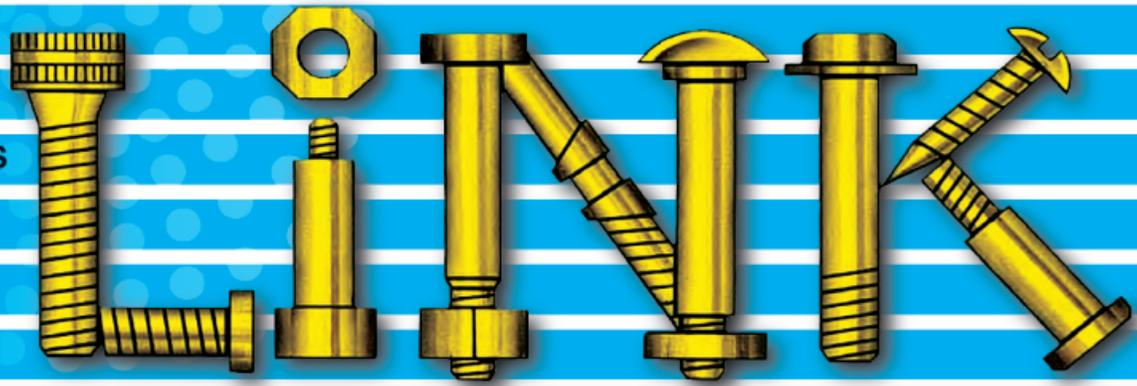


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THE STORY BEGINS  
ON PAGE 16

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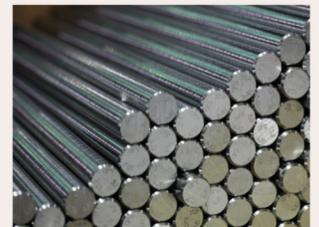
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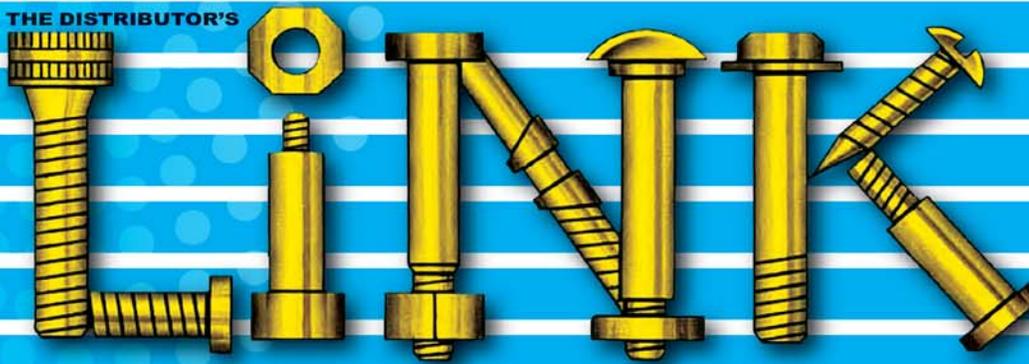
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SPECIAL THANKS TO [GLOBALFASTENERNEWS.COM](http://GLOBALFASTENERNEWS.COM) FOR SEVERAL NEWS PIECES IN THIS ISSUE

# DISTRIBUTOR NEWS

**S&M Retaining Rings** is pleased to announce the addition of Specialty Sales and Nordstrom Associates to its sales force. Ira Shushan, Aaron Shushan, and Robert Lopez of Specialty Sales will be representing S&M in the states of Arizona, California, and Nevada. Mike Rothermel and Allen Macpherson of Nordstrom Associates will be S&M representatives for the New England states.

S&M Retaining Rings is looking forward to a mutually beneficial relationship with both companies. With their support in the field, S&M will be able to service our growing customer base on both the East and West coasts.

For more information, contact S&M Retaining Rings: Tel: 973-383-2200, Fax: 973-383-6529 or visit their website at: [www.smretainingrings.com](http://www.smretainingrings.com).

## OBITUARY



**Joe Kuchar**, CEO of Titan Fastener Products Inc., died November 24, 2012. He started in the industry in 1964 with American Fasteners in Chicago. He launched Hi-Ten Corp. in the mid-1970s and started Titan Fastener with his family in 1990. He was a National Fastener Distributors Association board member from 1985 to 1988 and was inducted into the NIFS Hall of Fame in 1990. Messages to the family may be sent c/o Titan Fastener Products, 2627 Sidney Lanier Dr., Brunswick, GA 31525.

**Bay Fastening Systems**, proudly announces the arrival of the new Avdel eRiv® battery tool.

This new 14.4 Volt Lithium Ion powered cordless blind rivet tool combines lightweight with a robust construction to provide dependable riveting in all situations and locations - 100 % portable riveting.



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For more information about Bay Fastening Systems, visit them on the internet at [www.bayfastening.com](http://www.bayfastening.com) or [www.bayrivet.com](http://www.bayrivet.com).

\* \* \*

**National Threaded Fasteners** is now stocking #3 Grade 8 Dome Head Plow Bolts (150MPSI).



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## Bengt Blendulf

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

## ULTRA-HIGH STRENGTH FASTENERS: ARE WE READY FOR THIS?

### Background

Ever since the energy crisis became really serious in the 1970's, the auto industry has been faced with demands from both governments and car buyers to improve fuel efficiency. The fuel consumption for a typical car is mainly dependent on the vehicle mass (let's call it weight here). I have seen some numbers claiming 70 % of fuel consumption being directly related to the weight of a car, the remaining 30% for friction, waste, aerodynamics, etc.

It is easy to realize that if we all (almost all of us, anyway) have a car around us (1300 kg or 2870 lb for a small car, double for the real gas-guzzlers) sitting in slow moving traffic on the way to work, we are burning up a lot of gas going seemingly nowhere (feels like that anyway). If we are going faster with a buddy in the HOV lane we are just burning up gas quicker. In the absence of a well designed and used public transportation system (train, bus, sub-way, etc.) we are, at least in the US, more or less forced to use our cars.

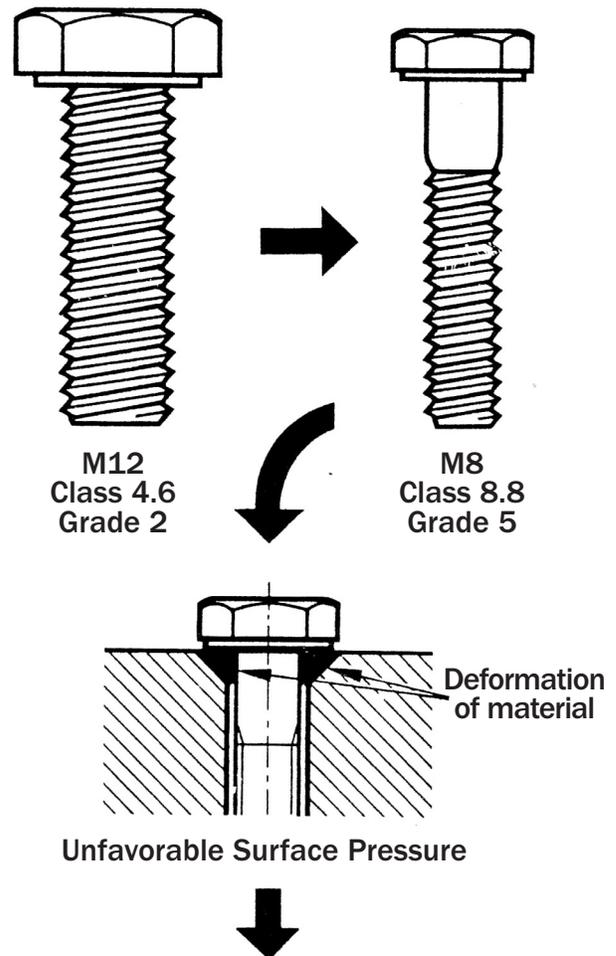
So, the obvious question is – what if we make our autos much lighter? Would that not save us a lot of fuel considering the 70/30% mentioned above? ABSOLUTELY! And, our auto industries are really trying to squeeze the maximum benefits (safety and performance) out of every kg (or lb if you are a non-convert) of materials they use in engines and car bodies. Stronger and lighter is the name of the game. And, it is not just in the automotive field, we see the same trend in many other industrial areas.

### Fasteners

If we look closely at older cars, farming machinery, household appliances and other equipment typically using a lot of steel and other materials (structural and non-structural), fasteners were of lower strength than in

today's designs. But they also had to be larger and heavier to be able to joint component that were also made of heavier materials with lower strength, like low carbon steel and some castings. Fuel consumption/waste was not "invented" during this time.

In the second half of the 20th century, and particularly in the 1970s, lower grade bolts/screws were increasingly replaced by higher strength fasteners due to weight reasons.





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## Dennis R. Cowhey

Dennis, R. Cowhey, started Computer Insights, Inc. in 1981 as is currently CEO. He served for many years on the Illinois CPA Society Computer Information Systems Committee. He is a frequent author of articles for Industry Trade Magazines. Before starting Computer Insights, he served as Central District Manager for a division of Litton Industries (now part of Northrup Grumman). That company offered Inventory Control Systems to Retailers. Prior to that, he was a Credit and Financial Analyst for National Credit Office division of Dun & Bradstreet, Inc. He received his education at Chicago City College and DePaul University.

# THE BUSINESS EDGE 2.0 LINUX OFFERS A REAL CHOICE

## Fastener Software All Looks Alike

Fastener Distributors who are looking for software to run their companies face a daunting task. The software packages are very difficult to differentiate from one another. The salespeople seem to speak a different language and the answer to every question seems to be "no problem". Yet there are stories galore of failed installations and million dollar losses because of software that didn't fit the bill.

## Windows & SQL Server

One thing that makes most of the software look so similar is the fact that the vendors have mostly chosen Microsoft Windows and SQL Server for their operating platforms. Conventional wisdom says that is a good choice, but is it?

Computer Insights, Inc. has chosen a different path for the latest version of The BUSINESS EDGE 2.0. We have chosen Linux and IBM. We have good reasons for our choice. Because of the Linux environment, all peripheral programs are tightly integrated. With a typical Windows system, using best effort integration, the user will not be notified of a fax that fails to go out. The record of the failure is in a separate "bolt on" program. Similarly, the Wireless Warehouse is usually not tightly integrated, so when a transaction is passed to the Wireless Warehouse module, it is no longer visible in the main system until it has been allocated and passed back. If a Wireless Gun goes down, the transaction is "stuck" in the Wireless Warehouse system. None of these issues affect The BUSINESS EDGE 2.0 since all of the add on modules are tightly integrated parts of the core program. Our intense vertical market focus means that the add on modules that our clients need are already available; we won't have to create them as custom modules. This saves our clients time and money.



## Linux vs. Windows

Ken Hess of PC World wrote an article a couple of years ago that summed up the advantages of Linux over windows. He said:

- "Linux stability offers business owners the peace of mind that their applications won't suffer lengthy outages due to operating system instability. Linux enjoys the same high uptimes (often measured in years) that its Unix cousins do. This stability means that Linux can support your "99.999 percent available" service requirements."

- "Linux has the support of a worldwide community of developers who contribute to the source code, security fixes and system enhancements. This active community also provides businesses with free support through forums and community sites. This distributed community gives peace of mind to Linux users, because there's no single point of failure and no single source for Linux support or development."

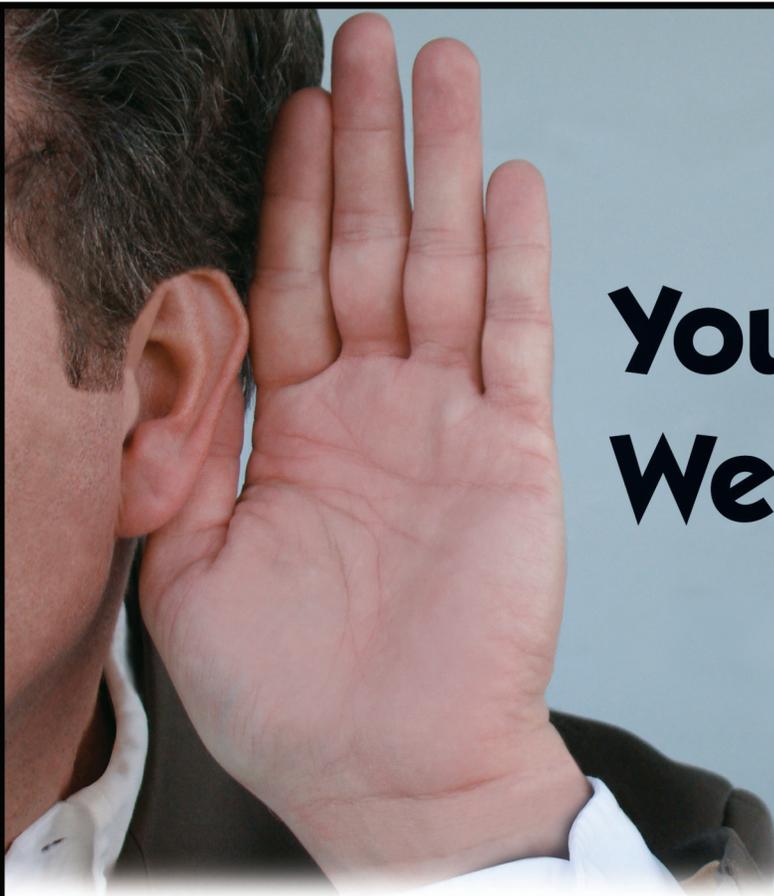
Companies have reported saving over 85% in support and maintenance costs by switching from Windows to Linux.

Linux is everywhere – Linux represents nearly 100% domination of the cloud services industry, an industry that needs to operate 24x7.

- "Businesses that have standardized on Microsoft technology, specifically their .NET web technology, can rely on Linux for support of those same .NET applications."

- "Fortunately for Linux adopters, there's no hardware upgrade madness that follows every new version of the software that's released. Linux runs on x86 32-bit and 64-bit architectures. If your system runs Windows, it will run Linux".

To read the full article, go to: [http://www.pcworld.com/article/201731/10\\_reasons\\_to\\_dump\\_windows\\_and\\_use\\_linux.html](http://www.pcworld.com/article/201731/10_reasons_to_dump_windows_and_use_linux.html).



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## Guy Avellon

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

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

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

## BOLT MANUFACTURING

Many distributors roughly know the manufacturing process for making a bolt, but not the entire processing details. Certainly, the majority of your customers have never been exposed to the many processing procedures and time required to manufacture a bolt. This article will provide those details that you may share with your customers so they may have a greater appreciation for what goes in to making a 'simple' bolt.

Before the development of modern bolt manufacturing, threaded fasteners were turned (machined) from bar stock. Slow production and excessive material waste were typical of this procedure. Clamp load and shear properties are also affected by this process, as the grain of the material is disrupted during cutting.

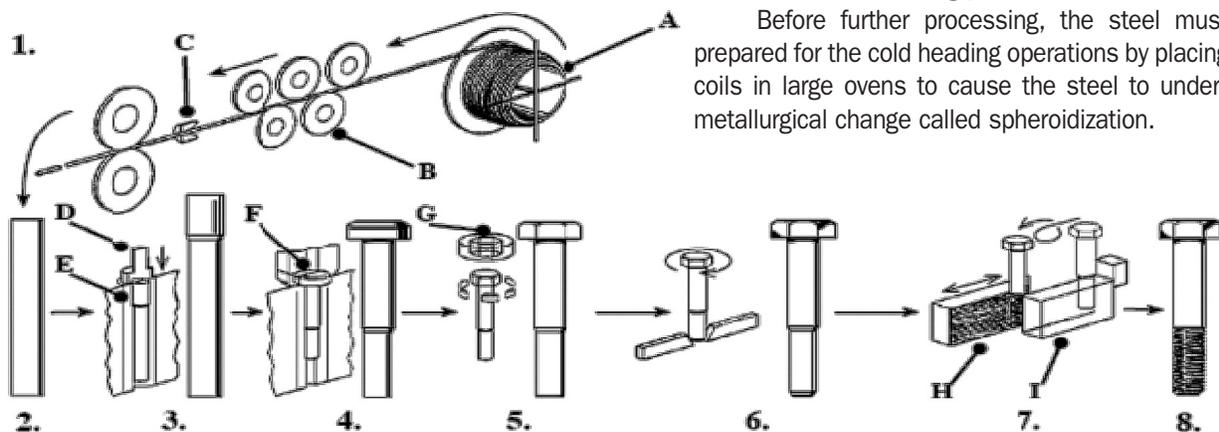
With technological advancements, fasteners were produced by hot forging. In this process the head is forged under temperature and pressure, while the washer face and threads are machined in place. This method gave the benefits of increased production with less waste, but did not advance the strength and physical characteristics of the fastener. In general, this process actually results in slightly lower physical properties.

Today, the most effective method for producing threaded fasteners is by cold forging on automatic bolt maker equipment. Cold forging enhances the physical characteristics of the fastener, both static and dynamic. The head and shank have enhanced strength because the metallic grain lines flow from the bolt's head to the end of the shank, unbroken by any cutting or material removal. Threads are formed in a thread-rolling operation that not only produces the thread itself, but cold works the material into consistent and precisely formed threads which have greater strength.

Steel coils of round wire are delivered to the bolt manufacturer and are stored outside. Each coil of steel has an embossed metal tag with traceable heat lot numbers that will identify the steel chemistry. When ready to use, they are brought inside and dipped in a series of tanks.

The first tank contains sulfuric acid. Here the steel is 'pickled' in acid to clean it of surface rust and heat scale. The coil is then transferred to a water rinse tank to wash off the acid. The last tank contains a solution of lime and hot water. This further neutralized any residual acid but it also protects the coil from further rusting and provides a lubricant for the wire drawing process.

Before further processing, the steel must be prepared for the cold heading operations by placing the coils in large ovens to cause the steel to undergo a metallurgical change called spheroidization.



Step-by-step process of bolt-making, beginning with hot rolled steel wire and ending with a finished bolt.

### Processing Steps:

- |   |                    |
|---|--------------------|
| 1. Shearing of coiled wire into bolt blanks | 5. Trimming to hex |
| 2. Bolt Blank                               | 6. Pointing        |
| 3. Preliminary shaping of blank             | 7. Thread rolling  |
| 4. Shaping Chamfer                          | 8. Finished bolt   |

### Miscellaneous Objects:

- |                       |                       |
|-----------------------|-----------------------|
| A. Coil of Steel Wire | E. Die                |
| B. Straighteners      | F. Cupped Head Hammer |
| C. Die                | G. Trimming Die       |
| D. Hammer             | H. Moving Die         |
|                       | I. Fixed Die          |



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## Robert B. Footlik

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

## TAKE A QUICK LOOK AROUND THE WAREHOUSE

Before any improvements can be made in an operation the problems need to be identified. Many areas for improvement are so easily seen that over time they have become invisible. People accept inefficiencies without even thinking about what they are doing and why it is being done.

Take a few moments, walk around the building and create your own list of topics for discussion, improvement and implementation.

### Start at the Street

In real estate the "curb appeal" of a property is one of the most important factors in determining value, second only to "location, location, location." Assuming that you are not going to move then taking a look at the building as a customer sees it can identify problems that are relatively inexpensive to fix.

Trash, debris and a poorly managed yard are often painfully obvious and cost little or nothing to eliminate. All too often dunnage, junk pallets and other materials stack up simply because no one called for a pick up. Reorganizing the parking and yard will take some time but this is an investment with a payback from enhanced efficiency, better protection of the property and reduced errors.

Patching and seal coating the paving can save repaving in the future while eliminating pot holes and tripping hazards. It also provides an opportunity for rethinking traffic flow, safety and parking spaces. The cost of restriping the lot is essentially the same but the finished product will definitely be highly visible to visitor.

Signage changes may also be in order. Taking down faded and obsolete signs and replacing them with

uniform, more informative signs can go a long way towards enhancing your image and directing new customers. The expense can be prorated to "advertising" as well as "operations" because both areas will be improved.

Want to make a quick statement, garner customer comments and add to the property value? Invest in some plants and flowers. Even a plastic urn or two next to the front door and customer entry will be noticed by visitors and when the flowers are blooming so will your business. This is one solution that is easy to implement and you can even use the watering chores to make a statement to the staff that "everyone is responsible for making the business grow."

While you are standing in front of the building turn around and look at the neighborhood. Many municipalities have beautification programs that you can tap into. Tree planting inducements, free plants and planters and other highly visible improvements are often available if you ask at city hall. In an industrial park establishing a beautification board or landowner's association can share the costs of area wide maintenance and new improvements. This requires a lot of work to set up initially (legal documentation alone can run to 40+ pages) but by getting more neighbors involved your own time will be less and if the buildings around you are owned or managed by a professional real estate firm you can tap into their resources for both initiating the group effort and running the operations. Once in place a modest yearly assessment will cover a multitude of work and by contracting with the association's vendors you can easily recapture this expense by reducing the cost of your own maintenance.



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Continental-Aero is the preeminent stocking master distributor of high-quality imported nylon insert locknuts, all-metal locknuts and finished hex nuts to the North American distributor market, selling a quality brand at competitive pricing.

Continental-Aero operates on a national scale with stocking warehouses strategically located throughout the United States, Canada, and Mexico. This network of warehouses and sales offices enables Continental-Aero's customers, both large and small, to be competitive with timely, cost-effective delivery and regional customer service.

Continental-Aero conducts an extensive supplier approval process to ensure all quality requirements are met, thus

guaranteeing that products with the Continental-Aero trademark Purple Nylon Insert are only supplied from the best fastener manufacturers in the world. Many of Continental-Aero's suppliers have been with them for over 30 years.

Continental-Aero is the market leader in Grades 5 & 8 nylon insert locknuts, specializing in large diameters up to 3". They are the largest supplier of commercial miniatures, sourced from a captive manufacturing facility, starting from size 0-80.

Long-standing relationships are established with each of their major suppliers and many view Continental-Aero as an invaluable partner for the North American distributor market. These relationships provide a key competitive advantage.



Continental-Aero routinely carries out audits, with its supplier's factories, ensuring that product development and quality control procedures are followed which are imperative to maintaining the integrity of the finished product.

As Continental-Aero sells exclusively to distributors, factors such as competitive pricing, reliable quality, and timely

delivery, are critical to long-term success - something which Continental-Aero has been able to perfect over its long history.

For maximum performance, Continental-Aero strongly recommends specifying its trademarked Royal Purple Tork Lok nut, with pressed closed nylon insert, during the early stages of your project.

# CONTINENTAL AERO™

## History & Heritage...

Continental-Aero was formed in 1987 with the merger of Continental Fasteners Inc. (located in Niles, Illinois) and the Aero Stop Nut division (located in Harrison, New Jersey) of Schaefer Supply Company.

Aero Stop Nut was founded in 1948 by Sid Greendorfer as an importer of all-metal and nylon insert locknuts from the United Kingdom. Aero Stop Nut eventually grew to be one of the largest vendors of nylon insert locknuts in the United States and was eventually sold by Greendorfer when he retired.

Continental Fasteners was founded in 1966 by Ted Jarman as an importer of nylon insert locknuts from Japan. Mr. Jarman recognized the marketing potential for making locknuts with a fully-traceable and recognizable color and thus the Royal Purple Tork Lok Nut was created and registered with the United States Patent Office.

During the 1970s and 1980s, both Aero Stop Nut and Continental Fasteners were the leading US importers of all-metal and nylon insert locknuts. They were also fierce competitors in the marketplace until both of the companies were acquired by Lenny Robinowitz.

Continental Fasteners was purchased by Robinowitz in 1982 and the acquisition of Aero Stop Nut was completed in 1987. With the merger of these two companies, a powerhouse in the all-metal and nylon insert locknut marketplace was created and Continental-Aero was born.

Marty Schneider, then GM and later COB, introduced the truck series and the continued marketing of the purple nylon insert - key factors in the brand recognition that Continental-Aero enjoys today.

Under the direction and guidance of Bill Giddins, President and Kelly Wiechen, COO, Continental-Aero has become a dominant force - second to none.

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Excellence Since 1948*



## The Purple Series Trucks...

Since 1987, Continental-Aero has produced authentic and highly collectable 1/64 toy cars in the trademarked purple color. Thus, Continental-Aero truck series was born. The truck manufacturer produces short runs of the trucks, and they are provided at trade shows and customer visits. The quantity is extremely limited.

There are currently eight models in the die-cast series of purple Continental-Aero's trucks, with the eagerly awaited and all important ninth release this year to commemorate Continental-Aero's 65th Anniversary.



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BILL GIDDINS, PRESIDENT, CONTINENTAL-AERO

*"The highest level of customer service is Continental-Aero's trademark"*

KELLY WIECHEN, COO, CONTINENTAL-AERO

*"Customer Service is a priority not just a goal"*

CHELLY GOMEZ, VICE PRESIDENT OF SALES AND MARKETING, CONTINENTAL-AERO



TRAMEC PRESIDENT GARY SULLO WITH THE CONTINENTAL-AERO TEAM AT BUFFALO GROVE, IL.



CONTINENTAL-AERO'S BILL GIDDINS [PRESIDENT], CHELLY GOMEZ [VP SALES AND MARKETING] AND KELLY WIECHEN [COO] WITH TRAMEC PRESIDENT GARY SULLO AT NIFMSE LAS VEGAS 2012.

## Philosophy...

Continental-Aero is proud of the reputation it has with its customers - if there's one thing that embodies the spirit of the company's progressive thinking it's *"customer service is a priority, not a goal."* Continental-Aero's personnel live and breathe customer service.

With a strong focus on its professional relationships, engineered products, and innovative technology; Continental-Aero exceeds customer expectations by providing superior after-sales support. Whether it is offering technical expertise on their products,

monitoring sales history, re-evaluating customer pricing or consolidating SKUs for more streamlined ordering, Continental-Aero is here to help.

In addition to a highly knowledgeable sales team, Continental-Aero's strengths are in the value added services they offer. These include Secondary Operations, Custom Packaging, Vendor Managed Inventory, Custom Bar Coding, and Stock and Release Programs. Continental-Aero is also a fully integrated supplier managing custom programs for the industry's leading Master Distributors.

The management at Continental-Aero's parent company, TRAMEC, LLC firmly believes that the advantage gained from this deep level of commitment to their customers is something to be cultivated for the future. These ideals mesh cohesively with those already in place at TRAMEC.



KELLY AND HER TEAM AT CONTINENTAL-AERO'S WAREHOUSE LOCATION IN ALSIP, ILLINOIS.



BILL WITH HIS TEAM AT CONTINENTAL-AERO'S HEADQUARTERS IN HARRISON, NEW JERSEY.



*"Continental-Aero has provided exemplary service, quality and reliability over the years."*

PETE GLYNN, DIRECTOR OF PURCHASING, TIMBERLINE FASTENERS

*"As a long time supplier, Continental-Aero has been great to work with"*

RICK SNYDER, GLOBAL COMMODITY MANAGER, BARNES DISTRIBUTION

*"I appreciate Continental-Aero's professionalism, exceptional customer service and flexibility. Their willingness to work with us on projects assists us in supplying our customer with the best possible service."*

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## **Product Range...**

Continental-Aero is the recognized industry leader in Nylon Insert Locknut distribution and a major supplier of all-metal locknuts and free spinning nuts for distribution customers - offering quality products in a range of sizes from 0-80 miniatures to 3" large diameter.

Continental-Aero is an ISO 9001:2008 certified and RoHS compliant company, assuring every customer the peace of mind that they will always be receiving only the best quality fastener manufactured in world-class facilities.

Offering all-metal locknuts in Grade C Toplock (Automation Style), Grade G Flange Toplock, Two-Way (Reversible), Serrated Flange, Double Serrated Hex,

K-Locknuts, all-metal miniature Clinch nuts, LHCM, LH1660 series, and miniature all-metal Hex lock nut.

Free-spinning nut products include the Finished Hex Nuts in Grades 5 and 8 and 18-8 Stainless Steel. New products include a full line of Grade B Toplock (Automation Style) and 2H Heavy Nuts.

All products are available in a variety of finishes, in addition to the capability of offering customer specific plating requirements.

Continental-Aero prides itself on its strong supplier relationships; working closely with its manufacturing partners overseas to offer excellent quality, competitive pricing and on-time deliveries for standard product, and blue-print specials.

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### **All-Metal Locknuts**



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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.

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# GAMECHANGE: MOBILE THE EMAIL WATCHWORD FOR FASTENERS

While the tech world is riddled with paradigm shifts, the latest is a doozy: By the close of 2012, mobile devices will overtake PCs as the most popular device for reading email, according to a recent study.

That fast-approaching upheaval is expected to be a brain-rattler for fastener distributors, who will be forced to reconfigure their marketing emails to fit much smaller devices, which take longer to download email – especially when those messages are laden with bloated multimedia.

“The future of computing is mobile,” says Matt Blumberg, CEO of Return Path ([www.returnpath.com](http://www.returnpath.com)), the email marketing services company that released to report. “More and more people are using smartphones and tablets and are moving away from PCs and desktop.”

