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THE DISTRIBUTOR'S LINK

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distributornews

Nautic Partners, LLC ("Nautic") is pleased to announce that it has completed the acquisition of ***LindFast Solutions Group*** ("LindFast"), in partnership with LindFast management.

Headquartered in Blaine, MN, LindFast is a master distributor of specialty fasteners in the North American market serving a broad base of national, regional, and local distribution customers through its metric (Lindstrom) and imperial (Stelfast) product brands. As a master distributor, LindFast provides an important link in the fastener supply chain by offering a deep inventory as a "virtual warehouse" of approximately 130,000 low volume, slow moving SKUs that distribution customers need quickly but are non-economical to inventory and source themselves. These SKUs represent high-touch, specialty products that can be difficult to source due to their unique length, diameter, thread pitch, metal choice, or finish. In addition to sourcing unique product and providing virtual warehouse services, LindFast provides its distribution customers a range of value-added services such as break bulk, packaging, kitting, plating, coating, and guaranteed stock programs.

"We are excited to work with the Nautic team as we continue to grow our business and further enhance our customer experience. Our brands and customer relationships are strong today and will only improve as a result of this new partnership," said Neil Yeargin, CEO of LindFast.

Headquartered in Blaine, MN, LindFast is the leading high-touch master distributor of specialty fasteners in the North American market and is a vital supply chain partner and superior sourcing solution to a broad based of distribution customers.

Nautic is a middle-market private equity firm that focuses on three industries: healthcare, industrial products and outsourced services. Nautic has completed over 130 platform transactions throughout its 30-plus year history. Nautic's strategy is to partner with management teams to accelerate the growth trajectory of its portfolio companies via add-on acquisitions, targeted operating initiatives, and increased management team depth.

For more information, contact Lindfast by Tel: 1-800-328-2430, Fax: 763-780-0554, Email: sales@lindfastgrp.com or visit them online at www.lindstromfasteners.com.

* *

Rockford Fastener, Inc. is proud to announce we are celebrating 42 Years of serving the distribution market. In April of 1977, a small group of highly-skilled and motivated individuals started Rockford Fastener, Inc. to provide fastener buyers an efficient, prompt and responsible source. Today our current President Nic Orman carries on the pride and compassion for excellence his father instituted, with the same focus.

In addition, Brian Stark has been promoted to Vice President of Sales and Marketing providing 28 years of manufacturing experience to the position which will allow the management group to focus on staying relevant in today's market. Along with Nathan Mayer being promoted to Sales Engineering, his zest to learn continues to set an example for the rest of our company as we look to our future.

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For more information contact Rockford Fastener Inc at 725 South Street, Rockford, IL. 61102. Tel: 815-968-5343 Extention 210, Fax 815-968-0472, Email: sales@rfisales.com or visit them online at www.rockfordfastener.com.

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Product Genius Technology™ Aims to Fast Track Fastener Distributor's & Manufacturer's eCommerce Capabilities

The industry is talking about new technologies, data, eCommerce, digital catalogs. So we spoke with Cris and Lisa at Product Genius Technology™ to find out more about how their eCommerce technology will help fastener distributors and manufacturers with their digital strategies. The fastener industry veterans have been issued a second US Patent for their eCommerce technology.

What is Product Genius Technology™?

Product Genius Technology™ is a SaaS (software-as-a-service) patented eCommerce application that simplifies the search, sort, and display of complex product categories such as fasteners. Product Genius Technology™ eliminates the use of outdated filtering systems that lead to an overall poor customer experience.

CRIS A. YOUNG | CEO

LISA J. KLEINHANDLER | EVP

Product Genius Technology™ loads and displays 1,000's of relevant product results for product categories in milliseconds. The technology gives the buyer a 360-degree view of a product category from a one-page buying experience. Fastener industry veterans issued second US Patent for eCommerce technology.

Where was this idea born?

Product Genius Technology™ was created by Lisa J. Kleinhandler and Cris A. Young. Together we bring over 50 years of fastener and industrial supply chain experience to this exciting new eCommerce technology. With family roots in the fastener industry since 1936, we have sold fasteners through several traditional methods such as: brick and mortar store, warehouse, paper catalogs, phone, and email.

Continued on page 120

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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. You can learn more about NNi at www.NNiTraining.com.

WHY PARTS COST SO MUCH - COST DRIVERS IN THREADED FASTENERS

I can't tell you the number of times that I have been sitting across the desk of a potential buyer and have them incredulously ask me why this fastener costs so much. In their terms, "it's only a screw" or "it's only a bolt". The implication is that the item is a simple, non-critical, commodity object. Most everyone on the outside of this industry would take a similar approach, failing to give any appreciation for the complexity, engineering, or performance requirements needed from even the most basic of threaded fasteners.

When I first started out on my own, one of my first engagements was with a distributor that needed some application engineering assistance. This individual had recently executed a multiple year agreement with one of their customers to provide complete Vendor Managed Inventory services of one of their plant's needs. The agreement called for my client to reduce prices every year. In fact, it was a significant percentage reduction every year over about five years. Their customer, however, had provided a provision that stipulated they could receive "credits" for any bona fide cost savings ideas they could propose. Having no experienced application engineering support on staff, he turned to me for help.

I agreed to this project but fretted over it for the several weeks prior to its beginning. In particular, I thought, "what if I don't find any cost savings ideas?" This was misplaced anxiety, though. After conducting a walking investigative tour of my client's customer's facility, I found many opportunities for potential cost savings. In fact, I wouldn't be surprised if there wasn't several hundred thousand dollars' worth of potential savings.

Although I had spent a good deal of my career working directly with customers on new business development projects, this was still an eye opening experience and one that has, ever since, forged a passion to tackle this topic of finding value and cost savings in fastener products. Thus, I will begin a three part series where we look at different aspects of the value engineering equation. The remainder of this article will focus on cost drivers in threaded fasteners. Before anyone can effectively provide value engineering services or tackle a cost savings program, they must first be acquainted and comfortable with what drives the costs of fasteners. Following this segment, the next one will look at "Value Engineering on Existing Parts" and the third and final installment "Value Engineering on New Parts". Although segments two and three share a lot of things in common, there are some differences in the approach and nuances one takes to address business already won versus that yet to be won.

The topic of what drives the cost of a threaded fastener can be a complicated one, as there are many factors that must be combined, understood, and included to answer this question. Many of these boil down to detailed specifics and minutiae. In this article, it is my intent to try to keep this at a high level, but still provide sufficient information to have you asking questions and looking at parts in a new way. It is my hope that after reading this article, if you have ever been caught off guard by a purchasing agent inquiring why your part costs so much, you will be better prepared and equipped to give a good answer.

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Joe Dysart

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

HACKERS' NEW TRICK: STEALING COMPUTING PROCESSING POWER FROM FASTENER DISTRIBUTORS

In a marked shift from previous years, hackers are much more likely these days to be bent on stealing your computing processing power than embedding ransomware or other malware in your network, according to a new March 2019 report from IBM. *(www.ibm.com/security/data-breach/threat-intelligence)*

The reason: It's much safer for hackers to simply steal your computing processing power over the Internet – and use it for the mining crypto-currencies like Bitcoin – than to get involved in planting other criminal software on business and corporate networks, according to the report's authors.

"One of the hottest commodities is computing power tied to the emergence of crypto-currencies," says Wendi Whitmore, Global Lead, IBM X-Force Incident Response and Intelligence Services. "This has led to corporate networks and consumer devices being secretly high-jacked to mine for these digital currencies."

HACKERS HAVE A NEW TRICK – STEALING YOUR COMPUTING PROCESSING POWER WHEN YOU'RE NOT LOOKING.

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Adds Kevin Haley, director, Symantec Security Response: "Now you could be fighting for resources on your phone, computer or I.O.T. device – as attackers use them for profit."

All told, the number of computer users reportedly impacted by Black Hat (criminal) mining was more than five million in 2018 – up from 2.7 million the prior year, according to a report from IT security firm Kapersky Lab *(www.securelist.com/kaspersky-security-bulletin-2018-story-of-the-year-miners/89096).*

Most likely, the number is actually probably much higher, given that it's often very difficult to detect when a Black Hat miner has actually infiltrated your network or computer.

The reports from IBM and Kapersky are an eye-opening shift in hacker tactics for fastener distributors, given that so many corporations and individuals are currently fixated on preventing ransomware and other malware attacks, and so few realize that hackers have now moved on to stealing computing processing power.

One of the most vexing aspects of this theft of computing processing power – also known as crypto-jacking – is that it can be so clandestine. Many hackers running the scam are often careful to steal computer processing power only when a computer or smartphone is not in use.

The most careful steal power during the off-hours, when computers are on but most people who work for your fastener distributorship are sleeping.

CONTINUED ON PAGE 126

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Guy Avellon

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

WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT STEEL IN FASTENERS

Many times, we take products for granted. We know one type of fastener should have more strength than another, but how does an engineer know if the steel and heat treatment properties will provide suitable performance for some of the applications they require? As a guide, this article will provide what the steel chemistry numbers mean to users.

Carbon steels are called such as they contain a certain amount of carbon. The amount of carbon present determines the steels ability to be heat treatable. The higher the carbon content, the harder the steel becomes when heated. The addition of certain alloying elements will provide the performance characteristics desired of the finished product and reduce brittleness.

The base steel or alloy composition type is identified by a series of digits in the steel number, as developed cooperatively by the AISI (American Iron and Steel Institute) and the SAE (Society of Automotive Engineers). For example; the first digit of a four or five digit steel number indicates a category, such as (1) carbon steel, (2) nickel steel, (3) nickel-chromium steel, etc. The second number indicates the approximate percentage of the alloying element, while the last two or three digits indicate the approximate 1/100ths weight percentage of carbon content.

Typical AISI/SAE steels, but not limited to, used for fastener products are as follows:

- 10xx—Plain Carbon Steel (1010)
- 15xx—Manganese Steel (1541)
- 40xx—Molybdenum Steel (0.25%) (4037)
- 41xx—Chromium-Molybdenum Steel (1.0% Cr, 0.20% Mo) (4140)
- 43xx–Chromium-Manganese-Molybdenum Steel (4340)
- 50xx–Nickel Steel (50B46)
- 51xx—Chromium Steel (51B60) (0.80% Cr)
- 86xx–Chromium-Nickel-Molybdenum Steel (8637)
- 87xx—Chromium-Nickel-Molybdenum Steel (0.55% Ni, 0.50% Cr, 0.25% Mo)
- 94xx–Nickel-Chromium-Molybdenum Steel (94B40)

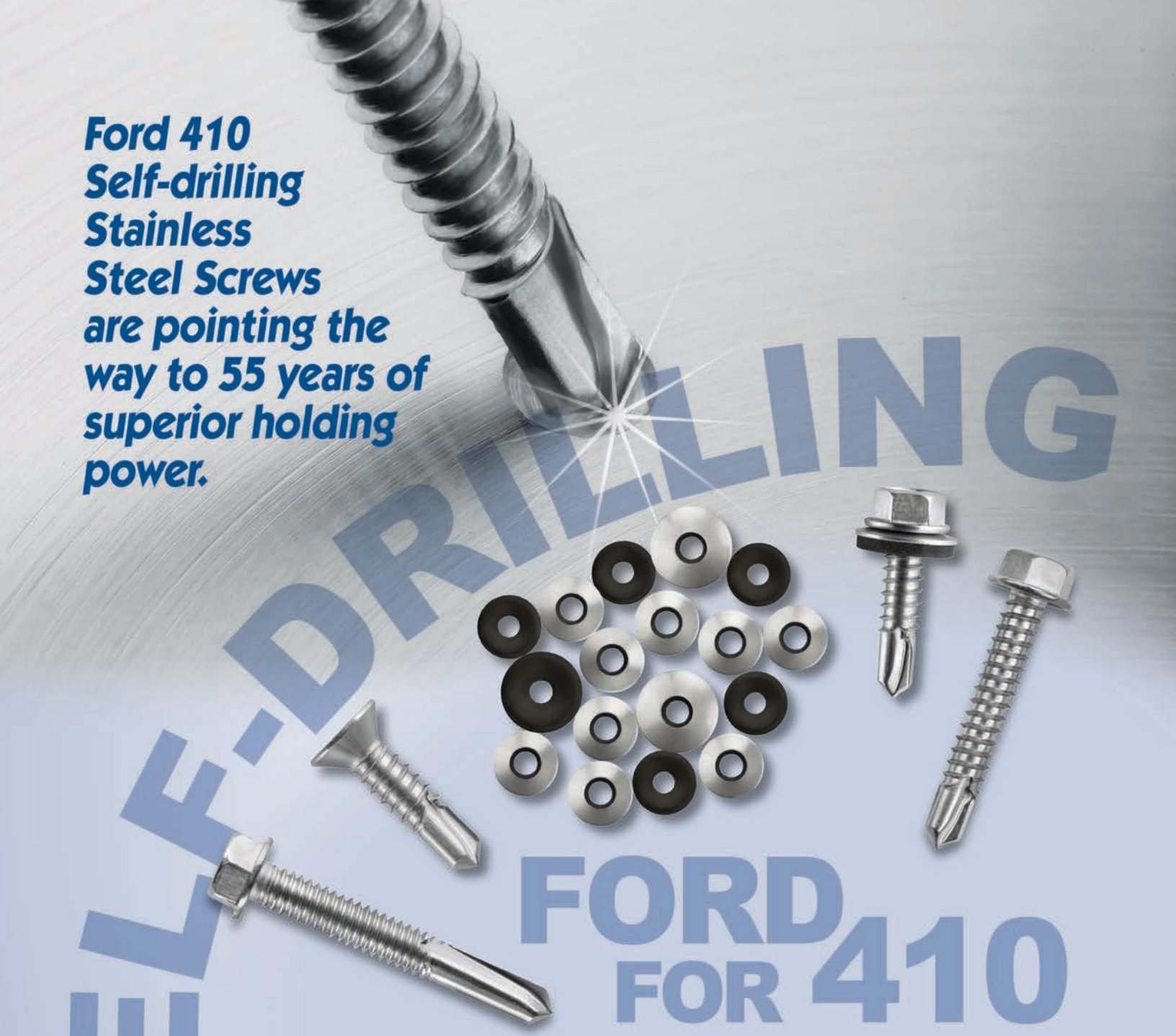
To be considered an alloy steel, one or more alloying elements must be added to the steel. The American Iron and Steel Institute has defined that a steel is considered to be an alloy when the maximum of the range given for the content of alloying elements exceeds one or more of the following limits: manganese, 1.65%; silicon, 0.60%; copper, 0.60%; or in which a definite minimum quantity of any of the following elements is specified or required within the limits of the recognized field of constructional alloy steels: aluminum, chromium up to 3.99%, cobalt, columbium, molybdenum 0.30%, nickel 0.30%, titanium, tungsten, vanadium 0.10%, zirconium, or any other alloying elements added to obtain a desired alloying effect. Where elements are specified in combinations of two, three or more and have alloy contents less than described above, the limit value to be applied for steel class determination is 70% of the sum of the individual values of the concerned elements.

Fastener Grades

All fasteners, regardless of standard or specification, are identified by a unique marking on the head, in addition to the manufacturer's unique registered marking. The following is a typical list of the common inch and Metric fasteners used in commerce. See SAE J429 and SAE J1199.

CONTINUED ON PAGE 128

Ford 410 Self-drilling Stainless Steel Screws are pointing the way to 55 years of superior holding power.



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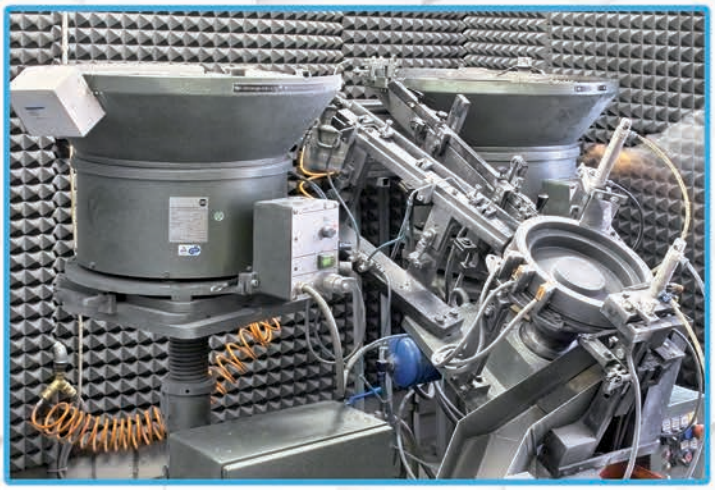
Founded in 1979 by Brigitte Goebel and Klaus Arens, the company started in a small two car garage located near Düsseldorf, Germany. They both recognized a need in the market for new fastener options that would turn the tide in industry; this awareness paired with their dedication to quality would be the foundation they would build on. Their perseverance paid off when a German railway company, known today as Deutsche Bahn AG, placed its first order for rivets that would be used in the manufacturing of passenger railcar interiors. They are still a customer to this day and the rivets can be found in most of their railcars that travel throughout Europe.

Forty years later our dedication has not waivered, resulting in exponential growth on a global scale with continued success. Goebel Fasteners has been a family owned company since the beginning, developing a reputation worldwide for its innovative fastener technology. Originally what started as a local business serving the surrounding communities in Germany, has since grown into a global corporation with offices located in the Unites States, Germany, Netherlands, France, Poland, and Latin America along with over 35+ authorized distributors worldwide.

GOEBEL Fasteners Inc.

Development for the Future

At first when the company was still in its infancy the production capability was limited by two machines that stamped standard open end blind rivets from sheet metal. This process proved to be slow, inefficient, and could not keep up with demand. Profits were reinvested into the company and production capabilities were increased with additional machines. Since those early days we have converted our assembly line to the industry standard of manufacturing rivets from extruded wire. Over the years this has proven to become a positive impact in reducing lead times, increasing stock availability, and keeping pricing competitive. Today we have partnerships with global production facilities that operate 120+ assembly lines with the capability to produce up to 600 tons of blind rivets per month. These are housed in a combined total of 1,000,000 square feet with dedicated warehouse space for inventory that can be drop-shipped anywhere in the world.



Now in its second generation, the company has come a long way from that small two car garage where it all started. We offer a large variety of blind rivets ranging from standard open end to high strength structural. The continuous growth prompted the need for additional staff and larger working space on an international scale. As a result in 2011, a new 160,000 square foot facility was opened in Erkrath, Germany that would be the new base of operations for the indefinite future in Europe. Subsequently in 2016 Goebel Fasteners opened its North American headquarters in Houston, Texas to provide better customer service to its customers with quicker delivery times and stocked inventory available for same day shipping. We still hold true to the many qualities that made Goebel Fasteners successful from day one. Among them: Providing customers with top quality products, competitive pricing, and exceptional service.

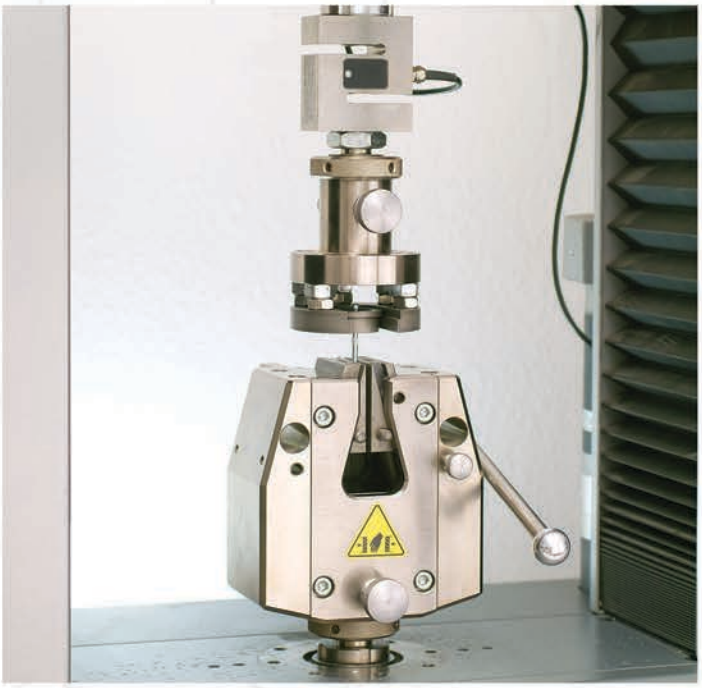
Continued on page 18

THE LEADING RIVET SOURCE

GOEBEL Fasteners Inc.

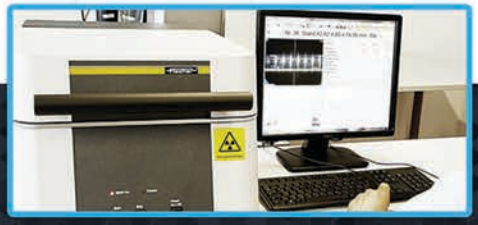
Quality the First Time

Quality is of utmost importance in every industry but especially when it comes to fasteners. Depending on the final application, if a fastener fails it could lead to severe consequences. That is why Goebel Fasteners believes and promotes superior quality in all aspects of our products and services. The customer should only have to purchase the products once and not have to waste valuable resources and time repurchasing due to failure. Goebel Fasteners has a dedicated testing center that exams every production batch and ensures that all products are in compliance with our rigorous quality standards.



Our comprehensive QC testing delivers results that are available as a courtesy to all customers by specific batch number. Item batch traceability allows tracking products and production batches to the manufacturer, along with specifics of the manufacturing process throughout the whole or partially reconstructible supply chain. The batch traceability is especially important in the supply chain of the food, automotive, railroad engineering and aircraft industry.

Continued on page 20



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GOEBEL Fasteners Inc.

Product Quality Testing

Goebel Fasteners is ISO 9001:2015 certified, all products received are subject to quality assurance tests; the process is tracked from start to finish and then archived for future reference after production. All test reports are extensively detailed and available to all customers free of charge. The Goebel Fasteners testing lab facility is equipped with state-of-the-art machines that measure a multitude of tolerances, compile material analyses, and most importantly ensure that all our fasteners are in compliance with industry standards.

The following tests can be conducted in our testing laboratory facility:

Internal Tests

- Control of Layer Thickness
- Material Analysis (Stainless Steel)
- Heavy Metal Determination
- Kesternich Testing
- Screw-In Test (Drilling Screws)
- Pulling and Pull-Over Strength Test
- Torsion Test
- Torque
- Dimensional Inspection
- Profile Inspection
- Shear Test
- Tensile Test
- Riveting Mandrel Press-Out Force

External Tests

- Wet-Chemical Material Analysis
- RoHS Screening
- Hardness Testing
- Material Analysis (Elastomers)
- Environment Simulation
- Enduring Stress Test
- Salt Spray Corrosion Test
- Structural Analysis
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- Friction Coefficient Examination
- Grinding Tests
- & Many More!

Continued on page 22

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CORE VALUES & COMPANY CULTURE

GOEBEL Fasteners Inc.

Who We Are

At Goebel Fasteners, we realize that our success will always be tied to our extraordinary employees. It's why we pride ourselves on fostering a work environment that is designed to lift up and empower our employees whenever possible. In doing so we promote our core values that translate into every part of our operation.

Our company culture reflects strong work ethic that promotes success and personal growth. We stand behind each and every one of our employees 100% to support them in any way possible to reach the next stage at both their business and personal lives. Goebel Fasteners is dedicated to going the extra mile when it comes to serving our customers, distributors, and employees. Respect, authenticity, and kindliness constitute the foundation for mutually benefitting success. We grow as a company every day and strive to surpass expectations on all levels; including technical standards as well as organizational development of our company.

Continued on page 132

FALL RIVER

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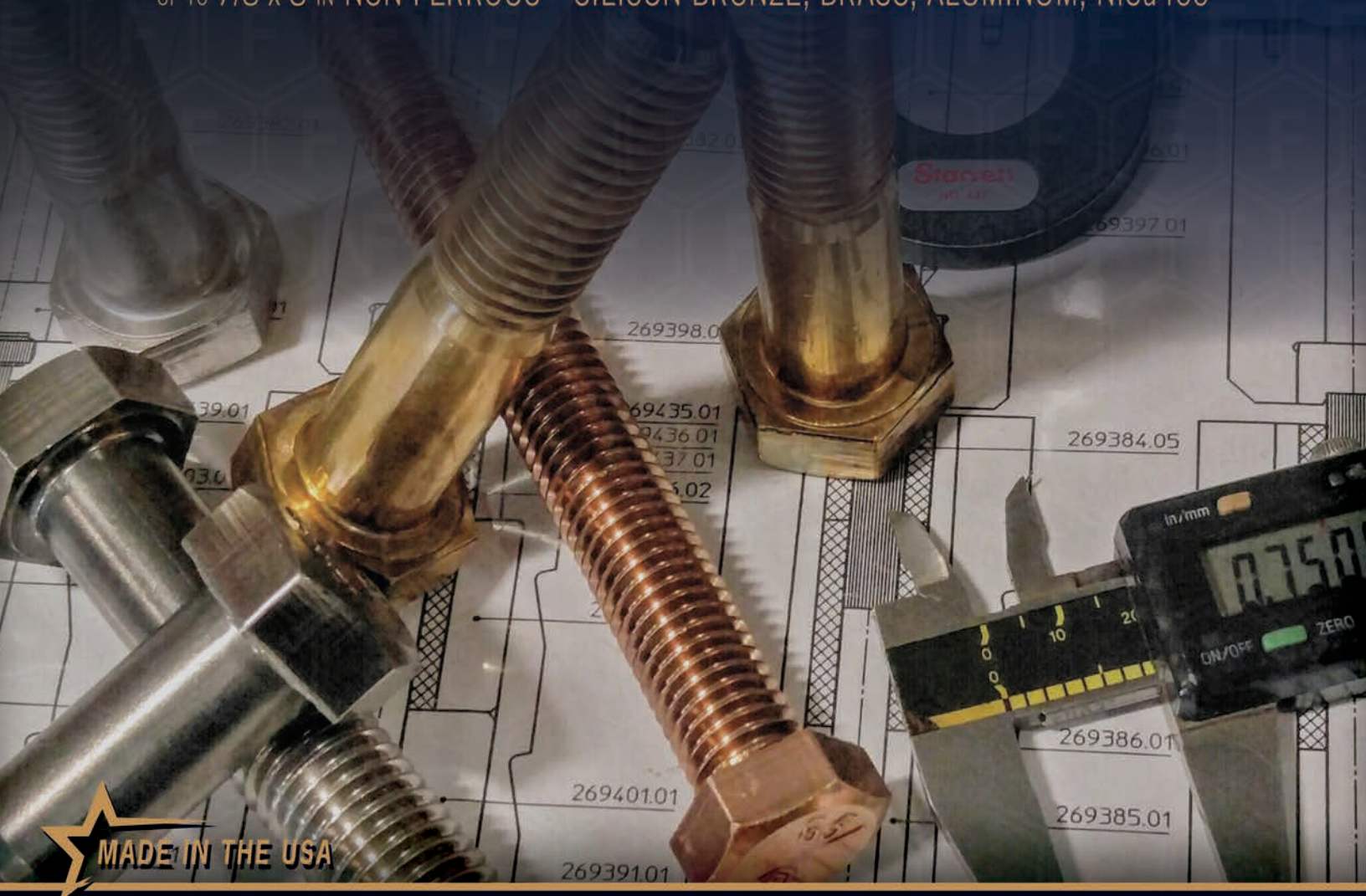

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Nelson Valderrama

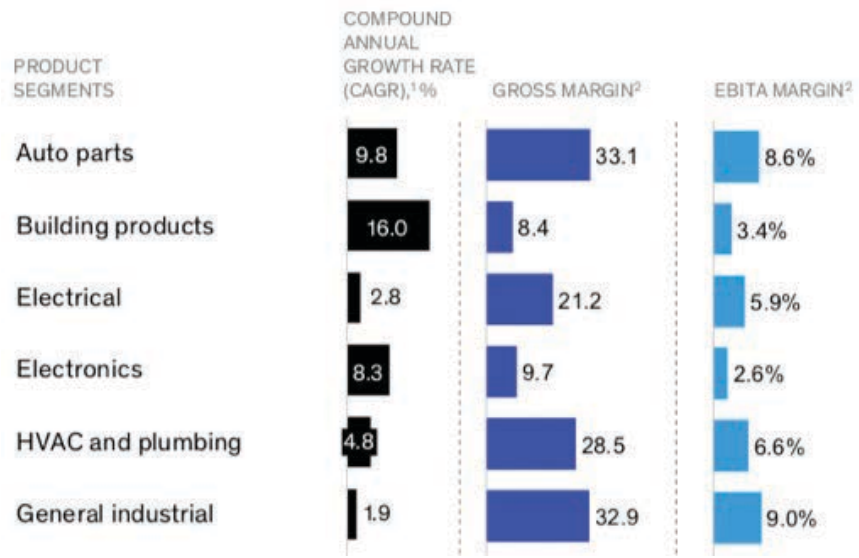
Nelson Valderrama is the CEO of Intuilize, a software Service platform that specializes in helping mid-sized distributors transform data into profits. With more than 22 years' experience as P&L manager executive for major PE firms and industrial distributors. Nelson has dedicated his career to help business uncover hidden competitive advantages and unleash the power of data in the new Digital Economy. For more information contact by email nelson@intuilize.com or visit www.intuilize.com

YOUR PRICING IS THE KEY TO UNLOCKING FASTER GROWTH - PART 1

Imagine for a second that you had the opportunity to step back five years in time and have dinner with Jeff Bezos. You would probably pick his brain about eCommerce or his vision for expedited worldwide shipping...but Jeff might have another idea in mind. What if during that very dinner, Jeff openly said to you, "your margin is my opportunity"?

As Amazon gets ready to hit $20 Billion in revenue this year, you'd be crazy not to be paying attention to how they REALLY got there.

Now let's imagine that while having dessert, Jeff shared with you the chart below and asked you which product segment you think his team should focus on, based on gross margin?



Imagine source: McKinsey CPAnalytics

Now don't worry, this is not another article about Amazon Business, this article is about you and what you can do for your company. As owners, executives and sales leaders all over our industry are thinking about growth, they're all hustling to get more customers or sell more products to current customers, but very few of them are leveraging pricing to improve their business - which has the highest impact on growth.

So let's talk about how YOU can maximize your pricing power.

Pricing is the Proven Lever That No One is Pulling

Understanding the real opportunity in front of us is as simple as comparing the outcome for businesses when you increase 1% volume vs. a 1% increase in price. Luckily for us, Harvard Business Review has done the math for us back in 1992.

As you can see in the next graphic on the next page, when a growth strategy is only focused on increasing volume, operating profits increase by 3.3% (assuming price remains the same). But if you increase prices by 1% (assuming the same volume), your operating profit will increase 11.1%.

CONTRIBUTOR ARTICLE

CONTINUED ON PAGE 130

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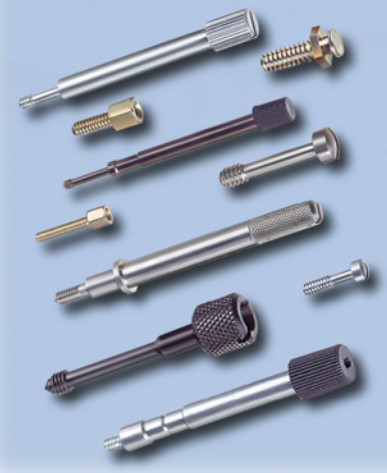

If you've ever experienced problems with overseas sources or ISO compliance, you're not alone. We've all heard the horror stories that could have been avoided by first ordering from a quality conscious, certified American manufacturer like Alpha Grainger Manufacturing.

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

Long recognized as a leading producer of customized fasteners and hardware, Alpha Grainger Manufacturing also stocks a wide array of standard parts that are ready to ship and priced competitively.

Why search the world? Since 1973 Alpha Grainger has been providing the fastener industry with what it needs; consistently superior quality and competitive pricing.

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Bruno Marbacher

Bruno Marbacher earned his mechanical engineering degree in Switzerland, he also holds a business degree. He started out as a tool and die maker (poly-mechanic) and over the years he has held various management positions in quality and engineering. During his time in America he has developed and given numerous seminars on topics related to the proper use of mechanical fasteners and machine elements, and assists engineers in solving fastening/assembly issues. His has groomed and directed many young engineers in fastening/assembly technology. He now offers his 40 years of experience through writing and lecturing.

TECHNICAL BRIEFING: SCREWS & NUTS - CRITICAL ELEMENTS FOR ANY ASSEMBLY

Dear Reader, I have worked in the fastening technology field for over 40 years, I have learned a thing or two. I will share that experience and knowledge in tech briefs.

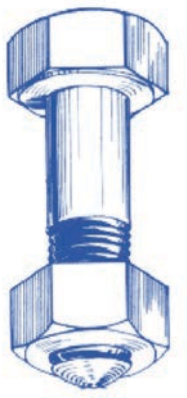
In this article we talk about another essential fastening element, The screw - the bolt. It will provide readers with general insight into the important aspects of screws and bolts.

Definition - Bolt vs Screw

Based on Machinery's Handbook, bolts are typically used to assemble two or more unthreaded components. Screws are used with internally threaded components. This doesn't mean that the components used with screws must be threaded, the screw may create the mating thread. Well, there are always exceptions to this rule, a socket head cap screw may be used with a nut. It's still called a screw.

BOLT SCREW

For screws and or bolts to function they need the following features:



- The screw's head holds the clamped parts on one side.
- The drive (slot, hex, etc.) is used to drive the screw home and tightens it.
- The shank length provides the screw with the necessary length to fasten' things.
- The screw thread always engages in a mating internal thread, either a nut thread or a tapped hole. Thus, the clamped parts are held together from the opposite side.
- Screws may be threaded up to the head of the screw. this does not weaken the screw. The weakest section is still always in the thread. For stainless steel screws the weakest area is in the unthreaded shank.
- Screws, bolts need a drive system so they can be driven in and properly tightened. What drive system is being used, is often a question of the applied assembly method. (Manual or automated assembly, accessibility to the joint, type of design, etc.). In this article we focus on external hex drives.

Radius

Screws must have a radius in the shank to head junction, not too small, not too big. A small radius may create a stress riser, and lead to fatigue fractures. Too large. the screw may not be seated properly and may rest on the radius instead of the bearing area of the screw.

CONTINUED ON PAGE 134

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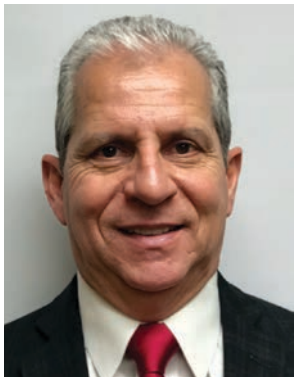
INDUSTRIAL FASTENERS INSTITUTE ELECTS NEW CHAIRMAN AND VICE-CHAIRMAN

The Industrial Fasteners Institute (IFI), held its Annual Meeting in San Antonio, TX on March 9-12, 2019.

The newly elected Chairman for the period 2019-2020 is Mr. Manny DeSantis of Valley Fastener Group, LLC; and the newly elected Vice Chairman is Mr. Kevin Johnson of Birmingham Fastener, Inc.



MANNY DESANTIS
IFI CHAIRMAN

KEVIN JOHNSON
IFI VICE-CHAIRMAN

In addition to Mr. DeSantis and Mr. Johnson, the Board of Directors also includes:

- Preston Boyd, TRAMEC Hill Fastener
- Don Kubkowski, Sems and Specials, Inc.
- Jeff Liter, Wrought Washer Mfg., Inc.
- Michele Clarke, Valley Forge & Bolt Mfg. Co.
- Pat Wells, The Young Engineers, Inc.
- Owe Carlsson, Arconic Fastening Systems
- Wayne Drysol, 3V Fastening Systems (CAM)
- Chris Rink, Prestige Stamping, LLC
- Paula Tognetti, MNP Corporation
- David Hebert, Freeway Corporation
- Brian Bonebrake, Johnstown Wire Technologies Inc.

Division Chairs for IFI are:

Div. I – Industrial Products:

Brian Stark, Rockford Fastener, Inc.

Div. II – Aerospace Fastener Products:

Pat Wells, The Young Engineers, Inc.

Div. III – Automotive Industry Fastener Group:

Dan Curtis, MacLean-Fogg Company

Associate Suppliers' Division:

Brian Bonebrake, Johnstown Wire Technologies Inc.

About IFI

Industrial Fasteners Institute, headquartered in Independence, Ohio, is an Association of the leading North American manufacturers of bolts, nuts, screws, rivets, pins, washers, and a myriad of custom formed parts. Suppliers of materials, machinery, equipment and engineered services, are Associate Members of the Institute. IFI membership currently stands at 73 Company Members and 50 Associate Members.

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

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

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BENERI: SYNONYMOUS WITH EXCELLENT QUALITY & SERVICE

Founded in 1958, BENERI SpA has been dedicated to the manufacturing of standard retaining rings and washers for over half a century. Based in Valmadrera, Italy, the company is today settled in 5 plants over an area of 135,000 ft².

The founder and President Mr. Bernabeo has been managing the company together with his son Giovanni, daughter Patrizia and grandchildren to ensure continuity and new perspectives.

"BENERI is a big family. Each single process is followed directly and on-site. The management personally know suppliers, customers and employees and keep good and long-term relationships with all of them. In the era of globalization and loss of direct contacts, I believe this is our greatest strength" says Mr. Bernabeo proudly.

The slogan "BENERI, synonymous with excellent quality and service" represents the essence of the corporate philosophy and the main reason for most important fasteners distributors and OEM in the world select this brand.

Thanks to investments in high-tech production machinery and automatic quality checks and sorting, the company has reached a production capacity of over 20 million pieces per day, thus offering an excellent service with respect to on-time deliveries (with 98% of part numbers ex-stock).

Quality is also a fixed point for BENERI, which is proud to offer a product that goes far beyond DIN and ASME standards. The company has recently renewed the consolidated Certification ISO 9001:2015 and obtained the new IATF 16949:2016 for the automotive industry, which strictly focuses on the improvement of a Quality Management.

BENERI sells through a consolidated distribution network all over the world. Since the year 2000, the company has been focused on developing their market in the USA. Within a few years, BENERI expanded, redesigning the specifications of the entire range of standard retaining rings from metric to imperial sizes, thus demonstrating the efficiency of their tooling department, the heart of the company.

Today BENERI is well represented in the USA by the official agency B. FINDER & ASSOCIATES Inc. Maurizio Furlan and Mark Finder are working hard with their team in order to satisfy the existing customers and to grow the customer base.

The BENERI base of operations, located in Lombard, IL, in the Chicago metropolitan area, can provide a real-time customer service with quick, right-to-the-point and fully-satisfying, localized solutions.

"We started with a very simple organization in the USA, but today we can proudly say we're achieving excellent results! The great cooperation of our team, in Italy and in Chicago made all this possible, despite the distance and jetlag" says Patrizia Bernabeo, CEO and Sales Manager.

BENERI has also invested in local advertising and exhibitions in order to make its name known in the American market. "The International Fastener Expo has definitely been the best chance to show our brand, establish new contacts, meet customers, suppliers and friends from the industry. 2019 is the 10th anniversary of BENERI's participation in the Expo, and we're sure it will be a great success!"

For more information, contact one of Beneri's US Representatives: ***Maurizio Furlan,*** *Tel: 773-472-3892, Cell: 773-988-1664, Email: mrz.furlan@gmail.com;* ***Cecilia Parker,*** *Tel: 630-889-9212, Email: parker22188@yahoo.com or* ***Mark Finder,*** *Tel: 847-940-1731, Cell: 847-828-8992, Email: msfinder@yahoo.com.*

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GOT A PROBLEM...CALL SOLUTION MAN

Solution Industries helps its customers streamline their businesses, save money and protect their bottom line.

Their popular spokesperson/mascot, "Solution Man," can be found everywhere, including all the trade shows. His presence reminds everyone about their dedication and commitment to excellence. They truly have a customer first point of view.

At Solution Industries, their wealth of industry knowledge and years of experience enables them to offer a wide array of customized value-added services. John Radel, the Owner, explains how they know what their customers need, stating "We all started in the warehouse. We learned the importance of customer service from the trenches. So that was the foundation of our model of Solution Industries – to value our customers and provide solutions."

Here are a few examples of how they are the solution:

- ***ELIMINATE SOFT COSTS***
- ***ELIMINATE MULTIPLE POs***
- ***ONE COMPLETE PRICE***
- ***COMPLETE LOT TRACEABILITY***
- ***VALUE ADDED INVENTORY***
- ***ORDERS COMPLETE DOCK TO DOOR***
- ***REDUCED FREIGHT COSTS***
- ***INTEGRATED QUALITY SYSTEM***

Many years ago, they installed an ERP system to help them run their business efficiently and serve their customers with incredible performance. Unfortunately, that system became obsolete, and it was time to make a change. They decided on a big-name general distribution system, and while it technically did many of the things that they needed, there were significant pieces missing, making it cumbersome to use. Information was not readily available, which was a real problem because of Solution Industries fanatical dedication to customer service.

The Business Edge™

In 2014 they decided to pull the plug on their system at the time and go to a state-of-the-art, fastener specific system. After a thorough review of the available options, they chose The Business Edge™ from Computer Insights, Inc.

Discussing their choice, Steve Parham, said, "We are in a good place right now. The Business Edge™ has worked out great for us. We have a lot more visibility into what is going on, the system and support are responsive, and it is easy to use."

Information that was four screens away in the old system is now available instantly, without leaving the screen. Each user can tailor their screens to match their preferences, so the information is served to them exactly as needed. Tracking secondary processes is a breeze. There was no provision at all for secondary processes in the other system.

Business these days is running at the speed of NOW. There are no exceptions. Customer expectations are higher than ever. Without a system that could deliver quickly and accurately, they would not have been able to continue their amazing service.

More Information

To learn about all of The Business Edge™ contact Computer Insights, Inc. by phone at: 800-539-1233, email: sales@ci-inc.com or online at www.ci-inc.com.

SOLUTION INDUSTRIES

SOLUTION'S SOLUTION - #2

1

Solution Man briefs the team...

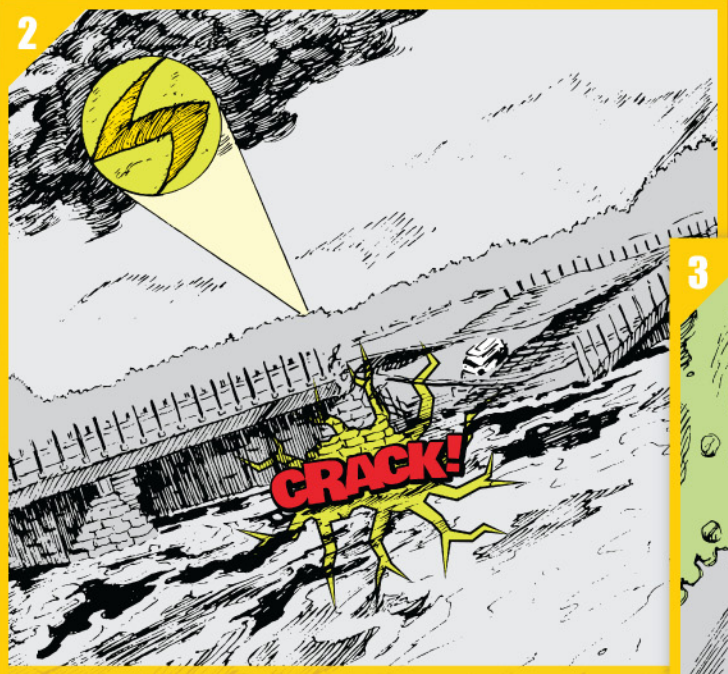
Alright **Team Solution,** it is imperitive that our customers know the different solutions that we can offer. **Solution Woman,** you need to service our customers. Time is of the essence! They rely on us not only for quick quote response and competitive pricing, but they need to know we can handle a line-down situation.

We are there to expedite answers or customize quality inspections for their customers . That's where you come in **Milton Mills** - you need to stay on top of ALL quality issues and pay attention to detail with the prints and PPAPs.

Solution Industries should serve as an extension of our customers - we are their superheroes to fight off their arch enemies. And remember...we adapt to their needs and listen to what they're NOT saying.... follow the ⚡ distress signal!

one call, one invoice, one shipment, **one solution.**

2



In the distance, ***Solution Man*** *sees the distress signal...*

it's Havoc at the bridge...

3

4

Milton goes to work...

