage...but that's another story. 

DISTRIBUTOR NEWS

J.W. Winco, Inc., a leading supplier of standard industrial machine components, announced it now offers GN 751-AL Aluminum Fork Heads (Yokes) with Shaft Safety Retaining Clip in metric sizes.



These RoHS-compliant fork heads are mainly used with pneumatic or hydraulic cylinders, and consist of a fork head with KL-shaft safety or SL-shaft safety retaining clip.

Type KL is a "single" shaft safety retaining clip; only one side secures the pin in place (therefore if bumped in the wrong way, may slip out of place). Type SL is a "double" shaft safety retaining clip; both sides are raised to secure the pin from both directions. To remove this retaining clip, you must pull up on the spring sheet metal.

The fork body and pin are anodized, black aluminum. The fork pin shaft safety retaining clip is spring steel, hardened and tempered, zinc-plated, and blue passivated. Due to the anodized coating of the fork head and pin, this component is virtually non-wearing.

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

For more information, contact J.W. Winco at 1-800-877-8351, by fax at 800-472-0670, on the web at www.jwwinco.com, and via e-mail at sales@jwwinco.com.



Automatic Screw Machine Products Company

has been acquired by



The undersigned served as the exclusive financial advisor to Automatic SMP and its sole shareholder, Lawson Products Inc., in connection with this transaction.

Pinnacle Capital Corporation

February 2014

DISTRIBUTOR NEWS

Quantum Storage Systems, offers wire shelving in more sizes and finishes than any other supplier.

Available in Chrome, Proform (Green Epoxy), Black Epoxy, Stainless Steel wire and Solid Stainless Steel, Solid Galvanized and a consumer grade chrome plated wire unit that ships in one box. Shelf depths range from 12" to 36", lengths from 24" to 72", and post heights from 6" to 96". Quantum's "low price guarantee" provides the lowest price point in the industry. The company stocks wire shelving in Miami, Chicago, and its NEW Fresno location. All items ship within 72 hours.

For more information, or to order a new catalog, call toll-free: 1-800-685-4665, email: sales@quantumstorage.com or visit them on the internet at www.quantumstorage.com.



External Threads, ASME B1.3 - 2007, Table 4

In this table you will find that System 22 requires the following features to be checked. Under each feature the acceptable gages are summarized. These acceptable gages are detailed in table 2 of the standard.

NOTE: An internal thread smaller than a #10 or M5 is not required to be evaluated/inspected by system 22 gaging. SAE AS8879, Table 8 states; For internal threads of nominal size less than .1900 inch, only the functional diameter limit and minor diameter limit inspections are to be performed. ASME B1.2 states; Internal product threads less than 3/16 in. in diameter are not practical to check with snap gages or indicating gages.

GO Maximum material

- Go Threaded Plug Gage (Full form Go plug gage for MJ only).
- Go Rolls or Segments for an indicating gage with 120 or 180 degree contact points.

NOTE: You are checking the Functional Diameter using either a Go plug or some type of direct measurement gage that will evaluate multiple threads at the same time. The minimum Major diameter limit is acceptable when the product passes the Go plug gage.

Minimum Material (Pitch Diameter, Groove Diameter)

- **NOTE:** Not Go functional diameter is another option, but control of lead (including helix) and Flank Angle (over the length of the full thread) must also be demonstrated. This option is only acceptable by agreement between purchaser and supplier.
- Thread indicating gages, minimum material, pitch diameter type (cone and vee) with either 120 or 180 degree contact points.
- Thread indicating gages, minimum material, thread groove diameter type (cone or best wire size radius profile) with either 120 or 180 degree contact points.
- Pitch Micrometer with Modified Contacts (approximately pitch diameter contact) Cone and Vee
- Thread Measuring balls with suitable measuring means

- Linear Measuring Machine with required accessories
- Coordinate Measuring Machine with required accessories.

NOTE: You are checking the Pitch Diameter, by isolating a single thread at a time and using some type of direct measurement gage. An actual value is required.


Minor Diameter

- Full Form Go Thread Plug (MJ only)
- Minimum (Go) and Maximum (Not Go) Plain Cylindrical plug gage for minor diameter.
- Minor diameter type indicating gage
- Optical comparator and toolmakers microscope with suitable fixturing and cast replica.
- Linear measuring machine with required accessories
- Coordinate measuring machine with required accessories

NOTE: You are checking the minor diameter using either a go/nogo cylindrical plug gage, or some type of direct measurement gage.