Agrees Melonie Dodaro, social media specialist, Top Dog Social Media ([www.topdogsocialmedia.com](http://www.topdogsocialmedia.com)): “Everything in your online marketing should be mobile-friendly.”

Return Path uncovered the coming dominance of mobile after analyzing email from nearly 500 clients from October 2011 to March 2012. Its Campaign Insight tool, which tracks the platforms and email programs that subscribers use to read email, was integral to the projection.

“Marketers that don’t have the basic data they need to figure out their mobile strategy will likely lose out,” Blumberg says.

Driving the change are mobile Apple devices like the iPad and iPhone, which accounted for 85% of all email opens on mobile devices during the study period. “Email readership on the iPad has increased 53.6% year-over-year,” Blumberg says.

“Mobile devices offer extreme simplicity: instant on,

instant availability and a very common user interface” says Paul Mansfield, president, Paul Mansfield Consulting, a tech consulting firm.

Agrees says Jennifer Ellis, vice president Freedman Consulting, another tech consulting firm: “If someone is running late, I don’t have to waste time. I don’t routinely carry my laptop, but I always have my phone.”

Indeed, mobile device penetration in the U.S is so pervasive, it’s already at more than 100% of the population, according to an April 2012 report released by eMarketer ([www.emarketer.com](http://www.emarketer.com)), a tech market research firm. Quite simply, mobile is so popular, many people own more than one mobile computing device. “This growth is largely thanks to the popularity of tablets,”

eMarketer’s researchers write.

Not only that, smartphones in particular on a tear – a subtrend distributors also need to monitor closely. By the close of 2012, 192 million Americans will be using smartphones – or 100 million more than were using smartphones by the close of 2011, according to the research firm, according to eMarketer.



Above: A Google employee takes a break from reinventing the mobile Web.

Below: The widespread proliferation of mobile devices like the iPhone is forcing fastener distributors to re-think their Web strategy.



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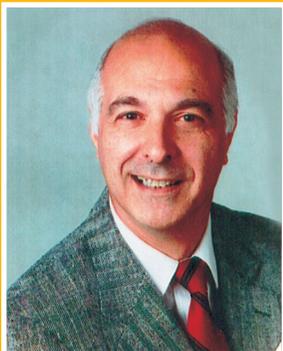


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## Bart Basi

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

# AN UPDATED LOOK AT PERSONAL GOODWILL

## Introduction

First of all, personal goodwill is a relatively new concept that not every legal or tax practitioner has heard of. The phrase "personal goodwill" appears absolutely nowhere in the Internal Revenue Code, United States Code Annotated, or any state statute. It was given life in court cases over the past 20 years and is roughly defined as "the asset that generates cash profits of the enterprise that are attributed to the business generating characteristics of the individual, and may include any profits that would be lost if the individual were not present." Quite simply, personal goodwill is the intangible value a person (usually the owner or CEO) brings to the company. It stands in contrast to traditional goodwill in that traditional goodwill is the value attributable to the company itself arising from intangible advantages such as location, customer quality, employees, etc.... While this dichotomy may seem insignificant, personal goodwill is an important concept to legal and tax practitioners for three reasons.

## Federal Tax Ramifications

When selling any corporation, the buyer is always interested in purchasing the assets of a company to gain the advantage of lesser liability and the tax advantage of depreciating assets with a stepped up basis against income to reduce taxable income. While an asset sale gives rise to tax benefits to the buyer, the seller may suffer multiple tax detriments, especially in the case of

selling assets of a C Corporation. With an almost certainty, in any sale, the seller will face 1) Taxes arising from ordinary income, 2) Taxes arising from depreciation recapture (also at the ordinary income tax rate), 3) Taxes arising from capital gains, and 4) in the case of a C Corporations, double taxation when the proceeds are distributed to the owners.

When selling an S Corporation, partnership, sole proprietorship, or other pass through entity through an asset or stock sale, ordinary goodwill does not present any problems. The sale of the goodwill gets taxed once, at the seller's level as a capital asset. The tax rate on the gain is presently 15%.

However, the problems begin when selling a C Corporation through an asset sale. Ordinary goodwill creates a tremendous tax burden that is not present in the sale of a flow through entity. During the sale, ordinary goodwill is taxed at the corporate level. Since C corporations do not get the benefit of the lower capital gains tax rates, the capital gain is taxed at the corporation's ordinary rate. This federal tax rate can be as high as 39% at certain income levels. Once ordinary goodwill is taxed at the corporate level, it is given to the seller usually in the form of a dividend distribution. When given to the seller, it is taxed at the federal dividend rate of 15%. This means that of every \$100 given to the selling corporation as part of an asset sale, potentially \$48 of it will be paid to the federal government as taxes. In addition, we might have to deal with state taxes.



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## DISTRIBUTOR NEWS

**Brighton Best International Inc.** is pleased to announce a new Domestic alliance with The Elgin Fastener Group – EFG. EFG is comprised of a select group of manufacturing companies who have distinguished themselves as premier manufacturers of externally threaded, cold-headed off-standards and special fasteners.

By partnering with BBI, EFG will be manufacturing standard fasteners in large volumes, utilizing a uniform head mark - EFG-USA. Part families included in this domestic offering will be grade 5 & grade 8 capscrews, A325 & A490 structural bolts, and BBI's exclusive high-strength L9 fastening system. On-line certifications will be available from BBI for all EFG-manufactured components including physical and chemical analysis with confirmation of USA manufacturing and USA raw material content.

We believe that this new domestic alliance will offer the distribution channel multiple benefits.

- Expanding Options and Supporting Small USA Manufacturing - With the emergence of the EFG brand, distributors will now have another brand option when sourcing domestic, externally threaded products. Located in the Cleveland and Chicago region, EFG is comprised of several small to medium US-Owned fastener manufacturers who currently build special, critical and off-standard fasteners for a select group of customers. By partnering with EFG, BBI is supporting the heart of American manufacturing.

- Automotive Quality Components – Offered at Competitive Standard Fastener Prices – The EFG Group's current core customers include - tier automotive, heavy truck, engine manufacturing, heavy equipment and agriculture manufacturers. The same meticulous manufacturing practices and QA procedures utilized in manufacturing critical specials will be applied to standard product fabrication; equating to superior quality at standard fastener prices.

BBI and EFG hope to bring a new value proposition to sourcing domestically-manufactured standard fasteners. Thank you for your support.

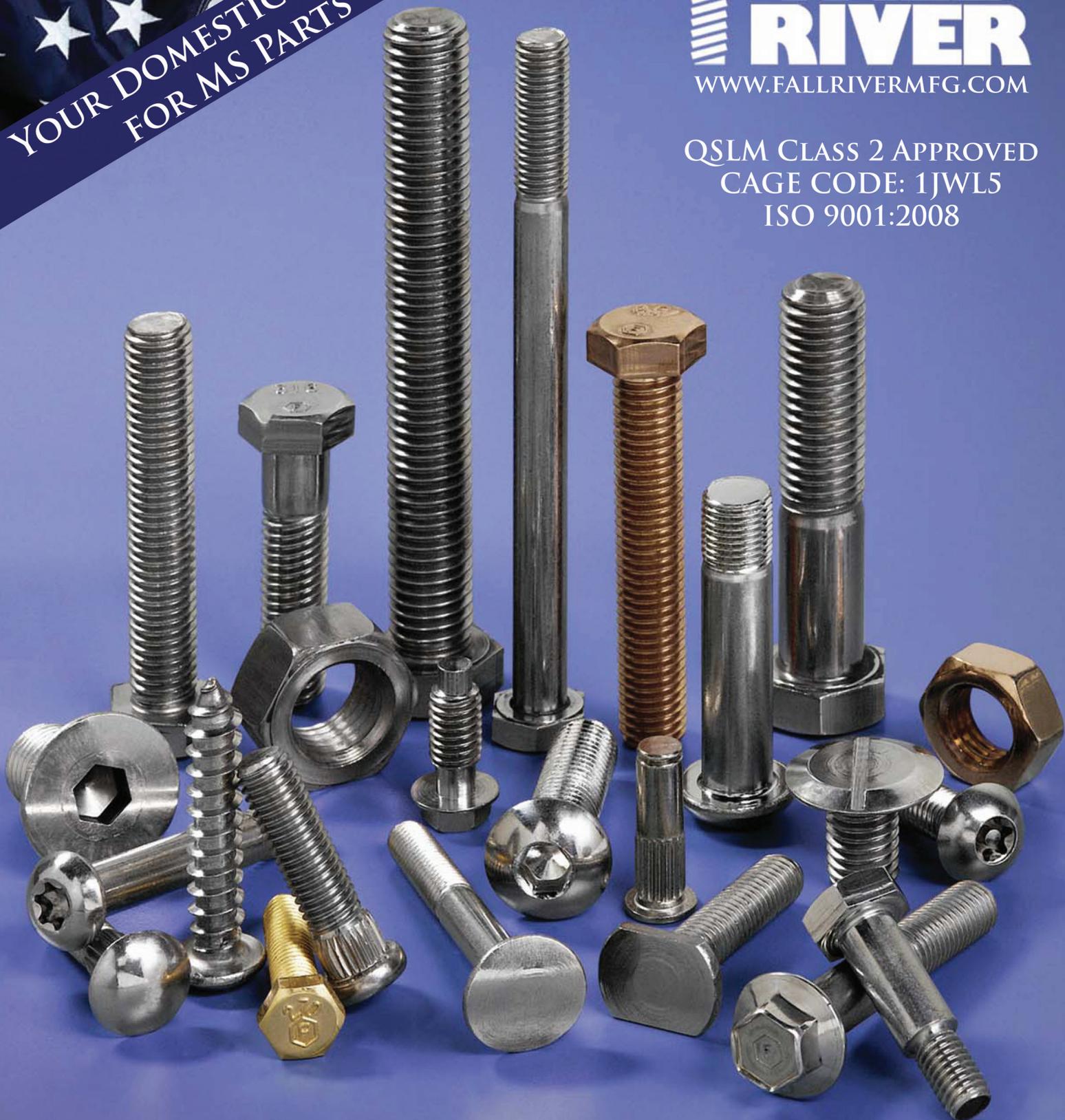
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## Jim Truesdell

*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".*

## “REGULATORY CLIFF” IS ANOTHER CHALLENGE FACING DISTRIBUTORS

As the campaign season culminated with President Obama's re-election the nation's attention shifted to how or if we can avoid the upcoming "fiscal cliff" as tax cuts are set to expire and certain budget expenditures run into a pre-ordained legislative wall. But this is not the only precipice we are facing. Some business observers, particularly among small businesses, are just as worried about a spate of regulatory measures which have been scheduled for implementation and the effect they will have on our hoped for economic recovery. This "regulatory cliff" may be just as perilous for business as the "fiscal one" that has been getting so much press. Distribution companies are not immune from these worries.

Just as tax and budget issues have placed a "hold" on expansion and hiring plans of many enterprises, so too has the prospect of more government rules and restrictions caused some businesses to delay projects or growth until the impact and extent of the regulatory burden is clear.

How will the newly elected Congress approach regulatory relief? Will the President view the election results as a mandate to continue to re-make our society and economy with more, rather than fewer, rules governing business? What can small businesses expect from the people running federal agencies?

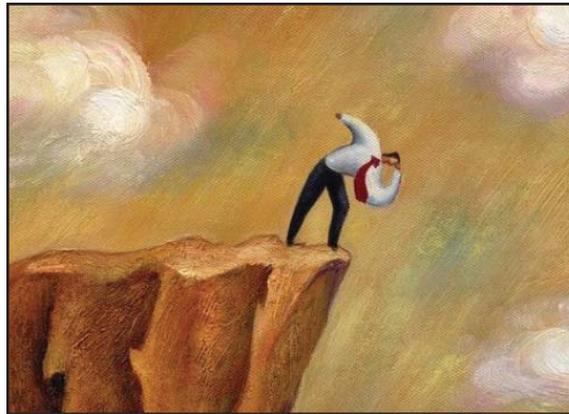
During the October Town Hall Debate, presidential candidate Mitt Romney charged that the federal regulations enacted during the past four years had "quadrupled." While some critics argue that was not the case it was correct if we take into account those regulations that are "economically significant", that is, those with a cost estimate of \$100 million dollars or

higher. Thus we have faced, as the United States Chamber of Commerce described it, a "tsunami" of new regulations since 2010.

Trade associations of various industries and of the business community as a whole (The Chamber of Commerce, the National Association of Wholesaler-Distributors, the National Federation of Independent Businesses, the National Association of Manufacturers and many others) will be watching the daily Federal Register to see what new rules are handed down daily and will be ready to respond within the allotted comment periods. But there are some regulations which the Obama Administration has been pushing which are near fruition already and which may well pack substantial costs or create impediments to growth.

The Environmental Protection Agency alone has hundreds of proposed rules in the pipeline heading for implementation. Among those that could be pushed in the weeks to come are an Ozone Rule that would impose limits so strict that the majority of businesses in the United States might well find themselves in violation. Its enactment could well result in multiple billions of dollars of retrofitting and equipment replacement. The EPA is also near putting into play new particulate matter standards that will lead to a lot of confusion.

Eyes will also be on the Labor Department and, specifically, the National Labor Relations Board which throughout the last four years has had a history of trying to implement measures unilaterally which would tilt the balance of labor relations in favor of the Unions. The President's appointees have made no secret of their biased viewpoint as they have moved quickly to follow their agenda.



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Bright and early September 23, 2012, at 6:45AM, over 90 golfers arrived at Wild Turkey Golf Course, one of NJ Premier golf courses at Crystal Springs Golf & Resort. While the morning was a bit chilly, the day warmed up, and the foliage up in Northern NJ was a spectacular back drop for the MFDA's 17th Annual Golf Outing! After months of planning, you can be certain that Golf Chair. Ken Schneeloch (McCormick Assoc. and MFDA's Secretary); Brian Eakins (MFDA BOD member; ND Industries), and Dave Schuster (Leo Coar Assoc.) were thrilled!

Each golfer was treated to golf tees (donated by ND Industries), a sleeve of balls (Kanebridge Corp.), and golf towels (Star Stainless).

Lots of mulligans were sold...a free hit...(except on hole in one holes) and 14 foursomes participated in the Pink Ball contest. Can you play 18 holes, and bring the pink ball back? Kanebridge Corp. (Vic LaPoma's team) did just that and won? the pot of cash! Congratulations team Kanebridge: Vic LaPoma, Dennis Shanahan, (Mutual Screw), Dennis Shanahan, Jr. & Mike Sutphin (Kanebridge Corp.)!

Brighton Best sponsored a \$25,000 cash hole in one contest, along with several other prize opportunities on several holes on the course. While there was no winner this year, MFDA BOD member, Barb Traum, (Brighton Best) spent the entire outing at the hole ready to verify. She offered snacks, beverages, and took photos at the hole. Also out on the golf course taking pictures were Kellie Nirmaier, MFDA's 2nd V.P. (Kanebridge Corp.) and Jennifer Hyman (Kanebridge Corp.). Thanks to Brighton, and our photographers! Thank you also to Kelly Quittenton (Brighton Best) for overseeing the "Double Your Money" contest. Golfers gave Kelly cash, with a chance to double the amount if they were successful in hitting the ball onto the green.

Golfers returned to the beautiful glass enclosed "Rotunda" room overlooking the golf courses for the awards ceremony and luncheon. A MFDA golf shirt, Kanebridge Corporation fabric bag, and tables of prizes awaited the golfers. Raffle tickets were sold for a Chinese auction for the prizes. Several companies

donated additional prizes: \$100 Best Buy gift card (Uneeda Bolt & Screw), 2 boxes of golf balls (BMB Fasteners), Keurig Coffee Maker (Star Stainless), 2 boxes of golf balls (Safety Socket, LLC), and a Giants Team Logo golf bag (Lubker Dist.) for which the MFDA is sincerely grateful. Nancy Orr and Janet Knapp (ND Industries) stayed back at home base to set up the prizes, shirts, and cut raffles. Thanks, ladies!



A new twist on prizes this year courtesy of Solution Industries, one of MFDA's newest members...2 Johnnyville Slugger bats engraved with the MFDA Logo for our longest driver winners and MFDA blue bolt trophies for the first and second place winners. A

special thanks to Laura Vath, (Solution Industries) and her colleagues, Don Shan & John Rydel for adding such a classy touch.

A free massage was offered by Wolke Chiropractic. Many golfers took advantage!

Dave Schuster emceed the awards dinner. He introduced MFDA President, Jay Minichino (BMB Fasteners) who said a few words and then the distribution of awards and prizes got started.



### *This year's winners were:*

**1st Place Team** Lee Johnson (Lee S. Johnson Assoc.), John Conte (Fall River Mfg.), Steve Gilmore (Lee S. Johnson Assoc.); and Rick Lubker (Lubker Dist.)

**2nd Place Team** Wolke Chiropractic.

**Longest Drive Men** Rich Blasi (Continental-Aero) & Lee Johnson, Jr.

**Longest Drive Woman** Gretchen Grove (Pilgrim Screw)

Ed Werner (EZ Sockets) took pictures of the awards luncheon, and prepared a fabulous slide show for viewing at his booth at the Table Top Show the next day. Amazing! Thank you Ed!

On behalf of the entire MFDA Officers and BOD, Golf Chairman, Ken Schneeloch would like to thank everyone for attending, the companies who supported and contributed, and all the volunteers which made this 17th Annual Golf Outing an enormous success!! See you next year! September 22, 2012. 

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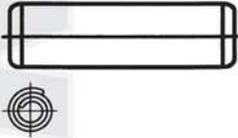
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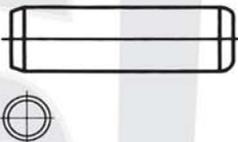
ASME B18.8.2	MS51923
ASME B18.8.3M	MS51987
ISO 8748, 8750, 8751	NAS1407
MS39086	NAS561

## SLOTTED PINS



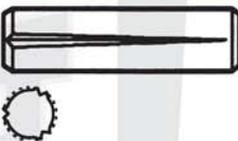
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

## DOWEL PINS



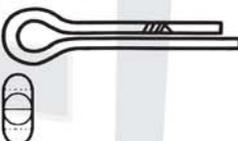
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

## GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

## COTTER PINS



ASME B18.8.1	MS9245
MS24665	

## DISTRIBUTOR NEWS

Always looking for an opportunity to better support their distributors **AZ Lifting Hardware** (AZLH) has broadened their product offering by adding Adjustable Yoke Ends to their line.

Introduced in their most recent catalog are six popular sizes in stock for same day shipping: 1/4-28, 5/16-28, 3/8-24, 1/2-13, 5/8-11 and 3/4-10. Each Yoke End is forged to the standard industrial specification and can be easily crossed referenced. Not in their catalog, but available for shipment within 24 hours are several additional thread pitches: 1/2-13 LH, 1/2-20 RH, 1/2-20 LH, 5/8-11 LH, 5/8-18 RH and 5/8-18 LH.

"The addition of Adjustable Yoke Ends has been a nice roll-out from the Clevis Ends added last year" adds Tim Merriman, Business Development Manager. "We have been pleased with the interest in the marketplace for this line and plan to add even more thread pitch options in the near future."

AZ Lifting Hardware is a wholesale distributor of industrial rigging hardware such as turnbuckles, eye bolts, shackles, hooks and related chain hardware as well as machining of custom eye bolts.

For more information contact them at 7150 W. Roosevelt St. Ste C101, Phoenix, AZ 85043. Tel: 1-888-936-1466, Fax: 623-936-8909 or visit their website at [www.azliftinghardware.com](http://www.azliftinghardware.com).

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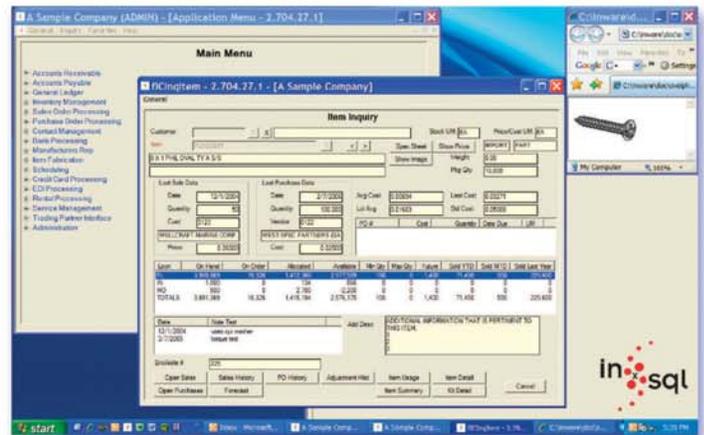


"Purchasing INxSQL was the best decision our company could have made in an economic time when every dollar counts. After being disappointed and swimming in unresolved issues from other software solutions, we had our data converted, our staff trained, and our system operational in just a few months. We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

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## **LINDSTROM METRIC ACQUIRES BOSSARD METRICS, INC.**

Lindstrom Metric LLC, a Harbour Group company, acquired Bossard Metrics, Inc., Virgil Lindstrom, founder and President of Lindstrom Metric, announced. Terms of the transaction were not disclosed.

Based in Elk Grove Village, Ill., near Chicago, Bossard Metrics is the U.S. master distribution business of the Swiss-based Bossard Group. A premier supplier of metric fasteners to the U.S. distribution market, it sells only to distributors, with no direct sales to manufacturers. The company will be integrated with Lindstrom, enabling the combined operation to provide 2,000 distributor customers with more than 75,000 standard and specialty metric fasteners, further solidifying its position as the leading supplier of metric fasteners to the distribution market.

Concurrent with the acquisition, Lindstrom will become the exclusive master distributor for the entire range of Bossard products in the United States, and will exclusively distribute the industry-leading Bossard Group catalog to U.S. distributor customers.

Mr. Lindstrom said, "I am extremely excited about pulling Bossard Metrics into the fold as its 'BN' nomenclature is widely recognized throughout the industry. This transaction adds to our ability to execute and continue to be the key partner to our valued distributor customers. No other supplier will be able to offer the inventory breadth, product availability, ancillary services and order flexibility on standard as well as tens of thousands of low-volume metric fasteners."

"Bossard Metrics has an exceptionally strong presence in the marketplace," said Jeff Fox, Harbour Group's chief executive officer. He continued, "This purchase marks another milestone in the 40 year history

of continuous expansion and development of Lindstrom Metric, and we're committed to supporting Lindstrom as it grows both internally and through other strategic acquisitions. The combination further strengthens Lindstrom's position as the metric 'specialist,' offering customers a broad assortment of metric standard and specialty fasteners along with specialty plating, packaging, and other valued-added services."

"Harbour Group demonstrated strong operational and industry experience throughout this process," David Dean, CEO of Bossard AG, commented. "Their experience combined with their ability to move quickly and in a straight forward manner, assured me and the management team that Harbour Group and the Lindstrom team is well-suited to support the Bossard Metrics' customers and become the exclusive master distributor of the Bossard Group products to the distributor network in the United States. We're looking forward to working with Lindstrom for many, many years to come."

Harbour Group is a privately owned company based in St. Louis, Mo. Harbour Group and its operating companies are engaged in manufacturing, distribution, and specialty services in multiple industries, including specialty LED systems, niche distribution, logistics services, decorative kitchen and bath hardware, automotive enthusiast products, abrasives, diamond-cutting products and related tools, entertainment and music products, and auxiliary plastic processing equipment. Since its founding in 1976, Harbour Group has acquired 169 companies in 34 different industries.

For further information contact Paul Wagman, Fleishman Hillard. Tel: 314-982-1726. 





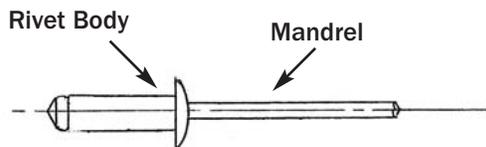


## Anthony Di Maio

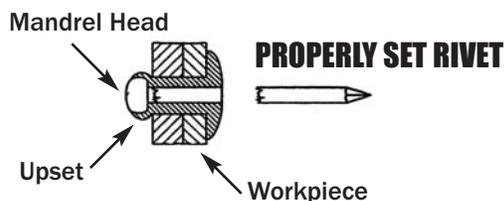
Anthony E. Di Maio attended Wentworth Institute and Northeastern University. In 1962 he started working with Blind Fasteners as Vice-President of Engineering & Manufacturing for two blind rivet manufacturers. He has been Chairman of the Technical Committee of the Industrial Fasteners Institute (IFI)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

## THE CHARACTERISTICS OF BLIND RIVETS

The blind rivet has features and characteristics that no other fastener has. A blind rivet is a two-part fastener consisting of a rivet body and mandrel.



The rivet body upsets when the mandrel is pulled and it is the rivet body that fastens the work pieces together.



The mandrel is the setting force of the rivet body. When the mandrel is pulled the mandrel head will push against the barrel of the rivet body and enter the rivet body and expand and upset the barrel of the rivet body.

The mandrel will continue to be pulled by the setting tool until the mandrel head upsets the rivet body against the work pieces, until the mandrel head meets a resistance then the mandrel will break. The mandrel will break at a pre-determined position of the mandrel and at a pre-determined tensile strength.



The pre-determined tensile break-load strength is listed in the Industrial Fasteners Institute (IFI) standards

book under IFI specifications IFI-114. IFI lists the minimum and the maximum mandrel tensile strengths for all diameter mandrels and all alloys.

Example: Grade #30 in IFI-114 is for blind rivets having a steel rivet body and steel mandrel. Let us look at the 1/8 diameter, steel/steel combination, mandrel diameter of 0.076 (nominal) alloy carbon steel. Minimum mandrel tensile is 600lbs and maximum of 800lbs. Therefore, for 1/8 diameter blind rivets made with a steel body and steel mandrel the mandrel tensile will be between 600 and 800lbs if the blind rivet is manufactured to IFI specifications.

The minimum and maximum tensile strengths values are critical to the performance of the blind rivet.

Minimum mandrel tensile ensures the user that the mandrel will have the proper tensile strength to set the blind rivet and fasten the work pieces securely together. The mandrel tensile strength is the clamping force of the blind rivet. If mandrels have a tensile strength below the minimum values of the IFI specifications, the work pieces will not be properly fastened together. When this occurs, it is called "premature mandrel breaking" and the blind rivet application is not correct. Very surprising to me is that ISO does not list any minimum mandrel tensile specifications in their blind rivet specifications. This is a very harmful and serious omission to their blind rivet specifications. Low mandrel tensile strengths can be caused by incorrect tooling that makes the mandrel and improper heat treatment of certain aluminum mandrels. If a user is setting blind rivets manufactured to ISO standards and the blind rivet mandrels have a "premature mandrel break" the user has no recourse with the manufacturer because ISO blind rivet specifications have no minimum mandrel tensile requirements in their blind rivet specifications.

Maximum tensile requirement is also critical. If a blind rivet mandrel has a tensile strength above the IFI maximum specifications, the mandrel head, when the blind rivet is set could enter the rivet body barrel and travel through the work piece. When the mandrel does finally break, you will see mandrel material protruding outside the flange of the blind rivet body.

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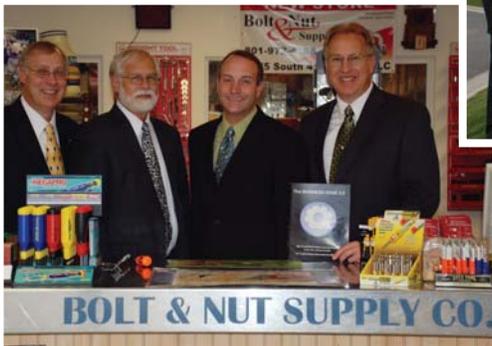
## BOLT & NUT SUPPLY WINS AT NIFMSE VEGAS!

### **Bolt & Nut Supply Wins The BUSINESS EDGE 2.0**

Computer Insights gave away a complete free business system to a Fastener Distributor again this year. The lucky winner was Bolt & Nut Supply Company in Salt Lake City, UT. The drawing was at the Las Vegas NIFMSE show on Friday, October 12, at noon.

### **About The Winner**

Bolt & Nut Supply Company has been a dominant supplier of fasteners and related products throughout the Intermountain West for over 30 years.



With four locations along the Wasatch Front, they service over 9,000 customer business accounts. They carry one of the broadest spectrums of fasteners with over 20,000 products. Everything from masonry anchors to automotive clips—they have fasteners of ALL kinds.

Their customers represent not only the public, but

also a diverse group of commercial, business, and governmental interests: manufacturing, construction, transportation, aerospace, agricultural, recreational, institutional operations, and city, county, state and federal governmental agencies.



ABOVE: From left to right: Kent Stettler, Craig Stettler, Jonathan Stettler and Scott Stettler in front of the sign outside Bolt & Nut Supply Co's newest location in Ogden, UT.