5

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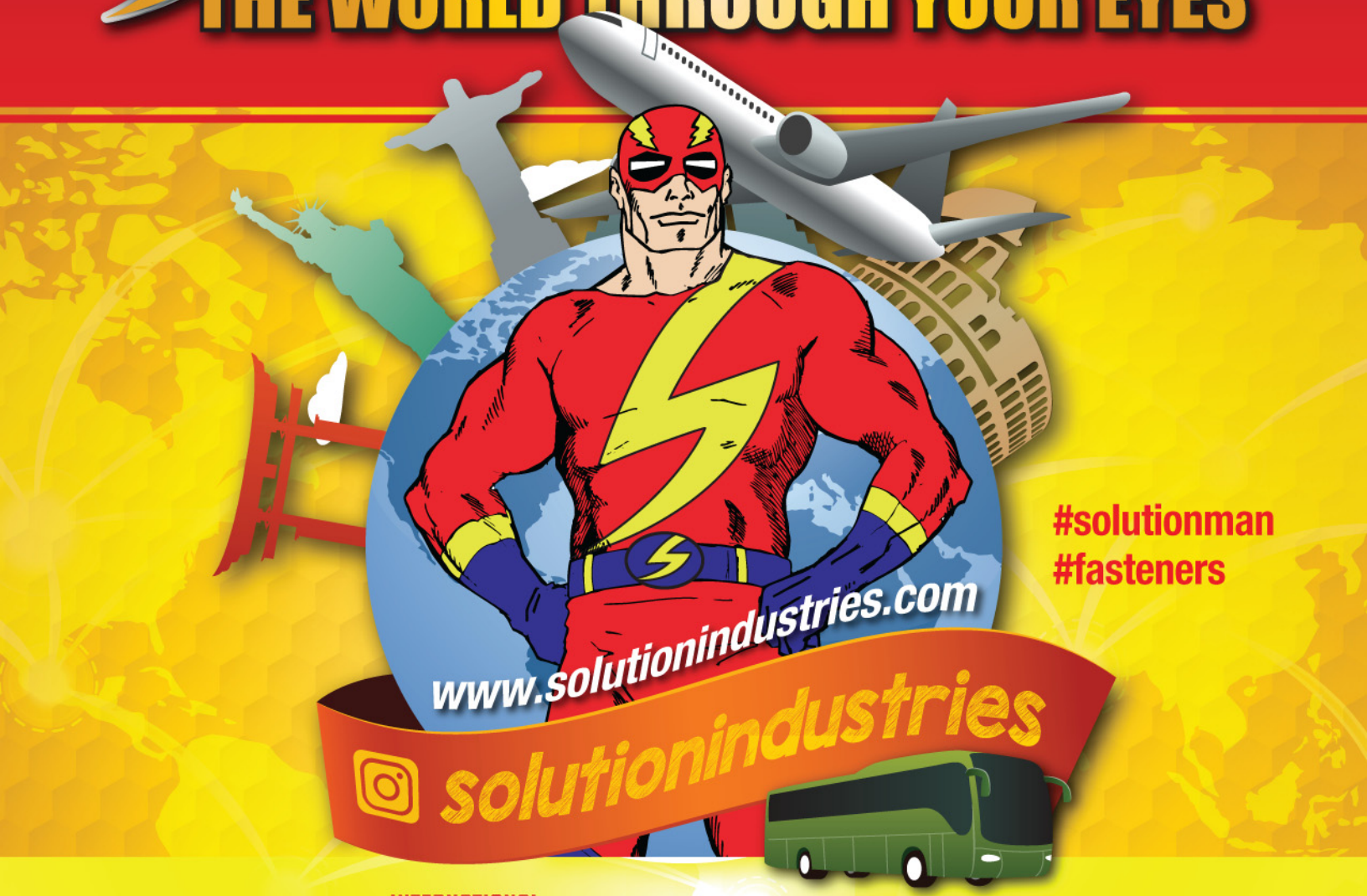

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5

The city sleeps easier tonight as **Team Solution** has again successfully worked their magic to hold the city together once more. As the sun rises on a new day, **Team Solution** is ready to accept any and every challenge that 'Havoc' throws their way, always working tirelessly for their customers.

Stay tuned for another episode of Solution's Solution coming your way sometime soon...

Rob LaPointe AIM TESTING LABORATORY

Rob LaPointe is a noted authority in materials and fastener technology. With extensive experience in the management and science of materials testing laboratories combined with master's degrees in physics and education, he excels at bringing solutions to the client. Working specifically in the fastener testing industry, he has developed expertise in mechanical, nondestructive, metallurgical and chemical testing. With a background of 20 years in physics education, Rob is effective at communicating complex ideas in a simple and understandable manner, communicating well with clients enabling them to make informed decisions about their products and business. AIM is located at 1920 Cordell Court #101, El Cajon, CA, 92020. Tel: 909-254-1278, email: sales@aimtestlab.com or online at www.aimtestlab.com

USING YOUR QUALITY MANAGEMENT SYSTEM AS A TOOL FOR MINIMIZING YOUR COMPANY'S RISK

Risk is a four-letter word that many people want to avoid. Avoidance, however, is like the proverbial "head in the sand" and can lead to significant negative external impact if something goes wrong and one is not prepared for it. It can also lead to significant personal or internal impact by developing a habit of poor decision making that can cause you or your company to miss out on an opportunity. If the odds of something bad happening are low enough, then closing our eyes and ignoring the possibility of disaster can bring us sense of peace in the present. But that peace may not be as solid as we would like to believe and the odds of something adverse happening may not be as low as we guess them to be. A simple practice of risk assessment can move us from the realm of beliefs and guesses to a more certain platform that offers us a more predictable perspective, allowing us to make more aggressive and productive personal and business decisions.

Research tells us that we are a "feel-good" culture and that avoiding bad news is a tendency we have that helps us to maintain our positive view. This tendency to filter potential negative news is called information avoidance. The problem is that reality, beyond our closed eyes, is not controlled by our positivity alone. Much of what happens globally is outside of our control and much of what happens locally is beyond our influence. So, if we can't really have significant control over what happens, our best position is to correctly identify and compare the effect or impact of possible outcomes to the probability of their occurrence and make decisions based on that evaluation. The good news here is that there is a more sensible way to "feel good." We can feel good by knowing that the decisions we're making or our involvement in business deals have been examined and are most likely going to have beneficial results. Gaining this knowledge is not only beneficial for the resulting decisions but making the risk assessment process a standard part of your business' decision-making process can have a tremendous impact on the culture of the company and its profitability. Using a decision-making tool to weigh the options in your favor is standard practice in risk assessment. Table 1 shows an example of a comparison tool to aid in the evaluation of probability of occurrence compared to the effect of occurrence. This is a highly functional tool that can be used quickly to access the risk of a single decision or multiple components of a decision.

If you're operating a business in a technical field like fasteners, there's a good chance that you have adopted a Quality Management System (QMS). For some, your QMS is a fully accredited and fundamental function of your business. For others, your QMS may be a formal system you follow without having accountability to any authorizing organization. Still others may be operating without any formalized QMS in place but have policies and procedures that guide you in delivering a suitable and predictable high-quality product to your customers.

CONTINUED ON PAGE 136

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Jim Truesdell

James Truesdell is President of Brauer Supply Company, a distributor of specialty fasteners, insulation, air filtration, and air conditioning with headquarters in St. Louis. Mr. Truesdell is adjunct professor at Saint Louis University and Webster University. An attorney and frequently published writer, he is the author of "Total Quality Management: Reports From the Front Lines".

OVERTIME THRESHOLDS IN CROSSHAIRS AGAIN

The Trump Administration's Department of Labor is following through on an earlier promise to increase the salary level at which supervisory and managerial employees become subject to the overtime rules mandated by the Fair Labor Standards Act. This takes us back to the 2016 cliffhanger when a federal judge's last minute ruling stopped a President Obama backed DOL rule which doubled the threshold and had businesses up in arms. On March 7 of this year the Department issued a proposed rule for comment that took a more moderate stance, but nevertheless offers some real relief for those employees who might be feeling victimized by employers who squeeze long hours from those workers they place in management positions without really giving them fair salaries.

The timing of this is interesting. By putting this change out there in 2019 perhaps the President is hoping to have the issue resolved before the presidential campaign begins in earnest. But the Democrats could take a position opposing the rule as inadequate, blocking it and putting the minimum numbers proposed in the center of political debate, and hope to come back with a stronger proposal if they capture the White House. The risk for them is that they could be pictured as standing against enactment of worker relief.

So what are the provisions of the new proposed rule for which a 60 day comment period is now under way? Under current law, workers with salaries below $455 per week ($23,660 annually) have to be paid overtime (time and a half rate) if they work more than forty hours in a week. This minimum level has not been changed since 2004. In 2016 the controversial Obama rule was set to more than double this level. Many companies gave out raises or changed job classifications as the effective date approached but then, at the last minute, a federal court in Texas ruled on a case challenging the rule and stopped the change in its tracks. Since the ruling came only days before the effective date some companies had altered their compensation systems and some had not. Few who had already acted could reasonably reverse their actions so it was problematical for many companies. With the Fall elections that year Donald Trump became president. As a result little was heard about this issue for two years. Now the new proposal is out there and it calls for a more reasonable rise to $679 per week or $35,308 annually. In preparation for this, some 200,000 plus comments were received in response to a 2017 request for information. As before, the dollar thresholds alone are insufficient to "exempt" workers from overtime. They also must meet three tests. Those are that (a) they have a predetermined fixed salary not subject to reduction based on quality or quantity of work (b) they meet the specified dollar earnings limit and (c) they primarily perform executive, administrative, or professional duties.

The Labor Department has estimated that this will benefit over 1.1 million employees who are currently regarded as exempt because they make at least $455 per week but less than $679. The rule also will significantly raise the level for determining who is a "highly compensated employee" (even if not management) who might not otherwise qualify for overtime.

CONTINUED ON PAGE 138

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ULTRA-RELEVANT WORKSHOP SPEAKERS AT STAFDA CONVENTION

by Georgia H. Foley, CEO

Members attending the Specialty Tools & Fasteners Distributors Association's (STAFDA) November 10-12 Nashville Convention & Trade Show will want to bring an extra notepad to the seven exceptional educational workshops being offered. In addition to a solid educational offering, this members-only meeting attracts up to 4,500 industry leaders along with an 800 booth Trade Show. Business sessions include:

Authentic Marketing: How Authenticity is the Best Way to Market to Millennials. *Jeff Butler:* Who better to lead a workshop on Millennials than a Millennial? Jeff will bridge the generational gap between Millennials and companies looking for their talent and patronage. In an age of innovation and platforms, it leaves sales and marketing professionals wondering how best to reach this demographic. Jeff's learning points include: 1). Strategic methods to build an enticing message with a strong call to action; 2). How to build rapport with Millennials through social media platforms; and 3). Discover how to spot exploitative marketing and separate your company from others by employing authentic marketing.

Jeff is a third generation Silicon Valley entrepreneur and founded three companies by age 27. He's the author of two books and has spoken at TEDx events, Google, Amazon, and LinkedIn.

Women in Business: Career Strategies to Increase Your Impact. *JJ DiGeronimo:* There is an increasingly larger contingent of females working in the once male-dominated construction industry. 2018 marked the first woman president of STAFDA, Michelle St. John, and it was her suggestion of bringing women together in the STAFDA channel. JJ DiGeronimo, whose husband runs their family's third generation construction firm with his sisters, can easily relate to the STAFDA market.

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Most professionals are fantastic and relevant in their current role, but to achieve the next level of success, they need to expand their scope of expertise to reach their career goals. JJ will share specific strategies on increasing relevance both inside and outside their peer network.

With more than 20 years in the tech industry, JJ is no stranger to navigating the twists and turns of moving into leadership roles.

The Age of Global Transformation. *Peter Leyden:* As an expert on new technologies, future trends, and the former editor of WIRED magazine, Peter will address what opportunities lay ahead in today's high-tech, globally connected world. We're living in a moment of history that will be remembered when there was a fundamental transition to an all-digital, fully-global, more sustainable world.

SHOW EVENT ARTICLE

CONTINUED ON PAGE 140

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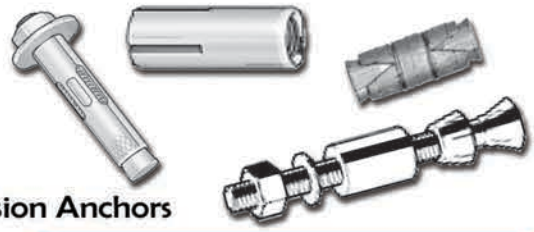

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BRINGING BALANCE TO THE FORCE - PART 1

by Jürgen Wenzel, Global Marketing Manager

Retaining Ring Solutions to Reduce Noise, Vibration and Harshness (NVH) for Applications with High RPMs and Balancing Needs

Bringing balance to forces is not just a fictional desire in a galaxy far, far away, but a real life challenge when it comes to developing machinery and equipment dealing with high rotational speeds (RPMs). Everything from electric motors, transmissions, and axles to pumps, turbines, fans, drive shafts, and generators are all examples of applications that need to run as smooth as possible in order to be efficient, safe and long-lasting. Retaining rings are often used in these types of high RPM applications to fix bearings on shafts or in bores. It is therefore critical for design engineers to choose rings that will retain parts effectively and allow assemblies to run at maximum capacity, while not being negatively impacted by, or add to, the forces of high rotational speeds and causes of NVH.

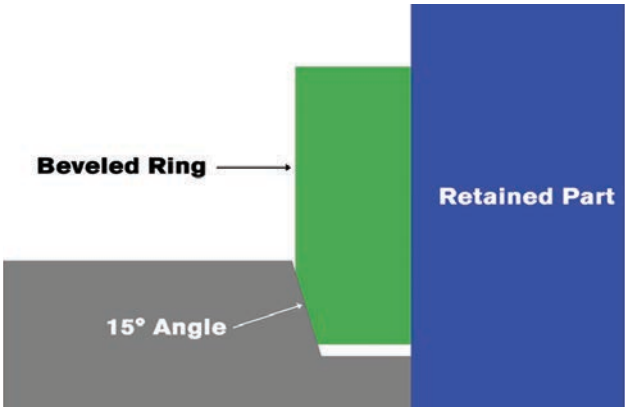
Rotor Clip is a global leader and expert in the production of retaining rings and has assisted design engineers for over 60 years with retaining ring solutions that achieved their ultimate design goals, including the reduction of noise, vibration, and harshness.

Bowed and Beveled Rings That Combat NVH

Each ring type employs a unique geometry that addresses unacceptable endplay in its own way. Bowed rings do not lie in a single plane perpendicular to the assembly centerline. Their bowed construction lets them act like a flat spring, offering dynamic endplay take up. By flattening or rebounding they press the retained part into place. Such rings are generally used for smaller applications; standard diameters range from 0.11in to 1.75in.

Beveled rings, on the other hand, are planar but feature a 15 deg. bevel. This allows them to act like a wedge between the retained part and the ring groove wall, rigidly taking up endplay space. Beveled retaining rings are usually used in larger applications that require standard sizes between 1 and 10 in. in diameter.

EXAMPLE OF ROTORCLIP'S BOWED E RING. PART #BE



THE DIAGRAM ABOVE DEPICTS HOW A BEVELED RING USES ITS BEVEL TO ACT AS A WEDGE.

Since the function of a beveled ring is based on the ring's radial spring force, an external beveled ring is therefore highly sensitive to RPMs. This force is countered by high RPMs, such that external beveled retaining rings installed on rotating shafts lose their end play capability rather quickly. However, this is not a concern with internal beveled retaining rings, since the centrifugal forces push the ring deeper into the groove.

Stay tuned to the Part 2 in this series in the next issue to learn about Rotor Clip's product line that work hard to fight NVH.

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EFG has a deep team of experts to help you overcome any fastening challenge. With an extensive range of materials, automated machinery, and deeply disciplined processes, we can make your parts right the first time. Our dedicated team of Sales and Service professionals ensures that you get the products you need when you need them exactly as you wanted. This means your search for the right fastener right now can begin with one click or phone call – without the need to cross borders and overcome barriers. And by contracting domestically, you not only simplify your ordering process, but save on the total cost of production, too. Keep your business at home with EFG, and we can guarantee fast response, consistent quality, and streamlined innovation for any of our brand's capabilities.

The Elgin Promise

When you work with us, you gain more than just the perfect fit between a fastener and its mate. You get a partner – a like-minded company that strives to improve your business so your entire network of employees, vendors, and surrounding communities in which you live and work will prosper and thrive. This commitment to you runs throughout EFG and manifests with high productivity, robust R&D, and rigorous testing standards. Our hope is that, when the last part rolls off the line, the strength of each reflects our work together.

Holbrook Manufacturing

Located in Wheeling, IL, Holbrook provides specialty items including screws, bolts, nuts, studs, sub-assemblies & screw machine products that utilize licensed designs as well as custom engineered product. Holbrook is a leading provider of small diameter licensed products such as TAPTITE, POWERLOK, PLASTITE, and REMFORM.

Chandler Products

Located in Euclid, Ohio, Chandler Products is a recognized leader in cold headed fastener manufacturing. Specializing in small and medium production orders, prototype development, and secondary operations which yield unique shapes and tight tolerances.

Telefast

Located in Berea, Ohio, Telefast Industries is a domestic manufacturer specializing in the design and production of internally threaded products.

Quality Bolt

Located in Brecksville, Ohio, Quality Bolt & Screw 's a premier manufacturer of custom engineered cold headed/ cold formed bolts, pins, studs, industrial chain, military, and other specialty fasteners.

Ohio Rod Products

Located in Versailles, Indiana, Ohio Rod Products is recognized as the industry leader in the design and manufacture of long length, small diameter fasteners.

Northern Wire

Located in Merrill, Wisconsin, Northern Wire has become a leading manufacturer of wire components and is one of the largest custom wire forming companies in the United States.

Leland Powell

Located in Martin, Tennessee, Leland Powell offer domestically manufactured specialty fasteners in a wide range of carbon and alloy steel and serve many different markets such as recreational transportation, lawn and garden, furniture, and consumer goods.

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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.

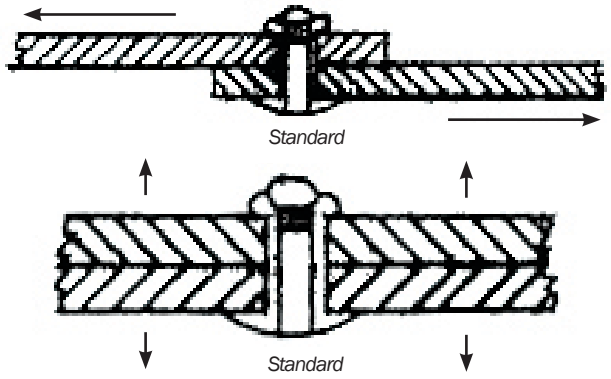
BLIND RIVETS SHEAR & TENSILE VALUES

A set blind rivet offers resistance against shear & tensile forces applied to the riveted assembly.

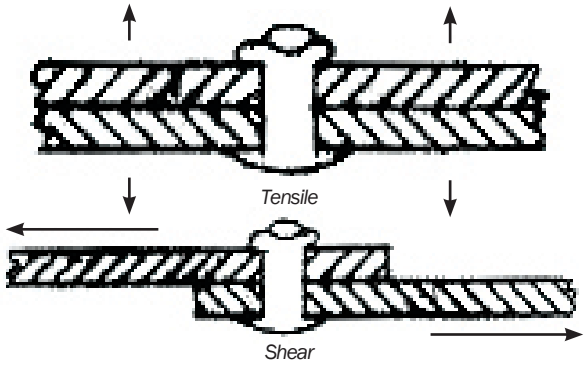
Shear and tensile values are important when selecting a blind rivet for an application. The user wants their assembly application to have a secure and permanent assembly. Blind rivet manufactures list the shear and tensile strengths of their blind rivets. Knowing the shear and tensile strengths that will be applied to the riveted assembly, a user can select a blind rivet that will have the shear and tensile values that will exceed the forces applied to the riveted assembly.

There are two types of blind rivets, standard "open-end" blind rivets and "structural" blind rivets.

"Open-End" Blind Rivets

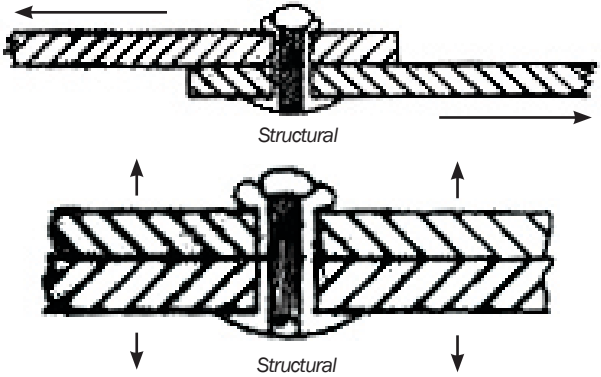


"Open-end" blind rivets are manufactured in the following diameters 3/32, 1/8, 5/32, 3/16 & 1/4 and are made of aluminum, steel, and stainless steel. Each of the diameters and each of the different materials offer different shear and tensile values. The larger the rivet diameter the higher are the shear and tensile values. A user has a very large range of shear and tensile values to choose from that will more than satisfy the assembly of their components.



Aside from the different diameters that offer a range of shear and tensile values, you also have a range of materials that each offer higher shear and tensile values. A blind rivet can be made that will function well in the application but also the selection of the material of the blind rivet that will satisfy the environment that the blind rivet will be subjected to.

"Structural" Blind Rivets



There are many types and alloys of structural blind rivets available that offer very high values of shear and tensile that will work well in very high shear and tensile requirements.

CONTRIBUTOR ARTICLE

CONTINUED ON PAGE 142

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2018 IFI SOARING EAGLE AWARDS: RECIPIENTS ANNOUNCED IN SAN ANTONIO, TX

At an awards ceremony held during the 2019 Annual Meeting of the Industrial Fasteners Institute (IFI) in San Antonio, Texas, the IFI Soaring Eagle Service Award was presented to Richard P. Delawder, retired from SWD, Inc.; and the IFI Soaring Eagle Technology Award was presented to David C. Goss, P.E., of Acument Global Technologies.

The 2019 IFI Soaring Eagle Service Award Recipient is Richard P. Delawder

2019 IFI SOARING EAGLE SERVICE AWARD RECIPIENT RICHARD P. DELAWDER

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

In recognition of his outstanding service and many contributions to the fastener industry, including leading efforts in environmental excellence and quality improvement, IFI has awarded the 2019 Soaring Eagle Service Award to Mr. Richard P. Delawder. While leading and growing an important business within the fastener industry, multiple organizations have recognized Dick's efforts including the "Silver Hammer Award" for environmental excellence and The Illinois Governor's Pollution Prevention Award. Dick's leadership in the industry and community is exhibited by having served on numerous boards including service as past president of the Chicago Metal Finishers Institute and Addison Chamber of Industry and Commerce. The importance of stewardship and community service on both a local and national level has been ingrained in Dick's sons, each of whom continue to take active roles.

We are honored to recognize Dick Delawder as the recipient of the 2019 IFI Soaring Eagle Service Award.

The 2019 Soaring Eagle Technology Award Recipient is David C. Goss, P.E.

2019 IFI SOARING EAGLE TECHNOLOGY AWARD RECIPIENT DAVID C. GOSS, P.E.

CONTINUED ON PAGE 142

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GLOBALFASTENERNEWS.COM

by JOHN WOLZ EDITOR
editor@globalfastenernews.com

BLUE: 'RUST BELT' COMPANIES CAN TRANSFORM TO 'HIGH TECH'

Fastener Fair USA keynoter: The old Rust Belt company culture was "by default," Blue observed. The High Tech company's culture is "by design."

Can "Rust Belt' companies increase profits, enter new markets and repel offshore competition? Fastener Fair USA keynote speaker Steve Blue declares: "Yes."

Blue, CEO of Miller Ingenuity, which invents, engineers and manufactures safety and productivity solutions for railroad operators, said his company doesn't wait for customer demands but seeks to develop safety ideas.

"We develop ideas first," Miller said in reference to Miller's hundreds of patents.

To transform from Rust Belt to High Tech, your entire company needs to "transform, ignite, innovate and disrupt."

The old Rust Belt company culture was "by default," Blue observed. The High Tech company's culture is "by design."

The High Tech industry gives priority to creativity, commitment and teamwork.

Blue cited Cirque du Soleil as a company that may look like it is repeating performances day-after-day.

"These guys come to work 'on the edge' every day intending to do better than yesterday," Blue said.

The traditional manufacturer may look at Cirque du Soleil and respond by saying the company can't have such performance fun: "This is manufacturing," one could declare.

"We can't have fun?" Blue asked. "Whose fault is that?"

¤ If you have a board, you need to get board members involved. The transformation process will cost money and reduce profits initially.

To convince your board, your message must be "clear, concise and compelling," Blue advised. "Boards don't like bad news" of lower profits later.

¤ One step in the transition is to create a team atmosphere. "The organization stacks the deck against the team when you are paid at individual rates," Blue pointed out. He instituted team incentives.

¤ If you want new teams to innovate, be ready to "back that up with action."

He designated 20% of work time for employees to be thinking of innovation.

¤ Creativity can involve every employee. At Miller Ingenuity it involves a dedicated space – the "Creation Station" – to use as a think tank.

"Our employees get together on their own initiative," Blue added.

¤ Especially smaller companies should go after "niche marketing." Look for what nobody else is not doing but is needed. Where are there weaknesses in their patents? "Flag opportunities."

¤ A new company culture includes many changes. Blue cited traditional "factory language" as an example of traditions which needed to change at Miller Ingenuity. Blue announced to his plant that employees must "have respect for each other" and that respect is "rooted in our language." He announced changes in vocabulary. He had to fire one person with 90-minutes of the new language policy and five on the first day.

The firings made a statement, Blue said. "You have to get rid of people who don't want to go with the program."

¤ Show what you've made. Miller Ingenuity developed a video quoting customers being asked on camera. "That is a whole lot better for them (customers) to tell than one of my group telling you."

¤ "Success is the worst thing that can happen to somebody," Blue declared. Look at successful Dow companies from a decade ago. Those with traditional products are now down.

Your company needs to realize that innovation is vital. "This is really going to happen to us."

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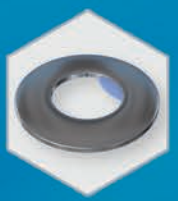

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PARKER FASTENERS....DEFINING ACCELERATED SUCCESS by Stan Lockhart

In seven short years, Parker Fasteners has established itself as a top-quality manufacturer of socket drive and special stainless-steel fasteners. Robert Parker, President & CEO combines his long-term experience as a header man, with entrepreneurial business skills, which is evident in Parker's rapid rise to excellence!

Early in the company's formation, other manufacturers took notice of Parker's special skill of utilizing Cold Forming hard-to-work materials and utilized Parker to produce blank parts they could not produce. Today, those relationships are still intact and Parker has continued to expand their product offering to include Military and Aerospace grade socket screws and tamper resistant fasteners including their patented "Lock-Out® " drive that utilizes an oval center pin and an endless array of outer lobes which can be customized to a particular end-user as their exclusive design. The elliptical design also improves torque during installation. The "Lock-Out® " is the first patent granted in this area in over twenty years.

Matt Boyd, Vice President, Global Innovation, has led the company to another level of success by finding niche markets with demand for A286 and other special grades of stainless steel that are not readily available from most screw manufacturers today. Working with expensive materials for safety-critical applications has Parker Fasteners focused on "Precision and Quality First!" Many of Parker's socket screws are dual certified to A193/A320 & NAS 1351/MS16996. Parker produces and has entered into a stocking agreement with Advance Components, for a line of NAS A286 "N" series socket screws. The new partnership makes these great products available to wider segment of the market by eliminating manufacturing minimums.

In addition to the wide range of materials that the company works with, diameters offered range from #00 to 5/8" creating many opportunities across multiple industries from small electronics to heavy equipment.This alone could set the company apart from many competitors. The secret sauce as Robert Parker will tell you…is in the tooling. Most of which is created in house and facilitates the production of these world-class fasteners!

PARKER FASTENERS BUILDING ACQUISITION THIS PAST SPRING, SITS ON A 10 ACRE SITE AND WILL PROVIDE YEARS OF GROWTH IN THE FUTURE.

CONTINUED ON PAGE 144

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WHICH SELF DRILLING SCREW SPECIFICATION SHOULD BE FOLLOWED?

Most purchasers of self drilling screws do not indicate a particular specification when ordering. Therefore, manufacturers of self drilling screws must have a set of requirements they will routinely use when they are not given specific instructions by the buyer.

There are three main standards that cover self drilling screw requirements. These standards are: SAE J78, JIS B1125, and DIN 7504. The requirements are similar, but not exactly the same. The following charts compare their major requirements:

STRENGTH AND HARDNESS

Size		SAE J78			JIS B1125			DIN 7504		
Inch	Metric	Torsional Strength (Nm)	Case Hardness	Core Hardness	Torsional Strength (Nm)	Case Hardness	Core Hardness	Torsional Strength (Nm)	Case Hardness	Core Hardness
#6	3.9	2.7	HV 544 Minimum	HV 318 to 392	3.4	HV 550 Minimum	HV 240 to 450	3.4	HV 560 Minimum	HV 270 to 425
#8	4.2	4.7			4.4			4.5		
#10	4.8	6.9			6.3			6.5		
#12	5.5	10.4			10.0			10.0		
1/4	6.3	17.0			13.0			14.0		

DRILLING PERFORMANCE

Size		SAE J78			JIS B1125			DIN 7504		
Inch	Metric	Test Plate Thickness (mm) *	End Load (Newtons)	Maximum Time (seconds)	Test Plate Thickness (mm) *	End Load (Newtons)	Maximum Time (seconds)	Test Plate Thickness (mm) *	End Load (Newtons)	Maximum Time (seconds)
#6	3.9	1.65	134	2.5	1.60	155	3.0	2.00	150	4.5
#8	4.2	1.65	134	3.0	1.60	155	3.0	3.00	250	5.0
#10	4.8	1.65	156	3.5	1.60	180	3.5	4.00	250	7.0
#12	5.5	1.65	200	4.0	1.60	220	4.0	5.00	350	11.0
1/4	6.3	1.65	200	5.0	1.60	220	5.0	5.00	350	13.0
Drilling Speed (rpm)		2500 #6-#10/ 1800 #12 & 1/4			2500-3000 all sizes			1800-2500 #6-#10/ 1000-1800 #12 & 1/4		

*Note: Test material should be cold rolled steel with a hardness of Rockwell B65-80.

CONTINUED ON PAGE 146

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GLOBALFASTENERNEWS.COM
by JOHN WOLZ EDITOR editor@globalfastenernews.com

ADAMS NAMED NFDA/PAC-WEST MEETINGS & EVENTS MANAGER

Jamie Adams will succeed Jeannine Christensen as meetings and events manager for the National Fastener Distributors Association and Pacific-West Fastener Association.

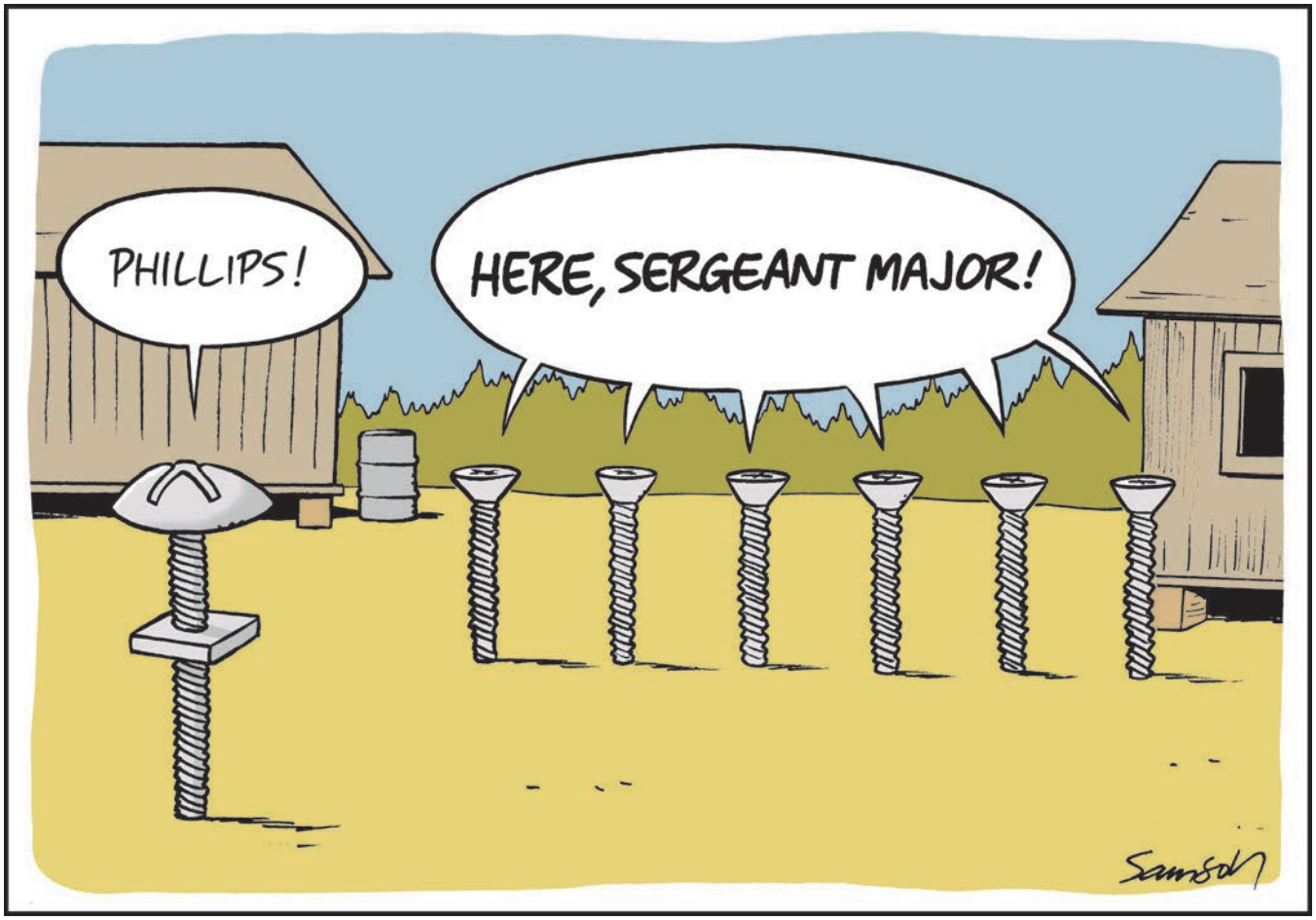
Adams started in the fastener industry in 1988 with a temp agency as a part-time receptionist at Porteous Fastener. Porteous subsequently hired Adams for inside sales with its consumer products division.

After Porteous was acquired by Brighton-Best, Adams started Nutty to Design, a freelance multimedia design and marketing company.

Adams has regularly attended Pac-West meetings since 2007. *Email: jamie@Pac-West.org*

Christensen started part time with Lester Management in 1993 and working for Los Angeles Fastener Association events in 1994. She managed Fastener Training Institute classes in 2013-2014. In 2015 she became meetings / events director for Pac-West and NFDA. Christensen will retire after working with Pac-West and NFDA at the 2019 International Fastener Expo. *Email: jchristensen@Pac-West.org*

Vickie Lester is executive director of Pac-West and NFDA. 3020 Old Ranch Pkwy #300, Seal Beach, CA 90740. Tel: 562 400-3009 Web: Pac-West.org



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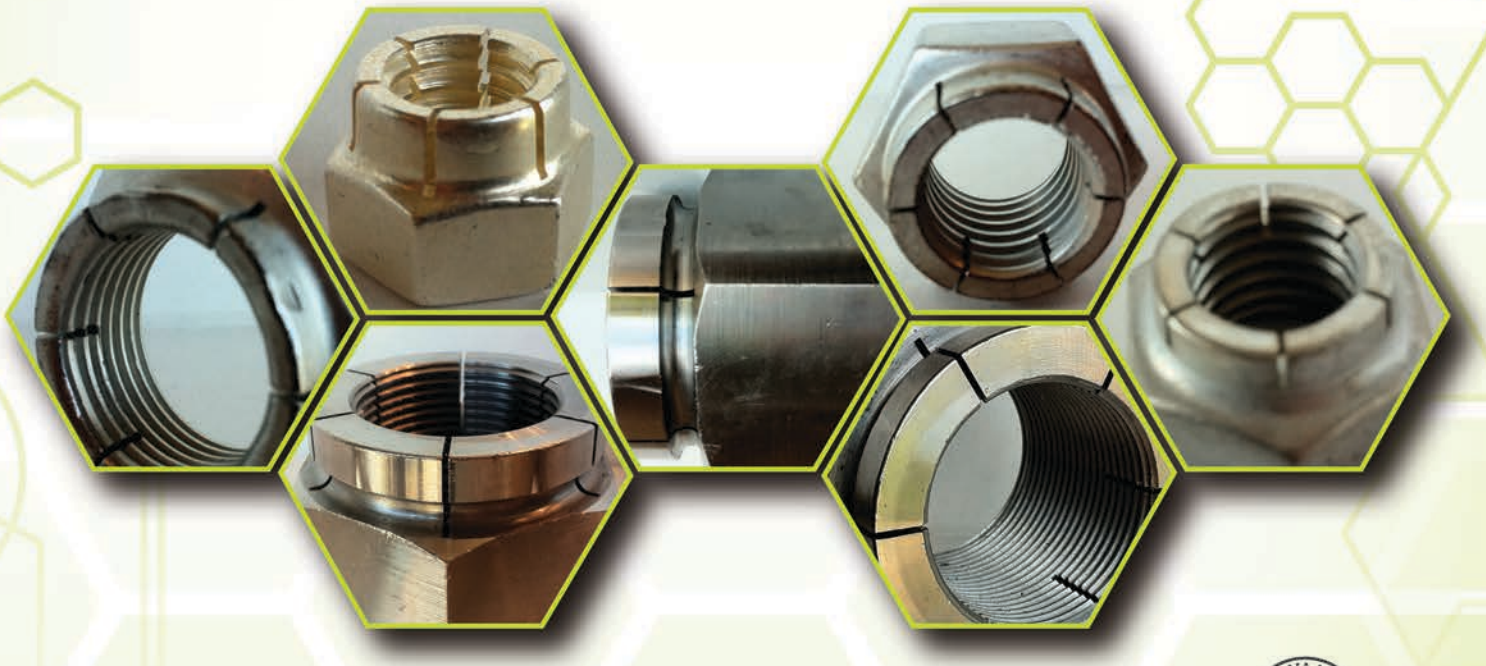

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Robert Footlik

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.

HOW TO BUY SMART ON USED WAREHOUSE EQUIPMENT

As companies go out of business, shut down operations or downsize plants and warehouses, they often sell some or all of their materials handling and storage equipment. An astute Fastener Distributor may find others misfortune a golden opportunity to obtain needed equipment at a fraction of replacement cost. This can also be an opportunity for disaster.

On the positive side, used equipment usually is immediately available. In addition, if this equipment was in use at a company that suffered a sudden or catastrophic economic setback, then it may never have been used or abused. A bargain on such materials handling equipment can save time, money and manpower from day one.

Unfortunately, finding the right equipment is never easy. All too often, equipment comes on the market because of initial misapplication, technical obsolescence or hard usage without maintenance. Sorting out good used equipment from "lemons" can be an extremely difficult task. A system that is the "latest and greatest" does not guarantee that it is successful. Therefore, let the buyer beware and be wary. To simplify your task, here are a few rules to follow.

A Bargain On Something You Don't Need Is Not A Bargain

Just because the equipment is available is no assurance that it will be successful in your operation. As an example, some companies successfully use conveyors for order picking. Yet, in many fastener manufacturing and distribution operations the conveyor not only slows the pickers down, but requires twice as many people as would have been necessary without it. Meanwhile, the system occupies prime space vitally needed for manufacturing and storage which can contribute to the demise of your company.

Before you go shopping for equipment, develop a menu of your precise needs. Then look for items that suit your needs instead of purchasing someone else's mistakes. Keep in mind that all the equipment must suit your operation without compromises.

Know Where The Equipment Comes From

While we don't advocate the use of grocery carts in any industrial application, we are aware that many firms use them as picking carts, yet very few people can produce a bill of sale. Here's a violation of both rule one (a grocery cart is inefficient) and rule two (they may be using stolen merchandise).

Forklift trucks previously used in cold storage facilities should be avoided. These vehicles continually move between hot and cold, dry and humid, causing condensation and extreme deterioration. Conveyors from food operations may bring efficiency to your company, but they may bring insects and rodents attracted by sticky residues.

CONTINUED ON PAGE 150

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CULTURE AS A COMPETITIVE ADVANTAGE

by Bill Derry, Chairman

There is a lot of talk these days about corporate culture and how it can be a competitive advantage. Unfortunately, in many companies it is only talk. To create a culture that is a competitive advantage, the company and its leadership needs to have a vision, a plan that is executed and a method of protecting and enhancing the culture.

Field Fastener is extremely proud of the team we have and the culture they have developed. We have received national and local awards for the culture. For 28 years we have been working on the culture, but never referred to "culture" until about 10 years ago. We just wanted to have a great place to work and create a successful company.

Remember, every company has a culture. You get it by accident or by design. Make it by design!

Part of the vision for Field has been to be the premier employer in the areas where we operate.

We want people to see us as a great employer and corporate citizen. The first step in this process is to truly have a great place to work. The Team Members need to be brand ambassadors in the community. They should be proud to be on the team and let their friends and neighbors know it. It helps to be active in the community with things like United Way, Habitat for Humanity and local non-profit organizations. A little good press every now and then also helps.

A sound plan follows the vision. A few key elements could include:

HIRING Everyone that joins the team influences the culture. When you hire, you need to put a priority on hiring cultural fits. In the past, we had a priority on hiring the best skills. As a result, we had lots of turnover in the first 2 years. Those that did not fit the culture left or were asked to leave. Now we hire for cultural fit with the appropriate focus on skills, but great skills don't get you hired if you are not a cultural fit.

TRAINING Everyone that joins the company should get some training. The investment companies make in training is an indicator of the commitment they have to the team. The training needs to include educating new team members on the culture, how to operate on the team and a variety of other things that are beyond the skills required to do the job. Training should include focus on the People, Product and Process.

COMMUNICATIONS A strong culture is transparent and encourages open, candid, timely communications. Most companies talk about this too, and few do it well. The team should know the mission statement and understand it. The core values, strategic plan, how the company is doing, what's going well, what issues do we face, competitive issues, etc., etc. etc. Don't assume no one cares. The team will be very interested when you help them understand why these issues are important to all of us, not just leadership.

EMPOWERING Why would you hire great people, train them and communicate with them well and put all kinds or limits on what they can do? Of course, some controls and approvals are required, but work hard to get the heck out of their way and let them do their job. The people doing the job should be the ones that make most of the decisions about the job. It is tough for some leaders, but empowering the team is one of the best sources of their job satisfaction.

CONTINUED ON PAGE 152

Considering selling your business? ....Developing your exit strategy?

Concerned about your long-time clients and loyal employees?

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FOR GREATER INSIGHT INTO THE FIELD CULTURE, SEE OUR ARTICLE IN THIS PUBLICATION - 'CULTURE AS A COMPETITIVE ADVANTAGE'

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COMPARATIVE ANALYSIS OF STAINLESS AND PLATED/ COATED CARBON STEEL by Michael J. Pasko, Application Engineer

The purpose of this paper is to address corrosion in general terms – not to provide a comprehensive reference in regard to all forms of corrosion or a detailed analysis of the strengths and weaknesses of specific alloys. Corrosion of stainless and carbon steel are very different and this paper will provide information regarding general attack or surface corrosion as this is often a primary consideration when selecting fastener material.

Carbon and stainless steel are the most common materials from which fasteners are manufactured and each is available in hundreds of alloys or grades with a wide variety of attributes. Initial cost of a stainless steel component is generally higher than carbon steel though not always. For example - material is a smaller component of cost in a light duty Coiled Pin than it is in a Solid Pin of the same diameter and length. As a result the stainless steel Coiled Pin may be available at equal or lesser cost than the carbon steel Solid Pin. In addition, secondary processes, such as heat treating or plating, often add to the cost of carbon steel parts when they may not be incurred with stainless steel. Cost is meaningless without consideration of value. For example, the manufacturer of a high end outdoor barbecue grill may select stainless steel fasteners capable of resisting corrosion much longer than the product's expected life span. This selection would demonstrate commitment to product integrity, cosmetic appearance, and long life. The 'value' of a fastener that provides maximum quality may offset any associated cost increase. The same manufacturer may opt for lower priced plated steel fasteners for a model sold under a discount brand if the anticipated consumer is more conscious of cost than quality. Both are valid reasons to select one material over the other though the choice of stainless steel requires the customer to consider value as much as cost. Designers must weigh cost, benefit, and risk when choosing the appropriate fastener material.

