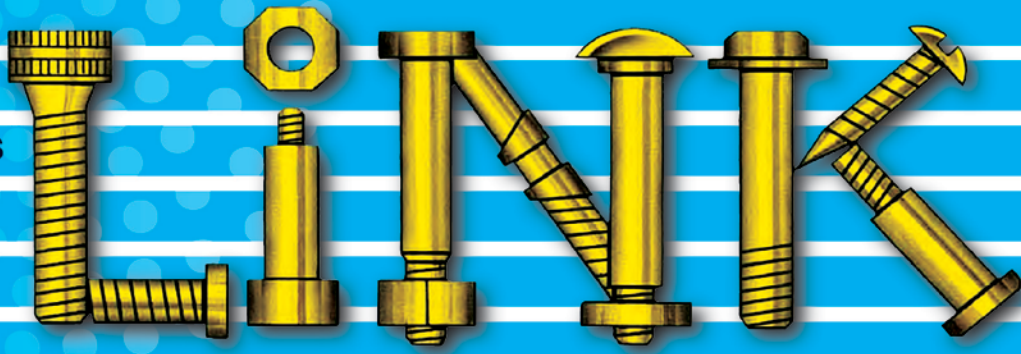


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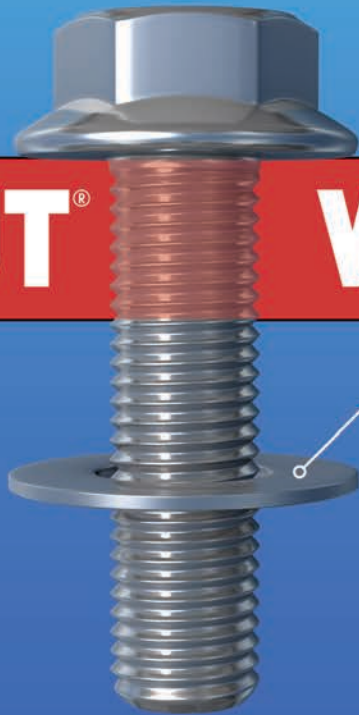
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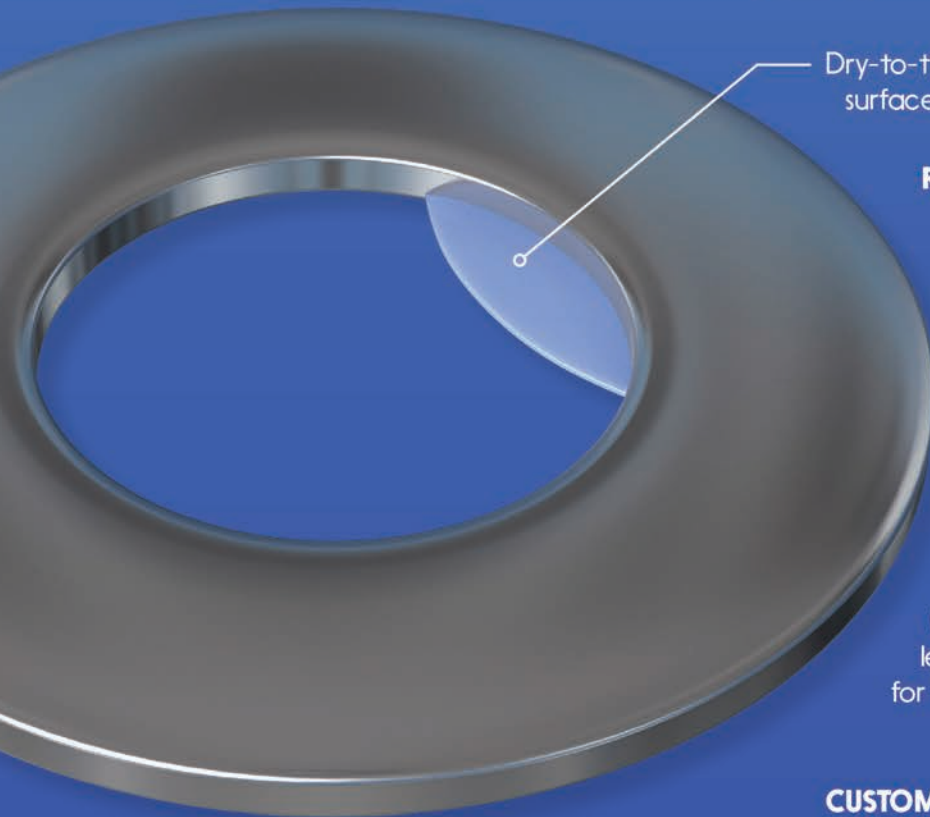
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# distributor news

**Innovative Components Inc** is excited to celebrate our 25th anniversary in 2018. Innovative Components was founded in January 1992 by Michael O'Connor. Over our 25 years of operation, Innovative Components has seen continuous growth and success.

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## OBITUARY

### **Bill Hayes (1942-2017)**

William R. "Bill" Hayes Jr., 75, died November 9, 2017, in Wyoming.

He started in the industry with Mel Kirsner of Pell Mell Supply. He founded Hayes Bolt in San Diego in 1976 and sold the distributorship to his first employee, Suzanne Dukes, in 1980. He had started Hawaii Nut & Bolt Inc. in 1979.

After 32 years in the fastener industry he retired to a rural lakeside house in Montana in 2003. He eventually sold distributorship to his son, Bill Hayes III.

In 1995 he started a fastener jewelry company, Precision Screw. He introduced the company by donating jewelry to a Western Association of Fastener Distributors scholarship fund drawing.

During the U.S. Fastener Quality Act legislative process of the 1990s, Hayes convinced a Hawaii senator to block action on two amendments fastener manufacturers wanted in order to protect a third distribution-oriented amendment, which was distribution-oriented. Though initially that divided the industry, he was later credited for bringing the manufacturing and distribution sectors together to reach an industry-wide position. See the Fastener History section of GlobalFastenerNews.com: 2003 FIN – No Parting Shots From 'Loose Cannon.'

He had suffered polio at age 13 and in later years was wheelchair-bound.

Survivors include a daughter, Robin and son, Bill.

Messages to the family may be sent c/o Hawaii Nut & Bolt, 905 Ahua St., Honolulu, HI 96819. Email: Sales@HawaiiNutandBolt.com Web: HawaiiNutandBolt.com.





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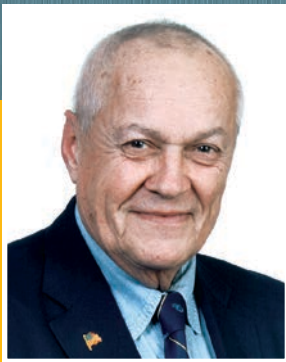
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# Bengt Blendulf

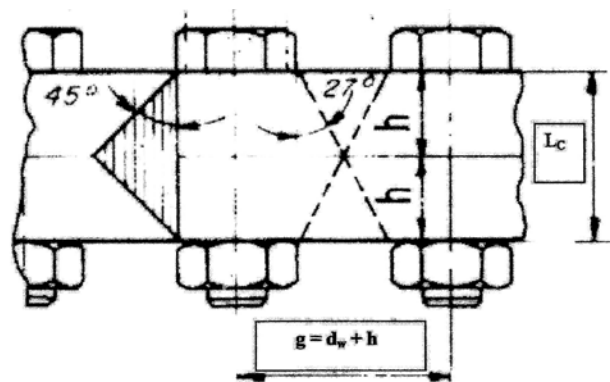
Bengt Blendulf was educated in Sweden and moved to the US in 1974 to start a subsidiary for a Swedish fastener manufacturer. After working as a technical consultant on the faculty of the College of Engineering and Science at Clemson University, he established EduPro US in 1997 to teach highly rated courses 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](http://www.edupro.us) or by email [bblendulf@yahoo.com](mailto:bblendulf@yahoo.com).

## FASTENERS, STANDARDS AND JOINT DESIGNS

During its relatively short life span of less than 2 centuries fasteners, as we know and use them, has been subjected to many changes in both looks and usage. The first real development came as a result of the invention of the screw thread by Sir Joseph Whitworth from England in the early part of the 1800's (he was knighted in 1841 for this). This invention made it possible to assemble and re-assemble machine parts a lot easier than in the past and also to speed up the manufacturing process. Before, fasteners were more like permanent fixtures and not very serviceable. Hot rivets had been used in shipbuilding and steel structures like bridges, etc. and they were not particularly easy to replace and/or service.

At that time designers generally sized up threaded bolts/screws on the basis of an external work load divided by the smallest cross section of the fastener, typically the minor (root) thread diameter. From about 1870 to past the turn of that century investigations added knowledge about the influence of alternating loads, tolerable stresses, eccentric loading, residual clamp loads, multi-axes load conditions and much more. The Rötischer joint diagram (German) (Figure 1) from 1927 combined some of these factors to become the universal basis for joint calculations until the present time.

The academic process of education engineering students in the art of bolted/screwed joint designs had been, and still is, mostly inadequate due to lack of good and up-to-date text books and teacher enthusiasm. The engineering societies, ISO, ASME, ASTM, SAE, etc., have



**FIGURE 1 - SPACING OF FASTENERS BASED ON RÖTISCHER GEOMETRY**

usually done a good job in developing the necessary standards for the fastener used in the joints, but not been much involved in how to actually use them properly. The exceptions are the standards where codes are necessary for public and personal safety, like structural bolting (ASTM) and pressure vessels (ASME). But, for those of us not involved in building bridges, skyscrapers, or boilers, very limited and useful design information has been coming from these organizations.

Since WWII, major developments in fasteners, fastener standards and their applications have followed two main paths. The absolute majority of new fastener products and fastening systems have been of US origin. Most of these products have been made to ease assembly, to add some additional benefits like prevailing torque (for vibration loosening resistance) and other issues related to the economy and functionality of joint assembly.

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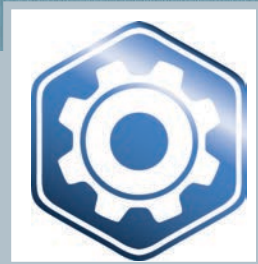
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## STELFAST JOINS THE FASTENER SUPPLY CHAIN NETWORK™

Stelfast, Inc. recently announced that they are joining the growing **Fastener Supply Chain Network™ (FSCN)** by Computer Insights, Inc.

The **FSCN** provides real time supply chain Integration with the fastener industry's most prominent companies.

Simmi Sakhuja, President of Stelfast said *"We are focused on making it easier to do business with us. I am excited about this addition to our growing list of offered services."*

Dennis Cowhey, President of Computer Insights added *"The new **Stelfast Connection** will reduce friction on both sides of every transaction. Less time spent getting things done makes activities more profitable and increases the quality of life for everyone involved."*



### Get Connected

Computer Insights, Inc. clients experience complete and seamless Supply Chain Integration with The Business Edge™ through exclusive partnerships with master distributors, including: Brighton-Best International, Kanebridge Corporation, XL Screw Corporation and now Stelfast. The target date for Stelfast to be live on the system is March 31, 2018,

The FSCN also includes inventory sourcing sites, including FCH, Nationwide and ILSmart.



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## Guy Avellon

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

# WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT LOCKING FASTENERS - CHEMICALS

The primary purpose of the threaded fastener is to join parts together. Keeping the parts together is another matter altogether. Besides making sure we have the correct size and strength grade of fastener for the applied loads to the joint, we must protect the joint from becoming loose under these loads.

There are four basic load conditions which promote the loss of clamp load and subsequent loosening: axial loading, bending, torsional loads and transverse loads. However, there are many such reasons why the fastener may become loose; not initially achieving preload during assembly, changing assembly procedures between production/assembly shifts, extreme temperature variations, severe vibration, embedment into softer materials, or a host of other reasons. It is for these reasons why supplemental thread locking devices have been developed and used: to keep the parts together. Thread locking elements come in two forms: mechanical and chemical.

There are many good thread 'locking' chemicals on the market. Perhaps that is the problem. With so many to choose from, the customer becomes overwhelmed. Then, because they are 'locking' chemicals, they are used from the small screws in eyeglasses to 1 1/2" diameter bolts. However, if a mechanic cannot expend the torque required to tighten a 1 1/2" bolt, a 'locking' chemical will not help.

I use the term 'locking' cautiously because to many it implies a sense of permanency and security. There

is always a way to defeat the locking effect, either by misuse or incorrect application.

### *Cyanoacrylates*

Cyanoacrylates are strong, fast acting adhesives. Commonly referred to as 'Super Glues', these products will instantly bond a small fastener. However, due to its fast cure rate, production assembly of many fasteners may become a daunting task. Many of these products, unless specially formulated, are sensitive to contaminants, such as tapping fluids and oils left on the threads of a tapped hole. The bond may be broken with strong torsional loading or heat. Therefore, if disassembly is anticipated, a lower strength adhesive should be considered. The shelf life of these products is only 1 year when unopened, so stocking should be on a product rotation basis. This is a great consumable product as the shelf life decreases to 1 month after opening the container.

### *Anaerobic Chemicals*

Anaerobic chemicals remain in the fluid state until it becomes isolated from oxygen. When this occurs, as when mating between the threads under pressure, the chemical rapidly cures and hardens to form a cross-linked plastic. These are mildly tolerant of oil contamination. Because fasteners with anaerobic adhesives applied will not set up until installed, these are ideal for multiple fastener installations and for production assembly.



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

# WHY FASTENERS FAIL PART 3 - CORROSION AND HYDROGEN EMBRITTLEMENT

About fifteen years ago a microburst blew down my block. If you have never heard of a microburst, the National Weather Service defines it as, “a localized column of sinking air within a thunderstorm and is usually less than or equal to 2.5 miles in diameter.” After experiencing this phenomenon I would define it a little more simply, a small, localized tornado. Seriously, although that is an exaggeration, the event did leave tornado-like damage in its wake. This included blowing over a four foot diameter, seventy-five foot tall tree located in my across the street neighbor’s front parkway. We were all extremely fortunate that the tree fell just right and no one’s home was damaged. On further inspection it became immediately obvious why this tree was easily felled in this storm. Although on the outside it looked vibrant, healthy, and strong, on the inside it was more than seventy-five percent decayed much like the tree pictured in Figure 1.



FIGURE 1: DECAYED TREE CENTER

This story, although not of a fastener failure, is a poignant illustration the impact of corrosion can have on most any system. Like my neighbor’s tree, corrosion is often insidiously and unknowingly weakening items and systems until they ultimately fail. Corrosion, whether a decaying tooth, rotting tree, rusting steel, or failing fastener, is an experience common to all mankind.

As we continue in this series on why fasteners fail, we will explore in this section different mechanisms of corrosion and how they can accelerate or contribute to fastener failure. Although there are many ways that an item may experience corrosion, fasteners are most commonly susceptible to rusting, crevice corrosion, fretting corrosion, galvanic corrosion, and perhaps the most feared, hydrogen induced stress corrosion (or hydrogen embrittlement).

### *What is Corrosion?*

Corrosion is any process that either quickly or gradually deteriorates the mechanical strength or physical attributes of fasteners. As in the tree example above, as the center of the tree gradually decayed, it diminished the strength of the tree to the point that it was no longer able to support its own weight under the stresses exerted by the wind of the microburst. In a like manner if a fastener becomes too corroded it may no longer be able to support the service loads that are acting on it. It is for this reason that rusted hardware often breaks, during removal, at far lower torque values than when originally applied.



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# 3 REASONS YOU CAN'T MISS FASTENER FAIR USA

Every week new exhibitors, educational sessions and events are being added to Fastener Fair USA, April 11-12, in Cleveland, Ohio. It is shaping up to be a show you can't miss.

The only fastener and fixing event in the United States for the full supply chain, Fastener Fair USA will bring together manufacturers, distributors, suppliers, and end users for the region's only dedicated fastener, fixing and joining technology exhibition. The show offers a firsthand look at the latest solutions and technology available in the marketplace, as well as top-notch educational programs developed and delivered by industry experts.

## *Why Attend Fastener Fair USA?*

Fastener Fair USA 2018 will be the meeting place for fastener professionals, and it is conveniently located in the heart of the Midwest manufacturing region.

For exhibitors, Fastener Fair USA offers a unique platform for meeting with new and current customers, finding distributors, identifying engineering opportunities, and networking with fastener and fixing industry

professionals throughout the entire supply chain. It's a model that is new to the U.S. market, but one that has been successful around the world for many years for the show's organizers, Mack Brooks Exhibition Group.

For attendees, the show organizers will make it easy to discover and connect with manufacturers of industrial fastener, fixing, and joining solutions, leading to collaborations to solve their product design business challenges. No matter where someone is in the supply chain, they'll appreciate seeing the latest technologies, innovations, and solutions for their business all in one place.





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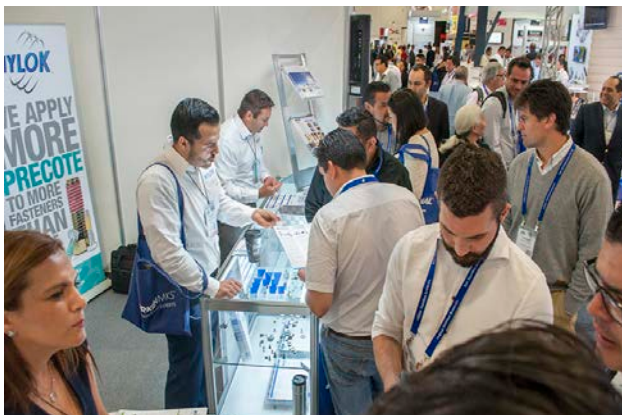
*Here are three reasons you can't miss Fastener Fair USA in April...*

### **[1] Exhibitors Covering the Entire Supply Chain**

One of the main goals Mack Brooks Exhibitions had for Fastener Fair USA was to organize a show where the entire fastener and fixing supply chain comes together. Exhibitors from around the world will be participating. The main product categories that exhibitors represent include:

- Industrial fasteners and fixings
- Construction fixings
- Assembly and installation systems
- Fastener manufacturing technology
- Storage, distribution, and factory equipment
- Information, communication, and services
- Fastener production machinery, tool and die and supplies

"We are excited about the variety of exhibitors representing multiple categories within the fastener industry," said Jessica Boweak, Exhibition Manager for Fastener Fair



USA. "These exhibitors will be showcasing products and solutions for a number of industry segments like automotive, aerospace, wind power, and consumer electronics."

Some exhibitors indicated that they are looking forward to using the show to educate existing customers and prospects about new products, solutions and services.

"The industry thinks they know Continental-Aero but business has changed and so have we," said Kelly Wiechen, Chief Operating Officer of Continental-Aero. "Our job at the Fair will be making sure our customers, old and new, know about the progressive changes we've made and will continue to make over the next few years. Highlights will be our expanded product offerings and the introduction of our new state-of-the-art lab featuring torque tension, COF and vibration testing."

Luann Racca, Assistant Sales Manager at Superior Washer & Gasket Corporation added, "We are going to be showcasing the depth and breadth of our products. We have over 350 thousand high-quality, American-made washers and gaskets in stock. We will try to take as much as we can to show customers the variety of products we make."

Some exhibitors have experience with the Fastener Fair shows in Europe and are looking forward to a similar experience in the U.S.

"Sherex is aware of the high quality of the Fastener Fair Stuttgart show and have strategic partners who exhibited there successfully," said Renee Fisher, Marketing and Sales Operations Manager, Sherex Fastening Solutions. "When we heard of the inaugural Fastener Fair USA option, we knew we wanted to participate."



Earnest Machine attended the Fastener Fair show in Stuttgart and expects attendees will experience something similar at the inaugural show in the U.S.

“As a company we attended the Fastener Fair show in Germany with our European offices,” said Patrick Ginnetti, Marketing Manager at Earnest Machine. “The show is always well received and is viewed as ‘the event’ to attend. We are excited to have the inaugural event right in our backyard, in Cleveland.”

Superior Washer & Gasket Corporation is looking forward to their first show. Robert Lippolis, Vice President at Superior Washer & Gasket Corporation said, “One of the great things for us is the opportunity to see a lot of customers. We looked on the Fastener Fair website and have seen that quite a few of our customers are exhibiting, so we are excited about meeting up with them in Cleveland.”

*Here is a breakdown of just a few of the exhibitors and categories that will be at Fastener Fair USA in April...*

#### **Industrial Fasteners and Fixings**

- ▣ Aluminum Fastener Supply Co.
- ▣ Bralo Group
- ▣ Buckeye Fasteners
- ▣ Easylink Industrial Company
- ▣ Fall River Manufacturing
- ▣ Lindstrom Fasteners
- ▣ Nucor Fasteners
- ▣ Rotor Clip
- ▣ Superior Washer
- ▣ Tramec Continental-Aero
- ▣ Vogelsang Fastener Solutions

#### **Fastener and Parts Coating Technologies**

- ▣ Atotech
- ▣ Dorken MKS-Systeme
- ▣ Magni

#### **Machinery**

- ▣ Carlo Salvi
- ▣ Intools Incorporated
- ▣ Sacma Group

#### **Fastener Inspection Services**

- ▣ Regg Inspection Services

#### **Tooling/Drive Systems**

- ▣ Philips Screw Company
- ▣ Wrentham Tool Group

#### **Master Distributors**

- ▣ Earnest Machine
- ▣ Brighton Best International

#### **Automotive/OEM Specific Solutions**

- ▣ TR Fastenings

The floor map is available on the Fastener Fair USA website, so visitors can start to plan their visit, to make the most of their show experience.

*To see the full list of over 200 exhibitors committed to the show to date, visit [www.fastenerfair.com/usa](http://www.fastenerfair.com/usa).*





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## [2] Unique Industry Education and Insights

Fastener Fair USA offers a unique opportunity to get the latest industry information, forecasts, and technical education with keynote sessions and breakouts. Daily educational sessions, led by industry experts, will focus on industry developments and solutions applicable to the core visitor segments—fastener and fixing end-users, distributors and wholesalers.

“We plan to offer broad ranging educational sessions for all levels of experience, industry focus, and visitor segments,” said Melissa Magestro, Executive Vice President of Mack Brooks Exhibitions, Inc., the exhibition’s organizer.

The OEM market for fasteners and fixings is robust and their needs are unique so the event organizers want to make it easy for OEM buyers to discover and connect with the right suppliers. The show will also offer exclusive, technical education sessions specifically for OEM end users and their product design challenges.

For example, Fastener Training Institute (FTI) will be presenting two workshops.

**Fastening 101** – Presented by Laurence Claus, President of NNI Training and Consulting, Inc. A 30-year

fastener industry veteran and mechanical engineer, Claus is a certified Six Sigma Black Belt and knowledgeable in the manufacture and use of automotive, industrial, and aerospace fasteners.

**Understanding the Bolted Joint** – Presented by Carmen Vertullo, Founder of CarVer Consulting, a consulting, engineering, and training company specializing in fasteners and bolted joints. He is a Certified Fastener Specialist at FTI and holds a BS in Manufacturing Engineering Technology.

“The Fastener Training Institute is proud and pleased to partner with Mack Brooks to provide the fastener product training sessions at their upcoming Fastener Fair USA,” said John Wachman, President of the Institute. “This inaugural event will help us reach students from the fastener manufacturing, distribution and OEM markets. This new partnership is a great fit for both our enterprises as we support each other to serve the fastener industry and their users.”

Other training sessions will be offered by John Doda of APM Hexseal, Willem Sundblad of Oden Technologies, and Rita Lieberman of ThomasNet, as well as Young Fastener Professionals (YFP), and Women in the Fastener Industry (WIFI).



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**FASTENER FAIR 3 REASONS YOU CAN'T MISS FASTENER FAIR USA** *from page 20*



### **[3] Unique Opportunity for Industry Networking**

Connecting and collaborating with other professionals in your industry is one of the best parts of face-to-face events, and Mack Brooks recognizes how important networking opportunities are for the fastener and fixing industry. The welcome reception on April 11 will take place at the Rock and Roll Hall of Fame.

Fastener Fair USA has received strong industry association support from organizations like the National Fasteners Distributors Association (NFDA), Pac-West Fastener Association, Women in the Technology Industry (WIFI), and Young Fastener Professionals (YFP), some of which are using the show to provide services, support and networking opportunities to its members.

YFP will be conducting a unique Speed Networking event on the show floor, giving its members a forum to meet top professionals in the industry.

### **Who Should Attend?**

Mechanical engineers, product designers, purchasers and R&D personnel from the following industrial sectors will find value at Fastener Fair USA:

- ▣ Automotive
- ▣ Aerospace
- ▣ Agriculture and construction equipment OEMs
- ▣ Home appliances
- ▣ Consumer electronics
- ▣ Furniture
- ▣ Wind power
- ▣ Oil and gas
- ▣ Power transmission/hydraulic/pneumatic
- ▣ On-and-off highway equipment

The show is designed to offer something for everyone in the fastener and fixing supply chain industry professionals won't want to miss the inaugural 2-day event.



**To learn more about Fastener Fair USA or to sign up for show alerts, visit [www.fastenerfair.com/usa](http://www.fastenerfair.com/usa) or call 866-899-4728.** 



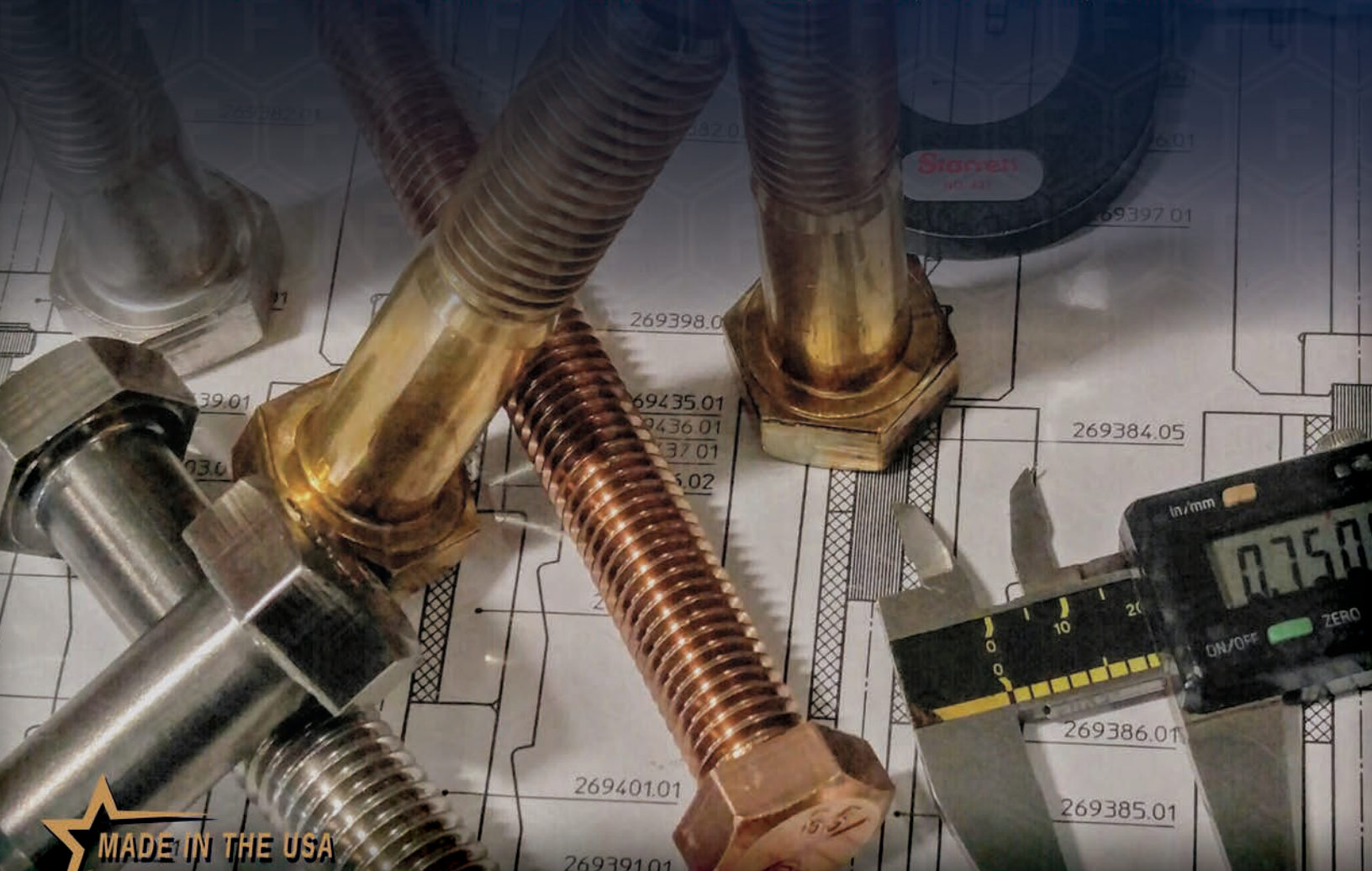
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## Joe Dysart

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

# HOW GOOGLE'S AD BLOCKER WILL REGULATE FASTENER DISTRIBUTORS' WEB ADVERTISING

In a move to stop the online ad market from imploding, Google will roll out its own ad blocker in early 2018, designed to neutralize annoying, intrusive advertising on the Web.

Impacting every fastener distributor Web site on the Internet, the new Google strategy will significantly impact any business that advertises there.

In a phrase: Unless you play nice with your Web advertising, Google is going to shut you down, beginning early 2018.

Essentially, the Chrome browser, which is used by a majority of Web surfers, will block the display of any ad Google deems to be 'in-the-face' of Web surfers.

Those include the annoying pop-up ads we all detest, the loud video ads that play automatically and uninvited when you visit a Web site and the giant ads that hang in front of Web content, demanding to be viewed before content can be accessed.

It's "far too common that people encounter annoying, intrusive ads on the Web — like the kind that blare music unexpectedly, or force you to wait 10 seconds before you can see the content on the page," said Sridhar Ramaswamy, Google's senior vice president for ads and commerce.

As most fastener distributors that advertise online know, Ramaswamy's words carry gargantuan weight.

Google Chrome is by far the most popular browser on the Web, used by 59% of desktop PC Web surfers and 57% of tablet/mobile users, according to NetMarketShare ([www.netmarketshare.com](http://www.netmarketshare.com)).

So when Google says things are going to change — well, they're going to change.



**GOOGLING AROUND: GOOGLERS LIKE THESE ARE PUTTING THE FINISHING TOUCHES ON AN AD BLOCKER GOOGLE WILL BUILD INTO ITS CHROME BROWSER IN EARLY 2018.**



**GOOGLE, LED BY CEO SUNDAR PICHAI, IS CRACKING DOWN ON INTRUSIVE WEB ADVERTISING.**

Google's new hard line makes complete sense when you consider that Google is entirely dependent on Web advertising for the lion's share of its revenue stream — advertising that is increasingly being blocked by third party ad blockers.

Such add-ons, which plug into popular Web browsers, were mostly a 'geeks-only' tool just a few years ago. But these days, 40% of U.S. Web surfers are using ad blockers, according to a 2017 survey by Adblock Plus & Global Web Index ([www.insight.globalwebindex.net](http://www.insight.globalwebindex.net)).

It's the kind of statistic that triggers a collective gulp! by fastener distributors with a heavy Web advertising presence, as well as at companies like Google and

other online advertising giants across the Web.

A few years ago, seeing the writing on the wall, many of the advertising goliaths banded together to form the Coalition for Better Ads ([www.betterads.org](http://www.betterads.org)), an organization with the sole mission of finding a solution to the growing ad blocking problem.

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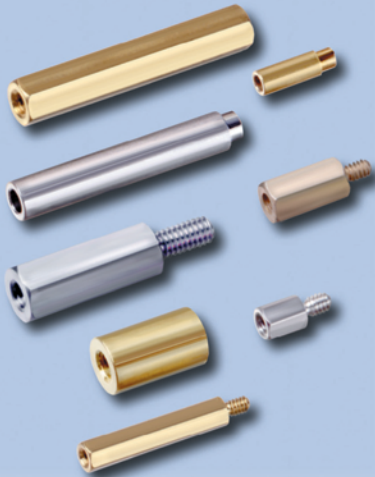
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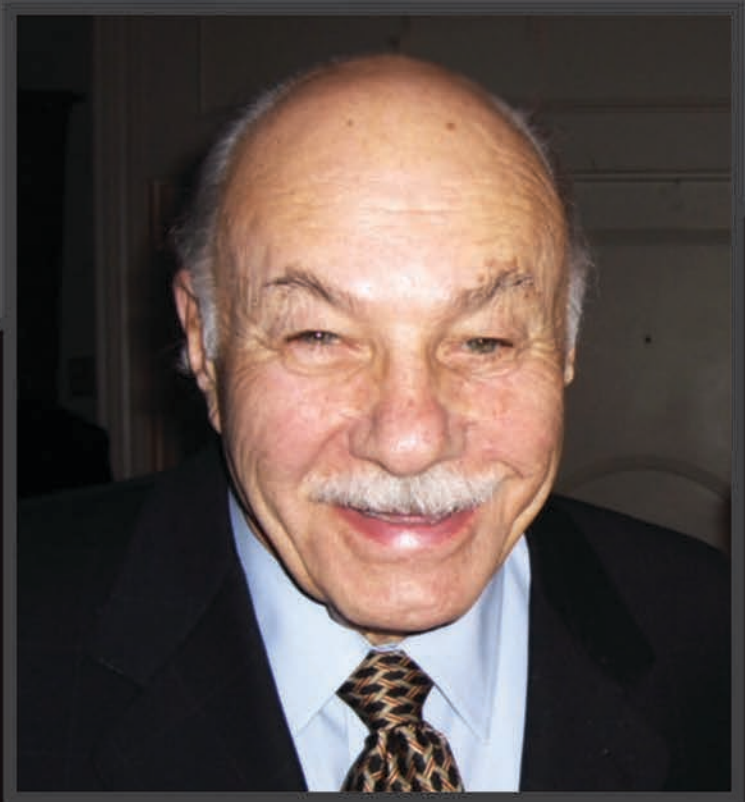
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Jack started his career in the fastener industry in the 1950's as a machinist with Allmetal Screw Products. In 1955, in Brooklyn, NY, he founded Century Fasteners Corp., with his partner George Stieglitz, as a small manufacturer and distributor of specialty screws. In 1971, Jack and George expanded the company by opening its first branch location outside of New York. That first branch was in Charlotte, NC, and soon thereafter, a second branch opened in Tampa, FL, in 1974. By the mid 1980's, the company strictly focused on fastener distribution as the company continued to expand with more branches and regional sales offices across the United States, Mexico, Canada and Puerto Rico. Today, Century Fasteners Corp. has 14 stocking locations and over 275 employees.

Jack always credited his wife, Stacy, as the inspiration for taking the plunge and starting his own business. The early years are remembered as days of working long hours, delivering the highest quality products, providing excellent customer service and striving to be the best in the business.

This business approach has been meticulously followed for the last 15 years by Jack's son-in-law, Co-President Tom Brodsky, and Co-President Evan Stieglitz, the son of George Stieglitz, Co-CEO. During this period of time, Tom and Evan had been setting the direction and strategic growth of the company and will continue to do so in the future with pride and respect for its employees, customers and vendors.

We honor Jack who made where we stand today possible. He will forever be remembered for his exceptional qualities of fairness, toughness under fire, business brilliance, and love of family, a "family" that includes his employees, some of whom stayed with Century Fasteners Corp. for as many as 40 years.



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## IFI NAMES SEVENTH MANAGING DIRECTOR IN ITS 86 YEAR HISTORY

The Industrial Fasteners Institute (IFI) is pleased to announce the appointment of Kenneth J. McCreight as the association's new Managing Director. The IFI Board of Directors announced the selection following a considered and comprehensive search for a leader who understands the invaluable contributions the fastener industry makes to North American economy, and who can provide direction, motivation and new energy to the mission of the fastener industry association.

Ken McCreight, is coming to IFI from the Cleveland-based Manufacturing Advocacy and Growth Network (MAGNET), and previously served as an industry advocate for manufacturing organizations as Vice President of the National Tooling and Machining Association. Before entering the association world, he was involved in developing Workforce & Economic Development initiatives at both Cuyahoga Community College and North Central State College in Ohio. He has a bachelor's degree in Applied Technology Education and a master's degree in Technology from Bowling Green State University.

McCreight stated, "I am honored to be asked to serve as the IFI's next Managing Director. Virtually all my professional life has been dedicated to the service of others, and this will be a capstone in my career. Throughout the process of working with the recruiter and the search committee, it was quite clear to me that IFI is a high-quality organization with a culture of teamwork and collaboration, and a community of members that cares a lot about the organization and its mission."

The selection of McCreight comes eight months after the outgoing IFI Managing Director, Rob Harris, announced his planned retirement. McCreight is

expected to officially start on Nov. 27th. Harris will end his tenure with IFI at the end of this year, meaning there will be a roughly one-month overlap during the transition. Harris will serve in a supporting role during that time to help with the onboarding responsibilities.


"Early this year, when I announced my intention to retire, it was important to me and the Board of Directors

that we establish a process that would allow for the selection of a worthy and capable leader, and a smooth transition so that IFI could continue its important work without missing a beat," said Harris, who took the reins at IFI twenty-two years ago. "I think we have succeeded in that goal. I love the IFI's mission and its membership, and I feel confident that I am leaving this incredible organization in good hands."

IFI Chairman, Preston Boyd, who also led the Executive Search Committee, was enthusiastic about the search

process and the final selection. "We were looking for a proven association leader, and we have found such a person in Ken McCreight."

"We are especially pleased that he has a proven track record in association membership growth, has success in workforce development, apprenticeship programs, and that he possesses exceptional skills in strategic thinking and team building. We also recognized the value of his background and manufacturing experience will bring to our membership."

Industrial Fasteners Institute is a trade association of leading North American fastener manufacturers and suppliers of materials, machinery, equipment and/or engineered services. Founded in 1931, IFI members combine their resources to seek solutions that advance fastener application engineering. 



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## DO YOU SCREWGLE? by Eric Dudas

*Search engines have revolutionized business, even in the slow moving fastener industry.*

It sometimes seems quite unremarkable that just about any information you need is accessible with a few keystrokes and from almost anywhere. In today's world, whether you're wondering about Skidmore-Wilhelm bolt tension measuring, or the effects of the Milankovitch cycles on global climate shifts, the go to fountain of wisdom is an online search engine or database that supplies a dizzying array of information on just about any subject in mere moments.

Today, most of us take Google and similar websites, along with their underlying technologies, for granted. This is natural. We don't think about the functions of the internal combustion engine each time we hop into the car either.

Yet, like the automobile, the Internet has revolutionized the world, and the fastener industry along with it.

At the FCH Sourcing Network, we've been thinking about the development of the web as it pertains to sourcing and selling fasteners for over ten years, about the same amount of time Facebook has been a major force, if you can believe it. And we've seen lots of changes during this time.

Industry veterans and newcomers alike have been using the Internet to perform their duties in a growing variety of ways for years. But today, a significant and growing segment of purchasing and sales people within the fastener industry do not know a time when Internet data-mining was not available to do their jobs. Add to that the dynamic of

mobile technology, and we have an industry today that conducts its business in a very new way.