### **About The System**

Computer Insights, Inc. is providing The BUSINESS EDGE SYSTEM 2.0 Linux Version including Quote Entry, Order Entry, Billing, Accounts Receivable, Inventory Control System with Location and Lot Control, Purchase Orders, Processing Purchase Orders, Accounts Payable, General Ledger and Sales Analysis. It has an outbound PDF, Fax and eMail system, inbound electronic fax system, counter sales, document scanning quality assurance, certificate management, UPS Worldship integration

and licenses for all four of Bolt & Nut Supply Company's branch locations.

It also includes the Brighton-Best Connection, a direct link to the Brighton-Best web site for checking price and availability and placing orders.

It even includes a server and complete training and support for a full year.

*please turn to page 137*

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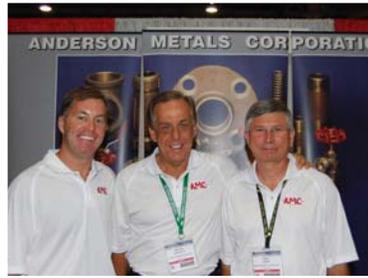
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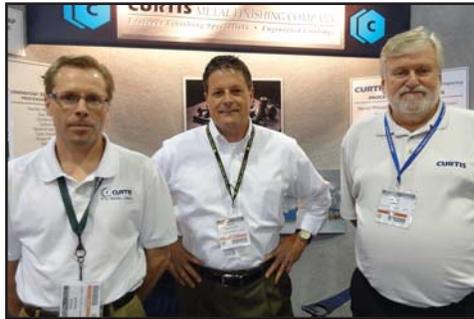
The National Industrial Fastener & Mill Supply Expo held October 10-12, 2012 at the Sands Expo in Las Vegas, Nevada USA, was an unqualified success from every standpoint, according to Expo Management.

Hailed as 'North America's Largest Fastener Expo', the 3-day event attracted 4,246 visitors and exhibitor personnel from throughout the USA and 37 other nations from around the world including Australia, Belgium, Brazil, British Indian Ocean, Canada, Chile, China, Colombia, Costa Rica, Croatia, Denmark, Estonia, France, Germany, Honduras, Hong Kong, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Korea, Malaysia, Mexico, Netherlands, Panama, Russia, Singapore, Spain, Switzerland, Taiwan, Thailand, Trinidad & Tobago, Turkey and the United Kingdom. Distributors led the way in Expo visitors with 1,260 registrants, followed by 424 suppliers (including fastener manufacturers, manufacturer's reps and master

distributors), 160 independent sales reps and 91 various other industry related people.

The full day conference on Wednesday, October 10 offered a variety of programs, workshops and meetings presented by a number of industry associations including the Fastener Training Institute (FTI), Pacific-West Fastener Association (Pac-West), National Fastener Industry Finance Manager Network & Business Credit Management Association, and Women in the Fastener Industry (WIFI).

The always popular Welcome Reception held on Wednesday evening at Harrah's was packed with upwards of 1,500 persons buzzing with excitement and furiously networking while enjoying a great assortment of complimentary food and drink provided courtesy of Expo Management. "The party atmosphere was definitely upbeat", noted one happy Expo regular.



*please turn to page 47*

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## MACLEAN-FOGG COMPONENT SOLUTIONS ANNOUNCES METFORM'S GROUNDBREAKING!

Duncan MacLean, President of MacLean-Fogg Component Solutions (MFCS), announces the October 24th groundbreaking ceremony for Metform's new 92,000 square foot machined component facility in Savanna, Illinois. According to Mr. MacLean, "This \$30 million investment will create more than 50 new jobs within the next two years while strengthening Metform's position in the driveline component forging and machining market."

Invited guests included local officials and business leaders, Congressman Bobby Schilling and Congressman Aaron Schock. Corporate executives along with a host of select management from the MacLean-Fogg Company, MacLean-Fogg Component Solutions and Metform. Mr. MacLean added, "We are proud to be a part of Savanna and its surrounding communities and we are very excited about the innovation and progress this groundbreaking represents."

The new MFCS state-of-the-art machining factory will be constructed adjacent to the existing Metform hot forming plant on Route 84 in Savanna. Operations are expected to begin in the first quarter of 2013. "Our entire organization is energized by this business and facility expansion," said Metform Vice President and General Manager, Matthias Praus. "It is positive for the Savanna community and it is very exciting for our business since this new facility will house MacLean-Fogg Component Solutions' new ZF/Chrysler Transmission

Gear Blank Program."

Metform has three Illinois locations: two in Savanna and one in Mt. Carroll. With 10 Hatebur hot forging presses, Metform is one of North America's leading horizontal hot forging companies. Metform is a supplier to the automotive, heavy duty, agriculture, and industrial markets. Metform's well-known product brands in the heavy truck industry include Securex and Axilok truck fasteners. Engineered components include gear blanks, bearing races, industrial hot formed components and wind power components. Linkage and suspension components include suspension ball joint housings. Industrial products include fluid couplings, structural fasteners and fastening systems for the railroad and mining industries.



*Participating in the groundbreaking ceremony are, from left MacLean-Fogg President Barry MacLean, 18th District Cong. Aaron Schock (R-Peoria), Metform Vice President and General Manager Matthias Praus, MacLean-Fogg Component Solutions President Duncan MacLean, and 17th District Cong. Bobby Schilling (R-Rock Island).*

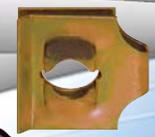
MacLean-Fogg Component Solutions is a division of the MacLean-Fogg Company and supplies fastener components, engineered components, and linkage and suspension components to a wide-range of industries. MacLean-Fogg Company is a global enterprise with 26 North American manufacturing facilities, 11 international facilities, annual sales of \$900+ million, and a worldwide workforce of more than 3,000 people. The MacLean-Fogg Company provides engineered metal and plastic components to the industrial, automotive, military and aerospace markets, and unique devices used in the transmission and distribution of electrical power. 



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## DISTRIBUTOR NEWS

**Cardinal Fastener** is pleased to announce the addition of Holly Flauto to it's Inside Sales team. Holly brings 17 years of sales experience to Cardinal Fastener, as well as a passionate, can-do attitude. Holly is responsible for all fastener distributors in the Midwest and Western Territories. Danielle Taylor, Inside Sales Manager, says, "As we continue to expand and grow, we are excited to have Holly join our sales team, which includes Cristy Muha, Southern Territory, and Ann Brady, Eastern Territory. Holly has a unique way of taking the voice of the customer and conveying their needs and requirements as if they were right there in the plant."

"I look forward to bringing my vast sales experience to the most respected fastener manufacturer in the industry," says Holly Flauto.

Cardinal Fastener Inc. is the largest manufacturer of domestic, hot forged bolts, sockets, and twelve points in North America. Cardinal's extensive inventory of blanks allows for many orders to be manufactured and shipped the same day they are placed.

Cardinal products are manufactured in various head styles, steel grades, including stainless and exotics, and in diameters up to 3" or M72.

For more information contact Cardinal Fastener at Tel: 216-831-3800, email: [sales@cardinalfastener.com](mailto:sales@cardinalfastener.com) or visit their website at [www.cardinalfastener.com](http://www.cardinalfastener.com).

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Many attendees remained in the Nevada Ballroom and continued renewing old friendships and making new ones long after the close of the party.

The two day Expo opened at 9:00 AM, Thursday, October 11th and aisles were immediately jammed with thousands of eager buyers looking to see what was offered by the 603 companies spread over 770 booths (77,000 net square feet). Exhibiting companies from all across the USA as well as 18 other nations including Belgium, Brazil, Canada, China, Denmark, Germany, India, Israel, Italy, Japan, Korea, Mexico, Singapore, Spain, Taiwan, Turkey, United Kingdom and Vietnam showcased their latest lines of products and services. "92 of this

year's exhibiting companies were either new to the Expo or returning after a several year absence and we are very

encouraged by this", commented Susan Hurley, CEM, the Expo's veteran General Manager.

The Expo featured fasteners of every description, plus fastener production machinery & tooling, inspection & testing equipment, packaging equipment, mill supplies and a variety of other industry-related products and services. The 6,000-plus sq. ft. Machinery & Tooling World area featured 44 companies including many members of the International Fastener Machinery & Suppliers Association (IFMSA). "A number of companies showed fastener production machinery this year and there is a strong indication there will be even more machinery exhibited in the future because this Expo is the only one of its kind in

North America", commented Raymond P. Zirkle, Director of IFMSA.

*please turn to page 50*



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## THE IMPORTANCE OF THE INSERTION QUILL WHEN INSTALLING COILED SPRING PINS

by Christie L. Jones, Market Development Manager

When installing Coiled Spring Pins, it is important that the installation tool, often called a “quill”, is large enough to cover the entire end of the Coiled Pin. The quill should be sized such that it pushes on all five coils simultaneously throughout the entire installation process. Otherwise, the pin will be difficult – if not impossible – to properly install into the assembly.

If the quill is too small, the inner coils will push through the center of the pin creating a “telescoping” effect and push out the back end of the Coiled Pin. Sometimes, users refer to this as the pin “unwrapping”. It is important to note that it is impossible for pins to “telescope” or “unwrap” if the proper insertion quill is used. A byproduct of pushing on the inner coils is elevated insertion forces, and if the quill is too small, the Coiled Pin will not be able to flex to take on the diameter of the hole since the quill will be lodged in the ID of the pin.

Occasionally, a company will develop an insertion quill that has a stepped end that is intended to fit into the ID of the Coiled Pin to “help align the pin with the hole” (Figure 1). There are two problems with this scenario. The first problem is that the actual center of the Coiled Pin is

not in the center of the ID (Figure 2).

Therefore, the effect of sticking something into the ID of the pin is that it will actually knock the pin off-center from the hole! The second problem is that the nib at the end of the installation tool may prevent the pin from collapsing as it is inserted into the hole.

This can significantly raise insertion forces; and if the nib is large enough, prevent full insertion of the pin into the hole. In some cases, the quill can break off and get stuck in the ID of the pin causing downtime on the assembly line.

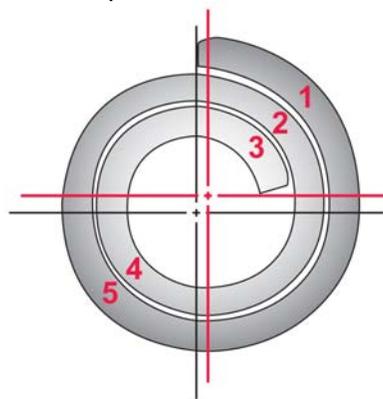
Another common

issue is when a company continues to use a worn insertion quill. Over time, the end of the insertion quill will break down. Notice on Figure 3 the tip of the tool, circled in red, is worn and the edges are smoothed over. At some point, the end of the quill will be too

small such that it will not cover the entire end of the Coiled Pin. As described above, the quill will press on the inner coils of the pin, and insertion issues will arise.



LEFT: Figure 1: An insertion quill with a stepped end, as shown, is not recommended.



RIGHT: Figure 2: Black crosshairs show the center of the coiled pin's inner diameter. Red crosshairs show the actual center of the coiled pin. The quill should be sized such that it pushes on all five coils simultaneously throughout the entire installation process.



Figure 3: Worn insertion quill.

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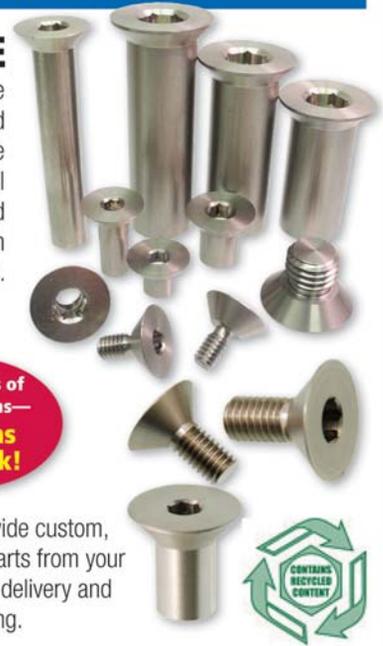


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"This year's Expo was the largest since 2008 and third largest in our 32-year history. We are delighted with the results. Standing out this year was the very high quality of Expo visitors. There were serious buyers looking for new sources. We feel this is more important than quantity, even though we had good attendance 'numbers' as well. The proof is in the numerous positive comments and compliments received from exhibitors", said Jim Bannister and Mike McGuire, the Expo's General Partners.

Following are some of the many positive comments received: Richard Pratt of Prospect Fastener Corp. Wauconda, IL wrote, "I thought this year's show was real good, and I like the Sands Expo location"; Clark Lander of Tensile Testing, Cleveland, OH commented, "Thank you for the well run show everyone has come to expect"; Morten



Schiff, CEO of Vibrationmaster, Ribe, Denmark said, "Las Vegas was a perfect opportunity for us. Our objectives to help fastener manufacturers, distributors and the whole fastener sector to improve product and safety quality were significantly enhanced in Las Vegas"; and Peter Ruitenber, CTR Carbide Dies Ltd., Birmingham, United Kingdom said, "Overall we had a good show. It was our first show in Las Vegas and we met some interesting people".

The 2013 Expo is scheduled for October 23-25 at the Sands Expo & Convention Center, Las Vegas, Nevada.

For additional information contact Susan Hurley, General Manager, National Industrial Fastener & Mill Supply Expo by phone at (614)-895-1279.

Alternatively, email [info@fastenershow.com](mailto:info@fastenershow.com) or visit the Expo website at [www.fastenershow.com](http://www.fastenershow.com). 



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# THE TOP 3 BUSINESS WRITING MISTAKES YOU'RE PROBABLY MAKING RIGHT NOW

Most businesspeople have great ideas, but when it comes to putting those ideas on paper, they ramble on for pages and end up looking less than professional. But in today's communication age, with email trumping the phone and deals being done via text and social media, writing skills are of paramount importance. In fact, when your writing gets to the point quickly and effectively, you can enhance your credibility, position yourself as a leader, and ultimately increase your bottom line.

Following are the top three business writing mistakes that plague most business writing. Overcome them today to boost your professional presence.

### **Mistake #1: Not knowing the specifics of your audience**

Just as you would tailor your message depending on whether it was going to employees versus prospects, you also need to tailor your message to specific demographics within the larger identified group. For example, if you're writing promotional materials for your product or service, and the majority of the people who do business with you are older, well-established professionals, you'll want to highlight the product or service's safety features, reliability record, or guarantee. However, if your main clientele were younger Millennial types, you'd want to emphasize the product or service's trendy image, quick results, or easy to use/understand features. If you have an equal number of clients in both demographics, then you may even need two separate sales messages. One generic message rarely cuts it these days.

Therefore, before you write a word, really think about who'll be reading what you write. Get into their heads. Talk to their precise needs, issues, or worries. And then craft your message specifically for them. The more you know your reader, the better you can reach them with your words.

### **Mistake #2: Writing to impress rather than to express**

The more successful a person is, the more often he or she thinks that big words and long documents impress people. In reality, just the opposite is true. People who try to

write with the hopes to impress others with their knowledge only accomplish one thing: They lose the reader!

To make sure you're expressing rather than impressing, examine each piece you write and distill its core message or purpose down to one or two sentence. If you can't do that, then either your writing is not focused, or it's so drawn-out that not even you can understand it. If that's the case, then go back to each paragraph within the document and try to condense each down to one or two sentences. String those new sentences together, and then pinpoint your piece's purposes. That's the core message you want to express! Rewrite the document with the core message in mind, using

common, everyday language. Remember, true genius is when you can explain your idea in such a way that a five-year-old child can understand it.

### **Mistake #3: Talking down to your reader**

Have you ever reread your own writing and said, "It sounds all wrong!?" That's because the

tone of your writing was likely wrong. Determining your writing's tone is important, because a follow-up letter should not have the same tone as web copy.

Most businesspeople try to use an excessively formal tone in all their writing as a way to show their expertise. But realize that excessive formality often comes from a writer who is insecure with his or her authority. By using an overformal tone—complete with many technical terms, references to research studies when it's not warranted, and referring to the reader as "one" rather than "you" (as in "one can see..." versus "you can see...") - the writer attempts to mask his or her insecurities. Most people don't want to do business with someone who is insecure, so keep the tone of your writing conversational and approachable.

### **Write it Right**

When you write better, you earn more. So no matter what you're writing—whether it's a sales letter, an email, or a press release—make sure you avoid these three business writing mistakes. Remember, your ability to write clearly and succinctly will make your writing stand out, and will enable you to reach new levels of success. 





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## DISTRIBUTOR NEWS

In the last quarter of 2012, **North East Fasteners** made investments in their production as well as their non-production equipment in order to improve efficiency. Other than production equipment, NEF had worked closely with Northeast Utilities (Connecticut's electrical provider) to devise proactive energy saving strategies in order to cope with the substantial energy demands inherent in fastener manufacturing.

Four new precision cold headers were purchased to keep up with strengthening demands, especially in the military and aerospace markets. This will allow for better lead times and a more flexible scheduling system. Many more purchases for high speed and high precision machines are in the pipeline. NEF has well over 70 production machines producing an average of 1.6 million high quality fasteners per day.

As for the non-production investments: NEF has purchased a new state of the art, energy efficient VFD Ingersoll Rand air compressor and cycling dryer system. Installed a new Jenfab 360-2 energy efficient water based industrial parts washer, equipped with Ultra-Sonic's for cleaner parts in shorter times. NEF has also retrofitted a new Ultra-Sonic system to its

other identical Jenfab parts washer, effectively cutting washing and burnishing cycles in half and therefore energy usage by as much, while at the same time providing a superior cleaning. In the tool room a new energy efficient heavy duty surface grinder and programmable milling machines were installed. Also, a new fork lift and other material handling equipment were added. They have gone so far as adding the new "Nest" motion sensing, internet programmable thermostats throughout the factory and offices. Also, new energy efficient and intelligent motion sensing lighting systems are in place with more to scheduled.

NEF serves Commercial, Military, Aerospace and Automotive markets and has recently updated its AS9100 Certification to Revision C. NEF is also ISO 9001:2008 + AS9100C, QSLM Levels 2/3 certified.

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## JAM NUTS PROVIDE A FALSE SENSE OF SECURITY

by Joe Greenslade Director of Engineering Technology, IFI

Every time I get a question about the use of jam nuts I get nervous because there is a good likelihood that the end user thinks their getting some resistance to loosening from vibration, which they are not. In short, the use of jam nuts does not provide any locking effect and can be dangerous if used alone in tension applications.

A few weeks ago I was approached by two very experienced fastener people who wanted me to play referee in an argument they were having over the age-old question of, "When using a jam nut with a hex nut should the jam nut be on top or on the bottom?" I stunned them both when I said, "In my opinion you are both wrong! As far as I am concerned jam nuts should never be used at all."

Some time ago I researched the question of whether the jam nut should go on top or the bottom. I found an old document on the subject that appeared to be very authoritative. It stated that the jam nut should go on first and be against the work piece. The document went on to state that the jam nut should be tightened to a torque value less than a hex nut to assure that the jam nut does not strip. Then the hex nut is run down until it touches the top of the jam nut. Then to prevent rotation, a thin open-end wrench is placed on the jam nut and not allowed to turn while the hex nut is tightened to its prescribed tightness. The theory is that the threads in the jam nut, being thinner than the hex nut, will distort causing the jam nut to be locked into place.

I cannot agree with this. In the first place a jam nut

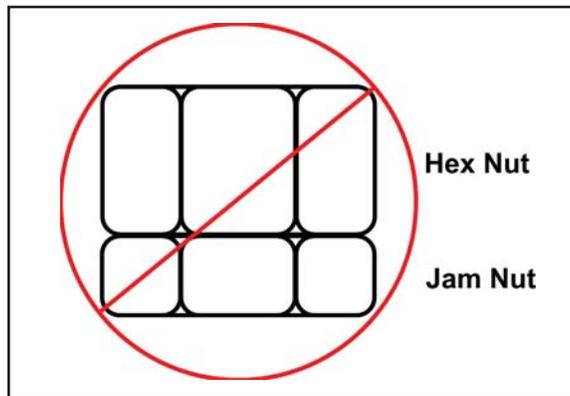
can only withstand about 50 – 60% of the load of a standard hex nut. That is because there is a very close linear relationship of the thickness of a nut and its ability to carry the full load capacity of the properly mated bolt. Standard hex nuts are designed such that the proof load

of the nut is equal to or greater than the minimum ultimate tensile strength of the mating bolt. In joint design the objective is to always break the bolts if they are over-tightened and to never strip the threads from the nut or other internally threaded component.

Jam nut thickness ranges between approximately 50% and 60% of a standard hex nut. It is highly unlikely that a

jam nut can be tightened constantly to the recommended torque tightening value prescribed for the mating bolt. In many cases the nut is likely to strip before reaching the desired bolt tension equal to 70 – 80% of the bolt's yield strength.

If the tightening torque is reduced to make sure the jam nut does not strip, then bolt tension is likely too low to create an ideal joint. One might ask, "If the jam nut is under-tightened to accommodate the jam nut, doesn't the bolt tension increase if the hex nut on top is properly tighten to its higher value?" The answer is "NO". If any additional tension is created by holding the jam nut still and applying full torque with the top nut, all of the tension is created between the two nut faces and does NOT transfer through the jam nut to create more tension in the bolt.



Hex Nut

Jam Nut

please turn to page 97





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## DISTRIBUTOR NEWS

**Sems and Specials Inc.** located in Rockford Illinois USA introduces their new website "Securing the Essentials."

Sems and Specials Inc. a domestic fastener manufacturer of which totally supports the distribution market. Examine the service, quality, reliability, speed, support and other Essential Advantages we offer to you. Explore our in-depth Product Line, expert Engineering Capabilities, how we save you money with warehousing and Supply Chain Management. Most importantly, contact us for more information or to secure an order and our specialized treatment. Sems and Specials Inc. product range is #2 (M2) thru 1/2 (M12) Diameter - Lengths up to 5".

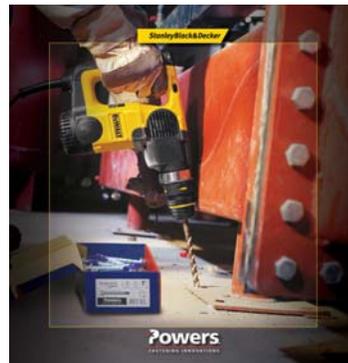
The company has recently secured the registered trademark "Swageform."

For additional information contact Don Kubkowski at 6483 Falcon Road, Rockford, IL 61109. Tel: 815-874-0000, Fax: 815-874-0100, email: [donk@semsandspecials.com](mailto:donk@semsandspecials.com) or visit our new website at [www.semsandspecials.com](http://www.semsandspecials.com).

## DISTRIBUTOR NEWS

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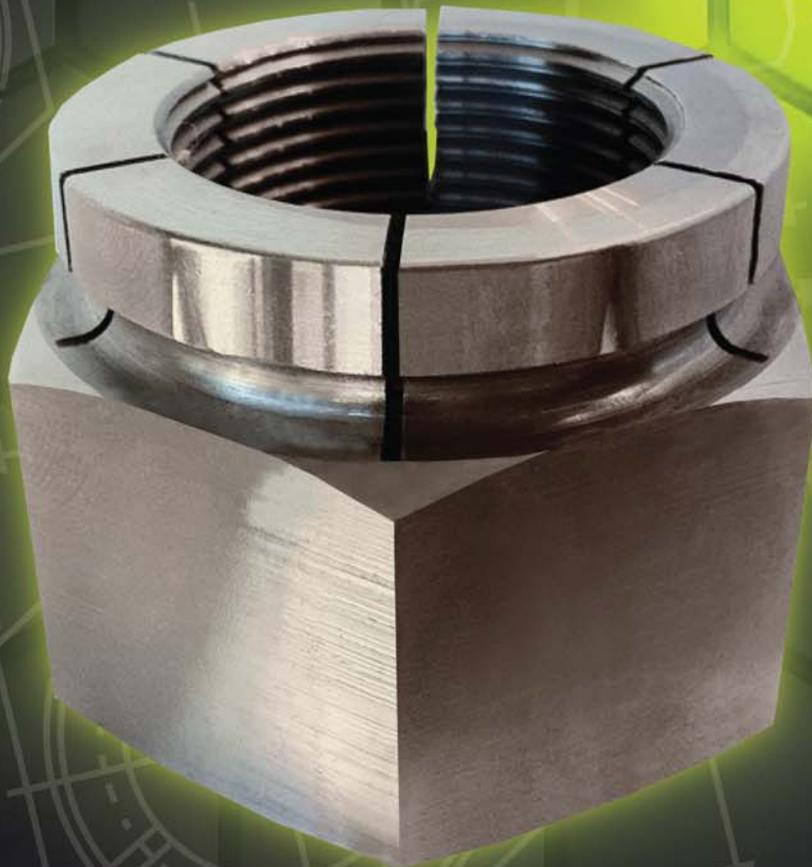
Many tool and anchor companies have tried in the past to form allegiances without success. Being one company Powers and DeWalt can now provide the marketplace with application driven system innovation, unprecedented combined resources to drive user penetration, and investment in people that will increase our field sales coverage and product specification rates.

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## NATIONAL FASTENERS DISTRIBUTORS ASSOCIATION

# A NEW ERA HAS BEGUN FOR NFDA

by Jay Queenin, NFDA President



A new era has begun at NFDA, embracing what is best about our past while positioning ourselves for future success. Our focus continues to be on owners and executives but we have spent the past year building bridges with others organizations that play important roles within our industry.

Our new executive vice president Vickie Lester has brought a refreshing approach to our association. Much has been done but there are still challenges ahead.

## NFDA Identity

Under Vickie's direction, four task forces convened over the summer and into the fall with the expressed goal of defining who we are and our future direction. Thirty NFDA members and other industry stakeholders then convened in Scottsdale on November 6th to the 9th to bring to closure this important initiative.

The result of Scottsdale can be summed up in the following:

- The Core Purpose of our association is "To help NFDA members thrive in a global marketplace."
- The Core Values of our association are "Honesty and Integrity; Balancing Work and Life; Valuing People, Relationships and Differences; Passionate Leadership; Positive Attitude and Having Fun."
- The Goal of the association is "To unite the North American fastener industry to help our members thrive."

For those of you involved in the NFDA for many years, as well as those who are our newest members, the core purpose, core values and goal should come as no surprise.

I would like to again thank all of those who participated in this worthwhile effort.

## The NFDA Schedule

There has been much discussion and anticipation in our association as to the future schedule. The Board has decided to develop a three-year schedule of events.

To ensure that our meetings are up to the standards that we all expect, there will be three fundamental changes in our meeting planning process. First, we have redirected resources from the management fee to program content. This will ensure that our focus will be on offering the best content for our members. Second, each event will be organized by a planning task force consisting of NFDA members. This will ensure that our meetings reflect the needs of our members.

Third, when practical, we will organize our events around other industry events and with other fastener organizations. This will ensure increased participation

and ease of scheduling for our members.

## Some highlights of our three-year schedule of events:

- Our traditional Business Meeting will be held in June of each year. Membership feedback about our ESPS sessions and the city-meeting business format has been positive, and moving these meetings to the summer addresses the concern that our past sessions were held too close to the Las Vegas show dates. Our business meeting will alternate between Chicago in odd-numbered years when Fastener Tech is occurring and other major urban areas in even-numbered years;

- Beginning in the winter of 2014, we will continue our annual Resort Business Event. The difference you may see is that we may jointly plan some of our event activities with other fastener associations to increase attendance, defray costs and work closer with other groups in the industry;

- We will be adding a new feature to our schedule beginning in 2013, called the Executive Summit. These will be networking opportunities for business owners, executives and their families. The purpose of these events will be to foster a sense of community among our distributor and associate members that has been lacking over the past few years. We do not expect broad yearly participation by all the members, but we hope that you will be able to participate once every few years. Those who participate will get great value. In 2013 we will host an event in Maui, Hawaii, and in 2014 we hope to plan a family event at Disney World. The costs of these events will be shared by the participating members.

- The NFDA will continue to support our members as they travel to various Industry Conventions around the world. Similar to the Executive Summit, these events will be smaller and more informal. They will include member dinners, social events and business meeting tailored to the locality. The costs of these events will be shared by the participating members.

As I hope you can see, we have attempted to maintain the great traditions of our Association while at the same time attempting to refresh and rejuvenate our group.

If you have questions or concerns about the direction in which we are heading, please feel free to call me at 413-789-6700 x1104 or email me at [jqueenin@specialtybolt.com](mailto:jqueenin@specialtybolt.com). 

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## MFDA ESTABLISHES DISASTER RELIEF FUND

In the wake of Hurricane Sandy, the Metropolitan Fastener Distributors Association has established a disaster relief fund.

"The purpose of this fund is to provide emergency relief to employees in the fastener industry who have experienced a personal loss due to a major disaster," the board stated.