SPIROL manufactures Coiled Pins, Slotted Pins, Solid Pins, Inserts, Tubular Products, Machined Nuts, Compression Limiters, Shims and Disc Springs to service a wide variety of industries around the globe. Although SPIROL manufactures parts from many materials, both ferrous and non-ferrous, the scope of this paper is limited to ferrous metal products, and more specifically, stainless and carbon steel. SPIROL's ferrous product is manufactured from four primary standard material groups:

- Low Carbon Steel
- High Carbon Steel & Alloys
- Martensitic Chrome Stainless Steel (AISI 410 & 420, EN/DIN 1.4516 & 1.4021)
- Austenitic Nickel Stainless Steel (AISI 302, 304, 305 or EN/DIN 1.4319, 1.4301, 1.4303)

Though carbon and stainless steel are both ferrous metals, meaning they contain iron, their response to corrosive attack is much different. By definition stainless steel must contain at least 10.5% chromium. When exposed to oxygen this alloying element creates a layer of chromium oxide at the surface that quickly stops growing thus becoming 'passive'. This passive layer is continuous, uniform in thickness, insoluble, and non-porous. The passive layer prevents contact between oxygen in the environment and base metal and will self heal if scratched or abraded as long as oxygen remains available. The passive layer is only 10 to 100 atoms thick and as such has no dimensional impact on parts. Though stainless steel can corrode when exposed to some chemical agents under specific conditions, it will not rust by uniform or general attack as does carbon steel. As an alloying element, the chromium is part of a homogenous blend and is deemed safe as it cannot be easily liberated from the alloy. A final note regarding stainless steel is the relative ease with which it is recycled. Stainless steel is 100% recyclable and industry analysts estimate 80-90% of discarded stainless steel is captured for recycling.

CONTINUED ON PAGE 154

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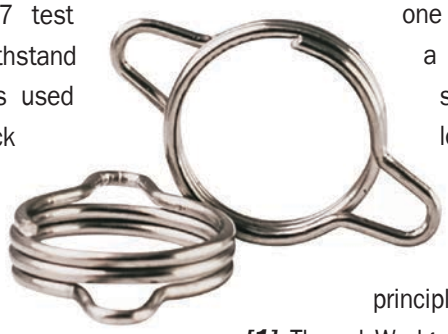
Locking fasteners come in many shapes and sizes. They all try to solve a long-time problem in bolted joints: preventing unintentional loosening. Known solutions such as split lock washers, double nuts, nylon insert nuts or prevailing torque solutions have all been shown to be useful in static applications, but to fail vibration testing. Nevertheless, in the absence of effective alternatives, these solutions are used to prevent loosening under vibration.

An examination of the three main causes of loosening in correctly torqued joints helps assess fasteners used in critical bolted joints subject to dynamic loads.

Mechanical Shock: Sudden impacts - whether alternating or dynamic - are readily caused by machinery, military applications, off road transportation, etc. These sudden and severe forces can cause a bolted joint to slip and loosen. National Aerospace and Military Tests NAS 3350/3354 and NASM 1312-7 test the ability of a fastener system to withstand this mechanical shock, and fasteners used in joints subject to mechanical shock should be shown to pass these important tests.



Vibration: Over many decades, vibration experiments on bolted joints have demonstrated that small but frequent transverse vibration between the sections of a joint relative to the bolt head or nut cause loosening. Repeated transverse movement works loose the friction the bolt and nut use in holding the joint together. Eventually, vibration causes the bolt and/or nut to "turn loose", causing the joint to lose its clamping force. The Junker test was developed to test the performance of fasteners in bolted joints subject to transverse vibration. The standard for this test is DIN 65151.

Embedding: Normally design engineers will account for the settling of a joint when it may relax after installation. Embedding, which leads to clamp load loss and joint loosening, can often be observed in softer work materials such as woods, soft metals or polished metals. It is for this reason that manufacturers of wedge locking washers and serrated washers/nuts often recommend their products only when the contact surfaces are as hard as the washers.

To secure a joint in such a way that it can withstand loosening is no small task. A new product on the horizon is the CoiLok™, which accomplishes vibration resistance while also providing versatility and reusability in one cost effective package. CoiLok™ is a small spring-like locking device that screws over the bolted connection and locks the nut firmly in place. It can be used on new bolted connections or retrofitted to existing connections.

CoiLok™ uses three working principles to prevent loosening:

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[2] Axial compression of the bolt threading, and

[3] Radial compression on the bolt's minor thread areas.

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OBITUARY

Mark Robert Ryan, age 61, passed away peacefully on Friday, June 21st after a difficult battle with esophageal cancer. He was surrounded by his loving family when he passed.

Mark founded Associated Fastening Products in 1989 in his garage in Buffalo Grove, IL.

He grew the company to 25 employees at their new 25,000 square foot facility in Itasca. He had expanded the product line from standard fasteners to custom machines parts, adding many other services as well.

He then added a second business, Integrated Packaging and Fastener, in 2001 to service hardware kit packaging.

He began his businesses with long hours, the drive to success and with dedication and hard work, he grew the businesses successfully until he passed.

In the past 15 years, he expanded his company, 3x and kept customer satisfaction consistently high. Both companies had quickly expanded and were a source of great pride and joy in his life. He had been a true leader to his team and will be dearly missed.

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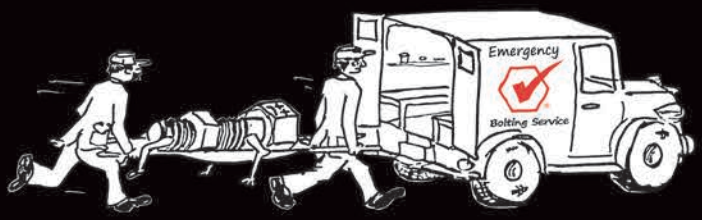

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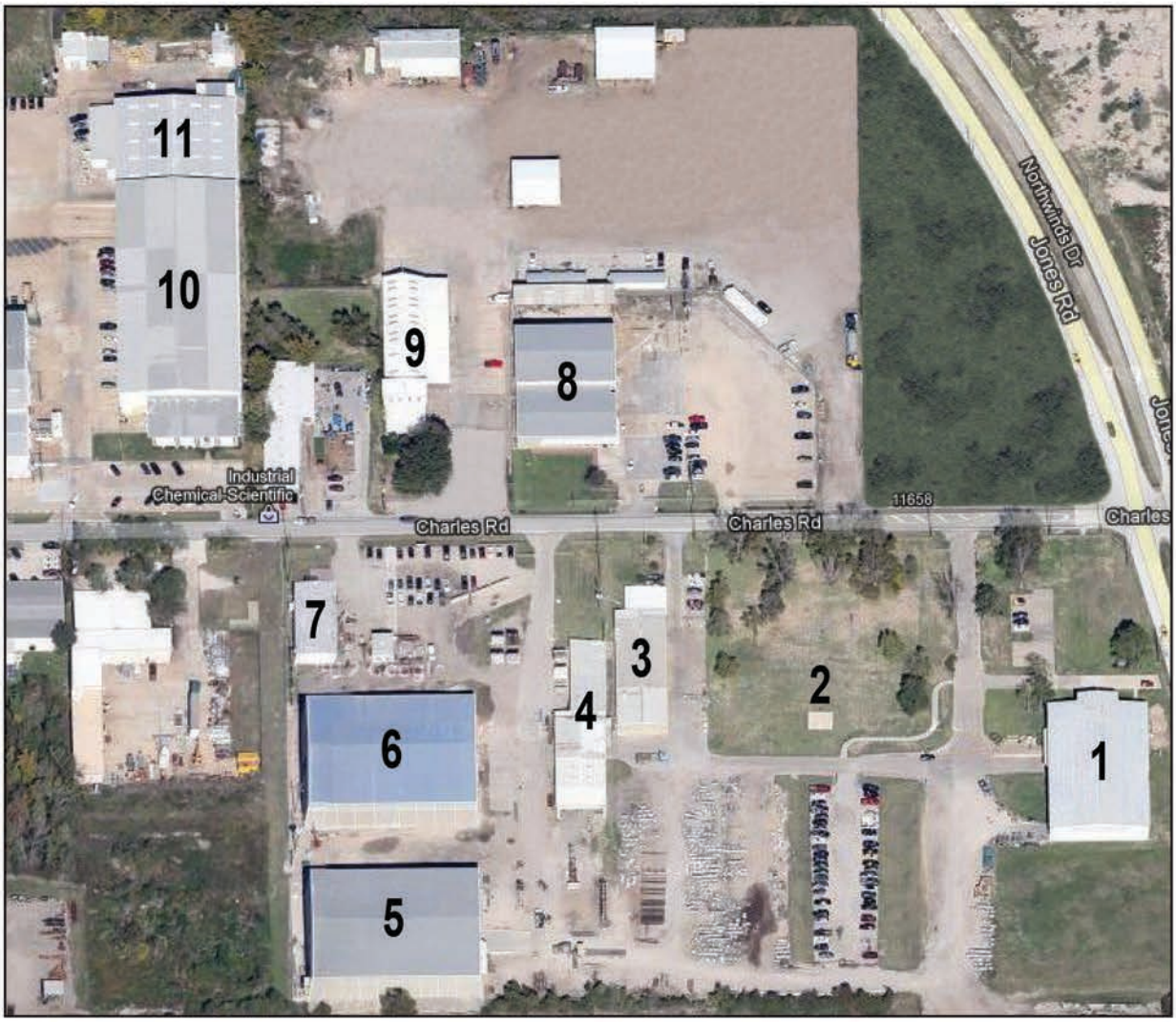

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WÜRTH REVCAR FASTENERS CELEBRATES 50th ANNIVERSARY

Würth Revcar Fasteners, Inc. is celebrating its 50th anniversary as a leading distributor of fasteners, industrial components and vendor-managed inventory. Original equipment manufacturers (OEMs) benefit from our completely transparent, data-driven vendor managed inventory program of their fasteners and industrial components with Revcar.

On March 10 1969, Revcar, a regional fastener supply store, was founded by Jim Revercomb, Sr. and Jack Carter in Roanoke, Va. A couple of years into the venture, Carter left and Revercomb took over the entirety of the growing business. Looking to expand throughout Virginia, Revcar cultivated a customer base north and east of Roanoke. They opened another branch in Richmond, Va. in 1983 to better serve these customers. Just five years later, it was recognized as a master distributor by top proprietary lines like ESNA, Greer, Tinnerman, Huck, Heyco, and others. During this time, Revcar began its foray into vendor-managed inventory, contracting with OEMs to provide their fasteners.

In 1996, Würth, another family-owned company from Germany that was looking to establish a presence in the United States, purchased Revcar. With Würth's name associated with Revcar, the company began to acquire global customers. Würth Revcar's growth and expansion continued. Today, it has six full-service branch locations in the Mid-Atlantic and Northeast and 180 employees.

During the past five decades, Würth Revcar has built a tradition of excellence in providing superior customer service to its customers in almost every industry, including heavy equipment, transportation, agriculture, fitness, recreation, lawn/garden, and the military.

"I am extremely proud of Würth Revcar's culture and commitment to upholding the company's strong reputation and high standards for service excellence," Managing Director Chapman Revercomb said. "Our dedicated and loyal employees, customers and suppliers have all contributed to our continued success. I am incredibly grateful."

Looking ahead, to meet the needs of ever-evolving manufacturing industry, Würth Revcar is upgrading various warehousing systems and launching a new state-of-the-art quality program.

"For 50 years, Würth Revcar has provided exceptional fastener and inventory solutions that help our customers meet the needs of an ever-changing marketplace," said Managing Director Jeff Schmitt. "We are continually evolving to meet the needs of our customers. Today, we're well positioned to deliver the speed, service and scalability required for effective distribution."

REVCAR FASTENERS SHOWCASED PRODUCTS AND EXPERTISE AT TRADESHOWS IN THE 1970S & 80S. PICTURES INCLUDE CO-FOUNDER JIM REVERCOMB, SR. PRECISE DATES AND LOCATIONS UNKNOWN

CONTINUED ON PAGE 156

distributornews

Crossroad Distributor Source announces the new product launch of the Bordo® E-Z Chamfer, an innovative tool used to create a perfect chamfer on ferrous and non-ferrous metals including hardened steels, timber, fiberglass and plastics.

E-Z Chamfer efficiently removes burrs and ridges from bolts, pipe, threaded rod, bar and dowels. It is suitable for use on metals including mild and hardened steels, stainless steel, copper and brass.

E-Z Chamfer prevents sparks and burns. When used correctly at low RPM's the tool will not overheat the workpiece.

distributornews

Threads and burrs are sheared off creating the perfect chamfer for starting a nut or threading die.

Other features and benefits include:

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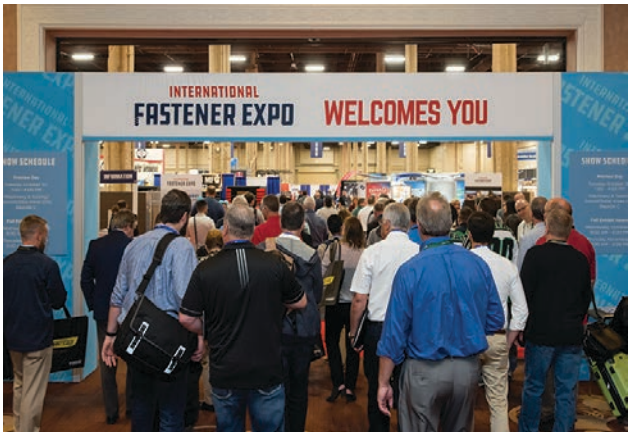
REGISTRATION NOW OPEN FOR INTERNATIONAL FASTENER EXPO 2019

Registration is now open at www.fastenershows.com for the International Fastener Expo (IFE) 2019, the largest and most established business-to-business tradeshow of every type of fastener, machinery and tooling, and industrial-related products in North America. IFE 2019 will take place on Sept. 17-19 at the Mandalay Bay Convention Center, Bayside D & E, in Las Vegas, Nevada.

Every year, IFE brings together 5,000 attendees and 850 exhibiting companies from the entire supply chain, including manufacturers, master distributors, distributors, and OEMs. VIP attendees at IFE are consistently included in Industrial Distribution's Big 50 List and exhibitors are among the top international and domestic manufacturers, material suppliers, tooling and machinery providers and ancillary services.

I.G. Marston Co., Inc., Halder Inc., Poly Extrusions Inc., Winzer Corp. and AITMAC, Inc. will be exhibiting at IFE 2019 for the first time.

This year, India has been selected as IFE's Global Spotlight Country. Debuted in 2018, participating exhibitors of the selected country have the opportunity to display their products within the Global Spotlight-designated area on the show floor.



IFE 2019 plans to again host a robust conference schedule with highlights on technology, leadership and business management, and tariffs. The Fastener Training Institute is expected to return with the Fastener Technology Workshop, presented by Bengt Blendulf, EduPro US, Inc., on questions typically from engineers and technicians, including product standards and materials, heat treatment, quality issues and more.

Darryl Rowinski, president, Business Credit Management Association, will come back to lead the Controllers, Accounting, Credit & Accounts Receivable Managers Meeting, a roundtable discussion with primarily financial managers on maximizing cash flow, providing effective financial services, and other critical business topics.

"In addition, our attendees at IFE can always expect to be kept in the know on everything happening in import and export law, tariffs, trade regulations and the like," said Karalynn Sprouse, executive vice president, Emerald Expositions. "Last year, we secured Vanessa Sciara, vice president for legal affairs and trade and investment policy at the National Foreign Trade Council.

CONTINUED ON PAGE 156

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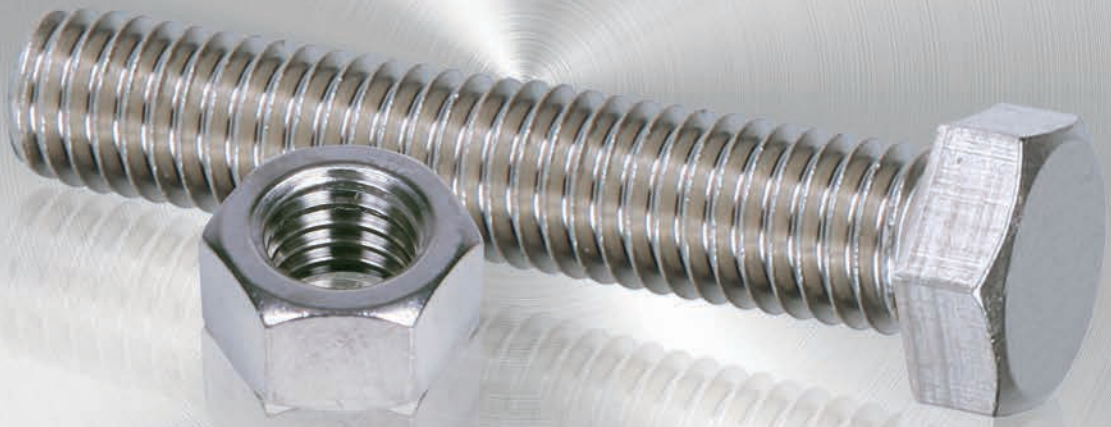

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Roman Basi

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 recevied 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.

INTRICACIES WITHIN AN M&A TRANSACTION: OVERLOOKED ISSUES THAT COULD DELAY CLOSING

When buying or selling a company, it is important to recognize and understand the intricacies within a merger or acquisition in order to circumvent potential issues prior to closing. Those familiar with mergers and acquisitions (M&A) understand the importance of key transactional aspects within M&A transactions such as the letter of intent, due diligence, purchase price allocations, working capital (as explained in last month's Tax Advisory) and purchase agreements. However, there are intricacies within those aspects that play a major role in a timely formidable closing. This article aims to highlight some potentially overlooked or unnoticed issues that occur in M&A transactions. We hope to prepare our readers for potential disputes that can arise and ultimately delay closing. The issues include matters of employee vacation and benefits packages, indemnification through baskets and caps, and the Worker Adjustment and Retraining Notification Act (WARN Act).

First, we will examine employee vacation and benefit packages, such as paid-time-off (PTO). In a stock sale, the buyer essentially steps in to the Seller's shoes leaving initial employment to remain unchanged. However, in a typical asset sale, the Seller would terminate all of its employees and the buyer would immediately rehire the employees of its choice. The issue arises when the employees to be terminated have accrued vacation or PTO. Depending on a number of aspects including the state the transaction takes place, the employment agreement between the Seller and employee, or the Employee Handbook, the vacation or PTO is either a liability to be paid at closing by the Seller or liability to be assumed by the buyer. Moreover, depending on the number of employees, types of benefits, and accrual period, the vacation and PTO can be a large liability that must be addressed prior to closing. It's vital to understand the type of calculation necessary to adjust for a mid-year transaction in order to best protect your client from overpaying on a liability. Issues, specifically liability regarding employee vacation and PTO can be a point of contention and negotiation between the buyer and Seller, therefore the importance of recognizing and remedying an understanding between both parties is vital for a timely closing.

Another important consideration that arises in a merger or acquisition are indemnification provisions most commonly referred to as "baskets" and "caps." Indemnification from an M&A standpoint means that one party (generally the Seller) will defend, hold harmless, and indemnify the other party (generally the buyer) from specified claims or damages. A basket and cap pertains to the indemnification provisions within a purchase agreement that generally serves as the sole source of recovery from the Seller for any loss or damages suffered by the buyer as a result of the transaction. Baskets and caps are typically included with the representations and warranties made by the Seller in the purchase agreement. When the Seller makes such representation or warranty, indemnification protects the buyer from the Seller's representations and warranties being inaccurate.

A cap is the upper dollar limit of the Seller's indemnification obligations to the buyer. The cap represents the total amount of losses and damages the buyer is entitled to recover from the Seller. Naturally, the Seller will seek the lowest cap possible while the buyer will attempt to seek no cap at all. This point of potential contention and negotiation must be on the radar of your M&A team.

CONTINUED ON PAGE 158

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Brynolf Manufacturing, Inc. opened for business in Loves Park, Illinois in March of 2000. The company was started by brothers, Bob and Dan Brynolf, who had over 70 years of combined experience in the fastener industry. The Company is currently managed by Dan and Bob's two sons, Chris and Zack, who both have close to 20 years of experience in the industry.

In June of 2004, they moved from a 17,000 square foot facility to nearly 40,000 square feet of manufacturing space in adjacent Rockford, Illinois, and in July of 2012, they moved again into a 116,000 square foot facility. "We are positioned to meet the growing needs of our customers through our expanding capacities and capabilities," states Dan Brynolf, President

With capabilities ranging from #4's to 5/8" diameters and their metric equivalents, Brynolf Manufacturing is able to produce high quality cold-headed fasteners with lengths up to 6.25" dependent upon diame-ter. Secondary capabilities include SEMS, trimming, slotting, shank-slotting, and pointing with a large variety of head styles and drive styles available. They can manufacture to a required standard or specification. However, they are not afraid of a challenge and manufacture numerous specials.

February of 2019 marked the 10th Anniversary of manufacturing self-drilling screws, an ever-growing division of the Company. Their 100% USA melted and manufactured stock line of self-drillers now includes 1/4-20 #5 Points from 3" to 6" in length, which usually ship same day. From standards to specials, they are eager to fill your drill-screw requirements.

Being an ISO 9001 registered company since June of 2001, Brynolf Manufacturing, Inc. will continue to be a customer focused manufacturer by providing competitive pricing, exceptional products, and timely delivery.

BUSINESS FOCUS ARTICLE

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RUETZ FOR RUETZ AT AIS, MSC, AND FAB GROUP

by Timothy O'Keeffe

In April, Fastener Professional of the Year, Jim Ruetz, retired as President and CEO of All Integrated Solutions – a division of MSC Industrial, and handed the keys over to his nephew, Nick Ruetz. Both Jim and Nick attribute a strong circle of advisors, peers, and family pedigree as they reflect on the transition and the future. "My grandmother, Oma, was a refugee in Poland in 1943," Nick recalls. "When the Russian's came, she fled one way and the rest of the family went the other. Oma, who turned 91 this year, recalls sitting low in some bushes as she watched the army boots march by. When I think of my career in business, I think about her and I think about my father (Dick Ruetz). He taught me the value of hard work and how to treat your employees, but grandma instilled in me how to survive and be resourceful."

ABOVE: PROGRESSIVE DISTRIBUTOR – NOV/DEC 2001
JIM & DICK RUETZ

LEFT: NICK RUETZ

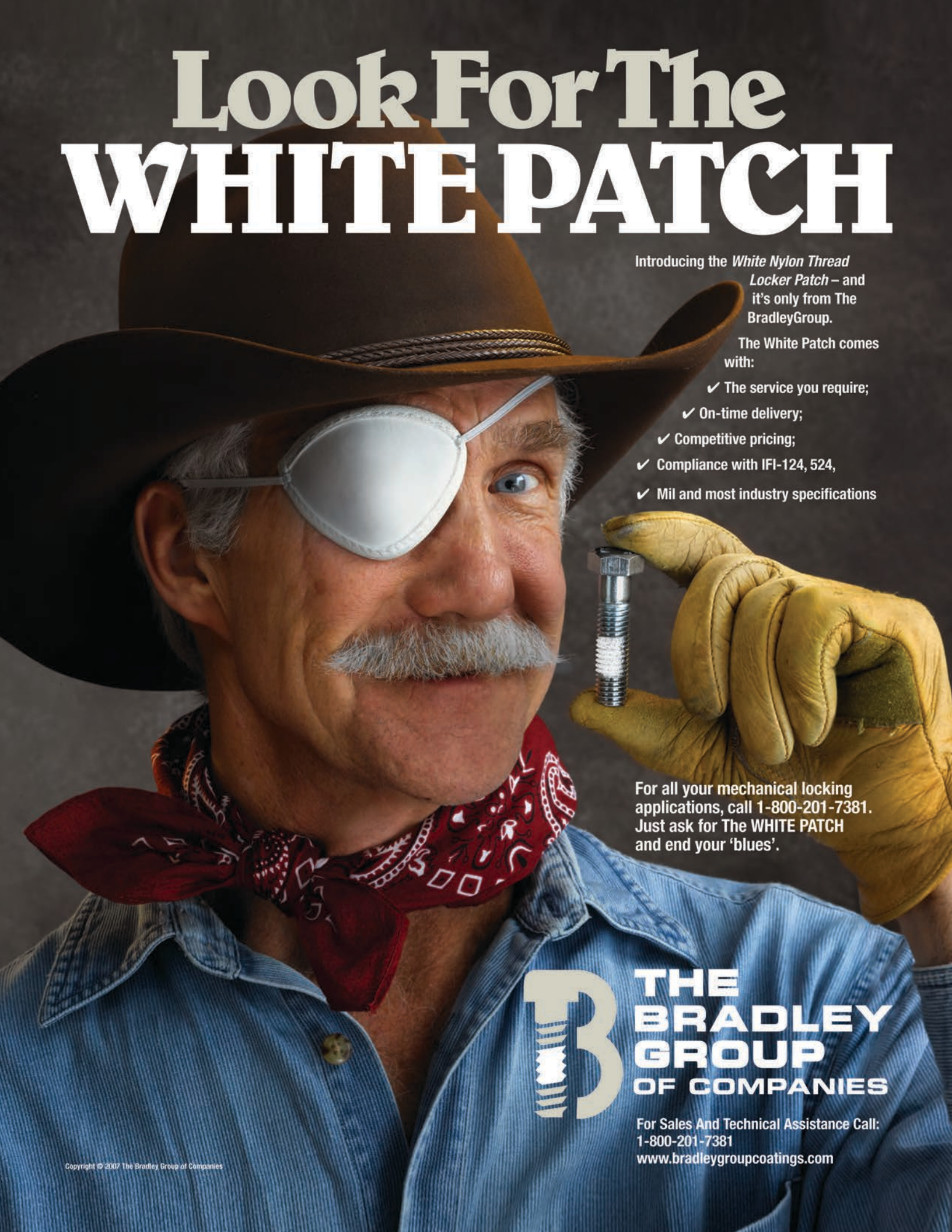
Jim is equally reflective. "I never really wanted to be in the family business," he says. Jim's undergraduate degree was in Oceanography and his first career choice was to be an Air Force pilot, but he washed out of the program. Jim joined All Tool Sales in Racine, WI, in 1979 where his brothers Dick and Bill were already hard at it, specializing in machine tool components and tools for production. A year later, the company's founder, George Ruetz, made a key strategic decision to create an OEM fastener division – All Fasteners, and gave Jim the opportunity to manage and grow it. "I quickly realized that my science background didn't meet what I needed to run a company," says Jim. "I decided to go back to school and get my MBA from the University of Chicago." In 1997, Jim and his brothers made the move to rationalize about 400 customers, allowing the company to focus more intensely on their largest accounts. The move was so bold that Progressive Distributor magazine put them on their cover.

In 2013, the company was sold to High Road Capital Partners. Bill and Dick retired post-sale, and Dick moved to Florida where he continues to mentor Nick. In 2015, Jim, Nick, and the management team engineered a rebranding of the companies to All Integrated Solutions (AIS). The new company consisted of High Road Capital partners of New York, NY; Accurate Components and Fasteners of New Brighton, MN; All Tool Sales and All Fasteners in Racine, WI; Williams Fasteners in Minneapolis, MN, and Cedar Rapids, IA; and in 2016, Great Lakes Fasteners in Grand Rapids, MI. Between acquisitions, Nick studied at night and earned an undergraduate degree in 2015 from the Lubar School of Business at the University of Wisconsin-Milwaukee, and a Master's of Science with an emphasis in Business Design & Innovation from Carthage College in Kenosha, WI, in 2017.

In 2018, All Integrated Solutions was sold to MSC Industrial, and Jim and Nick went to work facilitating the transition as a strategic division of a public company.

CONTINUED ON PAGE 158

Look For The WHITE PATCH



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Western Wire Products Company origins date back to the early 1900's and includes machines that were invented and patented by the original founder including a machine that made woven wire fabric in 1907 and a machine that made split pins (cotter pins) in 1912. Over 100 years later Western Wire is a leading manufacturer of cotter pins and over the years hundreds of new products have been added to the company's standard product line. Standard products include cotter pins, hitch pin clips, s-hooks, v-hooks, j-hooks, spring pins, safety pins, d-rings, key rings, ring clips, ring cotters, clinch pins, pipe hooks, perforated hanger bar, pipe straps, tie wires, tag fasteners, lock pins, hog rings, upholstery rings, stud guards, lock washers, etc. Several products are made to ASME and military specifications (MS). Beyond its standard product lines, Western Wire also manufactures a wide array of special, customized wire shapes and fasteners for thousands of customers.

Western Wire Products serves customers in all parts of the U S. and exports to Europe, South America, Mexico, Asia, Australia, and Canada. It has been privileged to provide needed products to its country through all wars since 1912. Western Wire products went to the moon and Mars. Its hog rings and ringers were quickly called into use at Ground Zero, New York City after 9/11. The company's machinery has modernized over the decades and now includes the latest in multi-slide and special wire-forming equipment.

Whether your need is for small volumes or prototyping to medium volumes, in complex or simple shapes, Western Wire offers a unique range of CNC and special wire-forming capabilities to address your requirements. For higher volumes Western Wire maintains an extensive capability in four-slide and multi-slide forming.

Our Capabilities and Offerings:

- Wire diameters from .016 to .625 inches (.4 mm to 16mm)
- Strip and square material wire forming
- Nearly unlimited blank length
- Wide array of ferrous and non-ferrous materials including: Steel, Stainless Steel, Brass, Aluminum, Spring Steels, etc.
- We offer several in-line and secondary processes including: Staking, Stamping, Chamfering Undercutting, Threading, Drilling, Welding, etc.
- Finishing processes including: Passivation, Deburring, Plating, Powder Coating, Heat Treat. Etc.
- Just–in-time Inventory Programs
- Special Packaging Programs

CONTINUED ON PAGE 162

WESTERN WIRE

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- **D-Rings**
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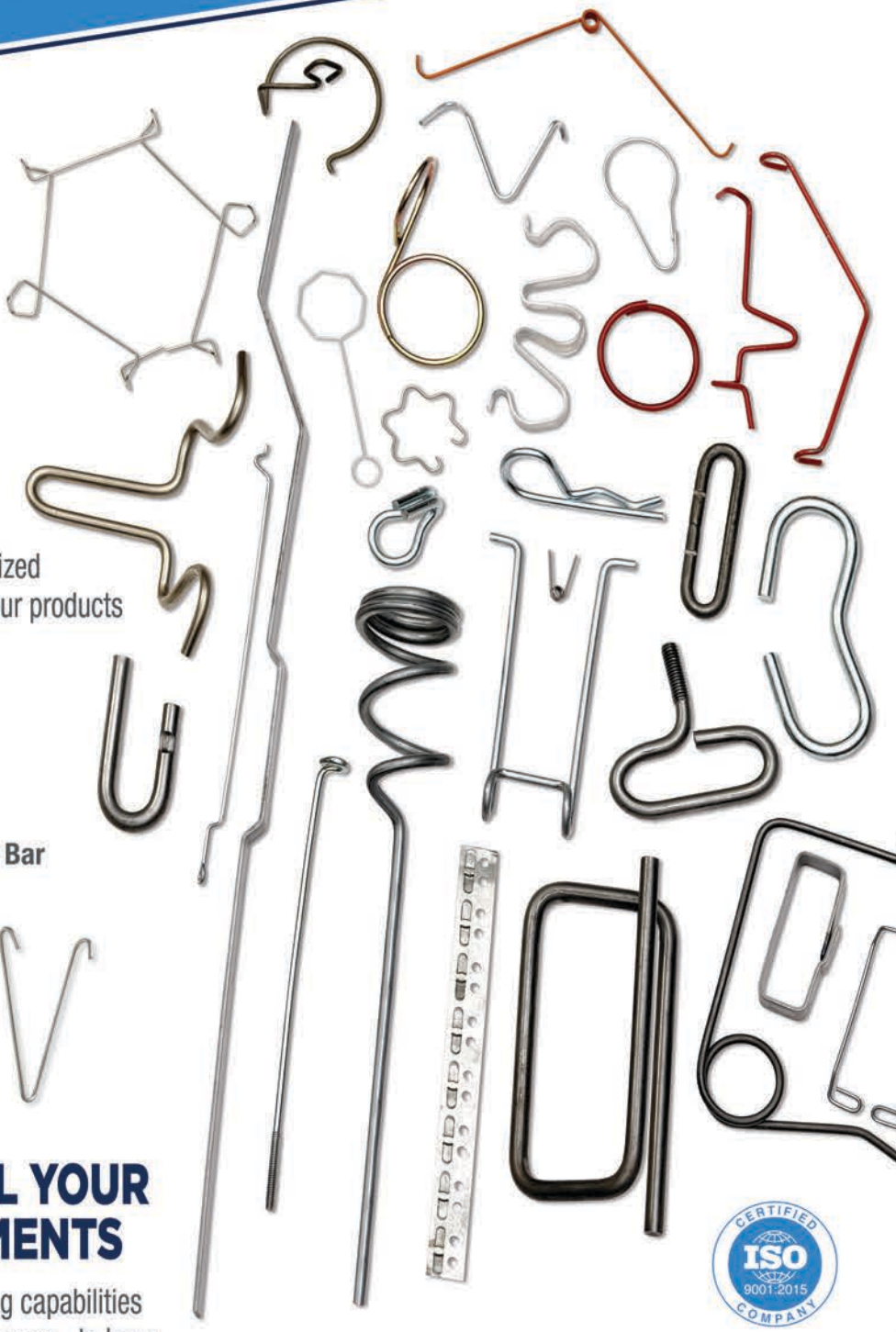

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Western Wire offers custom wire forming capabilities in both prototyping and small volumes - to large multi-million unit orders - in complex or simple shapes. CNC forming capabilities and multi-slide/four slide wire forming and stamping. Custom products are available in wire diameters from .016" to .625" or .4mm to 16mm.

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distributornews

The Gilchrist Foundation has awarded three scholarships from the 2019 applicants. Congratulations to the recipients. We wish them well and are pleased to assist them with their education. They are as follows and their sponsoring companies;

Morgan Stover *Ken Forging Inc.*

Robert Carlton *General Fasteners Corp.*

Lauren Zuskin *Southern Fastener & Supply, Inc.*

Robbie and Gina Gilchrist established the Gilchrist Foundation Fastener Scholarship in 2000. Their goal was to return something to an industry that was very good and supportive to them. The Gilchrist Foundation invites any person wanting to further their education to apply for the scholarships. Applicants can be full time or part time students working in the industry or children of working fastener people. The Foundation has awarded 66 scholarships since its beginning!

For additional information visit the foundation website at www.gilchristfoundation.com.

distributornews

Need to order springs and not sure of the manufacturer or part number? No problem! ***Ajax Wire Specialty Co., Inc.*** has the solution. Just use our easy-to-use spring search engine at www.ajaxsprings.com/springs.

If you know even just a few of the specs for the springs you're looking for, you can quickly filter through thousands of in-stock springs to find the exact items your looking for. At Ajax Springs, we're all about making your life easier. We also have the equivalents from many other manufacturers, including Associated/Lee Spring, Century Spring, Gardner Spring, Midwest Fastener, and Select-A-Spring. We even list their part number for your reference. What could be easier than that?

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KEVIN MENKE HONORED WITH TOP ANNUAL AWARD

ASTM International's committee on fasteners (F16) presented its top annual award – the Award of Merit – to Kevin Menke, director of engineering, Fastenal, in Winona, Minnesota, USA. The prestigious award, which includes the accompanying title of fellow, is ASTM's highest recognition for individual contributions to developing standards.

KEVIN MENKE, DIRECTOR OF ENGINEERING, FASTENAL

The committee honored Menke for meritorious and dedicated service to the committee and in recognition of his strong commitment to ASTM International standards development, his respected technical expertise, exemplary professionalism, and tireless efforts towards consensus building.

An ASTM International member since 2005, Menke is also a member of the committees on steel, stainless steel and related alloys (A01) and metallic and inorganic coatings (B08).

Menke has held his current position with Fastenal since 2014, having previously served as engineering manager, and applications engineer with the organization. He holds a bachelor's degree in mechanical engineering from the University of Minnesota.

Committed to serving global societal needs, ASTM International positively impacts public health and safety, consumer confidence, and overall quality of life. We integrate consensus standards – developed with our international membership of volunteer technical experts – and innovate services to improve lives… Helping our world work better.

TECHNICAL ARTICLE

ASTM INTERNATIONAL

B. FINDER ASSOCIATES, INC.

1341 Carlisle Place, Deerfield, IL 60015
TEL 847-940-1731 FAX 847-940-9094 EMAIL msfinder@yahoo.com

B. FINDER CELEBRATES 50 YEARS IN BUSINESS

In 1969, Bernie Finder had already been in the fastener business for twenty four years. He started BFA as a small, one desk company at his home in Glencoe, IL. There were no frills and no guarantees that the business would make it.

MARK FINDER

But Bernie knew one important thing - he was a great people person. And as they say, the rest is history! Mark Finder joined the company in 1973 and over the next several years we built BFA into one of the largest manufacturer's representative agencies in Chicago. In 1996 Maurizio Furlan joined the company and in 2001 we opened our warehouse with Cecilia Parker as our office manager

Unfortunately, after a long illness, Bernie passed away on February 9, 1999.

As of 2019, Maurizio, Cecilia and Mark are the core elements of B. Finder Associates, Inc. We want to take this opportunity to thank our valuable distributors throughout the country for your business and hope to continue serving you for many years to come.

BUSINESS FOCUS ARTICLE

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ALFA TOOLS HONORED WITH DPA'S EXCELLENCE AWARD

DPA's Industrial Excellence Award is presented to a person or company that demonstrates extraordinary support of DPA and overall industry excellence. This year's recipient was Alfa Tools (Morton Grove, IL).

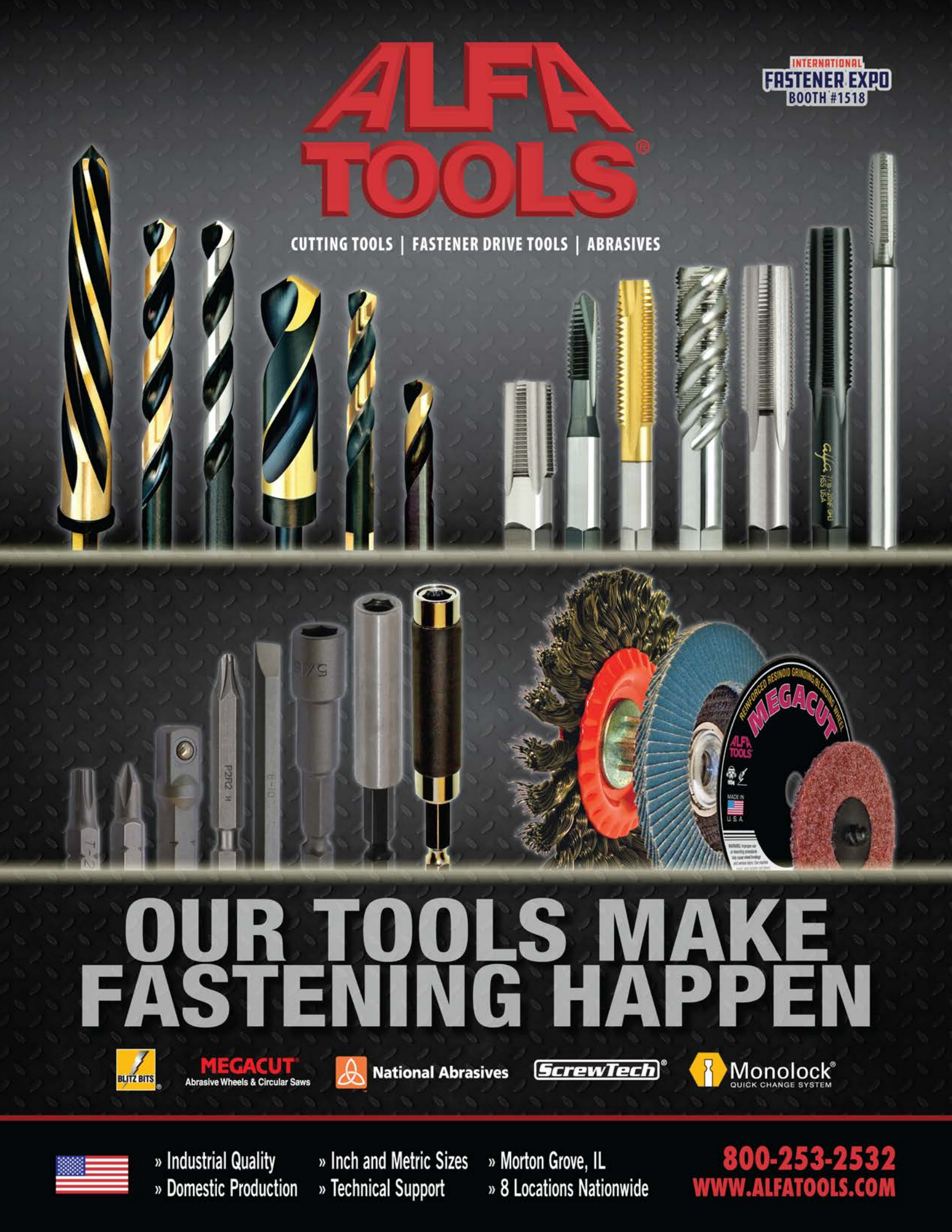
Alfa Tools was founded in 1977 and is a premier supplier of cutting tools, fastener drive tools, and abrasives. "Alfa Tools has experienced considerable sales growth with DPA members. They are a valuable DPA partner and very deserving of this honor." Zachary T. Haines, DPA CEO. The award was presented to Ross Shepard by Jeff Tishko & Zachary Haines.

The DPA Buying Group is pleased to announce its ***2018 Industrial Distributor of the Year.*** Congratulations to Mahar Tools (Saginaw, MI). The award was presented to David Maddock by Jeff Tishko & Zachary Haines.

The DPA Buying Group is pleased to announce its ***2018 Industrial Supplier of the Year.*** Congratulations to Brighton-Best International/Ironclad Performance Wear (Long Beach, CA). The award was presented to Jimmy Jarvis, Ron Broussard, Chris Conley and Chuck Halpin by Jeff Tishko & Zachary Haines.

Finally, DPA Industrial recognized its ***5-year Distributor Member*** at the 2019 Buying and Networking Conference. Five DPA industrial distributors were honored with special membership-milestone pins at the group's awards banquet. This year's recipients are:

- Hartville Contractor's Supply – Hartville, OH
- Advanced Industrial Solutions – Collinsville, OK
- Unlimited Supplies, Inc. – Plymouth, MN
- H. Gerhardt Supply – Pittsburgh, PA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BEACON FASTENERS AND COMPONENTS CELEBRATES 40 YEARS!

This year is a very special year as it marks our 40th anniversary since President Bob Wegner opened our doors in October 1979. We have accomplished a lot since those humble beginnings when the company operated from a 1,500 square foot space in Rosemont, Illinois. Since then we have upgraded to a 35,000 square foot building in Wheeling, Illinois and have called it home for the last eleven years. We have thirty-three exceptional team members that are key to our growth year over year. Our core principles focus on the customer experience, quality tested products, and value-added solutions. These principles are the same today as when the company started and the reason for our continued success over the last four decades.

Yesterday, Today, and Tomorrow – Our Evolution as a Company

Keeping our competitive edge in a rapidly changing distribution marketplace is no small achievement. Where we invest our time and money today will greatly impact our future growth and will lead to successful customer partnerships.

At Beacon, our employees are our greatest asset. As an organization we continue to invest in our employee development by supporting every team member with a progressive training program so they have the tools to succeed and achieve their goals. Secondly, we are investing in technology to better serve our customers. Enhancing our business intelligence and data analytics helps us make important decisions that positively impact our company and long-standing customer relationships. Next, we are focusing on product improvements and additions that complement our current offerings and business strategy. Finally, our customer partnerships are the foundation for our success. As a company we work closely with our customer base to help streamline supply chains with inventory management solutions that mitigate risk, reduce total cost of ownership, and improve product availability. We will always be in your corner to help maintain balance and support your long-term goals and objectives.

We fondly reflect on our successes over the past forty years and we are excited to be there for you for many more years to come!

What's New at Beacon?

We have expanded our thread forming product line and have added new sizes to our DIN 7500 Type D as well as our Full Trilobe and 48-2 6-Lobe Pan head in steel-zinc and stainless.

CONTINUED ON PAGE 164

VMI programs that are mixed up just right.