Although the topic could be fodder for spirited conversations during the next Young Fastener Professionals event, it's widely opined that, generally speaking, today's newer fastener professionals do not have the same depth

of product knowledge as their forebears. And why should they? The universe of fastener wisdom is available at their fingertips, 24/7, from their desktop or smart device.

Einstein is reputed to have said, "Never memorize what you can look up in a book." I used to love to throw this quote out to my physics professor (He didn't buy it.), and Einstein never had the Net, but you get the idea. For better or for worse, what today's rookies may lack in fastener knowledge, they are offsetting with ubiquitous data access and technical know-how.

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## ROTOR CLIP CELEBRATES 60 YEARS

by Justin Arbadji

There was a time when manufacturing was at the forefront of the economy. Nearly 2/3 of the American workforce used to work in factories and had long standing jobs that defined the meaning of hard work and industrialization. Before China and Japan emerged as valued competitors, the United States was leading the charge. In the early 1900s, the Industrial Revolution was underway. By the 1930s, automobiles could be seen in the streets, with Henry Ford helping build a new line of American made cars. Today, the world has changed with technology and internet emerging fast and IT jobs increasing in demand, while the industry that was once the building block of innovation has declined, as less emphasis has been put on manufacturing, the chain that started change in America.

A majority of us have seemed to forgotten the value that was once manufacturing. A lot of companies these days are merged together and few long standing American made brands are left. Luckily, one company has emerged among the chaos and has stayed true to the core values and hard work that defined the building blocks of their matter; Rotor Clip Company is celebrating its 60th Anniversary this year.

60 years, 6 decades: a long standing tenure of excellence. Rotor Clip opened its doors in 1957, when the company was founded by Robert Slass in Farmingdale, NY in a 2000 square foot building. There wasn't much available to Slass and his staff at the time, but he had a vision to spread innovation through his product line and become a trusted member of the manufacturing industry. His plan worked as the company moved to the Bronx, NY in the early 1960s and then relocated to its current estate in Somerset, NJ in 1972. Since then, his sons Jonathan

and Craig Slass have affirmed the daily operations of the company.



Today, Rotor Clip Company is regarded as the global leader in the manufacture of Tapered Section Retaining Rings, Constant Section Retaining Rings, Spiral Retaining Rings, Wave Springs, and Self-Compensating Hose Clamps. All of this is achieved in a 238,000 square foot facility in Somerset, NJ with operations also in The UK, Germany, The Czech Republic and Shanghai, China providing worldwide services to its customers.

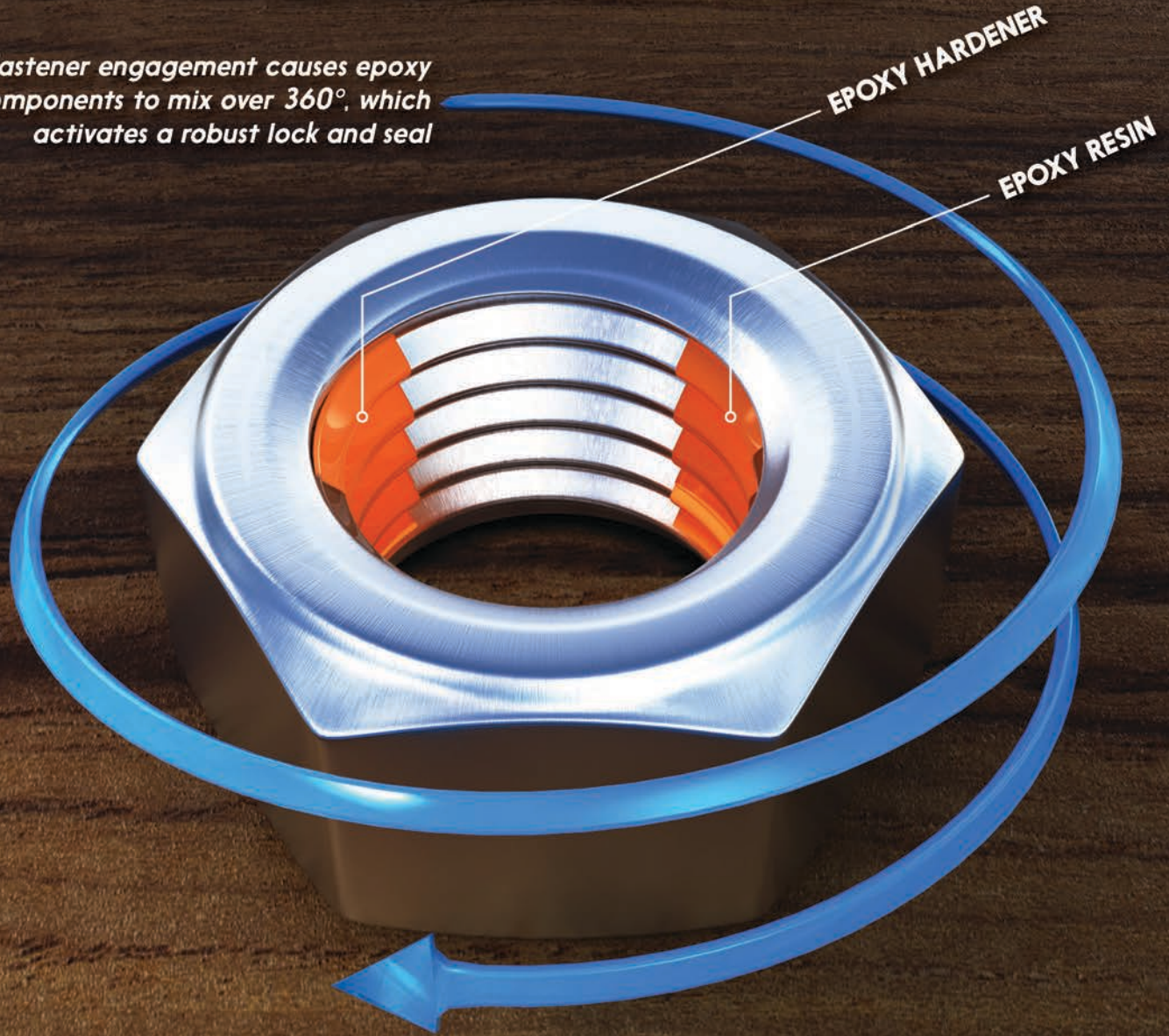


Rotor Clips products support and serve many industries including Automotive, Aerospace, Wind Power and the Military. If you were to look at the parts of a car, you would see that Rotor Clips products serve a function for nearly every component of the automobile.

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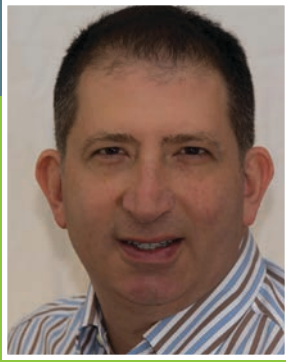
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**Salim Brahimi** Director of Engineering Technology

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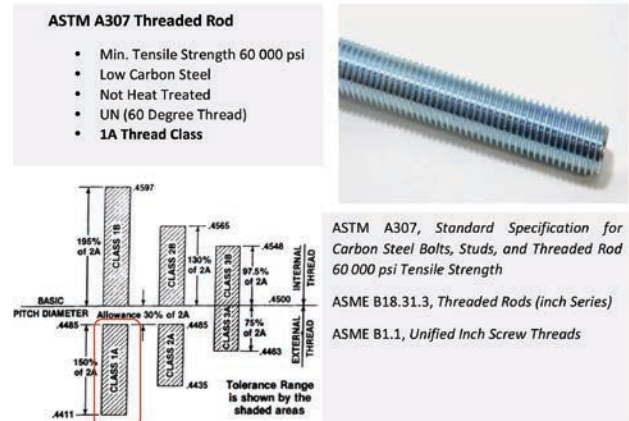
# BE AWARE OF SUB-STANDARD THREADED RODS MAKING THEIR WAY INTO NORTH AMERICA



It has become apparent that substantial volumes of imported threaded rod have been entering into the marketplace in North America since 2012. These products are sold as A307 threaded rod, however, in many cases they do not meet the requirements of ASTM A307, raising concerns about product safety and unfair competition.

ASTM A307, Standard Specification for Carbon Steel Bolts, Studs, and Threaded Rod 60000 psi Tensile Strength, is a standard specification for fasteners with minimum tensile strength of 60,000 psi. ASTM A307 fasteners are made from low carbon steel and are not quenched and tempered. Consequently, they fall into the lowest fastener strength category. With respect to threaded rods, dimensional characteristics are specified in ASME B18.31.3, Threaded Rods (inch Series). The thread form is Unified Inch with a standard 60 degrees

UN thread profile and Class 1A thread tolerance, as specified in ASME B1.1, Unified Inch Screw Threads. Class 1A is the thread class that provides the largest tolerance and the loosest fit (See Figure 1).



**FIGURE 1. PRODUCT REQUIREMENTS FOR ASTM A307 THREADED ROD**

Investigations into the quality of imported threaded rods have revealed in many cases the basic 60-degree profile of UN screw threads is not respected. A significant quantity of threaded rod has been found with thread flank angles in the range of 43-48 degrees. Thread flank angles as low as 37-40 degrees have also been observed. In these extreme cases, the threads oddly resemble spaced threads (see Figure 2 on next page). Threaded rods with low thread flank angles typically pass GO gage inspection, the most common verification method, which is why they are not often detected.



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## 2017 INTERNATIONAL FASTENER EXPO WRAP-UP

by Courtney Harold

From October 17 through 19, North America's largest and most well-known gathering of fastener industry professionals returned to Las Vegas for the 37th consecutive International Fastener Expo. We want to thank all of our amazing media partners, corporate sponsors, exhibitors and attendees for making 2017 the expo's greatest year yet.

### Record-Breaking Attendance and Increase in Executive Presence

It was a packed floor with a record-breaking 5,000+ in attendance, 2,500+ qualified decision makers and over 750 exhibitors. A 26% increase in attendance over the past two years. Since 53% of attendees were executive management, it made for invaluable introductions and more commerce than ever done directly on the show floor. Exhibitors and attendees gathered in the expo hall for the Demonstration Zone, sales conversations, Young Professional and Hall of Fame award ceremonies, welcome events, happy hours, and cutting edge education sessions. Over a 1,000 people attended our opening night industry party with an open bar, whiskey

tasting and cigar rolling. Emerald Exposition's strategy to co-locate with MetalCon proved highly successful, producing the busiest show floor IFE has ever seen.

Under the Emerald Expo's new VIP strategy, IFE attracted dozens of C-Level teams from massive distributors like Optimas Oe Solutions and Wurth Industry North America, including their CEO's, who



**BILL DERRY, FIELD FASTENER (LEFT) AND ADAM PRATT, SHEREX FASTENING SYSTEMS (RIGHT)**



**ND INDUSTRIES AT IFE 2017**

walked the show floor this year for the first time. In fact, 55% of the largest 50 distributors in the world attended IFE 2017.

### What our Attendees Had to Say

The #1 reason people return to The International Fastener Expo year after year is the unmatched opportunity for relationship-building that happens when thousands of exhibitors and attendees from up and down the entire supply chain gather. In 2017 we put a priority on the kind of face time that gets real results, with a "personal reach" format. Attendees told us it worked:

*"This expo provides so many opportunities to network and meet with new suppliers that I don't get to see. I was able to find a new supplier for custom parts and place the order before I left,"* said Craig Christensen, President of Trinity Fastener.

Likewise, Bob Valentine, President of MC2 reported, *"It's my first time visiting the expo and I found three new machinery resources. I'm looking forward to next year - I'll be there!"*



# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017





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# WHY PURCHASE FLANGE PRODUCTS FROM ICS FLANGE?

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- ▣ **HOLDING PRESSURE:** Flanges increase holding pressure where the bolt or nut meets the surface of that part. More holding pressure translates to a stronger and more reliable connection.

- ▣ **REDUCED STRESS:** The mating parts are under less stress because of the larger surface area and equal pressure placed on the parts.

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- ▣ **LOCKING FEATURE:** All flange nuts can have a locking feature added to the parts. Flange nuts are available in top or center, all metal locking and nylon insert.

- ▣ **UNIFORM APPEARANCE:** When cosmetic appearance is important there is only one part so every assembled part will look the same.



ICS Flange has been in the flange bolt and nut distributing business for over 20 years. We started selling flange products in 1995 and stocked 1/4" – 3/8" diameter serrated flange bolts. As customers became more aware that we were stocking these products, business expanded. In turn, we added more sizes, styles, and grades. Grade 8 frame bolts became a very successful category and demand for these products in many different finishes continues to grow. This growth increased our inventory as well as our sales. With the growth in our flange bolts, the demand for flange nuts also increased. We then began to see our customers asking for pricing on different types of flange nuts with locking features, free spinning and varying finishes.

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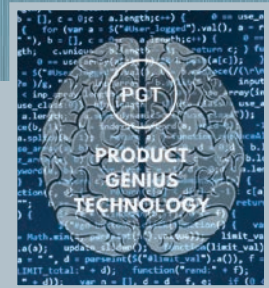
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## FASTENER INDUSTRY VETERANS ISSUED US PATENT FOR ECOMMERCE TECHNOLOGY

Product Genius Technology Founders and Fastener Industry veterans, Lisa J. Kleinhandler, CEO and Cris A. Young, EVP announced today that the United States Patent and Trademark Office has issued Patent 9,760,944 for Systems, Methods, Servers and clients for inventory exchange.

The patent covers inventions built for eCommerce to improve customer experience of online shopping allowing customers to search, sort and purchase from thousands of products on one page in a visually acceptable manner.

With this proprietary technology, complex product catalogs with multiple dimensions, such as those found in the industrial supply industry, are easily organized into a single page allowing customers to see all product variations at once and easily add those products to eCommerce carts. The Product Genius Technology was built in 2015 and has been beta tested and deployed on Kleinhandler's 80-year-old family fastener business website [www.HudsonFasteners.com](http://www.HudsonFasteners.com).

"Today's marketplace is growing increasingly competitive with the introduction of new Internet technologies almost daily. The most successful businesses will be those who leverage their intellectual property to give customers the experience they are looking for when buying products," said Ms.

Kleinhandler. "Product Genius Technology has applied for multiple patents covering our technology, this was a necessary step as more B2B industrial buyers convert to online and mobile ordering processes." she said.



**LISA J. KLEINHANDLER | CEO**



**CRIS A. YOUNG | EVP**

technology. Product Genius Technology allows clients to search complex product categories, eliminating filtering systems that lead to poor customer experience. This technology was born from their desire to improve customer experience when buying industrial supplies online. Due to the complexity of industrial supply catalogs the transition to strategic online eCommerce has been complicated for distributors.

Demand for B2B customer experience technology and services is growing rapidly as more companies seek the ease and convenience of making online purchases, and as company owners pursue innovative efficiencies and streamline operations to lower costs and grow customer experience and satisfaction. According to Forrester Research, B2B online sales are forecast to surpass \$1.1 trillion by 2020.

Product Genius Technology is a portfolio company at the Youngstown Business Incubator. Lisa and Cris together bring over 50 years of fastener and industrial supply chain experience to this exciting new eCommerce

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# HYDROGEN EMBRITTLEMENT IN FASTENERS CASE STUDIES - PART 1

*This is the first in a series on Hydrogen Embrittlement in Fasteners Case Studies.*

It seems you cannot pick up a fastener publication without seeing something on Hydrogen Embrittlement (HE) – so even though you may be sick of hearing about it, before you decide that you really don't need to read this article – read this:

*Hydrogen Embrittlement is not going away any time soon. Even if you do not have any exposure to this risk (fact is – if you are a fastener supplier you have exposure – period) it is in your best interest to understand it, and to help those of us who deal with it on a regular basis rid our industry of this insidious problem.*

*In spite of all we have done to educate the industry, we still have regularly occurring HE cases that result in high-dollar costs to the supplier. In most cases, the supplier never saw it coming. I want to show you how to see it coming, how to avoid it, how to eliminate it from your risk matrix - and if you must be in the business of supplying HE susceptible fasteners, how to do it profitably and properly.*

*Because this is The Distributor's Link Magazine, these case studies will focus on fastener suppliers throughout the supply chain – manufacturers, importers, distributors, and retailers. However, HE has had its way with others in the industry. This includes platers, end users, the government and military, and even the occasional consultant (ask me how I know).*

*When it comes to HE in fasteners there are three kinds of suppliers:*

*[1] Those who know what HE is and how to manage the risks*

*[2] Those who can spell Hydrogen Embrittlement, maybe they know what it is – but they don't know much beyond that*

*[3] Those who are completely ignorant -maybe they have heard the term, but they know nothing about it.*

*Over the past 20 or more years I have handled multiple HE cases for clients in each of these categories. This series of articles will examine cases that have affected each of these kinds of suppliers. The names of the suppliers, their customers, and sometime the description of the product may be withheld or changed for the sake of confidentiality.*

Ok – you got this far. If you are in the second or third category above, I encourage you to read the previous articles I have written for this magazine on HE. These articles will help inform you on the nature of HE, the whole issue of baking to relieve HE, and there is a very important article on HE failure investigation. If you are in the first category, you probably have already read these articles. Good. Go back and read them again.

### **CASE NUMBER 1: The HE Problem That Did Not Actually Involve HE**

In this case, there was no HE, and there was no good reason to suspect HE, but because of the supplier's failure to follow processing instructions regarding HE, a line was shut down, and assembled product was reworked and or scrapped.



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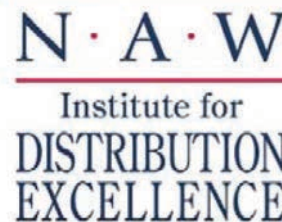
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## THE NAW INSTITUTE FOR DISTRIBUTION EXCELLENCE ELECTS THREE NEW DIRECTORS

The NAW Institute for Distribution Excellence, the research arm of the National Association of Wholesaler-Distributors (NAW), has announced the election of three new members to its Board of Directors: Michael G. DeCata, President and CEO of Lawson Products, Inc.; Kevin M. Short, President and CEO of Polymershapes; and Edward Gerber, President and CEO of the Industrial Supply Association (ISA).

According to Ron Calhoun, Chairman of the NAW Institute for Distribution Excellence Board of Directors, and President and CEO of The Palmer Donavin Mfg. Co., "We are very pleased to have Mike DeCata, Kevin Short, and Ed Gerber join us on the NAW Institute Board. We look forward to their involvement and industry insight as the NAW Institute continues to produce excellent work for the benefit of the wholesale distribution industry."



Founded in 1952 and headquartered in Des Plaines, Illinois, Lawson Products sells and distributes specialty products to the industrial, commercial, institutional, and government maintenance, repair, and operations market (MRO). The company also manufactures, sells, and distributes specialized component parts, with services to original equipment manufacturers (OEMs) through the Automatic Screw Machine Products Company. Lawson Products is consistently recognized as one of The 50 Best Companies to Sell For by Selling Power magazine and is ranked among Industrial Distribution magazine's Big 50 and Modern Distribution Management's Top 40 Industrial Distributors.

Prior to joining Lawson Products in 2012, DeCata served in executive leadership roles at United Rentals, Inc.; W.W. Grainger, Inc.; General Electric; and Chef's

Warehouse, a \$300 million specialty food distributor where he served as President.



With headquarters in Huntersville, North Carolina, Polymershapes is a distributor of plastic sheet, rod, tube, film, and associated products, with more than 70 years of industry-leading heritage. The firm operates 67 distribution locations and serves 35,000 customers across the Americas in Canada, Mexico, Chile, and the U.S.

Prior to joining Polymershapes, Short was with Laird Plastics, holding a variety of commercial roles and serving on the executive team. Before entering the plastics distribution industry, Short spent several years in sales and sales management with Univar, one of the largest industrial chemical distributors.



Located in Philadelphia, Pennsylvania, the Industrial Supply Association (ISA) is the leading trade association for the maintenance, repair, operations, and production (MROP) supply channel. With more than 900 member companies, ISA provides education, networking, information, and relationships that drive success for its members and their customers in the Industrial MROP marketplace. Its mission is to help its members develop and advance their companies and careers.

Before joining ISA, Gerber spent more than 25 years within the distribution industry serving as President of Petry & Morrow, Director of Sales and Marketing for Precision Twist Drill Company, and Executive Vice President of Sales and Marketing for Industrial Distribution Group.



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## USING SPIRAL RINGS FOR IMPERFECT GROOVES

by Jürgen Wenzel

Standard tapered retaining rings are designed to be installed into square cornered grooves on shafts and in housings/bores, according to stated catalog specifications. This has been the acceptable means of applying retaining rings to applications in a variety of industries including Aerospace, Military and Automotive. However, cost cutting demands have compelled many companies to find more efficient ways to locate the grooves on the shafts and in the housings they require. One of these methods involves rolling the groove instead of machining it. This is accomplished by applying pressure to the shaft or housing while it is being formed to produce the groove. This is in contrast to machining it in a secondary process using a lathe or other similar automated machining process.

Tapered retaining rings are not optimally inclined for insertion in a rolled groove. In this case, the better choice would be a two turn spiral ring due to the nature of the contact between the ring and the rolled groove surface. Two turn spiral rings have smooth edges and are less abrasive to the groove edges.

**As seen in Figure 1**, this tapered, external retaining ring is designed to fit a square cornered groove, allowing for optimal contact to hold the ring in place.

**As seen in Figure 2**, when there is a rolled groove, the tapered ring, due to its geometry, has limited contact between the groove and the ring.

**As seen in Figure 3**, the geometry of the two turn spiral ring allows for more contact with the rolled groove. The process above shows why it is better to utilize two turn spiral rings to maintain contact with rolled grooves. However, even though rolled grooves may provide cost savings, they are not the best choice for any retaining ring type, especially if application life and safety factors need to be considered. ◊

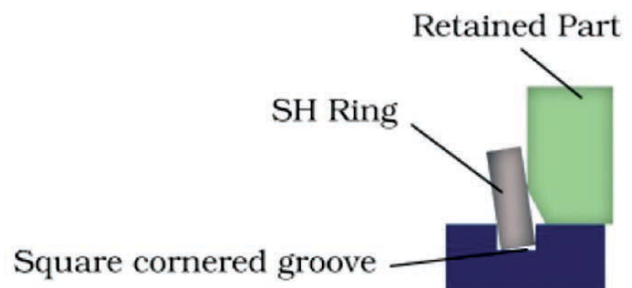


FIGURE 1

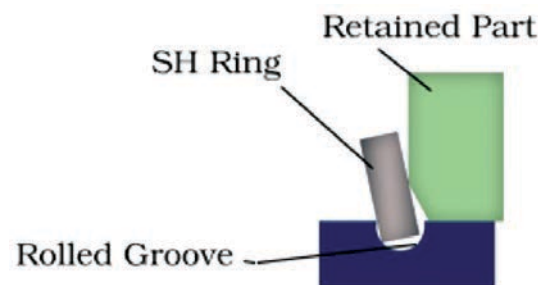


FIGURE 2

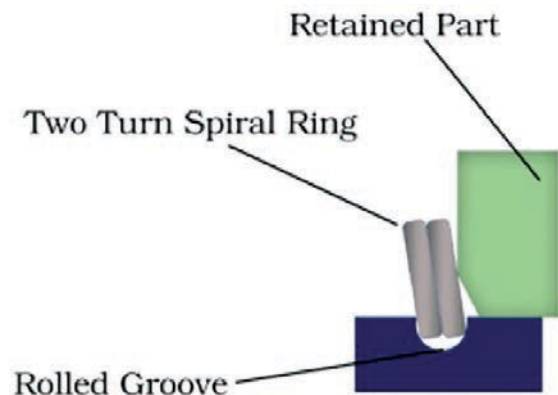
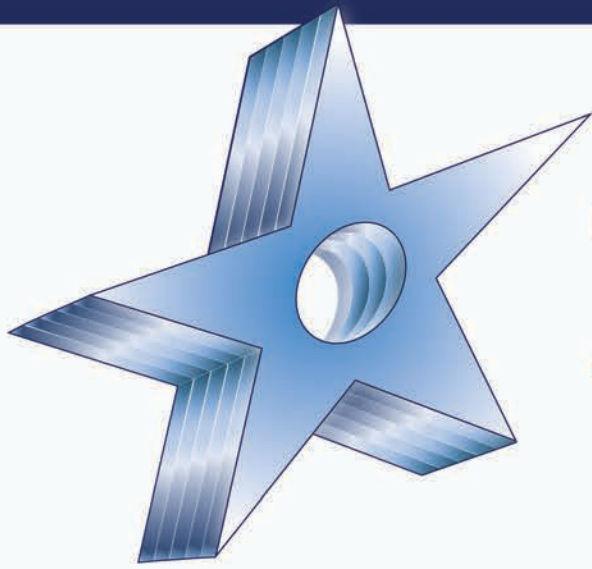


FIGURE 3



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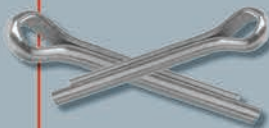
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## distributornews

**Earnest Machine** has been awarded a 2017 Business Longevity Award from Smart Business News. The award recognized 44 Northeast Ohio companies with at least 50 years in business that have demonstrated their ability to adapt and evolve with the changing times.

Earnest Machine was founded in 1948 and remains a family owned business that has grown into a leading master distributor of fasteners in the United States and Europe. The company relies on modern tools—such as e-commerce, YouTube videos and an innovative quoting app for specialty fasteners—to help it stay ahead of the competition.

For more details on Earnest Machine's Business Longevity Award, check out Smart Business Online.

Earnest Machine was founded in 1948 and is a global importer, distributor, and manufacturer of large diameter and hard-to-find fasteners for the agriculture, construction equipment, heavy transportation, mining, structural construction and wind industries. Earnest maintains warehouses, sales offices, and manufacturing centers in Cleveland, OH, and Wolverhampton, England, as well as warehouses in Atlanta, GA, and Indianapolis, IN.

For more information contact Earnest Machine by Tel: 1-800-327-6378 or visit them online at [www.earnestmachine.com](http://www.earnestmachine.com).

A large graphic in the center of the page. It features a large grey gear on the left, with bright orange and yellow flames rising from its center. To the right of the flames is a white baseball with red stitching. The text 'We Love The Astros!' is written across the baseball in a bold, blue, sans-serif font with a red outline.

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# OBITUARY

## **Morrie Halvorsen (1931-2017)**

STAFDA's first executive director, Morrie Halvorsen, passed away on October 31 at age 86. His passing was announced on November 13 during the General Session at STAFDA's Austin Convention & Trade Show, Austin, TX, November 12-14.

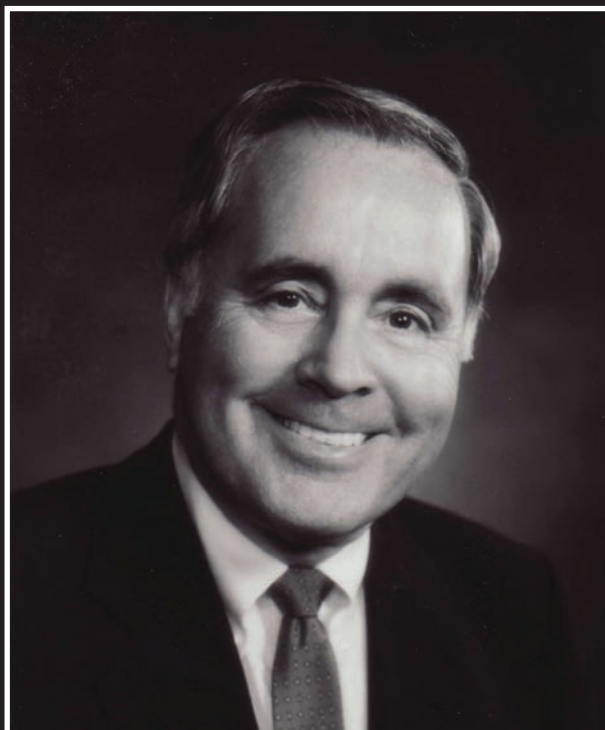
A longtime resident of Elm Grove, WI, he was born May 23, 1931 in Fort Pierce, FL. He is survived by his wife, Patsy, and daughter, Georgia Foley.

A high school standout in basketball and tennis, he was inducted into his high school's Athletic Hall of Fame in 2015. Morrie attended Denison University, Granville, OH, for two years before earning his B.S. in economics from the University of Wisconsin-Madison.

He was a proud Wisconsin Badger and Green Bay Packer fan! He was a member of Phi Gamma Delta fraternity at both universities and later took business courses at the University of Michigan and Wharton School of Business.

He spent two years with the U.S. Army running an Armed Forces Radio Station in Whittier, AK. That was followed by a brief stint as a TV anchor with KWWL-TV and radio, Waterloo, IA.

In 1956, he joined Milwaukee Electric Tool, Brookfield, as a sales trainee and worked his way up to Vice President-Sales & Marketing. From 1972-1976, he held a similar position with ITT Phillips Drill, Michigan City, IN.



During his time with Milwaukee and Phillips, he realized there was no national trade association for distributors/manufacturers in the tool and fastener industry.

When he learned 18 distributors had started such an organization, he applied for the job as executive director and held that post until his retirement at the end of 1999.

During his 23 years with the Specialty Tools & Fasteners Distributors Association (STAFDA), the organization grew to over 2,300 members with 60 programs and services including an annual convention & trade show.

When he announced his retirement, he was pleased STAFDA's Search Committee selected his daughter, Georgia, to succeed him.

Morrie's request was not to have a funeral. A celebration of his life was recently held for friends and family. There was a private family burial.

*Any donations are encouraged to the American Parkinson Disease Association or the charity of your choice.*

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## STAFDA'S DEBUT IN AUSTIN DOESN'T DISAPPOINT

by Georgia H. Foley, Executive Director

The Specialty Tools & Fasteners Distributors Association (STAFDA) held its 41st Annual Convention & Trade Show at the Austin Convention Center – November 12-14 – the first time the group ever met in Austin, TX. The response to the destination was overwhelming: the Trade Show sold out within a month with additional space having to be secured at the Hilton Austin; and six overflow properties were added to the three host hotels. Final attendance was 4,470 with 649, 10x10s, and seven, 50x50 islands.

STAFDA made a concerted effort to address the younger generation by inviting college students from the University of Alabama-Birmingham and Texas A&M to attend the meeting. They could learn from the educational workshops, participate in the Young Professionals Luncheon, and interview one-on-one with members during the Speed Interviewing Session. Three Twitter walls were strategically placed throughout the Convention Center where students and members alike could make postings.

There were six educational workshops offered on topical business issues. Marketplace expert, David Avrin, led a program on *"Blink They're Gone: Why Today's Customers are Leaving for the Competition & How to Win them Back."* Eric Chester, a leading authority on developing a work ethic with Gen Xers, had a full session with his program, *"Reviving Work Ethic: How to End Entitlement Mentality & Create an Environment of Achievement."* Communications expert, Jill Geisler, focused on how to give positive (and negative) feedback to employees to make the most of their abilities, and Jason Young, a former Southwest Airlines manager,



addressed the importance of creating *"Work Teams that Succeed."* A smaller, more targeted workshop featured Thomas Schoenfelder from Caliper Assessment, on the demand of today's sales professionals to better establish credibility with customers and how to meet their changing expectations.

Crowd favorite, economist Alan Beaulieu, led his annual session on today's construction market, inflation, and the future trends that will impact members' businesses.

STAFDA's General Session opened with a powerful theme song, STAFDA Pride, which accompanied an impactful video dedicated to the people STAFDA members serve: The Workin' Man. The Session featured State of the Industry speakers, STAFDA President, Tom Leahy, Border Construction Specialties, Scottsdale, AZ, with a distributor's perspective, followed by Joseph Smith, CEO, Metabo Power Tools North America, who presented a manufacturer's point of view.

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### INDUSTRIAL JEWELER JOINS FAB

by Jim Ruetz

Matt Goldberg is the owner of Accurate Manufactured Parts Group, known as “AMPG” in the trade. He started the business 30 years ago after learning about the fastener industry at Tower Fasteners on Long Island in New York, NY, and later as a Product Manager at MSC.

Goldberg saw a niche in aggregating specialty fasteners that tended to be imported into a single source job shop that manufactured the parts domestically in the United States. At first, he sourced parts from local job shops, but in 2002 he made the leap to becoming a manufacturer with the purchase of three Swiss Lathes and a couple of milling centers. The equipment was purchased used from another shop that was upgrading.

With a strong commitment to expanding manufacturing, Goldberg made a bold move in 2004 to relocate AMPG to Indianapolis, IN, where there was a better ecosystem in place to grow his manufacturing operation. It has been a smashing success. AMPG now has over 35,000 unique specialty fasteners, which Goldberg affectionately refers to as “industrial jewelry.” AMPG has 22 state-of-the-art Swiss Turn machines cranking out 16 million pieces annually on a 24/7/365 basis. It is a “lights out” operation that tenders AMPG some of the lowest piece costs anywhere in the world.

Goldberg's story and the story of AMPG are quite entrepreneurial. He is humble in his orientation and

credits others for helping him to navigate such a complicated operation. “We believe in the power of expert advice,” notes Goldberg. “I have the best independent advice from outside consultants that exists today – from managing the generational transfer of the business to my



MATT GOLDBERG OF AMPG WITH “ARMAGEDDON”

kids, to a unique culture that leverages the people investment we have to produce outsized results. My advisors encompass manufacturing efficiencies, forward thinking technical and technology advice, and the legal and accounting services any well run business needs.”

Goldberg also credits his employees. AMPG has an array of people development and cultural development tools to fortify team commitment, productivity, and results. AMPG has a unique internal training and certification program for Swiss Turn operators that train people “The AMPG Way.” AMPG requires and pays a personal trainer for each employee to receive one hour of personal fitness training each week. “We want our people to be the best, and to recognize and appreciate that we care for them, and in turn, they care for their fellow employees and our customers.”

As Goldberg and his family have navigated this journey, he has sought out more so-called “expert” perspectives. He notes, “92% of our product is in the fastener field, and I wanted to get closer to the marketplace. With over 30 years of experience in the fastener world, I need a fresh perspective.”



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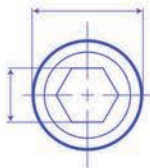
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## distributornews

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For more information contact Advance Components at 2920 Commodore Drive, Suite 100, Carrollton, TX 75007. Tel: 1-800-275-7772, email: sales@advancecomponents.com or visit them online at [www.advancecomponents.com](http://www.advancecomponents.com).

## distributornews

**BTM Manufacturing** is proud to announce Atlas Industry Marketing (AIM) as a new rep. AIM is a regional Manufacturer's Representative agency servicing the four states of Texas, Oklahoma, Louisiana, and Arkansas.

Atlas Industry Marketing serves as a professional liaison between quality manufacturers and wholesale suppliers of commercial and aerospace related fasteners and products. AIM's focus is primarily on industrial distributors and some Original Equipment Manufacturers (OEM's).

AIM's President and Sales Manager, Alan Lindahl, offers nearly 25 years of experience in regional territory sales and a strong background in fastener and hardware product sales. Alan's son, Zac Lindahl, is an outside sales representative for Louisiana and the southern half of Texas and has been with the company since 2014.

By partnering with quality-driven organizations like BTM Manufacturing, AIM is able to supply highly competitive and premium value-added products and services to customers. Through the use of a positive, consistent, and interactive sales approach, AIM strives to be the preferred supplier representative and resource of products, technology, experience, and talent to the organizations and industries served.

"Alan and his team bring over 25 years of industrial sales experience to the BTM landscape. We believe Atlas Industry Marketing will be a great addition and a valuable asset in broadening the reach of the company," said Jake Davis, BTM Manufacturing President. "Atlas' mission statement focuses on superior personal service, which is an imperative business practice for BTM to recognize in a partnership. We are excited to explore this partnership and grow together."

Atlas Industry Marketing's website can be found at [www.atlas-im.com](http://www.atlas-im.com)

For more information contact BTM Manufacturing at 15403 Andrews Road, Kansas City, Missouri 64147. Tel: 1-800-369-2658, Fax: 816-331-0473, Email: sales@btm-mfg.com or visit them online at [www.btm-manufacturing.com](http://www.btm-manufacturing.com).

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## Anthony Di Maio

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

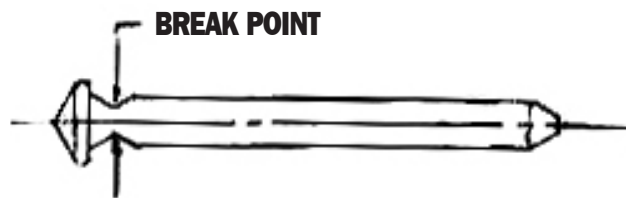
## BLIND RIVETS

The characteristics of a blind rivet can be changed to accommodate the requirements of a special blind rivet application. Your blind rivet manufacturer can alter the design and function of the blind rivet to fit your rivet application. Some of the changes to the blind rivet can be, clamping pressure, mandrel break loads, hardness of the rivet body and length of rivet body.

The following are a few examples of altering the blind rivet characteristics to function in a special blind rivet application.

A client was blind riveting a small decorative plastic component to a clear plexi-glass assembly.

There was no need for a high clamp load in this application because a high clamp load would crack and damage the plexi-glass. To reduce the clamp load of the blind rivet, the tensile strength or break load (which means the same thing) of the mandrel had to be reduced. This was achieved by reducing the diameter of the break point of the mandrel.



By reducing the diameter of the break point of the mandrel, the cross section area of the mandrel was also reduced, thus reducing the tensile strength of the mandrel. Because of this reduction of the tensile strength of the mandrel, the client was now able to blind rivet the plastic component to the plexi-glass without damaging the plexi-glass.

The blind rivet manufacturer can produce mandrels

with a special tensile value to accommodate these special blind rivet applications. The blind rivet manufacturer would record the tensile strength of the mandrel wire used to produce the mandrel and also record the diameter of the mandrel's break point. With these two factors recorded, the manufacturer can reproduce the required mandrel tensile for a special blind rivet application time and time again.

The Industrial Fasteners Institute specification IFI-114 lists the mandrel tensile requirements for the standard open-end blind rivets. These listed mandrel tensile work well for standard blind rivet applications. There are many assembly applications where a blind rivet is the ideal fastener to use, but the standard mandrel tensile or break load values are too high.

A blind rivet application that I worked on where the standard mandrel tensile was too high for the application was with automobile windshield wipers. The client wanted to blind rivet two components of the windshield wiper with a 1/8 diameter stainless/stainless blind rivet.

A standard 1/8 diameter stainless/stainless blind rivet with the standard mandrel tensile strength was too high and when setting the blind rivet, the blind rivet would enlarge the diameter of the holes in the thin steel of the windshield wiper component. I produced mandrels from a lower tensile strength stainless wire and reduced the diameter of the break point of the mandrel to where the client could blind rivet the windshield wiper components together without enlarging the rivet hold and still have a secured fastened assembly.