To qualify for relief funds, applicants must:

- (1) be an employee of a member company
- (2) must have personal loss due to major disaster
- (3) must apply for relief within 30 days
- (4) cannot have receive money from the fund in the past five years.

Awards will be based on funds available, extent of personal loss and need.

Application information is available online at [www.mfda.us](http://www.mfda.us). The deadline for applications involving Hurricane Sandy is December 15, 2012.

The MFDA is accepting donations for the fund. Checks may be sent to MFDA, 128-3 Bauer Dr., Oakland, NJ 07436. Indicate "Disaster Relief Fund" on check memo line.

### *Fastener Companies Back to Business Days After SuperStorm Sandy*

Fastener companies were disrupted by Hurricane Sandy, but returned to business within days.

• As the storm hit October 29, 2012, "we were basically 'out of business'," Ed Werner described the situation at EZ Sockets of Springfield, NJ. "No power, no heat, no phones, no Internet, no computers."

After operating on a generator, power was restored to EZ Sockets on Nov. 5. By mid-November, EZ Sockets was "back to normal at home and at work. All employees are present and accounted for," Werner reported. "Now we want the normal business volume to be restored."

• Ford Fasteners in Hackensack, NJ, lost power for Tuesday, but was back in business three days later.

• Pat Lang told GlobalFastenerNews.com that Kanebridge Corp. escaped major damage. "For the most part we were very lucky compared to the devastation around us. We worked with a limited staff because so many were without power, but we were able to take orders and ship our customer's orders from our Illinois and California warehouses."

• Both Star Stainless and Yellow Woods were in the storm's path.

"Monday afternoon the storm began showing its powerful forces and by late afternoon we had lost all power to the building along with our surrounding neighbors in the industrial park," Bruce Wheeler reported.

"Our generator turned out to be a hero, it did not let us down," Wheeler told GlobalFastenerNews.com. "It supported Star and the fastener industry for five continuous days running 24 hours a day. After all she had done for us, we decided to give the generator a name, we now call her Jenny."

• "For the most part we were spared the severe problems they had in the coastal areas," Fastar CEO Doug Thonus said. "Our area had thousands of trees down, roads blocked and power was out at Fastar for two days."

• "Guidon Corporation was extremely lucky during the storm," Jack McGough said. "We closed on Monday October 29th in preparation for the storm. Employees were notified not to come into work on Tuesday until management was able to determine that we are safe and power was on. Every employee showed up to work. No one suffered any damage and power was on in everyone's homes."

Guidon is 15 minutes east of Philadelphia and "we did not suffer the devastation that other's suffered in the state and region," McGough observed.

• Other fastener companies used social media to inform employees and customers. As the storm was approaching Brighton Best issued a "BBI Service Alert" that both New Jersey locations "are closed because of Hurricane Sandy today. To all those on the East Coast - be safe."

• By November 6, Würth USA announced that the "power has been restored in our Ramsey, NJ, offices and our Northeast Distribution Center is fully operational and back to normal. We'd like to thank all of you for your support and our thoughts are with those of you who are still dealing with the effects of Hurricane Sandy."

• Fastener industry veteran Joseph W. Godleski, 69, was killed on October 30, 2012, in Hackensack, NJ. Authorities said Godleski's car became stranded in floodwaters caused by Hurricane Sandy and he was carried off by the current. 



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## OBITUARY



**John D. DiFilippo**  
**1952-2012**

John D. DiFilippo, Sr. 60 of Michigan, passed away surrounded by his loved ones on Sunday December 2, 2012. Born in Newark, NJ, John grew up in Irvington and relocated to Michigan roughly 12 Years ago.

John was a graduate of Seton Hall University and worked as a Sales Manager for 30 years most recently with Rotor Clip Company in Somerset, NJ, for the past 6 years. He was a classic car enthusiast who enjoyed working on cars and attending car shows in his spare time. John was a selfless man who lived for his children. He was a loving father, son and brother and will be dearly missed by his family and friends.

## DISTRIBUTOR NEWS

**Trinity Hardware Headquarters**, a leading distributor of industrial fasteners in North America, announces the release of its new Hardware Catalog. The 566 page catalog boasts an addition of over 10,000 new catalog items and is available online at [www.TrinityHardwareHQ.com](http://www.TrinityHardwareHQ.com). New items include:

- New Socket Section- A new catalog line that includes Socket Head Cap Screws, Button Head Cap Screws, Socket Head Shoulder Screws, Socket Set Screws, and Square Head Set Screws.
- Greatly Expanded Plow Bolt Section- Hundreds of new parts have been added from # 3 Dome Head Plow Bolts to #7 Head Bucket Tooth Bolts.
- Carriage and Shaker Screen Bolts
- Measure Mate® Thread Checking Systems- Measure Mate® is available in both inch and metric and is the perfect tool for use in retail, manufacturing shops, and tool cribs. It can be customized with your own company logo. Measure Mate checks most common inch & metric size screws, nuts & bolts in one easy-to-display center.

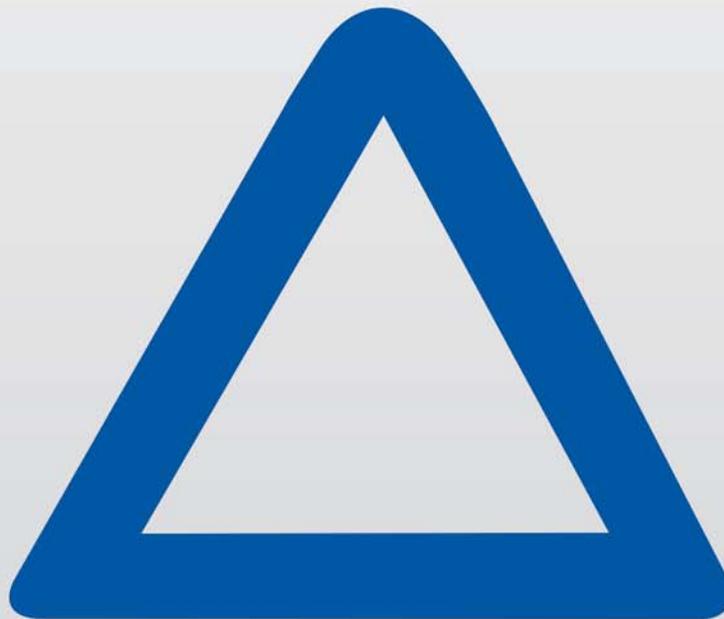
Merchandising Systems- Joining the very popular Cube HD® fastener merchandising system is the new Curve system that is transforming showrooms into destinations for hardware-buying customers.

Trinity Hardware Headquarters houses over 36,000 types of standard, metric and specialty hardware and fasteners. All fasteners are lot controlled, quality inspected, and adhere to industry standards including but not limited to IFI, ANSI, ASME, DIN, & SAE. Trinity is ISO 9001:2008 registered and provides consensus standard parts for your applications. Trinity offers low minimum order values and 1-2 day ground shipping to most anywhere in the United States.

Headquartered in Davenport, Iowa, Trinity has eight strategically placed warehouses across North America. Trinity has a rich history of experience and management in the fastener industry. Trinity's founder and owner, Dan Zehnder, has been in the fastener business for more than 30 years of commitment to the customer. This commitment translates to providing the highest level of service, with real, measurable, repeatable positive results.

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## FASTENER TRAINING INSTITUTE

## FASTENER TRAINING INSTITUTE EXPANDS® COURSES

The Fastener Training Institute® (FTI) will expand its 2013 calendar to offer more courses and two new programs.

As the result of a longstanding partnership with the Industrial Fasteners Institute (IFI), together IFI and FTI will present two new programs next year: Aerospace Fastener Technology and Understanding Hydrogen Embrittlement in Fasteners.

**The Aerospace Fastener Technology Course** was developed in response to the needs of aerospace fastener manufacturers, distributors and consuming OEMs. Course details and curriculum will be published soon. This class will be offered August 27-29, 2013 in Southern California.

**Understanding Hydrogen Embrittlement in Fasteners** will be taught by Salim Brahimi, a leading researcher in hydrogen embrittlement in fasteners. The curriculum for this topical course includes basics of hydrogen embrittlement, the latest research results, how to manage the risk of hydrogen embrittlement, and its effects on high strength fasteners.

Hydrogen embrittlement can lead to fastener and joint failure with catastrophic results. Fastener manufacturers, distributors, and end users will benefit from Mr. Brahimi's knowledge and research in this critical area.

This course will be offered twice in 2013: once in Southern California and a second time in the mid-west. Check the website [www.fastenertraining.org](http://www.fastenertraining.org) for more details. (Full disclosure: IFI provides some of the funding for Mr. Brahimi's hydrogen embrittlement research).

FTI will start 2013 with the three-part **Product Training Program**. This series of classes will cover the fundamentals of fasteners; each session focusing on different fasteners, terminology and basic fastener information. Each class is a full day of training and while it is intended for people new to the industry, it will be beneficial for all who want to expand their fastener knowledge.

New for 2013, the Product Training Program will be offered a second time during the year, starting in June. For those who miss the three-part series, FTI offers Fastener Basics which combines the highlights of the three-day Product Training Program into one full day of

valuable, fundamental information.

Also new for 2013, the acclaimed **Fastener Training Week** will be offered three times: once in Southern California and twice in Cleveland. This training, in partnership with IFI, incorporates the seven classes in the Certified Fastener Specialist™ program in an accelerated version taught over five consecutive days.

**The Automotive Fastener Technology Course**, also co-produced with IFI, will be offered twice in 2013. This training is designed for technical personnel and support staff looking to consolidate fundamental knowledge and to acquire advanced technical information about automotive fasteners. Engineers, technicians, metallurgists, and technical sales staff all will benefit from this two-day course.

Throughout the year the **Certified Fastener Specialist™ Courses** will be offered. This program consists of seven classes that can either be taken individually over the course of seven months, or in an accelerated version over five consecutive days (Fastener Training Week).

Classes are taught by recognized industry experts and include every-day, hands-on case studies. Individual classes do not need to be taken in sequence. If a class is missed, it can be made up the following year. To receive the CFS™ designation, students must complete Fastener Training Week or the seven full-day training classes offered throughout the year and pass a take home exam at the end of the training.

Upon completion of the program and passing the exam, students receive an engraved plaque designating their certification as a fastener specialist, according to the requirements established by the Fastener Training Institute®.

Please contact FTI to be placed on a mailing list for any fastener training courses at [info@fastenertraining.org](mailto:info@fastenertraining.org). Check the website for the complete 2013 calendar at [www.FastenerTraining.org](http://www.FastenerTraining.org)

The Fastener Training Institute®'s core purpose is to enhance fastener use, safety and reliability.

John Wachman is Director of the Fastener Training Institute and the head of Desert Distribution Sales LLC, a manufacturer's representative company located in Scottsdale, AZ, USA. 

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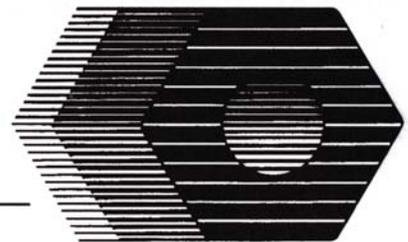
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## DISTRIBUTOR NEWS

**The Fastener Training Institute® (FTI)** and the **Industrial Fasteners Institute (IFI)** are pleased to announce the development of a new training program: Aerospace Fastener Technology. This course will be offered August of 2013 in Southern California. Details are being developed, and the course content with schedule will be available soon.

John Wachman, FTI Director, recently presented the idea to the IFI Aerospace Division II, Aerospace Fastener Products group at its meeting held at Carpenter Steel in Reading, PA. Rob Harris, IFI Managing Director, and Pat Meade, IFI Aerospace Products Manager, arranged the presentation which was very well received by the 40+ members who attended the session.

FTI and IFI co-produce both Fastener Training Week (the weeklong Certified Fastener Specialist™ program) and Automotive Fastener Technology. This new program is in response to the needs of aerospace fastener manufacturers, distributors and consuming OEMs.

Please contact FTI to be placed on a mailing list for this or any fastener training courses at [info@fastenertraining.org](mailto:info@fastenertraining.org). Check the website for the complete 2013 calendar [www.FastenerTraining.org](http://www.FastenerTraining.org)

For more information about the Fastener Training Institute® contact Jeannine Christensen, Director of Education, 10842 Noel Street #107, Los Alamitos CA 90720. By phone at 1-877-606-5232, by email [jchristensen@fastenertraining.org](mailto:jchristensen@fastenertraining.org) or by visiting [www.fastenertraining.org](http://www.fastenertraining.org).

## DISTRIBUTOR NEWS

### Brighton Best International

**Inc.** is pleased to announce a new partnership with DH Marketing in Salt Lake City, UT.

Starting January 1st, 2013 for as low as \$25 minimum order, current customers will be able to call their stock orders at this location at NO extra cost.

For more information contact DH Marketing at 2597 California Avenue, Salt Lake City, UT 84104. Tel: 801-746-2689. Alternatively, contact BBI at 5855 Obispo Ave., Long Beach, CA 90805-3715. Tel: 1-800-275-0050 or visit them on the web at [www.brightonbest.com](http://www.brightonbest.com).

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## DISTRIBUTOR NEWS

Mike Lane, Vice President of **Elite Fasteners, Inc.** announced today that Jason Mizner has joined Elite Fasteners as Sales Manager.



Mizner comes to the Fastener industry following a lengthy period in sales of home and business construction materials. As Sales Manager, Mizner will assume responsibility for all inside and outside sales to Elite clients throughout the U.S., Canada and Mexico.

On Mizner's appointment, Lane said, 'One of the keys to our success is our commitment to providing high quality products – on time. To be able to adjust to our customer's ever changing needs takes dedication and genuine insight from our sales team. Jason's successful sales background insures that we'll continue that tradition.'

Elite Fasteners, Inc. is a Rockford, IL based manufacturer of cold headed products in an extensive variety of lengths, drives and materials. Founded in 1985, Elite Fasteners, Inc. is ISO9001:2000 Certified.

For more information, contact Elite Fasteners, Inc. at 2005 15th Street, Rockford, IL 61104. Tel: 815.397.8848, email sales@elitefasteners.com or visit www.elitefasteners.com.



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## ALL AMERICAN FASTENER SHOW

# NEW LOCATION ANNOUNCED FOR THE 2013 ALL AMERICAN FASTENER SHOW

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Organizers announce a new location for the 2013 All American Fastener Show. The InterContinental Hotel at the Plaza in Kansas City, Missouri will host the event on Wednesday, May 8 and Thursday, May 9, 2013.



*The All American Fastener Show provides an opportunity for fastener professionals to demonstrate the latest products and technology available in the industry.*

The All American Fastener Show provides an opportunity for industry professionals from around the world to network with United States fastener manufacturers and to learn more about new products and technology available from the American market.

In previous years, the show was held in Branson, Missouri. The 2012 All American Fastener Show was cancelled due to a devastating tornado which severely damaged the host hotel and convention center in Branson along with many other venues in the area. Show organizers were unable to reschedule the 2012 event in Branson and instead began planning for the 2013 Show. In order to ensure an available venue for the 2013 All American Fastener Show, a new location was selected for the event.

"When the opportunity was presented, we decided to make the move to a larger mid-west metropolitan area, making it easier for industry professionals to attend the 2013 show. Kansas City is centrally located within the U.S. and is easily accessible by interstates and highways. The Kansas City International Airport

serves a hub for many airlines, making travel to the show much easier," stated Heidi Volltrauer-Skiver, organizer of the All American Fastener Show.

The show is a cost effective way for exhibitors to generate sales leads, introduce new products, and build brand recognition within the fastener industry. Attendees will have the opportunity to meet industry professionals and to see the



latest in United States fastener products and technology.

Plans for the 2013 All American Fastener Show include the annual Fastener Bash, exhibits from fastener professionals, a new Seminar on Social Media & Internet Marketing, as well as a Golf Tournament.



*The Plaza is home to the city's trendiest shops and restaurants as well as many of its treasured cultural attractions. The host hotel InterContinental, is located on The Plaza.*

In addition to the scheduled events at the 2013 All American Fastener Show, Kansas City has a vast selection of dining, sightseeing and entertainment options. Arthur Frommer's Budget Travel magazine named Kansas City one of its Top Budget Travel Destinations for 2012.

Some of the entertainment options in the area include:

- Major League Baseball - Kansas City Royals
- Kauffman Center for the Performing Arts - live theater, dance, concerts
- Casinos nearby (Argosy, Harrah's, Hollywood, Isle of Capri)
- Kansas City Speedway
- Factory Tours: Hallmark Cards, Harley Davidson, Boulevard Brewing Company
- Theme Parks & Water Parks - SEA LIFE Kansas City, Worlds of Fun, Oceans of Fun & Schlitterbahn
- Kansas City Zoo
- Powell Gardens
- Nelson-Atkins Museum of Art



*The Kansas City skyline lights up the night as seen from the InterContinental's pool area.*

*please turn to page 143*

**MORE**

There's lots to do in Kansas City, Missouri



**May 8-9, 2013**

**Exhibit or Attend  
the 3rd Annual  
All American  
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## Things to do!

Kauffman Center for the Performing Arts – live theater, dance, concerts

Nelson-Atkins Museum of Art

Casinos nearby (Argosy, Harrah's, Hollywood, Isle of Capri)

Kansas City Speedway

Factory Tours: Hallmark Cards, Harley Davidson, Boulevard Brewing Company

Theme Parks & Water Parks – SEA LIFE Kansas City, Worlds of Fun, Oceans of Fun & Schlitterbahn

- Centrally located in the heart of the U.S.A. – Kansas City, Missouri is easily accessible by plane, car, or train!
- Cost effective way to generate sales leads, introduce new products and enhance your image and visibility.
- Mix business and pleasure within the fastener community.

• **New for 2013 – Free Seminar “Corporate Image Branding & Web Marketing” by Brooks-Jeffrey Marketing, Inc.**

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Founded in 1980, **Arma Clamps & Clips** has been serving to its customers from various sectors such as automotive and home appliance in a plant of 1,500 square meter covered area.

### Our products include;

- DIN 3016-1 retaining clamps
- DIN 3017-2 hose clamps
- Pipe clamps and cable clamps
- Worm drive clamps
- Exhaust clamps and heavy duty clamps
- Hanger clamps
- Special spring clips
- Screw clips and U clips
- Cage nuts
- U nuts
- Special spring washers

The company manufactures different metal fasteners, metal stampings and components as well as other precision products designed by itself with its automatic metal forming machines. **Arma Clamps & Clips** responds to all special customer requests, as well.

From the design in the CAD environment to processing in the precise CNC machinery in the CAM environment, the company uses entirely its own resources and personnel. Therefore, the desired quality is achieved at lower costs in shorter periods.

Exporting its products to different parts of the world from Europe to South America **Arma Clamps & Clips** attends domestic and overseas fairs in order to widen its

customer portfolio.

Adopting superior quality, timely delivery and customer satisfaction as main principles, the company received the ISO 9001:2000 quality certificate in 2002 and ISO/TS 16949 quality system certificate in 2008.

As a result of qualified technical staff, the company carried out several R&D studies and projects last year.

In clamps division, welding operation of DIN 3017-2 hose clamps was replaced with mechanical riveting system as the inner support part combining operation and this process development was registered as a utility model with the Turkish Patent Institute.

In metal clips division, the special fixing spring part manufactured with progressive mold for home appliance industry was adapted to automatic metal forming machine and cost advantage was realized, thereby preventing the import of this part.

R&D project supported by TUBITAK (Scientific and Technological Research Council of Turkey) for developing an automation line for the production of DIN 3016-1 and DIN 3017-2 pipe and hose clamps was completed successfully.

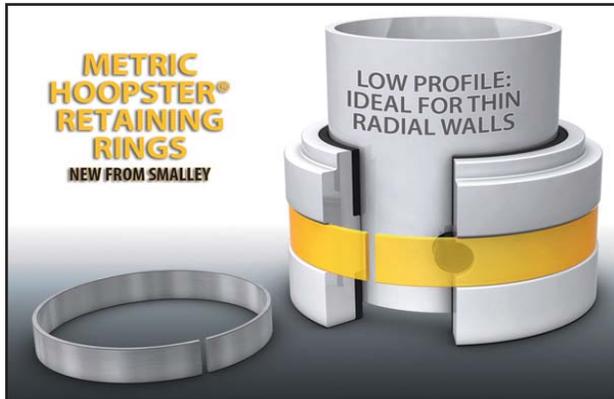
**Arma Clamps & Clips** is a growing company and 2012 net sales increased by 28% accordingly. Currently 35% of revenue

comes from exports. Sector distributions are 40% automotive, 30% home appliance and 30% other industries. Our goal is to become one of the leading clamping and fixing solution center of the world. 



## DISTRIBUTOR NEWS

**Smalley Steel Ring Company**, the world leader in the manufacturing and development of Spirolox® Retaining Rings, Constant Section Rings and Smalley Wave Springs announces the launch of the new Metric Hoopster Retaining Rings.



The new Metric Hoopster Retaining Rings offer an innovative way to retain mechanical components when space is a problem. The Hoopster's minimal radial projection and shallow groove depth allows the Hoopster to fit where regular stamped rings and retaining rings cannot.

The Hoopster's low profile, precision circularity and small radial size allow it to be an unobtrusive component in an assembly. Hoopster Retaining Rings are suitable for light to heavy loads and are ideal for thin wall tubes. An additional advantage of the Hoopster is its potential for high thrust capacity. The low radial profile will not twist or deform under load as with conventional retaining rings.

As an extension to Smalley's popular Hoopster Retaining Rings, the new metric series offers engineers added design flexibility. Over 150 new rings are available from 10 mm to 76 mm in carbon and 302 stainless steel.

Hoopster Retaining Rings are easy to install and remove without any special tools. Specials can be made with No-Tooling-Charges™. Internal housing rings are available with an optional bent end (removal provision) to simplify the process.

Smalley offers complete information on the Metric Hoopster Retaining Rings including a new catalog supplement for part numbers and materials.

For more information contact Smalley at 555 Oakwood Road, Lake Zurich, IL 60047. Tel: 847-719-5900, Fax: 847-719-5999, email: [info@smalley.com](mailto:info@smalley.com) or visit [www.smalley.com/hoopster](http://www.smalley.com/hoopster).



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## DISTRIBUTOR NEWS

Dean Foley recently joined **Atlantic Fasteners** as the Sales Manager for its Aerospace division. Foley has over 25 years of experience in aerospace metals distribution, most recently as a manufacturers' representative selling complex sheet metal fabrication, precision metal parts and high-performance metals to the aerospace, defense and medical industries. Prior to that, Foley spent 22 years working for Transtar Metals, a worldwide distributor of metallic raw material for the aerospace and defense industries.

As the new Sales Manager, Foley's main job responsibility involves increasing sales for the Aerospace division. Foley said he looks forward to the task, and to bringing his Aerospace distribution and sales experience to the fastener industry – a new venture for the veteran sales professional.

For more information, contact Atlantic Fasteners at 49 Heywood Avenue, P.O. Box 1168, West Springfield, MA 01090. Tel: 1-800-800-BOLT (2658) or visit [www.atlanticfasteners.com](http://www.atlanticfasteners.com).

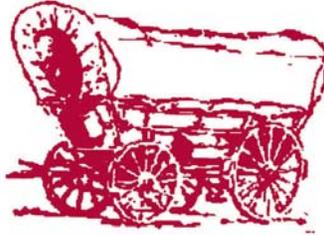
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### WOMEN IN THE FASTENER INDUSTRY

## WIFI CONNECTS WOMEN ACROSS THE COUNTRY

Women in the Fastener Industry (WIFI) held its third annual WIFI Speaker Series and Networking Event at the National Industrial Fastener and Mill Supply Expo in Las Vegas in October. WIFI is also gearing up for future events including Fastener Tech 2013 in Rosemont (Chicago), Illinois.

At the Vegas event, keynote speaker Sandra Cardillo, president of Conrad Associates, delivered a presentation on women in leadership, touching on topics from camping to differences between the male and female brain. Cardillo encouraged the 50+ participants to embrace the strengths that woman bring to businesses and boardrooms, and to think globally when it comes to changing the role of women in the workplace. Corporate sponsors for the event were Aztech Locknut, Spaenaur, Advance Components, Telefast Industries, The Aderman Company, International Fasteners, Assembly Products, and Fully Threaded Radio/Fasteners Clearing House.

The first WIFI raffle raised over \$300 for WIFI scholarship funds. The winners were: Denise Struebing,

commodity manager at Endries International, won an iPad2; Maryann Marzocchi, vice president of advertising sales at The Distributor's Link Magazine, won an iPod; and Joanne Bialas, national sales manager for International Fasteners, won the Kobo e-reader.

WIFI scholarships provide funds for members who need financial assistance to attend fastener industry related conferences, workshops and more. Visit the WIFI website - [fastenerwomen.com](http://fastenerwomen.com) for applications and rules.

"Interest in WIFI is growing, and Vegas was a fun, information-packed event," said WIFI president Mary Lou Aderman, owner of The Aderman Company. "Attendees at our meeting walked away feeling empowered and inspired, and visitors to our booth learned what WIFI brings to the industry for both women and men. We are looking forward to Fastener Tech '13 and other events where WIFI will continue to connect with women throughout the industry."

To become involved or to learn more about WIFI, visit the WIFI website at [www.fastenerwomen.com](http://www.fastenerwomen.com). 



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## SOUTHWESTERN FASTENER ASSOCIATION

# SFA ELECTS 2012/2013 OFFICERS 2013 SPRING CONFERENCE TUCSON, ARIZONA - APRIL 25-28

The Southwestern Fastener Association Board of Directors elected Officers to lead the Association during the next year at their October 25 Board Meeting. Elected were: Don Carr, Porteous Fastener Company, Chairman; Tom Stocking, Stelfast Inc., President; Michael Rodriguez, The Fastener Connection, Vice President; John Longyear, Metric & Multistandard Components, Treasurer and Bobby Salome, El Paso Bolt & Screw, Assistant Treasurer. Joining the Board to begin serving three year terms were Ron Garrett, SBS Industries, Kris Palmer, Delta Fastener Corp. and Tyler Peart, HRS Logistics. Leaving the Board were: Keith Slaton, Standard Fasteners, Dwayne Carnes, All-Spec Sales, Inc., Tammie Shields, Advanced Specialty Sales and Susan Davis, Southwest Distributor Sales.

Lowes Ventana Canyon, Tucson, Arizona will be the site for the 2013 Spring Conference. The April 25 - 28 Conference will provide an excellent opportunity to network with industry peers. Two championship golf courses are available at the hotel that will put the ultimate test to the skills of SFA golfers. Bobby Salome, SFA Golf Committee Chairman, promises to design a tournament that will be enjoyed by all golfers, regardless of skill level.

Rick Pepper, The Fastener Connection, was the star of the SFA dinner meetings on October 25 in Houston

and November 1 in Arlington, Texas. Pepper's topic was "Challenges of Controlling Supply-Chain Quality". Pepper discussed the changes we have seen in the fastener industry from the old model of Manufacturer to

Distributor to Customer and sales to customers was Distributor vs. Distributor and that the new model is Our Supply Chain vs. Their Supply Chain. He outlined how the supply chain has gotten very long and very complicated and the number of links in the chain can significantly affect the distributor's ability to satisfy customer requirements, needs and expectations. Pepper covered the need to understand the many links in the upstream chain and the importance of effective communication between a variety of suppliers. Pepper also gave those in attendance a detailed process that distributors should employ to successfully manage foreign upstream links in the chain. The SFA members that did not attend the presentation missed an outstanding opportunity to improve their knowledge of foreign fastener manufacturing.

If you would like more information about SFA Conferences, Scholarships and/or Membership in the Southwestern Fastener

Association, please contact John Elsner, Executive Director, 292 Sugarberry Circle, Houston, Texas, 77024. Phone: 713.952.5472, Fax: 713.952.7488 and/or email at swfa@swbell.net. 



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## DISTRIBUTOR NEWS

We are very pleased and proud to announce that the move to the new **Lindstrom Metric, LLC** Northeast Service Center is completed. The new facility has 35,000 square feet of warehouse space with 24 foot ceiling clearance which gives our New York team well over double the warehouse space of the old Beacon, NY location. The new location is at 207 Wembly Road, Suite 2, New Windsor, NY 12553. All phone and fax numbers remain as they were. Phone (845) 838-1100 (800) 838-1565 – Fax (845)-838-1163.

A major objective of the move to the larger New York location, of course, was for additional space, and with the added space, we have elected to add Stainless Steel Inventory to this location in addition to the Elgin, Illinois location. The Stainless inventory will present new opportunities for our Distributors in the Northeast with next or second day delivery vs. up to 4 days out of the Elgin location. The inventory has been and will continue to be monitored to reflect sales to the Northeast Distribution Marketplace, which is the Market Chanel Lindstrom Metric, LLC uses. On the first run, over 2,000 Stainless SKU's have been added to the New York inventory.