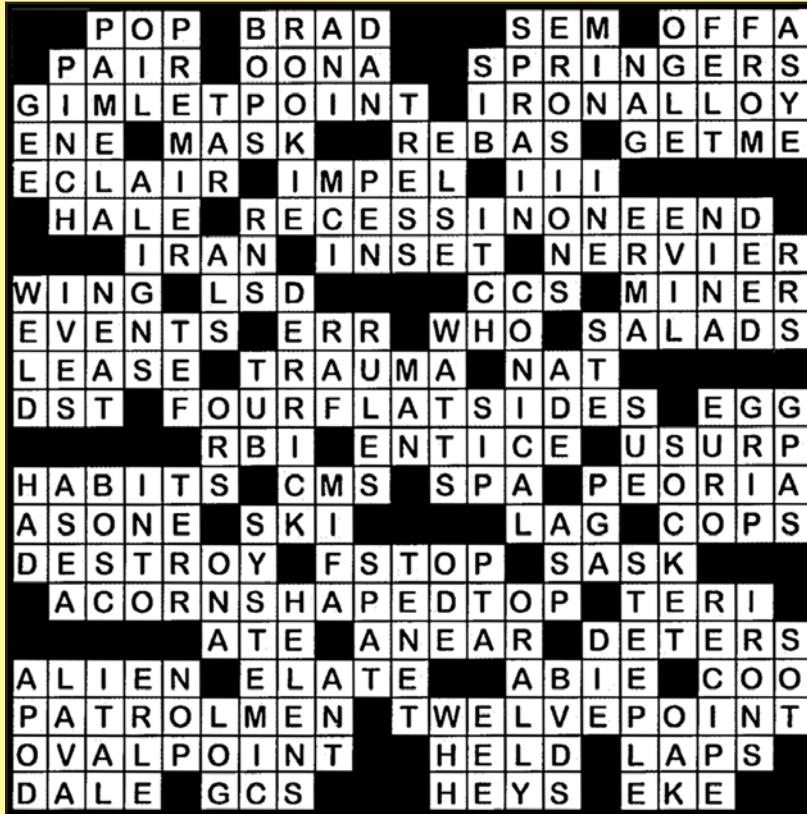


TYPICAL INTERNAL VARIABLE THREAD GAGE - "BI-POINT GAGE"

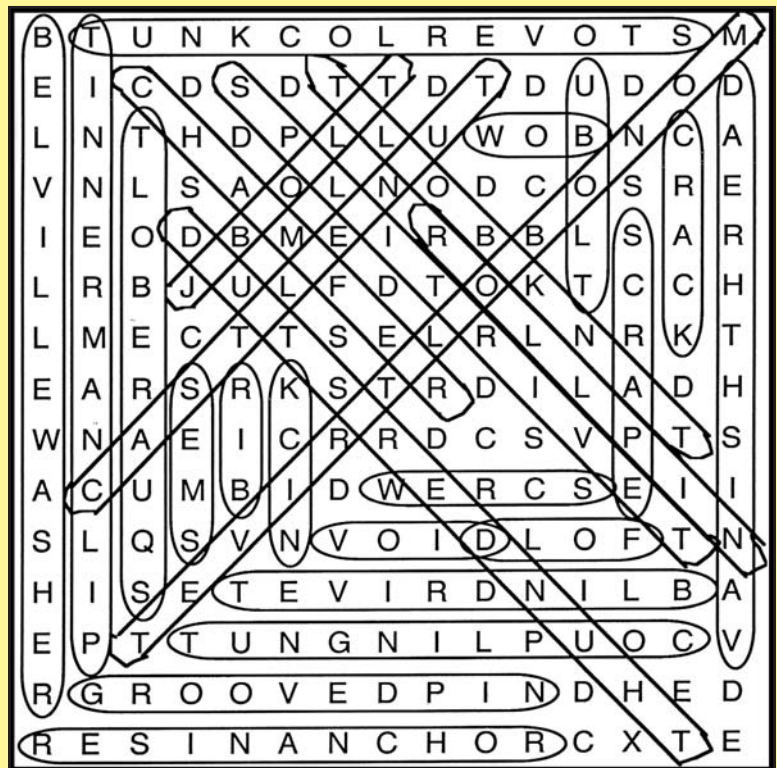
System 22 measurements require more than just pass/fail results, some characteristics require a numerical value. Remember that the lists of gages above are all the acceptable forms of gaging that can be used to check a characteristic. Acceptance by any one gage in current calibration specified for a characteristic shall be the criterion for acceptance of that characteristic. 