Because of the design of a blind rivet. It allows flexibility to alter each of its components (rivet body and mandrel) in tensile, clamp load etc. to work successfully and consistently in special blind rivet applications.

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## MWFA ANNOUNCES 2018 BOARD OF DIRECTORS by Nancy Rich

### Congratulations to the New MWFA Board

<b>President</b>	Wayne Wishnew - XL Screw Corp.
<b>Vice President</b>	Mike Henry - MKH Sales & Associates
<b>Treasurer</b>	Paula Evitts - KDS Imports
<b>Secretary</b>	David Gawlik All-Tech Hardware LLC/Autocraft USA

### Directors

Jeff Adams - Wing-Hamlin Co. Inc.  
Glen Brin - Innovative Components Inc.  
Matt Delawder - SWD Inc.  
George Hunt - Brighton Best Int'l  
Bryan Wheeler - Star Stainless Screw

### Alternates

Bob Baer - Abbott Interfast Inc.  
Rich Cavoto - Metric & Multistandard Components  
Bob O'Brien - Certified Fasteners & Industrial Supply  
Brad Woolace - International Fasteners Inc.

### 2018 MWFA Calendar

<b>February 22</b>	Dinner Meeting
<b>March 15</b>	Education-Fascination with Fasteners
<b>April 13</b>	Social Event
<b>May 10</b>	Heat Treating/Plating Seminar
<b>May 17</b>	Print Reading Seminar
<b>June 4</b>	Table Top Show Belvedere Banquets-Elk Grove, IL
<b>June 5</b>	Golf Outing Eaglewood Resort
<b>August 13-17</b>	Certified Fasteners Specialist Class
<b>August 16</b>	MWFA Mixer
<b>September 20</b>	Open House
<b>October 18</b>	Education Seminar
<b>November 8</b>	Dinner Meeting Scholarships & Elections
<b>December 13</b>	Holiday Party



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# INTRODUCING FAR SRL TO THE US FASTENING WORLD

Founded in 1957, and with 60 years of activity in the Fastening world, FAR s.r.l. is a leading company in Italy and in Europe in the production and distribution of high-technology articles for fastening.

Under the direction of the owner family Generali, through its highly specialized 130 employees and the support of an automatic warehouse system and semi-robotised packaging units, the company, concentrates in 14.000 sqm plant, based in Bologna, the whole production processes of its high-quality products: 1.blind rivets, 2.blind rivet nuts, 3.tools and 4.semi-automated solutions. Thanks to a very wide and diversified experience, FAR designs and produces:

▫ **Blind Rivets** - more than 600 standard articles in aluminium, copper, steel and stainless steel alloys are displayed in the catalogue, with different options in the anodising and painting surface treatments. Special rivets manufactured according to customers' request and a wide selection of structural and high-performance blind rivets complete the range.

▫ **Blind Rivet Nuts** - more than 200 standard products in steel, aluminium and stainless steel, cylindrical and hexagonal shapes, with metric threads from M3 to M12. The in-house production process allows FAR to boost among standard products a wide selection

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Some of FAR technologies have been distributed in the US for more than 20 years and are already very well known by the insiders of the fastening technology as a quality product, long lasting and with a very highly competitive price.

FAR has in fact established in the US a strong net of authorised dealers with a solid experience and excellent image in this sector, ready to quickly react to customers' needs thanks to their extensive FAR tools inventory. To their support, FAR tool repairs centres can act, if needed supporting FAR technology & assure a prompt service to customers all over North America

All technologies are certified ISO 9001 & TUV and this means that over the products, all the processes from the design to the post-sale assistance are fully certified.

See [www.far.bo.it](http://www.far.bo.it) for technical information, videos or sales support on all FAR technologies. 





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## Robert Footlik

Robert B. Footlik, PE is a retired Professional Industrial Engineer. With over 50 years' experience as a Warehouse and Logistics Consultant to a wide variety of clients including Fastener Distributors, Bob has a wealth of valuable information for our industry and he is willing to share it. While Footlik & Associates is now closed, his expertise is still available to his friends and our readers. For friendly advice, a second opinion or just to start a conversation, he can be reached at [robert@footlik.net](mailto:robert@footlik.net).

## THE PARTY PROBLEM - A CASE STUDY

No college management course is complete these days without a "Case Study." Generally this is an individual or group assignment designed to emulate some sort of real world situation. As a "Junk Professor" I certainly could not pass on this opportunity to have fun while accidentally learning a lot about Distribution, Warehousing and Logistics. Here's the Case Study as presented for your benefit. By all means feel free to follow along, develop your own unique solution and submit it to me via Link Magazine. It's an opportunity to hone your creative and management skills at absolutely no tuition expense.

Enjoy the ride, keep your mind open and be sure to check all the continuations.

### *Some Really Wonderful News!*

I just received word that your family is so delighted with your participation in this Link Magazine article that they want to meet everyone after the semester ends. Their intent is to invite all of the class members, their spouses or guests, your beloved Professor, Dean Leo Coar and some of your close friends to dinner at

your Uncle's restaurant, "Der Schmutsic Spoon." This means that 90+ people will be invited, but probably only 80 will actually show up.

The bad news is...that your Individual Assignment from now until the next issue is to lay out the banquet room for the anticipated party. This means figuring out



where to place the tables and deciding whether to have a buffet table or pay extra for waiters to serve the guests. Along the way you will need to develop an appropriate menu, schedule plan and budget.

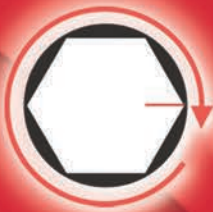
### **Stuff you better know:**

Your Uncle has already indicated that he would be highly offended if you go to any other restaurant, so for the sake of family harmony this is definitely not an option.

Unfortunately, he can only give you the room for two hours because there is a wedding coming in to set up later. Don't even think about taking an extra minute because the wedding party is for the lovely Brunhilda, daughter of Bruno, the Catering Manager. Bruno used to wrestle professionally as "Bruno the Bone Crusher."

There are two rooms and each is 30' x 30', with a movable divider wall between them.





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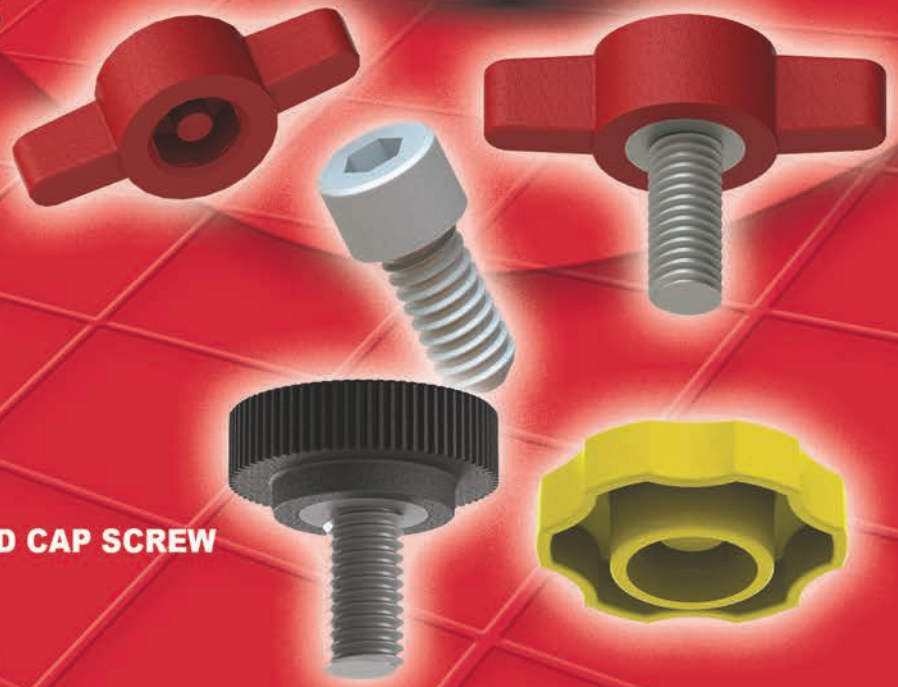
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## distributornews

The team at **Innovative Components Inc** are proud to announce that five of our employees received a 2017 Midwest Fastener Association Scholarship on November 9th at the MWFA Scholarship Dinner.

Laura Chavez, Hector Orozco, Cassie Ortiz, Jonathan Ramirez and Rudy Ramos were all awarded a scholarship to put towards their continued education. Innovative Components sees continuing education as a critical part of our process that ensures we provide the best value we can to our customers. We would like to thank the MWFA for their continued support of on-going education across the fastener industry.

Innovative Components, Inc. is an ISO 9001:2008 Certified Manufacturer of Plastic Knobs and Handles, Wire Rope Lanyard Assemblies, Positive Locking Pins, and Quick Release Hardware.

The 24 year old company operates plants in Schaumburg, IL USA and Cartago, Costa Rica. You'll receive high-production parts at import prices with domestic lead times.

For more information, contact Innovative Components Inc. at 1050 National Parkway, Schaumburg, IL 60173. Tel: 847-885-9050, Fax: 847-885-9005, Email: Sales@knobsources.com or online at [www.knobsources.com](http://www.knobsources.com).

## distributornews



**Autocraft USA LLC** has named fastener industry veteran Gordon Anderson president, announced Richard Yan, CEO headquartered in Shanghai.

Anderson joined Autocraft in 2012. Autocraft USA distributes imported industrial fasteners, including bolts, screws, nuts and washers, both standard and special, in inch or metric sizes. The company also sells concrete anchors, pins and rivets, made from steel, stainless steel or brass. Autocraft USA is headquartered at 5145

Northview Lake, Cumming, GA 30040. Tel: 404 328-5969 Email: [gordon.anderson@autocraftusa.com](mailto:gordon.anderson@autocraftusa.com)

Autocraft USA is owned by Shanghai Autocraft Co. Ltd., which manufactures fasteners for the automotive, heavy equipment and construction industries. Led by CEO Richard Yan, Shanghai Autocraft operates a 1.7 million sq ft vertically-integrated manufacturing facility in Shanghai.

Contact Autocraft at 168 Nanlu Highway, Nanhui Industrial Zone, Shanghai 201300, China. For more information about their products and services, visit their website at [www.autocraft-global.com](http://www.autocraft-global.com).

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## Roman Basi

Roman Basi is the President of The Center for Financial, Legal & Tax Planning, Inc. Roman graduated from Milliken University obtaining a Bachelor's of Science Degree with a minor in Psychology. He earned an MBA from Southern Illinois University with an emphasis in Accounting and received his JD degree from Southern Illinois University. Roman is a licensed attorney in Illinois, Missouri and Florida and is in high demand for his expertise in financial, legal and tax matters. His areas of expertise include mergers and acquisitions, contracts, real estate law, tax and estate planning.

# THE COMPLEX RULES OF A SIMPLE PARTNERSHIP

### **Small Partnership exemptions, do you understand them?**

#### **You have a Partnership, so do you have to file IRS form 1065?**

These are questions you may be asking yourself if you are one of the many people in this Country that operate your business as a Partnership. The answers to these questions are Yes, No, and Maybe.

A simple understanding as to what the IRS wants, comes in a report of some form or another that the IRS approved. Regardless, the fact is you must file taxes every year as a either a partnership or an individual. If the deadline cannot be met, you can apply for an extension under certain circumstances, which includes being unprepared to immediately pay taxes (however, at that point, the question must arise as to how strong your business is if it's unprepared for its tax burden). In regards to partnerships, it is your size (amount of partners), which determines the type of report to be filed and whether you will be subject to penalties and interest if you fail to file that report on time.. Whether it be in the form of personal income (schedule C) or a 1065, the IRS writes the rules, and the IRS punishes those who fail to comply with such rules. However, to help comply with IRS rules, the IRS has provided us with Revenue Procedure 84-35.

Revenue Procedure 84-35, created by the IRS in 1984, contains a reasonable cause exception that a "small partnership" can employ to avoid the tax penalties levied for failure to file a partnership return. However, when

making use of this Procedure, it is extremely important to understand the factors that qualify an entity as a "small partnership". Secondly, it's vital to have a professional that understands the case law which interprets the parameters of how to properly employ the Procedure. Essentially, it's important to have a professional who can mend the accounting world with the legal field.



A new article in a publication titled Federal Tax Weekly was recently released. The article could easily cause confusion and worry to a forward thinking business professional. When articles like this come out, our job, as tax professionals is to interpret them and stay ahead

of the changes and updates for all of our clients and lend the necessary expertise and knowledge to not only protect them, but to provide an outlook to maximize all potential value. Here is a prime example why competent guidance can provide your company value; the Federal Tax Weekly article states "small partnership exemptions from 1065 filing requirements do not exist"; however this is not exactly accurate.

An exemption exists under 26 U.S. Code §6698(a), which can be summarized by stating that the mandatory penalties associated when a partnership fails in a requirement provides that, except for willfulness, if a partnership is required to file a return under Code Sec. 6031, yet fails to file on time including extensions, the partnership is liable to severe penalties unless the failure is due to "reasonable cause." Clearly an exception for "reasonable cause" exists, however the question becomes what is a "reasonable cause"?

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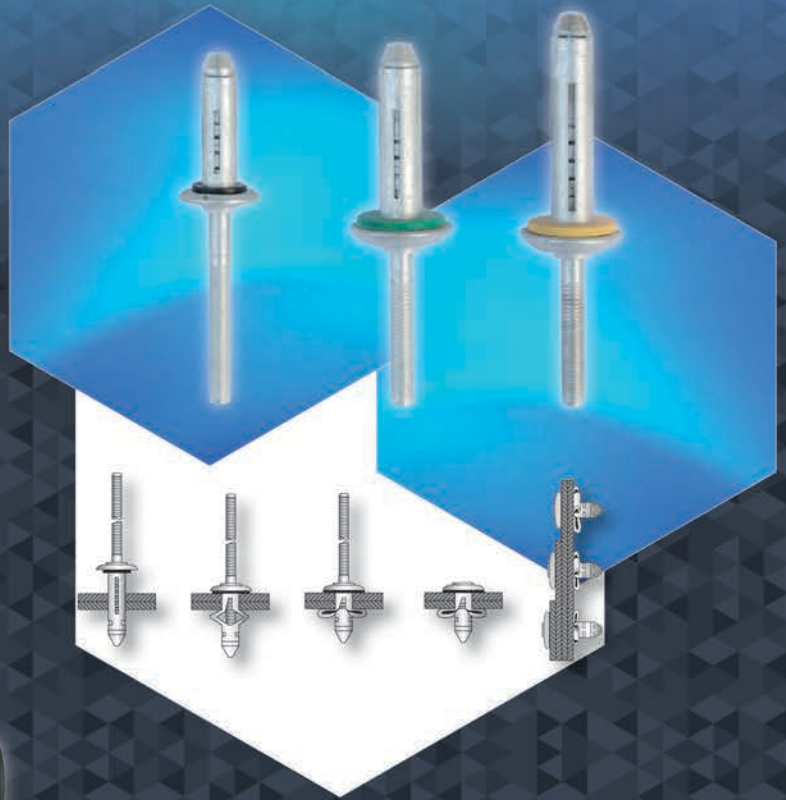
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## SEEKING EXPANDED ERP FUNCTIONALITY? WISH GRANTED!

Imagine that an antique oil lamp suddenly appears on your desk. Depending on your generation, either Barbara Eden or a zany blue Genie pops out granting you ONE wish to expand your ERP distribution software functionality with the traditional stipulation that you can't wish for more wishes. **What would you choose?**

- ▣ Expanded selling opportunities?
- ▣ Tools for greater insight into your current business health?
- ▣ A secure, faster deployment option with less upfront investment?
- ▣ The ability to conduct and manage business away from the office?

Because each of these presents a vital component for expanding overall productivity and profitability, we should take a moment to consider the benefits of each wish.

### *A Wish for Selling Opportunities: Amazon Integration*

If you think of most online retailers as sandboxes, Amazon is the beach stretching out toward an ocean of customers. To maximize selling opportunities across Amazon, it's crucial for distributors to provide beach access to their castles.

Amazon integration requires interconnected, leading-edge ERP software to process orders quickly and accurately. This eliminates the need for manual data entry between systems and allows distributors to sync important data including: orders, inventory, shipping updates, and more.

Amazon Seller Central integration streamlines the ordering procedure through auto-updates and rapid processing. Orders

and inventory data flow seamlessly between your software and Amazon providing both faster turnaround and enhanced order accuracy. The connection also supplies Amazon with real-time inventory levels to reconcile changes to stock due to local storefront sales. This functionality safeguards against out of stock order cancellations keeping both Amazon and your customers happy.



### *A Wish for Business Health Insight: Dashboard Data Analytics*

Using a company's own accurate data, dashboards provide crucial insights into current business health. By visualizing Key

Performance Indicators (KPIs), dashboards present color-coded charts and status alerts signifying areas requiring immediate attention as well as system-define alerts encompassing all system practices.

Utilized for comparing fixed values, period trends, and more, a dashboard's user-defined KPIs can be applied to specific users or utilized system-wide when no user ID is defined. Featured charts clearly display trends on assets, liabilities, sales, and cost. Interactive KPI metrics can be modified easily with the click of a mouse, and users can quickly drill down into related in-depth information to identify both issues and opportunities.

### *A Wish for Lower ERP Investment: Cloud-Enhanced ERP*

Data is a wholesale distributor's single most important asset. Every business function depends on quickly accessing relevant, accurate data. Cloud-enhanced ERP provides universal access to connect to your ERP software anywhere at any time.

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For distributors who sell or plan to sell on Amazon, having a software system in place to process orders quickly is crucial. An integrated solution eliminates the need for manual data entry between systems and allows distributors to sync important data including orders, inventory, and shipping updates.

To support distributor success, Distribution One's **ERP-ONE+** provides a powerful, direct sales channel into Amazon's global marketplace. Through this new supplemental connectivity, distributors can successfully expand the scope of their product visibility and online selling within a streamlined order process.

Experience faster turnaround, sharpen inventory accuracy, and maximize selling opportunities with the power of **ERP-ONE+**.

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## Martin Cross

Martin Cross is the president of Patent Translations Inc., serving law firms and patent departments in the US and abroad, and an active corporate member of the American Translators Association. The American Translators Association represents over 10,000 translators and interpreters across 91 countries. Along with advancing the translation and interpreting professions, ATA promotes the education and development of language services providers and consumers alike. For more information on ATA or translation and interpreting professionals, please visit [www.atanet.org](http://www.atanet.org).

# GOING INTERNATIONAL FROM THE INSIDE OUT: MAKING THE MOST OF MULTILINGUAL STAFF

Last year, a mid-sized manufacturer took their brand international with a multilingual campaign that opened the company to orders from rapidly growing markets in Asia. In the process, their accounting department saved them a great deal of money, but not in the way you would expect.

The owner had found a translation agency with a strong track record in mainland China to produce a Chinese-language version of their website and promotional materials. When the work was done, she asked several Chinese speakers on her staff to review the translation. One person in accounting noticed that the translation of the company's name had an awful connotation in the region where she grew up. By catching the problem early, they were able to have the agency change the translation so that it sounded appropriate in all the regions where Chinese is spoken, before the materials were printed and the website went live. In the end, they not only avoided the high costs of making changes later or creating separate materials for that regional market, they also prevented permanent damage to the brand.

As business becomes increasingly global, there is a growing need to communicate in multiple languages and understand multiple cultures. The question is: are you making the most of your human resources? Your multilingual and multicultural staff are great assets when it comes to marketing in other countries, product development, B2B relationships and translation quality assurance. But when working from the inside out, it is important to avoid some common pitfalls.

### *You Don't Know Until You Ask*

Modern managers have better sense than to assume an employee can speak a language based on their last name or their ethnicity, but it's easy to let ourselves make opposite assumptions. In an increasingly international world, where it is easier than ever to live and study abroad,

Tim O'Brien from Milwaukee may be your best Japanese speaker, and Gloriana Rodriguez may have grown up in France.

When looking internally for employees with language abilities, make sure that everybody gets the memo. Consider asking your human resources people to include linguistic skills in your database for easy reference.



### *Keep It Simple*

Just as being tall does not make you a basketball player, being able to speak two languages does not make you a translator. Many bilingual people will be able to read something for you and tell you what it says, or help out with some basic business correspondence. But being able to produce a complete written translation that is stylistically note-perfect and faithful to the original requires a special skill set and years of training. Asking an untrained employee to take on the role of a professional translator is unlikely to be cost-effective. You not only risk receiving subpar quality, but the unfamiliar task will require considerable time.

When tapping into your bilingual assets, be sure you know their limits. Use them to get the gist of foreign documents, help you decide what needs to be professionally translated, and review the translations that you have sourced externally.



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## 2018 WINTER MEETING TO FOCUS ON VALUE-ADDED SELLING AND CREATING RELEVANCY by Vickie Lester

2018 marks NFDA's 50th anniversary, and we will celebrate in style March 14-16, 2018 at the J. W. Marriott Resort and Spa in Guanacaste, Costa Rica.

Although the location is enticing enough, the educational portion of the meeting makes the event even more important to attend.

Paul Reilly, owner of Reilly Sales Training, will offer tips on "Value-Added Selling," including:

- Selling to high-level decision makers
- Differentiating in a commoditized market
- Reinforcing your company's value-added message

Also featured on the program is Dirk Beveridge on "How to Create Relevancy in the Age of Disruption." Learn how to unleash the spirit of innovation to create a relevant, stronger, and more profitable future.

### Social Events

We will take advantage of all the resort setting has to offer, with a dinner on the beach, a snorkeling excursion, golf on the Hacienda Pinilla course that winds through tropical forest and along the Pacific Ocean, plus NFDA's legendary Flotilla.

And, we will commemorate NFDA's 50th anniversary in style at our Legacy Luncheon.

### Travel

You'd be surprised how easy it is to travel to Costa Rica, with flights to Liberia's Daniel Oduber Quirós International Airport from most major U.S. cities on most major U.S. carriers. Not only is it easy, but it's very affordable, often less expensive than flying in the U.S. coast to coast. And, fares have been dropping in recent weeks.



### Pura Vida


Costa Rica is known for pura vida. Simply translated, it means *pure life*, but in Costa Rica it is more than just a saying; it is a way of life. Costa Ricans use this term to say hello, goodbye, everything's great, and everything's cool. Not surprisingly, Costa Rica has been named one of the happiest countries in the world. Once you've visited Costa Rica, you will understand the true meaning of pura vida.

### Details

Check the NFDA website for more details and save the date. Go to [www.nfda-fastener.org](http://www.nfda-fastener.org).

### ESPS® Returns in 2018

Executive Sales Planning Sessions® return in 2018, in conjunction with the NFDA Annual Meeting, June 5-6, at the Embassy Suites Magnificent Mile in Chicago, Illinois.

For more information about NFDA and its activities, visit [www.nfda-fastener.org](http://www.nfda-fastener.org) or call 714-484-7858. 

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

## HARRIS RETIRING FROM 'HEALTHY INDUSTRY'

His tenure as managing director of the Industrial Fasteners Institute began with the U.S. Fastener Quality Act. The law had been passed and signed into law by the first President Bush in 1990 and as the decade progressed FQA issues grew.

Rob Harris took over the IFI at the beginning of 1995 and retires this month as the longest serving managing director.

As the IFI members considered the ramifications of the law not yet implemented, they calculated the original FQA would cost \$500,000 per plant. "Members said, 'We don't want this to happen'." Harris recalled. And members didn't see how the original law was going to stop crooks.

Harris had worked where government auditors were in the aerospace manufacturing facilities and he knew the costs.

As Harris became involved the IFI expanded beyond engineering into politics by retaining "consultants" (lobbyists) – The Laurin Baker Group – for advice during the process of getting the FQA amended three times during the 1990s.

There had been divisions between segments of the industry on the FQA. IFI leaders – led by Bob Brunner and Mike Lynch of ITW – went to work with multiple industry associations to create an united position.

By the time the fastener law was implemented on December 6, 1999, it had become a "Truth in Advertising" law, Harris said.

### **Key Changes During Harris Tenure**

▫ Harris was happy to court Joe Greenslade to be director of engineering technology in 2007, succeeding retiring Charlie Wilson. When Greenslade retired at the

end of 2015, Harris brought in Salim Brahimi.

▫ The IFI has expanded its educational programs. In addition to coordinating with the Fastener Training Institute, has developed nine training programs which are free for IFI members. "It even can be attended by key customers," Harris noted. "We've had as many as 30 in a class." Beyond the classroom there are take home materials.

The headquarters training space was part of the 2006 move from downtown Cleveland office to shared suburban facility in Independence, OH. The IFI is co-located with the Precision Metalforming Association.

▫ The IFI hired three former fastener manufacturing company executives to direct the divisions: Pat Meade, aerospace; John O'Brien, automotive; and Bob Hill, industrial.

▫ The IFI has more international coordination. The IFI has worked closely with its European, Japanese, Taiwanese and Chinese counterparts. Harris has even worked with the South African organization needing copies of the IFI articles and bylaws to develop its own association.

Four Italian companies plus several German and Belgian firms are now IFI members.

It is all a part of companies working globally. German or Swedish fastener manufacturers partnering with U.S. or Asian companies in buying. "That's big time," Harris declared.

▫ A "driving issue" is in the coming years the lack of incoming workers for fastener manufacturing, Harris said. It is about developing skilled labor to operate heading, threading and screw machines. U.S. fastener manufacturers need many new employees in the next two years.

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## HOW TO MAINTAIN JOINT INTEGRITY WHEN CONVERTING FROM METAL TO PLASTIC

by Christie L. Jones, Market Development Manager



**INSERTS ARE AVAILABLE IN A VARIETY OF SHAPES AND SIZES. THE KEY IS CHOOSING AN INSERT THAT MEETS PERFORMANCE AND ASSEMBLY REQUIREMENTS.**

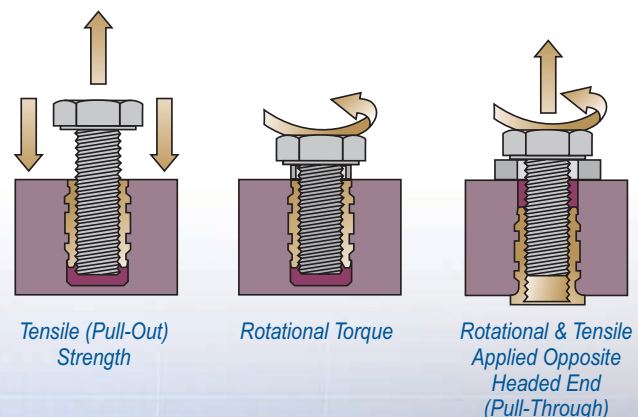
The weakest sections of many plastic part designs are the joints and assembly points. During screw assembly of mating components, the screw has to be tightened with sufficient torque to produce the recommended axial tension load between the host component and the threads of the screw in order to prevent loosening. A common problem with bolted joints is that plastics are susceptible to creep or stress relaxation. Under loads well below the elastic limit, plastics will lose their ability to maintain a load. When this occurs, the threaded connection becomes loose.

Metal threaded Inserts significantly improve joint strength in plastic parts and are not themselves susceptible to creep. The larger body diameter and body design of the Insert allow the appropriate installation torque to be applied to the screw. These joints do not become loose over time since the brass provides permanent creep resistance for the entire load path of the thread. Additionally, the Inserts enable unlimited assembly/disassembly of the components without compromising the integrity of the threads. Ultimately, it is often the metal Insert that allows designers to replace cast or machined metal components with less expensive

plastic without sacrificing performance.

Typical performance requirements for assemblies using Inserts involve tensile strength, rotational torque, and pull-through strength. Tensile strength, or pull-out, is the axial force required to pull the Insert out of the plastic material. Torque is the rotational force required to rotate the Insert in the plastic material. Finally, pull-through is a combination of rotational torque and tensile force applied opposite the head of the Insert (see *Figure 1*).

### INSERT PERFORMANCE TERMINOLOGY



**FIGURE 1. TYPICAL PERFORMANCE REQUIREMENTS FOR INSERTS INVOLVE TENSILE STRENGTH, ROTATIONAL TORQUE, AND PULL-THROUGH STRENGTH.**

## distributornews

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

**American Industrial Supplies & Tool Repair, Inc.** (Pharr, TX)

**Class C Components** (Ramsey, MN)

**Coastal Equipment Corp.** (Portland, ME)

**Dixie Tools & Fasteners, Inc.** (Sumter, SC)

**Fastening Solutions, Inc. (FSI)** (Montgomery, AL)

**Fluid Tech Hydraulics** (Sacramento, CA)

**Hardline Fasteners** (Hueytown, AL)

**Hayward Bolt & Specialty** (Chattanooga, TN)

**KC Tool** (Olathe, KS)

**K & L Sales, Inc.** (Hartland, WI)

**Nelson DeCamp Chicago, Inc.** (Addison, IL)

**Prairie Supply, Inc.** (West Fargo, ND Headquarters)

**Thread Source, Inc.** (Fort Myers, FL)

**Transnational Machinery Enterprises**

(dba Equipment National) (Houston, TX)

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## distributornews

**Hillman Group** agreed to acquire Hargis Industries, LP, doing business as ST Fastening Systems (STFS), a specialty fastener manufacturer and distributor based out of Tyler, TX. Terms of the deal were not disclosed. Hillman said STFS's core product line of specialty fasteners fits well with Hillman's fastener portfolio. In 2013, Cincinnati-based Hillman acquired Canadian fastener manufacturer H. Paulin & Co. Ltd. for \$103.4 million.

Founded in 1992 by Joe Hargis, STFS manufactures and distributes threaded self-drilling fasteners, foam closure strips and other accessories to metal building fabricators, hardware wholesalers, and building products distributors in the U.S. STFS's headquarters will remain in Tyler. STFS will continue to be led by industry veteran Bruce Crouch.

"Bruce is a great addition to the Hillman leadership team and we look forward to the contributions that he and his team will bring to Hillman," stated Hillman CEO Greg Gluchowski. "STFS's product lines and operational capabilities will expand our presence in strategically important commercial and industrial markets."

Founded in 1964, Hillman distributes fasteners, key duplication systems, engraved tags, and related hardware items to over 26,000 retail customers in the US, Canada, Mexico, South America, and Australia.

For more information contact Hillman Group by Tel: 1-800-800-4900 or visit them online at [www.hillmangroup.com](http://www.hillmangroup.com). *news courtesy of [globalfastenernews.com](http://globalfastenernews.com)*

# FASTENER EDUCATION FOUNDATION

10842 Noel Street #107, Los Alamitos, CA 90720

EMAIL [info@fastenereducationfound.org](mailto:info@fastenereducationfound.org) WEB [www.fastenereducationfound.org](http://www.fastenereducationfound.org)

## FASTENER EDUCATION FOUNDATION AWARDS

by Vickie Lester

The Fastener Education Foundation (FEF), a charity that supports training programs in the fastener industry, has made significant awards this year to two worthy entities.

The Fastener Training Institute received awards this year to develop online, on-demand training modules and to create additional advanced-level fastener technical training programs.

For more information about the many education offerings from the Fastener Training Institute, visit [www.fastenertraining.org](http://www.fastenertraining.org)



**FTI RECEIVES A CHECK FOR THEIR AWARD**

Rock Valley College also received funds from FEF in 2017 in support of its Cold Forming Training Center, which teaches individuals the skills needed for jobs in fastener manufacturing facilities.

For information about the Rock Valley College program, visit <https://www.rockvalleycollege.edu/Community/BPI/Cold-Forming-Training-Center.cfm>

### *Delawder and Wheeler Elected to FEF Board of Directors*


Matt Delawder of SWD and Bryan Wheeler of Star Stainless Screw were elected to the FEF Board of Directors recently, filling vacancies left by retiring Board members Andy Cohn (Duncan Bolt) and Phil Johnson (Continental Midland). Also serving on the Foundation Board are Preston Boyd (TRAMEC Hill Fastener), Kelly Cole (Hayes Bolt & Supply), Russ Doran (Wurth Timberline), Mike Lentini (Spirol International), and Greg Rawlings (Nylok).



**PHIL JOHNSON (LEFT) AND ANDY COHN (RIGHT)**

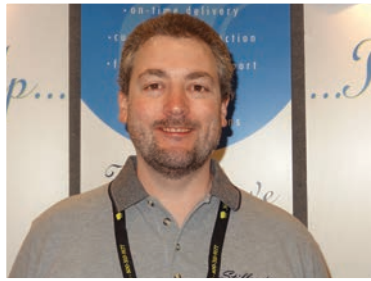
The Fastener Education Foundation (FEF) was created by the Pacific-West Fastener Association as a tax-deductible way for companies and individuals to help develop and fund fastener-related education.

The purpose of FEF is to enhance public safety through fastener education. The goal is to raise funds for fastener education and research that will develop, strengthen and educate the entire industry.

To donate, or to learn more about the Fastener Education Foundation, visit [www.fastenereducationfound.org](http://www.fastenereducationfound.org). 



# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017



# MID-WEST FASTENER ASSOCIATION

PO Box 5, Lake Zurich, IL 60047

TOLL-FREE 1-800-753-8338 TEL 847-438-8338 EMAIL [mwfa@ameritech.com](mailto:mwfa@ameritech.com) WEB [www.mwfa.net](http://www.mwfa.net)

## MWFA AWARDS 2017 SCHOLARSHIPS

by Nancy Rich

On November 9th, the MWFA was proud to host the 34th awarding of MWFA scholarships. They took great pride in awarding \$46,500 in scholarships. To date they have awarded \$673,000 in scholarships. It is mainly the MWFA shows and membership donations, which provide the funds for this outstanding program. MWFA takes their motto: 'Where education is a priority' very seriously.

In addition to the MWFA fund raising efforts, the MWFA has been fortunate to have companies and families donating scholarships making it possible to award larger scholarships to a few of the applicants. Former Chicago Cubs pitcher Ryan Dempster was on hand to address the group.

Ryan is currently an MLB Network Analyst as well as a Special Assistant to the President of the Cubs, Theo Epstein. He is a former Canadian professional baseball pitcher and played in the Major League Baseball (MLB) for the Florida Marlins, Cincinnati Reds, Chicago Cubs, Texas Rangers and Boston Red Sox.

He won a World Series as a player in 2013 with Boston Red Sox and again with the Cubs in 2016 as an assistant to Theo Epstein. He was an NL All-Star in 2000 with Marlins and 2008 with Cubs.

Dempster was very motivational especially to the young students in the audience. told of his dream to play baseball. He had a full ride to college but really wanted to play ball. Ryan told his Physical Education teacher even told him to stick to scholastics. Even when he failed his mindset of pushing himself helped. No matter what he always enjoyed the game and had fun. He just made sure he always tried to outwork everyone. He had great team mates, he didn't play for the money, he played because he loved the game.

Ryan continues to adapt and push himself. He has been retired for four years but continues to be motivated for other things. Dempster told the students they have the opportunity to do anything, to succeed at any level. The human mind is an incredible thing.

He remembered when he wanted to pursue his dream of playing ball his dad's boss and a fellow fire fighter each gave him \$500 to help him. He remembers fondly how much he appreciated their help. He then turned over his speaker fee to a student, allowing an additional student to receive scholarship funds. Haley Pconka/daughter of Dana Pconka of Metric & Multistandard received the Ryan Dempster Scholarship. Ryan Dempster's amazing act of kindness was very impressive.

During this event the MWFA held a 50/50 raffle with the intent of half going to the scholarship fund. Due to the generosity of the attendees over a \$1,000 was collected with half going to a lucky recipient. Jim Kelam of Sems and Specials was our lucky winner. Jim generously donated his winnings back to the Scholarship Fund. The continued support and generosity of members allows MWFA to continue the Scholarship Program.



MWFA BOARD MEMBERS WITH RYAN DEMPSTER

# MWFA SCHOLARSHIP AWARDS DINNER ELK GROVE VILAGE, IL - NOVEMBER 9, 2017





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## distributornews

**Lubker Distribution**, the expert in fastener distribution and supply solutions, announced that it has successfully made the transition from ISO9001-2008 to the new ISO9001-2015 standard.

The transition included several updates to the Lubker Distribution quality management system. In September 2015, the International Organization for Standardization released a new revision of the ISO9001 standard, giving ISO9001-2008 certified organizations three years to transition.

Lubker Distribution is 100% focused on superior distribution and supply solutions. This re-certification further cements its commitment to total customer satisfaction.

For more information, contact Lubker Distribution at 1304 Goshen Parkway, PO Box 1388, West Chester, PA 19380. Call Toll-free: 1-866-822-7758, Fax 610-430-3588 or visit [www.lubkerdist.com](http://www.lubkerdist.com) for more insight on this progressive and ever evolving distribution specialist company.

## distributornews

**IRONCLAD Performance Wear Corporation**, the recognized leader in performance hand safety solutions announced today that it has been acquired by **Brighton Best International Inc** through an asset purchase.

Eric Jaeger, one of the original Ironclad employees commented, "The entire Ironclad team is excited to work with our new owners. BBI will help us accelerate our growth in the marketplace by bringing fresh capital and broader access to the market."

Jun Xu, President of BBI stated, "Bringing together BBI's distribution and logistics capabilities with Ironclad's strength in product design and marketing for gloves, BBI sees the best of both companies being able to work together to create something that is greater than the sum of its parts." Jun and the entire IRONCLAD team wish to express their appreciation to customers, suppliers, and employees for their continued support and promise to keep BBI and the IRONCLAD brand successful as we move forward by combining the strengths of each organization.

Originally founded in 1998 in El Segundo - California, IRONCLAD is today headquartered in Farmers Branch, Texas and is the industry leader in high quality task-specific PPE gloves.

IRONCLAD continues to leverage its leadership position in the safety, construction and industrial markets through the design, development and distribution of specialized task-specific gloves for industries such as oil & gas extraction; automotive; police, fire, first-responder and military and more.

Ironclad engineers and manufactures its products with a focus on innovation, design, advanced material science, dexterity and durability. Ironclad's gloves are available through industrial suppliers, hardware stores, home centers, lumber yards, automotive stores and sporting goods retailers nationwide; and through authorized distributors around the world.

For more information on the IRONCLAD range of products, visit them online at [www.ironclad.com](http://www.ironclad.com). BBI can be contacted at 800-275-0050 or visit them on the web at [www.brightonbest.com](http://www.brightonbest.com).

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# WOMEN IN THE FASTENER INDUSTRY

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## WOMEN IN THE FASTENER INDUSTRY ELECTS NEW BOARD MEMBERS

Congratulations to the newly elected 2018 WIFI Board. Carrie Ann Whitworth of Edsco Fasteners has been appointed 2018 President of Women in the Fastener Industry (WIFI), a nonprofit organization dedicated to enhancing opportunities for women working in the fastener industry.