Headquartered in Blaine, Minnesota, Lindstrom Metric, LLC is a 41-year old company specializing in the distribution of both standard and special metric fasteners to industry. The company is a direct importer and master distributor for many international manufacturers of metric fasteners. They currently have 25 employees at the New York facility which services the Northeast United States. In addition to Minnesota and New York, Lindstrom Metric, LLC, has locations in Greer, South Carolina and Elgin, Illinois.

Mega Metric, Division of Lindstrom Metric, LLC that provides larger diameter and special length metric bolts in addition to other specialty machining capabilities is also located in Greer, South Carolina.

For more information on Lindstrom Metric, LLC and or Mega Metric, Division of Lindstrom Metric, LLC, please visit [www.lindfastgrp.com](http://www.lindfastgrp.com).

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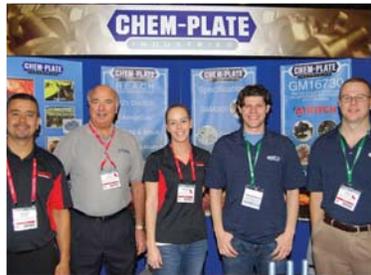
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## NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

# NEFDA's TABLE TOP SHOW MOVES TO SPRING NEW SHOW DATE SET FOR APRIL 30, 2013

by Joe Soja

This year's NEFDA Table Top Show moves from fall to spring.

Specialty Tool and Fastener Distributor Association (STAFDA) members are cordially invited to attend the show.

Technical seminars to include: cold heading, sealing, bonding and thread making solutions, software for manufacturers and distributors, plating and heat treating.

Panel discussion on "How to Buy Fasteners today" moderated by John Wolz of Global Fastener News.

Huge exhibit hall featuring all major suppliers of fasteners and services.



opportunity to network and socialize. The delicious buffet dinner will feature 3 entrees of fish, chicken and beef with an assortment of salad and vegetables and of course desert in typical New England Fashion.

## Hall of Fame Induction

Barry Carpe, Owner & President of All-Tech Specialty Fasteners, LLC will be inducted into NEFDA's Hall of Fame over dinner.

Barry has been active in the fastener industry for many years. He served as Education Chair, President and currently Chairman of the Board of NEFDA.

## Special Hotel Rates Offered by Sturbridge Host Hotel & Conference Center

Hotel reservations can be made by calling 508-347-7393. Just mention NEFDA Table Top Show to receive the special rates. This hotel has the charm of Old New England. The hotel is located next to the famous Old Sturbridge Village, a replica of Colonial America.

## Registration

You can download either the attendee registration or exhibitor registration form from our website [www.nefda.com](http://www.nefda.com).

Fax over the registration to 860-436-4113 or email it to [jfs3@cox.net](mailto:jfs3@cox.net). We accept credit cards processed over a secure line. 



## Attendance

NEFDA is making a special effort to get distributors to come to the show including STAFDA members. Link Magazine and Global Fastener News are supporting our mailing efforts. In addition, a special mailing will go out to STAFDA members. As always we strongly encourage exhibitors to invite their customers to the show as we are all in this together.



## Table Top Features Latest Fastener and Industrial Supply Products & Services

The one day Table Top Show will open from 9:00am to 5:30pm on Tuesday April 30th featuring technical seminars, panel discussion and exhibits by leading manufacturers from throughout the USA.

## Social Hour & Dinner

Immediately following the show we will begin the social hour followed by dinner. This is another wonderful



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Wrentham Tool Group has been a leading supplier of heading tools since its founding in Wrentham, MA, USA in 1948 and is the longest operating recess header tool manufacturer in the world. WTG has undergone many changes since then including ISO9001:2008 certification and continues to re-invent itself to better serve the ever changing global market. As a result of this dedication to continuous improvement, WTG has become the market leader in a wide range of heading tools.

In 2004, Wrentham Steel Products was purchased by Phillips Screw Company and was renamed Wrentham Tool Products. Phillips Screw Company holds patents on several innovative recesses such as the POZIDRIV®, MORTORQ® Super and HEXSTIX®.

In July 2010, WTG purchased RICO and Astro® from PCC. RICO and Astro® are known around the world for their high quality industrial, automotive, and aerospace punches and associated tooling. As a result of this acquisition, Wrentham Tool Products was renamed Wrentham Tool

Group. The close proximity of RICO/Astro® allowed WTG to retain most of its highly skilled work force.

In April 2012, Wrentham acquired the Acument Pin Shop from Acument Global Technologies. The Acument Pin Shop was the primary manufacturing location for TORX®, TORX PLUS®, and TORX PLUS® AUTOSERT punches.

WTG's mission is to provide world-class quality, value pricing and unparalleled customer service. To achieve these goals WTG has dedicated significant financial and human resources to ensure success. WTG has expanded its product line and offerings to include the latest fastener recess innovations such as MORTORQ® Super, HEXSTIX®, and TTAP®, as well as a proprietary MOAC coating, and a new line of Black Diamond Gages. WTG also manufactures a full array of carbide and steel heading tools including hex inserts, hex pins, and trim dies. WTG has increased stock levels and appointed sales agents in strategic locations around the world to better serve the customer and ensure continued expansion. 

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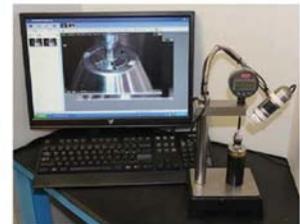
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so has the need for more intense communication amongst employees. In response to an ever increasing demand for cost reduction and efficiency, Solution Industries is offering more and more secondary operations which require even greater logistical sophistication. As Don Shan of Solution Industries explains, 'our fully automated material flow systems combined with well over \$1,000,000 of specialized inventory offers distributors the ability to eliminate the "juggling act" that is standard in the industry. We strive to be your secondary sourcing SOLUTION.'

One call, one price, one shipment, one invoice, ONE SOLUTION - that's their motto... you asked for it and they listened.

What's next for Solution Industries? They are not entirely sure but they have their finger on the pulse of the fastener industry and continue to fill niche markets when they see the opportunity. Visit their new interactive website at [www.solutionind.com](http://www.solutionind.com). Log onto their "Live Chat" feature and talk to SOLUTION MAN - let him know what hard to find items you would like him to carry..

Contact Solution Industries by Tel: 1-866-297-8656, Fax: 440-816-9501, email: [sales@solutionind.com](mailto:sales@solutionind.com) or visit their new website at [www.solutionind.com](http://www.solutionind.com).

## DISTRIBUTOR NEWS

To hear that **Solution Industries** is expanding is not that unusual. Every day their staff asks the question, "What new product do our distributor customers have a hard time sourcing from their current supplier base?" They answered your requests by stocking zinc plated sockets, drilled hex & socket products, and GR5 & GR8 tap bolts. But this time, their expansion is in the form of substantially increasing their warehouse space to their existing

facility.

Solution Industries also purchased several machines including a 1/4 keg packaging machine to increase production and upgraded their QC Department as well. So, clearly, they needed more space. The expansion does not stop in the warehouse; their 'open office concept' will promote a team environment to continue top rate customer service.

As Solution Industries has grown,

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# WOMEN IN THE FASTENER INDUSTRY (WIFI) MEETING, LAS VEGAS - OCTOBER 10, 2012





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## **SMITH ASSOCIATES - 30 YEARS OF SUCCESS**

*By Niles Wolfson, Honorary Member of Smith Associates*

As the 30th Anniversary of Smith Associates approaches, it seemed like the perfect time to share our thoughts on what it took to reach this major milestone. Running a business in these tough economic times is a lot like being a contestant on the hit reality show "Survivor." It's how you react to the tests and challenges thrown before you that make the difference between success and failure. For Smith Associates, our "Survivor" moment came when Hurricane Irene swept into town and left our offices knee deep in sewage and three feet of water.

Watching our entire office and all its contents being thrown into two dumpsters makes you stop and think about what's truly important in life. Would this unbelievable act of Mother Nature signal the end of Smith Associates? Or a new beginning? Then it dawned on us. Smith Associates was so much more than physical assets like phones, files or furniture. Our foundation wasn't built on bricks and mortar. It was built on the strength of our people, their knowledge of the industry, loyalty to our customers, and perhaps most of all, their resiliency to bounce back after an almost insurmountable setback. So, instead of "packing it in," we packed up and moved to new offices and started a new chapter in the story of Smith Associates.

The first chapter of Smith Associates actually started back in 1982. After working for a rep agency for eleven years, Mike longed to strike out on his own. So with nothing more than a phone, Rolodex and an old roll top desk, Smith Associates was born in an apartment in Rockaway, NJ. Mike opened the doors handling just two lines. Today, Smith Associates has grown into one of the East Coast's more successful rep agencies and currently represents many of the top manufacturers in the industry.

Aside from Mike's business accomplishments, there is a long list of outside activities and causes that he donates his time to. They include: Past President and long-time board member of the Metropolitan Fastener Distributors Association, an active volunteer in his church, as well as many other charitable causes, and president of the Antique Boat Club of Lake Hopatcong, New Jersey. Mike is also an Eagle Scout, although it's been awhile since he earned his last Merit badge. Yet, despite his many achievements, Mike always gives credit for his success to his small, close-knit staff.

Dan Bielefield has played an integral role at Smith Associates since 2003. A former Marine, Dan started his fastener career at Crescent Manufacturing, and currently sits on

the board of the New England Fastener Distributor Association. He covers the New England and Long Island territories for Smith Associates. Dan resides in southern Connecticut with his wife Pat and their three children. He is also a third generation Eagle Scout.

The newest member of the Smith team is Stan Struble. Stan joined the team after a twenty year career at Snap-On Tools, where he moved from a warehouse position to ultimately become a dealer with multiple franchises. Stan is responsible for the mid-Atlantic territory. An avid saltwater fisherman, Stan resides in Doylestown, PA, with his wife and son. A graduate of Valley Forge Military Academy and Seton Hall University, Stan will make a well-rounded addition to Smith Associates.

Ginny Palmer is another member of our team and while her title is Administrative Assistant, it really should be "Command Central." She literally keeps "the entire internal engine" of Smith Associates running smoothly. Her resume starts with Ron Fastener, where, over the course of 15 years, she held roles as Purchasing Manager and then Manager. She spent another four years at Foster and Company. Putting her years of customer service and industrial supply purchasing experience to good use, Ginny joined Smith Associates in 2008. A proud Mother of three and a grandmother, she lives in Dingmans Ferry, PA, with her husband and dog, Madison.

The story of Smith Associates, however, couldn't be told without recognizing the contributions of Chris Smith, Mike's wife. For over thirty years, she has worked side-by-side with Mike handling the financial side of the business and offering a level of support that is quite simply, invaluable.

Thank you to everyone who has contributed to the success of Smith Associates. We couldn't have done it without you. 



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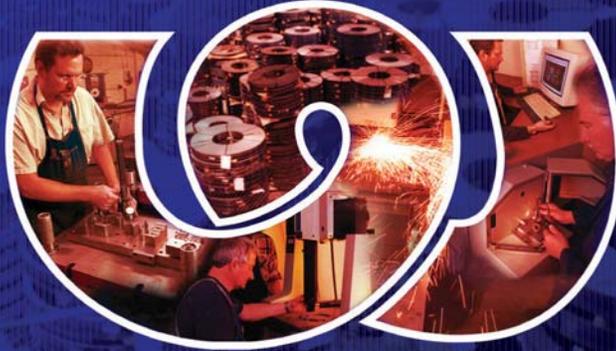
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# ACCURATE MANUFACTURED PRODUCTS GROUP INCREASES CAPACITY AGAIN

Accurate Manufactured Products Group (AMPG) is a stocking manufacturer of the largest line of Shoulder Screws available today.

## CNC Swiss Automatic Lathes

Turning all of their product on CNC Swiss Lathes, they are recognized in the marketplace by their trademarked head markings of AMPG303 for Type 303 Stainless, AMPG316 for Type 316 Stainless, AMPG405 for Monel, AMPGTi2 for Titanium, and AMPG661 for 6061 T6 Aluminum product.

All product is DFARS compliant, and completely manufactured in the United States. Inventory is in the millions of parts, and specials and non-stock sizes are typically produced in one to two weeks.

In 2012 Accurate spent over one million dollars on new production equipment, and AMPG has just placed another 5 machines on order with the Star CNC Machine Tool Corporation to be delivered first quarter of 2013.

AMPG standardized on Star CNC Swiss machines due to their unequaled precision, reliability, and speed, allowing Accurate to be competitive with cold forming companies in the manufacturing process while producing a superior part. These advanced machines run 24 hours a day, 7 days a week in the Indianapolis facility, and the 16 production machines allow super-fast turnarounds.

## Superior to Cold Forming

The machining process for Shoulder Screws and Bolts

is superior to cold forming in many ways. First, the CNC Swiss design allows for the screws to be produced quickly and without tooling, and since all of the metal removal occurs right at the guide bushing where the maximum support occurs, we produce extremely consistent and accurate parts. The Swiss method also allows production of extremely long parts, without secondary operations.

Shoulder Screws are produced complete, with 12 foot bar coming into the machine, and precise finished parts coming out the other side. This preserves concentricity between the head, shoulder, and threads. AMPG has standardized on specially ordered raw material, processed in certain ways as to maximize speed and throughput.

The advanced capabilities of these machines also allow us to switch to fresh cutting tools at predetermined intervals, resulting in more precise parts and longer unattended runs.

AMPG's use of advanced programming, cutting tools, and oils produce a superior surface finish that is carefully protected throughout the cleaning, inspection, and packaging operations. These procedures insure that the parts we ship to your customer look like jewelry.

## The Most Sizes in the Universe

AMPG manufactures for stock from 1/8" up to 1-1/2" Shoulder diameters. Specifications are to ASME B18.3 (2002) where covered, and to our specification for special diameters. Lengths are produced in 1/32" increments. Metric sizes are produced to ISO 7379-1983 specifications and range from M3 through M20 diameters.



please turn to page 167

# Shoulder Screws by AMPG

Big or small, they're all precision

AMPG, manufacturer of the "Industrial Jewelry" lines of Shoulder Screws in Type 303 and 316 Stainless, Grade 2 Titanium, Grade 405 Monel, and 6061-T6 Aluminum has expanded into the smaller sizes, commonly known as "Precision Shoulder Screws"

**AMPG is the only USA manufacturer to offer CNC Swiss Lathe Turned product from stock or with short lead times of:**

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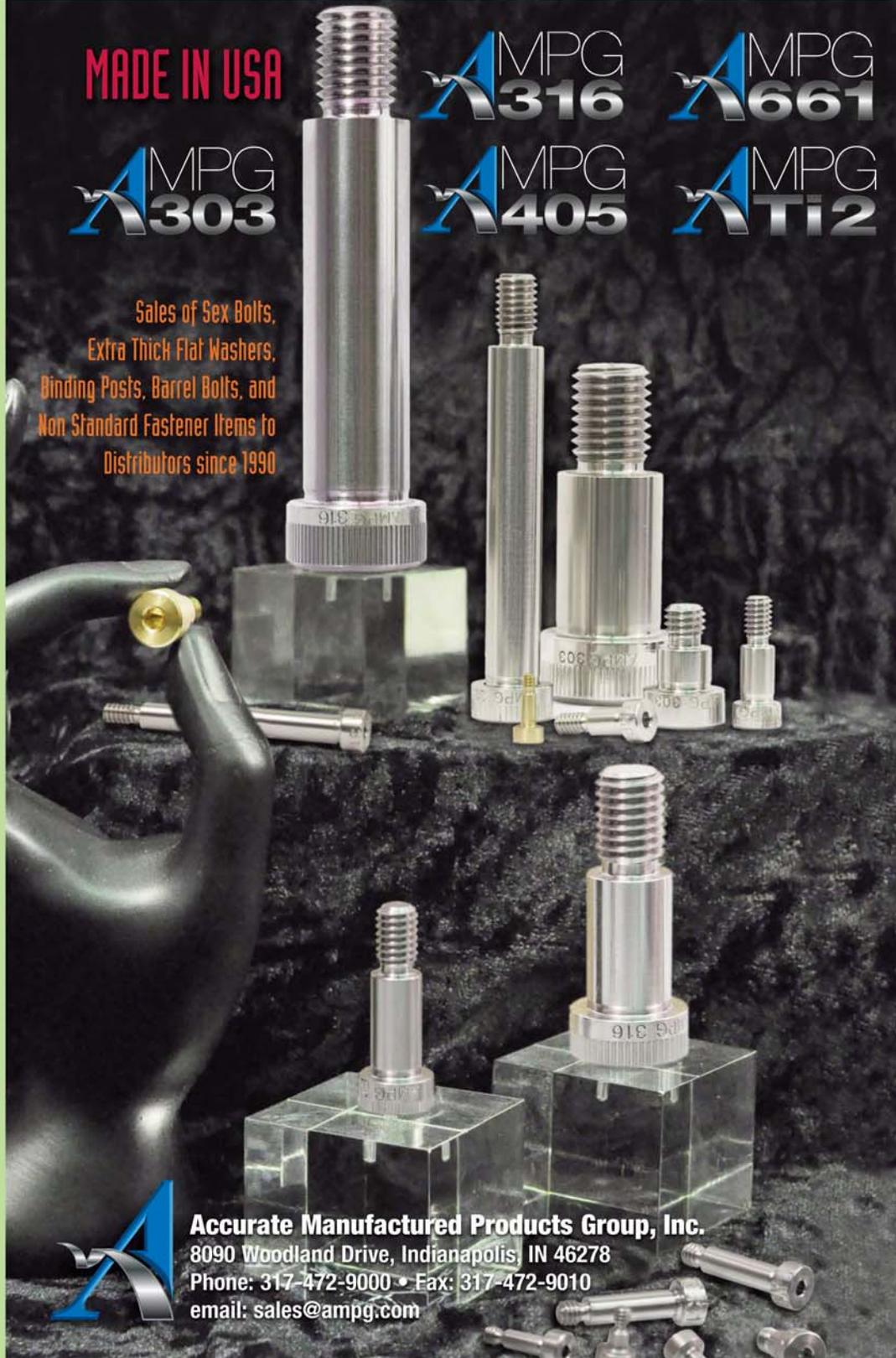
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## CADMIUM REPLACEMENT COATING FOR MILITARY/AEROSPACE CONNECTORS

With the last remaining loopholes closing rapidly, the opportunity for connector manufacturers to find an optimum cadmium replacement is here. Even those that produce or distribute aerospace and military-grade connectors are under mounting pressure to meet the tightening requirements of the European RoHS directives, which are pushing towards elimination of cadmium altogether.

“The first European RoHS standard came out in 1996, but excluded the military and some aerospace applications,” says John Schnepf, president, Corsair Electrical Connectors, Inc. (Irvine, CA). “Since then, however, the stance of RoHS against cadmium content in electrical and electronic equipment has continued to intensify. The EPA is not quite there as far as the requirements are concerned, but you can see the trend. It is coming.”

According to Schnepf, Corsair and other connector manufacturers are more than willing to eliminate cadmium or any other contaminants from products. The issue, however, is finding a suitable alternative to cadmium and nickel-cadmium at a reasonable price point that delivers the equivalent (or better) conductivity, corrosion protection, compatibility, wear resistance, lubricity and low coefficient of friction.

“There are any number of platings that meet the corrosion resistance requirements of cadmium,” explains

Schnepf. “However, most do not meet the electrical requirements for conductivity, or meet the conductivity requirement, but not the corrosion resistance. A few of the more recent alternatives do well in both areas, but still do not meet RoHS standards due to use of Hexavalent Chrome and even Cyanide in the plating process.”



The EN-PTFE cad-free composite coating exhibits equivalent, or better, properties than cadmium and nickel-cadmium for military and aerospace connectors.

### *Dangers of Cadmium*

Cadmium, and in particular nickel-cadmium, can be electroplated relatively thinly and evenly on fine and coarse threads and complex geometries, making it ideal for use on connectors.

Cadmium's advantageous properties include excellent corrosion resistance even in salt atmospheres, lubricity, wear resistance, conductivity, EMI shielding, and galvanic compatibility.

However, Cadmium is particularly dangerous when airborne in dust form. It can cause lung disease, kidney failure, and death. Any maintenance process that releases cadmium into the air exposes personnel and the environment to this hazardous material. The Cadmium plating process often incorporates the use of cyanide in the process and Hexavalent Chromium as a sealant.

In 1993, cadmium became one of six hazardous substances restricted by Europe through its RoHS directive and the EPA has classified cadmium as a Group B1 compound (probable human carcinogen).

*please turn to page 186*

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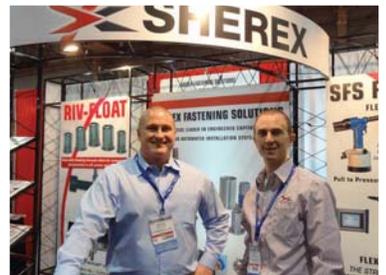
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## JAM NUTS PROVIDE A FALSE SENSE OF SECURITY *continued from page 56*

One then might ask, "Do the threads in the jam nut deform to lock it into place when the top nut is tightened to the proper torque value for the bolt?" The answer is "NO". Due to the friction between the two nut faces the jam nut thread does not feel enough tension in the threads to distort the threads as the theory states. This can easily be proved by simply trying it. Please the two nuts on a bolt. Place a wrench on the jam nut and tighten the hex nut as tightly as one can. Then break them loose and see if the jam nut can be turned by hand without the use of a wrench. If so, the jam nut threads have not been distorted.

There have been a number of studies conducted in the past comparing various fastener designs for creating a resistance to loosening in the presence of severe vibration. When comparing a jam nut/hex nut combination I have never seen any indication that the jam nut/hex nut combination has any more resistance to loosening than the use of one properly tightened hex nut.

For those that want simple solutions for improving vibration loosening any of the following will provide some benefit greater than using a jam nut/hex nut combination:

1. Seat the turning component, bolt or nut, on a

plain hardened steel washer or a conical washer. If the turning component scratches or embeds the work surface it is indicating that a significant amount of the applied torque is being absorbed by that marring of the surface instead of tightening the bolt. When seated on a hardened washer the marring and/or embedment do not occur, thus enabling all of the torque to go into tightening the bolt instead of plowing surface metal.

2. Use any all-metal or nylon inserted lock nut that passes the IFI 101/107 requirements.

3. Use either pre-applied or point-of-assembly application locking adhesive.

Fastener users and suppliers can find many more involved, and generally more expensive, locking fastener solutions. The best and cheapest deterrent to bolt loosening is to seat the turning fastener on a hardened surface and apply an appropriate torque value as determined by employing the  $T = KDP$  formula using the correct material, size, and finish parameters. The important thing to remember when trying to help an end user prevent loosening is that the jam nut/hex nut combination provides little, and more likely, no anti-loosening benefit. 



# FASTENER CROSSWORD PUZZLE

Test Your Knowledge!

**ACROSS**

- 1. \_\_\_ point; fas-  
tener end style
- 5. \_\_\_ pins
- 10. Nut  
accompaniment
- 14. Screw features
- 17. Surrounded by
- 19. Island farewell
- 21. Fan
- 22. Civil
- 23. Disproves
- 25. Yrbk. section
- 26. Paramedic, for  
short
- 27. Undisciplined tot
- 28. Makes fun of
- 30. Encycl. volume
- 31. Oaxaca ones
- 32. Boatman's item
- 33. Mineral baths
- 34. Millay or Ferber
- 35. Espoo resident
- 38. Boston or  
Oxford: abbr.
- 40. Tiny particle
- 41. Winter forecast
- 42. "If \_\_\_ a Hammer"
- 43. Rump
- 44. Smudge
- 45. Graceful animal
- 46. Sound
- 47. Allow
- 48. Pole, for one
- 49. Lay out a page
- 52. Singing bird
- 54. \_\_\_ threads
- 55. Wading bird
- 57. Way, in Chinese
- 58. Milk producer
- 59. Charity
- 60. 10/31 greetings
- 61. Sissy
- 62. Follow
- 65. Tinnerman \_\_\_
- 66. Fastener forging  
discontinuity
- 67. Relinquishes
- 68. Red edible
- 69. Actor James
- 70. Not harsh
- 71. Eur. nation
- 72. Emeril's word
- 73. Fundamental
- 74. Canadian prov.
- 75. Break \_\_\_
- 79. Loosely clinging  
bits of metal
- 81. Aetna & others,  
familiarily
- 83. Yahoo rival
- 84. Slugger Sammy
- 85. Coats with a  
silvery metallic  
element
- 86. \_\_\_ about;  
approximately
- 87. Jillian & others
- 88. Boy king and his  
namesakes

- 89. Double-ended  
fasteners

- 91. Treat with contempt
- 92. This: Sp.
- 93. State
- 94. Cold desert
- 95. Cooking fat
- 96. Nero or Napoleon:  
abbr.
- 97. Musical group
- 100. Nashville school, for  
short
- 101. Sound of relief
- 102. "Let \_\_\_"; '70 Beatles hit
- 103. Stop \_\_\_ dime
- 104. \_\_\_ head; flat bearing  
surface
- 107. "Queen of Tejano  
Music"
- 109. Bolt type
- 111. Speech
- 113. Portrait holder
- 114. Bumpkins
- 115. Hand tool
- 116. Others
- 117. Actor Adam
- 118. Big game

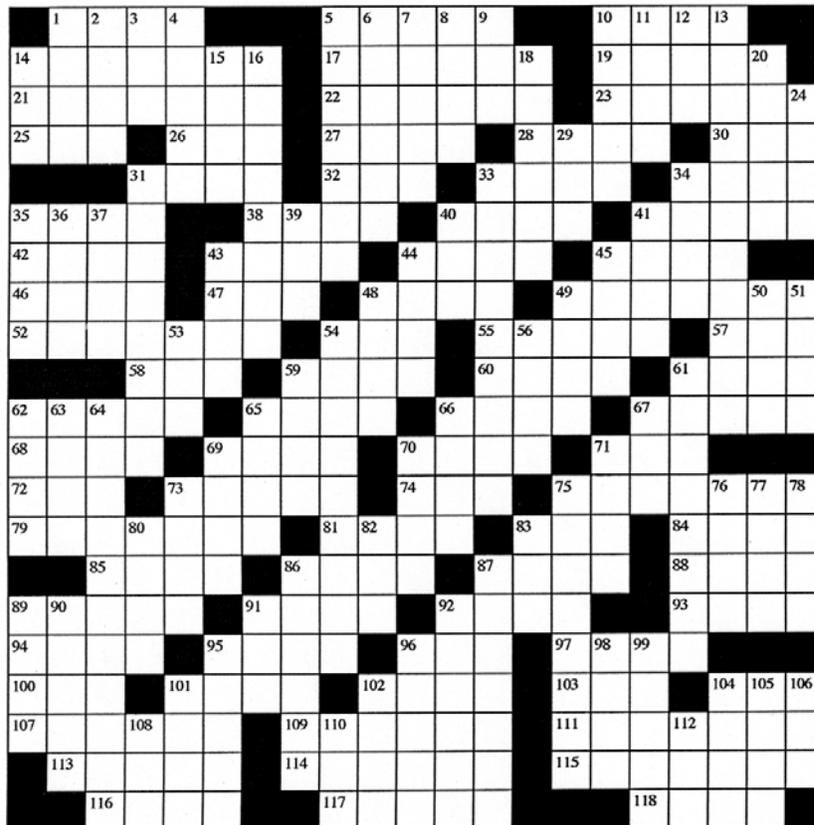
**DOWN**

- 1. Best Actress Oscar  
winner of 1987
- 2. Wilbur's bro & others

- 3. Prefix for natal or  
classical
- 4. No longer on the plate
- 5. Nutless fastener
- 6. Unethical
- 7. John Wayne's widow
- 8. Review a manuscript
- 9. Q-U connection
- 10. Exposes
- 11. Bullfight shouts
- 12. Hit a tennis ball
- 13. Concrete wedge  
anchor
- 14. Six-pointers, for short
- 15. Aspiring singer's CD
- 16. Fastener used to  
prevent motion
- 18. Beverage container
- 20. Do penance
- 24. Argument
- 29. Shriver or Dawber
- 31. \_\_\_ head; style used to  
provide more thread
- 33. Type of  
machine screw
- 34. Robert \_\_\_
- 35. Fastener tightness  
measures
- 36. Restaurant chain
- 37. Mom's mom
- 39. Word with bran or meal
- 40. So. state

- 41. Calendar abbr.
- 43. \_\_\_ bolt
- 44. Sub alternatives
- 45. Pre-Easter  
purchases
- 48. Drainage tank
- 49. Trampled
- 50. Relaxation
- 51. Fling
- 53. Caviar source
- 54. Gripping fastener
- 56. Precious metal
- 59. Jai \_\_\_
- 61. Cylindrical fastener
- 62. Diminishes
- 63. Actress Patricia
- 64. Rivet type
- 65. Peggy or Mama
- 66. Keys under  
fastener heads
- 67. Criminal
- 69. Prelude and Sonata
- 70. Othello, for one
- 71. Buddies
- 73. TV's Cartwright and  
Matlock
- 75. High-strength rivet
- 76. Overwhelming  
defeat
- 77. "¿Cómo \_\_\_ Ud.?"
- 78. Whip
- 80. Caesar's "I saw"

- 82. Crowd
- 83. Colony member
- 86. \_\_\_ screw;  
fastener made  
to stay put  
once inserted
- 87. Spread false  
charges
- 89. Bilko & Pepper:  
abbr.
- 90. "We're off \_\_\_  
the Wizard..."
- 91. Boy in a Johnny  
Cash song
- 92. Detached blood  
clots
- 95. Commandment  
word
- 96. Role on  
"I Love Lucy"
- 98. Once again
- 99. Mother-of-pearl
- 101. Vane letters
- 102. Unpleasant
- 104. Young gangster
- 105. Bands of sparks
- 106. Old Testament  
bk.
- 108. Suffix for  
Nepal or Japan
- 110. Present time
- 112. \_\_\_ Aviv



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## RAF ELECTRONIC HARDWARE NAMED A TOP WORKPLACE FOR 2012

RAF Electronic Hardware is pleased to announce that it has been selected as one of The Hearst Connecticut Top Workplaces for 2012.