FASTENER PUZZLE SOLUTIONS

Fastener Crossword Solution



Fastener Wordsearch Solution



Word Scramble Solution

Words: Washer
Clevis pin
Camber
Hammer
Rivet

Circled letters unscrambled:
Machine screw

LOCKON® FASTENERS DIFFERENTIAL PREVAILING TORQUE NUTS: LOCKON® FASTENERS BREAKS NEW GROUND *from page 158*

LockOn Debuts at National Fastener & Mill Supply Expo

LockOn officially debuted as a company at the 2014 National Fastener and Mill Supply Expo. “Our management team walked the floor in previous years and felt it was the right event to first showcase our technology,” says Todd Hart, executive vice president of LockOn. “We knew we had an exciting invention, but we were truly humbled by how many attendees revered the product’s design. We experienced a warm welcome into the fastener industry that we won’t soon forget.”

Who is LockOn?

LockOn Fasteners is an engineering driven manufacturer based in Byron Center, Michigan. Their mission is to provide the most user-friendly and uniquely effective locking fasteners on the market.

LockOn has the distinct ability of sharing resources with their parent company, Flow-Rite Controls. As a vertically integrated company, Flow-Rite


designs, manufactures and markets their own proprietary products.

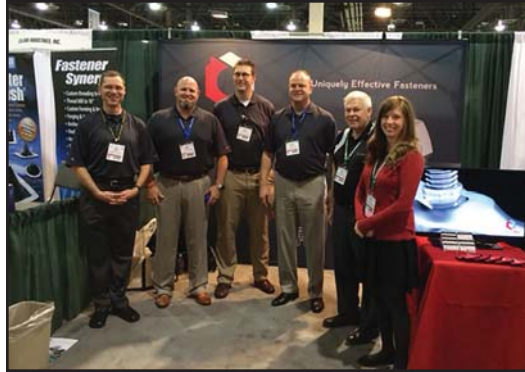
The family-owned company has made every effort to remain a ‘Made in USA’ manufacturer since it was established in 1981.

In 2005, Flow-Rite built a 50,000 square foot manufacturing facility and has since expanded to over 100,000 square-feet.

Flow-Rite was recently awarded a performance-based grant to support the expansion of its facility by 7,500 square-feet. The expansion includes an innovative engineering center, upgrades to the existing facility, new high-speed assembly equipment, and new injection molding machines.

“We are continuously reinvesting in our facility, products and people here in West Michigan,” says Burnetter.

LockOn will continue the charge of being a ‘Made in USA’ manufacturer, while supporting a culture of experience, knowledge, and engagement by promoting constant development in their products, systems, and people. 



LOCKON DEBUTS AT THE NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO, LAS VEGAS - OCTOBER 2014



LOCKON, A FLOW-RITE COMPANY, IS BASED IN BYRON CENTER, MI



LOCKON, THE GROUND BREAKING CEREMONY OF FLOW-RITE'S RECENT 7500 SQUARE FOOT EXPANSION

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Lengths to 20 Feet
Right or Left Hand Thread

● **SPADE BOLTS**

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

● **CUSTOM BENT BOLTS**

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

● **MATERIALS**

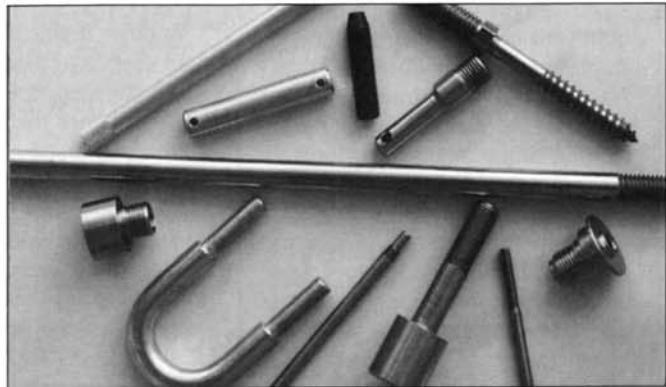
Carbon Steel (All Types)
Alloy Steel: 4037A, 4140, 8620
B-7, B-16, Stainless Steel
Copper, Brass, Bronze, Nickel
Alloys, Monel, Aluminum