"I am anxiously anticipating the new year and serving as the president for WIFI. The opportunities in front of us are bountiful and I plan to see us continue the success that has brought us so far in 2017 with growing membership and increasing interest of WIFI throughout the industry. I have some big shoes to fill from all the hard work Rosa has put in and am honored to have the opportunity. We have a wonderful and energetic Board taking their seats in January so stay tuned for exciting WIFI information on how you can help us reach our potential with this organization." Says Whitworth

Rosa E Hearn of Brighton Best International will return as Chairwomen/Immediate Past President. Jen Kushnir of DLP Coatings as Vice President. Michelle Richards of The Olander Company as Secretary and Taryn Goodman of Industrial Rivet as Treasurer.

Returning board members are Ruth Dowling Coffman from Ningbo Jinding Fastening Piece USA, Inc., Kara Hendrick of Velcro Companies, Melissa Miller of Wurth House of Threads. WIFI is also adding four new elected



board members for 2018: Tricia Dyer of All American Products, Jackie Hunter of Stelfast Inc. Jessica Smith of Wrentham Tool

Group a Philips Screw Company Affiliated and Peggy "PJ" McCaughn Innovative Components/Independent Consultant. WIFI board members will be in attendance at industry events year round including the new 2018 Fastener Fair USA and regional table top shows.

As we honor exceptional women and leaders, who have made unique contributions, WIFI takes pride in recognizing individuals whose efforts and accomplishments in promoting women have been exemplary.

This year, WIFI presented its first annual awards. These companies and individuals have done an outstanding job promoting women in the fastener industry, and supporting their growth and development within their companies and communities.

No other awards event celebrates women in fasteners quite like us! We are supported by top performing businesses and individuals in the industry. Women in the Fastener Industry would like to honor:



### **2017 Women of the Year**

Pam Berry, Exec. V.P. Advance Components


### **Women in Business 2017**

Gail Friedberg, V.P., Zago Manufacturing Co  
Peggy Hsieh, COO., Brighton Best International  
Joanne Bialas, V.P., International Fasteners Inc.

### **Man Up for WIFI 2017**

Andy Cohn, President, Duncan Bolt Co  
Bob Reynolds, President, INxSQL Software

### **Man up for WIFI 2017 Group Award**

Star Stainless Company 

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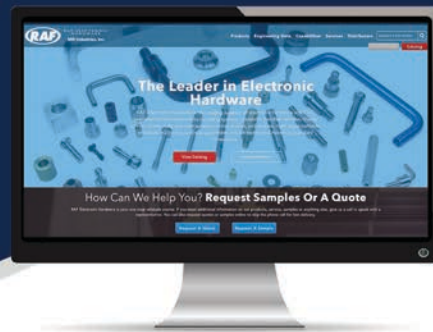
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# FASTENER NEWS DESK PRESENTS THE 2017 INTERNATIONAL FASTENER EXPO BEST BOOTH AWARDS



This year's International Fastener Expo took place at the Las Vegas Convention Center. Fastener News Desk had a great time on the floor speaking with exhibitors and checking out all that goes into the construction and design of the booths. The booth is a very important

vehicle to engaging the attendees and is one of the best opportunities for companies to introduce their team, their products and strengthen customer relationships, and most certainly to write new orders! Exhibitor Booths must grab the attention of thousands of show attendees.

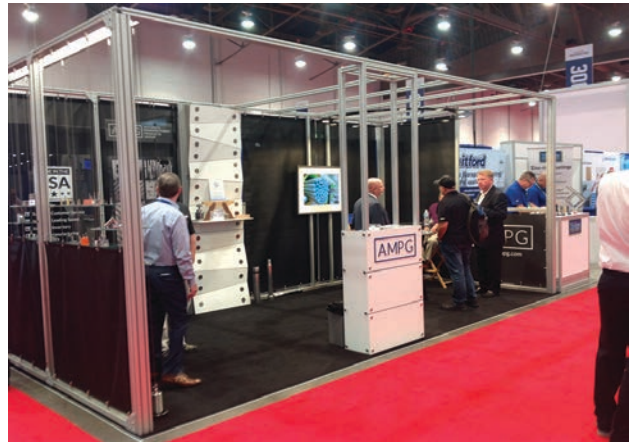
For the last four years, Fastener News Desk has hosted the Best Booth Awards at the International Fastener Expo. The Best Booth Awards are a fun way to acknowledge those companies who have been best in show.

With 2017 in the books, now we're looking forward to the 2018 International Fastener Expo at Mandalay Bay in Las Vegas! What will your booth look like in 2018....any ideas? We're excited to see who will step up the game for 2018!

### *The Best Booth Award Winner is AMPG*

AMPG is a privately owned, closely held, family business that was started in 1987 and is currently transitioning to the second-generation management team.

As a US manufacturer of hard-to-find, custom, and architectural fasteners, our philosophy is simple: To



provide unparalleled customer service, produce beautiful, precise fasteners and parts, and keep inventory levels high to ship when you need it.

Choosing the 2017 Best Booth this year was challenging, but in the end it was clear that AMPG had earned our Best Booth Award. Representation of their product was uniquely incorporated into the design and build of their booth. Congratulations to their team for creating a booth that stood out amongst the other 800+ booths!





# INTERNATIONAL FASTENER EXPO POOLSIDE PARTY WESTGATE RESORT, LAS VEGAS - OCTOBER 17, 2017



# BRIGHTON-BEST INTERNATIONAL

USA Headquarters, 5855 Obispo Avenue, Long Beach, CA 90805

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



## BRIGHTON-BEST INTERNATIONAL

## BBI HELPS PROMOTE HURRICANE RELIEF EFFORTS IN TEXAS AND FLORIDA WITH DONATIONS

Brighton Best International (BBI), an international wholesale distributor of fasteners, hand tools and safety products, and supporter of the hurricane relief efforts is donating over \$725k worth of drywall screws, hand tools, and safety accessories such as disposable gloves, ear protection, and rainwear to Habitat for Humanity for further recovery and rebuilding efforts in Texas and Florida where BBI has local branches and employees affected by the storms. In addition to a direct donation, BBI will be asking its customers to donate as well to aid Habitat in their efforts. R&L Carriers will be donating their services to deliver the products to Habitat at no charge.



BBI President, Jun Xu tells of a time when he worked with Habitat..."Back when I was in middle school, I worked on habitat projects in South Carolina. Working to put a roof over someone's head is hard work in the Carolina summer. Afterwards, however, I found it was not only a roof, but also a sense of hope and future for those who needed it the most. It left an impression on me at a young age. My hope is the non-profit can put our tools to good use, and I wish them luck and success as they rebuild these damaged communities."

The company has been working with Fred Brewer, Director of Corporate Development, Habitat for Humanity International, Inc., "We are absolutely overwhelmed & humbled by your very generous donation! I'm sitting here so full, I can barely type! On behalf of all of Habitat and the families & communities we'll serve with this wonderful donation...THANK YOU SO VERY MUCH!!"

For more information on BBI Proffered Tools visit [www.brightonbest.com/proffered\\_tools](http://www.brightonbest.com/proffered_tools)

### In Other News...

On June 21st thru October 5th Brighton Best International hosted Fastener 102 training Seminars throughout the nation. Customers were invited to attend this free educational seminar at local Regional locations. The time there consisted of warehouse tours, hands on demonstrations and higher level education about fasteners. Training like this can be the difference between you and your competition.

It was an excellent gathering, much was accomplished. BBI Proffered is excited to bring you more continued education in the upcoming years.

Congratulations to Jose Ceja-Esparza new warehouse manager for BBI Los Angeles.



Brighton Best International is extremely pleased to announce that BBI has attained the prestigious approval (ICC-ES # 3981) for Cracked Concrete on its Flagship Proffered U.S Anchor "The Ultrawedge+" for both the U.S and Canada

BBI is proud to announce that Proffered Tools is a winner for the 2017 Pro Tool Innovation Award (PTIA). The award is presented to Proffered for the T08001 6" Plumbing Adjustable Wrench selected most innovative in the category of Hand Tools - Wrenches.

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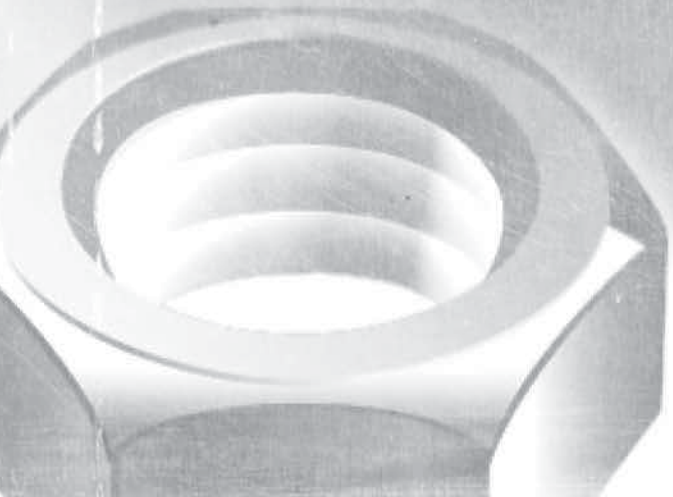
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## 2018 MWFA FASTENER SHOW OPEN FOR EXHIBITOR REGISTRATION by Nancy Rich

### *Enjoy a Show Where Proceeds are Returned to the Industry*

Plans are underway for the 2018 MWFA Fastener Show (June 4th) featuring the industry's largest Table Top Show. This event will be sponsored by the industry for the industry in the heart of the fastener industry. Exhibitors, from across the country, will feature their products and services for the fastener industry. This is a premier event for sourcing new products as well as new vendors. The show will, again, be held at Belvedere Banquets in Elk Grove, IL. The facility is connected to the host hotel as well as surrounded by restaurants and bars making it very convenient for travelers to the show.

The show will be followed by the popular Fastener Bash. This is a great time to relax, spend more time with the connections made at the show, and enjoy food, beverages and entertainment.

On June 5th, the MWFA will hold their 66th Annual Golf Outing. This event will be held at Eaglewood Resort, less than 3 miles from the show venue. 7:00 a.m. and 12:00 p.m. starts will be available to accommodate all golfers and travel schedules. Join us for this fun outing with several contests thanks to our generous sponsors. Not only will you have a fun networking day, there will be many opportunities to win door and/or contest prizes.


### *PPAP /Corrective Action Seminar Hosted by MWFA*

On October 5th, 30 industry students had the opportunity to further their education on PPAPs and Corrective Action. The class taught by Mark Jacobs, Director of Quality and Engineering for Fast-Rite International Inc. was received very well. Students

varied in their roles at their companies with many being from Quality Departments. Mark provided students with a thorough understanding of each step of the PPAP process and clarified the differences between the various levels of PPAP's.

The Corrective action portion of the class taught the students the various corrective action procedures and how to identify True Root Cause. Mark presented some thought provoking tools for mistake proofing processes. The interaction between students presenting their situations and solving as a group proved to be a great learning tool for all involved.

MWFA prides itself in providing comprehensive hands on training, while keeping pricing economical, for it's members and the industry. At least four seminars are offered each year including Fastener Training Week taught by Fastener Training Institute. Local companies not members have joined the MWFA to utilize these programs and their savings as members.

*Members are welcome to submit requests for education programs they would like to see offered by the MWFA. Submit requests to [mwfa@ameritech.net](mailto:mwfa@ameritech.net)* 



**SWID, INC. AT THE 2016 MWFA TABLE TOP SHOW**

Expo & Golf Outing | June 4th & 5th



## Join us June 4th & 5th, 2018 for MWFA's 37th Annual Fastener Show

Belvedere Banquets – 1170 W. Devon  
Elk Grove Village, IL 60007  
Set-up Time: 10:00am-12 noon  
Show Hours: 1:00-6:00pm  
Fastener Bash: 6:00-8:00pm

### Exhibitor Registration

*(Please print or type – info will be used for show book)*

Company \_\_\_\_\_

Brief Product/Service Description \_\_\_\_\_

Street Address \_\_\_\_\_ City, State, Zip \_\_\_\_\_

Phone Number \_\_\_\_\_ Fax Number \_\_\_\_\_

E-mail \_\_\_\_\_ Website \_\_\_\_\_

Representative: *(to receive further info & listed in show book)* \_\_\_\_\_

We would like \_\_\_\_\_ (number) exhibit spaces for 2018. \$600 MWFA Member (after Jan. 14th \$600). \$600 Non-Members (after Jan. 14th \$650).

*Exhibit space includes:* Skirted 6' x 30" table, 2 chairs, company table sign, two luncheon tickets, free attendee passes and Fastener Bash *(open to all badge holders)*.

Location choices *(please list three)* \_\_\_\_\_ **See reverse side for floor plan.**

We will need **electric\*** (additional \$25) Yes  No  Additional Lunch Tickets \$25 Yes  No. of tickets \_\_\_\_\_

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Signature \_\_\_\_\_

Return this form with fees to: MWFA, P. O. Box 5, Lake Zurich, IL 60047. **Note: No refunds after May 1st.**

**Cancellation prior to May 1st subject to a \$100 service fee. \*If you require electric, please select perimeter table or contact MWFA Office at 847-438-8338.**

#### NOTE:

This is a Table Top Show,  
please do not bring booths, as  
there will not be enough room  
for their set up.

**June 5, 2018 Golf Outing details to follow.**

### Hotel Information Fastener Expo & Golf Outing 2018

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### *Experience Pays*

Allied Inventory Systems, formerly Allied Fasteners, is an international distributor of electronics, fasteners, and shop supplies to OEMs in the United States, Asia, South America, and Europe.

Allied started in southern California in the 1950's as a traditional fastener distributor. Through its first decades of growth, the company learned that their best customers looked at Allied as a strategic partner who could enable overall total cost reductions and increase efficiencies on their production lines, rather than as a "cheapest price" vendor. This led the company's leadership to focus on investments in technology that would enable Allied to become a best-in-class source of materials, knowledge, and production support.

### *Analytics and Service*

The company specializes in inventory management programs for electronics, aerospace, and defense manufacturers and provides customers with a blend of components, stockholding programs, and consumption analytics that empower customers to reduce costs and shrink lead times.

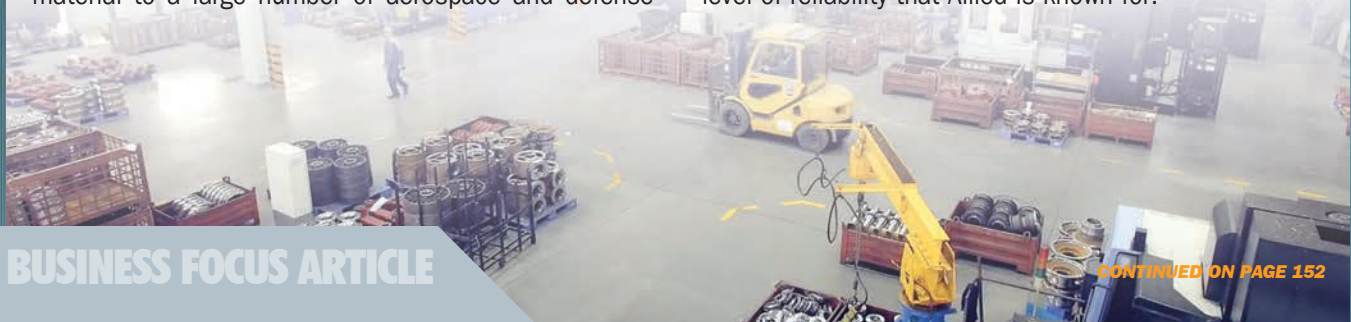
### *Aerospace and Defense*

By the mid-2000's, Allied found itself supplying material to a large number of aerospace and defense



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contractors. While many of the requirements to supply these customers were similar to electronics manufacturers, there were a number of regulatory and technological hurdles to overcome in order to bring the level of reliability that Allied is known for.



## distributornews

**SC Fastening Systems, LLC**, a distributor of hardware and industrial supplies, has significantly “retooled” their NEW website with expanded product, service, and value-added information.

Twelve product categories, having detailed product information with crisp photos and illustrations, can be easily navigated through. There is helpful cross-referencing of products to similar products and accessories. Product selection is also grouped by specific industries, such as Automotive, Construction, Aviation, Government, Hospitality, Military, Industrial, and Truck & Trailer.

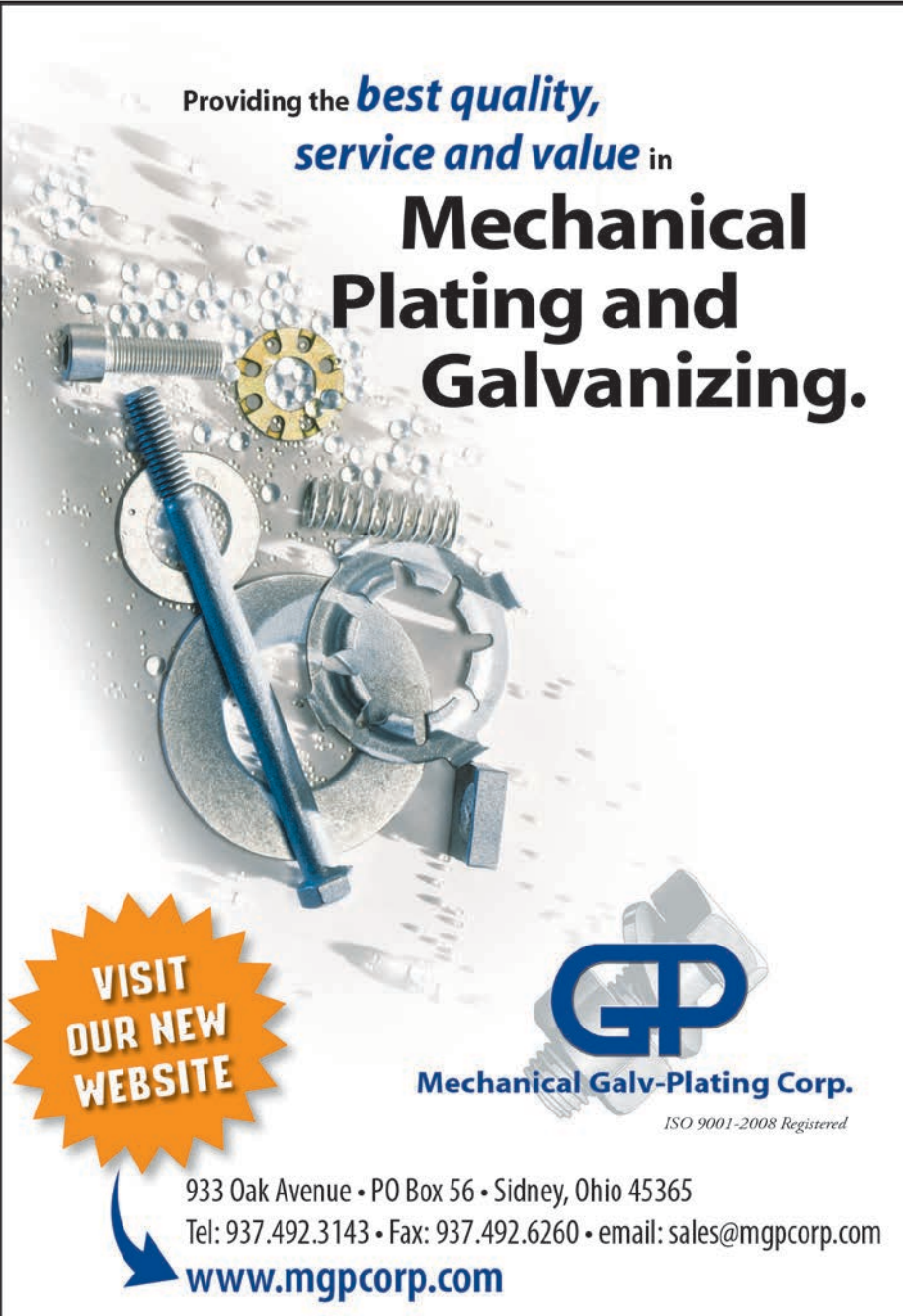
An easy-to-use and very efficient commerce site is included, where customers can shop the complete product line on a protected and secured ordering system.

Online tools, such as a Calculator, Product Specification Charts and Tables, and Instruction Videos help customers with their precise needs and specifications before and after a purchase. SC's on-going promotions are found throughout the site and by viewing the digital Product Flyer.

Also contained in the new website is SC's Added Services and Solutions, such as Customized Inventory Management, Kitting, Assembly, and Special Packaging, Custom and Modified Parts, Sourcing and Supply Chain Solutions, and Fire Protection Products and Services.

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In nearly 20 years of operation, SC Fastening Systems 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 Systems 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.”

For more information contact SC Fastening Systems at 8531 South Freeway Drive, Macedonia, OH 44056. Tel: 1-800-232-2659, Fax: 330-468-3302, Email: info@scfastening.com or visit them online at [www.scfastening.com](http://www.scfastening.com).



# GREENSLADE & COMPANY INC

2234 Wenneca Avenue, Fort Worth, TX 76102

TEL 1-800-435-2657 EMAIL [sales@greensladeandcompany.com](mailto:sales@greensladeandcompany.com) WEB [www.greensladeandcompany.com](http://www.greensladeandcompany.com)

## GREENSLADE & COMPANY IS NOW OFFERING Test EQUIPMENT

Greenslade & Company has now forged a strategic business alliance with Test GmbH, adding a new dimension to Greenslade's fastener inspection equipment.

The testing machines by Test are high-end products for material and component testing. They are characterized by their high quality and are perfectly equipped for industrial applications as well as for laboratory applications in the areas of quality assurance, research and teaching.

Test provides the comprehensive solution for screw and bolt testing.

Screw testing machines of the model series Test 205 are market-leading, with patented components and always built according to most modern test methodologies. Thus, Test has built an instrument for safe and fast testing of screw connections for screws and bolts of M3 to M64.

There are three different, patented multi-component-sensors available:

### ▣ **Model 201 for 3 Components**

Clamping force, total torque and frictional torque under the screw head. The frictional torque of thread is calculated here. This model is the most widely used model for quality assurance.

### ▣ **Model 202 for 4 Components**

Clamping force, total torque, frictional torque under the screw head and frictional torque of thread. This model is ideal for research and development.


### ▣ **Model 203 for 2 Components**

Clamping force and total torque. This model is recommended for simple QA tasks, for example at surface coating companies, often operated manually.

By use of these patented multi-component sensors the

following parameters will be measured simultaneously, with highest precision and without influence of one parameter to the other:

- ▣ The preload force in the screw during tightening and loosening
- ▣ The total torque during tightening and loosening
- ▣ The frictional torque under the head of the screw (models 201 and 202)
- ▣ The frictional torque in the thread (model 202 [will be calculated at model 201])
- ▣ The necessary angle with a resolution of 0.1° (all electromotive models)

For more information about Greenslade and Company's products and services contact [sales1@greensladeandcompany.com](mailto:sales1@greensladeandcompany.com). 





# GREENSLADE & COMPANY, Inc

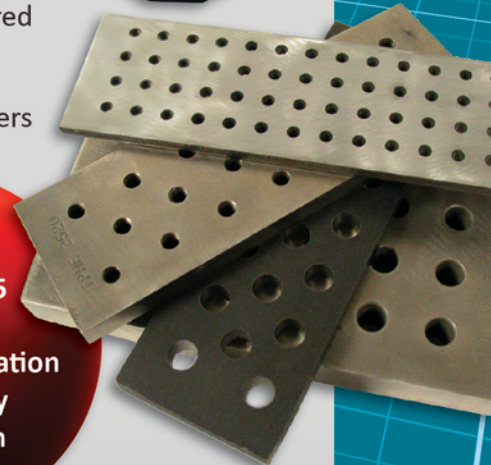
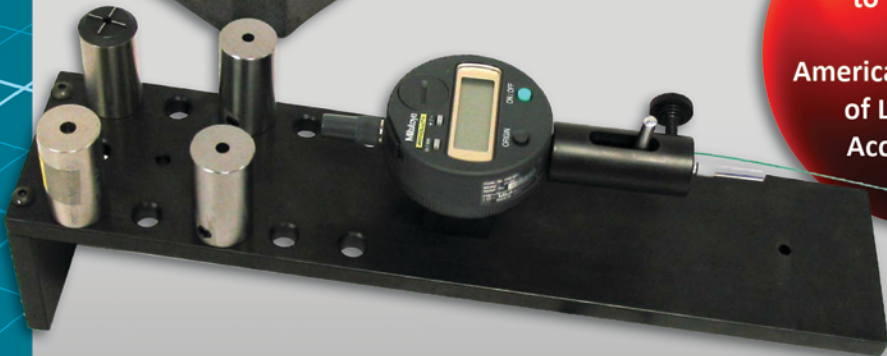
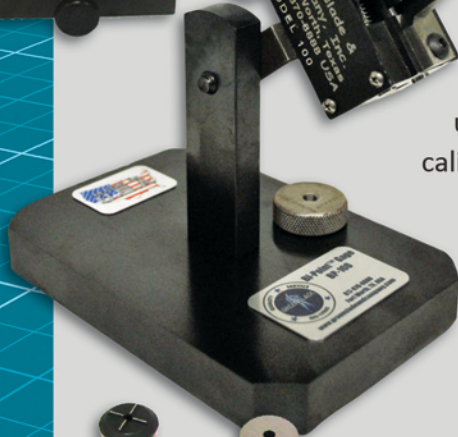
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We are a specialized provider of dimensional calibration services to manufacturers and distributors throughout the world. Our calibration laboratory has state-of-the-art precision equipment. To ensure the greatest degree of accuracy, all certifications are generated using automated input methods and a registered calibration software program.

We also provide consultation services in matters related to quality issues, gage usage, calibration issues and special gage design.

We are accredited to ISO 17025 by the American Association of Laboratory Accreditation (A2LA)



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# PACIFIC-WEST FASTENER ASSOCIATION

10842 Noel Street #107, Los Alamitos, CA 90720

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

## PAC-WEST CELEBRATES 50th ANNIVERSARY IN 2018

by Vickie Lester

First there was the Los Angeles Fastener Association, founded in 1968. Then came the Western Association of Fastener Distributors in 1982. Together they became the Pacific-West Fastener Association in 2009.

Pac-West will celebrate its legacy of 50 years serving the fastener community at its 2018 Spring Conference, April 18-21, at The Scottsdale Resort at McCormick Ranch, Scottsdale, Arizona.

### Conference Education Features

**“Compliance 101” by Carmen Vertullo** which will help you take some of the confusion out of compliance requirements, such as:

- ▣ California Proposition 65
- ▣ Conflict Minerals
- ▣ DFARS
- ▣ RoHS II
- ▣ REACH
- ▣ WEEE
- ▣ ELV
- ▣ IMDS
- ▣ Country of origin labeling

**“Performing Under Pressure” by Bobi Seredich** of EQ Inspirations, where attendees will learn:

- ▣ How to manage pressure so it becomes a competitive advantage for you in growing your career and in helping your organization drive performance
- ▣ Research from a study of 12,000 people and what the top 10% did to excel under pressure
- ▣ Three pressure insights that will help you avoid the sabotaging effective of pressure
- ▣ Stories of leaders and organizations who have managed pressure effectively to succeed

**“Cybersecurity and Your Business,”** which will discuss a real case study of a fastener distributor’s

experience with ransomware so that you can learn how to avoid exposure.

**“What’s in Store for the U.S. Economy?” by Christopher Thornberg**, founding partner of Beacon Economics and director of the UC Riverside School of Business Center for Economic. In this session, you’ll get a thorough analysis of key economic indicators and gain insight into the direction the economy will take over the near and long-term future.

### Business Owners & Executive Roundtables

Check our website at [www.pac-west.org](http://www.pac-west.org) for details.

### Pac-West 2018 Calendar of Events

- Jan. 18** After Hours  
*Rough Draft Brewing Company, San Diego CA*
- Feb. 27** Dinner Meeting  
*Doubletree Hotel, Norwalk CA*
- Mar. 27** After Hours  
*Location TBD, San Francisco Bay Area*
- Apr. 18-21** Spring Conference  
*The Scottsdale Resort, Scottsdale AZ*
- May 10** After Hours  
*Location TBD, Southern California*
- May 18** Mel Kirsner Memorial Golf Outing  
*Westridge Golf Club, La Habra CA*
- Jul. 12** After Hours  
*Location TBD, Denver CO*
- Aug. 8-11** Fall Conference  
*Grouse Mountain Lodge, Whitefish MT*
- Sep. 11** Dinner Meeting  
*Holiday Inn, La Mirada CA*
- Sep. 13** After Hours  
*Portland Brewing Taproom, Portland OR*
- Dec. 6** Holiday Party  
*Holiday Inn, La Mirada CA* 

## Things to do Today!

- ~~Delivery truck repair~~
- ~~Hire sales rep for no~~
- ~~meet with bank~~
- Find new stainless vendor
  - How can we better track
- Follow up on quality issue at
  - How did it get this far?
- Productivity review, how do I get this info out of our system?
  - Sales/purchasing
  - Warehouse
- Internet update
  - B2B, is this feasible for us?
  - Cost?
- Is our old system worth it?



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# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017



## distributor news

**Wrought Washer**, the leader in the domestic washer industry, is pleased to announce and welcome Paul Seggelink as Quality Manager. Paul in this role will be called on to oversee the overall development, implementation and maintenance of quality management for Wrought Washer.



"Reputation for quality is a source of great pride within our organization. We are confident Paul is the right person to assure we continue to lead the industry in this area" said Jeff Liter, President of Wrought Washer.

Paul comes to Wrought Washer with more than 15 years of quality management experience implementing quality standards through lean manufacturing and six sigma initiatives.

"I am excited to join the Wrought Washer team" comments Mr. Seggelink, "The company has an excellent improvement opportunity with solid people, processes and press equipment already in place. We plan to continually improve the quality metrics, safety goals and lean manufacturing principles to further drive high quality productivity."

Headquartered in Milwaukee, Wisconsin with 225,000 square foot of manufacturing and multiple regional stocking warehouses, Wrought Washer is the leader in standard and specialty washers. For more than a century, Wrought has been supplying high-quality washers and flat stampings for a broad range of markets including automotive, agricultural, truck, electrical, appliance, construction and industrial equipment.

For more information contact Wrought Washer Mfg., Inc. at 2100 S. Bay Street, Milwaukee, WI 53207. Tel: 414-744-0771, Fax: 414 744 2105 or visit them online at [www.wroughtwasher.com](http://www.wroughtwasher.com).

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## distributornews

**Würth Industry North America (WINA)** is strengthening its structural fastening portfolio and has acquired Weinstock Bros., Inc. in Valley Stream, New York. Weinstock Bros., Inc. serves the needs of some of the world's leading steel fabricators and erectors.

The New York based company, with more than a century of experience, has earned the reputation of a go-to supplier and specializes in supplying high strength structural bolts, tools and equipment for some of the most demanding structural steel building and bridge construction projects. Over the years, Weinstock Bros., Inc. has become a leading and reliable resource within the construction industry and has grown to be a major force in the structural fastener business. The Company's products hold together some of the most iconic structures in the world, including Freedom Tower, Goethals Bridge, Atlanta Falcon's Mercedes-Benz Stadium, the Verrazano Bridge, Yankee Stadium, and more.

The transaction is the fifth in three years for WINA and represents a unique and significant opportunity to enhance growth across North America—advancing the company's strategic focus. "I am delighted to have Marc Strauss, Nick Junjulas, and the entire team at Weinstock Bros., Inc. join the WINA group. Their expertise in the construction fastener industry compliments that of Würth House of Threads based in Birmingham, and promotes continual growth for the WINA team within this specific industry," said Marc Strandquist, Executive Vice President of the Würth Group.

With Würth House of Thread's strong presence in the U.S. Southeast region and Central Mexico, and Weinstock Bros., Inc., located in the Northeast U.S., the acquisition will strengthen WINA's long term logistics strategy. The combination is also expected to enable further specialization in the construction market—where both parties have excellent name recognition.

"We are honored and excited to join the Würth family. Their global resources and complementary product lines make them a great partner to help Weinstock Bros., Inc. better serve our valued customers in the Northeast and elsewhere in the United States and internationally," said Marc

Strauss, President of Weinstock Bros., Inc.

Würth Industry North America (WINA) believes in people first. Through deep partnerships with our customers, Würth provides better inventory management solutions for C-Class parts, develops better supply chain strategies, and ultimately, goes beyond the obvious in every interaction. Our 2,000 stellar employees are providing first-class service from 105 branches located in North and South America. WINA will generate 800 million USD in sales in 2017. WINA is proud to be part of the Würth Group, a world market leader in its core business—the trade in assembly and fastening material. The Würth Group currently consists of more than 400 companies in over 80 countries, and 70,000 employees. More than 30,000 of these employees are permanently employed sales representatives. The Würth Group generated 11.8 billion EUR in sales in the business year 2016.

For more information on Würth Industry of North America and the Würth Group, please visit the website [www.wurthindustry.com](http://www.wurthindustry.com).



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With networked fastener operations in California and North Carolina to serve you, we're there when you need us regardless of where you placed your plastic fastener or plastic component order.

E&T Fasteners offers a complete line of engineered molded plastic fasteners and machined metal fasteners.

E&T can machine precision custom plastics fasteners and metal components to your specifications. Don't have a drawing? In most cases we can create a drawing from your sample. Every person on our engineering staff is committed to delivering you with the highest quality metal or plastic fastener and component product in record time.



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**BENGT BLENDULF FASTENERS, STANDARDS AND JOINT DESIGNS** *from page 8*

These products have, for the most parts, been sold directly by the inventors and never been standardized. At the same time, the Europeans (particularly the Germans) have directed their efforts toward developing ISO standards for fasteners and some systematic calculation methods for bolted/screwed joints.

Two names of leaders in this field stand out to me as being particularly exceptional: Karl-Heinz Kübler, Prof.Dr-Ing.habil, researcher at Bulten in Sweden and Gerhard H Junker, researcher and Technical Director for SPS Technologies in Europe.

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

### **ASTM F16.96 Bolting Technology**

What has happen in the US during this time? In 1986, a group of 17 engineers (this writer included) met at the United Engineering Center in New York to establish what was to become the Bolting Technology Center or BTC. The initiator and first chairman for BTC was John Bickford who served in this capacity for 10 years. I was elected chairman for next 10 years and Joseph Barron of Newport News Shipyard took over in 2006 and is still the chair of BTC. The purpose of the BTC was to develop real and useful guidelines for the design of the bolted/screwed joints. The BTC had no major monetary support and lived a poor life for the first 15 years, scrambling to collect enough money (from the meeting participants) to pay for the meeting space. Not a very effective way of running an engineering group. Eventually, during my time as chairman we convinced ASTM to take a leadership role and we eventually became Subcommittee ASTM F16.96 Bolting Technology.

### **VDI 2230**

In the meantime, the VDI (German Engineering

Society) had developed a bolted/screwed joint design guideline, VDI 2230, which would substantially improve our joint designs. My proposal to BTC was to simply translate (I offered to do that) and adopt the German design standard to English and shorten the time for us in the US to have a meaningful design guideline. My proposal or recommendation was not accepted mainly because it was not made in the United States. We in the US still don't have anything even remotely similar to the VDI guideline.

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

### **Software Development**

Due to the complexity of the VDI 2230 Guideline, a project was initiated by Bossard in Switzerland (Jacob Kluser being greatly involved) and Dr-Ing. Michael Galwelat at the Technical University of Berlin to develop a computation method utilizing a modified, programmable calculator.



**FIGURE 2 - THE BOSSARD CALCULATOR**





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# MWFA SCHOLARSHIP AWARDS DINNER ELK GROVE VILAGE, IL - NOVEMBER 9, 2017




**COMPUTER INSIGHTS INC. STELFAST JOINS THE FASTENER SUPPLY CHAIN NETWORK™** from page 10**Fastener Supply Chain Network™ Features:**

- Instantly search from hundreds of thousands of fasteners in inventory (the same information that is on the web), directly from The Business Edge™ inquiry screens.
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- Orders flow seamlessly through The Business Edge™ without anyone ever re-keying them. It is almost effortless and it is 100% accurate - eliminating the need for double entry of information into multiple systems.
- Distributor's choose how purchase orders are handled. POs can be issued based on usage or customer orders, POs can be placed directly from a sales order,

or automatically generated using The Business Edge™ Automatic Replenishment System.

- All purchase order confirmations are automatically posted to The Business Edge™
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- You make more money in less time, with less effort and with no errors.
- The Fastener Supply Chain Network™ is only available with The Business Edge™

**More Information**


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

**COMPUTER INSIGHTS, INC.****ROTOR CLIP CELEBRATES 60 YEARS** from page 34

For fifty years, Rotor Clip has supported the automotive industry and our team of dedicated engineers work in unison with automotive experts to develop the most cost-effective and functional components for their applications. From the mirrors to the brakes, Rotor Clip's commitment to quality keeps the automotive industry safe and rolling along. This is a prime example of how Rotor Clip Company provides innovation and trust to the industries they serve.

The company has been recognized for its value, receiving numerous quality awards from major OEMs, automotive manufacturers, and distributors. Rotor Clip is certified to ISO 9001, ISO/TS 16949, AS 9100 and ISO 14001.

Rotor Clip offers quality products and value-added services and solutions to support the marketplace before and after the sale. Technical assistance, product training, cost-reduction programs, design assistance, along with competitive pricing and JIT delivery make Rotor Clip a well trusted and respected manufacturer.

We all have to start somewhere and lucky for Robert Slass, he embodied a vision that has carried over to this day. September 2017 marked the 60th anniversary of Rotor Clip, a testament to its product line and commitment to innovation. His sons Jonathan and Craig continue the legacy of value and prominence that started the company all those years ago. Cheers to Rotor Clip and its perseverance for being a leader in Manufacturing. 

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These chemicals have evolved over the years to offer the user a variety of options for their applications. Cure times have been formulated to short times or longer periods, for when multiple assemblies are used. These times range from 5 minutes, 10 minutes and broader ranges to one hour.

Different levels of strengths are also available from low to high strength. A low strength adhesive would be used for small screws up to ¼" and 6 mm, for screws into soft materials, such as aluminum, plastics and sheet metal. Low strength adhesives may also be used for fasteners which may require frequent removal or adjustment. The medium strength chemicals are for fasteners from ¼" – ¾" (6 – 20 mm). These medium strength adhesives are great for automotive applications; SEMS fasteners, water pumps, carburetor studs. Drive couplings, wheel joints and flange connections are subject to torsional loads, which are also dependent on perfectly aligned and flat surfaces.

High strength adhesives are not easily removable, if at all. Recommended for fasteners greater than ¾" and 20 mm in diameter. Again, if you cannot attain the proper clamp load, this may not help. These types of adhesives will be helpful with non-ferrous fasteners, such as stainless steels, to prevent galling and keep the fastener and nut tight when high clamp loads are not possible. However, due to their high strength capabilities, these thread locking chemicals will also provide exceptional resistance to vibration and axial loading, especially in heavy equipment where there are severe impacts, such as with plow bolts.

Most of this genre of chemical thread lockers have a shear strength of 3,000 psi and a high temperature limit of 300° F. There are some chemicals available which do offer high strength and higher temperature resistance properties.