The Top Workplaces are determined based solely on employee feedback. The survey is conducted by WorkplaceDynamics, LLP, a leading research firm on organizational health and employee engagement. WorkplaceDynamics conducts regional Top Workplace programs with more than 30 major publishing partners and recognizes a National list of Top Workplaces. Over the past year, more than 4,500 organizations and 1 in every 100 employees in the United States have turned to WorkplaceDynamics to better understand what's on the minds of their employees.

RAF is the world's largest manufacturer of electronic hardware, sold primarily through a worldwide network of distributors. As a company we are extremely responsive to our customers needs, and for us our customers always come first.

The culture of our company is to function as a team, with a common goal of providing superior customer service. The employees of RAF are our most valuable resource and they work hard every day to create a better way of doing

business. Our success as a company is directly related to our talented employees. Being named as a Top Workplace means our RAF team thinks as much about us as we do about them. Thank you to all our dedicated employees for making RAF Electronic Hardware a top place to work.

John Everett, RAF General Manager states; "Being named a Top Workplace in Connecticut is the highest of honors for RAF Electronic Hardware. The dedicated employees of this company recognize our effort to encourage independent and team initiatives as part of our continuous improvement efforts. The company remains focused on providing long term opportunities for the success of each individual."

Hearst Connecticut Media Group published the complete list of Top Workplaces on Sunday, September 16th.

If you would like more information about the Top Workplaces lists and WorkplaceDynamics, you can visit them on the internet at [www.topworkplaces.com](http://www.topworkplaces.com) and [www.workplacedynamics.com](http://www.workplacedynamics.com). 




**TOP WORK PLACES 2012**  
The ADVOCATE  
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### Arnold Permanent Nut

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## MAJOR BREAKTHROUGH IN LOCKING NUT TECHNOLOGY: THE WORLD'S FIRST PERMANENT NUT FROM APN

The Arnold Permanent Nut (APN, patent pending, all rights reserved) fills the demand for a permanent, lightweight, one-piece, all-metal, internal self double-locking nut that can be installed quickly with standard tools.

Vibration resistant and strong, the APN surpasses current one and two-piece locking-nuts, while maintaining all of the advantages of a one-piece locking nut.

The APN solves the problem of having to use a heavier and costlier two-piece locking nut to prevent loosening from extreme vibration.

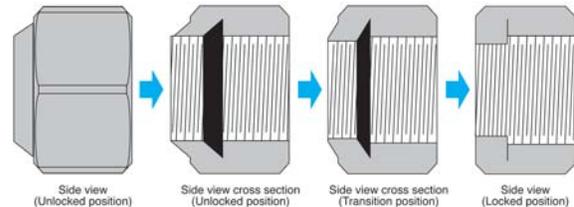
Current one-piece, all metal, self-locking nuts are relatively weak by design and offer limited vibration resistance. In contrast, the APN has both self-locking lips (SLL) and an internal relief cut (IRC) to provide maximum fastenability. Once tightened, the APN, internally, double-locks in two different directions. Until now, only the strongest and heavier two-piece locking nuts use this method.

The APN is manufactured with a higher strength-to-weight ratio than any other locking nut out on the market. The APN quickly spins-on and installs with standard tools and resembles a conventional nut when in the locked position.

### How The APN Works

The APN is based upon standard nut construction methods and materials. APNs unique features includes self-locking lips (SLL) located on the contact face of the nut and an internal relief cut (IRC) on the inside of the nut.

When torqued to specification, the SLL are pushed and pulled in simultaneously by the rotation of the nut, and forced to flow in

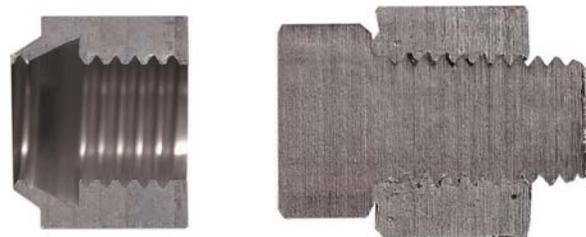


*Drawing of APN from unlocked to locked position*

the IRC of the nut. In the locked position the APN locks both the threads of the bolt and the bolt shaft, creating a permanent double-locking condition.

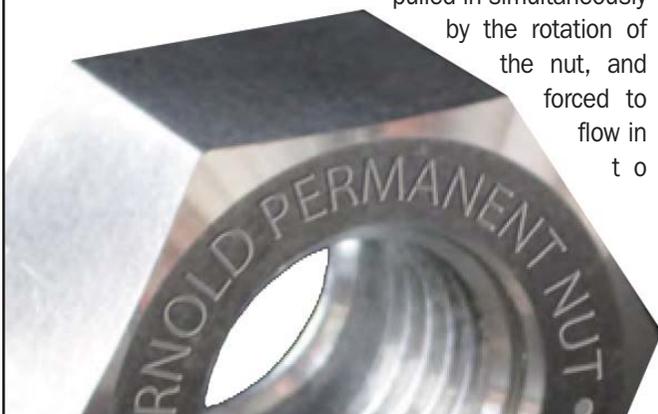
The APN has more vibration resistance than the strongest two-piece collared locking nut. In fact, it is so strong that it must be cut off to avoid damage to the bolt if removal is desired.

Once installed, the locking tension (compression) removes most of the space between the nut and bolt threads. It is as though the nut and bolt are now one piece. At this point, the strength of the material becomes the weak point. This method creates an extremely strong, vibration resistant fusion. APN also has a higher strength-to-weight ratio than conventional locking nuts. The material type, self-locking lips (SLL) shape and the internal relief cut (IRC) location will vary depending upon application and specifications.



*Left: photo of APN cross section in the unlocked position. Right: Photo of APN cross section of nut and bolt in the installed (locked) position.*

*please turn to page 188*



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## DISTRIBUTOR NEWS

**Atlantic Fasteners** was honored by the Affiliated Chambers of Commerce of Greater Springfield (ACCGS) as one of the Super 60 award winners for 2012. Atlantic Fasteners was chosen for the award based on its total revenue in the last fiscal year.

The Super 60 Award program began 27 years ago and is the largest business recognition program in Western Massachusetts. Atlantic has been a regular recipient of the award during those years, making the Super 60 list of award winners at least a dozen times, President Tony Peterson said.

To be eligible for a Super 60 award, nominees must be privately owned, have revenues in excess of \$1 million in the last fiscal year and be either based in Hampden or Hampshire County or a member of the ACCGS. Awards are selected based on percentage of revenue growth and total revenues.

Atlantic was nominated for the award by Meyers, Harrison and Pia, LLC, its accounting firm in CT.

For more information, contact Atlantic Fasteners. Tel: 1-800-800-BOLT (2658) or visit their website at [www.atlanticfasteners.com](http://www.atlanticfasteners.com).

### "REGULATORY CLIFF" IS ANOTHER CHALLENGE FACING DISTRIBUTORS *continued from page 30*

The DOL itself is working on a measure called "The Fiduciary Rule" which would place tougher guidelines and increase liability risks for companies' management which are offering outside sources of investment advice to their employee 401K participants.

The Department of Transportation is near to adopting new rules to mandate expensive safety technology for vehicles which will raise auto costs through such required new devices as rear-view cameras and video displays on dashboards, something which is available now for those who wish to pay for it, but who soon may have no choice if it becomes a requirement.

In so many words, the federal government stands poised to make a lot of decisions about what is good for us as individual consumers and entrepreneurial business people.

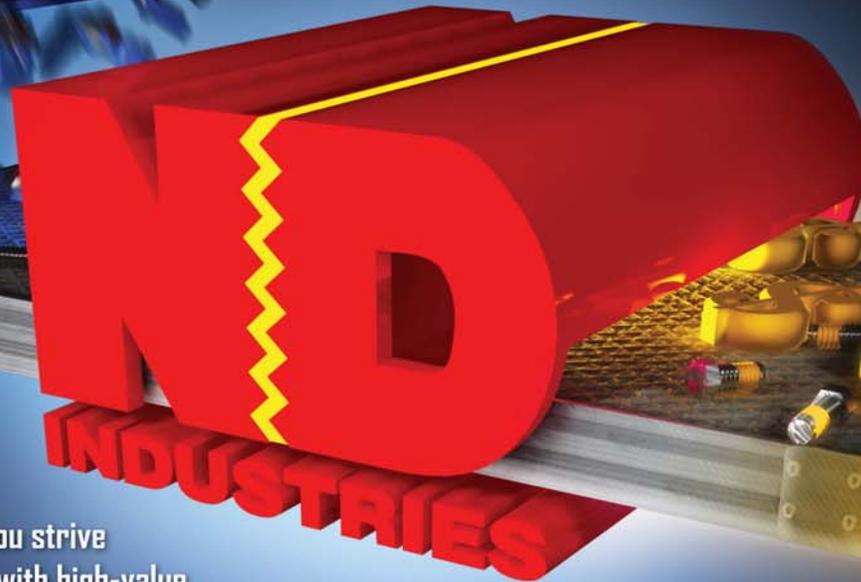
Small business owners have always had to walk a fine line between providing what their consumers want and what is possible without pushing the price of products beyond accessibility for average Americans. In so many ways that decision is about to be taken away from those who can best assess what the market will bear and recognize that a little bit of added cost can bring back the recession from which we are just trying to emerge. In the end it's really about keeping these enterprises going and

continuing to let them serve as the engine for job growth.

During the past year the House of Representatives passed a bill called the REINS Act (Regulations from the Executive In Need of Scrutiny Act) which never made it through the Senate and which was likely to be vetoed by President Obama if it had passed. This would have changed the regulatory process so that major regulations would be contingent on Congressional approval. While this was backed by many business trade associations, it would certainly seem to have little future with a strengthened President and larger Senate majority.

Probably the most hotly contested issue in our recently completed election was how we can provide good jobs to our people. If this is priority number one then some of the lower priority social welfare, consumer protections and, yes, even environmental goals may have to be put in the proper perspective. Will the end of the election bring about a period of compromise and a willingness to work together in a reasonable way? The congress is still divided into a Democratic controlled Senate and a Republican dominated House. President Obama, in his post-election speech, has indicated an intent to reach out to all parties. Easing up on government rules affecting business would be a good start! 

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## UNIQUE FASTENER INSERTS DESIGNED FOR AEROSPACE MATERIALS REDUCE COST & RISK

by Del Williams *Technical Writer*

For weight saving composites, aluminum, and plastics, an innovative fastener technology is helping to protect against fastener loosening, while minimizing assembly and maintenance costs

Ongoing efforts to increase fuel efficiency, tactical mobility, and payload capacity in aerospace design have driven engineers to find numerous ways to reduce mass through the extensive use of lightweight materials such as composites, aluminum, and plastics.

Use of these lightweight materials can create other compromises, though, and a secondary issue is raised in finding safe and reliable ways to fasten assemblies that provides complete assurance of joint integrity under the severe conditions of shock, vibration and thermal cycling common in aerospace applications.

Assemblies that combine lightweight materials create other challenges: whereas threading directly into ductile aluminum is common, most composites are too brittle to be tapped. Shear strength and concentration of forces need to be carefully reviewed in order to confirm specific loads and vibration environments can be tolerated. Structural joints in

particular rely on high strength to develop sufficient pretension in the joints used to assemble them.

In most structural joints using lightweight materials, the parent material needs to be reinforced through the use of a wire insert or an ultrasonic insert; the implementation of inserts allows higher joint tension and extended reusability when compared to a tapped hole directly in the softer materials.

There are a variety of thread reinforcement options currently being utilized in aerospace applications: wire thread inserts for aluminum or soft materials, potted blind inserts for composites, and ultrasonic inserts or molded inserts for plastics. However, the majority of these inserts still fall short of addressing the limitations and potential for vibration-induced thread loosening that is inherent in the

standard 60° thread form.

Fortunately, advances in fastener insert technology exist that protect against fastener loosening or failure in the field while at the same time having the additional benefits of reducing assembly time, maintenance costs, and even overall weight.



*Spiralock 1/4-28 tapped holes are used for mounting connections under aircraft wing on this F-18 Hornet/A1N-120 AMRAAM Air-to-Air Missile*

*please turn to page 109*

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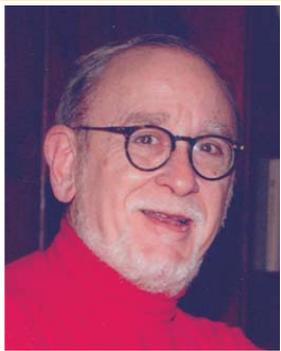


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## Woodruff Imberman

An economic historian by training, the author, Dr. Woodruff Imberman, is President of Imberman and DeForest, Inc., management consultants. He has published many articles in *Distributor's Link* on improving managerial effectiveness, supervisory training, improving employee productivity, and on implementing Gainsharing Plans in the fastener industry. For further information on these subjects and the articles, please contact him at Imberman and DeForest, Inc., [IMBandDEF@aol.com](mailto:IMBandDEF@aol.com).

# HOW TO MOTIVATE YOUR EMPLOYEES EFFECTIVELY

Our latest survey of how 427 companies are trying to persuade workers to improve productivity in today's uncertain economy not surprisingly finds growing numbers of fastener industry employees are now primarily motivated by basics – job security and pay – and only secondarily influenced by employer efforts using the latest “employee engagement” fad.

In 2002, several years before the Great Recession, we visited 427 companies nationwide - including 43 fastener producers - asking executives how they were trying to persuade employees to make greater on-the-job efforts, and which ways were most effective. (“Is Good Enough Good Enough For You?” *Distributor's Link*, Summer, 2002) We repeated the survey in 2008 during the Great Recession (“Why Detroit's Past Is Important To Your Future,” *Distributor's Link*, Winter, 2009), and again in early this year, during its sullen recovery. Trends in company efforts to persuade employees to improve on-the-job performance – and the effectiveness of these efforts – are shown in the accompanying charts.

### The Charts Show Five Important Facts:

- First, due to the Great Recession's impact, workers now focus on the basics: job security and economic motivators – the size of their paychecks.
- Second, short-term economic motivators like Gainsharing that match employees' short-term horizons had the greatest impact on productivity.
- Third, employees expect to receive “extra” rewards for any “extra” efforts asked of them. Fulfilling these expectations is critical for the long-term success of any

new initiative for boosting productivity and eliminating waste. If the “extra” is absent, employee cooperation is short-lived.

- Fourth, although many employers have double-downed on their efforts to influence employee behavior with “engagement” efforts, employees considered these to be only of secondary importance. Economics was their first priority.

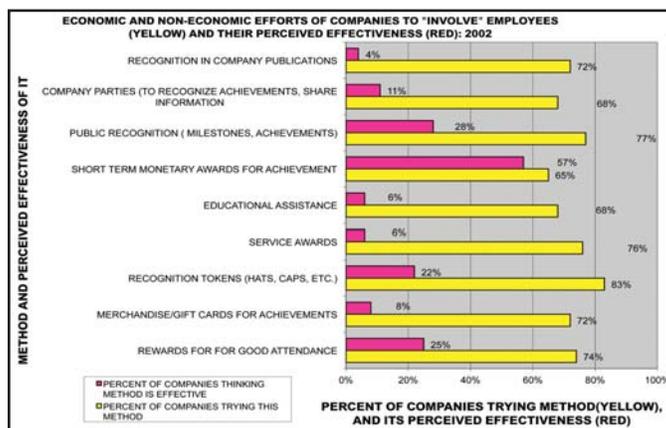
- Fifth, jargon has gone steroid. Company efforts to improve worker performance were called “motivators” in 2002, “involvement efforts” in 2008, and, in early 2012, “The Engagement Process.” Not only is “Engagement” the latest buzz word, it has morphed into the “science” of “engageconomics,” at least by those

promoting the latest jargon and trying to sell their version of it.

Don't get me wrong: jargon has its pluses. On the positive, it gives those using it an aura of omniscience. Because it is ill-defined and its goals are vague, jargon can mean anything its practitioners says it means, and the positive

results they claim are just as fabulist as is the jargon they use. Jargon is like beauty – in the eye of the beholder.

On the debit side, one has only to recall marketing guru John Sculley, recruited by Steve Jobs to run Apple. Sculley claimed “...We have a new agenda ...empowering individuals.” (Pascal, “Apple Wants to Grow Far Beyond Its Core,” *Wall Street Journal*, Sept. 27, 1991, pg. 1). With Apple's subsequent near-death experience in the mid-'90s, the world knows the effectiveness of Sculley's vague “empowering individuals” efforts!



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UNIQUE FASTENER INSERTS DESIGNED FOR AEROSPACE MATERIALS REDUCE COST & RISK *continued from page 106***Typical Threaded Holes**

In traditional fasteners, the radial clearances between traditional male and female 60° “vee” threads can permit relative sideways or lateral movement when shock, vibration, or transverse loading occurs. Stress concentration at the first few engaged threads increases the probability of shear and may lead to fatigue failure. Temperature extremes can also expand or contract surfaces and materials, potentially compromising joint integrity.

As a result, a variety of locking devices from wires and washers to prevailing torque threads as well as chemical and drypatch adhesives are commonly added to prevent loosening. These methods often can have more drawbacks than advantages, though, as they do not always hold up under extreme conditions and may not be reusable. Inserts provide a unique challenge since there is not much material to which to apply a locking feature.

The answer may be in new or re-designed applications implementing the unique, patented 30-degree wedge ramp design offered by Madison Heights, MI based Spiralock. The self-locking technology – already utilized by aerospace leaders such as BAE,

Boeing, Honeywell, NASA, Harris, Raytheon, Hamilton Sundstrand, and the US military – is now being applied to a variety of application specific inserts in various materials with the added benefit of providing an easy conversion from traditional 60-degree “vee” threads to Spiralock’s 30-degree wedge ramp design.

The 30-degree wedge ramp allows the bolt to spin freely relative to female threads until clamp load is applied. The crests of the standard male thread form are then drawn tightly against the wedge ramp, eliminating radial clearances and creating a continuous spiral line contact along the entire length of the thread engagement. This continuous line contact spreads the clamp force more evenly over all engaged threads, improving resistance to vibrational loosening, axial-torsional loading, joint fatigue, and temperature extremes.

In addition to being utilized for tapped holes and inserts, the Spiralock wedge ramp design has also been produced on wire thread inserts to offer the same vibration resistance and reusability while bringing higher strength and clamp load capability to softer materials such as aluminum.

*please turn to page 192*

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## DISTRIBUTOR NEWS

Joe Cammarata joined the **Aztech Locknut** quality team this past August and brings to us a variety of QA, engineering, management, quality program certification, and customer service skills.

Joe started his career in 1994 in the mechanical spring industry as a Quality Inspector. His career advanced over the last 18 years as a product and application engineer, and for the past 10 years as Quality Manager. Joe's background is mainly manufacturing based and has focused in the automotive industry, both domestic and Japanese, where he has successfully implemented and maintained certifications to QS9000 & ISO9001:2008.

"As a Quality Manager I have developed many skills utilizing various continuous improvement and problem solving tools such as Kaizen, 8D, 5-Why/5P and Lean manufacturing. I look forward to working with Aztech's customers to continue to provide the high quality locknuts that Aztech is known for, as well as application and technical support."

Joe can be reached at [joe@aztechlocknut.com](mailto:joe@aztechlocknut.com) or at 630-423-4843.

For more information about Aztech Locknut Company or their products contact them by phone at 1-800-321-5625. Email: [sales@aztechlocknut.com](mailto:sales@aztechlocknut.com) or visit them on the internet at [www.aztechlocknut.com](http://www.aztechlocknut.com).

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MID-WEST FASTENER ASSOCIATION

**FASTENER TECH™ '13****ADMITTANCE TO ADDITIONAL SHOWS OFFERED:  
NFDA CO-LOCATES MEETING**

MWFA - P. O. Box 5, Lake Zurich, IL 60047 - Tel: 847.438.8338, 1.800.753.8338 - mwfa@ameritech.net - www.mwfa.net

June 10- 12, 2013 will be the dates for Fastener Tech which will be held at the Donald E. Stephens Convention Center in Rosemont, IL. The event will feature show exhibits, reception, seminars creating many networking opportunities. Although located in the Midwest, the show features vendors from across the country. SUR/FIN (surface finishing) will once again collocate with the Fastener Tech event. The Amerimold show will also be overlapping during part of our time allowing exhibitors and attendees entrance to that show. This allows fastener industry personnel one trip hitting a few shows and many events.

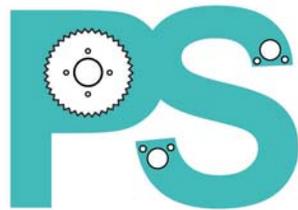
Recently the National Fastener Distributors Association has also scheduled their meeting partly in conjunction with Fastener Tech '13 NFDA plans to include: high-level educational sessions focused on the business needs of owners and executives of fastener distribution companies, the annual update from the economists at the Institute for Trend Research and many opportunities to develop and nurture critical business relationships. "We chose this time

and location for many reasons," said NFDA president Jay Queenin (Specialty Bolt & Screw). The greater Chicago area is an easy travel destination for NFDA members. And, by adding our meeting to the Fastener Tech '13 show, we hope to increase the value to our meeting attendees."

With multiple groups meeting together in Rosemont, a great opportunity is available for planning, sales meetings.

**NEW in Rosemont:** Rosemont recently opened their "The Park at Rosemont" area featuring multiple restaurants and bars in one area. And a short distance away is Chicagoland's newest casino-Rivers. These new venues, in close proximity to the convention center, offer plenty of entertainment outings to enjoy. Many of the hotels also shuttle to these locations.

Exhibitors are already registering so if you haven't registered for your exhibit, visit [www.mwfa.net](http://www.mwfa.net) or [www.fastenertech.com](http://www.fastenertech.com) for show registration materials. Questions contact Nancy Rich 847-438-8338/800-753-8338 or Tom Hutchinson 330-864-2122. 

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Advance has recently reorganized its outside sales team in order to expand its sales efforts across the country. Advance now has four direct outside sales professionals/territory managers to service the distributor community. Three of the Advance territory managers will also continue to provide inside sales coverage in order to maintain the all-important customer relationships that have been built up over the years. Advance also is welcoming

MO/IA/MN/WI/KS/NE/ND/SD, as well as the Northwestern states of WA/OR/MT/ID.

The newest member of the Advance outside sales team is Brandon West, who is based strategically with the rest of the sales team at Advance Components' Carrollton (Dallas), Texas, headquarters. As Southwest Territory Account Manager, Brandon brings engineering knowledge to facilitate growth for Advance in the following states: TX/LA/AK/OK/ NM/CO/WY/AZ/UT/NV/CA.

Anchoring the team is Dave Audia, VP of Sales and Business Development and Midwest Territory Manager, who will continue to service the six-state area of OH/MI/IN/IL/KY/WV from the Advance Components Sales Office in the Cleveland, Ohio, area. Dave's 22 years of experience in the fastener industry offers a wealth of knowledge to meet the expanding needs of this distributor-rich territory.



*From left to right: Brad Burel East Territory Account Manager, Tony Giese Northwest Territory Account Manager, Brandon West Southwest Territory Account Manager and Dave Audia VP Sales & Business Development Midwest Territory Account Manager.*

two new members to its inside sales team, providing customers with a solid engineering base of five inside fastener professionals to help them with any sales questions, along with four outside managers to meet customers' needs.

Brad Burel, Advance's East Territory Account Manager, covers the eastern part of the U.S. Brad's 8 years of commitment to servicing Advance customers and the relationships he has developed with the distributor account base in his territory have laid the groundwork for success. Brad will be responsible for the New England area along with the following states: PA/NY/NJ/MD/DE/VA/TN/NC/SC/ MS/AL/GA/FL.

Tony Giese has been promoted to the position of Northwest Territory Account Manager. Tony has been in the fastener industry for more than a decade and brings a wealth of knowledge to Advance. Tony will be responsible for servicing the Midwest region in the states of

Key to this new structure is the support of the Inside Sales Team, which is led by Terri House, VP of Sales and Account Management. Terri's 15 years of sales experience with Advance ensures that Advance's customers get the best sales service in the industry.

Andy Childress and Eric Zelezny, who have a combined 19 years of sales experience, provide outstanding customer service to Advance Components' distributor customer base. Mark Baughman, who has held several positions with Advance, and our newest inside sales member, Heath Chilton, both bring engineering experience to the team and a commitment to provide the best in service.

"Both teams are doing a terrific job," says Gary Cravens, EVP and General Manager. "We hope our customers will reap the benefits of having such a strong team of professionals who go the extra mile to get the answers and products our customers need." 

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Materials: Steel, Zinc Plated, Stainless Steel.

## Binding Posts & Screws



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Thread #8-32. Length 1/8" - 6".  
Other sizes available.  
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Open and closed ends. Knurled ones are also available.  
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## NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

## NEW ENGLAND FASTENER DISTRIBUTOR'S ASSOCIATION 2012 SCHOLARSHIP AWARDS

by Peter Wisk

New England Fastener Distributor's Association Scholarship Chairman Pat Lang has announced the recipients of the 2012 awards. There are five recipients this year. They are:

**Louis Marello** from Thornwood, New York is the son of Louis and Mary Marello. The member company is Metric and Multi-Standard Components Corporation in Hawthorne, New York. A member of the National Honor Society and a graduate of Iona Preparatory School, Louis will be attending The College of The Holy Cross in Worcester, Massachusetts.

**Tim Vath** from Middleburg Heights, Ohio and the son of Laura Vath. The member company is Solution Industries in Middleburg Heights, Ohio. A member of the National Honor Society, Tim is an honor student at Kent State University in Ohio.

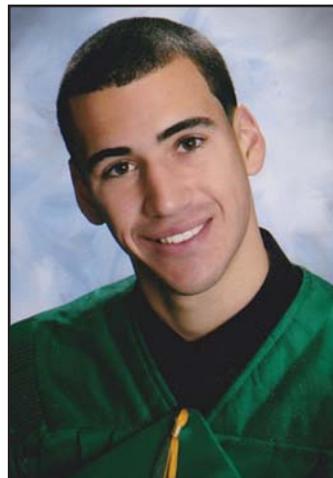


**Austin Davis** from Enfield, Connecticut and the son of Janice Davis. The member company is All-Tech Specialty



Fasteners LLC in South Windsor, Connecticut. Austin is a graduate of Enrico Fermi High School and is a recipient of a National Scholar / Athlete Award. He will be attending Providence College in Rhode Island.

**Jacklyn Okenquist** is from Torrington, Connecticut and the daughter of Roger Okenquist. The member company is Holo Krome in Wallingford, Connecticut. An honor student and a graduate of Torrington High School, Jacklyn will be attending the Central Connecticut State University in New Britain, Connecticut.



From top to bottom  
(Left): Louis Marello, Tim Vath,  
Austin Davis.  
(Right): Jacklyn Okenquist, Nicolas  
Rogers.

**Nicolas Rogers** from Belleville, New Jersey and the son of Steven Rogers. The member company is Tower Fasteners in Flanders, New Jersey. Nicolas is a graduate of Queen of Peace High School in North Arlington, New Jersey and will attend Misericordia University in Dallas, Pennsylvania. 



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## DISTRIBUTOR NEWS

### Elgin Fastener Group

offers a new literature sheet describing its companies' manufacturing capabilities and product offerings.



EFG is comprised of seven leading domestic specialty fastener manufacturers, a metal finishing company and an international sourcing and engineering division. Collectively the group offers a complete range of ISO 9001:2008 quality industry standard, semi-standard and custom fasteners in a wide variety of styles, sizes, materials and finishes. The literature offers a brief company description for each company within the group, as well as its general product capabilities. Information regarding EFG's centralized quoting department is also provided on the new sheet.