Are you spending a significant amount of time managing and maintaining a large number of SKUs? Are you under pressure to reduce your on-hand inventory without impacting product availability? It can be difficult finding inventory balance without shortage issues or carrying too much stock. Let Beacon's customer designed VMI Support Program be your solution. We will create an inventory management plan that is specific to your demand ensuring your parts are in stock and available when you need them. Let us lower your overall inventory investments and improve your procurement process so you can better support your customers' needs!

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SECOND ANNUAL FASTENER FAIR USA 2019 GROWS IN ATTENDANCE AND EXHIBITS

Fastener Fair USA, North America's largest trade show and conference event for the entire fastener industry supply chain, came to a victorious close at the Cobo Center in Detroit, MI on May 23, 2019.

Close to 2,200 fastener professionals participated in Fastener Fair in Detroit, surpassing its inaugural show last year in Cleveland. More than 260 exhibitors from 15 countries connected with customers from 29 countries and over 30 U.S. states in the aerospace, automotive, civil engineering, construction, energy, and machinery industries. Attendees to Fastener Fair look to network with the industry, find the latest products, and get informed.

"It's more than the catalogues you have at the office; you get to see what else is offered, what's new. Parts you didn't think you could source, suddenly you find them at Fastener Fair," said Mike Deel of Alma Bolt Company. "It's also a great way to make a personal connection with people you talk to on the phone or email all the time."

Fastener Fair USA 2019 included a number of industry networking events, including a first-ever Women in the Fastener Industry-hosted mentorship program called ConnectHer. This program gave an opportunity for people seeking insight and information about the industry to connect with women in the field. The Fastener Training Institute held their own mentorship program for fastener professionals looking for their own personalized training plan uniquely designed for their skill level and industry experience.

Fastener Fair USA also hosted a welcome party, which featured live music from a local band, General Motors car tours, and of course the opportunity to network in a casual setting while enjoying food and drinks at the riverfront GM Renaissance Center.

Industry professionals also got a chance to experience more than 25 training, technical and process educational sessions. Led by experts from a variety of backgrounds, sessions covered topics such as maintenance and repair, aerospace applications, growing your distribution business, managing data, fastener basics for newcomers to the industry, marketing, leadership, and more.

CONTINUED ON PAGE 166

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FASTENER TRAINING WEEK - THE ULTIMATE SUMMER CAMP

What better way to spend a week this summer than to be immersed in fastener training? Networking with industry experts, learning labs, plant tours and interactive exercises represent only a portion of the week designed for fastener manufacturers, distributors and end-users. Students take a deep dive into learning about manufacturing processes, consensus standards, quality controls and much more.

The only other element that might make this week slightly more enticing is to add Chicago to it. For the fourth consecutive year, the Mid West Fastener Association will host Fastener Training Week from August 19th – 23rd. Industry professionals ***Salim Brahimi*** *(IFI Director of Engineering Technology),* ***Laurence Claus*** *(NNi Training and Consulting)* and ***John Medcalf*** *(Peak Innovations Engineering)* will present elements in torque tension, print reading, material specifications, thread gaging and lot traceability. Hands-on demonstrations and tours to SWD Plating, Semblex Corporation and SGS MSi Testing supplement the week's curriculum.

Former student testimonials rave that Fastener Training Week provided a *"ground-up and organized master class in all aspects in fasteners." and "Fastener Training Week was an awesome experience. After 35 years in the business I was amazed at how much I learned and how much I didn't know about fasteners."*

Upon completion of this training and passing a final exam, attendees will be eligible to receive the Certified Fastener Specialist™ (CFS) designation. Class registration fees go up July 29th so register today.

Now what could be better than a week spent learning about fasteners and enhancing your career then attending for free? For the sixth consecutive year, Fasteners Clearing House and the Fastener Training Institute have partnered to present one candidate a scholarship for full tuition to Fastener Training Week. To qualify, candidates must work within the fastener industry and must submit a brief essay, approximately 300 words in length. The essay should address the importance of training in the fastener industry, and the impact of training on their career.

Managers and owners are welcome to submit an essay on behalf of one candidate per company, however there is no limit to the number of individual candidates from any company who submits an essay on their own. Candidates who applied last year but did not win either the grand prize or runners-up prizes, will be re-entered automatically this year. Essays may be submitted to ftr@fullythreaded.com by the end of August and the winner will be announced in Las Vegas at the International Fastener Expo.

More training and new classes are coming this fall when the Fastener Training Institute heads to Las Vegas for the International Fastener Expo. ***Carmen Vertullo*** will instruct *"Fastener Platings & Coatings – including the newest innovations and processes."*

This is a hands-on, interactive training program. Attendees will conduct fastener testing, search through standards for answers to important fastener coating questions, process decisions for selection of fastener finishes, and test their knowledge about fastener platings and coatings. This class is intended for all levels of fastener experience and a must for Owners, Managers, Quality Assurance, Sales and Purchasing Personnel.

New classes and course development are essential for FTI. In April we were pleased to announce that Würth Industry North America partnered with FTI as our 2019 Sustaining Sponsor. The generous support of Würth will help FTI fund both existing programs and develop the new content needed to grow.

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KEEPING IT 'SPECIAL' FOR OVER 29 YEARS

Sems and Specials Incorporated have successfully completed our 29th year in business, and it all began with one Individual, Mr. Bruce Hayes.

Sems and Specials Incorporated had a vision to become a top tier domestic fastener manufacturer to support the Distribution environment. One year later Mr. Jim Kelam joined the team. With Bruce creating the manufacturing environment and Jim developing sales; we have grown to 105 individuals and produce 500 million fasteners annually.

Sems and Specials Incorporated manufacture fasteners for all segments of industry: Truck, Bus, Marine, Appliance, Medical, Digital Transmission, Laptops, Lawn and Tractor, Military, Automotive aftermarket, Motorcycles and Health and Industrial Products.

Our early business model was high volume standard Sems products; we were the number one supplier of standard sems to the distribution environment. Today 60% of the products we produce are "Customized Manufacturing." With three manufacturing engineers and one sales engineer on staff, we have the flexibility to offer precise applications or technical support.

We have grown by customer demand to have one of the largest band widths in our market. Sems and Specials Inc. manufactures all Generic trilobular and plastic products, Swageform (our Registered Trademark), BXCA (self-aligning thread forming screw), TMXS (thin sheet metal fasteners), Saddle Clamps, Drill Screws , special sems configurations. Recently we added several multi-station machines which has created "Added Value" to many of the specialized items we produce. We have designed and built special secondary equipment for specific customer requirements to add value and reduce manufacturing cost. Along with the "Added Value" manufactured products, we have the ability to provide unique packaging to add value to our customers by less handling.

Our product diameter range is #2 (M2) thru ½ (M12) having a length range of 1/8" (3mm) to 5" (125mm) having both single and multiple forming capability.

BUSINESS FOCUS ARTICLE

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distributor**news**

Cable Ties Unlimited announces a newly expanded corporate headquarters in Brunswick, Ohio. Founded in 2001, Cable Ties Unlimited is a family-owned business and emerging leader in the sales and distribution of cable ties and wire/cable management products. What began as a small, regional business in a tiny office and warehouse in Columbus, Ohio has evolved into a 9-acre campus just outside of Cleveland.

The company has been experiencing significant growth over the past few years, a reflection of their commitment to meeting the needs of the customer. In early 2019, Cable Ties Unlimited more than doubled their warehousing capacity and increased purchasing spend to stock over 1,000 items. In addition, Cable Ties Unlimited is now the master distributor for T.E. Connectivity – a worldwide leading manufacturer of stainless steel ties and banding. Over the past two years, the demand of stainless ties has increased due to the various applications in harsh environments where corrosion, vibration, and radiation concerns are present.

Cable Ties Unlimited stocks and distributes more types of cable ties than anyone in the business. "I've always wanted this company to be known as the cable tie experts where quality, customer service, and same-day shipping set us apart. I'm thrilled to see how far we have grown" said President and Owner of Cable Ties Unlimited, D. Scott Hinckley.

For more information contact Cable Ties Unlimited by Tel: 1-866-455-8437, Email: Info@cabletiesunlimited.com or visit them online at www.ctupro.com.

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NCFA'S 11TH ANNUAL DISTRIBUTOR SOCIAL MAY HAVE BEEN THE BEST ONE YET! by Marty Nolan, Vice-President

The North Coast Fastener Associations 2019 Distributor Social was quite possibly the biggest and best one yet. This industry event continues to grow and attract more and more national attention. Wodin, Inc. and Brighton Best certainly helped to make this day bigger and better, as both companies opened their doors to NCFA members and Distributor Social visitors. Wodin, Inc. led visitors on a tour of the hot forge manufac-turing facility and feedback from this event was fantastic. Next, Brighton-Best held a mid-day cookout and gave tours of their new 250,000 sq. ft. facility, a real jewel in the Cleveland area fastener marketplace. The NCFA cannot thank these two member companies enough for opening their doors and making this years' Distributor Social schedule one of our best ever.

Additionally, we want to thank the many friends who joined us from the Mid-West Fas-tener Association. Numerous companies from the Chicago area made the trip to Cleveland for the event and we plan to return the favor when me trek up to Chicago for Fastener Tech '19. In addition to our Chicago visitors, companies attended the Social from Missouri, Pennsylvania, Kentucky, Michigan, Massachusetts and all through-out Ohio and Illinois.

JAKE DAVIS, TABITHA HERBST AND KAMERON DORSEY AT THE NCFA DISTRIBUTOR SOCIAL

CRIS YOUNG & LISA KLEINHANDLER, FASTENER NEWS DESK WITH GEORGE F. HUNT III AT BBI OPEN HOUSE

WODIN INC. HOT FORGING FASTENER MANUFACTURING TOUR

Finally, a huge thank you to all the supplier sponsors and bar sponsors who supported this event - some that have done so since the NCFA Distributor Social began 11 years ago!!! We appreciate all of your support and recognize you are what makes this event possible and a continued success year after year. Thank You.

Mark Your Calendars! The NCFA has a few more networking events coming up this year:

September 5th - Screw Open Golf Outing, Valleaire Golf Club - Hinckley, OH

December 12th - Holiday Bash Forest City Shuffleboard - Cleveland, OH.

For more information please contact the NCFA Office at 440-975-9503, or send an email to lgraham@ncfaonline.com. Visit the NCFA online at www.ncfaonline.com.

NCFA DISTRIBUTOR SOCIAL, WODIN INC. PLANT TOUR & BBI OPEN HOUSE/BBQ - CLEVELAND, OH - MAY 9, 2019

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HOW MUCH POWER DOES YOUR SYSTEM GIVE YOU?

Fastener companies that are working with off-the-shelf operating (ERP) systems are putting themselves at a distinct disadvantage. Simple start-up systems do not have capabilities that are critical to fastener companies. When using one of these systems, everyone in the company gets used to the idea that they need to do "work arounds" to get through their workday.

You may wonder how impactful these "work arounds" are. The answer is that they can add hours to each person's workday; they also create confusion, and introduce errors that reduce the company's ability to serve their customers.

Service Is Everything

More that any other category of industrial distribution, fastener distribution requires spot-on service. Fasteners are often an afterthought for the end user customers. Fasteners may amount to only 2% of their entire inventory, and they simply don't think about them until they run out. That creates a crisis for the customer. If the fastener distributor can't respond at lightning speed, with correct information, and provide the right part as promised, the customer will surely go somewhere else. There is no room for error. Off-the-shelf sytems don't handle fastener companies needs out of the box, and they don't have any options for adding capabilities.

Generalized Systems

Large, general purpose, accounting oriented, or general distribution systems have similar problems. With the larger systems, there is the option of adding fastener specific capabilities, but you'd better have lots of time and money, because it is going to take a long time, and it is going to cost plenty. Also, when you have the special programs, you will have to pay for them over and over, because they will not be part of the base package that you purchased.

Devil Is In The Details

Often, the problems seem simple. The things that the fastener company needs are clear cut, every day occurances for the company, but the concepts are foreign to the software vendor. Following are a few examples of industry specific needs that are not addressed by the majority of off-the-shelf or generalized distribution systems:

Multiple Part Numbers

The fastener industry has more unique part numbers that describe the same product than any other industrial sector. People using generalized programs end up putting customer or vendor part numbers in as comments, or as part of the product description. Every time they add an alternate part number this way, they waste time, and they have the opportunity to make a mistake. I have even seen companies create several part numbers for the exact same part. This wreaks havoc on their inventory, since they only have inventory on one of the identical parts.

CONTINUED ON PAGE 168

INTRODUCING

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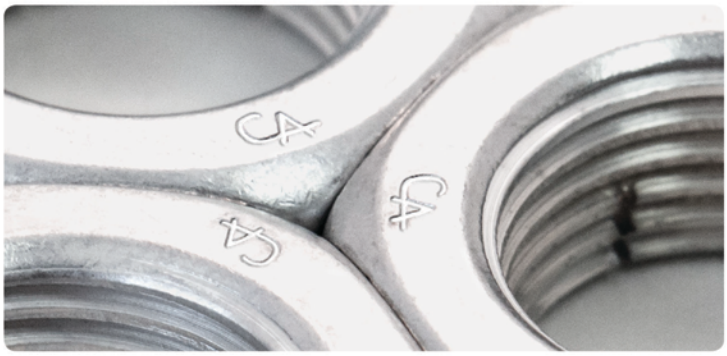

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FASTENER TECH DOES IT AGAIN! by Nancy Rich

FASTENER TECH™ '19

FASTENER TECH™ '19, held June 4th & 5th, (traditionally held the first week of June) delivered positive results considering it was within two weeks of a prior industry show. This being a show a little different than others it draws local and across the country fastener personnel. The show's intent is to have more of a U.S. flavor with 98% companies located in the United States. The show is designed to be very simple for exhibitors from the move in, set up, and move out with their cost including a complete booth with furniture at a very economic price.

Attendees were able to register for complimentary show passes until May 23rd saving entrance fee costs for hundreds of attendees. The New Product Showcase, attracting many attendees, featured products from several exhibitors. This year is the first year this opportunity was offered to the exhibitors.

A fun new flavor was added with a social media kiosk inviting those at the show to stop and take a picture they could send, via social media, with their fastener friends.

Sessions During The Day Included:

¤ ***Threaded Inserts and Compression Limiters for Plastic Assemblies*** *Presented by Spirol International*

¤ ***ICC-ES Evaluation Reports – Paving the Road to Product Acceptance*** *Presented by International Code Council Evaluation Service (ICC-ES)*

Day two began with a presentation by William Strauss of the Chicago Federal Reserve. Knowing fasteners are a factor in many markets, he looked at automotive, appliance, housing and several other markets.

The amazing list of sponsors showed the great support for this event. Thank you to our reception

sponsors, without them we could not have offered such an awesome reception with great food and cocktails. The exhibitors and attendees always enjoy this great casual atmosphere to network after the first day of the show.

William Strauss, Economist from the Chicago Federal Reserve, addressed the industry the next morning, discussion the economic situation in several industries affecting fastener sales. While manufacturing, so far this year, isn't as strong as last year a recession is not in the immediate future. Mr. Strauss' presentation is available to show participants.

The second day of the show wrapped up with live music by No Direction (sponsored by SWD Inc.) , drinks and appetizers. A fun way to close out while tearing down and holding final show conversations!!

Fastener Tech looks forward to seeing everyone in 2021. Mid-West Fastener Association will sponsor a Table Top Show in 2020. Watch www.mwfa.net for details!

"FASTENER TECH™ - The Fastener Show produced by the Fastener Industry for the Fastener Industry"

FASTENER TECH™ ’19 - DONALD E STEPHENS CONVENTION CENTER, ROSEMONT, IL - JUNE 3-5, 2019

more photos on page 220

G.L. HUYETT™

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G.L. HUYETT OPENS NEW TECH CENTER IN SIDNEY, NEBRASKA

In April 2019, G.L. Huyett opened a Technology Center in Sidney, Nebraska, a small rural town on the high plains of Western Nebraska. Sidney is the former home and headquarters of Cabela's, Inc., which dramatically downsized operations in the community after it was acquired by outdoor retail rival Bass Pro Shops. We chose Sidney because of the presence of a large skilled workforce that is under-employed or unemployed and are wanting to stay in Sidney.

The Technology Center will be headed by Sarah Sinnett, Vice President of Technology and Marketing. Sinnett was formerly a Portfolio Manager for Bass Pro Shops/Cabela's, Inc. Much of Sinnett's experience is in project management, business strategy, and talent management. She holds an undergraduate degree in Psychology as well as a Master of Science in Industrial and Organizational Psychology from the University of Nebraska at Omaha, emphasizing the use of statistical analysis and data in driving organizational results. Sinnett will sit on G.L. Huyett's Executive Committee.

G.L. Huyett has also hired Alan Beard to the newly-created role of E-Commerce Manager. Beard holds multiple degrees from Kansas State University in Economics and Psychology, and two Master's degrees: a Master of Business Administration from Wichita State University with a concentration in entrepreneurship, and a Master of Arts in Economics. Beard has an individual qualification certificate in Google Analytics and was most recently E-Commerce Manager at Great Plains Industries, a manufacturer of fuel management equipment. Beard will head up G.L. Huyett's continuing development of its e-commerce site, focusing intently on continued improvement of the customer experience by leveraging content-rich attributes targeted specifically at G.L. Huyett's distributor customer base. Beard also has extensive experience in EDI interfaces, another fast-growing technology priority for distributors.

We have also hired Charles "Chuck" Hoffman to the role of Special Projects Administrator. In this role, Hoffman will be tasked with initiating a data analytics function, with specific goals to leverage data to improve decision making at G.L. Huyett. Early priorities include enhanced management of inventory and pricing management, as well as customer analytics to assist the G.L. Huyett sales team in improving the Company's value proposition. Hoffman holds both an undergraduate degree in Business Administration and a Master of Business Administration with an emphasis in Mathematics from Chadron State College. He was previously a Retail Associate Category Manager for Bass Pro Shops/Cabela's, Inc.

G.L. HUYETT'S NEW TECHNOLOGY CENTER IN SIDNEY, NE, WILL SUPPORT THE COMPANY'S ONGOING COMMITMENT TO THE FUTURE OF B2B COMMERCE IN THE INDUSTRIAL FASTENER INDUSTRY

Future additions to the Sidney Tech Center likely include roles in Digital Marketing, Product Development and Digital Analytics. The Tech Center supports G.L. Huyett's belief in the future of B2B commerce in the industrial space, and the increasing relevance of e-commerce and technology solutions that wire together the participants in the channel in a more intelligent manner using data to drive decisions and actions. We are excited to embrace these developments as part of our continuing strategy to be the most innovative technology company in the fastener industry, supported by a caring human touch from our sales and customer service teams.

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Loss Prevention Fasteners supports all industries with products including Captive Panel Security Screws, Security Sex Nuts (security female barrel nuts), Oval head security screws for electrical cover plates. Toggle bolt security screws including long lengths. Shoulder bolts with a security pin. Set Screws & Socket Head Cap screws with a security pin. We've got you covered with all security options including: Hex Pin, 6 Lobe Pin, 5 Lobe Pin, Phillips Pin, Spanner, Ultra-Lok One -Way, Tri-Slot, Quad-Lok, Slot-lok, Oval Pan, Avsafe, T-Groove, Holt Head, Pentagon and more. LPfast.com is stopping theft every day and so will you! Technical data, cut sheets, blind drop shipments, solutions, options and problem solving are provided to assist you getting the order.

LPfast.com Sales and technical staff have decades of industry experience to support you. Special Projects desk (ext 105) is available anytime for custom & non-standard solutions.

BUSINESS FOCUS ARTICLE

LOSS PREVENTION FASTENERS

distributornews

Birmingham Fastener and Supply Inc. has won the 2018 Alabama Manufacturer of the Year Award in the medium category.

This award, given by The Business Council of Alabama and the Alabama Technology Network, recognizes individuals and companies that "bring uncompromising excellence to Alabama manufacturing." Companies are awarded based on criteria including financial growth, manufacturing leadership, market leadership, leadership development, and workforce enhancement. Awards are presented in three categories based on employee size and revenues.

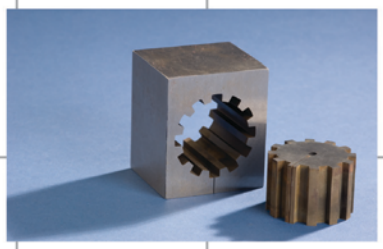
Governor Kay Ivey gave the keynote speech at the awards luncheon, highlighting the importance of manufacturing in Alabama, as well as our nation. "Alabama's manufacturers create high-quality jobs and produce substantial economic benefits," Ivey said.

One of the goals of this award is to increase public awareness about the strength and economic significance of Alabama's manufacturing community. As the South's largest and most diversified fastener supplier, Birmingham Fastener and Supply Inc. continues to grow and achieve goals as a manufacturer and distributor.

Founded in 1980, Birmingham Fastener has locations in Alabama, Texas, Florida and Nebraska and is headquartered in Birmingham, Alabama.

For further information contact Birmingham Fastener Inc. at 931 Avenue W, Birmingham, AL 35214. Call Toll-Free: 1-800- 695-3511, Local: 205-595-3511, Fax: 205-591-7107 or visit their website at www.bhamfast.com.

WASHERS



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UN-LIMIT YOUR DISTRIBUTION SALES AND SUSTAINABILITY WITH E-COMMERCE

Looking to ensure your long-term distribution success? Implement an E-Commerce plan today.

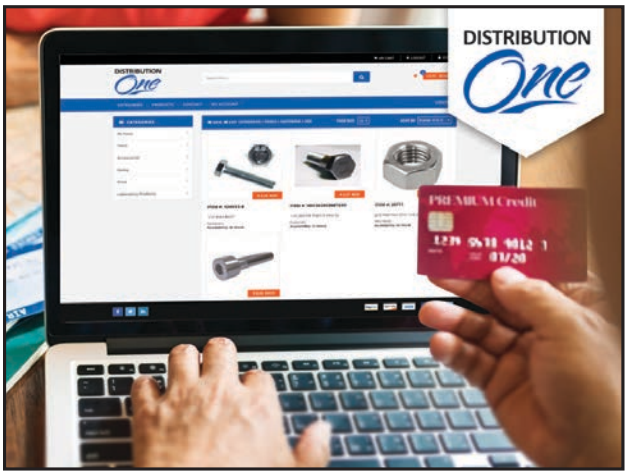
Before the internet, distributors worked tirelessly to cultivate relationships with the goal of sustaining a reliable network of returning customers. Being able to depend on customer "stickiness" enabled distributors to establish successful territories for themselves.

Today, however, modern distribution is trending away from this model thanks to substantial competition from companies like Amazon and the simple convenience of internet searches. Though internet selling opens your products up to large new markets, it also removes the need to engage another human directly. Strong relationships can certainly still be built, but customer stickiness often becomes less... sticky.

Because the internet provides so many buying choices, your customers may be more receptive to testing the waters with unknown vendors based upon positive online reviews. In fact, many buyers prefer the convenience of purchasing from an online cart than exchanging emails or sitting through a sales meeting. So how then do you build customer stickiness in the current climate?

Distributors need to implement an E-Commerce platform that incorporates proven user experience tactics for modern buyers. Let's internalize this for a moment. Consider your own personal preferences when buying products on the web: You want to easily access product information; you want the best price available; and you want it delivered quickly. So with that in mind, do you like to...

¤ ***Flip through a large paper catalog?*** Your customers don't want to do this either. Your products must be listed on an E-Commerce website that provides fast search results with product images and descriptions along with intuitive product recommendations.



¤ ***Call a salesperson for quantity and availability?*** Don't make customers jump through hoops. Your E-Commerce solution should display accurate, real-time stock information onscreen. It should also provide fulfillment estimates in-line with what competitors are offering. Moreover, your customers should have insight into recent order statuses and order history.

¤ ***Sit through a sales meeting to learn pricing?*** Not for every purchase. Your E-Commerce platform must speak directly with your ERP business software to display your product costs and associated pricing breaks.

¤ ***Use a computer or mobile device?*** Both are crucial to E-Commerce success. Buyers currently research on mobile (53% of traffic with 32% of revenue) and purchase on desktop (37% traffic with 56% of revenue)[1]. Furthermore, your E-Commerce platform must be fully mobile responsive to satisfy younger users. "Users who have a negative experience in your mobile store are 62% less likely to purchase from you in the future."[2]

As a distributor, your inventory is already loaded with salable products. So why not make those products available to the widest audience possible through new E-Commerce channels?

CONTINUED ON PAGE 174

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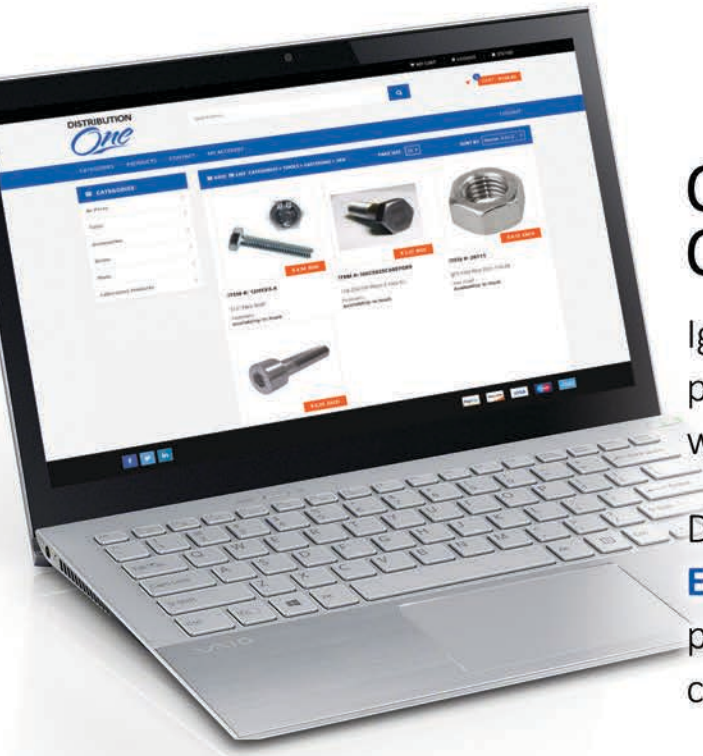

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COME TO THE CALIFORNIA WINE COUNTRY FOR PAC-WEST'S FALL CONFERENCE by Vickie Lester

What could be better than networking with fastener industry professionals in the heart of California wine country? Join us October 24-26, 2019 at the Doubletree by Hilton Sonoma Wine Country, Rohnert Park, California

Jason Bader with The Distribution Team will be on deck for two great programs.

Gross Sales is for Vanity, Profit is for Sanity

As we walk around conventions and industry gatherings, we hear all sorts of commentary on top line revenues. Big sales and big numbers rule the cocktail hour, but where does the rubber really meet the road? We pay our bills and line our pockets with profit, not sales. If you are person responsible for setting pricing direction, this event is for you. In this session, we will talk about driving a culture of profit in your organization. It starts with educating the team about how money works and continues with proven margin enhancement strategies. From raising prices to reducing expenses, this session will give you the tools you need to unlock significant improvements in gross margin and ultimately net profit. Now let's go hunt some cash.

Analyzing Customer Profitability

Are all customers created equal? Isn't that what we teach our customer service people? If we asked our people to list the top ten customers, how would they rank them? If we asked them to list the top ten most profitable customers, would we receive the same list? In many organizations, the people that work with us and for us equate our largest customers with our most profitable. During this session, participants will learn how to rank their customers based on contribution to net profit. By understanding which customers contribute to our overall profitability, we can allocate our value-added resources to those folks who help us grow. Conversely, we can begin to reduce services to those customers who make us jump through hoops, drive down prices and continually pay slow. Distributors have a finite amount of money to invest in service. Let's make sure that we are investing in the right customers.

Also featured at the Pac-West 2019 fall conference will be Bob Seredich with the Southwest Institute for Emotional Intelligence. A favorite Pac-West speaker, Bobi has a very timely program for us.

The Five Secrets to Highly Effective Teams

Your untapped goldmine to the success of your business is in your people. How can you create a healthier, productive, innovative and profitable company? This presentation brings in the concepts of Patrick Lencioni's best-selling book,The Five Dysfunctions of a Team, where he uncovers the natural human tendencies that derail teams and lead to politics and confusion in so many organizations. Teamwork and a positive corporate culture remain the ultimate competitive advantage, both because it is so powerful and so rare. You will learn:

- How to get everyone on your team on board with the same goals and direction
- Practical tools for overcoming dysfunction
- How to create cohesiveness and minimize gossip and politics
- The importance of organizational health as your competitive advantage
- The only way to win is through values-based leadership – leaders walking their talk
- Gain new commitment to teamwork
- Discover the five behaviors: Trust, Conflict, Commitment, Accountability and Results
- Create team agreements
- Engage in powerful trust building exercises
- Assess where your team stands now

CONTINUED ON PAGE 172

UNICORP

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Since 1971, UNICORP has been a socially and environmentally responsible leading manufacturer of American standard and metric precision electronic hardware, fasteners and handles. We pride ourselves on our dedication to customer satisfaction and our commitment to support the needs of our distributors. UNICORP offers top quality products, fast delivery, excellent pricing, technical assistance, and manufacturer to customer print specifications.

We are known throughout the industry as the "oddball king" because we offer the widest variety of diameters, lengths, and finishes in our numerous product lines.

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UNICORP Electronic Hardware is used by leading companies in nearly every industry including electronics, telecommunications, and aerospace.

BUSINESS FOCUS ARTICLE

UNICORP ELECTRONIC HARDWARE

distributornews

Earnest Machine is pleased to announce it is now the master distributor of high performance Unbrako Socket Products to North America.

The new partnership is a strong fit as it couples Unbrako's Premium Socket Products with Earnest Machine's industry leading distribution performance of 99.13%.

"With Earnest Machine's industry-leading distribution performance metrics, we're confident that this partnership will help us win in the market, and will also provide a new product line to Earnest's customers," said Bill Boak, Vice President of Sales and Marketing for Unbrako.

The company's partnership with Earnest Machine makes it easier to acquire product in the Midwest and Eastern regions, where it is most sought, as it will be shipped out of both of Earnest's distribution centers in Indianapolis and Atlanta. "One hurdle this joint arrangement overcomes is expanding the distribution footprint outside the west coast where the product is currently warehoused," said Boak. Our arrangement with Earnest gets the product to the locations where it's most used quickly and cost-effectively."

Unbrako's Premium fastener product exceeds most industry specifications, provides a more complete size range, and includes value-added attributes such as forged heads, rolled threads, and e-code lot code headmarkings, all of which were considered when Earnest decided to partner with Unbrako.

"This is an exceptional product that we will offer at a competitive price and we feel carrying this product will help our customers be more successful, "said Kirk Zehnder, CEO of Earnest Machine. "Both brands are synonymous with quality and endurance in the marketplace. Unbrako's quality fasteners paired with Earnest's best in class customer service is going to drive our customers' success."

Unbrako Socket Products will be made available from Earnest beginning August 1, 2019, however both Unbrako and Earnest Machine are encouraging distributors to begin a dialogue now to discuss creating custom socket programs.

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, and mining 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. With a distribution performance rate of 99.13%, Earnest Machine works to get customers the right part, in the right quantity, on-time, every time.

Established in 1911, Unbrako is the World Leader in advancing bolted joint technology and meeting the needs of industry for stronger, better performing fasteners. Acquired by the Deepak Fasteners Group in 2008, Unbrako has grown multi-fold with warehouse facilities and sales offices in Los Angeles (USA), Birmingham (United Kingdom), Shannon (Ireland) and Brisbane (Australia). With our focus on quality, reliability and technical expertise.

For more information contact Earnest Machine Products by Tel: 1-800-327-6378, email info@earnestmachine.com or at www.earnestmachine.com.

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67th ANNUAL GOLF OUTING A HUGE SUCCESS by Nancy Rich

The Chicago area is has seen mostly rainy days lately but MWFA got lucky on June 6th with the perfect golf weather. Golfers had a choice of 7:00 a.m. or noon for outings. Throughout the day over 140 golfers were out enjoying the day. The event featured a scramble with contests on almost every hole. Dinner featured l awards for the contests, 50/50 a ball drop, a 50/50 raffle, bucket raffle, silent auction and door prizes.

The Top Two Winning Teams:

First Place Team - George Hunt, Colin Brooks, Chris Brooks, Peter Christensen

Second Place Team - Bryan Wheeler, Rob Reynolds, Kevin Chavis, Morgan Wilson

First and second place teams, as well as all contest winners received cash prizes. Many prizes awarded were donated back to the scholarship fund. Thank you to our many generous golfers!!

Prize donations, for the raffle and silent auction, from Star Stainless Screws, XL Screw Corp., South Holland Metal Finishing, Metric & Multistandard Components, Superior Washer, J&M Plating, and B&D Cold Headed Products allowed the MWFA to add to the scholarship fund.

Thank you to our many sponsors who made the 67th Annual MWFA Golf Outing a success!!

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Brighton Best International (Cocktail Hour)
Nylok (Cocktail Hour)
XL Screw (Cocktail Hour)

MWFA GOLF OUTING
CHEVY CHASE COUNTRY CLUB - JUNE 6, 2019

more photos on page 164

distributornews

L.A. Fasteners Inc. has been devoted to providing the highest quality MRO products, coupled with unparalleled customer service. We have proven our reputation and have grown to supply a variety of industries nationwide including: transportation, industrial, OEM, construction, manufacturing, and resellers.

We offer an extensive range of products including, grade 5 and grade 8 hex bolts and hex nuts, bottom rail bolts, carriage bolts, step bolts, elevator bolts, liner screws, floor screws, metric fasteners, stainless steel fasteners, threaded fasteners, POP rivets, Huck fasteners, solid rivets, blind rivets, tubular rivets, shaveable rivets, threaded pipe, brass fittings, black pipe fittings, safety supplies, drill bits, taps, dies, grinding wheels, cut off wheels, saw blades, Chicago Pneumatic tools, tool parts, electrical wire, terminals, and more.

For further information contact L.A. Fasteners Inc. by Tel: 708-447-4500 Ex. 105, Email: info@lafasteners.com or online at www.lafasteners.com.

distributornews

J.W. Winco, Inc., A Ganter Company, a leading supplier of standard industrial machine components, announced it has expanded its line of GB-FP Wing Nuts Nylon Plastic, with Tapped Through Insert.

"The tapped through wing nuts allow full clamping, unrestricting the threaded stud the wing nut is being used on," said John Winkler, CEO, Office of the President at JW Winco. The product is appropriate for use in the packaging, medical, printing, woodworking, lighting, and computer industries. The wing body, temperature resistant up to 230° F (110° C), is matte black, glass filled nylon plastic while the tapped insert is brass, molded-in.

For a Wing Nut with a brass tapped insert see our GB series Wing Nuts, for a Wing Screw with a threaded Stud see the GP series Wing Screws.

JW Winco is a manufacturer/distributor of inch and metric standard parts. JW Winco offers an extensive selection of plastic, steel and stainless steel adjustable levers, cabinet U-handles, hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries. JW Winco's new website, with improved 3D CAD and online buying, is viewable at www.jwwinco.com.

JW Winco, which is ISO 9001:2015 certified, is located in New Berlin, Wisconsin, with a brand office in Mexico and a sales location in Canada.

For more information contact J.W. Winco at 1-800-877-8351, fax at 1-800-472-0670, e-mail at sales@jwwinco.com or online at www.jwwinco.com.

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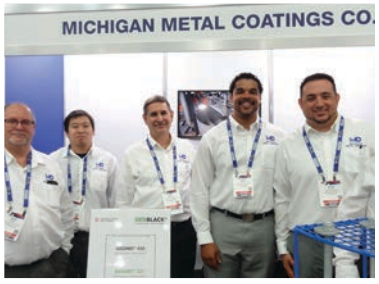
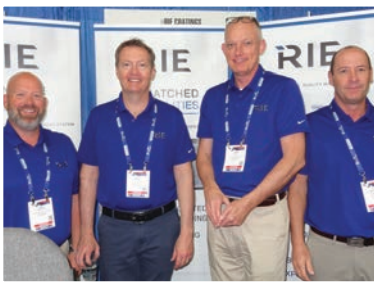




more photos on page 157

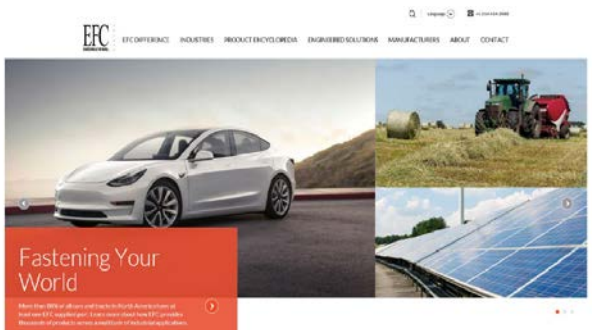
EFC INTERNATIONAL
1940 Craigshire Road, St. Louis, MO 63146
TEL 1-800-888-3326 EMAIL info@efc-intl.com WEB www.efc-intl.com

EFC LAUNCHES REDESIGNED WEBSITE

EFC International, a leading supplier of engineered fasteners, continues to enhance their on-line presence with the launch of their newly redesigned website.

The website showcases a fresh look and improved functionality with an easy to navigate design. Serving as a platform for EFC's mission to Redefining The World Of Distribution, the website highlights the EFC Difference – a unique customized combination of Connections, Expert People, Engineering, Quality, Local Support I Global Presence and Logistics. The website also provides quick and easy access to the Encyclopedia of Engineered Products, a comprehensive on-line engineering guide for specialty fasteners used throughout the world.

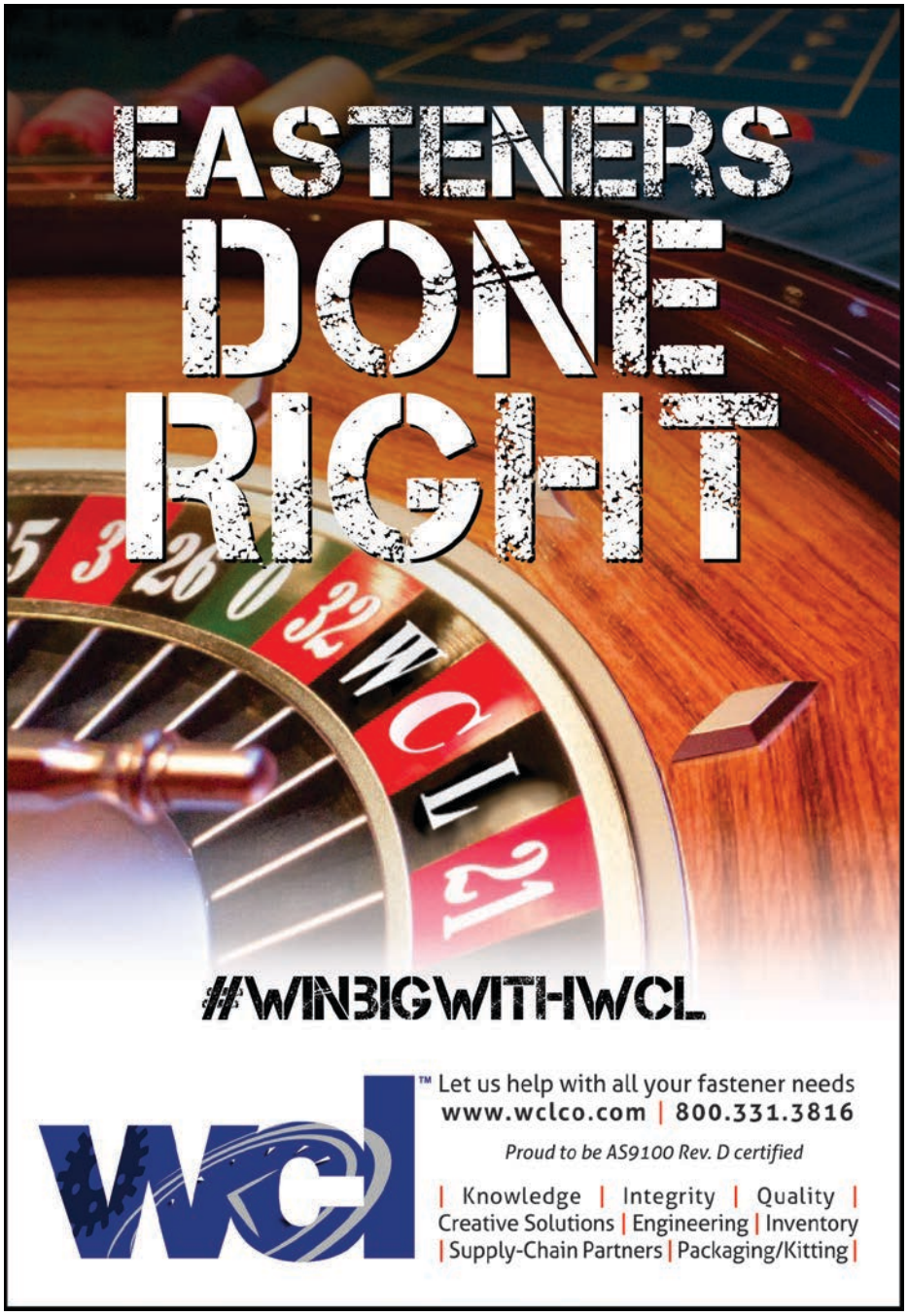
EFC International is a leading global supplier of



specialty engineered metal, plastic, cold-formed, spring steel stampings, electrical and assembled component parts to the OEM and Distribution market places serviced from locations in North America, Europe and Asia.

BUSINESS FOCUS ARTICLE

EFC INTERNATIONAL



distributornews

Deco Products, Inc. is pleased to announce the acquisition of additional product capabilities and the company's relocation to expanded manufacturing facilities at 5 Cherry Street, East Hartford, Connecticut 06108.

Entering their 50th year in the fastener industry, Deco Products manufacturers screw machined specials to customer drawing or specification. Typical production items include Print Special Hex Nuts, Precision Ground Dowel Pins, Non Standard Shoulder Screws and Custom Knurled Thumb Screws in quantities from a few hundred to a few thousand pieces.

For more information contact Gary Dellorso, President by Tel: 860-528-4304, Fax: 860-528-2354 or email DecoProducts@aol.com.

distributornews

Assembled Products, Inc has earned recognition as a Partner-level supplier for 2018, and was inducted into the Supplier Hall of Fame and Enterprise Supply Management Supplier of the Year in the John Deere Achieving Excellence Program. The Partner-level status is Deere & Company's highest supplier rating. Hall of Fame status is given after a supplier attains a Partner-level rating for five consecutive years. The Urbandale -based company was selected for the honor in recognition of its dedication to providing products and service of outstanding quality as well as its commitment to continuous improvement. Company employees accepted the recognition during formal ceremonies held on April 16th in Davenport, IA.

Assembled Products, Inc is a supplier of Consolidation and Assembly Services to John Deere's operation throughout North America.Suppliers who participate in the Achieving Excellence program are evaluated annually in several key performance categories.

Assembled Products, Inc. (API) is a value-added distribution company with a commitment to shipping quality parts on time. We are a third-generation family and veteran-owned business built on the concept of building partnerships with our customers, employees and suppliers.

For more information, contact Assembled Product Inc by Tel: 515-278-7030, Email: contact@assembledproducts.net or online at www.assembledproducts.net

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Product Genius Technology™ Aims to Fast Track Fastener Distributor's & Manufacturer's eCommerce Capabilities

Continued from page 8

Many years ago, we realized that eCommerce would be a changing force in the supply chain. We knew it would only be a matter of time before industrial suppliers would be selling through online channels as well. In 1999 we launched our first website HudsonFasteners.com.

In preparing to launch our eCommerce store we recognized a few big problems all industrial suppliers would face due to the complexity of product categories and the large volume of catalog data. The idea was born from our desire to fix the problems we had identified and provide clients with the best online buying experience possible. and so, we began visualizing how we could solve the problem that distributors, manufacturers and online retailers would face in translating their data and product catalogs into a visual representation that is easy to use and is accurately displayed.

We became a portfolio company at the Youngstown Business Incubator and began the development of our eCommerce platform. We set out to create a differentiated customer experience for buying fasteners online. We had identified the problem when translating complex products and large volume catalogs for industrial suppliers and so we created a solution that would eliminate the need for filtering options that ultimately leads to poor customer experience, bounce rates and average order values.

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 for complex product categories in eCommerce, making possible the B2C buying experience B2B buyers are now demanding.

When did your new patent issue?

We were very excited to have received our second patent for Product Genius Technology™ in May 2019. This confirms that what we have developed has great potential to change the way data and eCommerce is displayed and transacted.

The patent was issued for: Systems, Methods, Servers, & Clients for Inventory Exchange: Relates to a system and method for facilitating efficient product search and identification.

The Product Genius Technology™ eCommerce customer experience streamlines, simplifies and expedites the ordering of industrial supplies, for procurement professionals, engineers and MRO (Maintenance, Repair and Operations) personnel.