Another type of chemical is specially formulated to wick into threads which have already been assembled. This allows for fine adjustments to be made, then are

set in place by externally applying this chemical to the threads.

### Microencapsulated Adhesives

Microencapsulated adhesives are excellent for placing them on the threads and storing the fasteners for later use. The adhesive is either painted on or dipped and remains non-tacky until use. Pressure between the threads and contact with metal creates an electrochemical bond. This is an excellent locking / sealer for threads being tightened into a tapped hole.

Many manufacturers will not apply these to their products due to liabilities. Companies who make up after-market kits will have fasteners with this adhesive on the threads. The chemical suppliers will also apply the adhesive at the request of purchasers.

The two bolts pictured below both have the microencapsulated adhesives on their threads. These come in different colors but the fact is, all adhesive chemicals have the ability to lower the coefficient of friction between the threads. Depending upon the formulation, the torque values may change between 10-25%. Most printed torque values are for clean and dry threads and provide a 25% safety factor. Beyond the 25%, the fastener will experience yield. The adhesives pictured will decrease the printed torque value by at least 30%.



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In addition to weakening the fastener, some corrosion sites may result in loss of the surrounding joint or clamped material or create an imperfection or weakness that is exploited by a fatigue failure mechanism.

Corrosion may also detrimentally impact the appearance of the surface of parts, resulting less in a mechanical or strength issue and more in one of simple outward appearance. Often corrosion is very evident with rust or other corrosion by-products forming on fastener parts or mating components providing indisputable evidence of a problem. However, several of the corrosion mechanisms, such as crevice corrosion, hydrogen embrittlement, and occasionally galvanic corrosion have a way of masking or hiding what is going on so that they can occur with little or no warning of a problem. It is for this reason that corrosion failures are insidious and engineers and designers invest a great deal of attention upfront to sufficiently protect parts and prevent corrosion from starting.

There are a variety of different mechanisms by which corrosion occurs. For example, fasteners exposed to very severe service environments, such as in certain food processing plants, paper mills, or petrochemical plants, may actually be attacked by acids or other corrodants which directly waste away the base material that they come into contact with. Other mechanisms, such as hydrogen embrittlement, involve damaging accumulations of embrittling materials at an atomic level. By far, however, the most common mechanism of corrosion is electrochemical in nature. Although circumstances may differ from one electrochemical mechanism to another, they all generally operate along the same principle, that electrons from atoms at the surface of the metal under corrosion attack can be transferred to a willing electron acceptor. This means that at the microscopic level a chemical process is going on, causing tiny self-generated electrical current flow. For such a process to work, the reaction requires an "electrode" (the metallic part) which is immersed in an "electrolyte" (electrically conducting liquid), and an "electrical potential" difference (driver to start the reaction), produced, for example, by atmospheric oxygen or a dissimilar metal that is also in contact with

the electrolyte. One of the best everyday examples of this process is the standard dry cell flashlight battery. When turned on, a chemical reaction occurs inside the battery creating an electrical current between its positive and negative electrodes which powers the flashlights or other small appliances. In this case, the zinc electrode is eroded which eventually results in our having to replace batteries.

Let us consider just one example of this process, a steel fastener exposed to an everyday marine environment such as in coastal Florida. When a droplet of salt water is deposited on the fastener there are differences in the electrical state produced at the interface of the electrode (the steel fastener) and the dissolved oxygen in the electrolyte in contact with it. This difference creates chemical reactions which begin to dissociate atoms from the surface of the steel fastener and create corrosion by-products, such as rust, at the site of the corrosion attack. Over time, many of these reactions will result in the base metal becoming noticeably eroded, deteriorated or accumulating corrosion by-products.

Naturally, components with platings, finishes, and barrier coatings are intended to resist this attack for as long as possible, but eventually the process will find and exploit a weakness in the surface such as a scratch, crevice, pore, thin or worn spot in these protective finishes to create a corrosion site.

### ***What is Crevice Corrosion?***

Crevice corrosion is a form of localized electrochemical corrosion initiated when different parts of the metal fastener are exposed to different concentrations of the same electrolyte. The varying concentration of the electrolyte causes an electrical potential (voltage) imbalance which generates the electric current needed to form a corrosion cell. This occurs in crevices, internal corners, low points, openings, and any place where moisture, dirt, and other foreign matter can accumulate. The localized corrosion site can produce an extremely harsh environment, often times, levels of magnitude more severe than if the same corrosion site was not localized to a crevice or trap point.

# BRIGHTON-BEST INTERNATIONAL COCKTAIL PARTY LAS VEGAS CONVENTION CENTER - OCTOBER 18, 2017



**JOE DYSART HOW GOOGLE'S AD BLOCKER WILL REGULATE FASTENER DISTRIBUTORS' WEB ADVERTISING** *from page 24*

Google's ad blocker – which censors some ads but allows other ads to display – is a direct outgrowth of that movement.

Members of the Coalition include the Direct Marketing Association, NewsMedia Alliance, Reuters and Microsoft. “At Microsoft, we believe in supporting and collaborating with the online advertising industry to develop standards that make the digital ecosystem function better for consumers,” says Rik van der Kooi, corporate vice president of Microsoft Search Advertising.

Eager to bring out a tool that looks more like its designed by consensus than driven by proprietary interests, Google's ad blocker uses the ad standards developed by the Coalition to decide which ads get a thumbs-up or a thumbs down.

Fortunately, those standards can be quickly accessed by any fastener distributor looking to double-check its ads will get a thumbs up. Simply stop by the Coalition for Better Ads: Best Practices Guide ([www.doubleclickbygoogle.com](http://www.doubleclickbygoogle.com)).

If you do any advertising on the Web at all, you're going to want to study those best practices very closely to ensure your company avoids Google's crosshairs beginning early 2018.

As you might suspect, the standards simply promote common sense insights about what ads consumers generally find offensive on the Web.

While many businesses unaware of the coming change are in for a rude awakening with Google's ad blocker in 2018, Google is quick to add that legitimate, well-designed ads will not be blocked by its tool.

“Chrome's ad filter is designed to work as a business-friendly alternative, letting reasonable ads through but blocking the worst offenders, Ramaswamy says.

Plus, businesses that start seeing their ads disappearing in Google Chrome browser will be able to consult an Ad Experience Report from Google, which will give them advice on how to turn around the ads that Google is blocking.

Unlike many add-ons to Google Chrome, the new ad blocker will be automatically activated as soon as Chrome is installed or updated beginning in early 2018 – another indication of just how serious Google is about ridding the Web of the scourge of offensive advertising.

Plus, the ad blocker is also designed to automatically activate early next year on all the major genres of devices that use Google Chrome, including desktops, laptops, tablets and smartphones. (Users will need to physically turn off the ad blocker in Google Chrome if they want to surf without the defense.)

Of course, while many fastener distribution businesses will welcome the concept of Google's ad blocker, many businesses worry that the algorithm could be easily tweaked to favor Google ad properties over that of Google's competitors.

But with so many U.S. Web surfers completely blocking ads while cruising Web sites right now, most of those same business would most likely agree something had to be done.

“We hope these initial standards will be a wake-up call to brands, retailers, agencies, publishers, and their technology suppliers, and that they will retire the ad formats that research proves annoy and abuse consumers,” says Randall Rothenberg, President and CEO, IAB.

“If they don't, ad blocking will rise, advertising will decline, and the marketplace of ideas and information that supports open societies and liberal economies will slide into oblivion.”

Adds Bob Liodice, CEO of Association of National Advertisers, commenting on the study the Coalition conducted to come up with the new ad standards: “Tens of thousands of consumers have made their opinions clear through this robust research.

“Consumers in North America and Europe have similar views on online ad experiences they find annoying and disruptive. All online ad industry constituents should take a hard look at the findings. They provide valuable insights for the development of consumer-friendly ad campaigns.” 



**ABOVE: GOOGLE PROGRAMMERS HAVE BEEN CLOSELY MONITORING THE RISE OF INTRUSIVE ADS.**

**BELOW: THE LOGO FOR GOOGLE'S CHROME BROWSER -- THE NEW AD COP ON THE BLOCK.**





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FCH SOURCING NETWORK **DO YOU SCREWGLE?** from page 32

When we launched the FCH Sourcing Network, [www.fastenersclearinghouse.com](http://www.fastenersclearinghouse.com), the idea was to help fastener distributors liquidate slow moving product. But within a short time, we found that what the industry really wanted was a search engine for locating fasteners across the board. For a variety of reasons, even companies that knew where to find what they needed sometimes found themselves out on our website on a search and destroy mission. It happened over and over. The companies were large and small, including master distributors as well as two guys in a shed in a corn field.

So we adjusted our thinking and the FCH Sourcing Network was born. We also went to work developing algorithms, software logic, to help our members list their inventory online without a lot of manual formatting or effort. We called this software “The Scrubber”, and to date it has processed close to 10 million line items.

These days, you will find about a million and a half fastener inventory items on FCH, from distributors across North America. The number fluctuates all the time, but it keeps growing, as does the number of people using the network to search. In addition to the large number of users we regularly serve in the fastener industry, the volume of searches flowing in from places like Google, Bing and Yahoo continues to rise as well.

With all its many fastener listings, large number of users and complex search algorithms, we've come to think of FCH as a boutique search engine, dedicated to the fastener industry. It might be small compared to the tech giants, but it's a powerhouse in the industry - we began referring to it among ourselves as “Screwgle.”

And as it continues to evolve, we believe Screwgle is exactly what the fastener industry and its new breed of professional require.

Technology advances rapidly, but it took us just over a year to develop and roll out the new search interface that was released on the website, mostly with positive reviews, just ahead of the 2017 Las Vegas fastener show. And despite the huge effort and investment we've made, we've only released a portion of what's to come now that the enhanced infrastructure behind the scenes can support


the new and exciting functionality our members and users have been requesting.

One such feature is called the FCH Preferred Search Result Placement program. Long requested by our listing members, and now available, your inventory listings within a given commodity category can appear at the top of search results! Adding to the visibility and prestige of “owning” a product category, your company banner ads can appear at the same time. We showed this new capability in Vegas and people loved it. For details, go to [www.fastenersclearinghouse.com/screwgle](http://www.fastenersclearinghouse.com/screwgle).

Another capability that adds lots of value to listing fastener inventory with FCH is what we call “Deep Links”. You can now provide links directly into your shopping cart system from within an FCH listing, placing users searching for product in a place where they can “buy it now”. Again, people who have seen the initial release of this program are giving it high marks.

We've borrowed another page from the big data playbook, with a new targeted ad program for those slow movers you'd just love to get off the shelf. We can now serve up classified style ads on our FCH Search page for parts that match the commodity type of the current search, placing relevant ads right where they need to be. We think this program will be a big win both for companies listing items they're sitting on, as well as users searching for fasteners at blow-out prices. How Googley is that? Or should we say, Screwgley?

Search engines and related websites have revolutionized business, including the slow moving fastener industry, and more big changes are coming. We see this at FCH. We hope you take advantage of the FCH Sourcing Network in your business, and that you think of us as Screwgle, search engine for the fastener industry.

The FCH Sourcing Network serves the industrial and commercial fastener industry, providing online services related to inventory sales and fastener sourcing on the Internet, as well as the online fastener industry talk show, Fully Threaded Radio. Located at the website [www.fastenersclearinghouse.com](http://www.fastenersclearinghouse.com), FCH was founded in October, 2006, and is based in Ravenna, Ohio. 

## distributornews

**Pivot Point Incorporated**, a manufacturer and importer of fastening solutions, has announced that several popular product lines have been expanded to offer additional standard, off-the-shelf options.

Says company President Dave Zimmermann, "We're well known for the many custom parts that we make, but we wanted our customers to be able to have more variety to choose from for standard parts versus needing to buy them as custom."



**PIVOT POINT INC.'S EXPANDED PRODUCT OFFERINGS**

Expanded options include: Wire Rope Lanyards are now stocked in both 6" and 12" lengths in both galvanized and stainless steel material, Ring-Grip Quick Release Pins (Detent Pins) are now stocked in both steel/zinc and stainless steel, along with a ball-knob version that is now stocked. Wire Lock Pins (PTO Pins) are now stocked in both steel/zinc and stainless steel. Ball Lock Pins have expanded configurations now available. New product additions include Quarter-Turn Pull Pins (Hand Retractable Spring Plungers) and Carabiners.

Pivot Point manufactures both stock and specialty Non-Threaded Fastener Solutions. We continually invest in automation, systems and improvements to allow us to provide fast lead times and competitive pricing.

We are widely recognized for our progressiveness in developing new fastener solutions to solve particular fastening challenges. Exclusive innovations include SLIC Pins™, Bow-Tie Locking Cotter™ Pins, Rue Ring™ Locking Cotter pins, Nylon Lanyards™, Infinity S-Hooks™ and more.

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

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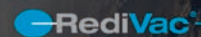
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**ICS FLANGE WHY PURCHASE FLANGE PRODUCTS FROM ICS FLANGE?** *from page 40*

We responded to our customers by adding those new items. Metric flange bolts and nuts grew in popularity and use and as a result we saw an increase in demand for those items, so once again, we responded to the need by carrying these products.

Because this large array of different sized flange products is so popular with engineers and manufacturers, we continue to provide them in packaged and bulk quantities to our MRO and OEM distributors. We pride ourselves on anticipating the needs of our customers and providing their products in a timely manner.

Due to an increase in product demand, we have developed a growth expansion plan that addresses our customers' needs. A substantial element of our expansion plan is that we now carry a large variety of stainless steel flange products in SAE and metric. We have also drastically increased our IFI 538 heavy hex flange bolt inventory. Another step in the growth plan includes the stocking of nylon insert flange locknuts. The one constant over the years has been meeting the needs of our customers. The growth of ICS Flange is dependent upon offering a wide range of options for our customers. The customers' demands feed our product expansion and help in our stocking requirements. We believe our success can be contributed, in part, to the fact that we focus on Flange products and manage that inventory and breathe like no other company. This focus offers us the ability to stock many diameters, grades, lengths and finishes.

Service, quality and stocking levels are the three key components to the ongoing success of ICS Flange. We offer a fast turnaround on our orders and our packaging and labeling is continually praised by our customers. We have upgraded our equipment to maximize efficiency in shipping to our customers, while making it a great



working environment for our employees.

In 2016, we integrated a new software system making us more efficient in customer service and order processing. In 2016, we purchased another building to address additional space needs for our extensive inventory which means we have expanded 240% since 2012.

If you are an existing customer, thank you for your business and the support you have provided to ICS Flange through the years. If you have never tried us, give us a call and we would welcome the opportunity to earn your business. ●

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## NCFA CYBER THEFT DINNER MEETING by Marty Nolan, NCFA Trustee


On Thursday, November 9, the NCFA held a meeting on "How To Prepare for Digital Hostage Situations."

David Sems was the speaker, and he is currently the Director of Communications and Technology for the city of Strongsville, OH. Mr. Sems (no relation to the "sems" screw - and yes, we did ask), possesses over 17 years of experience providing forensic technology services and is a regular national speaker as well as a guest lecturer at several local and national universities.

The meeting was attended by a wide range of NCFA members although there seemed to be more IT personnel than are normally present at NCFA functions. One could observe the frequent head nods between IT colleagues as they were mentally checking off the suggestions being offered by our keynote speaker.

In addition to offering many techniques and safeguards that each company should be implementing to keep their systems safer, Mr. Sems finished his presentation with

several stories of how he has consulted on fraud cases in a variety of industries. In addition to his forensic credentials, he is also a CPA. "One red flag for me is when someone in accounting never takes any vacation days", Sems stated. He then proceeded to share several examples of how he was called in "when the book just didn't make sense" only to find himself connecting the dots between accounting transactions and computer transactional data.

Because, more and more, our business and personal lives are becoming more dependent on technology, this was a very valuable meeting. With the rise of more advanced cryptology technology and ease of access to that technology, those that seek to cause harm are taking advantage at an alarming rate. We did not solve all those problems at this meeting, but it was certainly eye opening to some attendees and an affirmation to others who are knee deep in these situations on a daily basis. 



## 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".

# TAX REFORM HOPES BUOYED BY SENATE DEAL AND HOUSE PLAN

Perhaps, after a year of congressional failures, there is hope for the most important legislative accomplishment of all. After roadblocks on healthcare repeal and reform and after dropping the ball on a variety of issues, there is an indication that our senators and representatives understand the expectations that their constituents have that common sense tax relief will be implemented. Recent events have given the effort momentum, but we will have to see if President Trump's ego will get in the way with his demonstrated inability to avoid getting into fights with his own congressional allies.

Things seemed well on their way in mid-October when the Senate passed a budget resolution which called for a revenue-neutral tax bill. This would combine cuts in taxes with a proposed \$203 billion in spending cuts to a number of mandatory programs. By providing this revenue-neutral goal the budget resolution was able to include provisions for a legislative procedure called "reconciliation." This allows the Republicans to use their slim Senate majority to pass a tax bill with only a simple 51 vote majority, without fear of a filibuster (which would take 60 votes to break) unless the new tax bill adds a specified target amount to the

deficit. The reconciliation bill was headed for the House but was expected to pass without need of a negotiated compromise because technical changes were already being made to meet objections in the House. In early

November the House Republicans released the outline of their plan which immediately became the focus of discussion and debate. It called for lowering of business tax rates, full expensing of capital purchases, preservation of LIFO, modifying the impact of the Alternative Minimum Tax and a repeal of the federal estate tax.

This set the stage for tax reform with a possibility of action by Christmas. It set off an advance in the stock market as business anticipated the much needed reform. It also set off arguments over whether the reform plan is overly weighted to the advantage of business and high earners and unfair to

the middle class

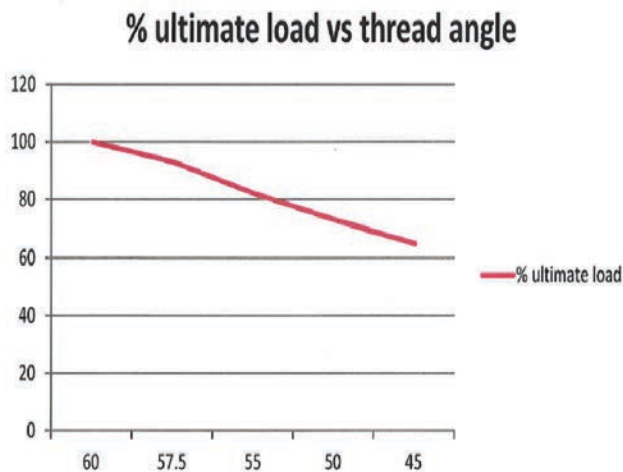
But nothing is ever easy in Washington. Attacks began to come from fiscal conservatives who feared the deficit enlarging impact of tax cuts without real spending cuts, and from liberals who were convinced the working class would suffer as tax breaks were showered on the wealthy and businesses.



**SALIM BRAHIMI BE AWARE OF SUB-STANDARD THREADED RODS MAKING THEIR WAY INTO NORTH AMERICA** from page 36

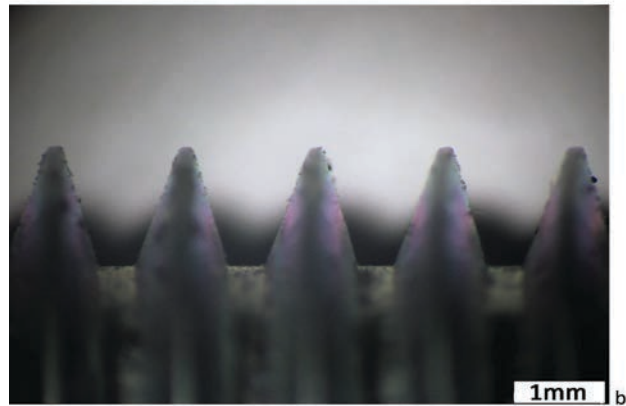
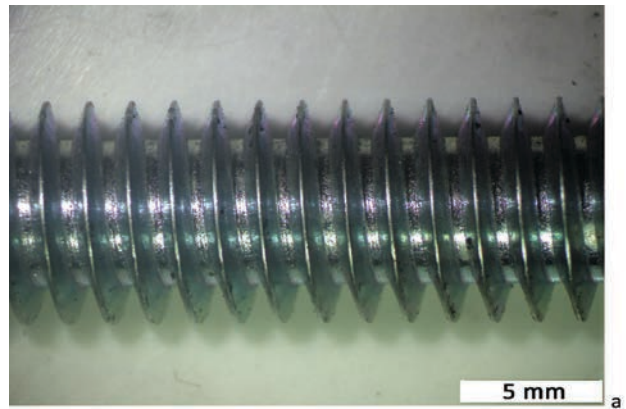
They also pass minimum tensile strength testing, in the rare cases where tensile testing is performed, because the basic tensile stress area is not altered by the low thread angle. However, when assembled with a nut, the thread fit can be so loose that the nut literally wobbles. A consequence of non-conforming thread angle and the resulting loose thread fit is that the rod-nut assembly cannot withstand the same load as conforming 60-degree threads. The “grip strength” or ability to carry a load can result in unexpected and catastrophic failure of a loaded assembly in service.

Test results shown in *Figure 2* show that grip strength is reduced by as much as 40% when the flank angle is decreased from 60 degrees to 45 degrees. This problem is further exacerbated if the external threads of the rods and internal threads of the nuts happen to be respectively at the minimum and maximum of Class 1A thread tolerances.

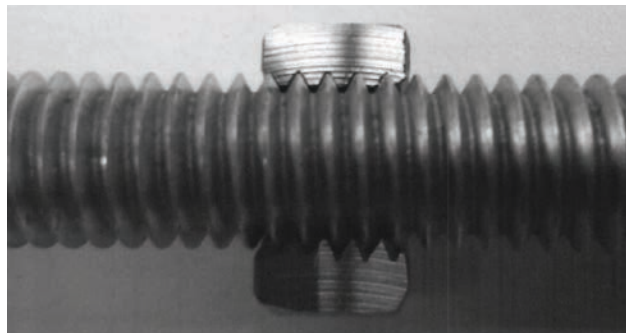


**FIGURE 2. NEGATIVE EFFECT OF REDUCED THREAD ANGLE OF GRIP STRENGTH, DEPICTED AS PERCENTAGE OF ULTIMATE LOAD ACHIEVED WITH A STANDARD 60-DEGREE THREAD**

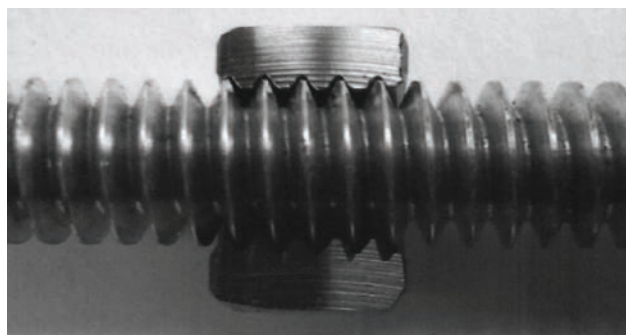
Such a significant reduction of grip strength is cause for concern as threaded rods are commonly used in load-bearing assemblies. One common application is for pipe hanger assemblies, such as those used for water supply and sprinkler systems. The use of sub-standard and non-conforming threaded rod raises concerns over the structural integrity of these assemblies.



**FIGURE 3 A AND B. NON-CONFORMING THREAD ANGLE ON THREADED ROD. THIS EXAMPLE SHOWS A 38-DEGREE THREAD INSTEAD OF A REQUIRED 60-DEGREE THREAD**



**FIGURE 4. NORMAL NUT-THREAD ENGAGEMENT WITH STANDARD 60-DEGREE THREADS**



**FIGURE 5. INADEQUATE NUT-THREAD ENGAGEMENT WITH NONCONFORMING 38-DEGREE THREAD**

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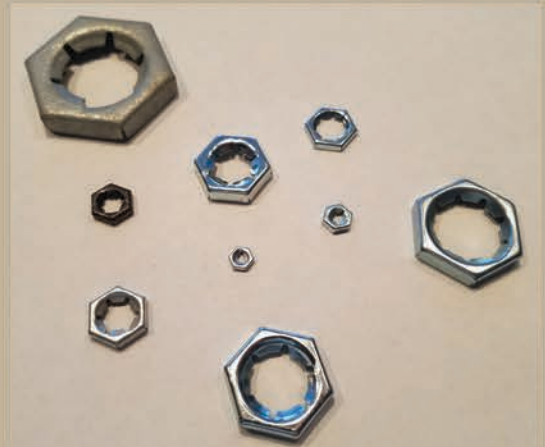
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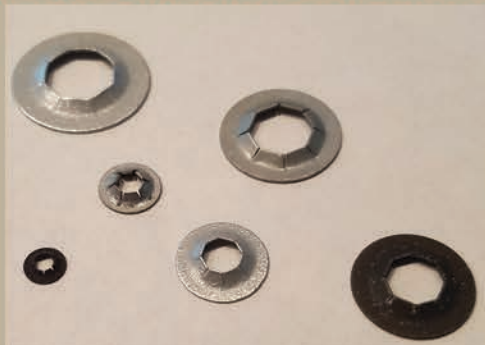
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## Announcing IFE 2018!

Planning for next year's expo is already underway. From October 30 – November 1, IFE 2018 will be held at Mandalay Bay Resort. In anticipation of high crowds around one of Vegas' most colorful holidays, Emerald Exposition has already secured a discounted room rate just for IFE attendees in 2018. Visit [fastenershows.com](http://fastenershows.com) to reserve your room for 2018.

Following the 2017 strategy that increased foot traffic to record numbers, the 2018 expo will be held in conjunction with another event: the 70,000 vendors and buyers who gather for the SEMA Show. We will also be expanding the Global Source area, making IFE a global presentation and marketplace, right here in the U.S.A., saving you valuable travel time and expense.

IFE's two and a half days will build on personal connections to go from innovation to supply chain globalization. On the first day, exhibitors will have a chance to set up their own booths as always, but will also have the chance to attend an expo "Preview Day" that will give them private access to Source Global as well as machinery vendors they don't usually have time to see during the busy expo hours. We will also have the traditional welcome reception for all IFE participants. The second day will open the entire show floor and include the traditional award presentations. Day three will include another day of busy floor activity on the entire show floor. Through out the expo we will have an enhanced education track that will focus on skill gap challenges, overcoming manufacturing technology, and tackling e-commerce.

Bottom line, IFE 2017 was a huge success because of our amazing industry community, and IFE 2018 is repeating those strategies to remain the largest expo in


North American ever to connect the entire supply chain. So if you're a fastener industry professional of any kind, along any link in the supply chain, IFE 2018 is the one big event of the year that you can't afford to miss in 2018. With 65% of last year's exhibitors already contracted to have booths in 2018, we don't want you to miss out!

## About IFE

The International Fastener Expo (IFE) is the largest and most diverse gathering of fastener professionals in North America. Founded in 1981 it serves all reaches of the supply chain, from manufacturer to distributor to end user, and features nearly 70 product categories. With over 750 suppliers and more than 5,000 attendees from 30+ nations, The International Fastener Expo delivers industry-leading content and facilitates vital industry connections at their annual three-day expo in Las Vegas, Nevada. The 2018 Expo will be held October 30 – November 1 at Mandalay Bay Resort.

## About Emerald Expositions

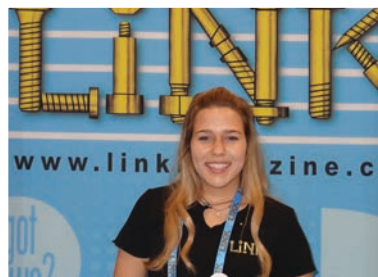
IFE is owned by Emerald Expositions, the largest operator of business-to-business trade shows in the United States, with its oldest trade shows dating back over 110 years. The company operates more than 50 trade shows, including 31 of the top 250 trade shows in the country, as well as numerous other events. Emerald Expositions' events connect over 500,000 global attendees and exhibitors and occupy over 6.7 million NSF of exhibition space. The company has been recognized with many awards and accolades that reflect industry leadership as well as the importance of its shows to the exhibitors and attendees they serve.

For more information or to book a booth at IFE 2018 visit [www.fastenershows.com](http://www.fastenershows.com). 



**LOK-MOR EXHIBITING AT IFE 2017**

# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017



*Distributor's Link had a chance to speak with both Lisa and Cris further about their patent and new technology.....*

#### **What is Product Genius Technology™?**

Product Genius Technology™ in simple terms solves the online search, sort, and procurement of complex product categories in a \$500 Billion global industrial supply market.

#### **Where was this idea born?**

Our family has been in the fastener industry since 1936 and has sold fasteners through several traditional methods such as: catalogs, phone, and email. Over 15 years ago, we saw the rise of e-Commerce on the consumer side. We knew it would only be a matter of time before industrial supply would be selling through online channels as well.

The idea was born in 1999 when we launched our first website HudsonFasteners.com. It came from a desire to give our customers the best online buying experience possible. We recognized the "problem" of buying fasteners and industrial supplies online and began visualizing how we could solve the problem that distributors, manufacturers and online retailers would face in translating their products into an online representation that is easy to use and is accurately displayed.

In 2013 we became a portfolio company at the Youngstown Business Incubator and began the development of our e-Commerce platform. We set out to create a differentiated customer experience for buying fasteners online. We understood the complexity of product catalogs for industrial suppliers and felt the need for a simpler way of displaying the multitude of complex products.

We succeeded in creating the solution for selling fasteners and industrial supplies online. When we saw how powerful the technology was we knew that it would be better served if others could use it. Product Genius Technology™ is the new standard in e-Commerce, making possible the B2C buying experience B2B buyers are now demanding.

#### **What was your patent issued for?**

**Systems, Methods, Servers, & Clients for Inventory Exchange.** The proprietary technology sorts and displays complex product categories like fasteners. Taking the complex and simplifying the selection and purchasing process.

#### **What is an example of how this works?**

The e-Commerce technology allows a product category such as bolts; take a hex cap that can have up to 15,000 results based on diameters, thread pitch, length, grade, material, plating, etc., to display thousands of results correctly in milliseconds.

The Product Genius Technology™ allows clients to dynamically view and buy all 15,000 from a one page buying experience eliminating a multitude of filters.

#### **Is anyone using the technology today?**

We have been beta testing the technology at [www.HudsonFasteners.com](http://www.HudsonFasteners.com).

#### **Do you have any results of how it works?**

We conducted an A/B testing of the e-Commerce technology in a software testing lab at Youngstown State University, in conjunction with the Youngstown Business Incubator, and the Small Business Development Center at Williamson College of Business.

The goal of the session was to have participants search and procure a list of items in a timely fashion and review their buying experience. The participants included business professionals, technology, laymen, including millennials and students.

Participants were given a list of fasteners to add to cart at several of our competitor's websites and [www.HudsonFasteners.com](http://www.HudsonFasteners.com). 98% of the participants were unable to complete the task as assigned at the competitor's websites, and found search and sort almost impossible to fill their carts. 95% of the participants were able to find all of the items on the list and add them to cart at [www.HudsonFasteners.com](http://www.HudsonFasteners.com). They additionally reported an overall good customer experience at HudsonFasteners.com. The results also revealed the importance of the B2B online customer experience. We learned what worked and what would need to be improved.

#### **Who owns this technology?**

We are proud to be the sole owners of this technology, Lisa J. Kleinhandler and Cris A. Young. We have also filed for a continuation of our patent further developing the ease and use of the Product Genius Technology™

#### **What is your business model?**

We are currently looking into all possibilities. We are exploring both acquisition and/or strategic partners who can help us distribute this technology to larger audiences ○



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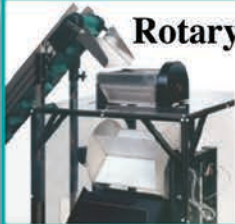
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### Bulk Count/Weigh Bagging System

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As a result, a large quantity of fasteners were returned to the supplier, and significant costs – in the thousands of dollars – were incurred. It could have been worse, much worse, and there was no HE.

The product in this case was an M12 x 60 Flat Socket Cap Screw, PC 10.9, zinc plated. The OEM application was in an automotive type brake system. The product had been supplied for over 20 years, but a new supplier had the business for about the past 2 years as a result of the acquisition of the previous supplier. The usage was 12,000 pcs per month.

The problem began when the OEM was informed of a failure in the field during servicing. Upon seeing the broken screw the local engineer cried “it must be hydrogen embrittlement”.

The OEM looked for the required and expected plating certifications and test reports for the most recent shipment in their files, but did not have them. They contacted the supplier and the supplier only had the manufacturer's test reports and a plating certificate of conformance, but no indication that the screws were baked or tested after plating.

The supplier called me immediately. They said they normally purchased this product already plated from the same source the previous supplier had used over the years. In the most recent transaction though, they could not get the plated product fast enough, so they purchased it plain and sent it out for plating.

The OEM end user had a part number and a print with very explicit plating specification instructions. The specification included required post-plating baking and HE testing, which was normally properly carried out in the purchased as-plated product. The supplier had this print from the previous owner, but was unaware of it.

Unfortunately, when the supplier had the plain parts plated, they did not know about, or adhere to the plating procedure and could not provide the required certifications. Not being able to get the proper plating certs and suspecting a HE failure, the OEM panicked. They threatened recalls and back charges on the supplier, and they shut down the production line.

Fortunately, the OEM was much more interested in solving the problem than in placing blame. That

same day we had a conference call where we asked some questions and explained a few things that helped alleviate the problem.

**HERE ARE THE FACTS OF THE CASE AS THEY CAME OUT AT THAT MEETING AND DURING THE SUBSEQUENT INVESTIGATION:**

**[1]** There was a source of hydrogen in these screws - from the plating process.

**[2]** The supplier did not follow the OEM requirements for post plating baking and HE testing.

**[3]** There was sufficient stress in the part. The installation torque value was 160 Nm, a proper torque for this zinc plated screw. This torque would generate a pretension of 60 kN which is well into the stress zone where HE could occur.

**[4]** The specification hardness and tensile strength of the screw (PC 10.9) is below the HE susceptibility level. However, most users and some specifications still see this level as susceptible. The OEM was confident that PC 10.9 is susceptible based on older specification requirements and did not want to back off of that position.

**[5]** The failure occurred during installation. It was not a delayed failure. Delayed failure is the classic symptom of internal HE. Failure during installation is not indicative of HE.

**[6]** The service technician applied an anti-seize lubricant to the bolt -not in accordance with the OEM instructions. This lowered the K factor in the torque-tension relationship substantially and that is why the bolt failed during installation. This was subsequently proven by experiment.

**[7]** The fracture surface of the failed screw showed normal ductile failure. HE failure will typically exhibit a brittle failure fracture surface.

**[8]** All of the previously sold lots of this product were properly baked and tested and the supplier's reports were readily available to prove it. The failed screw actually came from one of these lots, not from the recent lot that was not properly processed.

**[9]** Subsequent HE testing of the lot did not find any evidence of HE.




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**CARMEN VERTULLO HYDROGEN EMBRITTLEMENT IN FASTENERS CASE STUDIES - PART I** *from page 128*

This case is a classic example of the importance of proper processing and record keeping. The supplier had an excellent records and document retrieval system. Thanks to their system they were immediately able to determine that the lot had not been properly processed and why they were also able to prove that previous lots had been properly processed. Their understanding of HE, their configuration management system, and their outside processing system were not excellent though. This was all part of the root cause of this problem.

On the positive side, their quickness to react to the problem and to get help brought it to a quick conclusion, and in the end, actually improved the relationship with their customer. They also benefited from process improvements and risk reduction across the supply chain. A quickly delivered, concise and precise technical opinion from a third party resulted in the line coming back up the next day, minimized rework and scrap, and prevented a costly recall from happening.

With the help of this consultation, the supplier helped their customer gain a better understanding of the risks associated with HE susceptible fasteners. While they did not want to back off of PC 10.9 being susceptible, they did take the suppliers recommendation to change the coating to a dip-spin zinc flake coating that does not cause HE. Both parties also learned valuable lessons about the torque-tension relationship, which were applied to the new fastener coating.

As we can see here, you don't have to have HE to have a HE problem. This case was fortunate in that it was very quickly solved, there was minimal loss of product, and everyone involved learned valuable lessons. The root cause of the problem was identified and the appropriate corrective actions and risk mitigation steps were taken by both the customer and the supplier. A positive outcome for all. It does not always go this way with HE. Our next case study will be one that does not have such a happy ending. 

CARMEN VERTULLO | FASTENER TRAINING INSTITUTE

**NAW THE NAW INSTITUTE FOR DISTRIBUTION EXCELLENCE ELECTS THREE NEW DIRECTORS** *from page 46**The Balance of the NAW Institute Board*

**Tim Buche, President and CEO,** *Motorcycle Industry Council*

**Ron Calhoun, President and CEO,** *The Palmer Donavin Mfg Co.*

**Talbot Gee, CEO,** *Heating, Air-conditioning and Refrigeration Distributors International (HARDI)*

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**Kevin Kampe, President,** *Womack Machine Supply Co.*

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**Thomas Naber, President and CEO,** *National Association of Electrical Distributors (NAED)*

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**Larry Stoddard, President and CEO,** *RelaDyne*

**Ralph Suppa, President and General Manager,** *Canadian Institute of Plumbing & Heating (CIPH)*

**Joseph Thompson, Founder,** *Thompson Management Associates*

**Doug York, President and CEO,** *Ewing Irrigation Products Inc.*

The National Association of Wholesaler-Distributors (NAW) was created in 1946 to deal with issues of interest to the entire merchant wholesale distribution industry, thereby freeing affiliated associations to concentrate on the concerns specific to their lines of trade. NAW is a federation of wholesale distribution associations and thousands of individual firms that collectively total more than 30,000 companies.

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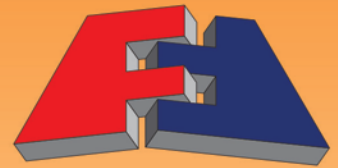
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**STAFDA STAFDA'S DEBUT IN AUSTIN DOESN'T DISAPPOINT!** *from page 53*

Keynote speaker, John Ratzenberger, better known as “Cliff Clavin” from the TV show, Cheers, or now known by the characters he voices for Pixar movies, addressed the importance of domestic manufacturing and the importance of rejuvenating the skilled trades. The examples he cited had many in the audience nodding their head in agreement.

The Trade Show was nearly 12 hours worth of non-stop action in both the Convention Center and Austin Hilton. STAFDA’s “Texas Prize Rodeo” was a poker run to circulate distributors between both buildings. Distributors had the chance to win quality prizes, including Traeger grills. The Show featured new products from over 35 different product categories while still allowing for the traditional aspect of networking with old and new business colleagues.

The social aspect of the STAFDA Convention wasn’t neglected! It’s Block Party at Austin City Limits (ACL) featured a street closure in front of ACL along with top Austin entertainers in both the Moody Theater and 3Ten venues. Food trucks were on the street with other food and beverage stations on all three levels of ACL along with the adjacent W Hotel.