For more information, contact Elgin Fastener Group LLC, 4 South Park Ave., Suite 203, Box 5, Batesville, IN 47006. Tel: 812-689-8917, Fax: 812-689-6635, email: [quotes@elginfasteners.com](mailto:quotes@elginfasteners.com) or visit their website at: [www.elginfasteners.com](http://www.elginfasteners.com). Also find Elgin Fastener Group on Facebook and Twitter.

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## HTS SYSTEM'S FASTENING CHALLENGES SOLVED WITH SHARP-SERT® THREADED METAL INSERTS

When HTS Systems changed the chemical composition of the plastics used in their patented hand truck systems, they were faced with the unexpected challenge of finding a threaded metal insert that would hold securely in the new plastic material. They called upon Yardley Products Corporation, a manufacturer of threaded metal insert fasteners, to deliver a solution to the loosening of inserts in their products' electronics cover plates and solenoid actuators.

"Our original rigid plastic was changed to a smoother, more flexible plastic," said Carl Boettcher, CEO of HTS Systems, "so we lost grip power with our newer injection material and needed an insert with stronger hold to prevent them from turning from vibrations on the road."

Engineers at HTS Systems contacted Yardley Products looking for an insert with ultrasonic installation and higher grip capabilities to stay tightly placed within the smooth plastic. Yardley recommended changing from Yardley's Intro-Sert inserts to Sharp-Sert® inserts, which have special curved hooks designed to lock firmly into softer materials like plastics.

"Originally, HTS Systems used our Intro-Sert® products which are designed with no sharp edges on their outer ribs," explained Steve Cashin, sales manager at Yardley Products. "That design prevents stress cracking in rigid plastics, so at the time, it was a good fit for HTS. With the change in plastic composition, our Sharp-Sert® inserts, which have curved hooks and lateral flutes designed to lock

firmly into softer materials, became a better option."

"Yardley helped us experiment with our prototype models by allowing us to test multiple designs and inserts to find the best possible fit for our end product," said Boettcher. "Ultimately, we stayed with Yardley for quality and their understanding of how to best match a product solution with the plastics material challenge we faced." Upgrading to Yardley's Sharp-Sert® threaded

metal fasteners with sharper ridges allowed a snugger fit in the new plastic compound, securing the actuator and cover plate tightly to the system's frame, resisting pull-out and torque amidst vibrations from road travel.

HTS Systems uses a total of nine metal inserts in their hand truck retaining systems, consisting of seven large and two small inserts. The larger inserts are used to connect the electronics' cover plate to the system, protecting the valuable electronic components such as the solenoid actuator, which sensors and triggers the latch movement. The two

smaller inserts serve a vital purpose, securely mounting the actuator to the frame of the system.

Yardley Products' Sharp-Sert threaded metal insert fasteners are designed for a strong hold in soft materials including soft plastics, particle board, and wood. The pressed-in and ultrasonic insert is designed with curved hooks to grip soft base materials, providing superior holding power and pull-out resistance. 



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## PACIFIC-WEST FASTENER ASSOCIATION

# PWFA 2013 SPRING CONFERENCE & TABLETOP LONG BEACH, CA - MARCH 14-16, 2013

The Pacific-West Fastener Association's 2013 Spring Conference is shaping up to be another education-packed and fun-filled event.

Education sessions are still in development as we go to press with this issue of the magazine, but we can let you know that the focus will be on:

- Lean operations
- Sales training (by Ann marie Houghtailing)
- What employers need to know about the Affordable Care Act
- Leadership skills

Pac-West is very excited to offer a tabletop show at this conference and that all 35 exhibit spaces are committed months in advance. Confirmed exhibitors as of press time are:

- Porteous Fastener Company (Platinum Partner)
- Brighton Best International (Gold Partner)
- Star Stainless Screw (Gold Partner)
- WCL Company (Silver Partner)
- INxSQL Software (Bronze Partner)
- Metric & Multistandard Components Corporation (Bronze Partner)
- ACT Fastening Solutions
- AVK Industrial Products
- AZ Lifting Hardware
- Beacon Fasteners & Components
- The Bradley Group
- Cardinal Fastener
- Carver Consulting
- Computer Insights

- Continental Aero
- DT Sales
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- E-Z Lok
- H.W. Eckhardt Corp.
- Incentive Sales
- Intercorp
- Kanebridge Corp.
- Long-Lok Fasteners Corp.
- Metric Fasteners Corp.
- N-D Industries
- Nylok
- Pentrate Metal Processing
- Pacific Warehouse Sales
- R&D Fasteners
- The Socket Source
- Specialty Sales
- Stark Sales
- Stelfast
- Superior Washer
- Vertex Fasteners

Pac-West has a large membership base in Southern California, so we expect a great turnout. And, we've designed the conference so that companies can bring in members of their sales team on Saturday at greatly discounted rates to take advantage of the sales training being offered by Ann marie Houghtailing.

And, of course, Pac-West knows how to have fun, so you can count on engaging activities and optional events. 

## DISTRIBUTOR NEWS

**EFC International**, is pleased to announce the promotion of Matthew Dudenhoeffer to Vice President for EFC International. This position will expand EFC's capabilities to manage and cultivate the company further supporting customers and suppliers that are essential to EFC's strategic growth initiatives.

Mr. Dudenhoeffer joined EFC International as an Outside Sales Engineer in 1993. He was promoted to Strategic Business Units Manager and in this capacity has been integral in the success and growth of EFC International. Mr. Dudenhoeffer has a BSIE and MPA from the University of Missouri and he is also lead guitarist for the world renowned rock band Gravity Kills.

Douglas Adams, CEO & President of EFC states: "Matt has the foresight, and initiative to lead the company as Vice President as he has proven in his role as Strategic Business Units Manager. He is a true asset to EFC, our suppliers and our customers".

EFC International is a leading provider of specialty metal, plastic, electrical and assembled component parts to the OEM and Distribution marketplaces. EFC has provided its customers with a solution for specialty components, technical support, and engineering assistance since 1983.

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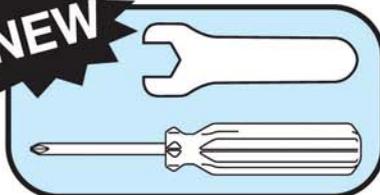
# NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO WELCOME RECEPTION, LAS VEGAS - OCTOBER 10, 2012



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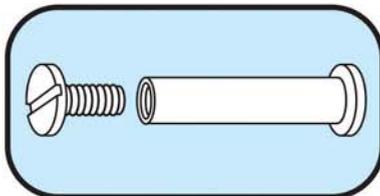
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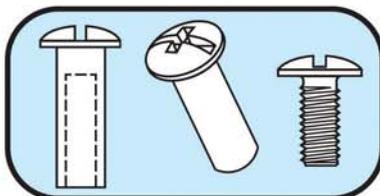
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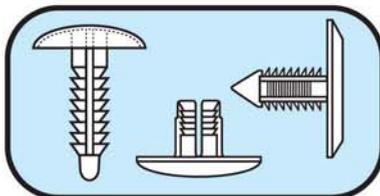
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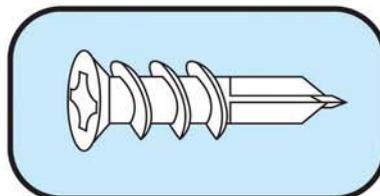
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## DISTRIBUTOR NEWS

New from **Craftline Storage Systems** is their drawer cabinet Caster Dolly System Kit that makes any Craftline 22' deep drawer cabinet mobile.



Both the Caster Dolly and Push Pull Handle bolt to the cabinet through pre drilled mounting holes with included hardware. Caster Dolly base and Handle can be mounted for right or left side steer. Drawer cabinets are available in various heights and drawer combinations and are made with ball bearing drawer slides. Made in the U.S.A.



*Bolt On Push-Pull  
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*Bolt On Caster Dolly  
Left or Right Side Steer*

For further information contact Craftline Storage Systems, 70 Stoddard Ave, North Haven, CT 06473. Tel: 1-800-505-9099, Fax: 203-234-7978 or Email: [sales@craftline.us](mailto:sales@craftline.us). Visit their websites at [www.craftline.us](http://www.craftline.us) or [www.plattlabonia.com](http://www.plattlabonia.com).

## DISTRIBUTOR NEWS

**DarLoc Corporation** of Long Grove, IL, celebrating its 7th year, has expanded their product line to include the following patterns of Miniature & Clinch Self-Locking Nylon Insert & All-Metal Locking Nuts: "1660" Miniature Hex (from #0-#4, Brass, Aluminum, and Stainless), "LH1660" All-Metal, High Temperature, Miniature Hex (from #2-#6, Stainless and Steel), the "NM107, NM408TEE20323, NM2234 and M2297" Reduced Dimension Hex (from #4 -1/4, Steel, Stainless, & Brass), "ND" Spline (from #8-1/2, Steel), "NCFMA" Miniature Flush Mounting Clinch Nut (from #2-#10, Stainless & Steel), "LHCFM" All-Metal Miniature Flush Mounting Clinch Nut (#2-1/4, Steel & Stainless), "NKCFM" Miniature Clinch Flush Mounting, with Nylon

Cap (#2-#10, Steel & Stainless), and "NC" Clinch (#4-5/16, Steel, Stainless, Brass, & Aluminum).

These specialty "niche" patterns of locknuts are available from stock, in steel, stainless, brass, and aluminum materials. Various platings offered include, zinc, zinc yellow, cadmium, cadmium yellow, cadmium olive drab, cadmium with molybdenum film lube, alodine, anodize, wax, and other special coatings. Chemical, Physical, and Plating Certifications are available.

For more information, contact DarLoc Corporation at 5348 Oak Grove Drive, Long Grove, IL 60047. Tel: 847-840-9467, or Fax: 847-821-9459. You can reach them by Email [sales@darloc.com](mailto:sales@darloc.com) or visit their website at [www.darloc.com](http://www.darloc.com).

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**Single End Studs**  
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**Hanger Bolts**  
**Dowel Screws**

**Diameters: 4-40 to 1/2", M4 to M12**

**Lengths: continuous thread to 6"**  
**single-end & double-end to 40"**  
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## NOVEMBER 2012 IFI TECH UPDATE

by Joe Greenslade Director of Engineering Technology, IFI

Below is a brief summary of the fastener standards activities as of mid-November 2012.

### I. Standards Organizations Activities

#### a. Standards published during the last month:

- i. **ISO 4161**, Hexagon nuts with flange Style 2 course thread

#### b. ASME B18 Standards in the revision process:

- i. **B18.2.1, Inch Bolts and Cap Screws** - The standard is complete and is in the publication process.
- ii. **B18.2.5M, Metric Twelve Point Screw** - The standard is complete and is in the publishing process.
- iii. **B18.6.3, Inch Machine and Tapping Screws** - The standard is complete and in the publishing process.
- iv. **B18.16.6, Locknuts** - this standard is being expanded from just one style of nylon insert locknuts to include all styles of insert locknuts plus all-metal locknuts. A ballot is expected in the first quarter of 2013.
- v. **ASME B18.24, Part Number Identification System** - at the B18 meeting it was decided that no part numbers or systems will be added into individual B18 product standards. ASME B18.24 will be amended as necessary and if some fasteners cannot be coded using the 18 digit system a special system for those items will be included as an appendix. A ballot on a revision is expected in early 2013.
- vi. **ASME B18.31.2, Inch Studs** - ASTM A193 is the largest use of continuously threaded studs. Since the 1960's there has been confusion on exactly how to measure continuously threaded studs the way they are described in ASTM A193 because there is no tolerance given nor rules for acceptance inspection. ASME B18 members have conferred with members of the ASTM A01 committee on

the topic and ASTM A01 asked ASME to create the rules for acceptance in B18.31.2. The ASME B18 committee agreed to undertake this starting in early 2013.

#### c. ASTM F16 in the revision process:

- i. **ASTM F959/F959M, Direct Tension Indicating Washers (DTI)** - at the November 12 meeting in Atlanta, the F16 committee approved a revision to section 5.3 that now states: "5.3 Heat Treatment: 5.3.1 The heat treatment of DTIs is optional at the manufacturer's discretion, provided the DTIs meet all of the mechanical and performance requirements. 5.3.2 When heat treatment is performed, the process shall be through-hardening by heating to a temperature above the upper transformation temperature, quenching in a liquid medium, and tempering by heating to a suitable temperature."
- ii. **ASTM B633 versus F1941** - ASTM F16 Committee is working with ASTM B08 Committee in an attempt to clear up some of the confusion around the zinc electroplating of fasteners. The B08 Committee is the custodian for B633 and F16 is the custodian of F1941. B633 preceded F1941 by many years and was the only zinc electroplating standard for all types of products until F1941 was specifically written for fasteners in the late 1990s.

Many companies continue to reference B633 on fastener prints because it has been there a long time. This was not much of a problem until 2007 when the B08 committee lowered the baking requirement for electroplated products from 1200 MPa (HRC 39) to 1000 MPa (HRC 32). B633 now makes baking all Grade 8 bolts mandatory. F1941 require baking fasteners that are HRC 40 and above, which excludes all Grade 8 fasteners.

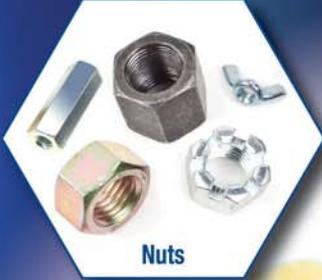
please turn to page 196





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# CONTINENTAL AERO™

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TRAMEC, LLC is a business within the MacLean Investment Partners (MIP) portfolio owned by the MacLean family. While there is common ownership between MacLean-Fogg and MIP, both the businesses are operated as individual companies and are managed separate and autonomously from each other.

**TRAMEC**  
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TRAMEC's well established distribution network and excellent supplier relationships help to provide the exceptional levels of consistency, efficiency and high quality product that Continental-Aero customers have come to expect.

**TRAMEC**  
HEAVY DUTY PRODUCTS

TRAMEC Corporation was founded in 1980 to design and manufacture superior engineered products for the heavy duty tractor and trailer market. Primary products were air brake and electrical components for dry van, tankers and refrigerated trailer manufacturers as well as for the Class 5,6,7 and 8 tractor manufacturers. Over the last 30 years, TRAMEC added a fastener line for the heavy duty distribution market. In 2008 TRAMEC Corporation merged with MacLean Heavy Duty to form TRAMEC, LLC, manufacturing manual and automatic brake adjusters for the Heavy Duty Tractor and Trailer OEM and Aftermarket.

**TRAMEC**  
HILL FASTENER PRODUCTS

In April 2011, TRAMEC, LLC complemented its Industrial Fastener business with the acquisition of Hill Fastener Manufacturing Company in Rock Falls, Illinois. Founded in 1957, Hill Fastener manufactures a superior quality broad range of externally threaded bolt fasteners for the industrial distribution market.

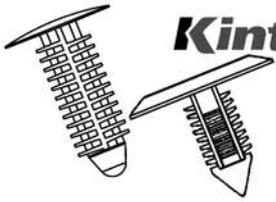
**TRAMEC-HDSS**  
HEAVY DUTY SUSPENSION COMPONENTS

In January 2012, TRAMEC, LLC formed a Joint Venture with Grupo Suspension's US business unit; Heavy Duty Suspension Supply (HDSS). HDSS consists of four manufacturing companies based in Mexico: *JM TOR PAR*; hot forged large diameter bolts, *PRATSA*; U-Bolts, *PARBO*; Rubber and Urethane bushings and products and *PHM*; casting and machining. These four companies further enhanced TRAMEC's product offering to both the Heavy Duty aftermarket and industrial fastener distribution business.

**TRAMEC**  
CONTINENTAL AERO

In June 2012, TRAMEC, LLC acquired LRG Fastener Corporation, Continental-Aero. Continental-Aero is a stocking master distributor of nylon insert locknuts, all-metal locknuts and finished hex nuts and is best known for its press-closed nylon lock nuts and its trademarked Royal Purple Tork Lok™ nylon insert. The addition of Continental-Aero allows TRAMEC to more fully service their existing markets with dynamic and proven products that provide strategic assets in our customers' marketplaces.

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ITW Fastex® Item # TRW® Item #	Manufacturer	Kinter Item #	ITW Fastex® Item # TRW® Item #	Manufacturer	Kinter Item #	ITW Fastex® Item # TRW® Item #	Manufacturer	Kinter Item #
647486	TRW®	120205	38-0580-01	ITW Fastex®	120209	354-280317-00	ITW Fastex®	120215
647516	TRW®	120226	38-0635-02	ITW Fastex®	120200	354-280318-00	ITW Fastex®	120266
647536	TRW®	120224	38-0635-06	ITW Fastex®	120201	354-310102-00	ITW Fastex®	120222
647560	TRW®	120220	38-0635-16	ITW Fastex®	120265	M36-0300-01	ITW Fastex®	120245
647561	TRW®	120234	38-0700-03	ITW Fastex®	120217	M36-0500-01	ITW Fastex®	120244
647562	TRW®	120275	38-0714-10	ITW Fastex®	120215	M36-0500-03	ITW Fastex®	120257
647563	TRW®	120272	38-0714-12	ITW Fastex®	120216	M36-0630-07	ITW Fastex®	120262
647564	TRW®	120213	39-0630-10	ITW Fastex®	120205	M36-0630-22	ITW Fastex®	120258
647580	TRW®	120276	39-0650-05	ITW Fastex®	120226	M36-0700-05	ITW Fastex®	120237
647581	TRW®	120214	39-0885-01	ITW Fastex®	120227	M36-0700-07	ITW Fastex®	120235
647599	TRW®	120232	39-1000-01	ITW Fastex®	120223	M36-0700-10	ITW Fastex®	120240
647600	TRW®	120228	236-170406-00	ITW Fastex®	120300	M36-0700-15	ITW Fastex®	120255
647601	TRW®	120233	236-170406-02	ITW Fastex®	120302	M36-0790-04	ITW Fastex®	120246
647602	TRW®	120230	236-170406-03	ITW Fastex®	120303	M36-0790-05	ITW Fastex®	120263
647603	TRW®	120225	236-170406-04	ITW Fastex®	120304	M39-0630-10	ITW Fastex®	120205
647617	TRW®	120247	236-170406-05	ITW Fastex®	120305	M39-0650-05	ITW Fastex®	120226
647618	TRW®	120231	236-170406-07	ITW Fastex®	120307	M39-0885-01	ITW Fastex®	120227
647626	TRW®	120274	236-170406-08	ITW Fastex®	120308	M39-1000-01	ITW Fastex®	120223
647634	TRW®	120269	236-170406-09	ITW Fastex®	120309	PC47486	TRW®	120205
647657	TRW®	120243	236-220603-00	ITW Fastex®	120325	PC47516	TRW®	120226
647669	TRW®	120252	236-220603-02	ITW Fastex®	120327	PC47536	TRW®	120224
647673	TRW®	120249	236-220603-10	ITW Fastex®	120329	PC47560	TRW®	120220
647678	TRW®	120273	236-220604-00	ITW Fastex®	120320	PC47561	TRW®	120234
647695	TRW®	120270	354-070201-00	ITW Fastex®	120242	PC47562	TRW®	120275
647719	TRW®	120271	354-120240-00	ITW Fastex®	120208	PC47563	TRW®	120272
2617-01	ITW Fastex®	120254	354-125300-00	ITW Fastex®	120221	PC47564	TRW®	120213
2619-00	ITW Fastex®	120236	354-156001-00	ITW Fastex®	120207	PC47580	TRW®	120276
2620-00	ITW Fastex®	120268	354-162200-00	ITW Fastex®	120204	PC47581	TRW®	120214
2633-00	ITW Fastex®	120240	354-190001-00	ITW Fastex®	120210	PC47599	TRW®	120232
36-0300-01	ITW Fastex®	120245	354-190001-01	ITW Fastex®	120211	PC47600	TRW®	120228
36-0500-01	ITW Fastex®	120244	354-190300-00	ITW Fastex®	120264	PC47601	TRW®	120233
36-0500-03	ITW Fastex®	120257	354-200101-00	ITW Fastex®	120206	PC47602	TRW®	120230
36-0630-07	ITW Fastex®	120262	354-200102-00	ITW Fastex®	120218	PC47603	TRW®	120225
36-0630-22	ITW Fastex®	120258	354-201960-00	ITW Fastex®	120219	PC47617	TRW®	120247
36-0700-05	ITW Fastex®	120237	354-220000-00	ITW Fastex®	120209	PC47618	TRW®	120231
36-0700-07	ITW Fastex®	120235	354-250103-00	ITW Fastex®	120200	PC47626	TRW®	120274
36-0700-10	ITW Fastex®	120240	354-250303-00	ITW Fastex®	120201	PC47634	TRW®	120269
36-0700-15	ITW Fastex®	120255	354-250304-00	ITW Fastex®	120265	PC47657	TRW®	120243
36-0790-04	ITW Fastex®	120246	354-250311-00	ITW Fastex®	120205	PC47669	TRW®	120252
36-0790-05	ITW Fastex®	120263	354-280301-00	ITW Fastex®	120216	PC47673	TRW®	120249
38-0470-02	ITW Fastex®	120210	354-280305-00	ITW Fastex®	120217	PC47678	TRW®	120273
38-0475-01	ITW Fastex®	120264	354-280307-00	ITW Fastex®	120202	PC47695	TRW®	120270
38-0490-01	ITW Fastex®	120206	354-280308-00	ITW Fastex®	120203	PC47719	TRW®	120271

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## DISTRIBUTOR NEWS

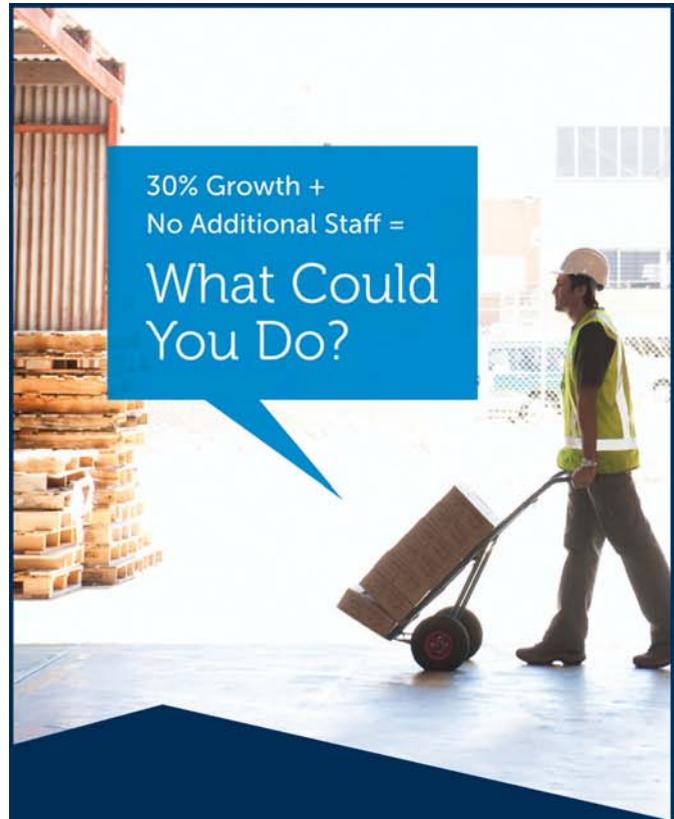
As many companies improve their quality systems and strive to achieve certification to many of today's standards, they become increasingly aware of the requirements regarding risk reduction, contingency plans, and preventive actions.

**Rapid Rivet & Fastener Corp.** has been working hard towards certification to AS9100 Revision C which was recently revised adding risk assessment as a major focus. "Risk is defined as an undesirable situation or circumstance that has both a likelihood of occurring and a potentially negative consequence. Rationale – The understanding of risk is important for an organization to develop a proactive quality management system."

Well, Super Storm Sandy visited Long Island, New York and suddenly the concept of risk analysis, became a reality. The combination of wind, rain and flooding provided the ultimate test to the "contingency plans" of Rapid Rivet. In addition to the obvious obstacles that had to be overcome, such as the lack of electricity and heat, one never considered was the lack of gasoline at the pumps. As days went on, the risk of losing the ability to ship customer orders was getting closer. If you can't get to work, you can't do the work!

Rapid Rivet lost two days from the storm, not due to lack of capability but rather for the safety and concern for the valuable team of people that are Rapid Rivet. Once the storm moved out, with a combination of generators, extension cords, temporary lighting, car pooling and sheer tenacity, Rapid Rivet contingency plans paid off with shipments leaving the facility only one day after the storm ravaged the surrounding area leaving many businesses closed for over a week.

For more information, contact Al Felice at Rapid Rivet, Street Address: 121 Toledo Street, Farmingdale, NY 11735. Tel: 631-249-0400, Fax: 631-249-0401 or you can email directly at: [afelice@rapidrivet.com](mailto:afelice@rapidrivet.com). To see a full listing of items supplied at: [www.rapidrivet.com/linecard](http://www.rapidrivet.com/linecard).



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## **The Future...**

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Building on the success of the past is key. With 65 years of history, the highest levels of customer service and world-class quality products, Continental-Aero's goal is to continually exceed their customers' expectations.

With a plan of continued investment in their employees, inventory and warehouse locations, Continental-Aero will quickly and systematically increase their existing network of warehouses and distribution service centers. The net result is the ability to better serve their customers with timely and cost effective deliveries, and focused regional customer service.

Continental-Aero is the standard of excellence in the fastener distribution market since 1948 and plan nothing less than to continue to be the benchmark supplier for the next 65 years! 

*For more information contact:*

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FAX: 973-485-6464  
EMAIL: [sales@continental-aero.com](mailto:sales@continental-aero.com)



**GARY SULLO, PRESIDENT, TRAMEC, LLC**

*"I am proud to welcome Continental-Aero to the TRAMEC family. Their long-standing excellence in customer service and quality products is the envy of the industry and something we look forward to building on for the next 65 years!"*

*GARY SULLO, PRESIDENT, TRAMEC, LLC*

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- Carbon and stainless steel designs
- Unified: 4-40 to 1-8; Metric: M3 to M20
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### Coil

- Unified: 2-56 to 1-1/2-6; Metric: M2 to M39
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- Prepackaged kits and assortments

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- Flush, flanged & reverse slot designs
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COMPUTER INSIGHTS DOES IT AGAIN! FREE THE BUSINESS 2.0 SYSTEM AT NIFS VEGAS *continued from page 40*

## The BUSINESS EDGE 2.0

### *Bolt & Nut Supply is Excited*

Kent Stettler said, "This new system will revolutionize the way we do business from here on out. To be able to fax and email our invoices will save us time and money by not having to fold and mail each invoice and place a stamp on them. We will be able to quickly see the inventory in each of our 4 stores, and this will streamline the sales efforts. In times past we would have to call each store to have them manually check a products status. Now we will be able to control our inventory more efficiently and save money by not having duplicate products on our shelves in multiple stores. We have been a customer of Brighton-Best for longer than I can remember and having access to their products with a few key strokes will be very beneficial to us, and to Brighton Best."

### *Giving Back*

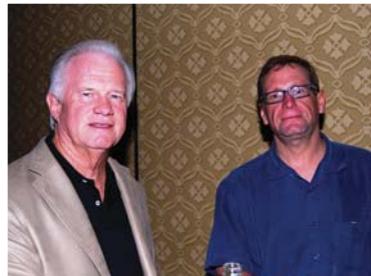
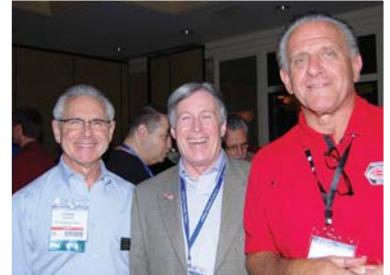
Denny Cowhey, CEO of Computer Insights, Inc., said, "We feel very fortunate to have chosen the Fastener Industry as our only focus. We have been rewarded with great clients and loyalty. This contest is our way of giving back."

For more information about Bolt & Nut Supply, contact Kent Stettler, 1950 Commerce Way, West Haven, UT 84401, Tel. (801)732-0066, Fax (801)732-1734 E-mail [kent@boltandnutsupplyco.com](mailto:kent@boltandnutsupplyco.com). And their website is [www.boltandnutsupplyco.com](http://www.boltandnutsupplyco.com)

Computer Insights, Inc. can be reached at 108 3rd Street Unit 4, Bloomingdale, IL 60108.

Their telephone number is 1.800.539.1233, E-mail [sales@ci-inc.com](mailto:sales@ci-inc.com) and their website is [www.ci-inc.com](http://www.ci-inc.com). 

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ACCREDITED  
TESTING CERT #1272.01

**ULTRA-HIGH STRENGTH FASTENERS: ARE WE READY FOR THIS?** *continued from page 8*

The M12 class 4.6 screw (approximately 1/2" Grade 2) is here replaced by an M8 class 8.8 (approximately 5/16" Grade 5).