● **STUDS**

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

● **SCREW MACHINING**

● **CNC PRECISION MACHINING**

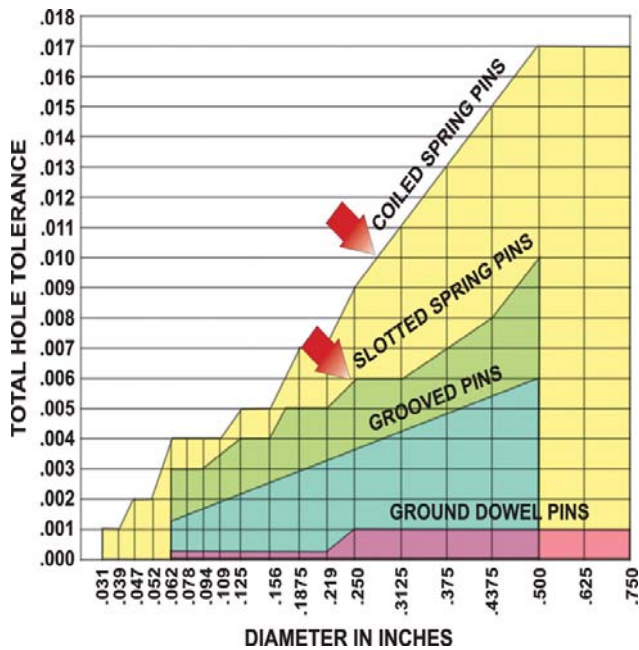


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SPIROL FASTENING SOLUTIONS FOR MEDICAL DEVICES *from page 160*

COILED SPRING PINS AND SLOTTED SPRING PINS ABSORB WIDER HOLE TOLERANCES THAN RIGID SOLID PINS.

Solving Quality Issues With Coiled Pins

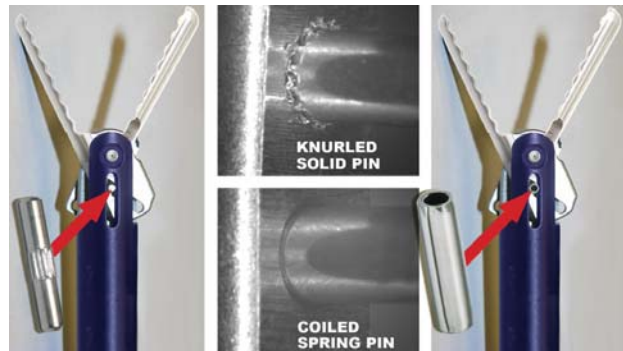
A medical device manufacturer was previously using a machined knurled Solid Pin in a surgical “grasper” used to allow the surgeon to operate through a laparoscopic port versus having to fully open up the patient to perform the procedure. The pin is used to drive the jaw movement at the distal end of the device. The high insertion force of the rigid Solid Pin deformed the pin, damaged the assembly, and generated metallic debris. As this device is used inside the human body the presence of metal shavings is unacceptable.

The Knurled Pin, made from 303 SST with no subsequent heat treatment, was installed into a hardened 416 SST shaft. The combination of the incompatible hardness and the variation in size between the pin and host material were determined to be the root causes of the debris generation, high insertion force, pin bending, and associated sub-assembly damage.

To address all of these issues, the manufacturer replaced the Solid Pin with a heat treated, 420 SST light duty Coiled Spring Pin. A light duty Coiled Pin provided the appropriate balance of strength and flexibility to facilitate a low insertion force while providing adequate

retention without damaging the hole and generating debris.

In addition to permanently resolving the quality issues caused by the Solid Knurled Pin, the medical device manufacturer also benefited from a significant cost reduction associated with switching from a machined Solid Pin to a roll formed Coiled Pin.



THE KNURLED SOLID PIN GENERATED DEBRIS DURING INSERTION INTO SURGICAL “GRASPER”. THE COILED SPRING PIN INSTALLED CLEANLY.

Low-Cost Spacing Solution

Roll formed metal Spacers are a great low cost alternative to cut-off tubing, tubes, grommets and turned or machined parts. They are commonly used as stand-offs, distance bushings, sleeves, axles and pins. Roll formed Spacers are produced without any burrs or debris generation and have clean-cut, square-ends; very important characteristics of components used in medical devices.

Manufacturers commonly use machined Bushings and cut tubing to space two thin stainless plates from each other in medical devices. It is customary to pass a rivet through the ID of the machined Bushing or tubing to hold the two plates in constant compression such that they stay parallel to each other throughout the life of the device. This simple spacing application is very common in the medical industry, and one that can be easily changed to utilize a roll formed Spacer without any negative effects of performance. The result of converting from cut-tubing to a roll formed Spacer is usually a cost savings of approximately 50%, and roll formed Spacers are typically 1/10th the cost of machined Bushings.

CONTINUED ON PAGE 196

NFDA EXECUTIVE SUMMIT RITZ CARLTON, NAPLES, FL - NOVEMBER 2-4, 2014





Ann Marie Houghtailing is an entrepreneur, writer, speaker and performer who has mastered creating a dollar out of thin air and has dedicated her

career to transforming sales training forces across the globe with intelligently designed, results-oriented sales training programs.

Ann Marie has been creating her own opportunities since she launched her company in January 2009 (despite the economic downturn) with nothing more than a Mac Book, \$5 and a truckload of tenacity. Her revolutionary philosophy that selling and business development could be elegant drew the attention of corporations and individuals who were hungry for an innovative approach to revenue generation.