*STAFDA returns to Phoenix in October 28-30, 2018. All events will be held at the Phoenix Convention Center with five host hotels.* 

**SPECIALTY TOOLS & FASTENERS DISTRIBUTORS ASSOCIATION**

**FAB GROUP INDUSTRIAL JEWELER JOINS FAB** *from page 54*


Several years ago Mark Shannon, Vice President of Tower Fasteners, approached Goldberg about joining the Fastener Advisory Board, known as “The FAB Group.” Shannon’s family has owned Tower Fasteners for many years, and at the time Shannon was a FAB member.

“Mark Shannon is someone for whom I have profound respect and he piqued my interest. I knew Tim O’Keeffe of G.L. Huyett was also a FAB member, so last summer I drove out to meet him.” As O’Keeffe notes, “Matt operates vehicles just like he operates machinery – only the best and biggest. When he pulled into the parking lot, I thought we might be under attack out here in the wheat field.” Goldberg drives a Global Expedition Patagonia that is mounted to a Freightliner Chassis, which O’Keeffe affectionately named “The Armageddon.”

“I learned a lot about FAB Group and a lot about the value of a peer group from Tim,” said Goldberg, “so I decided to join FAB.” His first meeting was in September at Sherex Fastening Solutions, hosted by Adam Pratt,

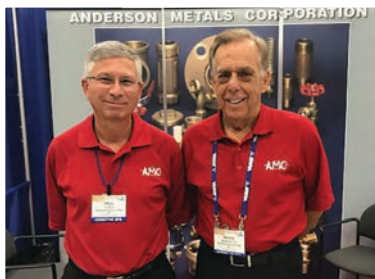
President. As host, Pratt delivered a business review, and FAB toured Sherex plants in Cleveland, OH, and Buffalo, NY. “Giovanni Cespedes of Falcon Fastening and I rode from Cleveland to Buffalo in the Armageddon, where we got to know Matt,” said Doug Ruggles of Martin Industrial, another FAB member. “It is these kinds of fellowship experiences and peer reviews that bring all of us value,” he continued.

“FAB is coming to see AMPG in Indy next spring and we look forward to that experience,” says Goldberg. “While at Sherex, I saw firsthand how FAB was able to provide Adam Pratt specific feedback and address areas of the business where Adam had specific questions. I am hoping that they can stimulate me and my team out of our comfort zones and do the same, as we continue to produce the lowest-cost highest-quality industrial jewelry on the planet.”

*To learn more about The FAB Group, contact Jim Ruetz of All Integrated Solutions at [jruetz@allintegrated.com](mailto:jruetz@allintegrated.com).* 



# STAFDA'S 41st ANNUAL CONVENTION & TRADE SHOW AUSTIN CONVENTION CENTER - NOVEMBER 12-14, 2017

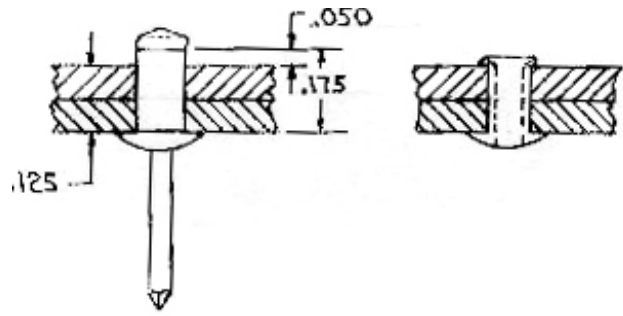


**ANTHONY DI MAIO BLIND RIVETS** *from page 58*


Because of the design of a blind rivet. It allows flexibility to alter each of its components (rivet body and mandrel) in tensile, clamp load etc. to work successfully and consistently in special blind rivet applications. I have had the pleasure, and still do, to work on special blind rivet applications where the material to be riveted requires special features designed into the blind rivet to function well in the application.

I had a blind rivet application where the client requested that the upset side of the blind rivet be maximum 1/16 in height and after setting the rivet, the rivet body must have a clear through hole to pass electric wires through the body of the set blind rivet. No mandrel head retention after setting was possible because the client wanted a clear through hole in the rivet body. The client wanted the blind rivet to clamp two pieces of .0625 metal together and did not require a high clamp load.

We designed a mandrel with a head diameter equal to the diameter of the rivet body and with a lower mandrel tensile strength. The large mandrel head diameter would upset the .050 rivet body projection, clamping the two



sheets together. The mandrel head would break from the mandrel shank but because of the large mandrel head diameter, the mandrel head would not lock inside the rivet body, leaving a through hole for the client to pass the electrical wires through the rivet body. The design of the mandrel head would curl the .050 rivet body projection thus applying clamping load to the two 16 gage materials.

There have been many special blind rivet applications that we have solved by altering the blind rivet design to fit the need of these special applications. The blind is a very flexible in design and can perform consistently and successfully with these special applications. 

ANTHONY DI MAIO

**DISTRIBUTION ONE SEEKING EXPANDED ERP FUNCTIONALITY? WISH GRANTED!** *from page 68*

Secure Cloud ERP provides the fastest path to implementation and avoids the need to fund physical on-site servers and in-house IT support teams necessary with On-Premise deployment. Lower monthly ERP costs allow companies to allocate finances toward physical expansion, growing the workforce, or any other key company initiative.


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Having a suite of connected applications provides greater customer service and strategic insight into real-time operations. Mobile Apps allow for on-the-spot order entry, delivery and signature capture, and even Vendor Managed Inventory (VMI) functionality. With a suite of innovative Mobile Apps, distributors extend the ability to conduct normal business operations well outside of the physical office.

As an experienced distribution professional, you already understand the value of technology as it relates to your ongoing operations. You recognize areas in which you would like to improve or expand. The question is, how do you choose?

Remember the rule about not wishing for more wishes? Fortunately, there is a way to receive each of the features and integrations above in one solution: comprehensive 64-bit ERP-ONE+ business software from Distribution One.

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# CROSSWORD PUZZLE

## ANIMAL FARM

### ACROSS

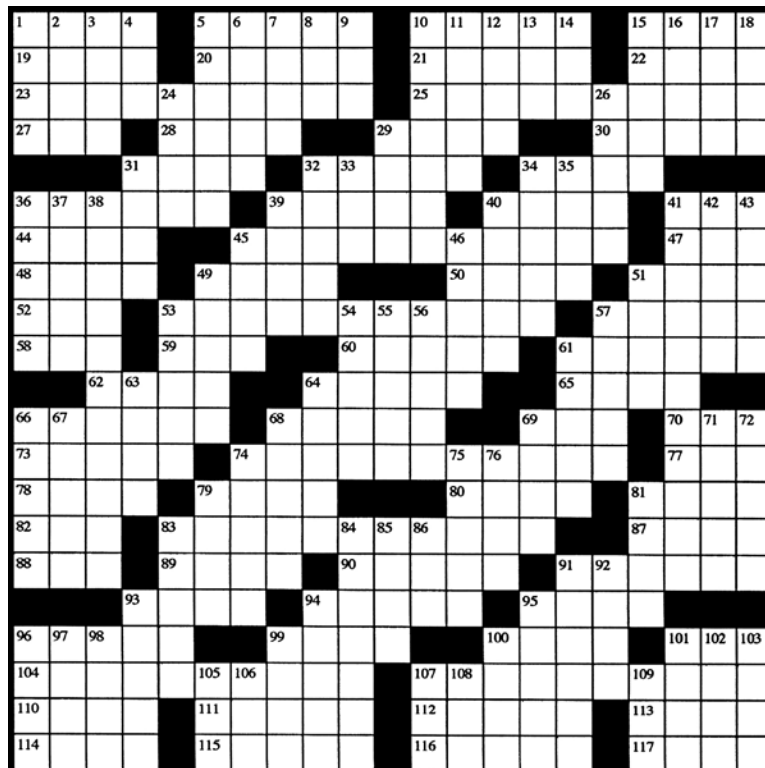
1. Nuisance
5. French cup
10. Fed the kitty
15. Storage building
19. \_\_\_ Falco
20. Synthetic fabric
21. Feudal lord
22. Opera solo
23. 2008 U. S. Open winner
25. Noted University of Alabama football coach
27. Afr. nation
28. Orient
29. Twain character
30. Curvy letters
31. Exposed
32. Folklore creature
34. Diet drink of old
36. Johnson or Hughes
39. Brownish gray
40. West Coast sch.
41. Prefix for nutrition or practice
44. Computer screen image
45. Lakota Sioux Indian chief
47. Anger
48. Unhealthy sound
49. Lunch spot
50. Acting part
51. MCDX halved
52. Little guy
53. Mr. Cody
57. Lake near Reno
58. Brylcreem amount
59. Vein contents
60. With regard to
61. Idiom
62. Pioneer
64. Brain passages
65. Gospel writer
66. Goes around
68. Take an extra base
69. Quiet
70. John, in Britain
73. "Nay" voters
74. "Essays of Elia" author
77. Penney's initials
78. Do nothing
79. Actor Newman
80. Top rating
81. "For what doth it profit a man \_\_\_ gain the whole world..." (Matt. 16:26)
82. Address abbr.
83. British comedy troupe
87. Divided
88. German article
89. Cutlass or Alero
90. Varnish ingredient

91. Mountain goats
93. Sly
94. Joshua's partner
95. Word on a gift tag
96. Regions
99. Colorado ski resort
100. Laila and her late dad
101. Difficult situation
104. Singer of the 1971 hit "Peace Train"
107. Role on TV's "Frasier"
110. Run
111. Recipient
112. Licoricelike flavoring
113. Change for a five
114. Not bananas
115. Cheese variety
116. Cleansings
117. Info previously unknown

### DOWN

1. Sampras or Seeger
2. Make corrections
3. Exhale audibly
4. Shirt, for short
5. In the direction of
6. Left the covers
7. Job opening
8. Ground cover
9. Nav. rank
10. Part of an egg
11. Daughter's cousin
12. Furniture wood
13. Actor Robinson's initials
14. Cotillion attendee
15. Authority to decide
16. Tax-deferred accts.
17. Row
18. Feedbag contents
24. Tush
26. Majestic
29. Pueblo dweller
31. Thorn in one's side
32. First in a row of plane arrival spots
33. Oddball
34. Small racing boat
35. Magazine title
36. Brought on board
37. City in Florida
38. CNN reporter
39. Quarrel
40. Curved fastener
41. "Spin City" actor
42. Gas stations
43. River embankment
45. Ump's call
46. Facial expressions
49. Food for Muffet
51. Unlit
53. Tugs and ferries
54. Procrastinator's word
55. Ryan, for one
56. "Uncle Miltie"
57. Hitchhiker's need
61. Egret's pride
63. Shallowest of five
64. Florence's place
66. Cool course
67. Tricky fellow

68. Closes
69. Educator Horace
71. Shade of yellow: var.
72. Unlocks
74. Sweet stuff
75. Title of respect, in India
76. Diving bird
79. Voter survey
81. Dating couple gossiped about
83. Wet
84. Lauds
85. Holler
86. Eliot's monogram
91. Garden blooms
92. Juicy fruit
93. Refuse
94. Walking sticks
95. Bone covering
96. Performs
97. \_\_\_ avis
98. School founded in 1440
99. Word from Caesar
100. Stopped flying
101. Henry VIII's third
102. Again
103. Clutter
105. Koch & others
106. "I do"
107. Get hold of
108. One \_\_\_ million
109. Paul, for one



**ROBERT FOOTLIK THE PARTY PROBLEM - A CASE STUDY** from page 62

The door(s) to the kitchen is located in the back wall and the guest entries in the front wall.

The only banquet tables available in house are 4' in diameter and Bruno says these normally accommodate 6 people for a sit down dinner.

Buffet tables are often 2'-6" x 6'-0" and 4 of these are available in the storage room.

By code, the Fire Marshal says that the minimum aisle spacing between tables is 5'-0" (as measured from table to table) and there must be at least 4'-0" from any table to any wall.

Stacking the tables on top of each other, while cube efficient, is objectionable to some of the guests.

The menu has some latitude, but your Uncle likes to see lots of courses and variety so no one goes hungry. Menu selections will be reviewed by "THE CHEF." No one actually knows his name because he is somewhat high strung and has many very sharp knives. Of historical note is that he trained Steven Seagal for his role of "Casey Ryback" the cook in the movie "Under Siege". Don't get this guy angry!

**Hints:**

With party planning things often change. At a scale of  $\frac{1}{4}"=1'-0"$  a quarter (\$.25) is 4' in diameter should you wish to map out the space.

Thinking outside the box without compromising the good times and great (OK, so it's not all that great, but there will be lots of it) food is encouraged if not expected.

Knowing your family's finances and expectations of winning the Lottery should help you budget appropriately.

Additional party consultants and resources outside of this course can help you or hinder you...your choice. Feel free to share this assignment with anyone in your life, friends, spouses and Mothers included.

"It's your party and you can cry if you want to...." (Usually credited to John Gluck, Wally Gold and Herb Weiner, staff writers at the Aaron Schroeder Music firm in 1962, the lyrics were actually written by Seymour Gottlieb, a freelance songwriter." Search on it if you

think I'm kidding.

Have fun planning the party!

***Just Found Out That Your Cousin Is Bringing Her Band To The Party***

We are going to be entertained by "Lanie and the Rugrats," her four piece band. They are bringing a keyboard, drums, guitar and some kind of weird, ethnic, wind instruments.

They do music from the 1950's all the way to contemporary noise. OK, so they just know 10 songs, but they are loud and lively for perhaps 20 minutes (without any encores). This changes the party a little because now you need a dance floor.

"Der Schmutsic Spoon" has a portable dance floor that you can use. It comes in 4 foot x 4 foot sections that snap together to fit whatever area is available and up to 25 pieces are available for your use...if you want them. Of course you should not seat any guests on the dance floor where they will impede the fun and possibly get hurt by low flying dancers.

In addition, Cousin Stash (on your Mom's side) is bringing his famous strolling accordion act and promises to entertain your guests as long as he gets plenty to drink and does not have to compete with Cousin Lanie and her band. He has requested that you keep your layout simple so he does not stumble after having too much to drink. This has been a problem at previous family gatherings.

Costs are getting a little out of hand and your Uncle suggested that a cash bar would be a great way to save some expense and still make sure that everyone has a great time. He could have the staff pass wine, but thinks that this will be more of a beer and mixed drink crowd. Just let him know where to locate the bar and how long you want it open. He also reiterated that he really needs the party to last only two hours because the wedding coordinator and florist must set up the rooms for a ceremony and festive dinner with dancing. So, make sure that your party is served promptly and quickly.

Sounds like some great additions to a great party.

## NORTH COAST FASTENER ASSOCIATION

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### NCFA SCREW OPEN GOLF OUTING by Dave Audia, NCFA Recording Secretary

The 2017 NCFA Screw Open returned to Valleaire Golf Club on Thursday, September 7th and the event was again a great success. The weather held up, the beer was ice cold, and the Winking Lizard provided a delicious lunch and dinner for the 70 golfers that spent an afternoon helping to raise money for the NCFA Scholarship Program.


The Beacon Fastener team descended on the state of Ohio and took 1st place back home with them to Illinois – they earned a cash prize of \$200 and received trophies donated by Solution Industries. The team from All Ohio Threaded Rod finished in 2nd place.

There were a few individuals awarded for their skill shots during the afternoon round as well. Michael Robinson from The Dyson Robinson flexed his muscles by winning not one but both of the Long Drive holes #7 and #12. Marshal Brown of Beacon stuck his shot on #18 closest to the pin to win Browns/Steelers tickets - since he was unable to attend he was kind enough to

donate them to the next closest pin shot and I believe he got the better of that deal not having to attend a Browns game.

There were several new contests on the course this year including a fun game of Putter Pong sponsored by Central Wire - also thanks to Buckeye Fasteners (iPad) and Brighton Best (Browns tix/golf bag) for donating great gifts awarded throughout the day.

All golfers and non-golfers were then invited to the pavilion for a dinner of St Louis Ribs and BBQ Half Chickens grilled by the Winking Lizard and to finish off the keg of beer.

The NCFA would like to thank all of our sponsors this year who were once again acknowledged with signs throughout the course - and of course a big thanks to all who participated in this event. All proceeds will benefit the NCFA scholarship program so we again say - Thanks to all! 

#### ASSOCIATION ARTICLE

NORTH COAST FASTENER ASSOCIATION

## NCFA SCREW OPEN GOLF OUTING VALLEAIRE GOLF CLUB - SEPTEMBER 7, 2017



**ROMAN BASI THE COMPLEX RULES OF A SIMPLE PARTNERSHIP** *from page 66*

To answer that question, you must have someone equipped to understand the accounting aspects, corporate structures and legal knowledge to interpret the law and ensure tax preparation perfection. Ask yourself, do you know the ins-and-outs of your corporate structure? Are you equipped to interpret case law that dictates the meaning of IRS statutes? If the answer is no, it's highly likely a competent tax professional could improve your businesses in a number of ways.

However, we cannot stop there. Since we have located the "reasonable cause" exception, we must take the analysis a step further and determine the relief afforded under such exception.

To better understand the relief we turn to the Internal Revenue Manual (IRM) Part 20. Part 20 of the IRS Manual contains a set-aside for Penalties and Interest. The Federal Tax Weekly article cites more specifically IRM 20.1.2.3.3.1, which further defines Rev. Proc. 84-35. There we find the full definition and more insight, as to the question of relief under "reasonable cause." IRM 20.1.2.3.3.1 lays out the full parameters of Rev. Proc. 84-35, but also provides

guidance in regard to 6231(a)(1)(B), which "exempts certain small partnerships from the penalties for failure to file, however, yes they are not automatically exempted from having to file. These exemptions are important to be aware of, and they could help you avoid serious penalties." As you can see, the intricacies of the tax code are buried in various IRS Manuals. However, the importance of utilizing every possible benefit provided by the IRS is a must for our clients.

To sum up these definitions and analyses, as a small partnership you can escape some if not most of the penalties as long as you are a small 10 person or less partnership that meets a few other minor requirements. As a small partnership, you can choose to file income taxes through the IRS in either a form 1065, Schedule C, or personal income. However, the proper form to use is determined by how your partnership is/was formed (LLC, LP, etc.). Therefore, while the exemption of penalties associated with a 1065 tax return is not automatic, your size determines the extent of the penalty and if you have a reasonable cause for the waiver. 🍷

ROMAN BASI

**MARTIN CROSS GOING INTERNATIONAL FROM THE INSIDE OUT: MAKING THE MOST OF MULTILINGUAL STAFF** *from page 70***Direction Matters**

Few people are as fluent in their second language as they are in their mother tongue. That's the reason why most professional translators only translate into their native language. You simply understand the nuances of the language you grew up speaking better than a language you learned in school or as an adult. A bilingual employee may do a great job helping you to understand things written in their second language, but that does not mean that they can write in that language at a level that is suitable for business. And keep in mind that you have no way of judging the quality of that writing.

As a rule of thumb, it is best not to ask a staff member to write a letter to a foreign associate or client if that employee did not at least complete high school in a country where the language was spoken.

**Culture Is Key**

Cultural awareness is not just about avoiding accidentally offending people. Understanding how your campaigns, products and services will fit another culture is key. Providing you with this insight is one of the

greatest contributions your multilingual and multicultural staff members can make. Your employees understand your product and what you are trying to achieve, making them ideally positioned to give feedback around cultural expectations. A knowledgeable employee may even help you discover marketing advantages that your product may have in the target culture, which you might otherwise miss.

The trick is to involve them in the entire process, from the early planning stages to the final review before a campaign is launched. And because culture is all about nuance, try to meet with them in person. You'd be surprised how much more insightful and productive it is.

If you're looking to grow your business, venturing into the global marketplace is a big step, and it's not without risks. Understanding the importance of language and culture reduces the risk and helps you avoid unnecessary pitfalls. Take inventory of your existing human resources and involve your multilingual and multicultural staff in planning and executing your international ventures. By making the most of their assets, you'll be in a stronger position right from the start. 🍷

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GLOBALFASTENERNEWS.COM HARRIS RETIRES FROM 'HEALTHY INDUSTRY' from page 74

Why do fastener companies join the IFI? Harris said members peg networking as the top reason. Second is manufacturers and suppliers are “conspicuous by their absence” and third is the IFI’s role in government relations.

The IFI now has \$2 million in reserves – up from \$300,000 when he was hired.

Today there are 74 manufacturing companies with 68 subsidiaries as members of the IFI plus 60 associate members.

As he retires, Harris sees a “healthy industry and healthy customers” for the fastener industry. “Boeing and all aerospace are booked with orders,” he pointed out.

A factor helping domestic suppliers is just-in-time supplying. “End users want shorter supply chains,” Harris explained. The one-time ship’s captain noted that “relying on ships crossing the oceans is problematic – with weather and labor issues.”

Harris retires as the longest-serving managing

director and only the sixth managing director in 86-year history of the IFI. Kenneth McCreight succeeded him on November 27 2017.

Harris, who continues as a consultant, is confident in the organization’s future. Harris’ philosophy has always been to “hire the best people you can find – people who are smarter than yourself – and get out of the way to let them do their jobs.

Next for Harris? “Sailing,” he responded in noting his hobby of decades. Also international travel.

**IFI Chief Staff Officers:**

- 1931-1939 (None)
- 1940-1954 Herman Lind
- 1954-1974 Frank Masterson
- 1975-1981 Clyde Roberts Jr.
- 1982-1984 Richard Belford
- 1984-1995 Dick Scofield
- 1995-2017 Rob Harris
- 2017+ Kenneth McCreight 

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**We make it move.**



**The following factors affect Insert performance:**

- ▣ Insert type, design, and quality of Insert features.
- ▣ Plastic specifications.
- ▣ Design and quality of the plastic components, including hole tolerance consistency.
- ▣ The installation process.

Start with the performance requirements of the assembly, and then select the appropriate Insert. The objective is to choose an Insert with sufficient torque resistance to accommodate the tightening torque necessary to achieve sufficient axial tension load on the threaded joint to keep it together and prevent loosening, while also achieving pull-out values necessary for the load conditions that the Insert will be exposed to while in service. In general, resistance to torque is a function of Insert diameter, and resistance to pull-out is a function of Insert length.

**How They Are Installed**

There are many different styles of Inserts designed to accommodate various performance requirements and installation methods. The installation method must be considered, as this will affect the type of Insert that can be used as well as the overall cost of the assembly. The two primary types of Inserts are those that are molded in and those installed after the molding process (post-mold).

Molded-in Inserts usually yield the highest performance, yet this form of installation is by far the most expensive. In addition, you run the risk of damaging the mold if the Insert is not properly positioned during the molding process. That can result in tens of thousands of dollars in lost profit.

Inserts installed with heat or ultrasonics after molding yield good performance at a fraction of the assembled cost of the molded-in Inserts. Post-mold installation is very efficient and eliminates the requirement of properly loading Inserts into a mold during the mold cycle. Typically, Inserts installed with heat yield the best combination of overall performance and lowest installed cost.

Self-tapping Inserts provide

the best pull-out resistance for a post-mold Insert, yet the assembler has to be very careful about installing the Insert so that it is perfectly square to the hole or it will not mate well with the screw.

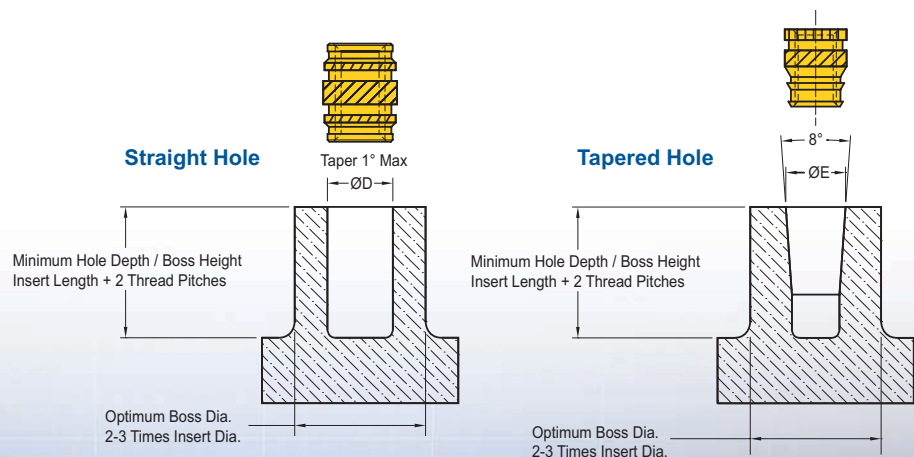
Expansion Inserts are designed for non-critical applications where ease of installation is the primary design criterion, not torque and pull-out resistance. Another low-cost option is press-in Inserts that are designed to reduce installation cost at a sacrifice of torque and pull-out performance.

**Hole Design Guidelines**

Correct hole size is critical. Larger holes decrease performance, while smaller holes induce undesirable stresses and potential cracks in the plastic. Undersized holes may also result in flash at the hole edge. The Insert manufacturer's recommended hole size for the Insert must be adjusted if fillers are used in the plastic. If the filler content is 15% or more, it is suggested to widen the hole by 0.08mm (.003"), and if filler content is 35% or more, the suggested hole diameter increase is 1.5mm (.006").

Holes for post-mold Inserts should always be deeper than the length of the Insert. For self-tapping Inserts, use a minimum depth of 1.2 times the Insert length. For other Inserts, the recommended depth is the Insert length plus two thread pitches. The assembly screw should never bottom out on the hole, as jack-out would result.

Molded holes are preferable to drilled holes because of the strong, denser surface of the molded hole. Core pins used to mold the holes should be large enough to allow for shrinkage. For straight holes, the taper should not exceed a 1° included angle. Tapered holes should have an 8° included angle (see Figure 2).



**FIGURE 2. MOLDED HOLES ARE PREFERABLE TO DRILLED HOLES BECAUSE OF THE STRONG, DENSER SURFACE OF THE MOLDED HOLE. FOR STRAIGHT HOLES, THE TAPER SHOULD NOT EXCEED A 1° INCLUDED ANGLE, AND TAPERED HOLES SHOULD HAVE AN 8° INCLUDED ANGLE.**

## distributornews

**MW Industries**, a leading provider of highly-engineered springs, couplings, specialty fasteners, machined parts and other precision metal components, is announcing the launch of MW Aerospace Solutions to help address the specific needs of Tier 1 and OEMs in the aerospace and defense industry.

MW Aerospace Solutions designs and manufactures springs, fasteners, and related products for a wide range of aerospace applications, including components for engines, flight controls, propulsion, landing gear, interiors, avionics, and the most advanced space exploration vehicles. The brands comprising this group include Atlantic Spring, Accurate Screw Machine, BellowsTech, Helical Products and Servometer, – specializing in springs, stampings, fasteners, couplings, flexures, machined springs, edge-welded and electrodeposited bellows and assemblies.

“With ISO9001 and AS9100 certification and compliancy, MW Aerospace Solutions offers core aerospace capabilities and experience with our advanced manufacturing techniques and processes that yield unrivaled innovations. Our market basket of products and our custom solutions are specifically designed and manufactured for the aerospace industry,” explains John Bagnuolo, Chief Executive Officer, MW Industries.

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“Our mission is to enable our OEM and manufacturing partners to bring products to market more quickly and cost-effectively.”

According to Kevin Kuhn, senior vice president of MW Aerospace Solutions, “Each company’s product technologies complement each other in terms of size, compatibility, material and performance capability. As expert industry suppliers of custom-focused manufactured solutions, we are completely dedicated to the on-time delivery of quality, cost-effective parts. Our state-of-the-art systems and CNC equipment ensure consistency, reliability, and fast delivery.”

MW Industries, Inc., headquartered in Rosemont, IL, has been a leading provider of highly engineered springs, specialty fasteners, machined parts and other precision components for more than 50 years.

For more information contact MW Industries online at [www.mw-ind.com](http://www.mw-ind.com).

**MWFA 2017 SCHOLARSHIP AWARDS** from page 80***Congratulations to our 2017 Scholarship Winners:******\$4,000 XL Screw Corp. Scholarship  
(Donated by XL Screw Corp.)***

XL Screw donated a scholarship for the 19th year, which is unprecedented. XL has been a great proponent of our motto: MWFA where education is a priority. The original idea of a scholarship program came out of XL Screw and has had amazing growth. Many students have benefited from this program since its' inception.

This year's XL Screw Corp Scholarship to Max Baer, son of Bob Baer of Abbott Interfast. Max is a H.S. senior planning to pursue his college degree in Computer Engineering & Math. Max plans to become a Computer Engineer to build computers capable of faster responses, simple enough to be used by someone of age or skill level.

***\$4,000 Richard S. Piskoty Memorial Scholarship  
(Donated by Clarcorp Industrial Sales)***

The Richard S. Piskoty Memorial Scholarship is donated by Clarcorp. Richard Piskoty's life led him in many directions and every path he took he made an impact on the people around him. The lives he touched along the way ranged from the kids he taught and coached to the salespeople that worked for him. 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.

This scholarship was awarded to Makayla Pagel, daughter of Jerry Pagel of Clarcorp Industrial Sales. Makayla is a sophomore at Bemidji State University majoring in Physical and Health Education with a minor in Developmental Adapted Physical Education. Makayla looks forward to teaching in the future.

***\$4,000 Raul Torres Memorial Scholarship  
(Donated by Star Stainless Screw and Fall River Mfg.)***

Raul, a former 50-year veteran to the fastener industry, was a gentleman who mentored many. Raul spent several years on the MWFA Scholarship Committee. We thank Star Stainless and Fall River Mfg. for continuing to fund the Raul Torres Memorial Scholarship. Because of their generosity, this scholarship continues.

It is a pleasure to award this scholarship to Shannon Shahinian daughter of Laura Shahinian of Liberty Fastener

Co. Shannon is a sophomore at Loyola University majoring in Social Work with a minor in Dance. She looks forward to a career in Social Work while enjoying her passion of dance.

***\$4,000 Ed Lacerra Memorial Scholarships  
(Donated by Sue Lacerra & Sems & Specials)***

Sadly the industry lost Ed a few months ago to an awful disease. Ed spent many years in the fastener industry. Ed never met someone he didn't remember after his first meeting. He was very passionate about educating in the fastener industry and therefore spent several years on the MWFA Fastener Committee.

Ed's family graciously asked friends and family to donate to the MWFA Scholarship fund in his memory.

Due to the generosity of Ed's family and friends MWFA awarded 2 scholarships this year and 2 scholarships will also be awarded next year.

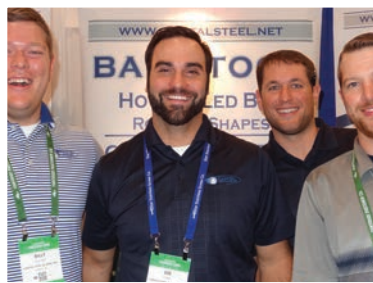
The first Ed Lacerra Memorial Scholarships to Cathryn Hatch, wife of Jason Hatch of SWD Inc. Cathryn has returned to school to focus on Health Sciences and Pre-Physician's Assistant Studies.

The second Ed Lacerra Memorial Scholarship was awarded to Paulina Borowski daughter of Larry Borowski of Greenslade and Co. Paulina is a freshman at the University of Southern California studying Business Administration/Cinematic Arts. This unique joint program allows her to explore her interest in the intersection between the intensity of industry and the fluidity of the arts. Her studies will prepare her to become a successful producer.



**(LEFT TO RIGHT) WAYNE WISHNEW, XL SCREW, MAX BAER, XL SCREW SCHOLARSHIP RECIPIENT AND FORMER CHICAGO CUBS PITCHER RYAN DEMPSTER**

# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017



### Best Customer Experience Award - AFIXX and Crossroad Distributor Source

AFIXX and Crossroad always find a way to draw clients into their booth with some type of interaction. Last year we enjoyed the very appropriate craps table and contests in their booths. This year they kept tradition by offering a fruit cocktail beverage of your choice. Their booths were on both sides of the aisle making for a great flow of traffic throughout the event! Well done AFIXX & Crossroad!

For over 55 years, the Lehman name has represented honesty, integrity and reliability in the fastener industry. Built upon those principles and with the promise to sell to distributors only, Pacific Warehouse Sales was formed in 1980. Run as a true family business, keen knowledge of the industry and understanding customer's needs, is what sets PWS apart from the rest. Now, building on years of experience, PWS is excited to introduce its new division, AFIXX Alliance®.

Crossroad Distributor Source, also family owned, is a master distributor supplying industrial and fastener distributors throughout North, Central and South America. Focused on thread insert systems for industrial, aerospace and electronic applications, as well as a stock location for AFIXX, Crossroad is proud of its commitment to service customers in a world-class fashion, and the ability to provide the technical expertise to support that distribution chain.



### Best Customer Experience Award - American Ring

American Ring manufactures and supplies retaining rings, snap rings, and Belleville disc springs. We are a family company committed to quality and service, providing our customers with true solutions. American

Ring is big enough to matter and small enough to care. We pride ourselves on delivering service unmatched in the industry, taking our business personally, and always trying to ask the right questions. The professionalism and style of the America ring Team is outstanding! First impressions go a long way, especially in today's business world. This team sets the standard for the Best Group Award! Congratulations to the entire group!



### Best Character Award - Solution Industries

Solution Industries combines over 100 years of fastener experience with an eagerness to help solve the difficult challenges your business faces every day. It's our attention to detail and commitment to excellence that sets us apart from our competition. We pride ourselves in being a leader in fastener distribution, getting you the parts you need faster and more affordably than the competition. The Solution Man Character has become an industry favorite. The Solution Man collector pin series are always a must-have at the International Fastener Expo. The Solution Industries Bobble-head figure easily won this year's Best Character Award! Congratulations to Don and his team!



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**GUY AVELLON WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT LOCKING FASTENERS - CHEMICALS** *from page 106*

Both fasteners were purchased from an after-market supplier and an auto store. The purchaser had no idea what to expect except that the bolt on the left went into a clutch assembly, the one on the right is a Grade 5 bolt. Both failed by being tightened into yield. It was obvious with the Grade 5 but not so with the clutch bolt. It was tightened into yield using the torque specifications in the repair manual. When it was used in service, the weakened bolts failed.

Recently, there was another issue in an assembly plant where the second shift was breaking fasteners at assembly. Of course, the manufacturer and distributor were blamed. However, upon close investigation it was verified that both shifts were using the same fasteners, the same torque specifications and the same tooling. It was revealed that unknowingly, the second shift was using a different thread locking chemical than the first shift.

Another issue arose with fastener failures after

assembly. It was found that the fasteners were not being tightened enough and even a torque-angle monitoring machine was of no help. The assembly line used copious amounts of a sealing compound for waterproofing the joints around the connections. Many of the fasteners came in contact with the sealant as they were being assembled and tightened. It was found that during tightening the fasteners, all that was being done was compressing the sealant between the threads. It felt as if the fasteners were being tightened into yield, when in fact, they were not being loaded in tension at all.

Unfortunately, the seller, or distributor, never knows where any of their products are used or how they will be assembled. Avoid costly liability; don't make recommendations about applications. Just be sure the customer has the product information he needs to make an educated choice of the products that would be appropriate for his use. 

GUY AVELLON

**BRIGHTON-BEST BBI HELPS PROMOTE HURRICANE RELIEF EFFORTS IN TEXAS AND FLORIDA WITH DONATIONS** *from page 88*

Brighton-Best International is pleased to announce the promotion of Lonnie Stowe to the position of Branch Manager for BBI Atlanta. Lonnie brings over 20 years of experience in the fastener industry to his new position. Lonnie has passion for his customers and his BBI teammates and looks forward to the challenge. Lonnie can be reached at [lstowe@brightonbest.com](mailto:lstowe@brightonbest.com).



BBI has closed on an acquisition in Australia. Koala Nails bring onboard a new level of expertise into the construction fastener industry, both for Australia and for the USA. We're excited to welcome this new addition to our family of companies.

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And finally....the votes have been counted and our Pros have spoken. Winner for the 2017 Pro Tool Innovation Award (PTIA) is presented to Proffered for the T08001 6" Plumbing Adjustable Wrench selected most innovative in the category of Hand Tools - Wrenches. 





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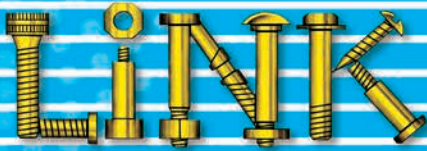
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ALLIED INVENTORY SYSTEMS **ALLIED INVENTORY SYSTEMS RUNS 99.998% RIGHT** from page 92

## AS9120 ITAR Registration

Among these requirements were upgrades to the company's quality system to meet or exceed the requirements AS9120, ITAR registration, and additional process controls. The company, which operates debt free, was willing to make these investments but needed a plan of attack to expand.

## The Business Edge™

The Business Edge™ has been and continues to be a critical part of Allied's expansion plan. As the company's core ERP system, Allied wanted to retain as much information and process control as possible inside of The Business Edge™ instead of running separate systems.

Fortunately, The Business Edge™ contained several modules that only required customization, including the Document Connection for paperless document control, the Certificate Management System, and the Product Specification system to ensure that incoming product and paperwork is 100% conforming.

Leading this effort for Allied was Neal Lober, its Vice President of Business Development. "Our partners at Computer Insights were extremely helpful in implementing our aerospace control procedures," said Neal. "Moreover, the fact that many of the modules we needed already existed meant that we could avoid the time and expense of writing new code to expand into the defense market quickly."


## The Results Are In

It has been many years since Allied's implementation, and the results are in. With a 99.998% on-time delivery record, exceedingly high customer loyalty, and heavily automated process controls, the company has experienced over 30% year-over-year growth for several years running. Moreover, the efficiencies brought by The Business Edge™ have allowed the company to deliver parts to customers at a far lower cost than many of its larger competitors.

"We are extremely satisfied with The Business Edge™" says Mr. Lober, "and we sleep well at night knowing that our processes are rock solid and our customers are well taken care of."

## More Information

**Allied Inventory Systems, Inc.** can be reached at 2035 Central Circle, McKinney, TX 75069. Contact Neal Lober by telephone at 972-547-9600, eMail: [nlober@alliedinvsys.com](mailto:nlober@alliedinvsys.com). or visit them online at [www.alliedinvsys.com](http://www.alliedinvsys.com).

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



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## NEFDA FALL FLING - FUN AND INFORMATIVE

by Dan Bielefield, NEFDA President

After a long hiatus, the NEFDA brought back its popular Fall Fling event this year. On September 26th several members gathered for an afternoon of fun and golf at the Juniper Hills Golf Course in Northboro, MA. The day began with an outstanding barbecue lunch followed by a leisurely 18 holes on the Juniper Hills Riverside Course.

The course was in great shape and the golfers all had a great time. All of the golfers praised the course and how well it played.