What is an example of how this works?

Product Genius's brand-new technology allows companies to quickly prepare data and convert to a streamlined eCommerce store that allows clients to shop complex product categories from a one page buying experience. Provides clients the comfort of the industrial supply catalog in an intuitive, easy-to-use digital format. PGT is responsive out of the box and works across all devices.

The Product Genius Technology™ (PGT) eCommerce platform enables retailers, manufacturers, suppliers, wholesalers, and distributors to electronically present their catalogue of products to buyers. Product Genius Technology™ allows clients to dynamically load, view and purchase 100's or 1000's of items from a product category, all from a one page buying experience, eliminating the need for a multitude of search filters. PGT is responsive out of the box and works on all devices, mobile, tablet, etc.

Product Genius Technology™ Aims to Fast Track Fastener Distributor's & Manufacturer's eCommerce Capabilities

Where can we see the technology today?

We have a demo site set up at 1800Fasteners.com.

Tell us about your new Technology Partnership

Product Genius Technology™ (PGT) announced a partnership with BigCommerce to help companies execute their digital transformation. Product Genius Technology will now offer BigCommerce clients an eCommerce platform solution that provides the comfort of the industrial supply catalog format in an intuitive, easy-to-use digital format. BigCommerce is the leading ecommerce platform for fast-growing B2B and mid-market brands.

Will Product Genius Technology be available for use on other industry technology platforms?

Yes, coming soon. Product Genius Technology™ can work with any eCommerce platform. In the future we will make this technology available. We're exploring ways to best serve the distributors and manufacturers.

What are next steps for distribution of the eCommerce technology?

We are exploring strategic partnerships that will assist us distribute this technology to larger audiences.

How do I find out more about Product Genius Technology?

Find us here - we look forward to hearing from you!

See demo: 1800FASTENERS.COM

Say hello: 1-800-FASTENERS

App Store: BigCommerce

Twitter: @ProductGenius1

Product Genius Technology

Delivers:

- The **solution** to the **BIG problem** when **eCommerce** takes on industrial B2B
- Cutting edge **digital representation** of the industrial catalog **buying experience**
- **Patented** Method for **Search, Sort, Display** and Purchase of Complex Product Categories
- **Seamless Buying Experience**
- The B2C eCommerce **customer experience** that B2B buyers are demanding
- **Competitive advantage** in the **$160 Billion** per year industrial supply market
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PRODUCT GENIUS TECHNOLOGY "Simple solution for a complex problem"

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SOLON MANUFACTURING COMPANY CELEBRATES 70 YEARS OF INNOVATION

In 1949, four fraternity brothers and engineering graduates of Case Western University in Cleveland, OH joined together to form Solon Manufacturing Company in a post-war industrialism era. With a shared vision for innovation, Solon's first products were turbulators used in auto parts cleaning machines and conduit benders used to bend Republic Steel's electro-mechanical tubing. By the middle of the 1950's, Solon began developing applications for products that used Belleville spring washers, including General Electric circuit breakers. During his first orbit of the earth in 1962, John Glenn's flight suit had a relief valve using a snap-action Belleville spring that was designed and developed by Solon Manufacturing Company. The suit is currently on display at the National Air and Space Museum of the Smithsonian Institution in Washington, DC.

Today, Solon Manufacturing Co. continues to thrive on the ideals of is founders—innovation and passion for the company and its stakeholders, enduring characteristics which have led to 70 years of successful business, with 55 employees and three product lines. Solon® Belleville Springs, including Solon® Flange Washers and Solon® Disc Springs, reduce bolted joint failures by maintaining the bolt preload. They are particularly useful where vibration, differential thermal expansion, relaxation, bolt creep and bolt yield are problematic. Solon® Pressure Switches, developed by the company in the 1960's, are rugged, industrial controls designed with electro-mechanical and pneumatic configurations that are used to detect changes in pressure for fluid and gas applications. Solon® SF6 Gas Density Monitors, introduced by Solon in the 1970's, are specifically designed for high voltage circuit breakers and provide a reliable and economical way to monitor sulfur-hexafluoride gas density and leakage over a wide temperature range.

Solon products can be found in a wide variety of industries and applications. Solon's explosion-proof pressure switches were selected as the primary switch used on the Trans-Alaska Pipeline System, and Solon's custom differential vacuum switches are currently in use at the Lawrence Livermore National Laboratory (LLNL), National Ignition Facility (NIF), in California, on the exterior of the nuclear fusion test chamber, where they ensure the proper atmosphere is in place inside the chamber. Additionally, Solon Belleville Springs and Washers can be found in applications ranging from ski lifts, packaging equipment, bulldozers, electrical substations, fishing reels, skyscrapers, compressors, heat exchangers and valves.

Since moving to Chardon, OH in 1960 (from the original building located in Solon, OH, hence the namesake), Solon Manufacturing Co. has expanded its plant and facilities four times to encompass a total of 54,000 square feet of manufacturing and warehouse space.

Capital investments, process improvements and migrating to the latest ISO 9001:2015 standard have allowed for a more streamlined and efficient means of production in more recent years, and product quality reaps the benefits of these continuous improvement initiatives. With the skills and expertise of its executive leadership team and team members, under the direction of company president, Diane Popovich, Solon is always exploring news ways to improve the customer experience though a shared corporate mission and vision of exceeding expectations through opportunity and innovation.

Solon Manufacturing Co. is grateful to its past and current customers, suppliers and employees for the confidence they have placed in the organization over the past 70 years.

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Understanding The "Big Box"

If you take away little else from this article, make sure it is this. You must get your customer to understand that they must not fixate on the cost of any single component but rather on the entire fastened joint. I like to express this as "Understanding the Big Box". In other words, it is all too common for the customer to focus on a single component and ignore all that is going on with the entire fastened joint.

Take for example the simple act of attaching a cover over an aluminum housing. There are many approaches that can be taken to accomplish this, but perhaps the most traditional approach would be to tap threaded holes in the aluminum housing and use a simple machine screw to make the attachment. Now, along comes an astute applications specialist who says, "what if you changed those screws to thread rolling screws?" An obvious next question from the customer might be, "how much will that cost?" To the chagrin of the specialist the answer from his customer is very fast, "no we can't do that because it will cost a penny more." Unfortunately, the near sighted purchaser in this case fails to recognize that the change from a machine screw to a thread rolling screw eliminates a slow tapping operation, improves efficiency, decreases down-time, and improves joint quality and performance for a net savings well in excess of the added cost of the new screw.

Regretfully this is a common occurrence with buyers and requires sales person and application specialists that can identify and explain the "Big Box" savings. Likewise, it requires sales people that are astute, educated, and trained to sell on the value of their product and not on cost alone. I have seen far too many instances of sales people, especially those employed by fastener distributors, get hung up on "the sale", at the expense of doing what is right and in the best interest of the customer. In doing so they missed a great opportunity to not only endear themselves with their customer but also successfully reach their sales goals.

Having introduced this concept of the "Big Box", what are some of the contributors to it? Some of the more common ones are:

- ***Joint preparation:*** This includes drilling, machining, tapping, reaming, and cleaning. Eliminating or reducing any of these operations can be a HUGE savings in both cost and efficiency.
- ***Other Fastener Members:*** This would include components like clips, washers, and nuts. Again, the elimination of even a single one of these components can lead to a significant savings.
- ***Assembly Cost:*** Significant cost drivers in the assembly process include time, ease of assembly, and ergonomics.
- ***Scrap Costs:*** If the existing joint is complicated or has many pieces, the chances of generating scrap start to increase. In some instances, where the assembled product is very costly, the need to scrap even a single, assembled component over a fastener can be very distressing to the customer.
- ***Down-time Costs***
- ***Rework Costs***
- ***Indirect Costs:*** These include things like part number maintenance and paperwork.

Materials

The material from which the fastener is made is often the most significant cost driver in the manufacturing equation. Naturally this is not always the case and may depend on other value-added activities on specific part designs, but, more often than not, it is the single highest cost contributor. The following list are considerations for how material can drive cost:

- ***Use Standard Materials Versus Specials:*** Although there are hundreds if not thousands of different material types and grades, the fastener manufacturing community uses only a small selection of them. This means that the companies that produce cold heading quality materials (used for heading fasteners) usually make several grades in very high quantities and much lower quantities of less frequently used materials. Choosing these high quantity, standard varieties will provide lower raw material costs.
- ***Use Domestic Material Grades:*** Although this may be more challenging to put into practice if you do a lot of business with foreign companies or their local subsidiaries, most fastener manufacturing regions of the world favor the use of local standards.

CONTINUED ON PAGE 182

distributornews

J.W. Winco, Inc., A Ganter Company, a leading supplier of standard industrial machine components, announced it has expanded its line of GN 113.10 Heavy Duty Ball Lock Pins Stainless Steel, with Stainless Steel Shank AISI 630.

The GN 113.10 stainless steel rapid release pins have an extreme load capacity and are used for quick fixing, connecting, and locking of various parts and workpieces. A typical application for the Ball Lock Pins is where they may need to be regularly moved in and out of position when connecting two components, but yet they require a more secure hold of those two components.

"By pressing the spring-loaded push button, both balls are unlocked and by releasing it, the balls are locked again," said John Winkler, CEO, Office of the President at JW Winco. "These heavy-duty ball lock pins are an excellent choice for certain corrosion-free applications."

The entire Ball Lock Pin is manufactured of Stainless Steel. The shank (shaft) is manufactured of heavy duty, hardened and highly abrasion-resistant European Standard 1.4542 (AISI 630) Stainless Steel, with the knob, push button and plunger pin being made of European Standard No. 1.4404 (AISI 316L), the balls European Standard

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No. 1.3541 (AISI 420C), and the spring European Standard No. 1.4565.

JW Winco is a manufacturer/ distributor of inch and metric standard parts. JW Winco offers an extensive selection of plastic, steel and stainless steel adjustable levers, cabinet U-handles, hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries. JW Winco's new website, with improved 3D CAD and online buying, is viewable at www.jwwinco.com.

JW Winco, which is ISO 9001:2015 certified, is located in New Berlin, Wisconsin, with a brand office in Mexico and a sales location in Canada.

For more information contact J.W. Winco at 1-800-877-8351, fax at 1-800-472-0670, e-mail at sales@jwwinco.com or visit them online at www.jwwinco.com.

Other hackers are especially crafty in camouflaging mining programs as legitimate software. Kapersky Labs, for example, has uncovered a mining program that looks like an Adobe product installed on your computing device – complete with a fake Adobe icon, a fake Adobe executable file and a fake Adobe digital signature, according to Evgeny Lopatin, a security expert at the IT security firm.

"Malware, especially cryptominers, continually evolves to avoid detection, often hiding in memory or delivering malicious code directly into the memory of a system," adds Jim Gordon, general manager, Intel Security.

The impact on individuals and fastener distributorships can be significant. Computer power theft generally results in a slowdown in computing performance while the theft is underway, making it more difficult to work on your device and decreasing your overall productivity.

Computers can also become unstable during a theft. Plus, hackers hijacking computers for mining often have no qualms driving your computer processors and supporting systems at maximum speed. That often results in shortening the life of the devices or overheating batteries.

CRYPTO-JACKING CAN SERIOUSLY IMPAIR WORKER PRODUCTIVITY.

This is why computers hijacked by Black Hat miners often have their fans running at maximum speed – the fans are trying to cool down computer processors running hot at maximum speed.

In addition, the results of the thievery show-up in inflated electricity bills. Plus, added costs also show up for fastener distributors using cloud connections that are compromised by the thieves – bills for cloud CPU usage can be much higher.

"The massive profit incentive puts people, devices and organizations at risk," says Mike Fey, president and COO, Symantec.

Unfortunately, the problem of computer processing theft will most likely be with us as long as crypto-currencies like Bitcoin, Ethereum and Monero remain popular, Haley adds.

That's especially true when the value of crypto-currencies soar. While the early value of a Bitcoin was at times less than a penny in 2010, the price of a single Bitcoin soared in value to $20,000 by 2018 *(www.coindesk.com/price/bitcoin).* That value has since dropped to approximately $5,000. But even at that rate, the coins are still apparently worth thieving for.

Hackers discovered the market in Black Hat mining as crypto-currencies burgeoned and grew to rely on thousands of computers across the world to maintain their systems.

Essentially, the currency systems need those networks to verify all the transactions associated with digital coin transactions and to perform overall auditing of their systems.

Scores of legitimate computer networks – or White Hat miners – regularly perform this work and are paid in new, digital crypto currency 'coins' after they complete and pre-agreed amount of auditing. That's why the computer network operators are called 'miners:' Their work as auditors for the currency systems enable them to 'mine' newly created crypto currency coin as payment for their work.

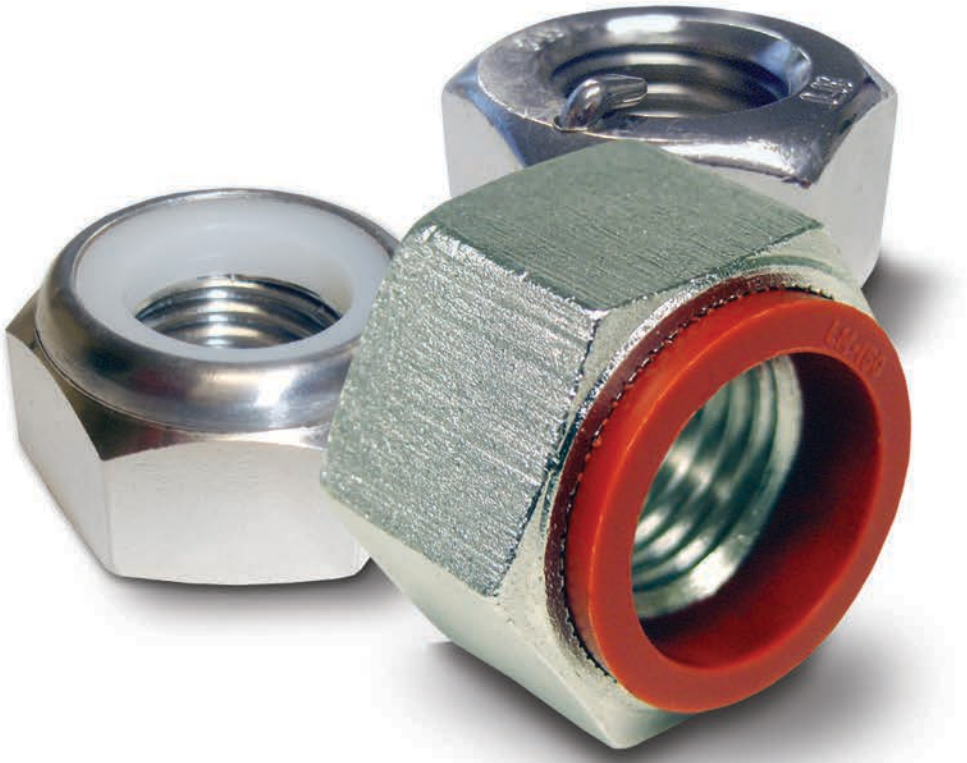
Black Hat miners do the same work as their legitimate counterparts – but with one major difference: Instead of using their own computer networks, they unleash malware onto the Web that transforms thousands of computers, smartphones and other computer devices into a mining zombie network.

Together, that stolen processing power is used to mine crypto-currency.

Currently, IT security experts say fastener distributors should be on the lookout for two types of Black Hat crypto-mining. The first comes in the same format as our old friend, malware.

CONTINUED ON PAGE 184

SATISFIED CUSTOMERS AT EVERY TURN.



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SAE Grade 2 (Metric Property Class 5.8): Hex Head Cap Screws are produced from low carbon steels, ranging from AISI/SAE types 1010 to 1022 and are not heat treated. These are used in low load applications for general use. The Yield Strength from ¼ thru ¾" is 55,000 psi, (380 MPa).

SAE Grade 5 (Metric Property Class 8.8): Hex Head Cap Screws are produced from several different steel types, ranging from, but not limited to, 1032 to 1038, and are classified as medium carbon steels or high manganese steels, such as 1541 or 1335. The ASTM equivalent is the A449. The Tensile Strength is at 120 ksi with a Yield of 85 ksi for ¼ thru 1" and drops to 105 ksi Tensile and 74 ksi Yield with diameters 1 – ½". The 8.8 has an Ultimate Tensile Strength (UTS) of 800 MPa from M3-M16 but increases to 830 MPa with diameters M17-M36.

SAE Grade 5.2: SEMS bolts, flanged head cap screws and studs, made for specific automotive applications, made from low carbon boron steel it has an UTS of 120 ksi.

ISO Class 9.8: Hex Head Cap Screw is used in automotive applications and has an UTS of 900 MPa (130,500 psi). Used as a higher strength substitute for the 8.8.

SAE Grade 8 (Metric Property Class 10.9): Hex Head Cap Screws are also produced using many different steel types depending upon their final use. SAE J429 allows the use of non-alloy steels by some manufacturers for their special applications, such as a 1541. The similar ASTM product requires that all A354, Grade BD cap screws be manufactured from alloy steels and have documented proof-load testing performed on the products. All Grade 8 and A354 cap screws are heat treated and oil quenched and tempered. The Yield Strength of the Grade 8 is the same as the UTS of the SAE Grade 5 while the UTS of the Grade 8 is at 150 ksi.

SAE Grade 8.2: Typical of flanged head cap screws, used for specific automotive and truck applications, is usually made from low carbon boron steels, due to easier formability of the flanged head. The UTS is 150 ksi.

Socket Head Cap Screws

Metric Socket Head products come in different grades, or Property Classes; from 8.8, 10.9 and 12.9, therefore these products will use a variety of steels specific for each Property Class, as listed above, for their mechanical properties.

Inch series standard socket head products are all the same strength grade depending upon diameter; 180 ksi for sizes up through ½" and 170 ksi for larger diameters. Typically, socket head cap screws use 4140-4145 alloy steels for their products. Exceptions for high tensile strengths are the button and flat head socket products, which produce tensile strengths between 145 to 135 ksi. The ASTM product standards are found under Standard A574 and A574M.

Steel Chemistry

So, what part do all of these chemical and metal elements play in the development of a steel fastener? The most common alloying elements are listed below, along with their effects. It must be noted that when some elements are combined, a synergistic effect may occur that further enhances the quality and performance of the steel.

Aluminum: While not always intentionally added, it is usually present in steels. It serves as a deoxidizer or to produce a fine grain size, increases notch toughness in medium carbon steels but may also lower creep strength.

Boron Steels: The strength of some steels can be enhanced with the addition of a small amount (0.0005 to 0.003%) of the element boron. It is normally used with low carbon steels (10B20) that have complex geometries to save die life; such as with flange head cap screws and drive screws. However, some alloy steels with large cross-sections, large diameters or complex head geometries will also benefit with the addition of boron; such as 41B37 or 51B60.

When used with a low carbon steel, such as a 1030 or lower, the new boron alloy steel can now be heat treated to produce a hardness and tensile strength equivalent to that of a Grade 8 bolt. This is permissible if used in a shear or static load and is used properly by the purchaser. However, this alloy combination appeared as a critical problem in the mid-1980s when low carbon boron steel was used on hex head cap screws with SAE Grade 8 markings.

Obviously, this was quite a cost savings and garnered huge profits when sold as a Grade 8 product. This sparked a problem with failures from counterfeit fasteners since the presence of a boron steel was virtually undetectable by standard test methods. Hence, the fastener industry and US Government created the Fastener Quality Act (FQA) in the early 1990s.

CONTINUED ON PAGE 186

DELTA ENGINEERING CORP.
148 Good Hope Road, Bluffton, SC 29909 TEL 781-729-8650
EMAIL info@deltaengineeringcorp.com WEB www.deltaengineeringcorp.com

FASTENER PACKAGING BY DELTA

Delta Engineering has been designing and manufacturing counting and weigh-counting fastener packaging systems since 1951. Many container types can be handled automatically or semi-automatically on Delta systems including bags, boxes, clamshells, and jars.

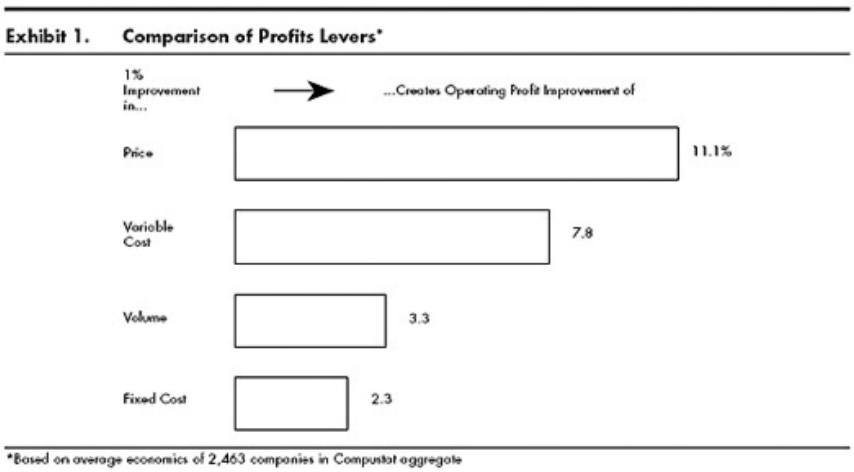
Delta features Allen-Bradley controls, extensive use of stainless steel, sound deadening on part to steel contact areas, urethane coatings on high wear areas, and our own custom designed feeder bowls. It all adds up to a ruggedly dependable packaging system – systems designed to run for decades, and most do. Our oldest known machine, still running 4 days per week, was built in 1972.

For high speed operations, The Delta can be integrated with peripheral packaging systems like box formers/closers and all types of bag sealing systems.

For lower volume applications, operations that package fasteners as few as 4 hours per day, Delta developed a semi-automatic, short-run packaging system model SRP1. This low cost, small footprint weigh-counter doubles the speed compared to hand packing by filling the next container while the operator is free to close and label the previous container and set up the next empty container to be filled.

BUSINESS FOCUS ARTICLE

DELTA ENGINEERING



Imagine source: hbr.org/1992/09/managing-price-gaining-profit

Naturally, this begs the question: "If improvements in price typically have three to four times the effect on profitability as proportionate increases in volume, why aren't more owners taking advantage?" That usually depends on who you're asking.

Excuses Come In All Shapes and Sizes

As with any major change in a business plan, there are always a thousand reasons not to try something new.

I'm oversimplifying a bit here, but one of the biggest reasons in our industry is simply that distributors perceive pricing as too complex to mess with. For example, let's say a typical mid-sized distributor has 1,000 customers. Let's also assume they have an average number of active SKUs at around 5000 SKUs and at least 3 quantity breaks (few, medium and many)...when you run the math on that, you get a whopping 15 Million possible combinations that need to be priced properly!

Another major reason I hear time and time again from owners, GMs or leaders is simply a matter of allocating enough time to the issue. Let me ask you a question: how many days in 2019 have you invested on pricing, either talking or collaborating with your team? If you're like most teams I talk to at expos and conferences, your answer is probably something like "not enough", "we review our margin at the end of the month", "when we have a few free hours", or more recently, "thanks to new tariffs, we've been reviewing pricing much more".

In fact, a CEO told me the other day that they have been considering bringing someone in to assess their pricing for FOUR years but haven't gotten around to it...another COO told me "we handle our pricing internally" but when I spoke to his GMs, they confessed it's been years since anything has happened with their pricing.

I don't know what the perfect answer for your team might be, but at the end of the day, I just urge you to be honest with yourself. Take the time to actively look, engage or provoke your organization to allocate time into pricing. You know the return on that investment has 3-4 times the potential of focusing on volume alone, so don't let it go to waste.

The harsh truth is this: Jeff Bezos and his team wake up every morning believing that your margin is their opportunity, do you have the same passion for your margin and pricing?

So How Do You Get Started?

In my next article, I'll discuss strategies for categorizing your current pricing practices and share some simple frameworks for understanding where your opportunities lie as well as the fastest path to profit depending on what type of team you run.

First though, you need to take a look inward and take inventory of where you stand today. Ask yourself....

- When was the last time you evaluated your pricing?
- What practices do you have in place to categorize your customers currently?
- Do you have any automated tools in place to help you better spot inefficiencies?
- Does your sales team have the insights they need to communicate price ROI?
- Are you REALLY taking advantage of all the data in your CRM to optimize pricing?

Take a moment, take a breath, and take the first step toward maximizing your returns through improved pricing. It's the best decision you'll make for your business this year.

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 WEB www.mwfa.net

PRINT READING: NECESSARY KNOWLEDGE by Nancy Rich

May 16th was the day for MWFA Members to review or receive their first learning experience in print reading. Mike Henry, MKH Sales has taught this class several years and in several locations. He certainly knows how to make, what one might think could be boring, a fun class. Students became more aware of what is involved in prints and the extreme importance of reviewing them carefully. Errors are costly; therefore, it is a necessary task to pay close attention to details in reading prints.

After instruction, the students broke into groups to come up with their own print. This was eye opening as they thought their drawings would be presentable to place an order yet they were missing important information. The attention to details was certainly learned that day.

MWFA Welcomes New Members

- National Bolt & Nut - *Bloomington, IL*
- Wyandotte Industries - *Wyandotte, MI*

MWFA Upcoming Events

August 19-23	Fastener Training Week *Belvedere Banquets, Elk Grove, IL*
August 22	MWFA Mixer *Real Time Sports, Elk Grove, IL*
October 17	PPAPs and Corrective Action Seminar *Holiday Inn, Elk Grove IL*
November 7	Scholarship and Elections Meeting *Belvedere Banquets, Elk Grove, IL*
December 12	Holiday Party *Medinah Banquets, Addison, IL*

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Thread Run-Out

A thread also has an area of incomplete threads, where it transitions into the shank area. This area is called the thread run-out, this also applies to fully threaded fasteners, one cannot run the nut all the way to the head or shoulder, unless the screw is provided with an undercut. Screws cannot be produced without a thread run-out.

Washer Face

Hex cap screws typically have a washer face, a thin boss right underneath the hex head. That washer face is

critical, as it provides a smooth rotation when the screw is being tightened. Heads of screws are not exactly perpendicular so the corners of the head would dig into the parts being clamped, causing scratches. Also, it would affect friction condition, resulting in fluctuation of the clamp load. Instead of a washer face a chamfer could be formed on the bearing area, which will provide the same condition. This is typically the case with indented hex heads. Most often hex heads have a trimmed head; thus, the head has sharp corners. If the heads are cold formed, then an indentation is needed on the top of the head to assure metal flow into the corners. Hex heads need sharp corners to guarantee adequate wrench-ability. Hex flange screws do not need a washer face, as the flange is round and smooth.

Mechanical Properties

Metric screws/bolts come in 10 individual property classes, 7 of them are regularly applied.

For metric hex cap screws and hex flange screws there are 3 popular property classes, 8.8, 10.9 and for special applications 5.6. The mechanical properties of these property classes are defined in the international standard ISO 898/1.

For inch hex drive fasteners, there are 3 common grades, grade 2. 5 and 8, however, there other strength classification available as well. The mechanical properties of these inch fasteners grades are laid out in SAE J429.

Substitutable ASTM grades:

Grade 5 = ASTM A 354 Grade BC – ASTM A499 Type 1 up to 1"

Grade 8 = ASTM A 354 Grade BD

Mechanical Characteristics

From property class 3.6 to 12. Grade 2 to grade 8, the strength (hardness) continually increases as the class/grade number goes up, whereas the ductility decreased accordingly.

On metric screws...On a screw with property class 4.6, one square millimeter of the screw's cross section (stress area) can be stressed with 400 Newton (89.92 pounds) before it breaks.

On a high strength screw, property class 12.9, one square millimeter of the stress area can be stressed with 1200 Newton (269.78 pounds) before it breaks.

All property classes for screws refer to nominal values of their tensile and yield strength. These nominal values are close to, but not always identical to the required minimum values for tensile strengths of screws. The required minimum values can be found in the tables of the standards.

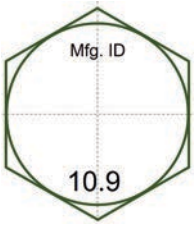
On inch fasteners on grade 5, one square inch can hold 120 000 pounds before it breaks.

Metric Property Class Markings For Screws And Bolts

It consists of 2 numbers, separated by a point. The 2 numbers refer to the two most important strength values:

First number, before the point: indicates the nominal tensile strength (N/mm^2)

Second number, after the point: indicates the nominal yield stress (N/mm^2)

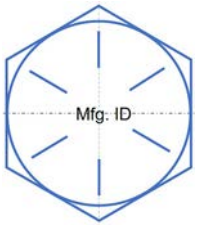


Example:

10 x 100 = 1000 N/mm^2 (MPa) = tensile strength (nominal)

10 x 0.9 x 100 = 900 N/mm^2 (MPa) = yield strength (nominal)

Radial Grade marking for inch fasteners



A head with no markings is Grade 2, one with 3 lines spaced 120-degrees is Grade 5, and 6 lines spaced at 60-degree intervals is Grade 8.

CONTINUED ON PAGE 188

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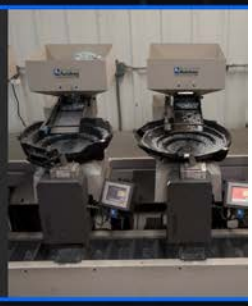

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Wherever you are on the QMS spectrum, the general goal of every successful business is to deliver everything that your customer expects and more. It is this MORE that can get you in trouble if you don't pay attention to the risk involved. Paying attention to risk is a critical component of all high-functioning quality management systems.

The most standardized and conforming QMS is ISO 9001:2015. The 2015 edition of 9001 boasts a major revolution in adaptability to any business. Moving strongly away from being a manufacturing quality system, ISO 9001:2015 is ultimately flexible and can be molded into a highly-functional QMS for any business. ISO 9001:2015 has several overarching threads that are woven through the QMS that form a foundational quality approach for any business. These fundamental threads include Leadership, Planning, Monitoring, and Risk & Opportunity Management.

RISK ASSESSMENT MATRIX

SEVERITY / PROBABILITY	Catastrophic (1)	Critical (2)	Marginal (3)	Negligible (4)
Frequent (A)	High	High	Serious	Medium
Probable (B)	High	High	Serious	Medium
Occasional (C)	High	Serious	Medium	Low
Remote (D)	Serious	Medium	Medium	Low
Improbable (E)	Medium	Medium	Medium	Low
Eliminated (F)	Eliminated			

TABLE 1 - RISK ASSESSMENT MATRIX

Risk management is a thread that is often side-lined in favor of more pressing or present aspects of the QMS. Conformance to the QMS itself or to customer requirements are usually the front-line concerns of Quality Managers and other top management who administrate the QMS. However, time spent on assessing risk for your company could pay-off substantially if you have the foresight needed to identify and mitigate potential risks to your procedures, products, delivery system, and ultimately, your customers. When you get to the bottom line, we're talking about risk to your business.

Assessing risk is somewhat of a "What If?" exercise. Similar to what an insurance company does when they offer you a health, homeowners or auto policy. Insurance companies have long been collecting data on the probability of events occurring when they know certain contributing factors are present. This is why they ask questions during the application process. By collecting this data and calculating probabilities, Insurance companies know that they can make a profit with risk providing that there is management.

Most other types of businesses, perhaps yours, view risk only as a liability. This view is likely supported by the observation that risks usually involve expense rather than revenue. If this liability-risk relationship were exclusively true, there would be no such thing as an insurance company. The fact is that insurance companies view risk as an asset rather than a liability and your company should too. To move your risk from a liability to an asset, you must manage your risk. You must identify, value and place an accurate probability of occurrence for risks facing your company. It is only after characterizing the risk, that you should plan and implement mitigation strategies to turn that liability-risk into an asset-risk.

For example, in the healthcare industry, most of the liability-risk for an insurance company is prescriptive care. That is, care provided for a patient after a sickness or disease has been diagnosed. This ultimately costs the insurance company more money than if they had spent money to mitigate the risk of the patient contracting the sickness or disease. Prevention is an asset-risk strategy that creates revenue for the insurance company by limiting its expenses. Therefore, all healthcare insurance companies advertise and promote preventative care far and above prescriptive care. They are in business to make money and they know that risk management means profit.

Managing your company's risk may seem daunting at best to nearly impossible to imagine what risks your company faces. Let alone, how to move those risks from liability-risks into asset-risks. If this is the case, you should seek help in the form of a risk evaluation and management consultation. Having an outside professional assess and evaluate your position in the supply-chain with identification and mitigation strategies could move the risk your business faces from an expense to a profit.

References: ISO 9001:2015(E): www.iso.org/iso-9001-quality-management

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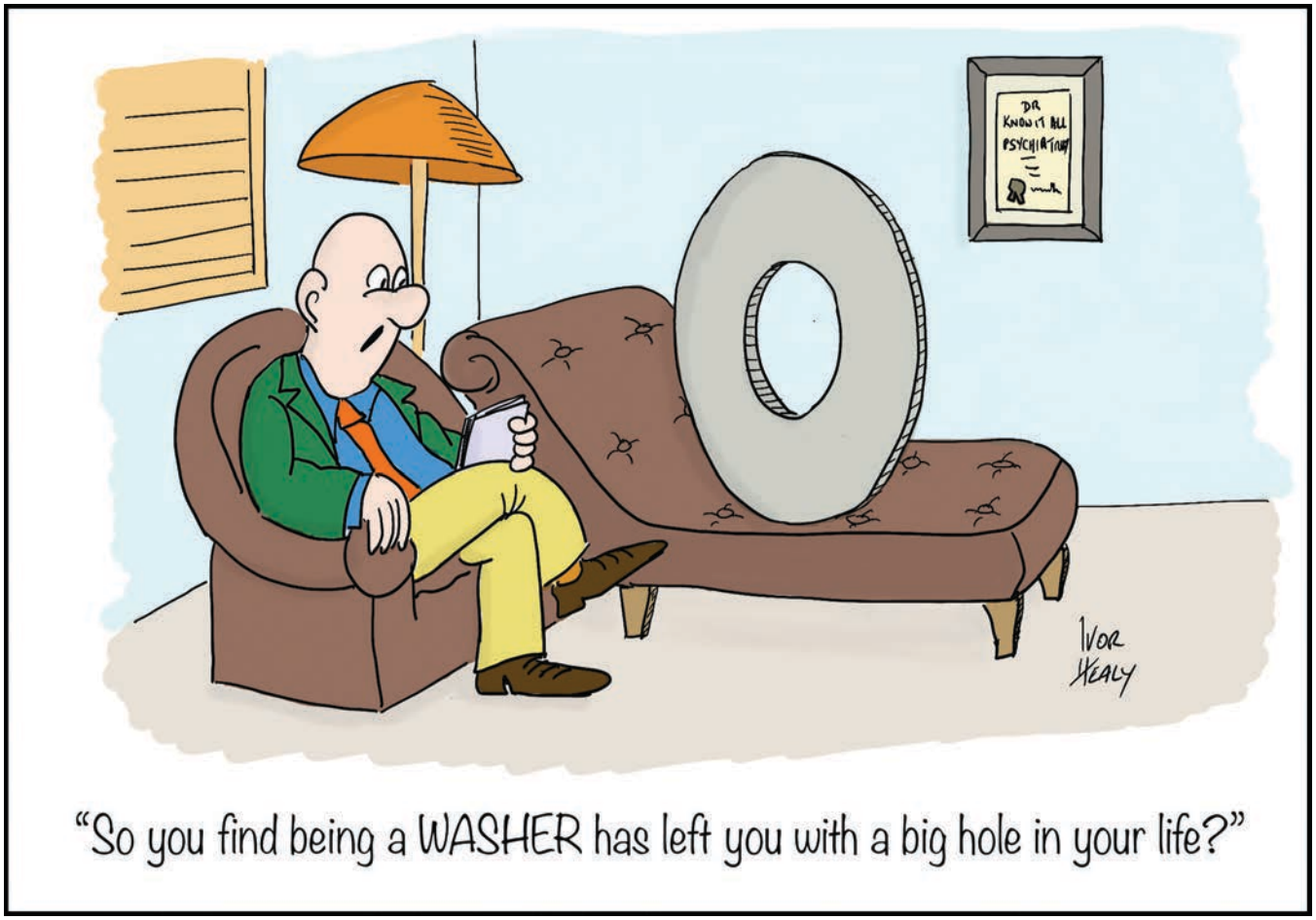


JIM TRUESDELL OVERTIME THRESHOLDS IN CROSSHAIRS AGAIN *from page 36*

In setting pay levels under the new rules, management is allowed to use incentive programs and nondiscretionary bonuses which make up to ten per cent of a worker's total compensation. The old Obama proposal would have provided for periodic inflationary upgrades of the levels but this is not the case in the current proposal. There is a commitment to periodic review, but no specific guarantee of increases. In fact, future changes would again require a notice and comment procedure. Overtime protections remain in place for critical public safety employees to ensure there is no disruption when those workers are called upon to put in long hours in the event of emergencies. With salaries starting to rise and the job market experiencing what are, in some cases, severe worker shortages, it is clear that taking a hard line on compensating hard working employees is not only an unpopular stand but an unwise one too. Companies are competing for talent to keep their businesses operating.

The Secretary of Labor, Alexander Acosta, has pointed to his previous support for an upward revision and believes now is the time to implement a reasonable change. It would seem that most businesses are ready to accept this and do see the need for it. But this is a far cry from the radical disruption of compensation programs which the 2016 rule caused as companies sought ways of dealing with it just prior to its deadline.

It's not just what the law requires as a minimum. A conscientious and fair employer will not want to ask his or her best employees to work long hours supervising other people who are getting extra pay without seeing that the supervisor himself or herself makes some extra money. After all, they are losing some private and family time while watching over the employer's interests. Young managers want to get ahead and they will often go the extra mile to stand out and show what they can do. But management can take unfair advantage of this zealousness and there is no guarantee that the long hours and effort will necessarily be rewarded if profits and results do not allow for ample bonuses, commissions, and other rewards. It's just the right thing to do, as well as good business, to see that these people are fairly compensated. The new DOL proposal is not a draconian edict placing an unfair burden on business. We should all support this move. In addition to being the correct moral choice, it may forestall any politically motivated massive wage hike which businesses will not easily be able to absorb!

JIM TRUESDELL

SPHERE 1 20TH ANNUAL MEETING & CONFERENCE MARCO ISLAND, FL - MAY 13-16, 2019

distributornews

For the past 20 years, ***Sphere 1*** has been one of the leading Cooperatives in the tool, fastener & concrete communities.

MIKE SHUMARD

Started by seven dedicated Distributors in 1999, Sphere 1 has soared and now consists of 153 Premier Distributors Member-Owners throughout the United States, representing 796 locations.

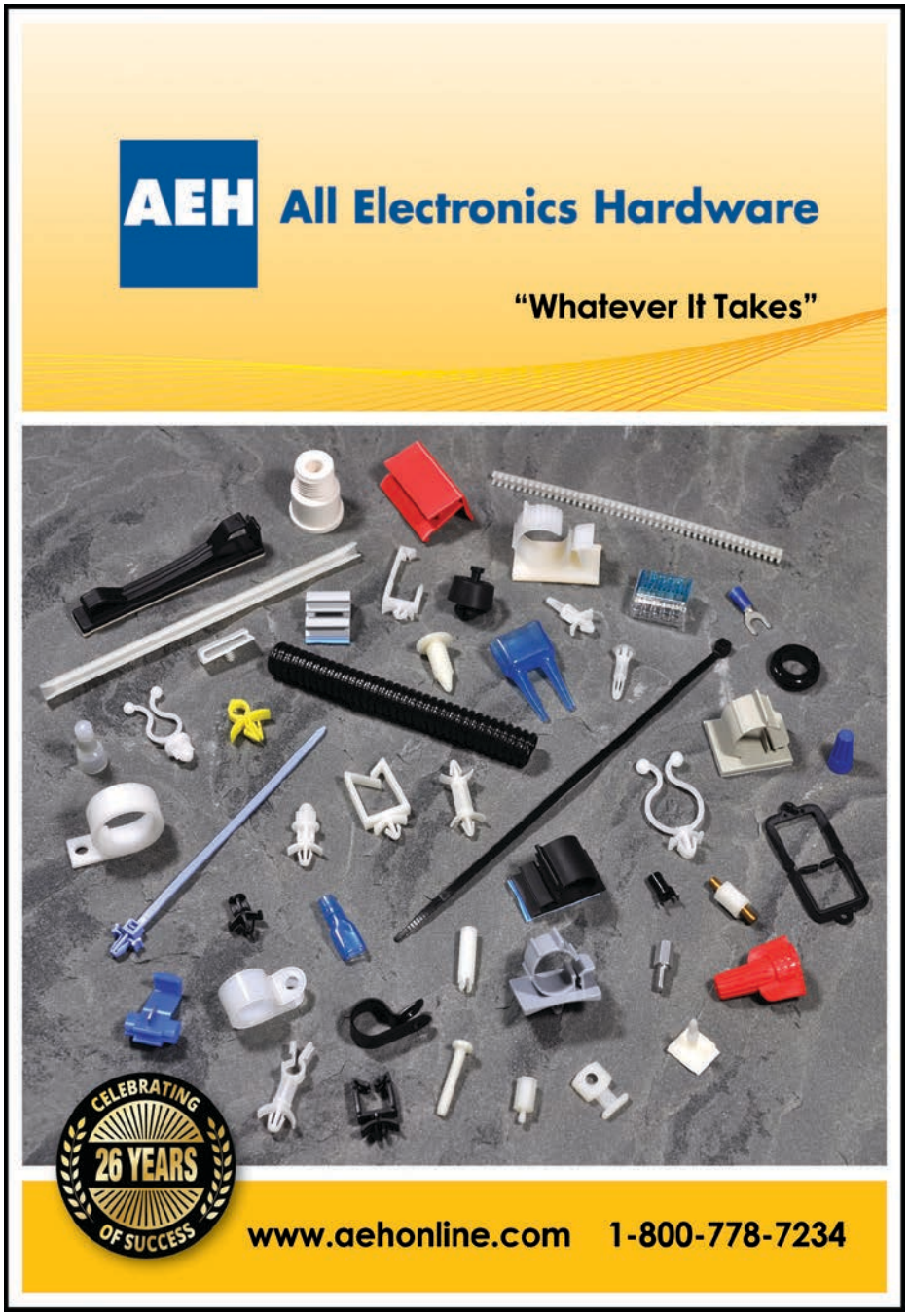
What makes Sphere 1 special is the fact that it is owned by large and small Distributors, who all take pride in this diverse community of peers. Sphere 1 not only works closely with its Members to help cast vision and drive long-term strategies, but they also provide enhanced vendor programs, superior education and innovative best practices for its membership.

As Sphere 1 has matured over the years, so has its partnerships with its Preferred Suppliers.

With 115 world-class Supplier Manufacturers in the business, Sphere 1 has created a recipe that highly benefits both the Distributor and the Supplier. 2019 was capped off the largest year in purchase history for Sphere 1 Suppliers, and the future looks bright.

As Sphere 1 continues to evolve, they are not taking their foot off the gas. The biggest value of the organization is a growing and thriving Membership. Even though the process of New Member Development is very selective, Sphere 1 is on the lookout for elite distributors, specifically in the Fastener Markets that fit into the geographical needs of the organization.

Distributors who are interested in exploring Membership opportunities within the Sphere 1 Cooperative should inquire with Mike Shumard at Mikes@sphere1net.com.



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With an inside line on upcoming trends and how they'll impact companies – including Artificial Intelligence and blockchain technology – Peter will distill the essence of key elements by looking at technology, globalization, economics, demographics, energy, and politics. He'll draw on his background as a journalist and serial entrepreneur to weave together the big-picture story and explain how everyone can reinvent the world.

3 Ways to Increase Employee Engagement. Don Yaeger: As the longtime editor of Sports Illustrated (SI) and author of 30 books, Don's known enough athletes and coaches to take what he's learned from the greatest winners of our generation and apply those philosophies to business. Don is steeped in the culture of teamwork and knows for any team to function at its highest level, employees need to be engaged. Research shows 87% of employees claim they aren't engaged by their work and 24% are unhappy enough to be "purposefully unproductive." Don will explain how to create "feel-it moments" when a team feels who it is in service to and why it matters. People connect more deeply around things they feel and effort increases when people feel responsible to (or for) others. There IS a difference between showing up to work and showing up to serve; people serve people or causes, people work for an employer.

Economic Update. Alan Beaulieu: An economic savant who needs no introduction. His forecasts are 96% accurate and Alan always draws a standing-room only crowd. He'll offer an end-of-year forecast and provide insight into 2020. Key market sectors Alan studies are the U.S. and Canadian industrial production indices, construction producer price index, short term interest rates, and several construction markets. With the 2020 presidential election only a year away, he'll address how the upcoming election will impact U.S. business and the global economy.