Nucor Corporation Tour

Nucor Steel-Darlington is a premier producer of angles, channels, flats, rounds, rebar and hexagons, as well as rod, bar, and hex in coil.

Since beginning operations in 1969 as Nucor Corporation's first bar mill, Nucor-Darlington has grown to become the largest bar producer in the southeast. The facility has a state-of-the-art 160-ton DC electric furnace supplying two highly efficient rolling mills. The mill produces special bar quality, merchant bar quality, and reinforcing bar products in more than 600 grades of steel.

Join us for this unique opportunity to tour the Nucor facility in Darlington, South Carolina. The tour includes transportation and breakfast.

Optional Activities

Golf at Patriot's Point Links at Charleston Harbor

With four sets of tees ranging from 5100 to 7000 yards, players of all skill levels will enjoy this Willard Byrd-designed links course on the Charleston Harbor.

The ever-changing wind that typically sweeps across the harbor can make the course play take on a completely different perspective from one round to the next.

This links-style par 72 championship course was rated "South Carolina Course of the Year for 2001" by the National Golf Course Owners Association.

Firefly Distillery and Irvin-House Vineyards


The Firefly Distillery is located on Wadmalaw Island, 30 miles south of Charleston, where they don't have the bright lights of the big cities and the pace is a little slower. With plantations, hundred-year-old oak trees and dirt roads, it's where you can hear the crickets chirping at night and you can still see the fireflies light up the sky. It was this wonderful environment and the special ingredients found right in their own backyard that inspired them to create handcrafted vodkas unlike those made anywhere else.

Irvin House Vineyards is Charleston's only domestic vineyard and winery. When you visit, be prepared to lounge under the oaks and sip muscadine wine. Their laid back vineyard and winery is the perfect place to unwind and take in the beauty of the Lowcountry. Unlike typical wineries around the nation, Irvin House is rustic, country-chic and focuses on producing wine using the native muscadine grape.

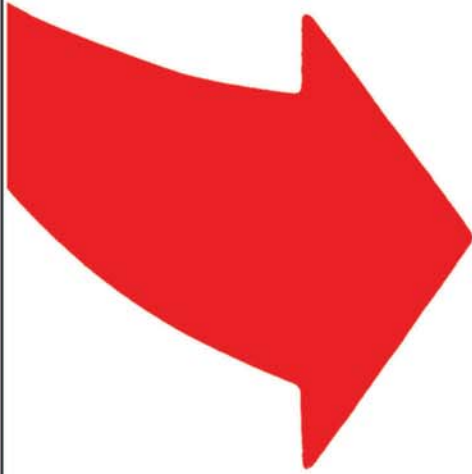
Charleston Chef's Kitchen Tour

On this walking tour you will meet the talented chefs behind some of Charleston's greatest restaurants and gain insight into their ideas, methods and creativity. The Chefs' Kitchen Tour will visit five restaurants and introduce you to Charleston chefs, who will discuss the inspirations for their restaurants and provide tours of their kitchens. The tour will include various samples along the way, including coffee and pastries, delicious biscuits from a celebrated Charleston biscuit maker and a selection of traditional southern dishes.

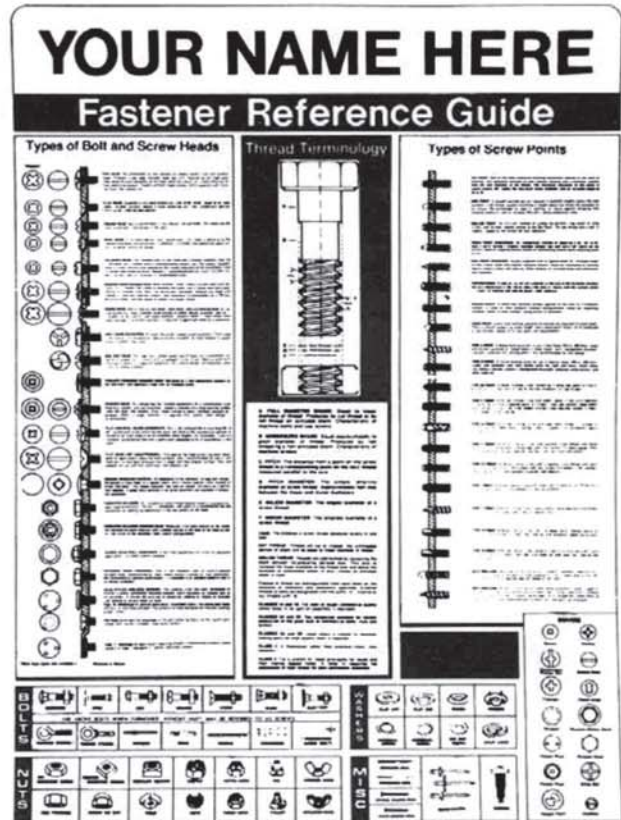
Info

For more information about the NFDA Winter Meeting, please visit www.nfda-fastener.org 

Fastener Reference Guide. A Great Gift for Customers.