### Fall Fling Results

**Longest Drive** - Joel Koppe (Metric and Multistandard)

**Closest to the Pin** - Jon Queenin (Specialty Bolt)

**First Place** - Dick Hrinak (Crescent Manufacturing), Larry Ward (Distribution One), Nick Panasian (ND Industries)

Following golf, the members enjoyed a very nice open bar cocktail hour sponsored by Larry Ward and Distribution One. An incredible buffet dinner followed and then the highlight of the evening began. David Humphries, a cyber-security expert spoke with the group regarding cyber-security, ransom ware and various ways that companies can make their computer systems much more secure. David gave a very engaging presentation and the members present all raved about the topic, its timeliness and the value that they felt they received from the entire event.

### Thank You Event Sponsors

Their support and generosity was a great help!

Crescent Mfg.  
Distribution One  
Fall River Mfg.  
Rick Rudolph Assoc.

Smith Associates

Specialty Bolt & Screw

Spirol International

Vogelsang Corp.

At the end of the evening everyone present was asking about next year's event. It is safe to say the NEFDA Fall Fling is back in the rotation and should be a staple of the Associations schedule for the foreseeable future. If you were not able to attend this year's event, keep an eye out for next year's Fall Fling as the planning has already begun!!

### NEFDA 2018 Calendar

**June 7th** 29th Annual Scholarship Golf Outing  
Oak Ridge Golf Club, Feeding Hills MA


**September 27th** Fall Fling Golf and Dinner Meeting

**December 5th** Holiday Party

Check our website at [www.nefda.com](http://www.nefda.com) for updates as more events may be added.

### NEFDA Announces Board of Directors

The NEFDA recently installed their 2017-2018 Board of Directors:

<b>President</b>	Dan Bielefield	Smith Associates
<b>Chairman</b>	Jon Queenin,	Specialty Bolt & Screw
<b>Vice President</b>	Morgan Rudolph,	Rick Rudolph Assoc.
<b>Treasurer</b>	Larry Ward,	DistributionOne
<b>Secretary</b>	Nancy Rich	
<b>Directors</b>	Matt Roberts,	W.J. Roberts
	Joel Koppe,	Metric & Multistandard
	Mike Lentini,	Spirol International
	Rob White,	SB&W
	Colin Tansey,	Specialty Bolt & Screw
	Katie Donahue,	Arnold Supply Inc. 

**BENGT BLENDULF FASTENERS, STANDARDS AND JOINT DESIGNS** *from page 102*

Texas Instrument in Zürich started working on a modification of their T-58 model to fit the program and the result was the Bossard Screw Calculator in 1983.

I got involved in this project to, among other things, do translations and work on a step-by-step manual to make the calculator as user-friendly as possible.

### *The Bossard Screw Calculator Was Easy to Use*

After date input, which could typically take 10-15 minutes, the calculator needed about 2 minutes to do the calculations and prepare the results and produce safety factors. This information had to be either written down on a specially prepared form by recalling one item after another, or printed out on a paper strip. If the designer did not like the initial results she/he could then edit the input data (i.e. stronger or more fasteners, better tightening tool, etc.) and push the calculation button again for another 2 minute wait for the re-calculation. Compared to today's micro-second calculations this seems like an eternity, but back in the early 1980's this was considered "lightening-quick". We also have to realize that compared to 6-8 hours of working VDI 2230 with a regular calculator or slide-rule, this was truly a revolution.

### *Acceptance*

When I first introduced the Bossard calculator with VDI 2230 in the United States in 1983 it was first met with a great deal of interest by design experts in the high-tech and auto industries. However, the interest did not result in the high sales volume I expected, in fact, it was a great disappointment.

I got a lot of excuses mixed with the admiration of the project. The only valid objection from one of our US automakers was that it was "foreign" (even if they had engineers from their own German facilities involved in the VDI), another was that it was "too complicated" and that their lawyers warned about possible misuse and

lawsuits, etc. I am known as rather "stubborn ol' mule", but after a year or so of this up-hill battle I simply through in the towel and gave up the project. I still have one of these "museum pieces" on my desk to remind me that I am not a good salesman. The irony is that after 20 more years after I introduced the VDI 2230 in the US, it has become the preferred design methodology for almost all our high-tech and multi-national industries, including those who I tried to convince earlier.

So the sail boat I had planned to buy from the income of the Bossard Screw Calculator did not materialize (I don't even have a row-boat).


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

There are a small number of software packages available on the market today. They are all, more or less, based on the VDI guideline. I personally prefer the SR1 (S for Shoberg, R for Rouss) that keep the updates of the VDI coming regularly.

Go ahead and search on Google or other engine to find what seem good for you. But don't forget to do the up-front work to make the joint more likely to succeed. Happy fingers on the key-board will not make the joint better, even if you have the software packet on your laptop.

Remember the order of designing and evaluating the joint:

- [1]** Joint geometry
- [2]** Magnitude and direction of forces
- [3]** Material selection
- [4]** Temperatures (when assemble and in service)
- [5]** Tightening method
- [6]** Fastener choices
- [7]** Accessories

*If you follow this in this precise order you will make a good joint!* 



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

## TREES

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

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

## distributornews

**DDI System**, a leader in market-specific distribution ERP technology, released several new eCommerce tools and features in Q3 proving its dedication to delivering a fully integrated, end-to-end solution for wholesale distributors.

DDI System's Inform eCommerce solution is an affordable, real-time storefront that uses real customer product, pricing and contact specific information from Inform ERP to populate online stores. This real-time information gives distributors up to the minute pricing, product availability and order history without double order entry.

DDI's new Drag and Drop 'Build-My-Site' technology is a front page WYSWYG editor. This allows distributors to quickly add images, videos, text and rearrange page elements on the fly, without any previous design knowledge. Users will experience a streamlined approach to customizing web content, placement and design, all while displaying their products, affiliations and premier content with ease. Showcasing the new eCommerce technology could not come at a better time as distributors are feeling pressure from large digital giants pulling market share and heading into the close of the year.

"This new technology delivers exactly what distributors need today—an easy to use, highly adaptable and affordable solution to present products and services to customers. Drag and Drop technology allows customers to interact with their distributor of choice with confidence because it provides a professional looking, unique website that stands out from the competition," says Rachel Maley, DDI's eCommerce Solutions Analyst.

In a recent HubSpot survey, 76% of B2B buyers said they want an easy to navigate website. DDI System's strives to deliver on those expectations by ensuring the distributors they serve can adapt an eCommerce strategy and easily maintain it.

Dominic Carusi of Casey EMI talks about the impact Inform eCommerce has already had on their business saying "25% of our orders now come in as a result of our customer facing website."

Understanding how eCommerce plays a critical

role in the shift for wholesale distributors and the immediate impact this technology has on the future of a business can be complex, especially for businesses that believe their existing systems are sustaining them just fine. But as Todd Treacy explains, eCommerce is the way of the future if you want to remain competitive. "We saw an opportunity to reach out to the next generation of buyers. One of the ways to do this is to have an eCommerce platform that allows your customers the ability to order online – and see all of their orders through a customer portal on the web," says Atlantic Paper & Supply Company's Todd Treacy. "DDI gives us the capability to cast a much larger shadow with eCommerce technology and compete with much larger companies."

To take a product tour of DDI's evolving ERP technology, please visit: [www.ddisystem.com/demo](http://www.ddisystem.com/demo) and register for an upcoming webinar. For a product demonstration or more information calling DDI at (Toll-Free) 1-877-599-4334.

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## distributor news

**SPIROL** is pleased to announce that they have recently launched a new, quick, easy and secure eCommerce platform: Shop.SPIROL.com. While all of SPIROL's engineered components will eventually be available for purchase through Shop.SPIROL.com, the first product available for online purchase is the Coiled Spring Pin.

As the inventor of the Coiled Spring Pin in 1948, SPIROL has set the industry standard for this unique engineered fastener. SPIROL offers the world's largest standard offering of Coiled Spring Pins available in light, standard and heavy duties in diameters ranging from 0.8mm (1/32") up to 20mm (3/4"). Visitors to Shop.SPIROL.com can also request certifications, search by specification, select from several materials and finishes, as well as submit a request for custom sizes and specifications. In addition to being able to purchase Coiled Spring Pins, customers can conveniently download 2D drawings and 3D models directly from Shop.SPIROL.com. Drawings and models will be available for each product line as they are offered.

SPIROL is initially launching their eCommerce program for Coiled Spring Pins available for purchase in the United States and will add their other product lines as well as implement eCommerce for their global offices in the upcoming months.

SPIROL INTERNATIONAL CORPORATION is a leading manufacturer of a diverse line of engineered components for fastening and joining, including Coiled Spring Pins, Slotted Spring Pins, Solid Pins, Disc Springs, Alignment Dowels and Bushings, Spacers, Compression Limiters, Threaded Inserts for Plastics, Precision Shims, Pin and Insert Installation equipment. SPIROL can be found on 4 continents within the following 12 countries: Brazil, Canada, China, Czech Republic, England, France, Germany, Mexico, Poland, South Korea, Spain, and the United States. Since 1948, SPIROL has been providing technical expertise in fastening, joining and assembly to the world's leading manufacturers.

For more information contact Spirol International Corporation at Tel: 1-860-774-8571, Fax: 1-860-774-2048, Email: [info@spirol.com](mailto:info@spirol.com) or you can visit their website at [www.spirol.com](http://www.spirol.com).

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It is not uncommon for these localized areas of corrosion to generate high amounts of corrosion by-products, including hydrogen which potentially increases the risk of fasteners experiencing Environmental Hydrogen Embrittlement.

With fasteners, the corrosion mechanism is more commonly the result of an oxygen imbalance resulting from foreign matter that collects in joint crevices and corners. This foreign matter “insulates” these areas from obtaining a balanced amount of oxygen and encourages corrosion. Additionally, stainless steel and other oxide generating materials have a higher susceptibility because there is not enough oxygen present to generate the necessary protective oxide film.

Crevice corrosion is particularly dangerous because it is usually hidden and not readily visible until significant damage has already occurred. The best preventative measures for crevice corrosion are to seal the joint tightly enough to create a barrier against the development of an electrical circuit and to regularly clean the surfaces taking care to remove any foreign material that has become entrapped around the fasteners.

### What is Galvanic Corrosion?

Many may recall the 1984 restoration of the Statue of Liberty. The Statue of Liberty, one of America's most enduring icons, was a gift to America by the French. The statue was designed by artist and sculptor, Frederic Bartholdi, and constructed by Gustave Eiffel in 1875. Standing 305 feet tall on Liberty Island in New York Harbor, the Statue of Liberty had a copper skin supported by an iron infrastructure (Figure 2).



FIGURE 2: STATUE OF LIBERTY

From the very beginning Eiffel recognized that the pairing of these two metals would be problematic and so took precautions during construction to isolate them from one another. Unfortunately, the technology in 1875 wasn't what it is today and deterioration began almost immediately leading to the statue's first major repair shortly after the turn of the century. None of these or subsequent repairs would be adequate, so that by the 1980s, she was in terrible disrepair. Although there were a variety of problems, the fundamental problem was the galvanic corrosion incurred by contact of copper and iron in a marine environment. Lady Liberty's story has a happy ending, a two year complete overhaul and restoration should keep her greeting visitors to New York Harbor for many years to come. Unfortunately, most cases of galvanic corrosion do not have a similar happy outcome.

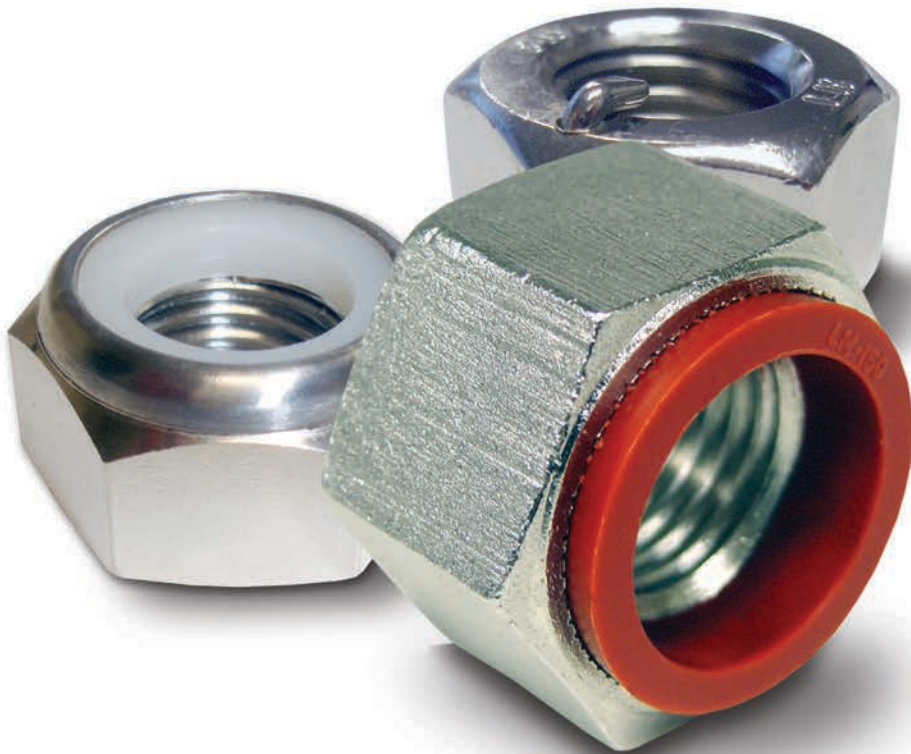
So what is galvanic corrosion? Galvanic corrosion is another electrochemical corrosion mechanism, normally referred to as Dissimilar Metal Corrosion. Galvanic corrosion requires two dissimilar metals (or other materials) which possess a noticeable difference in their electrical potentials to be in contact with one another and in the presence of an electrolyte to complete the electrical circuit.

Figure 3 shows the Galvanic Series Table for many common metals. This table is key to our understanding of galvanic corrosion because it describes the relative order of the electrical potential inherent in various materials. The metals at the top of this chart are what the scientists call “anodic”, a characteristic of materials more easily corroded. The metals on the opposite end represent ones that are less likely to corrode and are referred to as “more noble”. The more noble a metal is the more likely it is to remain uncorroded and the less noble it is, the more likely it is to corrode. This table, therefore, not only illustrates the nobility of metals but also provides the user with an understanding of how far apart two metals may be on the scale. Each metal's position on the table represents the value of its electrical potential.



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The motivation for supplying threaded rod products with reduced thread angle is that it reduces the quantity of steel used to manufacture a length of rod by as much as 10 to 15 %. Given that threaded rods are sold by weight, the lower weight of non-conforming parts means lower prices. This practice is tolerated and sometimes even encouraged because a common misconception is that, "it's just threaded rod" and it is not used in critical applications. Although it may be true that threaded rods are not always used in critical applications, they are often used in load bearing applications where failure of the assembly can have serious consequences in terms of safety, damage and litigation. This practice undoubtedly has a negative impact on product integrity, but it also amounts to unfair competition for manufacturers and suppliers who make and sell conforming product.

How is this product finding its way into the market? Overseas manufacturers fall into one of three categories:

- [1] makes only conforming product
- [2] offers the customer the option to choose between "standard threads" and "45-degree threads" based on price, and
- [3] produces and sells low angle threads as a "standard" part.

On the other side, importers also fall into one of three categories:

- [1] purchases only conforming product
- [2] purchases non-conforming products to reduce cost,
- [3] unknowingly purchases non-conforming product based solely on price.

Clearly, there are two sides to this coin!

### How To Inspect for Non-Conforming Threaded Rod

There are simple tools to inspect and detect non-conforming threaded rod products.

**GO ring gage verification** – Before plating, gage acceptance is subject to Class 1A or 2A GO ring gage

acceptance. After Plating - gage acceptance is subject to Class 3A GO ring gage acceptance.

**NOGO Gage verification** - The NOGO thread gage is designed to intersect the flank of the thread at the pitch diameter cylinder. The pitch diameter cylinder (i.e., the point at which the distance across the thread is equal to the distance between the threads) is equal should be much closer to the axis of the thread on a 38-degree thread than on a 60-degree thread. Therefore, a non-conforming part will accept (i.e., fail) the NOGO gage. 1A NOGO ring gage is technically correct, however a 2A NOGO ring gage is more readily available and equally effective. The NOGO ring gage is the easiest tool to inspect the parts. (Figure 4)

**Dimensional** - ASME B1.3, System 21 allows either NOGO ring gage or a pitch micrometer for inspection. It is also possible to simply only use a pitch micrometer and skip the NOGO ring inspection altogether.

**Visual inspection** – The profile and angle of the thread can be easily inspected by using an optical comparator. Anything less than 55-degree angle should be cause for rejection.

**Weight** - A simple tool is also to monitor weight of shipments. If the rods weigh less than the standards weights, they are very likely to be non-conforming.

- 3/8-16 x 120" rod weighs NOT less than 2.8 pounds,
- 1/2-13 x 120" rod weighs NOT less than 5.2 pounds,
- 5/8-11 x 120" rod weighs NOT less than 8.3 pounds,
- 3/4-10 x 120" rod weighs NOT less than 12.2 pounds.

Because 1A GO/NOGO ring gages are not readily available, they are likely to be "special" order parts by the gage supplier, resulting in long lead times and high cost. Therefore, we recommend the use of 2A GO/NOGO ring gages.

## MID-WEST FASTENER ASSOCIATION ▣ PACIFIC-WEST FASTENER ASSOCIATION NATIONAL FASTENER DISTRIBUTORS ASSOCIATION

# HISTORIC JOINT MEETING PLANNED FOR 2019 by Vickie Lester

Save the dates of March 13-16, 2019 to join three associations for an education-packed, fun-filled meeting in beautiful San Diego, California.

The Mid-West Fastener Association, Pacific-West Fastener Association and the National Fastener Distributors Association will join forces to produce this historic meeting at the Omni San Diego Hotel, downtown in the city's famous Gaslamp District.

NFDA and Pac-West have held several very successful joint meetings in recent years, and the addition of MWFA in 2019 will make this event one you won't want to miss.

More details will be available later in 2018, but please put the dates on your calendar now because you won't want to miss this.



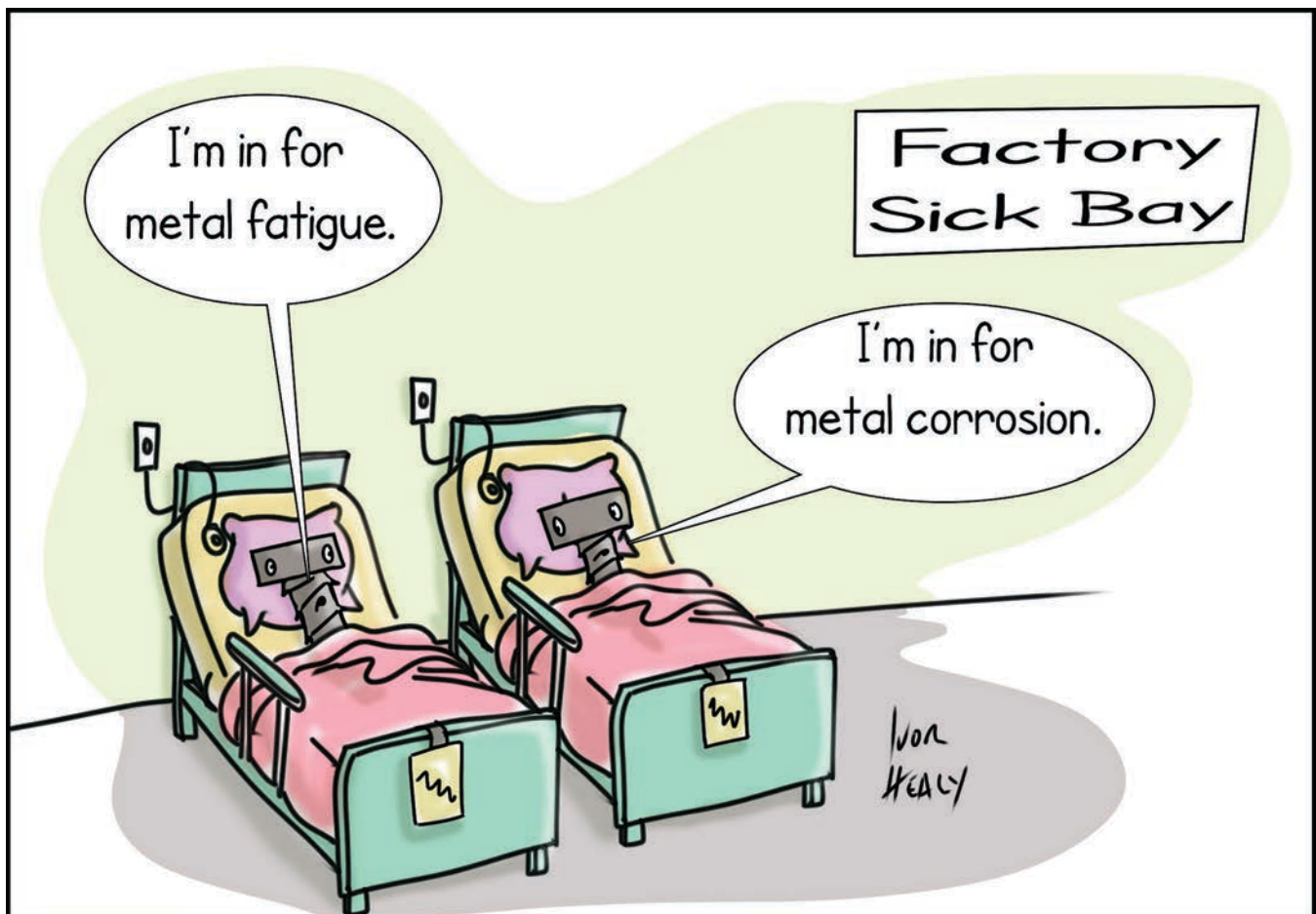
For information about MWFA and its activities, visit [www.mwfa.net](http://www.mwfa.net)

For information about Pac-West and its activities, visit [www.nfda-fastener.org](http://www.nfda-fastener.org)

For information about NFDA and its activities, visit [www.pac-west.org](http://www.pac-west.org). 

## ASSOCIATION ARTICLE

MWFA | PWFA | NFDA



## Update

Bruno just reviewed the initial floor plan you sent to me and he is somewhat unhappy, but fortunately for the furniture not angry.

He wants to know how you will get everyone fed with the banquet tables against the wall? You really need two lines, not one long queue. Besides that his staff have to replenish and “freshen” the food. Doing this only from the front is going to be rude, disruptive and significantly slow the line.

Just to be helpful he also suggested that you find another place for the cash bar...if you still want to use it. As he was leaving me muttered something that sounded like, “Four pies, four pies, doesn't anyone know from the four pies?”

## UH OH!

The Chef took a look at your preliminary menu and turned bright red. His kitchen is already overloaded with Brunhilda's wedding and you want way too much variety along with a plated meal. I won't repeat the names he called you, but “misguided” was the least offensive. Better go back and re-plan things. Sometimes simpler is better for everyone...but not always.

Just a suggestion, but if THE CHEF takes a photo of you and adds it to his target wall in the kitchen you better work on your reflexes or stay well away from his kitchen. Want to set up a meeting and negotiate, or at least let Bruno intercede before you resubmit?

## Problem...

Cousin Lanie looked at your floor plan and was laughing too hard to speak. When she calmed down she explained that you have way too little space for her group. The drummer has a lot of percussion instruments, flails wildly while perspiring profusely and frequently spitting. None of the other musicians want to be too close when he is performing a solo. My guess is that your guests might feel the same way. Plan accordingly.

It's going to be December in Chicago. Snow and cold are to be expected. How do you want to handle the coatroom? Is your plan to hire a least three people to staff the existing coatroom or did you have something

else in mind?

Some coatracks are available but where do you want them placed, in the room, in the lobby (unsecured) or did you have something else in mind?

About that final menu. Good move consulting THE CHEF, but he checked on availability of the artichokes and avocados and found that his vendors might not be able to find these ingredients in December. Any other suggestions? Bruno is on top of this for his daughter's wedding so you might want to consult with him.

Speaking of Bruno, did I mention that the lovely Brunhilda is the current world champion in her considerable weight class? You probably should keep this in mind when finalizing the schedule. Making her nervous on her wedding day isn't going to be good for anyone.

OK, it looks like you are more or less good to go. Just remember the Titanic and the Exxon Valdez. Once your party is launched making changes on the fly isn't easy or advisable.


Are you sure that you thought of every eventuality? Better take a little more time to do some contingency planning, especially the weather. What happens to your timing if there is a snow storm?

And remember that as the host you will have no time available to deal with problems in the midst of the party. That's what staff is for so perhaps you should pull together a personal memo to everyone to delineate their role and responsibility. No time for a memo? Then you better at least meet with Bruno and THE CHEF one more time to smooth things out.

## It's Party Time!

And all too soon the party is over. Did everyone have a good time, did it meet your expectations and “Mission Statement?”

What, you didn't have a “Mission Statement?” Go back and rethink the whole Party Problem and how it accomplishes a specific purpose and plan. Every endeavor in your career will be to advance something for yourself or your employer. Taking this into consideration up front can help guarantee success.

*More about this topic in the next issue where the Party Problem is explained.* 

## distributornews



Barry MacLean announced that, effective November 1, 2017, his son, Duncan MacLean, President of **MacLean-Fogg**, added the responsibility of Chief Executive Officer, leading all global company operations.

Barry MacLean, former Chief Executive Officer and Chairman, will maintain his Chairman role and will continue to lead long-term strategy, planning, and new product advocacy. George Cook, 23-year MacLean-Fogg veteran, Vice President and Chief Financial Officer, has joined Barry as Vice Chairman. George is responsible for leading the company's financial operations and partners with Barry and the Board of Directors to plan and finance future business growth.

"I'm honored to be the fourth generation of the MacLean family to own and operate MacLean-Fogg," said Duncan MacLean. "Alongside Barry, I will ensure the long tradition of MacLean-Fogg by investing in people and new opportunities. I've had the privilege of working in seven of our different facilities, and living in Germany for nearly 5 years. I'm committed to making my vision of unifying our company globally by driving 'One MacLean-Fogg.' I will continue to support and build our Operational Transformation culture through LEAN implementation, and invest in new products, equipment, and acquisitions. Focus will continue to be placed on developing an infrastructure of technological advancements to best serve our customers far into the future."

Duncan MacLean joined MacLean-Fogg in 1996 as a manufacturing engineer for MacLean Power Systems. He was elected to the MacLean-Fogg Board of Directors in 1998. In 2008, Duncan became President of MacLean-Fogg Component Solutions. He is acclaimed for guiding MFCS through the Great Recession. In 2015, Duncan

became President of MacLean-Fogg and assumed direct responsibility for MacLean Power Systems. He is successfully rebuilding the company back to its historic performance levels.

Duncan MacLean received a Bachelor's degree from Dartmouth College in 1994, a Bachelor's of Engineering degree from Dartmouth's Thayer School of Engineering in 1995, a Master's of Engineering Management degree from Dartmouth's Thayer School of Engineering in 1996, and an MBA in Finance from Kellogg Graduate School of Management in 2008.

Barry stated, "For the past 92 years, MacLean-Fogg built a company that has grown more than one-hundred times since I became CEO in 1972. I'm proud to say that the MacLean family has always led the company. My grandfather and founder, John A. MacLean, started the company in 1925. In 1928, my father, John A. MacLean, Jr., stepped in and I ultimately became President and CEO in 1972. It's a thrill to see fourth generation Duncan MacLean leading the company."

For more information visit MacLean-Fogg online at [www.macleanfoggcs.com](http://www.macleanfoggcs.com).

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**SPIROL HOW TO MAINTAIN JOINT INTEGRITY WHEN CONVERTING FROM METAL TO PLASTIC** from page 144

Tapered holes reduce installation time and ensure proper alignment of the Insert to the hole. Easier release from the core pin is an additional benefit. Only tapered Inserts should be used in tapered holes. The disadvantage is that tapered Inserts are not symmetrical, and therefore must be oriented prior to installation.

Insert performance is affected by the plastic boss diameter and/or wall thickness. Generally, the optimum wall thickness or boss diameter is two to three times the Insert diameter, with the relative multiple decreasing as the Insert diameter increases. The plastic wall thickness has to be large enough to avoid bulging during installation and strong enough for the recommended assembly screw installation torque. Poor knit lines in the vicinity of the Insert will cause failures and reduced Insert performance.

Post-mold Inserts that are cold-pressed into the hole require larger boss diameters and/or wall thickness to withstand the greater stresses induced during installation. Installing the Inserts while the plastic is still warm after molding generally avoids problems.

### Mating Components

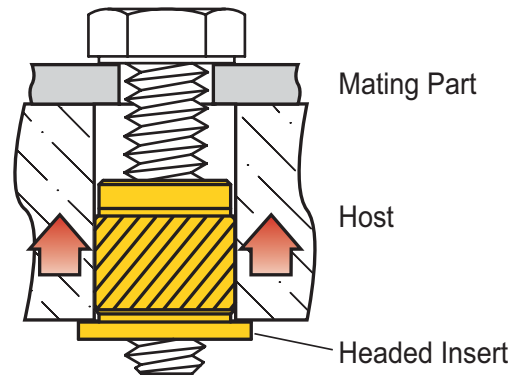
The diameter of the clearance hole in the mating component is very important. The Insert and not the plastic must carry the load. The hole in the mating component must be larger than the outside diameter of the assembly screw but smaller than the pilot or face diameter of the Insert in order to prevent jack-out. If a larger hole in the mating component is required for alignment purposes, a headed Insert should be considered. Inserts should be installed flush (or no more than 0.13mm (.005") above the hole).

If the mating component is also plastic, the use of a Compression Limiter should be considered to maintain the preload of the threaded joint. In order for the Compression Limiter to work properly, it should abut the Insert so that the Insert, and not the plastic, carries the load.

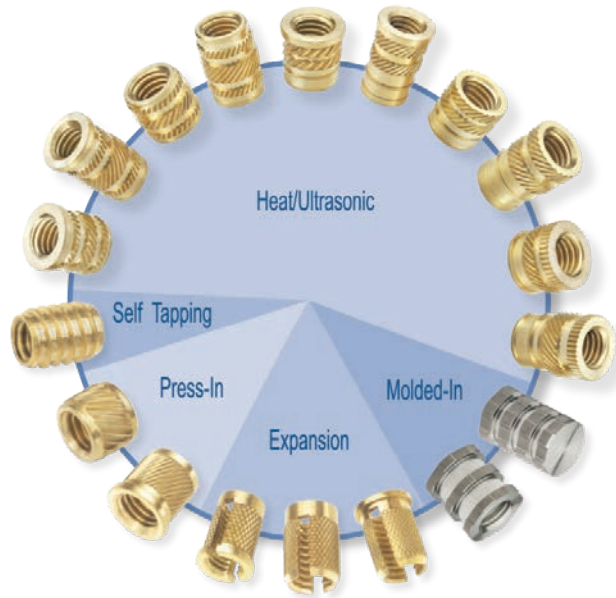
Inserts with heads provide a larger bearing surface and a conductive surface if needed. High-load applications can benefit from locating the head opposite

the load in a pull-through configuration (see Figure 3). Tapered Inserts should not be used in pull-through applications or in thin-walled bosses as this will cause cracking of the plastic.

### PULL-THROUGH CONFIGURATION



**FIGURE 3. IN HIGH-LOAD APPLICATIONS, CONSIDER LOCATING THE HEAD OF THE INSERT OPPOSITE THE LOAD TO INCREASE PULL-OUT STRENGTH. TAPERED INSERTS SHOULD NOT BE USED IN PULL-THROUGH APPLICATIONS.**



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## SFA BOARD ELECTS 2017/18 OFFICERS AND DIRECTORS by John Elsner

The Southwestern Fastener Association Board of Directors have elected Chris Bell, G.L. Huyett, Chairman of the Board for the coming year. Mike Bailey, Nucor Fastener, will serve as President, Craig McDaniel, ND Industries was elected Vice President, Suzanne Cravens, Advance Components, Treasurer and Allison James, Stelfast Inc., Assistant Treasurer.

Joining the Board for three year terms are Jake Davis (BTM Manufacturing), Brad Clark (All Size Supply) and Neal Gordon (Dallas Fastener).

Remaining Board Members are Chuck Smith, AZ Lifting Hardware and Mary Davidson. Completing their terms on the Board are Matt Flajnik, American Anchor Bolt, Jason Looft, Winzer Corp. and Billy Rackley, LTR Fastener & Supply.

### Spring Conference 2018

Planning is underway for the 2018 Spring Conference and Expo on May 2 – 4, 2018 at the DFW Westin Hotel, 4545 W. John Carpenter Fwy, Irving, Texas.

The conference begins with a welcome reception on Wednesday evening, May 2. Educational Seminars will follow on Thursday morning. The golf tournament scheduled for Thursday afternoon, May 3, will be played at Tour 18 Golf Club, home of many famous replicated PGA golf holes from recognized courses throughout the United States. Thursday evening will see the traditional reception and dinner. A full morning of Business Meetings and educational programming is scheduled to precede the Table Top Expo on Friday morning, May 4, 2018. Following a Deli Lunch Buffet, the Expo will open at 12:30 p.m. Friday and close at 4:00 P.M. The closing time has been moved up by one hour to allow participants time to catch desired transportation home on Friday evening and spend the weekend with their families. Registration forms for conference attendance




**SFA'S NEWEST BOARD MEMBERS - (LEFT TO RIGHT) NEAL GORDON, JAKE DAVIS AND BRAD CLARK**

and contracting for exhibit space are available on the SFA web site at [www.sfa-fastener.org](http://www.sfa-fastener.org).

### Fall Dinner Meeting

A very successful Fall Dinner meeting was held in Dallas on September 12. Three excellent vendor presentations were presented by Char Cooper, Cable Tie Express; John Hubbard, Elgin Fastener Group and Tom Chandler, Linus Products. The event attracted the largest attendance of any previous Fall function in the DFW area. The scheduled Houston Fall Dinner was postponed to December 5 because of the flooding as a result of Hurricane Harvey.

### 2018 Scholarships

2018 scholarship applications are due by April 1, 2018. Applications can be obtained on the SFA web site at [www.sfa-fastener.org](http://www.sfa-fastener.org). Applications can also be obtained by emailing [swfa@swbell.net](mailto:swfa@swbell.net) or faxing a request to 713.952.7488. SFA scholarships are available to employees and/or members of their families of SFA Members. 

## MWFA 2017 SCHOLARSHIP AWARDS from page 146

### **\$2,000 Innovative Components Inc. Scholarship (Donated by Innovative Components)**

Mike O'Connor, the owner of Innovative Components Inc. feels very strongly about education of employees. To assist in employee education he has donated this scholarship allowing an employee to further education and become a better asset to their company.

This scholarship was awarded to Juan Hector Orozco, employee of Innovative Components Inc. Juan is completing his Bachelor's Degree as an Industrial Engineer. He also plans to enroll in a Modern Manufacturing Technics Master's degree.

### **\$2,000 Robbie & Gina Gilchrist Scholarship (Donated by Robbie & Gina Gilchrist)**

Robbie & Gina Gilchrist have extended scholarship opportunities throughout the fastener industry. They have been generous enough to award these scholarships personally for many years. The MWFA is proud to have the opportunity to award a Robbie & Gina Gilchrist Scholarship.

This scholarship was awarded to Ryan Payne, son of Matthew Payne of EFC Int'l. Ryan is a H.S. senior planning to go to the University of Missouri Columbia to pursue a degree in Chemical Engineering. He is also looking into a degree in Pharmacy as well. He also enjoys Biomedical Engineering.

### **\$6000 South Holland Brian Christianson Scholarship**

#### **(Donated by South Holland Metal Finishing)**

Last year we South Holland Metal Finishing awarded a \$6,000 (over 4 years) SHMF/Brian Christianson Scholarship. Alexander Nickens-Liberty Fastener will be receiving \$1,500 again this year for his 2nd year.

### **Congratulations to this year's \$1,500 Scholarship winners:**

**Laura Chavez** - Employee of Innovative Components Inc. Laura is pursuing her Master's in business Administration. Her interest lies in Finance and Project Manager.

**Hallee Tripp** - Daughter of Ginger Tripp of Fall River Mfg. Hallee is a freshman at Westfield State University majoring in Athletic Training with a minor in Mathematics.

**Clara Sulek** - Daughter of Thomas Sulek of Star



**2017 SCHOLARSHIP WINNERS**

**Stainless Screw.** Clara is freshman at Georgia College and State University studying Early Childhood Education. This will allow her to pursue a career utilizing her passion for teaching & mentoring young children.

**Hieu Nguyen** - Son of Hoa Nguyen of Star Stainless Screw. Hieu is a freshman at the University of Illinois at Chicago studying Biology with plans to become a doctor.

**Tung Chau** - Son of Thanh Chau of Star Stainless Screw. Tung is a sophomore at the University of Illinois Chicago pursuing a Bachelor's Degree in Nursing. He plans to later pursue his Master's Degree in order to obtain a job as a nurse practitioner.

**Robyn Nicole Calvelo** - Daughter of Ralph Calvelo/Certified Fasteners & Ind. Supply. Robyn is currently a High School senior planning to go on to earn a Doctor of Pharmacy degree. She hopes to also pursue her MBA or Ph.D in the future.

**Hannah Morrison** - Daughter of Chris Morrison of Buckeye Fasteners. Hannah currently attends Kent State University working towards an Early Childhood Education degree

**Cassandra Ortiz** - Employee of Innovative Components Inc. Cassie is continuing her education to pursue a Supply Chain Management Degree. She has worked for Innovative for six years advancing into various positions. She looks forward to giving back to the company that her given her so much and helping her colleagues achieve success along with her.

**Aaron Housenga** - Son of Lisa Housenga Gateway Screw & Rivet. Aaron is a freshman at the University of Nebraska pursuing a degree in Sports Broadcasting. He is also minoring in Journalism/Communications since this is closely related to his dream for broadcasting.

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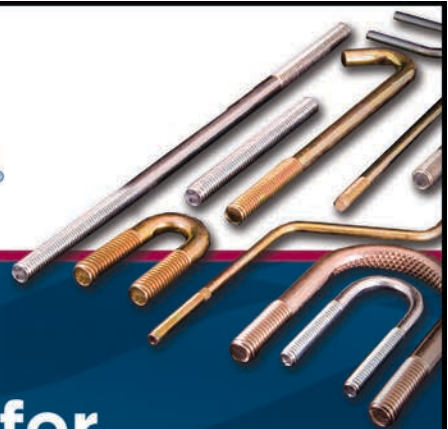
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### Best Giveaway Award - B&G Manufacturing

For more than 60 years, B&G Manufacturing has been a family-owned and managed company. Our longevity comes from a tradition of bringing innovative excellence to our customers and end users. We've built our company on the core values of experience, integrity, and reliability. It's this foundation that allows us to thrive today in a competitive market. We'll be sure to check back with them to see who was the lucky "No Strings Attached" Winner of this Gibson 'guitar gem'! They'll be thanking B&G for years to come for this giveaway. Congratulations to the B&G team!