The following programs are two targeted, roundtable interactive sessions.

Smaller Equals Stronger: Double Down on your Strategic Advantages to Win More Customers. J Schneider: Distributors are being attacked from every angle in today's market including directly from manufacturers. Large national distributors and ecommerce sites use their critical mass to lure customers by using their scale, resources, and enormous databases to predict end-user behavior, measure Lifetime Value (LTV), and cross-sell products to further penetrate the same targeted end customers. For regional and local distributors, they have clear advantages too. They have intimate knowledge of their customers, territories, deep product expertise, industry experience, and have built personal rapport over years of trusted service. As Vice President-Strategy for Dorn Marketing, J will offer regional and smaller distributors new strategies to leverage their strengths and up their game by applying some of the best same practices and tools national distributors and manufacturers employ to gain new business. He'll touch on segmentation, value proposition, product offering, leveraging suppliers, and the customer experience.

21st Century Leadership – How to Cultivate Leadership in Today's Workplace. Jeff Butler: A hot button topic for many STAFDA members is how to develop the NextGen to assume leadership positions. This session is for company CEOs and upper management who are incorporating NextGen employees into key company roles, developing a succession plan, or grooming up-and-rising stars into management. He'll share how to develop leadership traits among the NextGen to provide inspiration and achieve extraordinary results.

Please visit www.stafda.org for more information on the Nashville Convention & Trade Show and STAFDA membership.

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WHY CERTIFICATIONS MATTER MORE NOW THAN EVER

Documentation has always been critically important in the fastener industry. Certificates of Conformance and Material Certifications are necessary to ensure that parts conform to print specifications and required processes. In addition, manufacturers and distributors need to be able to trace the origins of the material used to fabricate parts to ensure quality control, manage risk and ensure that parts are not counterfeit. And for many years companies have been required to demonstrate that their management systems meet international good practice standards through the third party verification systems set up under the ISO standards.

However, today the need for product certification is even more critical due to the stringent requirements of the global supply chain. Not only must parts be in conformance and traceable, they must also have demonstrative evidence that they don't contain materials that are hazardous to the environment or to human health and well being. Restrictions on hazardous substances and chemicals originating in the European Union as well as restrictions on potential carcinogens out of California necessitate supply chain transparency that can only be provided by reputable manufacturers and distributors who take supply chain sustainability seriously.

Since its founding ZAGO Manufacturing Company has prioritized supply chain transparency using only raw materials supplied by reputable sources. ZAGO certifies that all of its products conform to print specifications (C of C) and can provide full material certifications for all of its products. In addition, ZAGO operates under the ISO 9001:2015 standards and can provide certification to that effect and can certify as well that all of its products meet the EU ROHS and REACH requirements as well as California's Proposition 65 restrictions and that they are, of course, Conflict Mineral Free. In addition, ZAGO is the only sealing fastener manufacture that can provide Certification of testing to the exacting standards of NASM 82496.

BUSINESS FOCUS ARTICLE

ZAGO MANUFACTURING INC

ANTHONY Di MAIO BLIND RIVETS SHEAR & TENSILE VALUES *from page 46*

Structural blind rivets have shear values of 1450 lbs. up to 6000 lbs. per rivet and tensile values of 1200 lbs. up to 4000 lbs. per rivet.

The following selection must be made when calculating which blind rivet will be most successful in an application. Shear and tensile of the blind rivet is the first necessary selection. The alloy of the blind rivets your next selection regarding the shear and tensile requirements and the environment, indoors or outdoors application. If the blind rivet is near food, than stainless steel is the necessary alloy for the blind rivet.

Work thickness is the total thickness of the components of the blind rivet application will determine which length blind rivet must be used for the application.

The type of material the blind rivet application is made of will also determine the clamping force of the blind rivet to be used. If the rivet application is made of soft material such as leather or wood the blind rivet should be made of a soft material and the blind rivet should have a large flange.

Structural blind rivets have a higher shear value than the open-end blind rivets because the set structural blind rivet leaves mandrel material in the shear plain of the set structural blind rivet. The open-end blind rivet only leaves the head of the mandrel in the set open-end blind rivet. The shear value is the barrel of the set open-end blind rivet, while the structural blind rivet has both rivet barrel and mandrel material in the shear plain.

All characteristics of the blind rivet application must be considered when selecting the correct blind rivet for the application.

I have assisted many companies in the selection of the correct blind rivet for their assembly application.

ANTHONY Di MAIO

IFI 2019 IFI SOARING EAGLE AWARDS: RECIPIENTS ANNOUNCED IN SAN ANTONIO, TX *from page 48*

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

In recognition of outstanding and prolific contributions to the field of fasteners, including the invention of many innovative fastener designs with an emphasis on appropriate tightening technologies and methodologies. The extraordinary fruits of his labor have resulted in 32 U.S. patents, including his hallmark invention of the Torx Plus® drive system issued in 1993. Torx Plus® has been adopted as the global standard in the fastener market, across all sectors from aerospace, to automotive, to electronics. His dedication, passion and discipline, combined with his methodical powers of analysis have set a high standard for others to follow.

We are honored to recognize David C. Goss as the recipient of the 2019 IFI Soaring Eagle Technology Award.

Submit a Nomination

Visit www.indfast.org/info/award to submit a nomination for the 2020 Soaring Eagle Awards program.

About IFI

Industrial Fasteners Institute, headquartered in Independence, Ohio, is an Association of the leading North American manufacturers of bolts, nuts, screws, rivets, pins, washers, and a myriad of custom formed parts. Suppliers of materials, machinery, equipment and engineered services, are Associate Members of the Institute. IFI membership currently stands at 74 Company Members and 61 Associate Members.

INDUSTRIAL FASTENERS INSTITUTE

FASTENER FAIR USA - WELCOME RECEPTION
DETROIT, MI - MAY 22, 2019

more photos on page 167

PARKER FASTENERS **DEFINING ACCELERATED SUCCESS** *from page 52*

Currently operating in Goodyear, Arizona with over 54 employees, Parker Fasteners plans to expand before the end of the year to a new 55,000 square foot facility. The new facility will allow for more primary and secondary equipment improving workflow of materials in a state-of-the-art building designed for optimal working conditions to help increase worker output. Expansion will allow more commercial and industrial quality fasteners meeting ASME B18.3 as well as DIN and ISO standards in alloy or stainless to be added to their successful Military and Aerospace offerings.

Last year's recipient of "Best Booth" award at the International Fastener Expo in Las Vegas, Parker uses the slogan "Forging the Future" (FTF.) A new product line called "FTF" features full lot traceability and other features will be available later this year.

FORGING THE FUTURE

Operating with DFARs materials, Parker is ITAR approved, and QSLM Class 2/3 & JCP recognized. With those credentials, Parker Fasteners can supply all your US or Canadian Military and Government requirements with full documentation. Many OEM's are now specifying Parker, adding to their experience, and further accelerating their rapid rise in the tough and competitive world of cold forming and fastener manufacturing!

Stay connected to all of the latest news of Parker Fasteners, by checking the company news page on www.parkerfasteners.com or by simply following the company on the standard social media platforms.

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SPIROL COMPLETES MAJOR EXPANSION AT WORLD HEADQUARTERS

SPIROL employees, company executives, board members, state representatives, and other honored guests gathered to celebrate the completion of the major expansion to SPIROL's world headquarters and largest global manufacturing facility located in Northeastern Connecticut.

The expansion that began in early 2016 includes significant additional manufacturing space, new state of the art warehouses for raw material and finished goods, a new quality lab and office space, new flooring, updated lighting, and significant investments in new production technology. Overall this effort expanded the manufacturing area by approximately 40%.

Jeff Koehl, CEO and grandson of founder Herman Koehl, took to the podium to address all in attendance and express pride in the accomplishments of a small company that started 71 years ago with the invention of the Coiled Spring Pin. Today, SPIROL has grown to be an internationally recognized leading brand in the fastening, joining, and assembly industry with locations on 4 continents and 13 countries.

Shortly before cutting the ribbon, Mr. Koehl paid homage to the founders of SPIROL and their emphatic dedication and bravery to start a company to sell a product that had no market as it was a new invention. Mr Koehl was joined by the Board in front of the newly commemorated Hans Koehl Employee Center and courtyard to cut the ribbon. Jeff echoed the sentiments of his father, Hans, by attributing the success of the company to its hard working employees who make SPIROL the great company that it is. The day ended with employees welcoming their family and friends for a tour of the newly updated workplace.

BUSINESS FOCUS ARTICLE

SPIROL INTERNATIONAL CORP.

distributornews

Essentra plc has announced the acquisition of Schaumburg, Illinois based ***Innovative Components Inc.,*** one of the leading manufacturers and distributors of knobs, wire lanyards, and pins in North America. The Innovative Components business will form part of Essentra's Components division. Essentra plc is a UK-based company listed on the London Stock Exchange, and its Components division is a leading global manufacturer and distributor of low cost, essential plastic and metal components. With operating units in 29 countries, Essentra Components serves a very broad customer base with a rapid supply of products for a variety of applications, in industries such as equipment manufacturing, automotive, fabrication, electronics and construction.

Commenting on today's announcement, Paul Forman, Chief Executive of Essentra plc, said: "The acquisition of Innovative Components is an important development for Essentra and meets a number of the strategic objectives for our Components business. As a leading provider of knobs, pins and handles, Innovative Components builds on our product offering in the US, provides range extension opportunities in Europe and Asia and adds attractive low-cost manufacturing capability in Costa Rica.

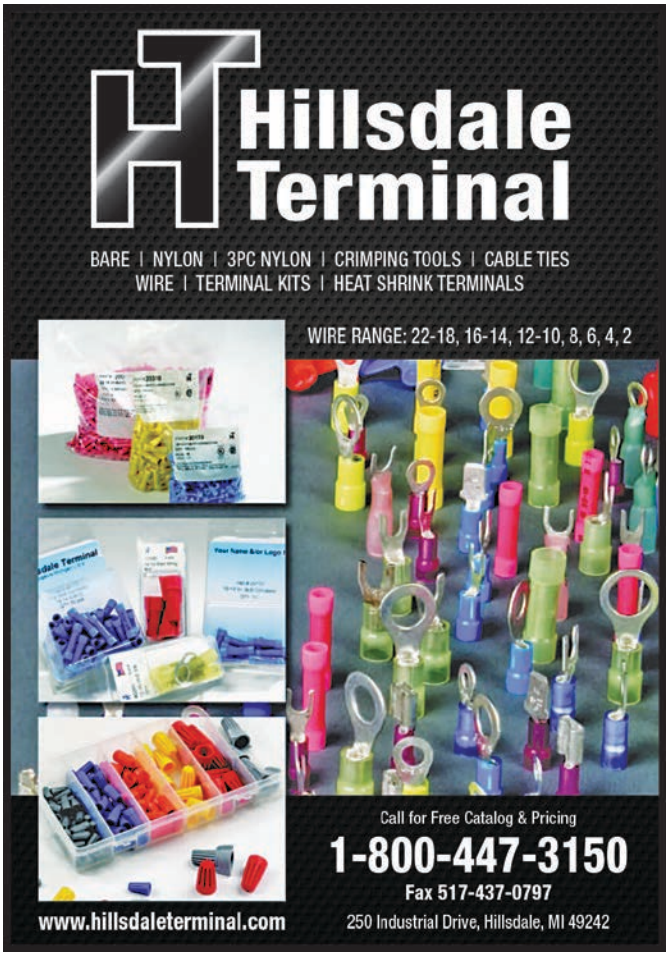
Overall, with a global geographic presence and deeper product and solutions offering, Essentra Components and Innovative Components together are very well-positioned to continue to meet (if not beat) the needs and expectations of our existing customers and to target attractive new commercial opportunities – which is very exciting. We look forward to working with Mike O'Connor and the entire Innovative Components team, to make sure we draw on our respective skills as together we grow the combined business in the future."

First formed in 1992 by Mike O'Connor, Innovative Components has now grown into a leading manufacturer of knobs, pins and handles in North America, employing approximately 130 people across two sites in the US and Costa Rica.

Mike O'Connor, President of Innovative Components, added: "The combination of Innovative Components and Essentra is highly complementary, with our two companies sharing many of the same core values, competencies and goals. With individually impressive product lines, together we will be able to provide customers with an even more extensive offering in both existing and new markets. In addition, the international presence of Essentra Components is a phenomenal opportunity to extend the geographic reach of Innovative Components. I am very excited by the joining together of our two companies, and I am convinced we will have a successful and profitable integration.

For more information about Innovative Components, Inc., please visit www.innovative-components.com.

For further information about Essentra, please visit www.essentracomponents.com.



distributornews

Based on experience with the manufacturing and testing of self drilling screws, I do not believe any one of the above specifications is better than the other. I believe some parts of the various specifications are more practical than the others, but I find them all lacking in their approach to testing for hydrogen embrittlement.

When buyers do not clearly define their requirements for self drilling screws I suggest manufacturers adopt the requirements shown in the following chart. If a buyer does raise a quality concern, a manufacturer using the following chart for their internal requirements can claim to be in compliance with all three specifications listed.

Neither JIS B1125 or DIN 7504 address hydrogen embrittlement testing and I do not feel the test requirements in SAE J78 are the best available testing for hydrogen embrittlement. I believe the testing torque for each lot of screws should be determined by testing instead of using a standard test torque for all lots of screws of a given diameter.

Below, I have outlined the hydrogen embrittlement test procedure that I feel is the best for helping detect hydrogen embrittlement before parts are shipped to users.

RECOMMENDED PERFORMANCE REQUIREMENTS FOR SELF DRILLING SCREW MANUFACTURERS

Size		Strength & Hardness			Drilling Performance		
Inch	Metric	Torsional Strength (Nm)	Case Hardness	Core Hardness	Test Plate Thickness (mm) *	End Load (Newtons)	Maximum Time (seconds)
#6	3.9	3.4	HV 560 Minimum	HV 318 to 392	2.00	150	4.5
#8	4.2	4.7			3.00	250	5.0
#10	4.8	6.9			4.00	250	7.0
#12	5.5	10.4			5.00	350	11.0
1/4	6.3	17.0			5.00	350	13.0
Drill Speed (rpm)		1800 – 2500 all sizes					

Note: Test material should be cold rolled steel with a hardness of Rockwell B65-80.

The drilling requirements in SAE J78 or JIS B1125 are not as demanding as many of the applications in which self drilling screws are used. The more stringent drilling requirements in DIN 7504 are more representative of the use of many self drilling screw applications. The DIN specification requires heavier test end load forces and allows longer drilling times than do the SAE and JIS specifications.

The high allowable core hardness values in JIS B1125 and DIN 7504 are concerning because the possibility for hydrogen embrittlement increases directly with the core hardness of screws. Hydrogen embrittlement is very unlikely when a screw's core hardness is not greater than HV 354 (RC 36). When the self drilling screws will be electroplated I recommend manufacturers try to restrict core hardness to between HV 318 and 354 if possible to lesson the possibility of the occurrence of hydrogen embrittlement.

Hydrogen Embrittlement Test Procedure

[1] Place hardened washers having a thickness equal or greater in thickness than two thread pitches (if the thread pitch is 1.4 mm, the washer thickness should be at least 2.8 mm) on the test screws.

[2] Drill 5 screws into the material thicknesses shown above in the DIN 7504 specification until the point penetrates the bottom of the plate, but do not seat the screws. Using a torque wrench, tighten the screws until they twist in two. Record the breaking values.

[3] Calculate the test torque value by determining the average failure value of all five screws and then multiply that value by .80.

[4] Drill at least 25, and preferably 50, pieces from each manufacturing lot in the test plate, but do not seat them. Using a torque wrench seat every screw to the test value calculated in Step #3.

CONTINUED ON PAGE 147

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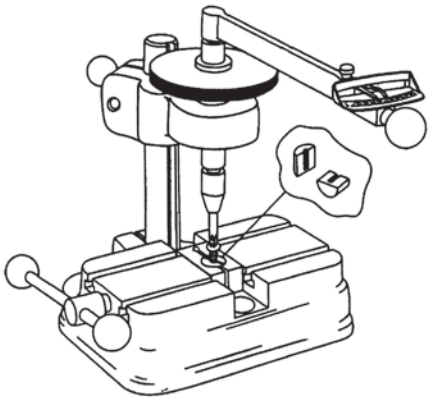
LARRY BOROWSKI WHICH SELF DRILLING SCREW SPECIFICATION SHOULD BE FOLLOWED? *from page 146*

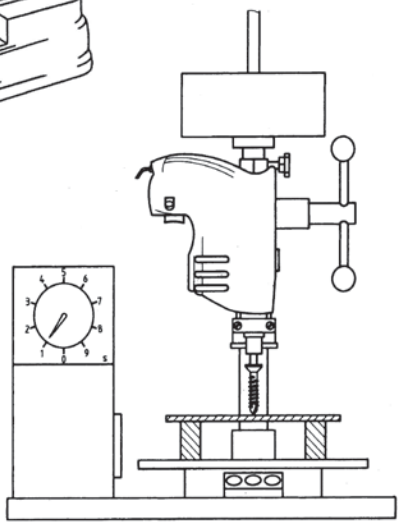
[5] After 24 hours, apply the same test torque value again in the clockwise (tightening) direction. If any part breaks, hydrogen embrittlement is present and the entire lot should be reprocessed. For additional caution the re-tightening can be performed at 48 and 72 hours.

If no parts break before or during the re-tightening, hydrogen embrittlement is probably not present in the manufacturing lot from which the screws were taken.

Self drilling screws are very useful labor-saving fasteners. Users are seldom concerned about exactly how fast they drill as long as they drill consistently without the points breaking off or burning up during use. Before shipment, If self drilling screws meet the above requirements for torsional strength, drilling performance, and hydrogen embrittlement before shipment, users will be satisfied when using the screws in production applications.



TORSIONAL STRENGTH TEST



DRILL TIME TEST

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SOUTHWESTERN FASTENER ASSOCIATION: BE OUR GUEST by Cari Bailey

The countdown to an incredible networking opportunity for all members of the Fastener Industry in the Dallas/Houston/Oklahoma city area has begun!!

Beginning July 9, the SFA will usher in a new and innovative tradition, we will host several pop up happy hours open to ANYONE in the Fastener Industry.

The SFA pop up happy hour's goal is to bring together top distributors and suppliers in the fastener industry for an evening of networking. We are so thankful to have this opportunity to welcome both SFA members and non-members in these areas to join us for a great night of networking, enjoying cocktails, and connecting with other people in the Fastener industry. The SFA will pick up the first round for all guests; members and non-members.

This is a great opportunity for us to invite friends in the industry to come join us and see what the SFA is all about.

There are several fabulous sponsorship opportunities open to companies during the pop up happy hour. There are no booths to drag in and set-up. There will be no need to be stuck behind a table all evening hoping a prospective customer or a current customer heads your way. You get to talk and network with whomever you wish without the worry of supervising a booth. There will be a selection of delicious hot & cold hors d'oeuvres and again, the first round is on us. Please check our website at southwesternfastener.org for a full list of dates, times, and venues for this unique and exciting networking opportunity. This is an event you don't want to miss!

Please contact Cari Bailey at cbailey@southwesternfastener.org if you would like more information about sponsorship opportunities for a pop up happy hour this summer.

LEFT TO RIGHT: KRIS PALMER, TONY GROSS, MATT FLAJNIK, CONNIE SWATEK, DON CARR

LEFT TO RIGHT: TREY CLARK, JOHN GARCIA, LUIS SILVA, SHAWN MATJAZIC, RAY MORAN, TOM STOCKING

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Know What You Are Buying

If you are looking at a forklift, make sure its specifications suit your loads. On most models, there's only a minor counterweight difference between 2,500 lb and 3,000 lb capacity trucks. But with more than 3,000 lb lift capacity, what appeared to be a nimble solution may prove to be a clumsy beast.

Similarly, even simple steel shelving can present pitfalls. A capacity of 400 lbs per shelf does not guarantee that it will support 400 lbs on the shelf. Capacity ratings are for a uniformly distributed load added slowly and carefully... If one fifty pound carton of fasteners is dropped in the middle, the shelf will probably fail. A shelf rated at 400 pounds and loaded with only 100 lbs of materials will collapse if someone steps on it in the middle of the shelf. Always check capacities, manufacturer's specifications, heights, widths, and depths before you make that big purchase. It is very embarrassing to come in one morning and discover the bargain shelves have failed structurally, leaving the entire warehouse a tangled mess of collapsed shelves and jumbled goods.

Equipment Should Fit Your Operation; Never Compromise Your Operation To Fit The Equipment

A forklift purchased to put goods on a mezzanine will not be a bargain if it's 6 in. too short. Similarly, a 48 in. deep pallet rack is not recommended for use with the Industry standard 48 in. pallets unless pallet support bars are securely in place under the loads.

One company found a bargain on a used walkie electric pallet mover, but forgot to check the load capacity of the floor. Now they are left with a "white elephant" or a $250,000 bill to reinforce the floor.

Know How You Are Buying The Equipment

Is it being purchased "as is?" Must it be taken down, stacked, wrapped and shipped? Who will pay for the transportation? When does it have to come out of the building? Who will dismantle it and how will it be done?

There have been many heroic efforts to remove conveyors, pallet racks and shelving from buildings before the wreckers arrive. It's something to laugh about over a beer at a later date, but its absolute hell when you are going through it. Take down a section or take a portion apart to find out exactly what's involved in dismantling. Pallet racks that at first glance are clipped or bolted together may appear to be simple to take apart. Unfortunately, what you don't know is that someone welded all the bolt heads or beams in place. My late Father, several engineers, an astute used equipment dealer and I once learned this the hard way.

Know Exactly What You Are Going To Pay

This rule isn't often followed, but it should be. You need to know precisely what you are paying, including all the costs initial price, taxes, fees for the auctioneer or lawyers, labor, freight, patching what's left behind, etc. A rule of thumb is that if the used equipment advertised cost comes to within 50% of the purchase price of all new equipment, then the bargain is not much of a bargain, especially if there will be "extras" and aggravation..

Auctioneers and professional dealers know this only too well. The purchase price might be ten cents on the retail dollar, but the price delivered and installed could be ninety cents on the dollar. That 10% savings will not adequately compensate you for the headaches of acquiring it or the compromises of living with it. Make sure to compare apples to apples, new against used, so that you know exactly where you stand financially.

Be Sure That What You See Is What You Get

Make sure the equipment you've evaluated will be the equipment that's delivered. Check the serial numbers or paint codes, or add your own identifying data and paint marks to be sure that what you saw is what you get.

"Bait and switch" is especially prevalent on the Internet. That shiny, clean equipment in the foreground has been specially cleaned for the photo. It's the corroded, filthy materials with glued on labels in the background that will arrive on your doorstep. This too I learned the hard way.

CONTINUED ON PAGE 190

distributornews

The Bossard Group is significantly expanding its presence in the aerospace industry by acquiring the Boysen distribution business of the German AQUAERO Group (owner of SACS Boysen Aerospace Group). The business will continue to operate under the Boysen name. Boysen has a large international customer base and generates an annual sales equivalent of CHF 29 million. Founded in 1967, the distribution company has a superior reputation for high-quality fastening solutions. It is headquartered in Munich, Germany and has further locations in Hamburg, Germany and Irving (Texas), USA. Boysen's main sales market is Europe.

In recent years, the Bossard Group has shown substantial commitment to building up its expertise in the aerospace industry. In 2015, it acquired US distributor Aero-Space Southwest Inc. In 2016, Bossard received its official aerospace certification for France and Switzerland, an essential prerequisite in order to operate in this demanding industrial sector. Earlier this year, it also received its aerospace certification in Italy. Bossard believes that based on the quality of its fastening solutions and engineering services as well as its proven expertise and innovation strength in the field of logistics solutions it will be able to unlock additional development and growth potential in this demanding industry.

distributornews

By helping Bossard expand its footprint and expertise in the technologically demanding aerospace sector, the acquisition of the Boysen distribution business from AQUAERO GmbH (SACS Boysen Aerospace Group) is seen as a key element in Bossard's long-term strategy. This major acquisition is also in line with Bossard's profitability-oriented growth strategy and will increase the annual sales of the Group by approximately CHF 29 million. Headquartered in Munich, Germany, Boysen also has locations in Hamburg, Germany and Irving (Texas), USA and employs 54 people. AQUAERO's owners, Oliver Dratius and Achim Mayenberger, decided to sell their Boysen business to focus on expanding the vertical integration of their development and production company SACS.

For more information visit Bossard online at www.bossard.com.

FIELD FASTENER **CULTURE AS A COMPETITIVE ADVANTAGE** *from page 60*

COACHING Most leaders think about coaching as a skill they use when a team member is not performing well. That is true. Effective coaching for improvement is an important skill for leaders. Companies with great cultures embrace coaching on an ongoing basis. Regular communications about things that the team member is doing well is also important. Effective performance appraisals is part of coaching. A good leader knows when a pat and the back is warranted and enjoys providing them. They also know when a kick in the butt is appropriate and is equally willing to provide it when needed.

REWARDING Rewards can take many forms that are meaningful to the team. A simple "thank you" or "well done" can have a very positive effect on a team member. Peer to peer recognition is also effective. Provide a simple vehicle for the team to tell someone else "thank you" for doing something extra for me, the customer, and the company. Field uses a quarterly bonus plan to reward the team for the financial performance of the business. They see and understand the P&L. As a result, they love to see increasing sales and profits and are anxious to do their part in supporting the growth of the company.

When embarking on the mission to develop a culture based on your vision, start slow. Don't try to do too much too fast. Don't let it become the "program of the month". Start with the vision; what culture do we want. Make it simple. Describe it with several words or phrases.

Recognize it is the responsibility of everyone in the company. Not just HR. Not just the leadership. Everyone. Like so many things in business, if it is not supported and embraced by the leadership, it will not work.

The culture at Field is one of the most important factors in the success we have enjoyed. We have a great team of well trained, informed, empowered and committed Team Members that have generated 19% average growth per year for 28 years. Not bad! Culture eats strategy for lunch, so spend time working on your culture. ***If we can help, feel free to contact me.***

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NEFDA SCHOLARSHIP PROGRAM CONTINUES STRONG by Nancy Rich

The NEFDA recently selected their 2019 scholarship winners. NEFDA holds a Scholarship Golf Outing annually, which raises most of the funds for their scholarship program. The association acquires additional funds through the generous donations by its members. NEFDA is proud to award $20,000 this year.

2019 NEFDA Scholarship Recipients

$3,000
Robert McKee - *EFC International*

$2,000
Camille Benoit - *Spirol International*
Jordan Mahon - *Spirol International*

$1,500
Ryan Clark - *Beacon Fasteners & Components*

$1,000
Jeremy Charles - *Sems and Specials*
Sean Clark - *Beacon Fasteners & Components*
Kaelli Cox - *Distribution One*
Kelly Grospitch - *Buckeye Fasteners*
John Insinga - *ND Industries*
Calvin Jacey - *Components for Manufacturing*
Weston Jacey - *Components for Manufacturing*
Dylan Johnson - *Distribution One*
Ryan Reisinger - *Spirol International*
Emma Sedgley - *DB Roberts*
Jake Snow - *Spirol International*

$500
Kendyll Smith - *Spirol International*

Upcoming Events in 2019

October 3rd
Fall Fling Golf
Juniper Hill Golf Course
Northborough, MA

December 4th
Holiday Party
High Rollers Bowling
Foxwoods Resort & Casino
Mashantucket, CT

Check www.nefda.com for an updated calendar.

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SPIROL COMPARATIVE ANALYSIS OF STAINLESS AND PLATED/COATED CARBON STEEL *from page 62*

Rust occurs in iron and iron alloys such as steel. Rust is a layer of iron oxide created at the surface of a part when exposed to oxygen in the presence of moisture. This layer of iron oxide remains active and continues to convert iron to iron oxide as the outer layers lose integrity and fall away exposing new metal *(See Figure 1)*. Iron oxide is also porous allowing it to absorb moisture and elements that may contribute to corrosion thus extending the period of active corrosion with each exposure. To prevent the formation of iron oxide or rust it is necessary to eliminate exposure to oxygen and moisture.

FIGURE 1. RUSTING CHAIN DEMONSTRATES MATERIAL LOSS DUE TO RUST OR GENERAL ATTACK.

For these reasons it can be observed that motor vehicles operated in dry climates will exhibit far less corrosion or rust than the same vehicle operated in a wet environment. In cold wet environments where deicing agents are used on roadways the rate and severity of attack is further increased.

Carbon steel fasteners are generally lower cost than stainless steel and finishes are available that provide excellent corrosion resistance. It should be noted that these finishes do contribute to dimensional growth that must be considered in design. Carbon steel may be protected from corrosion by painting, plating, or coating. Paint is generally not appropriate for fasteners as it tends to be a rack rather than bulk process and is therefore not cost effective. Plating and coating are the predominant methods of preserving carbon steel though some of these processes have fallen out of favor due to their environmental impact. Examples of finishes considered hazardous are cadmium and hexavalent chromates. The past decade has witnessed the maturity of bulk coatings and platings capable of providing excellent corrosion resistance at low cost while satisfying current environmental regulations. Despite these advances, the base metal's susceptibility to rust remains an Achilles heel. The vast majority of platings and coatings are sacrificial, meaning they only provide protection until they are depleted. Once base metal is exposed, it will rust. Some examples of available finishes and coatings are, but are not limited to:

¤ Zinc phosphate conversion coating – typically followed by application of oil or other rust preventive agent. Secondary application of rust preventive determines corrosion resistance and this ranges from minimal to competitive with platings and other coatings.

¤ Mechanically applied zinc – minimal risk of hydrogen embrittlement is this finishes primary benefit. Finish can be thicker than electroplate and is not as smooth. Often provided with secondary application of chromate and/or sealers to improve performance.

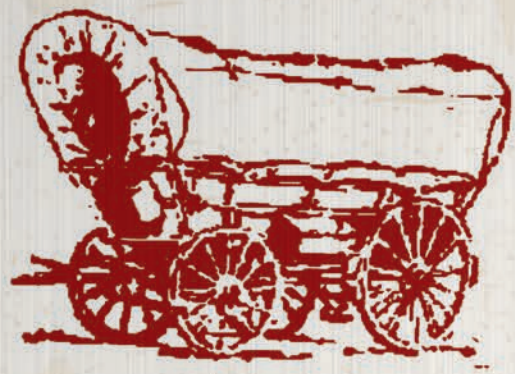
¤ Zinc electroplate – typically provided with supplemental trivalent chromate and often a final sealer. These finishes introduce the risk of hydrogen embrittlement for high strength steel; though parts are typically baked in an effort to eliminate this potential problem.

¤ Zinc nickel electroplate – higher corrosion resistance than traditional zinc electroplate. As with standard zinc electroplate, this process also requires baking of high strength steel to reduce the risk of hydrogen embrittlement.

¤ Aluminum zinc lamellar coatings – Dip spin process capable of very high corrosion resistance without risk of hydrogen embrittlement.

The most widely accepted method of corrosion testing is the salt spray test. The intent of salt spray testing is to provide a repeatable method by which a material or finish's response to corrosive attack can be evaluated. In theory this also provides a means to compress life cycle testing into a practical period of time. For example, it is not practical for the manufacturer of an exterior door handle to leave a handle outdoors for 15 years to determine if a 15-year warranty is appropriate. It is practical to place the handle in a salt spray booth for a short period of time in an effort to replicate the impact 15 years of corrosive attack may have. It is important to understand that such comparisons may be grossly inaccurate though this method of test remains one of few choices available. No accurate correlation exists between real world conditions and time spent in a salt spray booth.

CONTINUED ON PAGE 194



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WÜRTH REVCAR CELEBRATES 50TH ANNIVERSARY from page 72

Würth Industry North America (WINA) is a division of the Würth Group, the world's largest fastener distribution company. WINA is a strategically aligned collective of North American companies consisting of more than 110 locations. Through the pairing of more than 420,000 parts with a myriad of services, WINA provides custom supply chain solutions for the industrial manufacturing segment. Würth products and services include engineering assistance, quality control, inventory management, vending, safety supplies, kitting and assembly, structural fasteners and MRO/industrial supplies.

DAN HILL, EXECUTIVE VICE PRESIDENT OF WÜRTH INDUSTRY NORTH AMERICA, PETER ZÜRN, DEPUTY CHAIRMAN OF THE CENTRAL MANAGING BOARD OF THE WURTH GROUP AND VOLKER RETZ, EXECUTIVE DIRECTOR OF SALES MANAGEMENT, ADOLF WÜRTH GMBH & CO.) ARRIVED IN ROANOKE, VA TO RECOGNIZE WÜRTH REVCAR'S MILESTONE.

ABOVE: FORMER PRESIDENT RANDY REVERCOMB AND CURRENT PRESIDENTS CHAPMAN REVERCOMB AND JEFF SCHMITT ACCEPT A GIFT FROM VOLKER RETZ, EXECUTIVE DIRECTOR OF SALES MANAGEMENT, AWKG, ON BEHALF OF DR. PROF. WÜRTH IN CELEBRATION OF WÜRTH REVCAR'S 50TH ANNIVERSARY.

BELOW: PRESENT AT THE EVENT WERE WÜRTH REVCAR EMPLOYEES, INCLUDING THE SALES TEAM. FRONT, LEFT TO RIGHT: KATHY CONRAD AND JAMIE FARRELL. BACK, LEFT TO RIGHT: ADAM WHITE, BRIAN COATS, KRIS WEBBER, JOE DYER, JACK SIPES, MICHAEL KERMA, JEFF BOUSHELL, CLAYTON STIMSON & NATE GARDNER.

WÜRTH REVCAR

IFE REGISTRATION NOW OPEN FOR INTERNATIONAL FASTENER EXPO 2019 from page 74

In keeping with tradition, we have secured another expert strategist to provide the most current and timely information on regulations that directly affect the fastener industry and beyond."

New for IFE 2019 is "Preview Hours" on Wednesday, Sept. 17. Opening from 8am to 10am, attendees and U.S. suppliers will have the opportunity to meet with manufacturers in Machinery and Tooling and international exhibitors in SourceGlobal in Exhibit Hall E. The Exhibit Hall D will open at 10am to 4pm and resume normal show hours on Thursday from 9am to 4pm.

Attendees are encouraged to register early to take advantage of early-bird pricing at only $50. Pricing will increase to $75 after June 30, and the on-site fee will be $85.

About IFE

The International Fastener Expo (IFE) is the largest and most diverse gathering of fastener and industrial 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 850 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 show in Las Vegas, Nevada, the entertainment and trade show capital of North America.

About Emerald Expositions

International Fastener Expo is owned and operated by Emerald Expositions, a leading operator of business-to-business trade shows in the United States. The company currently operates more than 55 trade shows, as well as numerous other face-to-face events. In 2017, Emerald's events connected over 500,000 global attendees and exhibitors and occupied more than 6.9 million NSF of exhibition space. We have been recognized with many awards and accolades that reflect our industry leadership as well as the importance of our shows to the exhibitors and attendees we serve.

For more information on IFE or to register for the event, visit www.fastenershows.com.

INTERNATIONAL FASTENER EXPO

FASTENER FAIR USA
DETROIT, MI - MAY 22-23, 2019

more photos on page 212

ROMAN BASI NTRICACIES WITHIN AN M&A TRANSACTION: OVERLOOKED ISSUES THAT COULD DELAY CLOSING *from page 76*

A basket (sometimes called a deductible) is a threshold amount of losses and damages the buyer must incur before it is entitled to any indemnification from the Seller. Once the buyer has incurred losses equal to the agreed amount, the buyer is entitled to full recovery of all losses beginning from the first dollar of loss, this is known generally as the "first-dollar method." For example, under the first-dollar method, if the basket is $300,000 then any claim up to $300,000 would not be paid. However, if a claim exceeds $300,000 and is $301,000 due to a Seller's inaccurate representation or warranty, the entire $301,000 amount would be paid to the buyer. The example exhibits the importance of understanding the necessity of a basket and cap for both the buyer and seller.

A final issue for both the buyer and seller to be aware of is the WARN Act criteria. The WARN Act requires employers with 100 or more full time employees to provide at least 60 calendar days advance written notice of a plant closing or massive layoff affecting 50 or more employees at a site of employment. While there are exceptions like unforeseeable circumstances, faltering companies, and natural disasters, an M&A transaction does not always fall under such exceptions. The WARN Act not only affects the Seller but the buyer as well as the Eighth Circuit in 2016 in Day v. Celedon Trucking Servs., Inc., held a buyer of a business liable to the seller's employees under the WARN Act as the buyer did not make offers of employment to the employees, despite provisions in the purchase agreement that placed all WARN Act liability on the seller. As you can see the WARN Act is two-fold as it requires the seller to meet criteria of timely notice to employees that conforms with the date of closing, while restricting buyers from contracting away liabilities to the seller.

These are only three of many various issues that ascend during an M&A transaction. It is important to understand the intricate details and issues that help put your company in the best position to prosper.

ROMAN BASI

FAB GROUP RUETZ FOR RUETZ AT AIS, MSC, AND FAB GROUP *from page 78*

As they reflect on their experiences, they cite the Fastener Advisory Board, also known as "The FAB Group" as a key peer-partner in providing executive insight to these transitions. "FAB counseled me on family business transition and key elements of the mergers and acquisitions (M&A) process," notes Jim. He cites FAB members Doug Ruggles of Martin Industrial in Florence, AL; and Giovanni Cespedes of Falcon Fastening Solutions in Charlotte, NC, for perspective on the dynamics of family business management. In Ruggles' case, Martin Industrial is in the third generation. "Adam Pratt of Sherex in Buffalo, NY, and Matt Goldberg of AMPG from Indianapolis, IN, have provided me a lot of insights into LEAN and operational principles, while Tim O'Keeffe of G.L. Huyett from Minneapolis, KS, has a background in M&A," says Jim.

Nick recently attended his first FAB meeting, a peer review of Falcon Fastening Solutions in Charlotte, NC. Falcon is also in transition, and Giovanni Cespedes and his wife, Carrie, purchased the company from Carrie's parents, Don and Joan Nowak, last year. "I am surprised by the amount of candor and personal disclosure that I see in these meetings," notes Nick. "I see peers who prepare in advance and really strive to deliver value to others." Giovanni Cespedes adds, "I am grateful for the feedback from FAB, and while sometimes it can be disarming to hear earnest feedback, I need executive insights and sometimes in executive management you are isolated. FAB brings me not only wisdom, but also emotional support that we all can use."

At 62, Jim now intends to pursue a doctorate in business from Oklahoma State University, and has formed a consulting practice known as JPR Global Partners, with specialties in talent assessment, M&A, and strategic management.

Nick is also beginning a new journey: "It is personally comforting to me to know that I have Jim and Dick a phone call away; and the FAB Group to lean on for peer review. I know I have a lot to learn, but I will always admire and remember Grandma Oma and her survival instincts as I reflect on my mission to make this division among the most profitable and strategic for MSC."

FASTENER ADVISORY BOARD

distributornews

MW Industries, a leading provider of highly engineered springs, specialty fasteners, bellows, and other precision components, announced today the acquisition of two companies from SW Holdings, LLC: Marox, a manufacturer of machined orthopedic implants, and Sussex Wire, a manufacturer of mini and micro cold-formed parts. Both are premier suppliers of tight tolerance, mission-critical components used in medical device, aerospace and industrial applications.

Located in Holyoke, MA, Marox produces precision machined orthopedic and spinal implants in a variety of complex geometries to leading orthopedic device firms. The company also manufactures components used on robotic surgery devices.

Sussex Wire, located in Easton, PA, applies cold-forming and roll-forming manufacturing techniques to shape metal wire and special alloys into highly engineered, precision, micro-miniature components. These components play essential roles in medical device applications.

Both companies offer advanced engineering, material selection advice, and manufacturing know-how for creative solutions that shorten design cycle times and speed time to market.

"Adding Marox and Sussex Wire to our portfolio of medical solutions companies creates a set of technical capabilities and precision machining capacity that is unmatched in the industry," explains John Bagnuolo, Chief Executive Officer of MW Industries. "Medical device OEMs and CMOs can rely on MW Industries for innovative, cost-effective solutions to their most complex design challenges."

MW Industries has completed a number of acquisitions to strengthen its market basket of product offerings and enhance its value to customers. The company is currently evaluating a strong pipeline of possible transactions.

MW Industries, Inc., headquartered in Rosemont, IL is a leading provider of highly engineered springs, specialty fasteners, machined parts and other precision components to more than 25,000 customers in 35+ countries. Its 50,000+ products are sold to original equipment manufacturers and aftermarket customers in medical, aerospace, electronics, energy, agriculture/construction and other sectors.

For more information contact MW Industries online at www.mw-ind.com.

SOUTHEASTERN FASTENER ASSOCIATION

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SUNNY SANDESTIN DELIVERS GOOD TIMES FOR SEFA by Nancy Rich

SEFA recently held its Spring Conference at the Sandestin Golf and Beach Resort. This year's attendance was higher, than the last couple of years, creating great networking opportunities. The event began with an opening reception where members could have a relaxing casual atmosphere to catch up with each other while enjoying dinner and cocktails. The reception fun then moved onto the arcade where attendees got to be kids again and forget their worries and play games. They really enjoyed reverting for a little while!! Lee Parker and Brad Burel were the arcade champs scoring the most points for the night.

The next day was a perfect golf day allowing golfers a great afternoon on the scenic Links Golf Course (one of four courses at Sandestin). Evening brought the awards dinner where Rodney Holmes was recognized for his outstanding contributions, as president, over the past year. Also recognized was Hayden Gaston for his tenure as Chairman. The great leadership the SEFA has had over the years has led them to new and improved programs. Thank you to Rodney, Hayden and all past leaders and board members.

Golf Winners Were Announced

First Place	***Second Place***
Michael Robinson	Rodney Holmes
Hayden Gaston	Joe Trosky
Tony Strein	Matt Dyess
Lee Parker	Billy Duren

Closest to the Pin (Women): Tina Windham

Closest to Pin (Men): Joe Trosky

Longest Drive (Women): Amy Sachs Etten

Longest Drive (Men): Jaison "Biskit" Baker

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ASSOCIATION ARTICLE

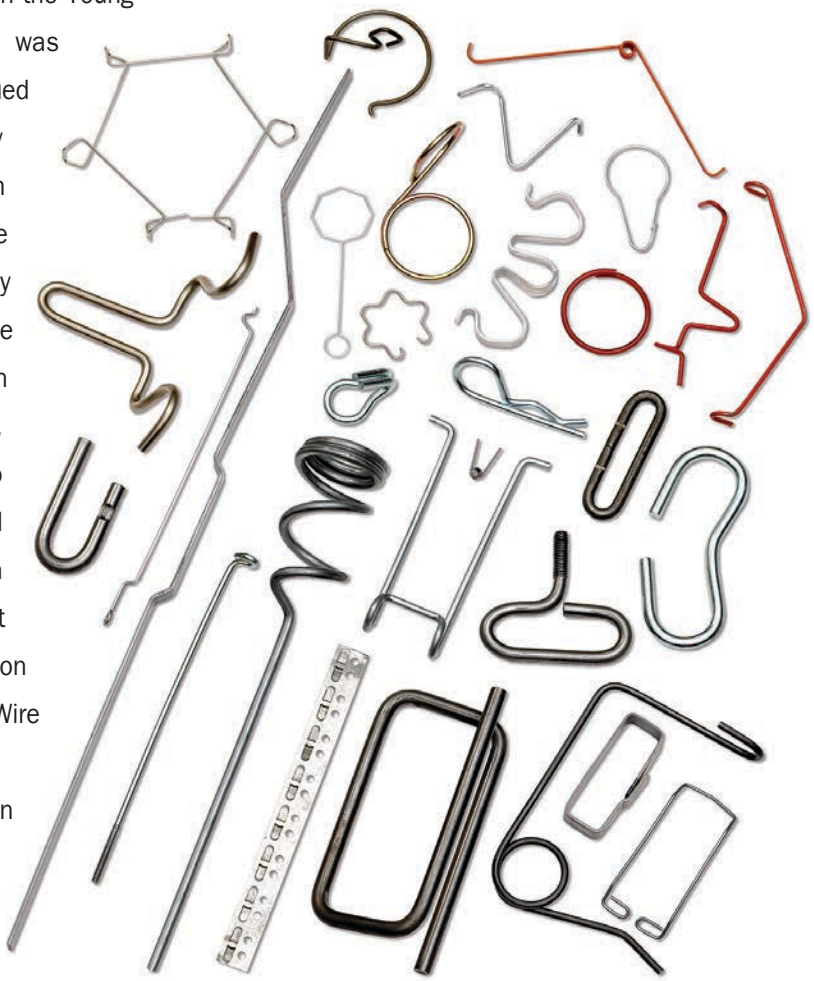
CONTINUED ON PAGE 196

SEFA SPRING CONFERENCE - SANDESTIN GOLF AND BEACH RESORT - APRIL 29 – MAY 1, 2019

more photos on page 196

WESTERN WIRE AN INDUSTRY LEADER WITH OVER 100 YEARS OF EXPERTISE *from page 80*

In 2016, after over 100 years of being in the Young family, Western Wire Products Company was purchased by Michael Basler and continued Western Wire's tradition of being a family owned business. Michael had worked with Western Wire since 2000 and became the Chief Financial Officer of the company in 2013. Since purchasing Western Wire Products Company, Michael has been refocusing on customers and their needs, bringing new technology to the company to improve production, quality, delivery and customer service. Michael is also working on realigning the company's standard product offerings and looking for product expansion opportunities to help navigate Western Wire through the next 100 years.