A Great Way to Advertise Your Company.



This 17" x 22" handy reference guide for common fasteners will serve as an attractive and informative addition to your customers' offices and stockrooms.

Your name, logo, address, phone number, e-mail, and/or web site address are all boldly and handsomely printed above detailed descriptions of common screws, sheet metal screws, machine screws, bolts, nuts and washers. It's a great way to personalize your company's image and advertise your capabilities at the same time.

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MWFA MWFA AWARDS A TOTAL OF \$36,000 IN SCHOLARSHIPS FOR 2014 *from page 178*

This scholarship was awarded to **Shane Peles**, son of Nick Peles of Kanebridge Corp. Shane spent his college years in many sports where he witnessed a variety of injuries, which led to a future career decision for him. He has already spent a good of time volunteering at therapy facilities to better understand benefits of Occupational Therapy. Shane is a freshman at Quinnipiac pursuing a degree in Occupational Therapy.

Bill Lang Sr. Memorial Scholarship In The Amount Of \$2,000

Years ago, the MWFA lost a former MWFA President and several term board member-Bill Lang Sr. of Certified Products. Bill Lang Sr. was a one of a kind person in our industry who will always be remembered for his "great ideas," support of the association, his humor and his assistance whenever needed. Bill's family has graciously made a very generous donation to continue this scholarship in Bill's name.

This scholarship was awarded to **Taylor Winscher**, son of Mary Winscher of RCS Empowers. Taylor enjoyed many activities during while at the same time discovering a subject he would fall in love with-Physics. Since his first physics class he has known that is what he wanted to pursue. Taylor is a sophomore at UMN-Twin Cities working towards his degree in Physics and Computer Science.

\$2,000 Maryann Marzocchi Memorial Scholarship

The MWFA misses Maryann who was a great media icon in our industry. Maryann was the Vice President/Advertising Sales for Distributor's Link Magazine and was always the gracious personality and friendly face at industry events. She passed at the end of 2013 and will be missed for many years to come as all the fastener industry knew and loved Maryann.

This scholarship was awarded to **Michael Baer**, son of Bob Baer of Abbott-Interfast Corp. Michael, a H.S. senior is a great student and artist who have won awards in various subjects and many in art. His skills in Photography, Economics and Math led him to choose

Industrial Engineering for his future. He realizes it is a perfect fit to combine his logical, analytical and creative thinking skills. To quote Michael, "creativity is thinking unconventionally, while not afraid to fail and try new approaches" a theory we can all use in life.

\$2,000 ND Industries Scholarship.

MWFA thanks ND for electing to present a scholarship in their name this year. ND has been a long-standing member of the MWFA supportive of our association's events over the years.

This scholarship was awarded to **Jaime Jacobs**, daughter of Mitch Jacobs of SGS Msi Testing & Engineering. Jaime, a freshman at the University of Vermont kept busy during H.S. with many activities while continuing a fierce motivation for success. Spending years around a grandfather & father, who are Metallurgical Engineers, discussing salt spray, tensile, failure analysis etc. lead her to realizing her mind thinks the same. She has aspirations to become an engineer also. She hopes to eventually be involved in restoring the environmental balance.

\$2,000 Robbie & Gina Gilchrist Scholarship

This year Robbie & Gina Gilchrist generously extended their scholarship opportunity to MWFA members. They have awarded scholarships, over the years, through other associations and through their fund and we are honored that they have the MWFA to their recipient list.

This scholarship was awarded to **Megan Hoinville**, daughter of Lisa Hoinville of EFC International. Megan graduated H.S. with several awards as well as a sports participant. Megan plans to double major in Biology and Physics at Kalamazoo College. She believes the pairing of biology and physics will give scientists new possibilities to understand the problems they are baffled by and find cures to diseases that kill so many people.

As of this year, the MWFA has awarded a total of \$543,700 in scholarship funds. 

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[7] Look For Screw Machine Conversions

Look at screw machined parts being used as fasteners. Is the part standard enough and of sufficient volume to warrant replacement with a much more cost effective cold headed part?

[8] Look For Opportunities To Standardize

Are there parts that could be converted to a standard? A standard already has all the engineering completed for it. Most dimensional and material standards have been “time tested” and the “kinks” of novelty have been worked out. Designing “standards” in over “special Parts” simplifies the procurement process as well as all associated quality assurance and design activities.