### Best New Technology Award - Parker Fasteners

Parker Fasteners, your premier cold heading manufacturer located in Goodyear, Arizona who sources all raw materials from American sources, including DFARS compliance. Parker takes great pride in making quality socket drive fasteners meeting customer product specifications delivering on or before promised due dates. Our experienced master cold headers and operating managers offer combined industry experience of over 150 years. Parker nurtures this unique depth of experience and a high level of innovation to provide quality customer support and strong growth. Parker Fasteners entered the new DEMO ZONE at the 2017 International Fastener Expo with their 3D Printing technology and proprietary 3D Printer. Parker Fasteners is now able to 3D print sample parts for their customers. Congratulations to their company for their innovation and ability to utilize technology as a value-added service to their clients!



### Most Creative Award - Rotor Clip

Rotor Clip manufactures a full line of inch, DIN, ANSI metric and JIS retaining rings to world standards, as well as a complete line of constant section rings, spiral retaining rings, and wave springs. There are over 50 different styles and over 1000 part numbers to fit virtually every application. Rotor Clip supports its market with a full line of installation tools including applicators, pliers, dispensers and automated assembly equipment. Rotor Clip hit it out of the ballpark with their 'Diamond' 60th Anniversary Ballpark Theme Booth! Rotor Clip has consistently been one of our Best Booth Award winners over the past four years. We look forward to their creativity every year, and they have not disappointed yet. Congratulations to Juergen and the Rotor Clip team for a grand slam on the Most Creative Booth at the 2017 International Fastener Expo!



# INTERNATIONAL FASTENER EXPO LAS VEGAS CONVENTION CENTER - OCTOBER 17-19, 2017



(+) Corroded End (Anodic)
Magnesium
Magnesium Alloys
Zinc
Aluminum (1100 Series)
Cadmium
Aluminum (2024-T4)
Steel and Iron
Cast Iron
Chromium-iron (active)
Ni-Resist cast iron
Type 304 Stainless (active)
Type 316 Stainless (active)
Lead tin solders
Lead
Tin
Nickel (active)
Iconel® nickel-chromium alloy (active)
Hastelloy® Alloy C (active)
Brasses
Copper
Bronzes
Copper-nickel alloys
Monel® nickel-copper alloy
Silver solder
Nickel (passive)
Inconel® nickel-chromium alloy (passive)
Chromium-iron (passive)
Type 304 Stainless (passive)
Type 316 Stainless (passive)
Hastelloy® Alloy C (passive)
Silver
Titanium
Graphite
Gold
Platinum
(-) Protected End (Cathodic)

FIGURE 3: GALVANIC SERIES TABLE

The further apart on the table two paired metals are, the greater the difference in their electrical potentials, and the greater the likelihood that their galvanic interaction will be strong. In the same way, metals which are located next to or in close proximity to one another on the table will experience mild or perhaps no galvanic interaction. In fact, another use of this table is to show that metals paired within similar color bands exhibit little risk of galvanic interaction when paired together.

Galvanic corrosion usually results in damage by way of pitting, erosion, or formation of corrosion products near the point of contact on the less noble (or anodic) material. The rate and extent of the galvanic corrosion depend on three factors:

**[1] The magnitude of the difference between their electrical potentials.** In other words, when two dissimilar metals are paired, how far apart are they on the Galvanic Series Table? For example, if Magnesium and Gold are paired together, this system will undergo more extensive galvanic corrosion than when magnesium and aluminum are paired together.

**[2] The strength of the electrolyte.** The “dirtier” the electrolyte is the more strongly it reacts and/or conducts. This means that fluids with minerals or other ionic components make better electrolytes, so that, for example, salt water is a far stronger electrolyte than deionized water.

**[3] The relative size of the contacting areas.** If the less noble component is small compared to the noble one, the less noble component will be affected much more significantly by galvanic corrosion than if the size ratio was the other way around.

There are a number of actions that designers and engineers can take to prevent galvanic corrosion with fasteners. These include:

[1] Avoid using dissimilar materials

[2] When dissimilar materials must come into contact with one another, electrically insulate or create an insulating barrier between them. With fasteners this could take the form of plastic washers, sleeves, gaskets, or paint, i.e. some sort of non-conducting interface.

## distributornews

**The Specialty Tools and Fasteners Distributors Association, (STAFDA)** elected its first woman president: Michelle St. John, co-owner and president of Industrial Bolt & Supply Inc. of Auburn, WA.

Sean Baird of Hampton Roads Fastener & Construction Supply Inc., Virginia Beach, VA, was elected vice president during the 41st annual STAFDA convention held in Austin, TX, November 12-14.

IBS specializes in the MRO market, has sales operations in nine western states, and has been a member since 1980.

HRFCS focuses on fasteners and construction supplies for new commercial construction and industrial accounts. They joined STAFDA in 2005.

Linda Trotter, president and co-owner of Bright Bolt Enterprises Inc., El Paso, was elected to a three-year term on the STAFDA board. William Pipp, Seymour Midwest LLC, Warsaw, IN, was named to the manufacturers liaison committee. Frank Devine, Quality Line Sales, Barker, TX, and Ian Jones, Trainor Associates Inc., Medina, OH, joined the rep liaison committee.

Executive director Georgia Foley announced advance registration for the 42nd annual convention was 4,172, and the final registration figure would be in the 4,500 range.

Foley reported total membership stood at 2,535 – consisting of 1,051 distributors, 1,153 associates / manufacturers; 309 rep agents; and 22 affiliates / press.

Trend continues of more member companies acquiring or merging with other STAFDA members," Foley said, making STAFDA's membership "growing slightly taller, but becoming much wider!"

The 2017 trade show space sold out months in advance leading to reconfiguring space to add booths. STAFDA also negotiated space for an additional 41 booths at the neighboring Hilton Hotel.

The next STAFDA convention will be October 28-30, 2018, at the Phoenix Convention Center.

For more information contact STAFDA at PO Box 44, 500 Elm Grove Rd., Ste. 210, Elm Grove, WI 53122. Tel: 1-800-352-2981, Fax: 262-784-5059, Email: [info@stafda.org](mailto:info@stafda.org) or visit them online at [www.stafda.org](http://www.stafda.org). news courtesy of [globalfastenernews.com](http://globalfastenernews.com)





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**MWFA 2017 SCHOLARSHIP AWARDS** from page 168

**Olivia Blackburn** - Daughter of Jodie Blackburn of Hanger Bolt and Stud. Olivia is a freshman at Ohio State University studying Hospitality Management. She also plans to minor in Psychology.

**Rodolfo Ramos** - Employee of Innovative Components Inc. Rodolfo is a college freshman at Harper College studying Precision Machining and Business Management. He hopes to later pursue a degree in Mechanical Engineering. He is enjoying his career at Innovative and looks forward to working for them for the upcoming years.


**Jonathan Ramirez** - Employee of Innovative Components Inc. Jonathan is a sophomore at Harper College pursuing a degree in CNC Precision Machining and hopes to later earn a degree in Mechanical Engineering. He appreciates his opportunity to work in our industry and looks forward to further growth in the industry.

**Alaina Leith** - Daughter of Kimberly Leith of Stelfast Inc. Alaina is a H.S. senior. Due to her love of

mathematics she is looking to pursue a degree in Finance or Accounting.

**Kyla Randle** - Daughter of Anthony Randle of SWD Inc. Kyla is a Junior at Southern Illinois University. She is pursuing her Bachelor of Science in Criminal Justice with a minor in Prelaw. She looks forward to becoming an Attorney.

**Frank Pconka** - Son of Dana Pconka of Metric & Multistandard Components. Frank is a student at Northern Illinois University working on completing his Bachelor's degree in Marketing/Sales. He has been a salesman all through H.S. starting his own business and building funds for college.

*Thank you to the MWFA Scholarship Committee: Glen Brin - Innovative Components Inc., Wayne Wishnew - XL Screw Corporation and Matt Delawder - SWD Corp. for their many hours of reviewing the scholarship applications. Their commitment to this difficult task is greatly appreciated.* 

MID-WEST FASTENER ASSOCIATION

**FASTENER NEWS DESK PRESENTS THE 2017 INTERNATIONAL FASTENER EXPO BEST BOOTH AWARDS** from page 170**Best International Booth Award - Beneri**

The year was 1958. Three young men – Giampietro Bernabeo, Ambrogio Negri and Angelo Riva - all bursting with entrepreneurial spirit and with a deep rooted love for mechanics, began their adventure in a small industrial loft of just 60 m2: Beneri was founded.

They invented the name, using the first two letters of the founders' last names. A name behind which hides, in the middle between fear and hard work, scores of projects, limitless desires, and boundless hope.

Beneri's Mars space travel themed booth was out of this world! Their high flying planet Mars even entered "Freeman (Air) Space"! Beneri's booth is always inviting, and the display of their products is exquisite! Congratulations to their innovative team for creating the Best International Booth at the 2017 International Fastener Expo. 





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## MFDA'S 22ND ANNUAL GOLF OUTING - FUN TIMES!!!

### *MFDA's Pre-Golf Cocktail Party*

Saturday's early evening cocktail party kicked off MFDA's 2017 Golf Outing. The Garden Room at Grand Cascades Hotel provided spectacular views of Sussex County in Northern New Jersey. The weather was beautiful which enabled guests to enjoy the outside garden area.

This event was sponsored and made possible by MFDA member companies as well as ancillary companies in the industry. Over 65 guests came to enjoy the fabulous appetizers and beverages.

### *Thank You - Cocktail Party Sponsors*

Advance Components  
Delta Secondary  
Eurolink Fastener Supply  
Fall River Manufacturing Co.  
Kanebridge Corp.  
McCormick Associates, Inc.  
ND Industries, Inc.  
Parker Fasteners  
Rick Rudolph Associates, LLC  
Star Stainless Screw Co.  
Stelfast Inc.  
Superior Washer & Gasket Corp.

### *Thank You - Event Contributors*

Aluminum Fastener Supply Co.  
Ford Fasteners, Inc.  
Metric & Multistandard Components  
North East Fasteners  
Pilgrim Screw  
Screws Industries  
Vogelsang Fastener Solutions  
XL Screw Corp.

"It was truly wonderful to see 80 golfers return for a day of golf, catching up with friends, colleagues, and for some, meeting each other for the first time", boasted Ken Schneeloch (McCormick Associates), Golf Chairman.

"After 22 years, many strong friendships and customer relationships have been forged as a result of our outings."

With all levels of golf ability, 80 golfers headed out after a fog delay, out onto Wild Turkey's Golf Course. This course is both fun and challenging, and the weather was perfect.

The format was a scramble.

**The MFDA Leaderboard's Position 1** - Team ND Industries – Brian Eakins, Robert Schnurr & their guests were the overall winners. They each received pro shop credit.

**2nd Place** - Team Radax – Rick Sacco, Ben Sacco; with guests Harrison Maxfield & Skip Maxfield (NEFCO). They also received pro shop credit.

A pink ball contest was offered up again this year. If you bring the pink ball back, your ball is placed along with any others, and a winner is picked.

**Pink Ball Contest Winners** - Team Kanebridge – Vic LaPoma, & Mike Sutphin (Kanebridge) & Mutual Screw's Dennis Shanahan & Dennis, Jr. won this year's contest. Congratulations!

**Ladies Longest Drive Winner** - Pat Lang (Kanebridge Corp.)

**Men's Longest Drive** - Brian McGuigan (Fastar, Inc.)

**Closest to the Pin on 3 holes** - Wayne Wishnew (XL Screw); Gary Rhinesmith (ND's guest).

Wayne Wishnew did it again on the last par 3!

*We would like to congratulate all our winners.*

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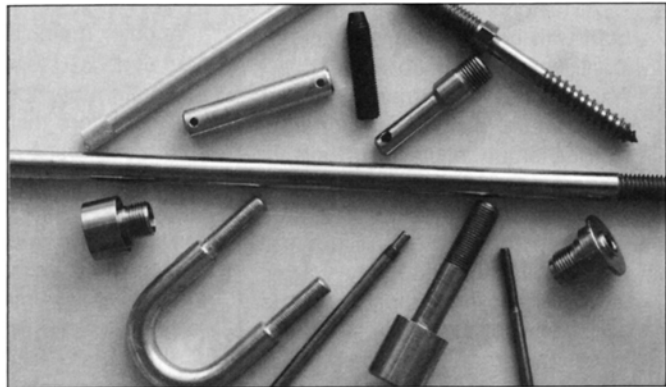
Carbon Steel (All Types)  
Alloy Steel: 4037A, 4140, 8620  
B-7, B-16, Stainless Steel  
Copper, Brass, Bronze, Nickel  
Alloys, Monel, Aluminum

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UNF-Fine Thread  
UNEF-Extra Fine Thread  
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Acme Threads  
Metric Threads  
End Slotted  
Turned Down Diameter

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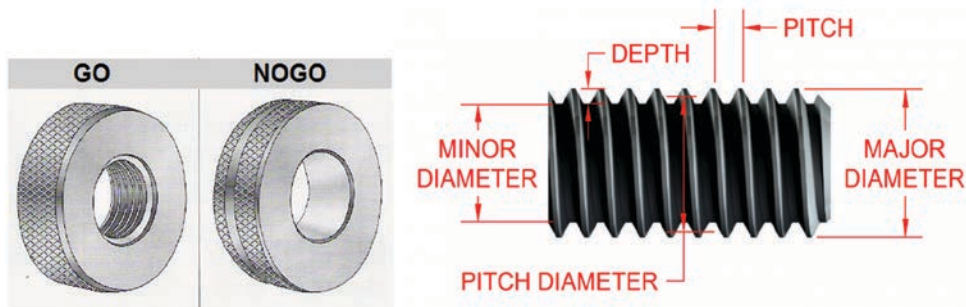
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## SALIM BRAHIMI BE AWARE OF SUB-STANDARD THREADED RODS MAKING THEIR WAY INTO NORTH AMERICA from page 160



**FIGURE 6. IF THE 2A NOGO GAGE GOES OVER, THEN THE THREADS ARE LIKELY NON-CONFORMING ACCORDING TO ASME B1.3, SYSTEM 21**

The 2A GO ring gage is the same size as the 1A GO gage and is easily available for purchase. For the NOGO inspection, although 1A NOGO ring gage will directly detect the narrow thread angle, for the reason of availability cited above, we recommend using a 2A NOGO ring gage. If the threaded rod passes through (i.e. fails) the 2A NOGO ring gage, it is very likely non-conforming. As

to question whether they are importing non-conforming threaded rods and to understand what safety and legal implications can result from such practice. As an industry, we must raise awareness, demand that the market complies with good and fair practice and encourage due diligence on the part of overseas manufacturers and importers. 

additional verification, use a pitch micrometer before final acceptance or rejection.

In conclusion, non-conforming A307 threaded rods are made and imported because there is a market for such products. It is contingent upon importers in the US and Canada

SALIM BRAHIMI | INDUSTRIAL FASTENERS INSTITUTE

### MFDA 22ND ANNUAL GOLF OUTING – FUN TIMES!!! from page 176

#### Each golfer received...

- ▣ A MFDA Golf Shirt, marking our 22nd Annual outing.
- ▣ A sleeve of golf balls, courtesy of Kanebridge Corp.
- ▣ Star Stainless Screw provided a golf towel.
- ▣ ND provided bags to hold these welcome packages.

**These sponsorships are very appreciated - thank you to all contributors for your generosity!**

ND Industries sponsored a Hole In One Contest. A \$25,000 cash payout was offered for any golfer hitting a hole in one. There was no winner this year. Additional games for valuable prizes were offered at 6 other holes on the course.

Brian Eakins, Golf Co-Chair, (ND Industries) emceed the awards ceremony, along with Ken Schneeloch.

In keeping with tradition, the prize table offered many options for golfers to choose. They placed tickets into bags for only those prizes they wished to win.

In addition to the MFDA prizes, the following companies contributed prizes.


Star Stainless Screw Co.  
North East Fasteners  
NEFCO  
Vogelsang Fastener Solutions  
Brighton Best International  
Ford Fasteners  
Kanebridge Corporation

**Our sincere gratitude to all golfers and all sponsors!**

Mark your calendar for September 16, 2018 for MFDA's 23rd Annual Golf Outing.

#### MFDA 2018 Calendar

**April 19th** Economic Presentation Dinner Meeting  
**June 14th** Scholarship Awards Dinner  
**September 16th** MFDA 23rd Annual Golf Outing  
Wild Turkey Golf Course, Hardyston, NJ  
**December 6th** Holiday Party

More dates to be posted later at the MFDA website at [www.mfda.us](http://www.mfda.us). 

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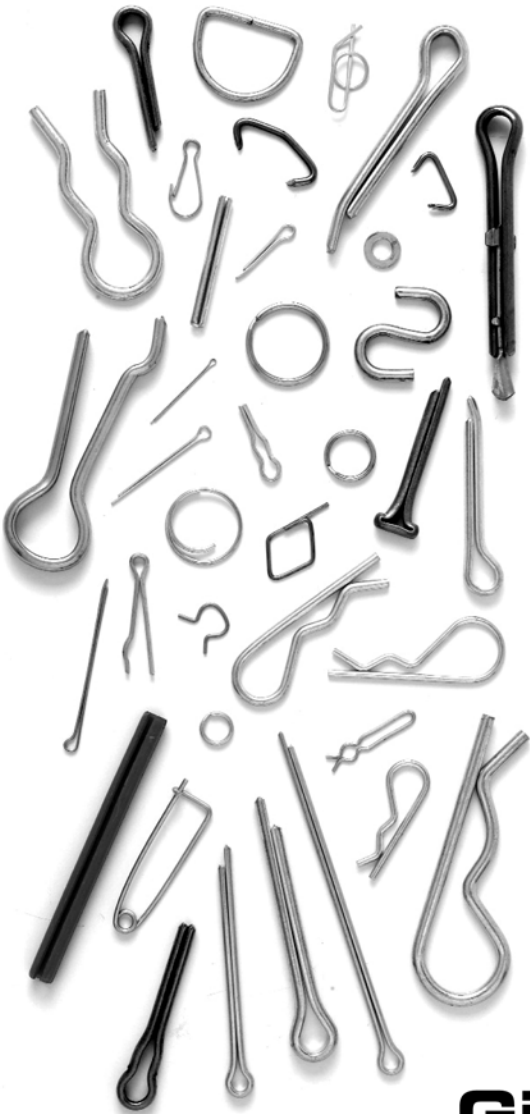
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- [3] Provide drainage to eliminate electrolyte entrapment
- [4] Design the fastener to be the more noble component
- [5] Chose a fastener coating that is anodic
- [6] Cover both the anode and cathode with organic coatings

### *What is Fretting Corrosion?*

Fretting corrosion results when the fastener rubs against another component abrading its protective layer. This is especially true of fasteners that have oxide coatings as the continuing abrasion removes the protective oxide film and prevents it from regenerating. Therefore, stainless steel, aluminum, and titanium fasteners are especially susceptible. Common areas of concern are mating threads and the bearing surfaces of nuts or under bolt heads.

Fretting corrosion is best prevented by eliminating potential movement between contacting surfaces. That means the best possible defense is to generate a high pre-load. If, however, a high pre-load is not an option, then using high lubricity coatings or lubricants such as Moly Disulfide or PTFE between the contacting surfaces may be the best preventative.

### *Hydrogen Embrittlement*

The very words, hydrogen embrittlement, likely cause the hair on the back of the seasoned fastener professional's neck to stand up. Although there seems to be a lot of urban legend surrounding hydrogen embrittlement, it is also true that this failure mechanism has been the result of more than one very prominent, expensive, or tragic fastener failure. For this reason, a great deal of resources and effort are expended to reduce the risk that fasteners might become embrittled.

Fortunately the industry has come a long way in recent years to better understand the causes and preventative measures related to hydrogen embrittlement in fasteners. One of the best resources available to gain a simple but

comprehensive explanation of today's understanding about hydrogen embrittlement is in a white paper written by IFI Technical Director, Salim Brahimi, entitled, "Fundamentals of Hydrogen Embrittlement in Steel Fasteners".

Hydrogen embrittlement is the permanent loss of ductility in a metal caused by hydrogen in combination with stress that is either internally residual or externally applied. Hydrogen embrittlement can be divided into two different categories. The first is the one more relevant to fastener manufacturers and known as Internal Hydrogen Embrittlement (IHE). In this variety the source of hydrogen is entrapped during the manufacturing process, most likely an electroplating or electro cleaning step. The second variety is Environmental Hydrogen Embrittlement (EHE) occurs when the source of hydrogen comes from exposure after the fastener is in service, most likely as the result of localized corrosion or cathodic protection. It is important, however, to understand and recognize the difference between these two, as measures to prevent or reduce IHE may be powerless to prevent EHE. In fact, all too often, an EHE failure is blamed on the omission of the fastener manufacturer to take industry-accepted risk preventative measures. Unfortunately this is a red herring because such risk preventative measures are designed to mitigate the chances of hydrogen embrittlement in "as-supplied" product. These measures do not, however, eliminate or even reduce the risk to parts exposed to the hydrogen source from its service environment after installation.

One significant misconception is that hydrogen embrittlement is a failure root cause. It is not a root cause but rather only a mechanism of failure. The root cause lies with the material susceptibility. Figure 4 shows the three factors that must all be present for a hydrogen embrittlement failure to occur. These are; the material susceptibility, source of atomic hydrogen, and high tensile stress. Today's understanding would characterize the material susceptibility as the root cause and the presence of hydrogen and tensile stress as triggers.

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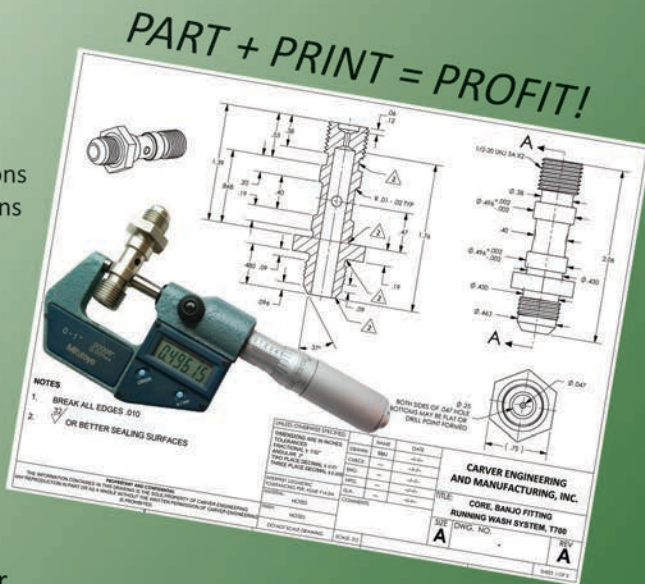
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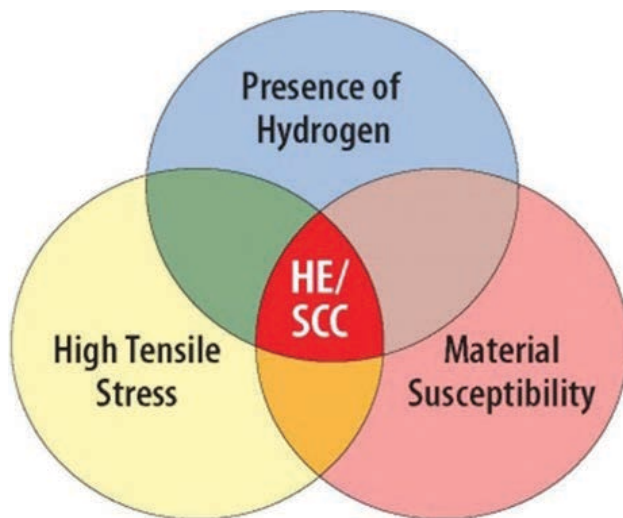
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**FIGURE 4: THREE FACTORS REQUIRED FOR HYDROGEN EMBRITTLEMENT**


In fact, it is only after the system exceeds critical threshold levels of hydrogen and tensile stress that the risk of hydrogen embrittlement exists. To illustrate this, consider thread rolling screws. Many examples of this product are case hardened and zinc plated. They clearly possess two of the three potential risk factors. So why are they not commonly failing by hydrogen embrittlement? The simple answer is that although they may see tensile loading, the intensity of it is quite low. In fact, the tensile stress is normally low enough to be below the critical threshold to trigger hydrogen embrittlement.

Although all three factors are important, material susceptibility is likely the single most critical of the three in determining the likelihood of hydrogen embrittlement. There are a number of factors that play into material susceptibility but strength is the most important. Recent research, bolstered by anecdotal experience, suggests that fasteners below HRC 39 do not normally have a susceptibility to hydrogen embrittlement. Therefore, it is only fasteners above Grade 8 and Property Class 10.9 that are at the highest risk. One must be careful, however, since this latest understanding has not yet permeated throughout all the relevant industry standards. In fact, there is currently no universal agreement on this subject regarding both consensus and non-consensus standards, so that providers must follow the requirements of the relevant standards to which they

are obligated to conform.

Risk mitigation may take several directions. First and perhaps best is to eliminate one of the three contributing factors. This means reducing hardness, exchanging a case hardened part for a neutral hardened one, limiting tensile stress, or using non-hydrogen inducing manufacturing processes. To the extent that one or more of the contributing factors can be eliminated or reduced greatly influences the chances of whether a hydrogen embrittlement failure will occur. Secondly, it is universally understood that baking has a positive effect on reducing the effect of atomic hydrogen. Unfortunately, as a general statement, baking practices employed by large parts of the industry are likely insufficient in providing the necessary risk mitigation. Although most everyone seems to agree that 400°F is an appropriate baking temperature, there is little agreement on the right amount of time or whether it needs to be immediately baked after plating or not. In reality, most baking times employed today are probably too low and there is little evidence that baking immediately after plating has a significant positive effect. Finally, providers should be engaged in testing products. The test procedure isn't that difficult nor is the required apparatus complicated or expensive. Testing provides an additional level of understanding about specific lots of parts and is simply good practice and cheap insurance.

### Summary

Corrosion is a complicated and extensive subject. This article has only broached the tip of the iceberg and addressed only a few simple fundamentals. Corrosion is a particularly important subject because so many fasteners are released into service deficient in their ability to stand up over a long time to the environment they are exposed to. Therefore, corrosion becomes a significant reason for fastener failures in the field and an important topic to understand when considering why fasteners fail. In the final part of this series, Why Fasteners Fail, we will look at common manufacturing defects and how they may lead or contribute to fastener failure. 



## distributornews

**GF&D Systems**, an industry leader in grease fittings and grease fitting accessories - along with standard and custom assortments, and custom kitting - is proud to announce the addition of both Desert Distribution and GMD Assembly Solutions to their outside sales representative team.

Desert Distribution brings with them John Wachman (Arizona and parts of Nevada), Jo Morris (Colorado, Utah, New Mexico, and parts of Nevada), and Beth VanZandt (California).

Contact John Wachman at 480-390-2577 or john@desertdistribution.com, Jo Morris at 303-257-4406 or jo@desertdistribution.com and Beth VanZandt at 661-713-3378 or beth@desertdistribution.com.

GMD Assembly Solutions brings Douglas Cook and Aaron Gourley which services Idaho, Oregon, and Washington.

Contact Douglas Cook at 253-973-2249 or doug.c@gmdassembly.com and Aaron Gourley at 253-988-8520 or aaron.g@gmdassembly.com.

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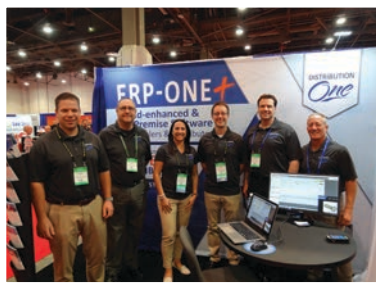
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**JIM TRUESDELL TAX REFORM HOPES BUOYED BY SENATE DEAL AND HOUSE PLAN** *from page 121*


For his part, President Trump began to backtrack on certain proposed revenue raising aspects of the package when he realized proposed limits on 401K contributions and deductions of state and local tax from federal taxable income would be threatening to many of the working and middle class who form the backbone of his constituency. Combine this with high profile spats breaking out in the media between the President and Republican Senators like Bob Corker of Tennessee, John McCain of Arizona and McCain's Arizona colleague Jeff Flake. It was still going to be a challenge to put together consensus on a workable tax plan.

So where are we likely to go with a tax plan? Much of the planning has come from six congressional leaders - tagged "the Big Six"—who have been meeting over recent months to come up with a proposal. These six are House Ways and Means Committee Chair Kevin Brady (R-Texas), House Speaker Paul Ryan, Senate Finance Committee Chair Orrin Hatch (R-Utah), Senate Majority Leader Mitch McConnell (R-Kentucky), Treasury Secretary Steven Mnuchin and National Economic Council Director Gary Cohn. They have been working with the President to come up with consensus on reform.

Among the big issues to be resolved will be the extent to which emphasis is on corporation tax rate reduction versus individual rate cuts. Small businesses are likely to push for comparable reductions in both instances (deemed "rate parity") because many smaller businesses are pass through entities— sole proprietorships, partnerships and Subchapter S corporations – for whom preference for corporate only rate cuts will mean no relief. That kind of strategy would probably force a lot of business people into adopting the corporate form unnecessarily as a means of tax-avoidance. It would also not meet the objections of advocates for working people. The House Plan attempted to address this by capping taxes on business income at 25 per cent but employee business owners of pass through entities would only be able to treat 30 per cent of profits as business income with the remaining 70 per cent to be labor income at the individual rates. For owners who are not employed by the firm the profit would all be considered business income at the 25 per cent rate.

The National Federation of Independent Businesses (NFIB) reacted by saying they could not support the House Tax Reform plan because it left too many small businesses behind. They offered to work with congressional leaders to make corrections so benefits of tax reform could extend to all businesses.

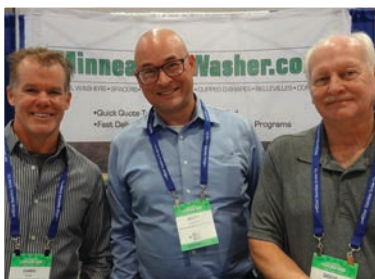
Another struggle will probably be over effective versus marginal rates. Large corporations often take advantage of complex tax code provisions to shelter income and pay lower effective rates where smaller organizations often lack either the sophistication to take advantage of these or have not used their lobbying resources to engineer special provisions in the tax system to allow tax avoidance under the guise of stimulating certain economic activity. Both individual and business taxpayers will be faced with a tradeoff of lowered marginal rates in exchange for giving up some treasured deductions. Of course, there will be strong vested interests in things like the mortgage interest deduction, the charitable deduction, and depreciation write offs. It will be argued that these all have a vital impact on increased economic activity. But, if the deficit is to be contained, something will have to give. And, to make it possible to pass a bill with a simple majority, spending cuts will have to be instituted to balance out revenue losses from the decreased tax revenue. There will no doubt be attempts to bring money back into the country and perhaps get some revenue by either a limited tax holiday or reduced taxes for repatriated profits. So-called "border tax adjustments" might well limit deductions for cost of imported goods and eliminate or defer taxes on revenue generated by exported goods.

Many of the leading business groups have organized into various lobbying coalitions, such as the "Coalition for Fair Effective Tax Rates" and others. It's going to take a strong push by these groups and their allies to make positive reform a reality. It will take also unified action by the Republican Party and President Trump willing to hold off on picking fights with his own allies if things are to hold together and produce a good tax package. Now is the time for people to finally show they can all row the boat in the same direction! 

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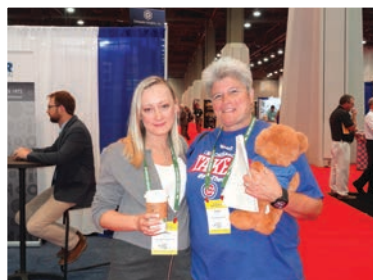


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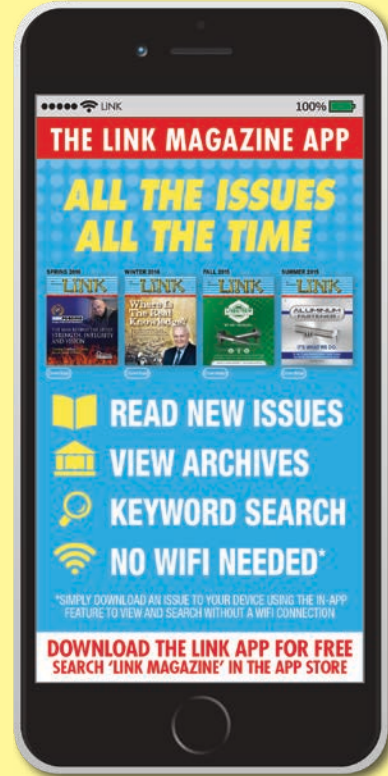
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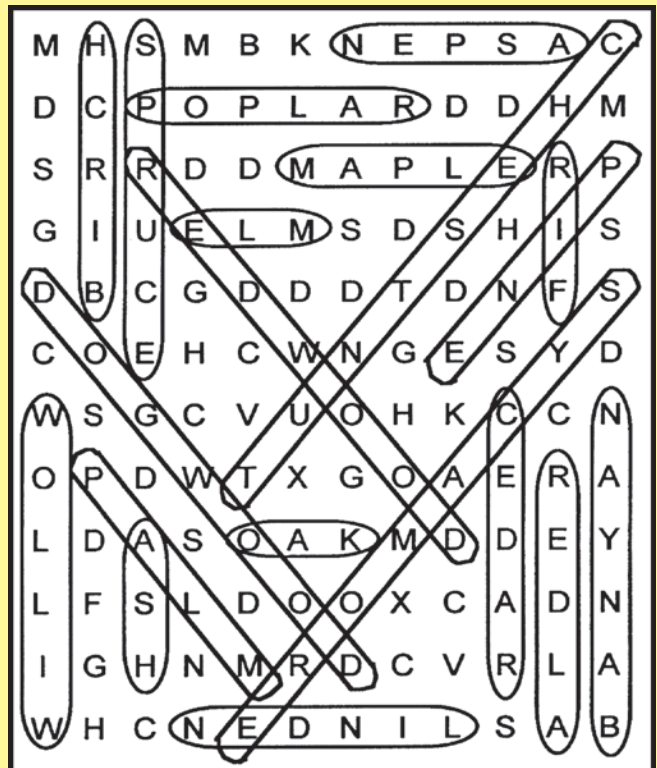
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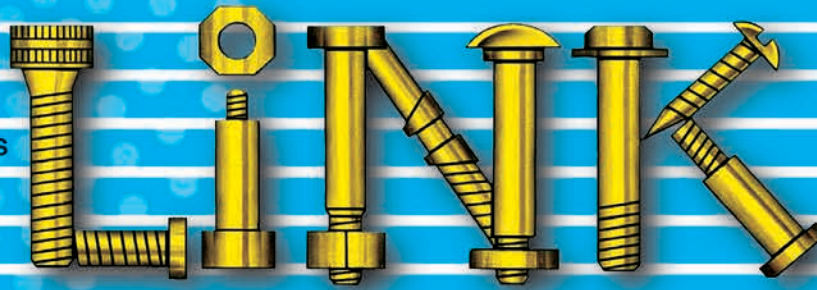
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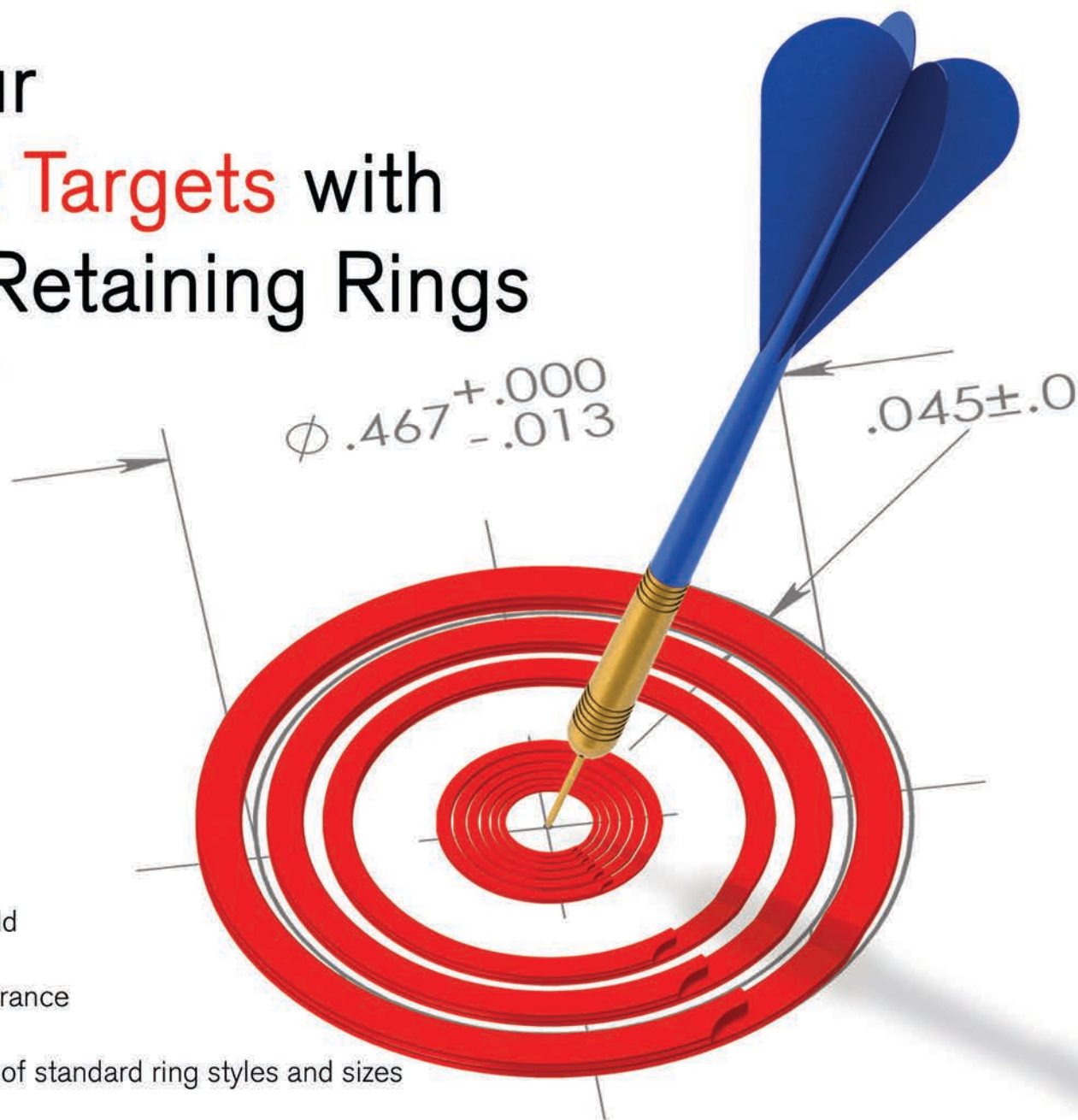
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