Since taking over the Company in 2016 there has been a constant focus on customers and reducing lead times which had grown beyond our liking, especially in regards to cotter pins. The cotter machines had been ignored from a preventative maintenance perspective and were worn out. Several of the machines were experiencing more down time than they were up time. Over the past 3 years our team has been busy rebuilding and improving the machines. We have invested over one-half of a million dollars in equipment and machine upgrades including adding another CNC wire forming machine to expand our capabilities in the custom wire forming area. We are seeing the improvements in production and reduction in lead times. While we still have work to do in some areas, we have made vast improvements and several machines are caught up to within our desired lead times.

In addition to upgrading and overhauling our equipment, Western Wire has focused on meeting the ever-increasing quality requirements of our customers.

In 2015 we became ISO 9001:2015 certified. We were the first company to be certified to the 2015 revision under our registrar and lead auditor.

Western Wire has joined several new trade organizations and we are attending more trade shows in order to meet with our current customers as well as to meet new potential customers. Please be sure to stop by our booth, #2158, at the upcoming International Fastener Expo in Las Vegas.

We truly want to thank all of our customers; we greatly appreciate your business and our relationships, many of which have spanned for decades. Without our customers we would not exist. We look forward to continuing to be your go to source for all of your industrial wire product and fastener needs over the next 100 years.

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BEACON FASTENERS AND COMPONENTS CELEBRATES 40 YEARS! *from page 88*

We are also pleased to announce a major strategic step in the continuing improvement of our Sales and Quality Management System with fully integrated CRM, BI, and QMS software systems. With today's software technology we continue our pursuit of being on the cutting edge of efficiency and effectiveness that will strengthen our operations and communication with our team of suppliers and customers.

Lastly, make sure to stop by booth number 1511 at the International Fastener Show in Las Vegas, Nevada on September 18-19, 2019 as we continue to celebrate our big 40th milestone!

Beacon has the largest inventory in North America of quality tested high-performance screws with a focus on Thread Forming, Thread Cutting, SEMS, High-Low Tapping, Metric Screws, Sheet Metal Tapping, as well as Specialty Cold Headed Fasteners. For the latest fastener news and updates please visit www.beaconfasteners.com.

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BEACON FASTENERS AND COMPONENTS

MWFA GOLF OUTING
CHEVY CHASE COUNTRY CLUB - JUNE 6, 2019

more photos on page 200

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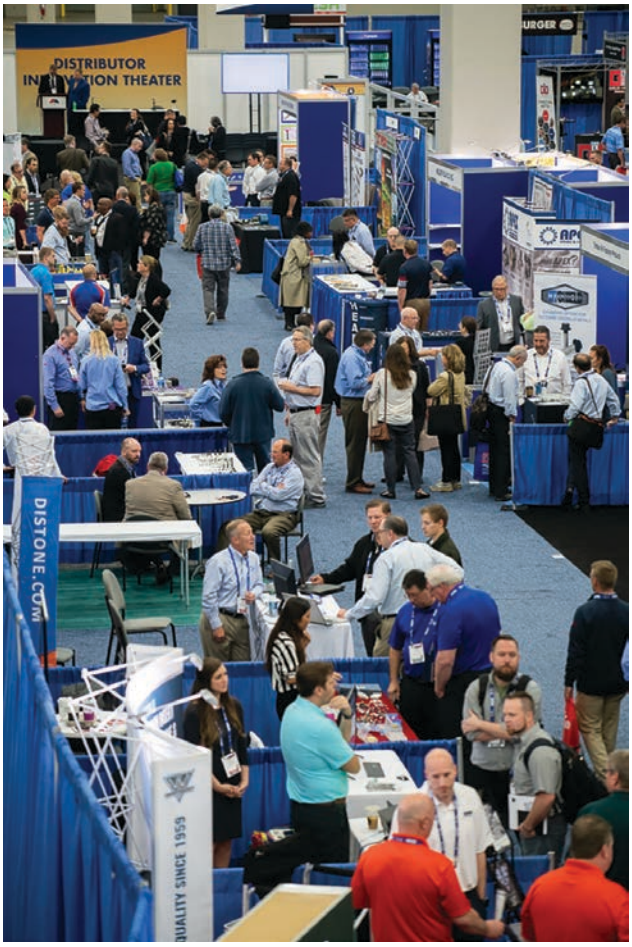


"There is something for everyone in the industry – distributors, manufacturers, OEMs – at Fastener Fair USA," said Baron Yarborough of Spring Bolt and Nut Manufacturing and Young Fastener Professionals.

Fastener Fair USA provided exhibiting companies an opportunity to meet with new and current customers in a different area of the country, finding distributors, distinguishing engineering opportunities, and networking with fastener and fixing industry professionals throughout the supply chain.

"We saw a lot of our customers that we wouldn't normally get to see because we're in a different city… and that's a great thing," said Ken Kovach of Ken Forging.

Coming off the success of 2019, the show organizers are gearing up and excited for 2020. The next Fastener Fair USA will be held May 2020 at the Charlotte Convention Center in North Carolina. More than 50 Detroit exhibitors have already secured space for the Charlotte event, with 25% of the floor being rebooked for 2020.

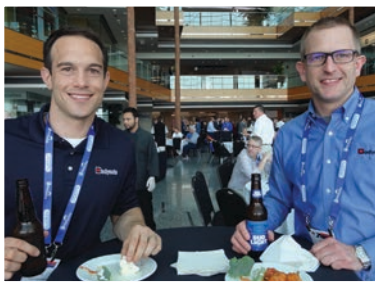
"We're thrilled about the positive response to our Charlotte event," said Carroll Henning, Fastener Fair USA exhibition manager. "We are definitely going to have an all-day pre-show education program from the Fastening Training Institute and free industry education on the floor again. We're forecasting a bigger and better show floor – more attendees, more machinery, new education topics, more networking opportunities, and of course, new products and technology."

To get the latest information, follow @fastenerfairusa across all social platforms or check out fastenerfair.com/usa.

For any questions, comments about Fastener Fair USA or to reserve a booth space, you can email fastenerfairusa@mackbrooks.com or call +1-312-809-9260.

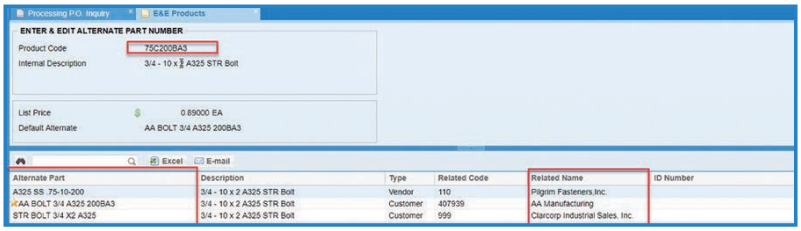
TRACEY LUMIA AND JILL COAR IN DETROIT

FASTENER FAIR USA - WELCOME RECEPTION
DETROIT, MI - MAY 22, 2019



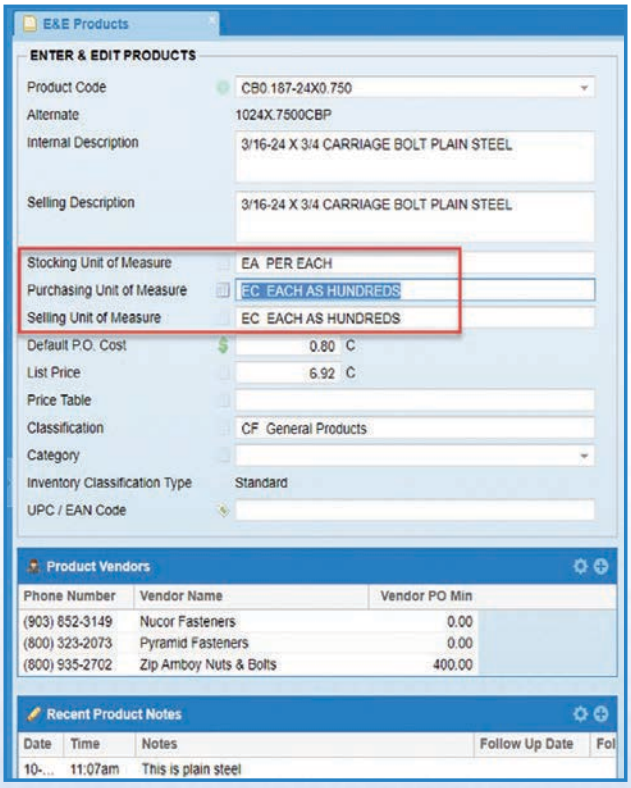
Worse than that, sometimes, they will have more than one of the identical parts with inventory, so they end up thinking that they are out of stock, or over ordering the part, because they don't realize that it is in stock with a different part number.

Here is an example of a part with multiple part numbers.



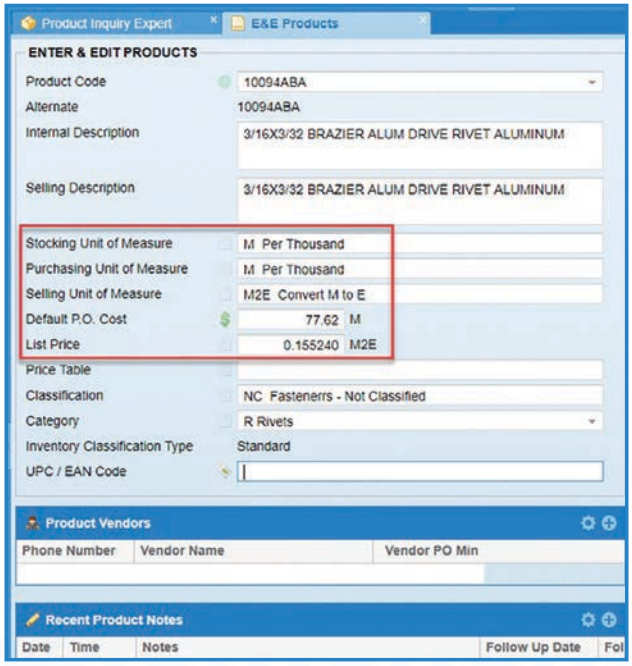
Different Units of Measure

Fastener companies often purchase product by the thousand, stock it by the each, and sell it by the each, hundred, or thousand. It is even more complicated with products like washers, that they buy by the pound, and sell by the each, hundred, or thousand. The inability to easily manage these differences creates huge discrepancies in the inventory counts.



Prices That Have 3, 4, 5, 6 or More Numbers After The Decimal

Fasteners are often very inexpensive. Some fasteners sell for far less than a penny apiece. At the same time, customers systems often won't accommodate unit of measure conversions. The result is that in those cases, the fastener distributor must extend the numbers after the decimal in order to provide correct prices and not give up margin because of rounding. If the system only allows 4 numbers after the decimal, and the part has a value of .0004434, the price would be reduced to .0004, giving away the .434. This is not acceptable.

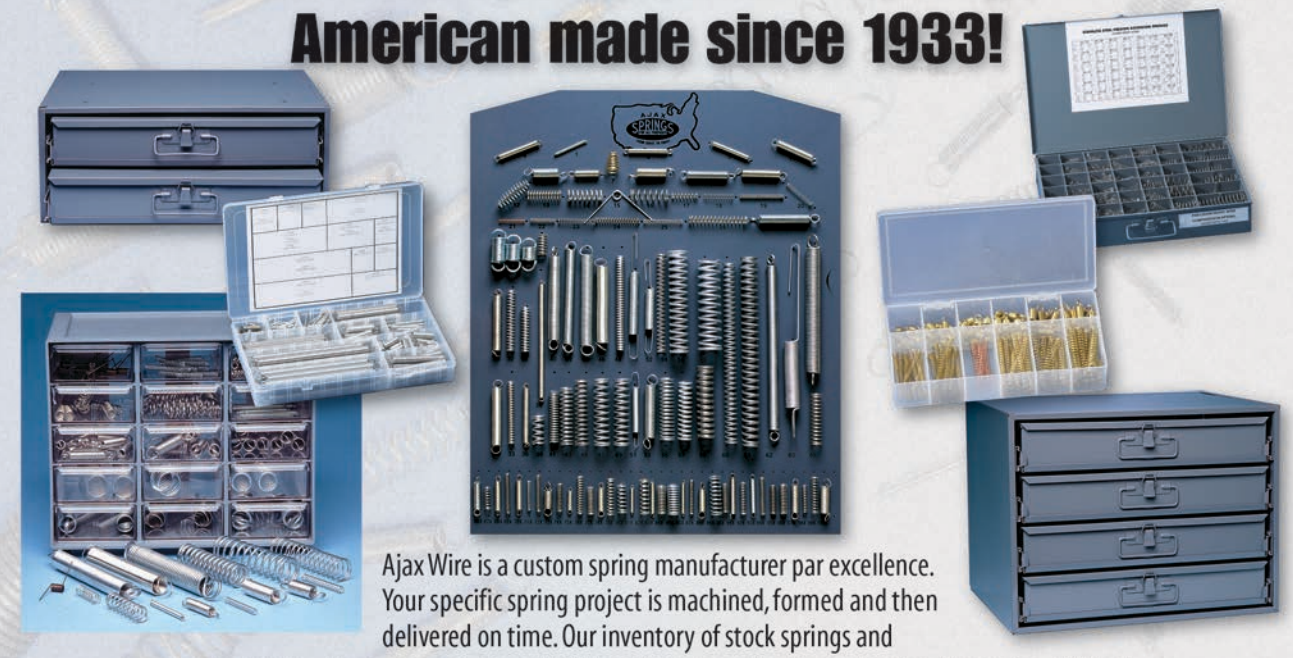


Secondary Processes & Kits

Most systems, including some systems that claim to be fastener oriented, have no way to handle outside processing or building of kits. In each of these cases, the customer is buying something that is different than what the distributor must buy. The process involves committing raw or component inventory to a process (plating, painting, through hardening, kitting, etc).

CONTINUED ON PAGE 198

Custom springs, stock springs
American made since 1933!



Ajax Wire is a custom spring manufacturer par excellence. Your specific spring project is machined, formed and then delivered on time. Our inventory of stock springs and assortments in unique cases, provide profitable options, easy selection and makes dispensing efficient.

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YOUR TAX-DEDUCTIBLE DONATION CAN SUPPORT FASTENER INDUSTRY EDUCATION by Michael Lentini

The Fastener Education Foundation (FEF) is an industry-sponsored 501(c)(3) non-profit organization with the mission to "identify, cultivate, and deliver financial resources for training, education, and professional development in the North American fastener industry."

Through the past donations made by generous industry supporters, the FEF has been able to support:

- Industry summit, seminars and presentations
- Funding to Rock Valley Community College cold-heading training facility
- Fastener Training Institute programs, educational seminars, and online, on-demand training

Over the past few years, FEF has received generous donations from several industry supporters;

- Star Stainless Screw
- Industrial Fasteners Institute
- Robert M. Kaminski Trust

and many others

During the recent joint meeting of NFDA, Pac-West, and MWFA San Diego, FEF initiated an industry challenge: support fastener education for $100 a month for 12 months!

Thank you to the 16 companies who are helping to make a difference:

- Ababa Bolt
- All-West Components & Fasteners
- Brighton-Best International
- BTM Manufacturing
- Duncan Bolt
- Empire Bolt & Screw
- Fall River Manufacturing
- Hayes Bolt &Supply
- INxSQL
- Mid-State Bolt & Nut Co.
- Mid-States Bolt & Screw
- Portland Screw
- SASCO Fasteners
- Spencer Products
- SPIROL International Corp.
- Star Stainless Screw

These 16 companies have accepted the challenge and now it's time for YOU to have an opportunity to do your part too.

If you are interested in supporting the education, training, and recruitment of talent within the fastener industry, please reach out to one of the Board members listed below and ask how you can make a difference.

President
Michael Lentini *Tel: 860-774-8571 x4457*

Vice President
Bryan Wheeler *Tel: 630-595-3440*

Secretary/Treasurer
Matt Delawder *Tel: 630-543-3003*

Directors
Preston Boyd *Tel: 815-213-7725*
Russ Doran *Tel: 303-888-6391*
Rick Peterson *Tel: 206-762-1875*
Greg Rawlings *Tel: 586-786-1510*

Many levels of support are available, including the $100-a-month challenge. *Visit us online at www.fastenerfoundation.org for more information.*

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Technology Webinars

Pac-West is pleased to partner with WTC IT Services to produce a series of technology webinars. Coming up on our calendar are:

August 21: Warehouse Technology Efficiencies

This webinar will guide you through ways you can use technology to improve your warehouse operations and your bottom-line. You'll get tips on:

- How to do a warehouse technology walk-through
- How to review current technology to determine what is and is not working
- How to spot ways to use technology in ways that might surprise you
- How to do a cost vs benefit analysis for warehouse technology

November 20: Fine Tuning Network Infrastructure for Improved Performance and Efficiencies

There is a very specific way of getting the best performance out of your network. Start with a review of the basics; you'll be surprised that it's not all technical, but logical. You'll learn how to build a list of all of your hardware devices connected to your network. Plus you'll get some insight into what IoT (Internet of Things) means for distribution. These webinars are free for Pac-West members and very affordable for nonmembers.

Looking Ahead to 2020

Pac-West will again partner with the National Fastener Distributors Association for our 2020 Spring Conference and Tabletop Show, March 4-7, at the Westin Hotel in downtown Long Beach, California.

We are excited to partner with the Southwestern Fastener Association for our 2020 Fall Conference, October 21-24, at the Hilton Palacio Del Rio on the Riverwalk in San Antonio, Texas.

For more information about Pac-West, contact Vickie Lester at vlester@pac-west.org, telephone 562-799-5509, www.pac-west.org.

distributornews

Southco, Inc., a global leader in engineered access hardware solutions, is proud to announce that ***Acument Global Technologies, Inc. (Acument),*** a leading supplier of mechanical fastening technology, has chosen Southco's Honeoye Falls, New York facility as a 2018 recipient of its TORX® Drive System World Class Quality Award for fasteners for a second consecutive year.

As one of the largest and longest-running intellectual property licensing programs in the fastening industry, Acument established the annual award program in 2005 to recognize its high-performing, qualified licensees who demonstrate the greatest commitment to manufacturing high quality, authentic TORX® fasteners and tooling during the previous calendar year.

Southco has been a TORX® licensee since 1997 and is one of eight drive tool and 24 fastener manufacturers representing the countries of China, Germany, Japan, Malaysia, Singapore, Spain, Taiwan, and the United States to receive the award for their 2018 performance. Qualified licensed manufacturers apply Acument's TORX® and TORX PLUS® drive systems for applications in Automotive, Industrial, Electronics, Aerospace and other markets.

"We are pleased to be recognized as a world class supplier for the second year in a row by one of the leading mechanical fastening technology businesses in the world," said Anthony Wood, Vice President of Operations, Southco, Inc.

For more information visit Southco Inc at www.southco.com.

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1 Wolfgang Digital, "KPI Report" 2019
2 Google, "How Brand Experiences Inspire Consumer Action" April 2017

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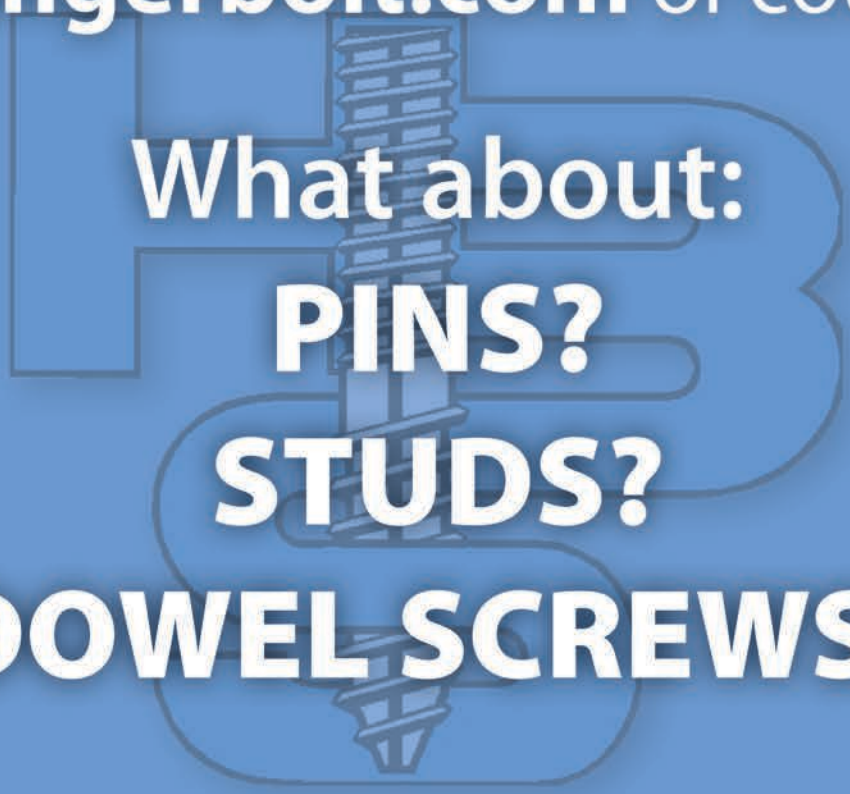

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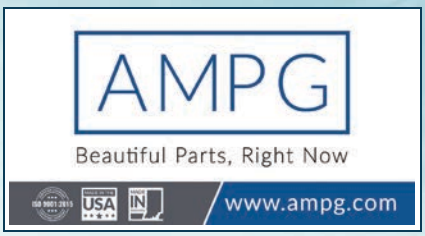

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Local standards are normally regional in nature and don't always agree with ones from other regions. Therefore a company that specifies a material standard from outside the region is prone to increase the part cost because the material must be procured from outside the normal channels and may have added transportation and duty costs associated with it.

¤ ***Alloy Versus Plain Carbon Steels:*** Alloy steels are higher cost than plain carbon steels. Alloy steels are necessary, however, to properly manufacture many high strength fasteners such as property class 10.9 (Grade 8) and property class 12.9 fasteners.

¤ ***Non-Ferrous, Corrosion Resistant, and Specialty Metals:*** If designs call out non-ferrous materials such as aluminum, copper, or titanium, corrosion and heat resistant materials such as stainless steel, or specialty metals such as nickel based alloys like A286 and Alloy 718 (Inconel®), the costs can ratchet very quickly. While materials like stainless steel and aluminum may only be three to four times more costly than alloy steel, some of the nickel based super alloys can be over a hundred times more expensive.

Manufacturing

It is often very difficult for the average individual to pick up a part, look at it, and determine whether it was made in a simple two-step forming process or by a complicated, multiple step process. It is difficult to determine the complexity of the tools used and whether added heat was necessary or not. The long and short of it is that it is difficult or impossible for the unintiated to recognize how simple or complicated the manufacturing process for specific parts was. The following are some general principles that can be employed to understand the impact on cost of the manufacturing process:

¤ The greater the part complexity the more sophisticated the forming equipment needs to be. In some instances complex geometries can only be obtained when secondary operations are utilized.

¤ Large changes in diameter, upsets (forming of the head or collar), or reductions in area require more forming stations, larger machines, and slower cycle times.

¤ Double collars usually require a secondary forming operation to form the second collar.

¤ Tighter dimensional control requires more sophisticated forming equipment and greater intentionality by the manufacturer.

¤ Every dimension must be controlled and has an associated cost.

¤ Geometric Dimensions and Tolerances (GDT) are more difficult to control and validate. The more of these requirements on a print, the more costly the part. Once again, this is one of those cost drivers you cannot see by looking at the part. The only way you can understand this is reviewing and understanding the print requirements.

¤ Some radiuses are formed by free-flowing material. If a customer needs a tightly controlled radius, it may not be achievable with typical forming processes and will require a secondary operation.

¤ Not all internal drive recesses are the same. Some drive recesses are more difficult on tooling than others.

¤ Roll forming features like special point configurations and grooves are excellent cost savings options.

¤ Ultra-tight tolerances and surface finish requirements usually require secondary operations.

Heat Treating and Plating

Heat treating and plating can both be significant cost drivers. The following is a list of some cost considerations related to these processes:

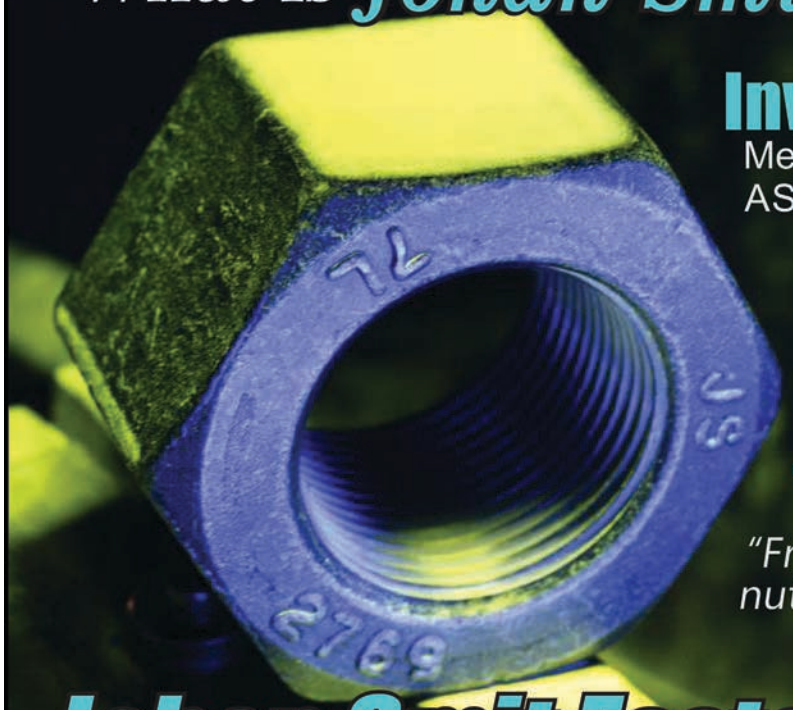
¤ Bulk processing is less costly than rack or batch processing techniques. Fortunately most fasteners are heat treated in bulk furnaces that utilize moving mesh belts or a rotating screw. These furnaces can process a lot of parts in a relatively short period of time.

¤ Heat treating can cause distortion, especially on long, skinny parts. Remediation of distortion can be very costly after the heat treating process is completed.

¤ Plating and Coating costs span a wide range. As a general rule, processes that can be done in bulk or processed quickly are less costly than those which require slower processing or costly processing constituents.

CONTINUED ON PAGE 202

What is Johan Smit Fasteners?



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It's generally secretly downloaded to a computerized device via a rogue link and executes as a working mining program at the hacker's whim.

The second major form of Black Hat mining occurs while users surf the Web. Essentially, surfers get hit when they visit a Web page that has been reprogrammed by a Black Hat miner. The thieving script injected into the page steals computer processing power as long as the user remains at the Web site.

In fact, millions of Android users were afflicted with this form of Black Hat mining in 2018, according to IT security firm Malwarebytes *(www.blog.malwarebytes.com/threat-analysis/2018/02/drive-by-cryptomining-campaign-attracts-millions-of-android-users).*

Fortunately, best practices fastener distributorships can use to combat computer processing power theft generally mirror those used by companies for protecting against other kinds of malware.

AT $5,000-A-POP, IT PAYS THIEVES TO ILLEGALLY MINE CRYPTOCOINS.

Job One: The best way to begin hardening your online digital perimeter is to realize that the administrator who is responsible for your fastener distributorship's computer network is the number one person who can make or break your security.

"Fundamentally, good security really is just good systems administration," says Ira Winkler, founder of Internet Security Advisors Group, a computer security consulting firm. "And if you can't afford or can't get a good system administrator, I recommend outsourcing that."

In fact, Winkler says the smallest of fastener distributors will probably be best served by an out-sourced, third party computing solution, given that the entire focus of a top-notch network systems provider is on configuring, maintaining and securing computer systems, 24/7.

In other words: you may want to move the critical computer applications of your fastener distributorship to the 'cloud,' so you can take advantage of the relatively sophisticated Web security offered there, Winkler says.

At minimum, Sharon D. Nelson, Esq., president of Sensei Enterprises, a computer security consulting firm, recommends a quality Internet firewall for your fastener distributorship that's properly configured and Internet security software that guards against viruses, malware and spyware.

Both are available with software packages like Symantec's Internet Security, Kapersky Security, Trend Micro Security and the like.

And you'll also need to be sure your staff gets the message that your fastener distributorship security must be taken very seriously. "Education of your employees is key," says Rich Conklin, an IT security consultant and owner, Executive Computer Solutions.

Staying a step ahead of hackers also means being careful with any custom-made software, Nelson adds, since these programs are rarely subjected to the rigorous security testing that popular, established software endures.

Content Management Systems (CMS) – software designed to enable fastener distributors to easily update their Web sites – for example, are often custom-made. "A custom CMS is usually a bad idea," Nelson says.

Another common vulnerability: Many employees tend to get lazy about passwords. Surprisingly, one of the most commonly used passwords is still 'P-A-S-S-W-O-R-D' – a seemingly trivial oversight that has spelled the undoing of countless, otherwise stellar computer security systems.

Nelson recommends complex alphanumeric passwords of more than 12 characters, which are tough to crack even by software specifically designed to crack passwords. And she reminds people to use different IDs and passwords to enter different applications and networks.

CONTINUED ON PAGE 204

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We thank the Slater Jones Family for funding this scholarship for the fourth year, in memory of their son, which will continue again next year. Their generosity during a tragic time is amazing.

Em Webb Memorial Scholarship $2,000

Lucas Jackson - South Holland Metal Finishing

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Morgan Stover - Ken Forging Inc.

Thank you to Robbie and Gina Gilchrist for awarding this scholarship for the 19th year. Their generosity is greatly appreciated.

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Sydney Spurlock - Threaded Fastener

SEFA Scholarship $1,500

Tristin Borowski - Greenslade & Co.

Ryan Early - Birmingham Fastener

SEFA Scholarship $1,000

Ashlynn Crawl - Martin Fastening

Joseph Dewey - Ken Forging Inc.

Samuel Woodward - Drillco

Thank you to the Scholarship Committee for all their time in reviewing and scoring the applications! The members include: Terry Windham/Dixie Industrial Finishing Col, Lee Parker/Vulcan Threaded Fasteners and Tom Sulek/Star Stainless Screw.

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INTUILIZE INC. - Grapevine, TX

Aside from counterfeits not being able to withstand dynamic or cyclic loading, low carbon boron steels have a maximum operating temperature limit. The low carbon boron steels are quenched and tempered to 650°F (340°C), compared with a Grade 8 whose tempering temperature is 800°F (425°C). If the user did not know of the lower operating temperatures of the boron steel and subjected the fasteners to conditions that a full alloy grade 8 could withstand, then a very dangerous condition would exist. These steels were very susceptible to stress corrosion cracking.

Carbon Content: For fasteners, the last two digits in the steel number indicate the carbon content in 1/100ths of weight percent. For example, a 1541 steel has 41/100 (0.41) percent carbon in its analysis. The amount of carbon and trace elements in the steel will determine its hardenability or ability to respond to heat treatment; too hard and the steel becomes brittle, too soft and there is no strength. Alloying elements are added to the steels to enhance their ability for through-hardening, while the carbon content determines the maximum hardness achievable in a steel.

Carburization: Machine screws and sheet metal screws are typically made from low carbon steels, such as 1010 or 1022. However, there is insufficient carbon present to make the steel any harder by heat treating. Therefore, these products do not have great strength but do possess rather high ductility. They are considered as a Grade 2 fastener. Thread cutting or self-drilling screws, also made from low carbon steels, are surface hardened by the process of carburization, which is the addition by diffusion of carbon at the surface of the part. Carbon is artificially added to the surface to from a carbon-rich mixture of the furnace gas to produce a much harder surface. The depth of hardness is known as 'case depth' or 'case hardness' and is typically a few thousandths of an inch in depth, while the core remains relatively soft.

Chromium: Chromium is essentially a hardening agent. It will increase corrosion and oxidation resistance. When alloyed with nickel, the combination produces superior mechanical properties of toughness and hardness. It is also used to form austenitic stainless steels.

Manganese: Also contributes to strength and enhances hardenability during quenching. These properties increase proportionately with an increase in carbon with manganese. Surface quality is also improved with manganese steels.

Molybdenum: Another element that promotes hardenability but with a minimal effect on cold forming characteristics and provides greater control of its hardenability. The tempering temperature is higher to obtain ductility, but alloy steels containing 0.15 to 0.30% molybdenum exhibit a minimized susceptibility to temper embrittlement.

Nickel: A ferrite strengthener, nickel does not form any carbide compounds in the steel, thereby creating a toughness in the ferrite phase. Nickel lowers the critical cooling rate and is therefore very heat treatable. Alloyed with chromium, the resultant alloys have greater fatigue resistance, higher impact strength with higher hardenability than is possible with ordinary carbon steels.

Phosphorus: A high phosphorus content is beneficial in low carbon steels for improved machinability but is detrimental in quenched and tempered steels as it decreases fatigue resistance and ductility. Therefore, in these steels, the phosphorous is kept at a specified maximum amount of 0.025%.

Silicon: One of the primary deoxidizers in the refinement of steel in amounts of up to 0.30%. Silicon aides in promoting notch toughness and provides for a more uniform ferrite grain.

Sulfur: Will improve machinability in some steels, sulfur will also produce a detrimental effect on surface quality with manganese steels and lowers the toughness and ductility in the transverse direction as the content increases. For these reasons, there are maximum limits for most steels.

Vanadium: Used to inhibit austenitic grain growth to promote a fine grain structure. A fine grain structure will enhance tensile strength and toughness to steels. Vanadium has also been used with Boron in steels, such as 41BV37, etc.

Many steel specifications will explicitly state that there shall be no intentional additions of bismuth, selenium, tellurium or lead to the steel. All of these elements are used to enhance machinability, which is not a desirable trait in a quenched and tempered alloy steel fastener. In fact, selenium can form with manganese to form inclusions of manganese selenides.

Next issue, we will explore heat treating the steels.

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Metric high strength structural bolts have a larger head, thus creating a larger bearing area. Like heavy hex structural bolts, the untreated shank is longer, which should also be positioned where the shear plane of the clamped components is. The European standard EN 14399 covers 2 assembly systems, the system HV (based on DIN standards) and the system HR. Bolts under system HR come in property classes 8.8 and 10.9, whereas bolts under system HV come only in property class 10.9.

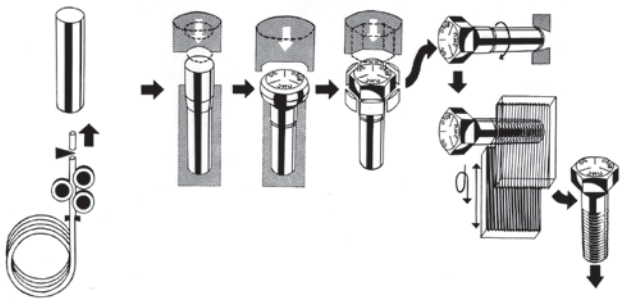
Manufacturing

There are 3 possible ways to make hex cap screws and bolts; machining, cold forming and hot forging. Machining could be done, although, it's not very efficient and it is seldom done.

Cold forming is the common manufacturing method for bolts and screws up to diameter M24 (1") and for nuts up to M16 (5/8"). Screws and bolts may also be hot forged, typical for large size bolts.

Cold Forming Screws

Screws are manufactured from drawn wire. The wire must be annealed and lubricated to prevent metal to metal contact (reduces friction and therefore heat). Wires are often phosphated; however, other lubricants are used too. Screws may be cold formed in a header (cold forming machine); the thread is rolled on in a threader (thread rolling machine). Hex cap screws are typically made in a boltmaker, where the coil is fed into the maker on one end, and the finished formed screws are kicked out at the other end.



Individual steps:

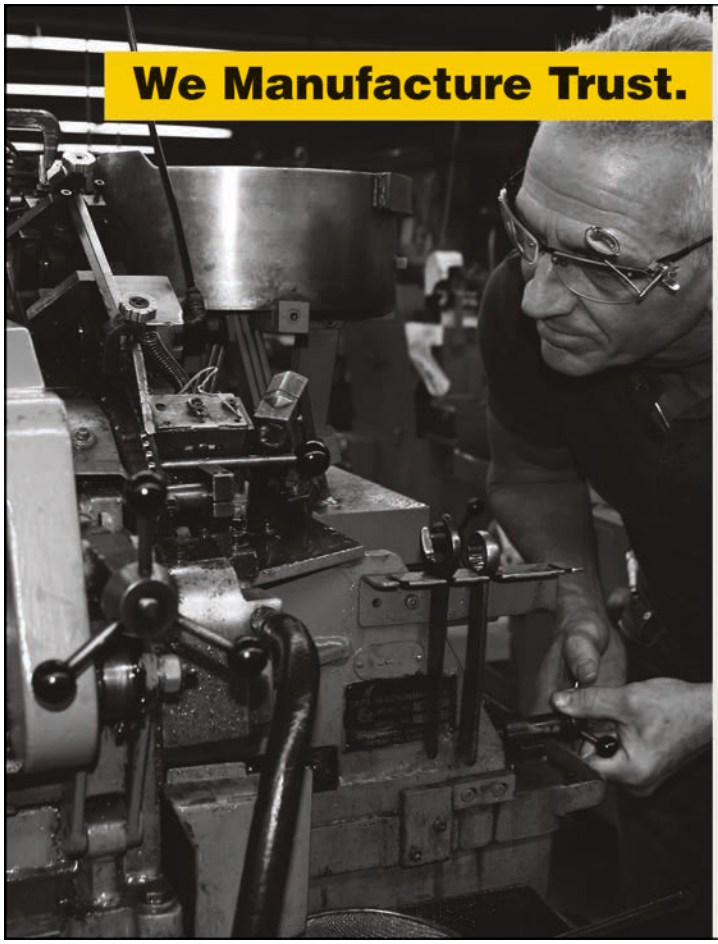
- The end of the coil is straightened and enters the header
- It is then cut off by the cutting mechanism
- Portion of the blank is reduced to the roll diameter, this applies to partially threaded screws
- The blank is transferred to the heading die, it may be first shaped into a cone head.
- For hex cap screws, the head is trimmed (cut) into a hex shape (the trimmed off metal is scrap). The head may be cold formed but then it would need an indentation on top of the head to make the steel flow into the corners.
- In the next step a chamfer is formed onto the shank's end
- In the final forming step, the thread is rolled onto the reduced diameter of the screw

In the next process, the screw will be heat treated (hardened), that happens in a continuous furnace. The parts are first heated to about 900°C (~1625 °F) held at the temperature for a given time, the screws are then dumped into a cooling liquid. After that stage they are very hard, too brittle to be used in any application. The fasteners are then conveyed into the tempering furnace. The tempering temperature is based on steel type and required strength grade. Finally, the screws are emptied in a barrel for slow cooling.

Hot Forging Bolts

Bolts over M24 (1") are normally hot forged. Here, the bolts are heated to a temperature of about 1230°C (~2250°F). The nearly white glowing steel is very soft so even difficult head shapes may be produced. First a section of the steel bar is heated to white heat. They are then, piece by piece, fed into the forging die, this is done manually by a forger, although some factories automate the process. 1 to-2 strokes are necessary to form the hexagon head. Manufacturing lot sizes are normally small. Threads are either machined or cold rolled depending on size.

Here you have it, these are the important aspects of screws and bolts.



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Check Around For The Best Buys

To check the availability of used equipment, watch the want ads, Internet and auction notices, or "put out the word." Sometimes your vendors and reps tell you what's available at their facilities. Alternatively alert your sales force to watch for bargains as they travel.

The price of used equipment is highly negotiable and very sensitive to supply and demand. A company that desperately needs to raise cash may offer a very reasonable deal; or trade the equipment for what they owe you.

Even at an auction, after you have "lost" the equipment to another bidder, you still may be able to get it at an excellent price. Ask the successful bidder if he's willing to take a quick $500 to avoid trans shipping and dismantling what he's purchased. For a true professional, a quick profit from a customer at hand means a lot more than an uncertain risk. If you absolutely, positively "must have this and only this equipment," don't bother negotiating. You have overpaid before you start. Always be prepared to walk away.

Avoid Paying In A Lump Sum

An acceptable arrangement is prepaying 50%, with the remainder on delivery and final inspection. Other arrangements can be negotiated. In any case, it's important that the purchase agreement specify precisely who will dismantle, crate and ship the items, as well as who will pay the freight, and when. A potentially huge problem can bite you if anything happens to the materials in transit. Know the shipping terms and insure or negotiate accordingly. Liability in transit is a subtle and often misunderstood concept there are many ways to cover your potential loss that should not be ignored.

If you are buying from a reputable dealer, rent or lease the item, with 100% of the rental applicable to purchase during the first 60 days. This procedure is very common with forklift trucks. If the truck turns out to be unsatisfactory, only a month's rental, plus any shipping and handling expense has been lost, not the full purchase price.

Communicate With Your Personnel

Don't just have the "stuff" show up. One Distributor bought hundreds of plastic shelf bins for less than $.30 each. These were placed in service and really looked great; until they went to take a year end inventory. Without training and communication the warehouse staff emptied all the full cases into the new storage units, thereby eliminating box quantity counts. What once took only a few hours to count now requires days to audit.

Investigate Your Local Codes And Conditions

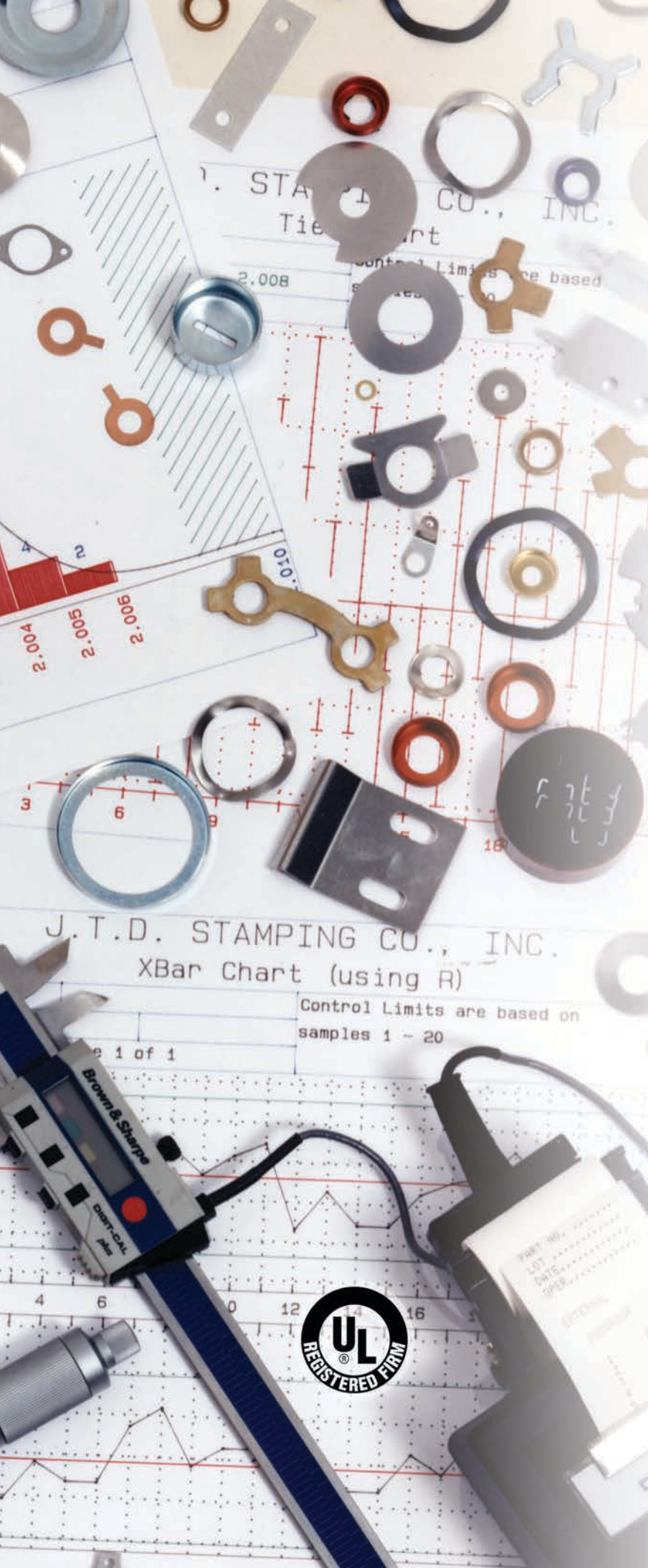
Local building codes, national standards and fire protection considerations may turn your bargain into a real economic disaster. Purchasing high pallet racking for a low ceiling building is an obvious problem, but trying to use high rack in a tall building can be even more problematic if the sprinkler system isn't designed for this occupancy. What will you do with the materials if a Fire Marshall or Inspector condemns storing above 12 feet in a 30 foot high building? More than one Distributor has had to scramble to find rental space on an emergency basis.