[9] Look For Opportunities To Consolidate

Are there multiple similar parts that could be consolidated into a single part number to gain the benefits of scale? Again, this is an opportunity to streamline procurement activities and assembly operations. Using the same fastener might reduce the number and variety of settings required of the fastener drivers on the plant floor. I once heard that the cost to a company to simply manage a part number was between \$3000 and \$5000. I imagine that it highly depends on the company in question, but it is safe to assume that having to keep a part number actively engaged does have a tangible cost associated with it. Therefore, eliminating some of these “excess” part numbers will have a positive financial impact on the organization that is successful in consolidating parts.

[10] Conduct Product Tear Downs

In addition to walking through the plant, “tearing down” a customer’s product and evaluating each individual fastener application can reap significant benefits. Although this activity will likely not provide much insight into improvements in assembly, it may clearly expose opportunities to improve on fastener costs, quality, or joint design. If you are able, conducting a product tear down and the plant walk through together can net an abundance of information and potential opportunities for improvement that doing only one of them will not.

Unfortunately, identifying the ideas is only the tip of the iceberg. It is also where many projects of this sort die. This is for two primary reasons:

[1] The customer does not have the same interest as the supplier to make changes or pursue improvement ideas. Although this seems counterproductive, there are a variety of valid reasons why a customer may not wish to pursue

changes as well as an equal or greater number of reasons that are simply irrational or not well explained. The bottom line is that the customer often says ‘NO’ and there is no traction that can be made from this point forward.

[2] The supplier does not have the experience or resources to proceed past the idea stage. To see an idea through to completion may take a significant amount of time, effort, and insight. Once an idea has been identified, the practical aspects of seeing it through to completion begin. These may be relatively minor as in the case of just providing pricing for a change to an existing fastener or quite involved as one might expect with a major application engineering project. Again, the bottom line is that many of these ideas fail to gain traction because the internal resources are not present, experience is lacking, or they have insufficient time of focus to see them through to completion.


Overcoming these hurdles, however, can provide some dramatic benefits to the distributor when successfully accomplished.

[1] It differentiates you from the crowd. This is simply an activity in which not enough distributors are engaged. If you are, you are part of an elite group.

[2] It improves your standing and reputation with your customer.

[3] It provides you a real platform from which to achieve the price reductions and productivity enhancements expected by your customers and often required in your contracts.

[4] It has the potential to dramatically improve margins. Although these activities will normally reduce an item’s price, they provide an opportunity to improve margins because they often provide significant room to share in the savings with the customer. Take for example a stainless fastener that you are selling for \$1 and making a gross margin of 35% or \$0.35/ea. Let’s say this is value engineered and replaced with a steel part with a very high performing plating. The new part sells for \$0.70 but with a gross margin of 55% or about \$0.39/ea. You win twice; you are able to offer the customer a 30% price decrease while increasing your margin by \$0.04/ea. or about 10%.

Value engineering is an extremely powerful tool for the distributor looking to differentiate themselves from the crowd, serve their customers in exceptional ways, provide real reductions without giving away profit, and improving margins. Although it may take dedicating valuable internal resources to or investing in external experts, if it is done well, it will certainly pay benefits in the long run. It is well worth building a culture of improvement into your organization and to engaging in VAVE activities. 

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Partnering With Knowledgeable Suppliers

In addition to choosing a high quality fastener manufacturing company that has a diverse product offering, it is equally as important to work with a company that has vast Application Engineering knowledge in the realm of joining and assembly. By partnering with knowledgeable, Application Engineering-oriented suppliers in the design

stage, they will not only facilitate the design of the engineered fastener, but they will also make the critical recommendations for the interface between the fastener and the medical device.

The earlier the supplier is brought into the design process, the more likely they will be able to equip the device manufacturer with a commercially available fastener. Usually, there are many different types of fasteners that could be used for each application. Ultimately, the most cost-effective solution takes into consideration the host material, manufacturing tolerances, application requirements and method of assembly.

The benefits of specifying commercially available parts are that parts can often be delivered from stock, there are no minimum purchase requirements, and no tooling or development charges. This means that parts can be delivered quickly – whether they are required for the prototype stage or full production requirements.

Ultimately, Designers should utilize engineered fasteners that enhance the quality of the medical device, simplify the assembly process and result in the lowest total cost. 

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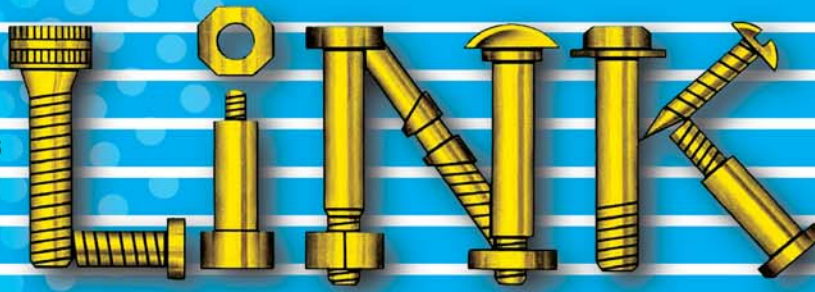
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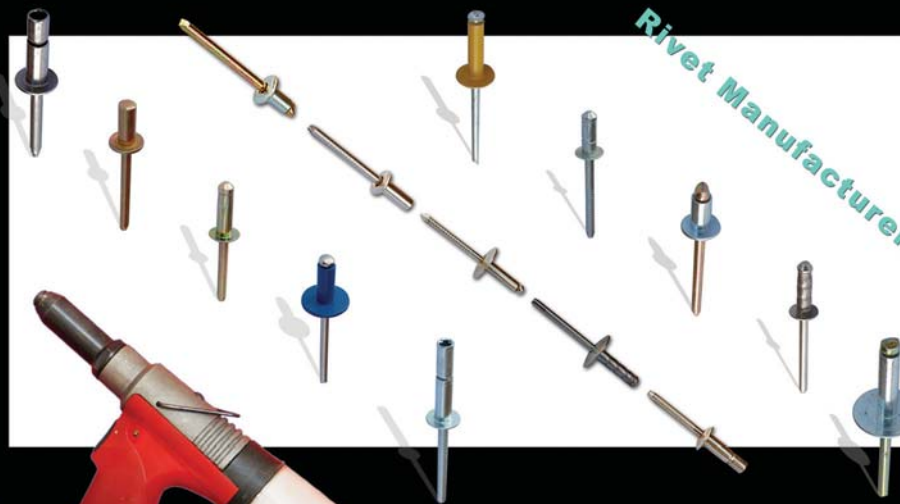
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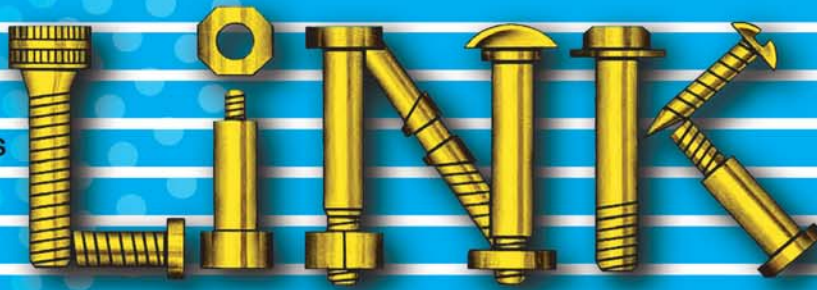
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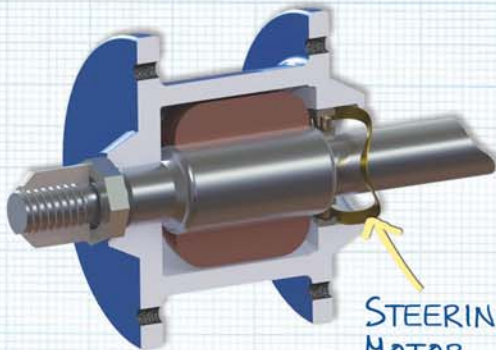
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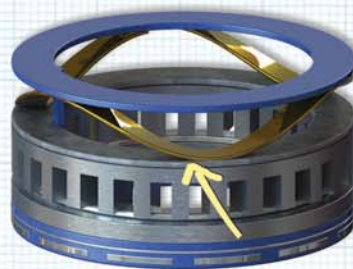
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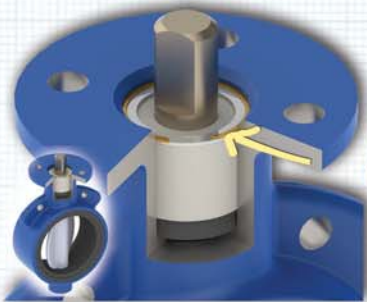
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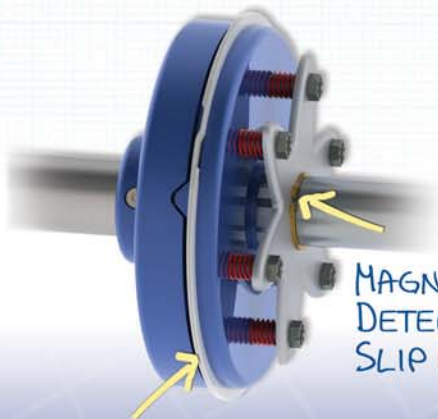
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