Similarly, new storage equipment is designed around specific seismic conditions. In recognition of this many municipalities now require a building permit for erecting pallet racks and shelving...based on a licensed Civil Engineer's inspection, analysis and approval. This can add thousands of dollars in hidden costs, along with months of negotiations with building inspectors. Even worse, taking out a permit can open up the proverbial can of worms over "Grandfathered" conditions. You want to install some shelving, but the town won't let you until all the washrooms are handicapped compliant regardless of the feasibility or expense.

Now Go Bargain Hunting

If you are looking to upgrade your operation economically, used equipment may, indeed, be your best option. An Ohio wholesaler paid $2,400 for racking worth at least ten times that amount. A Texas distributor purchased a one year old lift truck, adequate for his needs, for only $4,300 versus $26,000 for a new vehicle. The success stories go on and on.

If you are buying used warehouse equipment think it over carefully, investigate all the conditions of the sale, usage and context before signing the check. This is cheap "insurance" that your purchase will save you money initially and for the long term.



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SC Fastening Systems, LLC, a distributor of hardware and industrial supplies, is proud to announce it is now a distributor of Magswitch® Technology—a line of switchable magnetic tools used for work holding and metalworking applications.

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SC Fastening Systems is celebrating their 20th Anniversary in providing a wide range of quality products and outstanding service in the industry.

The commitment to supply not only quality products but excellent service 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."

SC Fastening Systems' facility in Macedonia, Ohio houses its office, warehouse, and show room. The products they supply include fasteners, abrasives, concrete anchors, cutting tools, safety supplies, janitorial, electrical, welding, and related products.

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SPIROL COMPARATIVE ANALYSIS OF STAINLESS AND PLATED/COATED CARBON STEEL *from page 154*

If the door handle manufacturer is concerned with product used in coastal areas, it is critical to understand that potential exposure will only occur intermittently. There may be periods of months with no storms, dry weather, and little if any exposure to corrosive elements. In short, salt spray testing is extreme in relation to the intended use of many fasteners/components and test durations are arbitrarily assigned based upon a designer's best guess regarding correlation with actual conditions. Finally, while many manufacturers now assign salt spray testing to stainless steel product; it is primarily intended for carbon steel parts. Stainless steel is generally tested in a humidity chamber without salt. In instances where exposure to chlorides is of paramount concern, salt spray testing is an acceptable method of test for stainless steel.

Salt spray test requirements generally consist of two simple criteria – the hours it takes for white corrosion to form and subsequently, the hours it takes for red rust (or base metal) attack to begin. Salt concentration, temperature, and time are carefully controlled. The majority of coatings and platings rely upon a layer of nonferrous metal applied over the base metal followed by a chromate dip and depending upon performance requirements, an organic or inorganic sealer. When these finishes fail, they do so opposite the order in which they were applied. Once the corrosive environment breaches the outer sealer and chromate layers it begins to attack the nonferrous metal beneath. At this point white corrosion begins. Nonferrous metals such as zinc, nickel, aluminum, and magnesium do not contain iron and will not 'red rust'. Red rust only becomes visible after the sacrificial metal has been depleted *(See Figure 2).*

An issue with both electro and mechanical plating is the difficulty associated with plating in deep holes and significant crevices. This is of concern on many of the products SPIROL manufactures such as Coiled and Slotted Pins as well as Tubular Parts. Neither process is capable of achieving proper deposition in the interior of a tube *(See Figures 3 and 4).* Though the process of applying these finishes may deposit chromate and sealer within the interior, it is not possible to achieve 100% coverage with the nonferrous metal (zinc in this case); and this is the most important finish component. Unlike mechanical and electroplating, coatings applied as a liquid are capable of proper coverage in a part's interior though as previously noted; Coiled Pins present a unique challenge in that the space between coils is unlikely to receive substantial coverage.

FIGURE 2: THIS COILED PIN WAS FINISHED WITH A LIGHT DUTY ZINC PLATING AND SUBSEQUENT CHROMATE DIP. THE FINISH WAS RATED FOR 48 HOURS TO 'RED' CORROSION PROTECTION. LEAVING THIS ITEM IN SALT SPRAY FOR 200 HOURS HAS RESULTED IN SIGNIFICANT RED RUST THOUGH SOME ZINC AND WHITE CORROSION REMAIN. WHERE ZINC IS PRESENT ON THE SURFACE, THE PART REMAINS FREE OF RED RUST DESPITE THE SEVERITY OF ATTACK IN ADJACENT AREAS.

FIGURE 3: THIS PHOTOGRAPH DEMONSTRATES THE BASIC GEOMETRY OF A COILED PIN – IT CONSISTS OF A NUMBER OF METAL WRAPS. PLATINGS WILL NOT PENETRATE BETWEEN THE WRAPS AND DIP COATINGS, THOUGH CAPABLE OF COVERING THE INTERIOR, WILL REMAIN INEFFECTIVE BETWEEN THE PIN'S WRAPS.

CONTINUED ON PAGE 206

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● THREADED RODS

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Right or Left Hand Thread

● SPADE BOLTS

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

● CUSTOM BENT BOLTS

U-Bolts - Rnd & Sqr Bend
J, L, V & Eye Bolts
Anchor & Hook Bolts

● MATERIALS

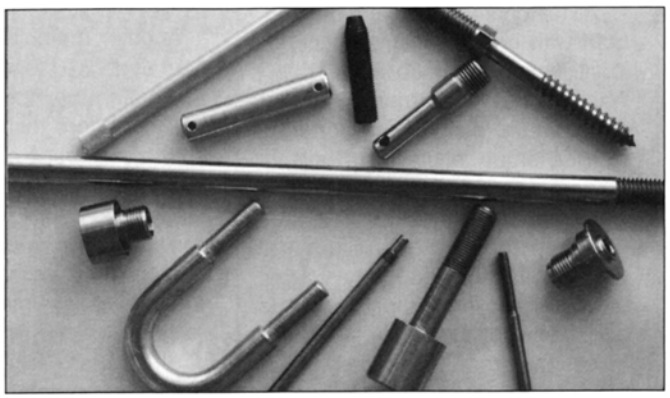
Carbon Steel (All Types)
Alloy Steel: 4037A, 4140, 8620
B-7, B-16, Stainless Steel
Copper, Brass, Bronze, Nickel
Alloys, Monel, Aluminum

● STUDS

0-80 to 3 1/2" Diameter
Continuous Thread
Single End Thread
Double End Thread
Roll or Cut Thread
Right or Left Hand Thread
UNC-Course Thread
UNF-Fine Thread
UNEF-Extra Fine Thread
Special Pitch Threads
Acme Threads
Metric Threads
End Slotted
Turned Down Diameter

● SCREW MACHINING

● CNC PRECISION MACHINING



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SEFA SUNNY SANDESTIN DELIVERS GOOD TIMES FOR SEFA *from page 160*

The final day of the event provided informative sessions beginning with a panel discussion consisting of Ken Carter/Wrought Washer, Rodney Holmes/ Birmingham Fastener, Alan Logan/Vulcan Steel Products, and Carrie Whitworth/Edsco Fasteners, Inc. Discussions revolved around the challenges of business including overseas issues, pricing, domestic vs. overseas, tariff impacts, logistics issues and trade wars.

Following the panel discussion Dan Horan, Senior Associate at Indian River Consulting Group addressed the group discussing sales, marketing branding and business strategy. He suggests sales strategies be long term but start with where you want to end up and work backwards. Strategy is not about what you need to do but also what you need to stop doing. For everything you implement, you need to stop something. Dan predicts over the next five years we will lose 65% of sales reps. Digital allows sales without reps with Amazon business being a major example. Amazon has huge sales yet owns no inventory. With turmoil comes opportunity. Digital transition will be old news by 2022. Are you prepared for changing trends?

2020 Conference Plans Announced

The SEFA Board of Directors are excited to announce that in 2020 we will be doing a joint meeting with Southwestern Fastener Association and Pac-West Fastener Association in San Antonio TX.

The meeting will be held October 21-24 at the Hilton Palacio Del Rio. Mark your calendars now.

We may also be doing a smaller event in the spring so watch your emails for updates!

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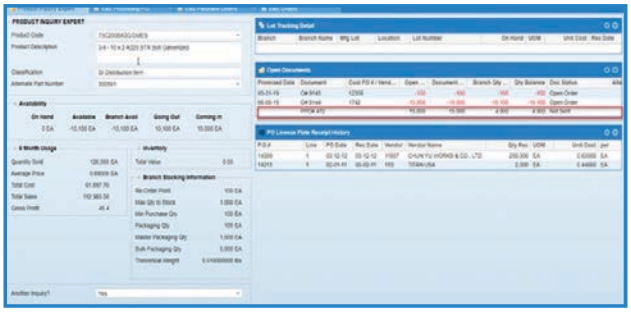
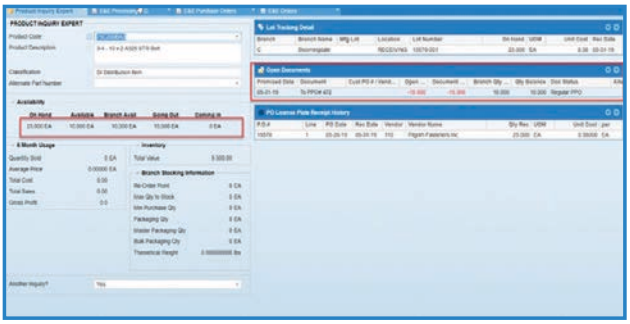
The system must be able to commit the components, so that users know that the components are not available. Then it must be able to add the value of the process to the finished product, remove the component(s) from inventory and add the new part to inventory at the new cost. Without a system that handles secondary processes, this process becomes chaotic. Parts show up in inventory, they disappear without a trace, and then the other product magically appears in inventory.

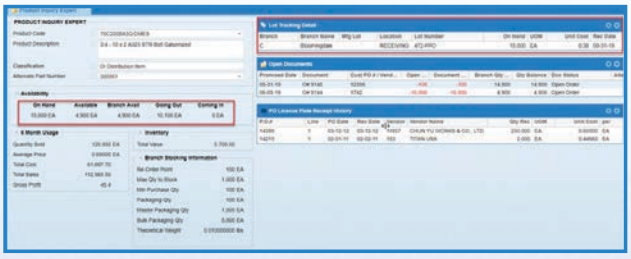
No one has any idea of what is going on. Here is an example of a product that is coming in on a Processing PO:



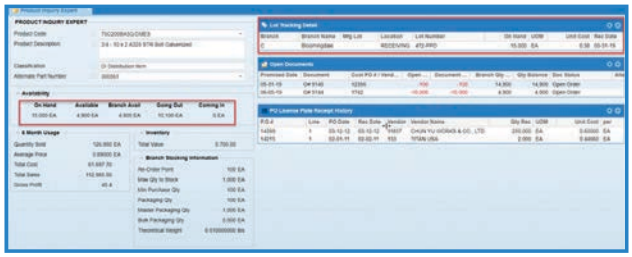
Here is an example of the product that is committed to that Processing PO:



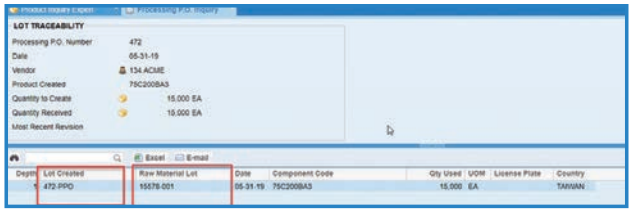
Receiving the PPO increases the inventory of the finished part:



At the same time, it reduces the inventory of the component part:



Here is the lot control and traceability information:



Lot Control & Traceability

For many fastener products, lot control is required. This is not an option; it is a mandatory requirement. The lot control must include traceabilty to each of the components that make up the finished product. If the fastener company is selling Grade 5 or Grade 8 fasteners, this is part of their daily life. If they are attempting to manage this manually, they are on a fool's errand. Some general-purpose systems have what I call "decorative" lot control. i.e. the system seems like it has lot control, but it is not robust, nor is it deep enough to trace back to the components.

These are only a few of the issues; there are many more, long part numbers, long descriptions, etc. I could go on and on. Every time you run into a process that is causing a "work around", you are wasting time and money. And you are putting your relationships with your customers at risk. If your system isn't helping, it is hurting you.

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Würth Industry North America (WINA) is pleased to announce its exclusive partnership with The Fastener Training Institute as the 2019 "Sustaining Sponsor" of FTI.

This new level of sponsorship will help FTI fund both existing programs and develop the new content needed to grow. The generous support of Würth will be acknowledged throughout the year at FTI classes, webinars and industry events.

"We are excited to partner with FTI to ensure we provide the next generation of engineers and technicians with the knowledge they need to support their companies' growth and innovation", said Dan Hill, Chief Executive Officer for Würth Industry North America. "Würth prides itself on a long history of engineering expertise and appreciates FTI providing high quality fastener training for the industry."

The Fastener Training Institute is a registered 501(c)6 non-profit. The objective of the Fastener Training Institute is to elevate the level of technical understanding and expertise of individuals in the fastener industry by providing a variety of training programs presented by recognized industry experts. FTI provides beginning and advanced training on fastener products, standards and specifications. A complete listing of new classes, webinars, and events can be found on www.FastenerTraining.org.

Würth Industry North America (WINA) is a division of the Würth Group, the world's largest fastener distribution company. WINA is a strategically aligned collective of companies consisting of more than 110 locations across North America. Through the pairing of more than 420,000 parts with a myriad of services, WINA provides custom solutions for almost every industry. Würth products and services include engineering assistance, quality control, inventory management, vending, safety supplies, kitting and assembly, structural fasteners and MRO/industrial supplies. In addition, WINA systems ensure security and quality control through superior supply chain management.

For more information on Würth Industry of North America and the Würth Group, please visit the website www.wurthindustry.com.

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Miscellaneous Cost Drivers

In addition to those mentioned, there are several other prominent miscellaneous cost drivers:

¤ Every requirement (on a print or PO) has a cost. This includes special quality requirements, necessity to submit a PPAP or ISIR, and every characteristic that is dimensioned on the print.

¤ Normally reducing complexity has a cost advantage

¤ Not all processes that have been accepted by customers are capable and may carry unknown or hidden costs. For example, dip spin applied coatings have become quite popular but causes fill in recesses on screws below M6. The costs associated with remedying these problems are often overlooked until a quality spill occurs and everyone begins pointing fingers at one another regarding a remedy.

¤ Packaging can introduce significant costs, especially if there are special packaging requirements or needs to protect certain part features like threads or ground shoulders.

Summary

The previous points just begin to scratch the surface of all the different nuances that go into understanding the costs of a fastener. I'm always reminded of a long-ago exposé on 60 Minutes that described the excessive cost of certain items purchased by our military. One of the items they highlighted was a $600 hammer. Everyone was horrified to learn that Uncle Sam would pay $600 for a hammer the rest of us could go to the hardware store and purchase for $20. What the story missed, however, were all the unique requirements that had been placed on the purchasing of that hammer. In the same way, it is impossible for those who don't really understand what goes into making a bolt, screw, or nut to look at one and appreciate the true costs that have gone into it.

This means that it becomes our job to educate our customers why fasteners cost what they do and why it is so blatantly unfair to say, "It's just a screw, it shouldn't cost so much!"

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COME TO NFDA'S 2019 EXECUTIVE SUMMIT by Vicki Lester

Save the dates, November 3-5, 2019, for NFDA's Executive Summit at the Ritz-Carlton Beach Resort in Naples, Florida.

The hallmark of the NFDA executive summit is peer-to-peer learning. When members share their successes and challenges with other members, everyone benefits.

The program for this meeting is under development.

Check the NFDA website (www.nfda-fastener.org) for details as they become available.

Looking Ahead to 2020

NFDA will again partner with the Pacific-West Fastener Association for our 2020 Spring Conference and Tabletop Show, March 4-7, at the Westin Hotel in downtown Long Beach, California.

Last held in 2017, the tabletop show featured more than 80 exhibitors and more than 300 attendees. If you are a fastener supplier, look for an announcement in September on exhibitor opportunities.

Also on tap for 2020 is NFDA's very popular Executive Sales Planning Sessions (ESPS)® , June 23-24, at the Embassy Suites by Hilton Downtown, Minneapolis, Minnesota.

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Fastener distributors looking to be especially vigilant about passwords can also use free, online password generators, like ***Secure Password Generator*** *(wwwpasswordsgenerator.net),* which will instantly generate long, complicated passwords for you.

Or, they can purchase password management software like ***Dashlane 4*** *(www.dashlane.com)* or ***LastPass*** *(www.lastpass.com),* which auto-generate complicated passwords, as well as centralize all your IDs and passwords into a single, easy-to-use program.

Fastener distributors also need policies in place to establish lock-outs after a system user has entered a pre-determined number of incorrect IDs or passwords, Nelson adds. And the same lock-out fail-safe needs to activate the moment an employee departs or is terminated from your distributorship.

For protection of critical data, Winkler also advises multiple-authentication, such as the use of two or three passwords to access a Web site maintenance account, rather than just one. And he says fastener distributors whose data privacy is especially critical should consider investing in data leakage prevention software.

HACKERS OFTEN ENSLAVE THOUSANDS OF COMPROMISED COMPUTERS ACROSS THE GLOBE INTO 'ZOMBIE NETWORKS' FOR SYNCHRONIZED CRYPTO-JACKING.

Employees should also stay on the look-out for 'social engineering' ploys – a fancy term for when a hacker makes a 'friendly phone call' to your fastener distributorship and tricks someone at your business into surrendering IDs and/or passwords for your network.

Regular meetings, e-newsletters or memos about security vigilance also offer an opportunity for you to update your distributorship's staff about the latest smoke-and-mirrors in vogue among hackers.

A popular hacker ploy lately, for example, is to regularly spam employees with marketing emails that seem to originate from a legitimate business, and include a handy 'unsubscribe' link at the bottom. Unbeknownst to the recipient, clicking the link activates an invisible download of malware to their PC or other computer device – software that can be used to steal IDs, passwords, credit card numbers, client data, and the like.

"Look at the link, and see where it's coming from," Winkler advises. If you don't recognize the company, or the link seems hinky, don't click it.

Individual computer users can further protect themselves by installing browser extensions that help protect against Black Hat mining, such as ***NoCoin*** *(www.chrome.google.com/webstore/detail/no-coin-block-miners-on-t/gojamcfopckidlocpkbelmpjcgmbgjcl?hl=en),* ***AntiMiner*** *(www.chrome.google.com/webstore/detail/anti-miner-no-1-coin-mine/ibhpgkhoicjhklmbhdoeikeggbeejonj?hl=en),* ***MinerBlock*** *(www.addons.mozilla.org/en-US/firefox/addon/minerblock-origin/),* ***Coin-Hive Blocker*** *(www.chrome.google.com/webstore/detail/coin-hive-blocker/ccagdbjcbhmcdcbbknfebhhdbolnfimo?hl=en).*

And they can also test to see if their Web browser has been corrupted by a Black Hat miner with a free service from Opera Browser *(www.cryptojackingtest.com.)*

There are of course other ways to further toughen your security and protect your fastener distributorship. But at a certain point, you'll probably need to concede that your Internet security will never be perfect – only hopefully, just good enough.

You'll of course want to run any security solution you choose for your fastener distributorship past your attorney or other designated legal personnel to ensure that any software you use complies with all government regulations.

And you'll probably want to consider IT security insurance. If all else fails, you'll also want a backup plan – just in case your fastener distributorship gets hit by a hacker despite all your efforts.

You can of course probably find other ways to further toughen IT security. But at a certain point, you'll probably need to concede that your Internet security will never be perfect – only hopefully, just good enough.

"Anybody who sells you 'perfect security' is a fool or a liar," Winkler says. "What security is about is risk management. The more you elevate security, the more you're raising the bar, and the more exponentially you're decreasing your risk."

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FIGURE 4: TO DEMONSTRATE ATTACK BETWEEN THE COILED PIN'S COILS (OR WRAPS) OF STEEL, THE PHOTOGRAPH BELOW WAS TAKEN AFTER CROSS-SECTIONING THE PIN SHOWN IN FIGURE 3.

While this may appear to be a significant concern, it is critical to understand there are many forms of corrosion, and in regard to fasteners, corrosion in these locations is often of little concern. Hundreds of billions of plated fasteners have been utilized successfully over the years despite these issues. If a fastener is fully installed in a host material, it may be largely protected from attack. A good example would be a Compression Limiter sandwiched between two components, protected by a gasket, and capped with a flanged bolt. In terms of galvanic corrosion, the finish need not be uniform to provide protection as it will be sacrificially depleted to protect the base metal as long as current can flow from one to the other. For example, a steel boat hull can be protected by bolting sacrificial zinc anodes in strategic locations – it is not necessary to galvanize or zinc plate the entire vessel. Similarly, zinc on the outer diameter of a Coiled Pin will protect the interior if galvanic corrosion is the mechanism of attack.

The advantage of stainless steel remains its ability to resist corrosion without the aid of protective finishes. Corrosion resistance is provided by chromium and this is distributed throughout the alloy. Stainless steel can corrode and fail though it does not rust due to general attack or surface corrosion. Pitting is the most common form of corrosion affecting stainless steel. Pitting may occur when environmental agents or mechanical abrasion/scratching defeat the passive layer under conditions where it cannot spontaneously reform. Local attack can then occur. In salt spray, a water droplet may form on the surface of a part. The water droplet may then concentrate chloride which is highly corrosive. An alternate form of attack generally spread over a larger area is crevice corrosion. This form of attack may occur where there are sharp inside corners or where components touch in a manner that creates potential points of fluid deposition. Good design practices can minimize crevice corrosion, though in many instances it is inherent to the intended function of an application. It is also possible to improve corrosion by moving to other stainless steel alloys. Common methods used to increase resistance to pitting are the addition of molybdenum or higher concentrations of chromium and/or nickel. Increased corrosion resistance typically elevates cost and should therefore only be pursued when necessary.

Of the two stainless steels offered by SPIROL, austenitic (or nickel) stainless steel provides the best corrosion resistance while martensitic (or chrome) stainless is more easily attacked. Nickel stainless steel has two advantages: 1) chromium content is increased from 12% to 18%, and 2) 8% nickel is added to increase resistance to attack from mineral acids. The pairing of chrome and nickel in the proper ratio allows for the creation of an austenitic structure. Martensitic chrome stainless steel may be less corrosion resistant; however, it can be heat treated to achieve higher strength, and the subsequent low rate of work hardening provides excellent fatigue resistance.

CONTINUED ON PAGE 208

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SPIROL COMPARATIVE ANALYSIS OF STAINLESS AND PLATED/COATED CARBON STEEL *from page 206*

To demonstrate the difference between stainless steel and coated carbon steel two solid pins were manufactured with identical geometry from each material. The stainless steel pin was passivated while the low carbon steel pin was coated with a zinc lamellar product *(See Figure 5).*

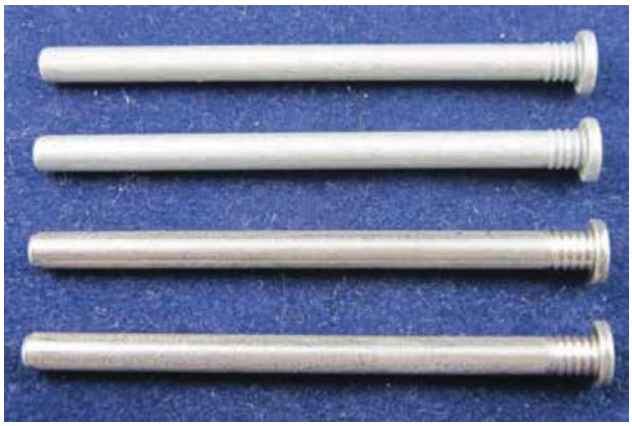

FIGURE 5: PINS PRIOR TO TEST: THE TOP TWO ARE LOW CARBON STEEL COATED WITH ZINC LAMELLAR, THE BOTTOM TWO ARE AUSTENITIC 305 SST.

At 720 hours the coated part has performed well though white corrosion is readily apparent. Once the zinc is depleted, rust will begin. In contrast the austenitic stainless steel pins appear virtually unchanged *(See Figure 6).* A properly passivated 300 series SST pin can provide up to 2,500 hours protection in salt spray.

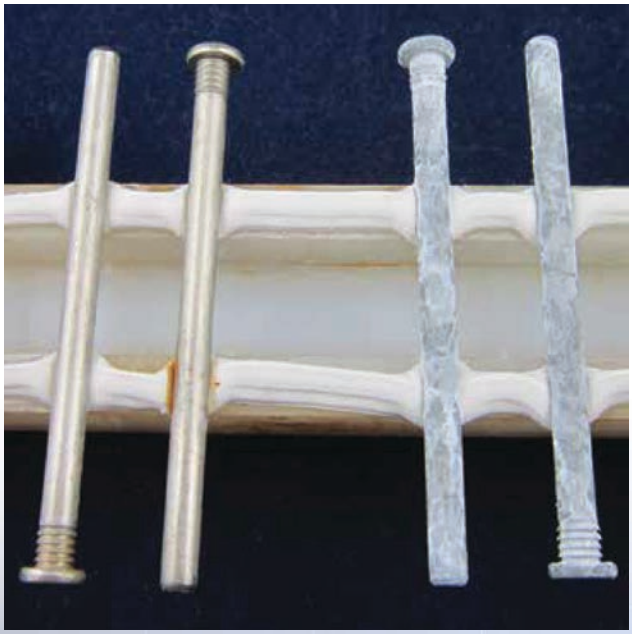

FIGURE 6: AFTER TEST, THE 305 SST PARTS REMAIN UNCHANGED (LEFT) WHILE THE COATED PARTS (RIGHT) EXHIBIT SIGNIFICANT WHITE CORROSION.

As previously noted, martensitic stainless steel is less resistant to corrosion than austenitic and it is generally not tested in salt spray for this reason. Both 410 & 420 stainless steel provide good corrosion resistance in normal atmosphere, fresh water, body fluids, and culinary environments as well as mild oxidizing acids such as chromic and nitric acid. The following martensitic stainless steel pins were placed in salt spray and observed for a period of 300 hours. Staining was evident after 48 hours with minor pits beginning to form. After 300 hours pitting was severe and easily captured in the following photographs *(See Figures 7, 8, 9 and 10).*

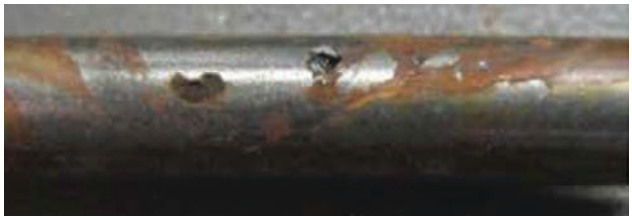

FIGURE 7: PITTING WITH RELATED STAINING ON 420 STAINLESS SLOTTED PIN.

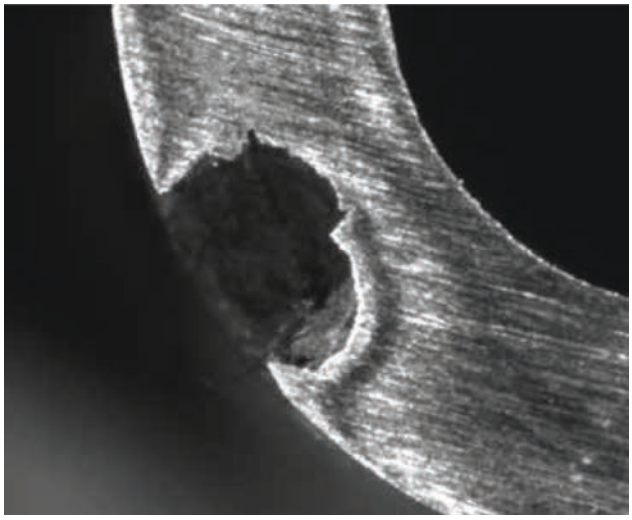

FIGURE 8: CROSS SECTION OF PIT SHOWN IN FIGURE 7 DEMONSTRATING IMPACT ON CROSS-SECTIONAL AREA AND REDUCTION IN STRENGTH.

FIGURE 9: PITTING WITH RELATED STAINING ON A 410 STAINLESS STEEL SOLID PIN.

CONTINUED ON PAGE 210

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SPIROL COMPARATIVE ANALYSIS OF STAINLESS AND PLATED/COATED CARBON STEEL *from page 208*

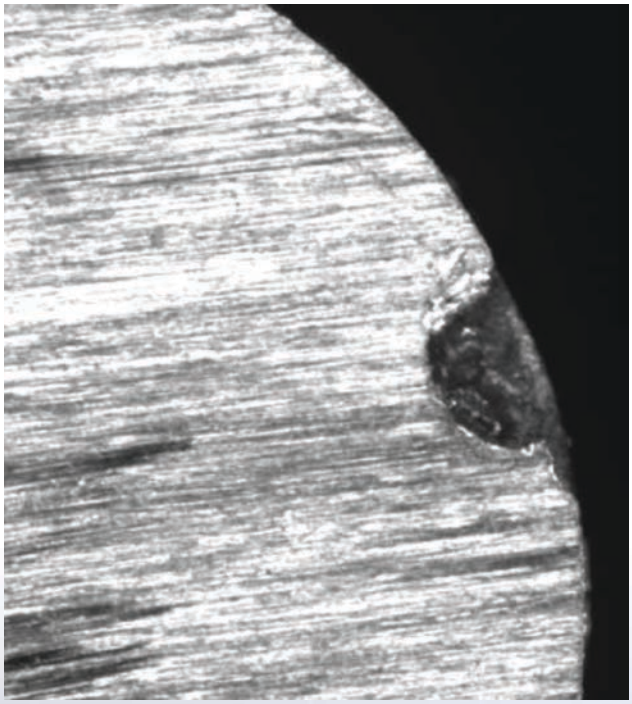

FIGURE 10: CROSS SECTION OF PIT SHOWN IN FIGURE 9 DEMONSTRATING IMPACT ON CROSS-SECTIONAL AREA AND REDUCTION IN STRENGTH.

In summary, though great advances have been made in regard to finishes and coatings available for carbon steel they remain susceptible to corrosion. It is a matter of when, not if, the finish will eventually fail. Stainless steel is often associated with higher cost, although the cost of failure can be much greater. The intended environment and life expectancy of a product must be given adequate consideration and the appropriate material and/or finish selected to ensure success. It is also important to evaluate alternative solutions whenever possible. Reducing material volume by moving from Solid Pins, Alignment Dowels, and other products to Coiled Spring Pins and Tubular Products can significantly reduce weight therefore lowering cost. Carbon steel does not always present the lowest installed cost solution and 'value' should always be considered. Stainless steel is not impervious to attack and the host materials and environment must always be evaluated carefully to ensure the correct grade/type is used.

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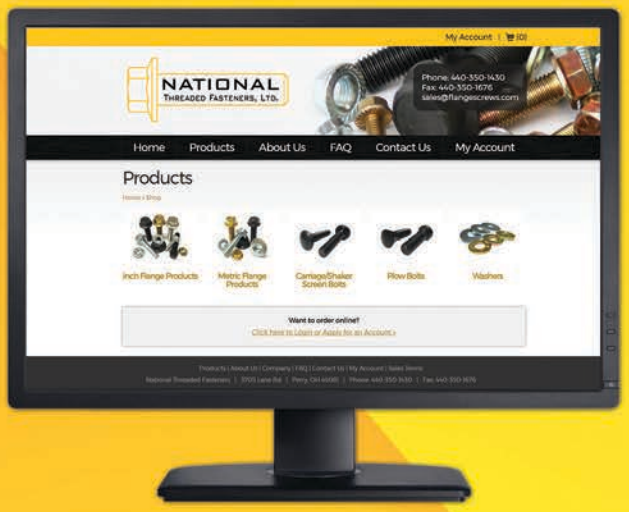

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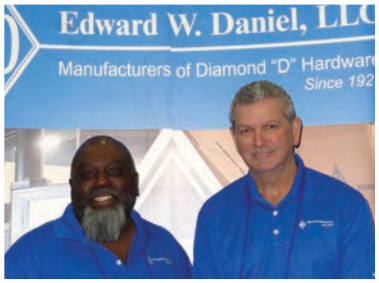

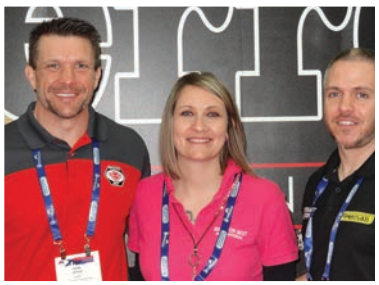
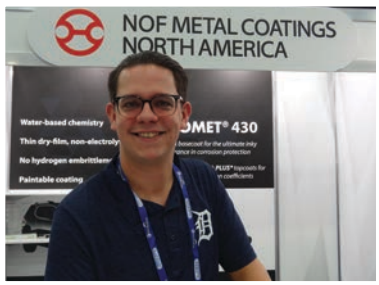

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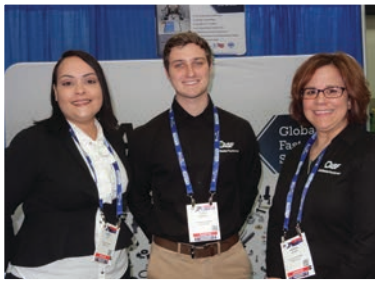

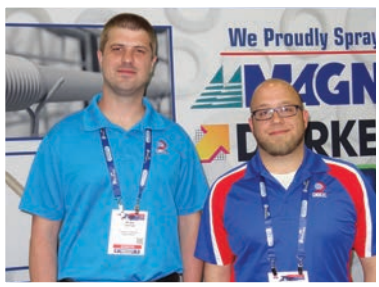

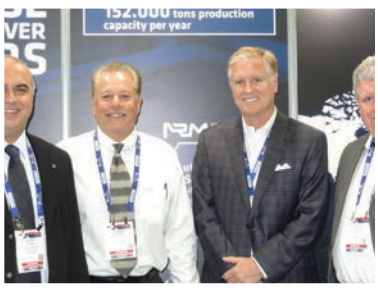

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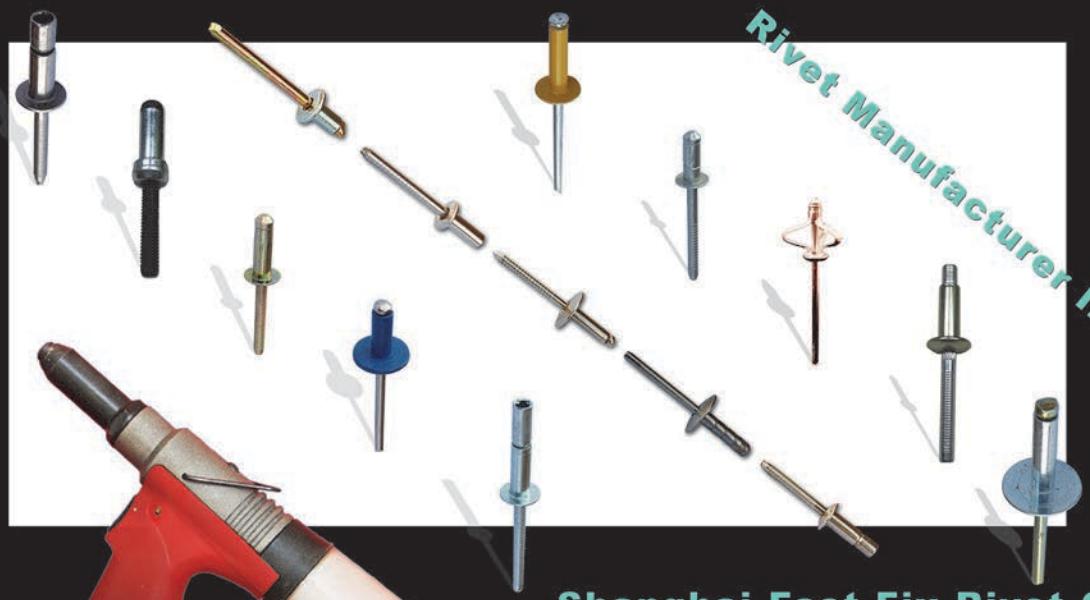

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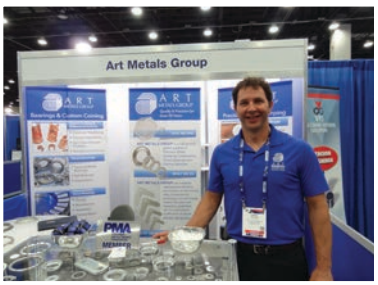

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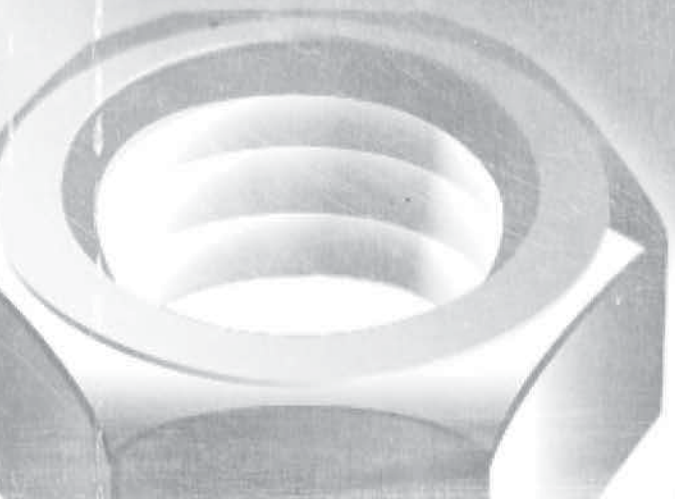

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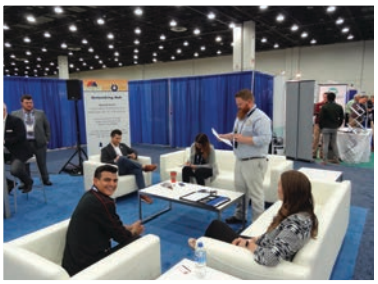

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MFDA CONGRATULATES SCHOLARSHIP WINNERS by Nancy Rich

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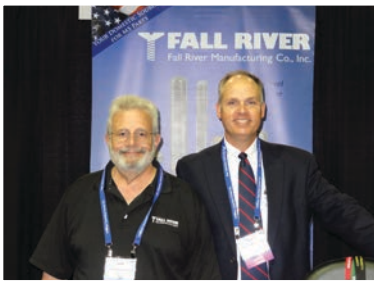
Thank you for the support of the members and the Tanzman Family for making these awards possible.

MFDA 2019 Calendar of Events

October 12th	Cocktail Party *Crystal Springs, Hardyston, NJ*
October 13th	MFDA 24th Annual Golf Outing *Wild Turkey Golf Course, Hardyston, NJ*
December 5th	Toys for Tots Holiday Party

FASTENER TECH™ ’19 - DONALD E STEPHENS CONVENTION CENTER, ROSEMONT, IL - JUNE 3-5, 2019



more photos on page 222

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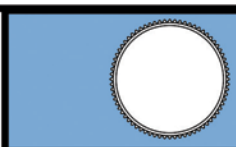
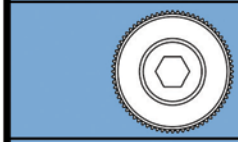
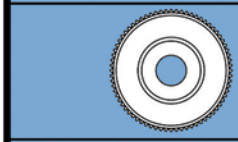
INCH SERIES



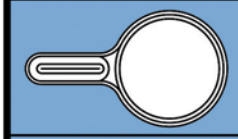
KNURLED SERIES
MALE THREAD #4 THROUGH 5/16. Available knobs only, assemblies and in kits.
This style offers the most common knob for light locking applications.



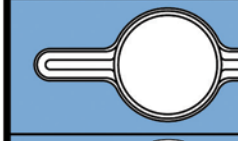
KNURLED SERIES WITH KEY DRIVE
MALE THREAD #4 THROUGH 5/16.
Available assembled only. This is the same style as the above series but allows for dual hand or hex wrench locking and adjustments.



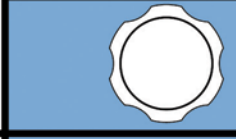
KNURLED SERIES FEMALE THREAD
WITH ALUMINUM INSERTS #4 THROUGH 5/16.
Available assembled only and in kits.
These match the above series for design uniformity.



L-SERIES
MALE THREAD #10 THROUGH 5/16.
Available knobs only, assemblies and in kits.
This style is useful in close quarter applications.



TEE SERIES
MALE THREAD #10 THROUGH 3/8.
Available knobs only, assemblies and in kits.
This style allows for a little extra torque.



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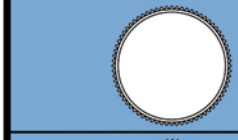

KNURLED SERIES
MALE THREAD M3 THROUGH M8.
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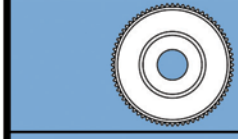
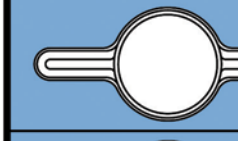


KNURLED SERIES FEMALE THREAD
WITH ALUMINUM INSERTS M3 THROUGH M8.
Available assembled only and in kits.



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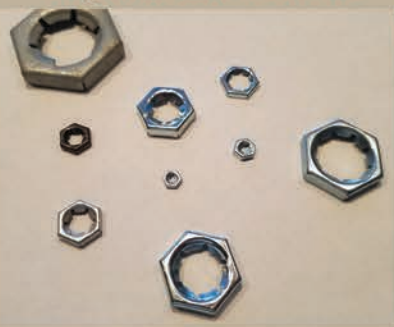

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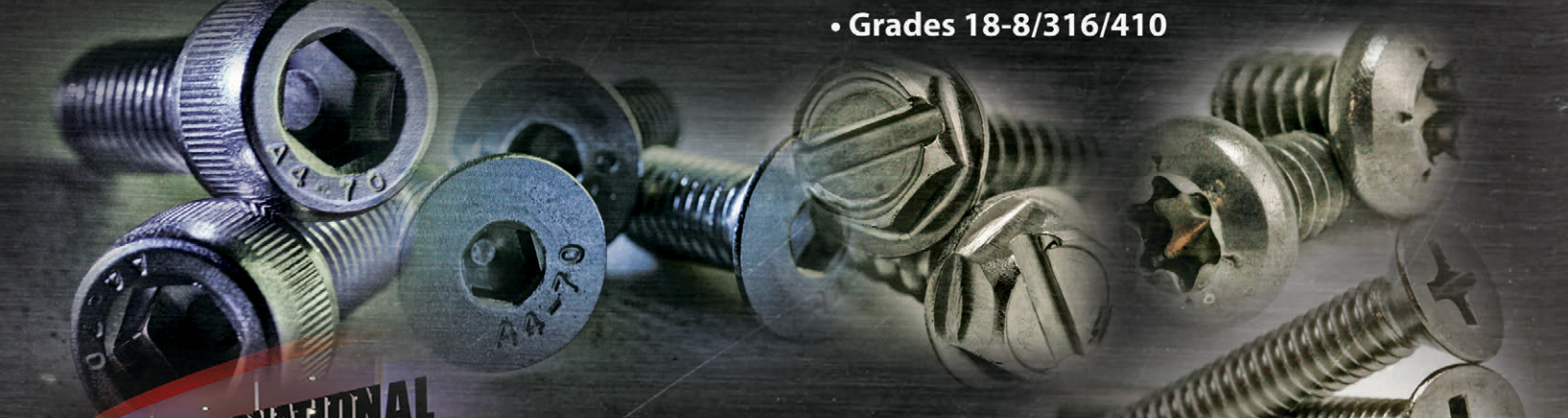

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