**Example:**

M12x30 4.6 proofing load 19 kN 4.16 kg/100 pcs  
M8x30 8.8 proofing load 21.2 kN 1.58 kg/100 pcs

In this example we have a whopping 62% weight reduction!! The proofing load (usually the same as the design load for well designed joints) for the smaller M8 fastener is also about 12% higher than the M12. The relative cost is more difficult to establish since manufacturing quantities have also changed dramatically. But, comparing list prices in today's catalogues the 8.8 fastener would cost only 11% of the M12.

As we can also see from figure 1, all is not in the positive column. If would tighten both fasteners to their proofing loads, the relative surface pressure levels would go from 253 MPa for the M12 to 498 MPa for the M8. That increase could be critical for low carbon steel substrates and most devastating for light alloys like aluminium and magnesium. We must therefore counteract the higher relative surface pressure by either increasing the bearing area (hard washers or flange fasteners) or changing to a design material able to handle the higher pressure. If we choose flange screws, which give us very low surface pressure, we also have to recalculate our torque values due to the much larger under-head friction area.

So, this jump from low strength fasteners to Class 8.8 (Grade 5) level has some great benefits, but also set up some "red flags". Going another step to Class 10.9 (Grade 8) will, naturally, require even more "sharpening of pencils" (just kidding, today's younger engineers probably don't know how to do that).

Even if the development described here was largely driven by the auto industry, most other manufacturing industries have been following the same trend.

**VDA 235-205 Ultra-High Strength Fasteners**

VDA stands for "Verband der Automobilindustrie", the German Association of the Automotive Industry. We could call it the German "cousin" of our SAE International, even if SAE have a wider scope (mobility on land, sea, air and space) these days. VDA is currently developing standards for much stronger fasteners, Classes 14.8, 15.8 and 16.8, specifically for

automotive. But, it will probably see a wider use if history repeat itself. The minimum ultimate tensile strengths expressed in PSI are 203 000, 217 500 and 232 000 respectively.

As we can deduce from the property class designation, the Rp0.2 (proof stress, yield) is 80 % (nx.8) of the tensile strength. The high strength is not reached by using a lot of alloying elements, but rather by a tight control of the material and the heat treatment. When we heat treat "normally", the fasteners are heated (depending on the carbon content) above a certain temperature (to austenite) and then quenched quickly to allow the available carbon to form a martensitic structure (ferro-carbide, Fe<sub>3</sub>C) making the steel very hard and brittle. To make it useful we then must temper the material in a furnace to regain some elasticity while retaining some larger portion of the strength from the quenching.

These ultra-high strength fasteners get the properties from a special heat treatment to develop primarily Bainite that forms by decomposition of austenite at higher temperatures than the martensite. Bainite is a non-lamellar aggregate of carbides and plate-shaped ferrite, and the steels made this way can have very good toughness because of a minimum of brittle cementite.

To truly utilize the high strength levels we have to look at a number of things:

1. Surface pressures under head/nut.
2. Elastic behavior.
3. Control of tightening.
4. Corrosion prevention.
5. Hydrogen assisted cracking

**Surface Pressure Example (1)**

M10 Hex Head and Hex Flange Head tightened to proofing load will generate the following surface pressures with the higher property classes:

	Hex Head	Hex Flange Head
Class 14.8	732 MPa	317 MPa
Class 15.8	780 MPa	338 MPa
Class 16.8	809 MPa	360 MPa

The above pressure levels for Hex Heads all exceed the maximum allowable values for low carbon (AISI 1018), medium carbon (AISI 1050) and AISI 1045 heat treated. With Hex Flange it is possible to avoid embedment except for the low carbon. These high property classes should only be used where force losses due to embedment can be eliminated.

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**ULTRA-HIGH STRENGTH FASTENERS: ARE WE READY FOR THIS?** *continued from page 140***Elasticity (2)**

The elongation after fracture is about the same as for alloy steel socket screws (Class 12.9), 8% for 16.8, 9% for 15.8 and 10% for 14.8.

**Tightening (3)**

The elasticities are not putting a lot of distance between yielding and final fracture. That means that even a small over-tightening can lead to assembly failures. Tight control necessary.

**Corrosion (4) and Hydrogen problems (5)**

The VDA draft indicates that plating using electrochemical methods is not permitted due to risk for hydrogen embrittlement. The recommended use for these classes is in oil-rich environments like engines and similar devices where these ultra-high strength fasteners are protected from corrosion by the ever-present oil.

**Summary of VDA 235-205**

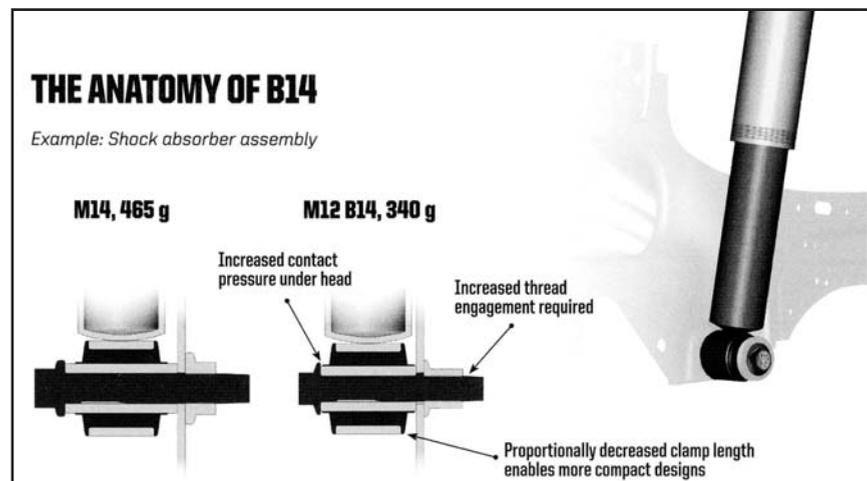
The use of ultra-high strength fasteners invites a very careful approach to design and assembly. As when we “jumped” from the low grade, non-heat treated fasteners to the higher Classes/Grades we have to realize both the possible benefits and technical challenges. Good and practical education of designers and assembly technicians is a definite requirement. Only then can we get the potential benefits of strong and light bolted/screwed joints.

**B14 by Bulten, Sweden**

As the development of the VDA classes took shape, Bulten AB in Hallstahammar, Sweden has developed a new strength class they call B14 with the same tensile strength as the 14.8. Using a super-clean type of carbon steel and carefully controlled drawing and heading, the B14 shows a superior elongation of 13-15 % compared to 8-10 for the VDA classes. That means that a fracture will be much further away from when the B14 material will start yielding in case of an over-load. This, of course, is an added safety factor.

During a recent visit in Hallstahammar with Kurt Andersson, head of Bulten's Fastener Engineering Laboratory and Research Facility, I had an opportunity to

share some of the technical data related to the B14 class. The B14 material has a martensitic structure (Bainitic for the VDA classes) allowing a higher yield capacity. If classified in the ISO system it would be a 14.9 (actually could be as high as 14.95 according to Kurt). The preload could therefore be set higher for B14 compared to 14.8. B14 is not limited to an oil-rich environment like engines and transmissions. It has the same low hydrogen absorption as ISO 10.9 making it also suitable for externally exposed parts like shock absorbers and other heavy duty auto assemblies. It could also be successfully applied to steel construction.



Compared to the VDA classes, the B14 class has a much wider range of applications. But, we have to keep in mind that the high-duty joints for which the B14 is intended must be more carefully designed and assembled than today's relatively lower strength applications. For more information about the B14 class and suitable applications you can contact Kurt Andersson at [kurt.andersson@bulten.com](mailto:kurt.andersson@bulten.com).

**Conclusion**

Well, are we ready for this, as I stated in the title of this writing?

I think we can be as ready as we want to be, but only if we know what we are doing. The following four areas must be seriously considered before we step in with both feet into this ultra-high strength fastener environment:

1. Education (real, not just academic stuff) of design engineers.
2. Training of assembly technicians.
3. Assembly equipment upgrades/improvements.
4. Improved control and inspection methods.

You should seriously consider these 4 points even if you don't enter the ultra-high highway. 

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## ALL AMERICAN FASTENER SHOW

### NEW LOCATION ANNOUNCED FOR THE 2013 ALL AMERICAN FASTENER SHOW *continued from 72*

Registration for exhibitors and attendees is available online at [www.AllAmericanFastenerShow.com](http://www.AllAmericanFastenerShow.com). Exhibitors are encouraged to register before February 1, 2013 to take advantage of a \$100 early-registration booth discount. Registration deadline is April 1, 2013. Sponsorship opportunities for the 2013 show are also available.

Also, website visitors may submit their vote for the 2015 All American Fastener Show location by participating in an online poll on the All American Fastener Show website. Proposed locations for the 2015 Show include: St. Louis, MO; Memphis, TN; Nashville, TN; or Kansas City. The 2015 show location will be announced at the 2013 All American Show Fastener Bash.

The All American Fastener Show special room rates are available until April 30, 2013 at the InterContinental host hotel. Deluxe Rooms are \$169 USD per night and Suites are \$259 USD per night. Room reservations may be made by phoning the InterContinental at (816) 756-1500. Mention group rate code "AAFS."

The InterContinental is situated in the heart of the historic Country Club Plaza, a Spanish-style marketplace punctuated by tiled roofs, Moorish spires, fountains, and sculptures. The Plaza is home to the city's trendiest shops and restaurants as well as many of its treasured

cultural attractions. Among the nearby musts are Kemper Museum, Nelson-Atkins Museum of Art, Board of Trade, UMKC campus, and Missouri Repertory Theater. The National World War I Museum, Union Station, Kauffman Center for Performing Arts, Sprint Center, Power & Light Entertainment District, and American Jazz & Negro Leagues Baseball Museum are less than 10 minutes away by car.

For more information about the InterContinental hotel and the available amenities visit [www.kansascityic.com](http://www.kansascityic.com).

For complete information on the 2013 All American Fastener Show, to register online or for event sponsorship opportunities, visit us on the internet at [www.AllAmericanFastenerShow.com](http://www.AllAmericanFastenerShow.com) or contact Heidi Volltrauer-Skiver toll-free at 1-877-865-8237. ○



*Kansas City is known as the "City of Fountains". This one is adjacent to the InterContinental, host hotel of the 2013 All American Fastener Show.*



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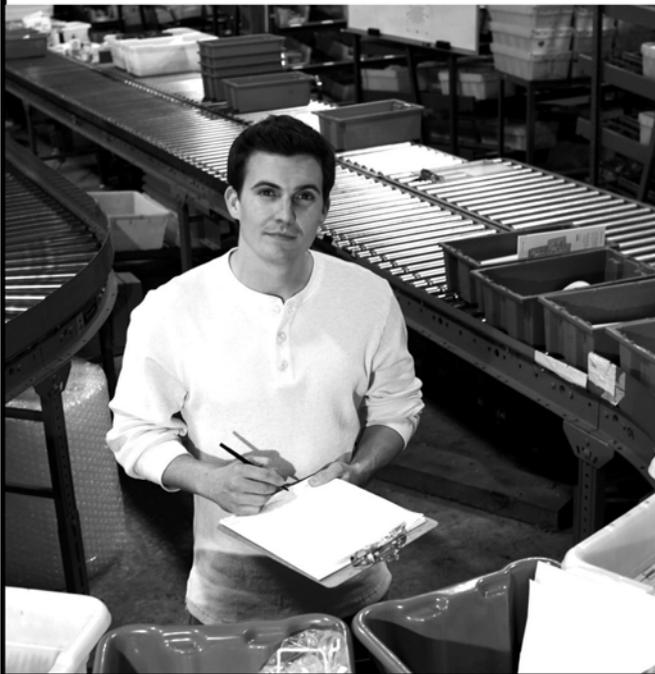
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## THE CHARACTERISTICS OF BLIND RIVETS *continued from page 38*

There is a great deal of technology that is involved when manufacturing blind rivets. Hole size is important to the performance of a set blind rivet. Both IFI and the blind rivet manufacturer specify the hole diameter for all blind rivet diameters that are being used in the application. The proper hole size gives the user the proper tensile and shear values of the set blind rivet.

The blind rivet is a unique fastener. It's clamping force; shear and tensile values of the set blind rivet are all built into the blind rivet before it is set.

Clamping force is a product of the tensile strength of the blind rivet mandrel. If the blind rivet being used was manufactured to IFI-114 specification, the minimum and maximum mandrel tensile strengths are listed so the user know that the tensile strength of the mandrel in the blind rivet they are using is between the two minimum and maximum values listed in IFI-114. As I mentioned earlier, if the blind rivet were produced to ISO standards, then you only have a maximum mandrel tensile value.

IFI-114 lists mandrel minimum and maximum tensile values for all diameter blind rivets 1/8, 5/32, 3/16 and 1/4 and for all material alloys, aluminum, steel and stainless steel.

Shear values of the set blind rivet is determined by the alloy of the rivet body. Here also IFI-114 listed the shear and tensile values of all diameter and alloys of blind rivets.

Tensile values of the set blind rivet is also determined

by the blind rivet body and the clamping force and performance of the mandrel when the blind rivet is set.

Knowing in advance what the shear and tensile values are of the set blind rivet, Designers and Engineers can determine which alloy blind rivet and which blind rivet diameter they can now calculate how many blind rivets need to be used to ensure that the riveted joint is secure.

Another benefit in using blind rivets is that the operator cannot alter the shear and tensile values of the set blind rivet.

Example: Let us say that the operator is setting 1/8 diameter steel/steel blind rivet and is using a power tool that has a pulling force of 2000lbs. The operator will insert the mandrel of the blind rivet into the nosepiece of the power-setting tool. Then the operator inserts the blind rivet body into the hole of the work piece and pulls the trigger. The setting tool pulls the mandrel and when the pulling force exceeds 800lbs (which is the maximum tensile strength of the steel mandrel) pulling force, the mandrel will break and the blind rivet is properly set.

Shear and tensile values of the set blind rivet are constant at all grip ranges.

Example: A set 1/8 diameter steel/steel blind rivet has a shear value of 260lbs minimum and a tensile value of 310lbs minimum per IFI-114 specification. The shear and tensile values listed are constant for 1.16 grip range to 7/8 grip (which is the maximum grip listed in IFI-114). 

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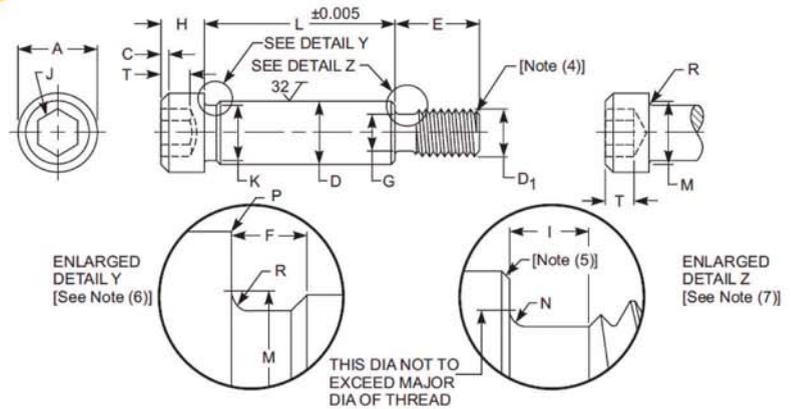


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**Rapid Rivet & Fastener Corp.** has been selling Aerospace Solid, Semi-tubular and Blind Rivets for over 26 years to many well known Aerospace OEM's and distributors throughout the US and Abroad. With a good reputation in the industry, they have been successful by having the "right item at the right time" in an industry that demands on-time delivery. Blind Rivet part numbers include: NAS9301-NAS9310 and Mil-R-7885 series.

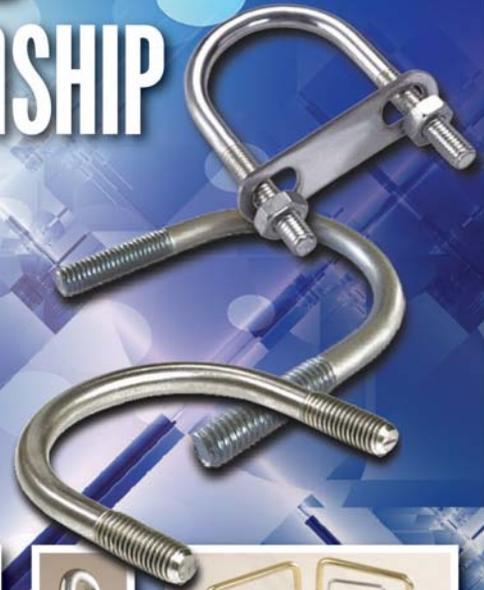
Many suppliers have been consolidated, bought-out or downsized resulting in poor customer service, "but when our customers need an item, they know where to find it in a hurry. Our stock gives the customer confidence and sales go up", says Al Felice.

In recent months the company has invested in Blind Aerospace Rivets to expand its product line offering to the customer base. "Find out what your customers use and offer it" has been Rapid Rivet's approach when considering inventory expansion.

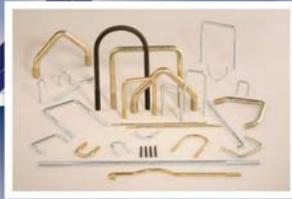
Rapid Rivet & Fastener Corp. is a wholesale master stocking distributor of Aerospace and Commercial Rivets, Rivet-Nuts, Threaded Inserts and tools for.

Contact Rapid Rivet, 121 Toledo Street, Farmingdale, NY 11735. Tel: 631-249-0400, Fax: 631-249-0401, email: [afelice@rapidrivet.com](mailto:afelice@rapidrivet.com) or visit [www.rapidrivet.com](http://www.rapidrivet.com).

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## DISTRIBUTOR NEWS

**Telefast Industries Inc.** is pleased to announce the appointment of Steve Mrazik to the position of Operations Manager. Steve brings 25 years of fastener manufacturing experience to his new role within Telefast. Prior to joining Telefast in 2003, Steve was employed by Marathon Fasteners, Milford Rivet, Cuyahoga Bolt, and Lake Erie Screw Corporation. In his new position, Steve will oversee the

manufacturing operations of Telefast. Established in 1986, Telefast Industries is a domestic manufacturer of various types of nuts, hex head cap screws and cold headed specials.

For more information contact Telefast Industries Inc. 777 West Bagley Road, Berea, OH 44017 USA. Call: 440-826-0011 or you can email: [sales@telefast.com](mailto:sales@telefast.com). Visit their website at [www.telefast.com](http://www.telefast.com).

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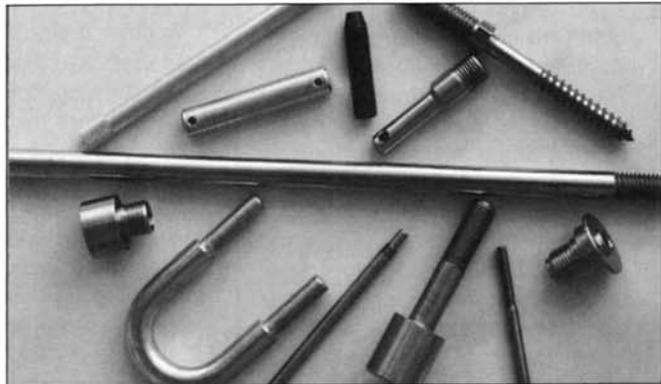
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## THE BUSINESS EDGE 2.0 LINUX OFFERS A REAL CHOICE *continued from page 10*

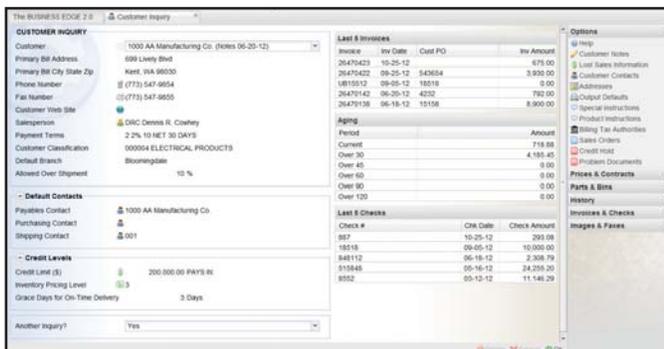
### Computer Insights Offers Additional Benefits

The items above are generic benefits of Linux over Windows. Just as important though is the business model that Computer Insights is offering. Together with IBM, our goal is to have our clients focus on their business while Computer Insights takes care of their computer systems.

### IBM is a Formidable Partner

For many years now Computer Insights has been committed to Linux and IBM. Other distribution software companies are following conventional wisdom and using proprietary solutions from Microsoft like SQL Server and .net. Meanwhile, Computer Insights has stayed the course with Linux and IBM in order to provide a lean and mean, highly specialized and easy to use system. It's not the conventional approach, but it has proven to be a very effective one.

- Linux brings open innovation to all IBM server and storage system platforms, freeing datacenters from vendor lock-in with choice and flexibility to scale their business on the fastest growing operating system in the world.
- IBM supports Linux on all IBM servers, storage and middleware, offering the broadest flexibility to match a company's business needs.
- IBM is a leader in the Linux community with over 600 developers in the IBM Linux Technology Center working on over 100 open source projects in the community.
- All major server and middleware vendors support the Linux platform. IBM offers the broadest range of server and middleware products for Linux in the industry.



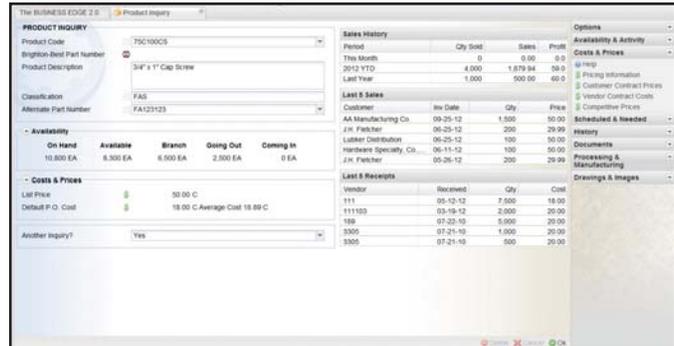
The Customer Inquiry has many options and on the first screen there is a complete picture of the relationship.

### Hardware and Installation

Hardware acquisition + Software installation – Computer Insights will acquire the Linux server for their client. We will load the software, box it up, and send it to the client's office. The client will just have to plug it in and connect it to their network. Other software companies will either ask the client to do all this or they will charge up to hundreds of dollars per hour to visit the client's office and do this for them.

### Data Backup

Application data backup – Computer Insights will perform daily backups of your mission critical business data. The data will be backed up over the internet and will then be available should anything unforeseen happen. Other software companies will leave this up to the client. If something happens; they will answer questions over the phone. However, restoring the business data is generally the client's responsibility should anything happen.



A wealth of information is at your fingertips. The product Inquiry tells the whole story with one click.

### Upgrades

Installation of upgrades – Computer Insights will install all the application upgrades for the client over the internet. Other software companies will tell their clients about new upgrades but leave it to them to find the time in their schedule to install them. Left to their own to do the upgrades, often companies procrastinate and before you know it, the upgrades are sitting on their desk, the task seems overwhelming, and calling for day to day support becomes a challenge because they are not on the latest version.

### No Finger Pointing

Computer Insights installs and supports the IBM server at each of their clients (or in the Cloud if this is preferred). This offers several advantages.

Since Computer Insights owns the whole responsibility, there is no finger pointing and the experts are always at work on your mission critical applications. Our clients are free to focus on their business – Maintaining your computer systems does not help you sell and deliver your products to your customers. This means that you have more time to sell, more time to service your customers and more time at the end of your workday.

### A Wise Choice

The Computer Insights method is not conventional wisdom, but that sure doesn't mean that it is not wise. The advantages are significant and they mean that there is more money in our clients' pockets at the end of the day.

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## FASTENER WORDSEARCH

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

- Bartite washer
- Bent bolt
- Blind rivet
- Bow
- Burr
- Carriage bolt
- Cherry rivet
- Cone head
- Cotter pin
- Cut thread
- Expansion anchor
- Flange nut
- Flash
- Flat nut
- Fold
- Gouge
- Header
- Knurling
- Nick
- Plain washer
- Sems
- Structural bolt
- Stud
- Tapping screw
- Thumb screw
- Wing nut
- Yokes

Solution on Page 204



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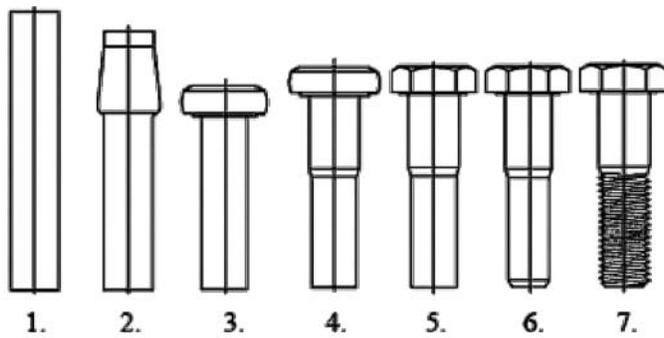
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HEX HEAD BOLTS/CAP SCREWS

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**BOLT MANUFACTURING** *continued from page 12***Gradation from bolt blank to finished bolt:**

1. An unfinished cap screw wire, straightened and cut to length.
2. An unfinished cap screw, one end upset, or deformed, to increase size.
3. An unfinished cap screw with round head button, complete with washer face, head markings and chamfer, found on the upset end.
4. An unfinished cap screw, its shank is extruded to form the thread pitch diameter and the transitional extrusion angle.
5. An unfinished cap screw, its head trimmed to a hex.
6. An unfinished cap screw, its chamfer trimmed on the end of the shank.
7. A finished cap screw with threads rolled.

This is a basic annealing process which transforms a cementite structure (a hard and brittle compound of iron and carbon) to form microscopic spheroids. The annealing will last up to 48 hours at a temperature of 1400°F (760°C). At this temperature the steel softens and will provide a more uniform grain structure, which helps improve the ductility and formability of the wire.

To function efficiently, the annealing furnace is made in four sections: a permanent base; a portable inner cover, which provides a contained atmosphere to prevent carburization or decarburization; and a movable furnace with control unit, as the time and temperatures are closely monitored. Once annealed, they are stored until they are to be used.

Ahead of the bolt making machine is a series of straightening rollers (B) and an auxiliary wire drawer used to scrape the wire and apply a dry lubricant. A carbide die (C) will reduce the wire diameter by as much as 0.03" to prepare it for the proper bolt size and provide for a more accurate dimension.

The bolt maker is a horizontal, multi-stationed mechanical press, with dies on one side and a ram opposite. Bolts are formed in several stages:

1. A length of wire is sheared off to the desired length, which is longer than the finished bolt.

2. This blank is then transferred by the ram side to its adjacent position where it receives a blow from an upset die (3) to shape its preliminary form,

3. This is then transferred to the next station (4) where it forms a button head with the fillet radius to the shank; the washer face under the head is also formed; grade and manufacturer's markings are stamped on the head; and the to-be-threaded portion of the body blank is extruded and reduced to the pitch diameter.

4. The trim station (5) is where the button head is

trimmed to produce an accurate dimensional hexagon.

5. The pointing station (6) is mostly found on North American manufactured products. Here the end is chamfered to provide a smooth transition to the lead thread and facilitates easier nut assembly.

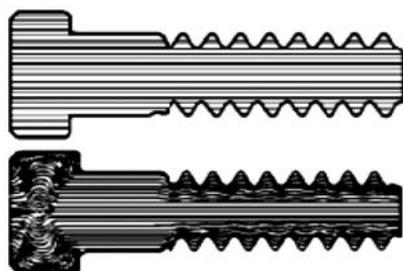
6. The fastener blank now moves along a channel to the thread rolling dies (7). Here, the bolt passes between a stationary die and a reciprocating die. Each die has progressive grooves ground into them which forces, or squeezes, the metal into the grooves to complete the thread form. Unlike cutting, there is no metal lost as the threads are roll formed. The material from the pitch diameter is fully displaced into the thread root and thread crest during the 3-1/2 rotations the bolt makes along the thread dies.

The thread rolling produces a much stronger thread with a smoother thread form than cut threads. Thread rolling produces threads of consistent dimensional quality.

Each stroke of the bolt maker produces a bolt. Smaller wire diameters will be easier to form and faster to produce than larger diameter wire. For instance; a 1/4" diameter bolt is produced at a rate of 250 per minute, or 15,000 per hour. Compare this rate with a 1" diameter bolt at only 50 per minute.

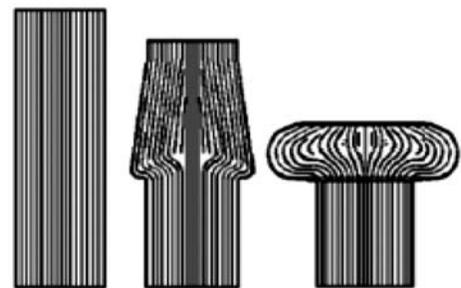
Since quality cannot be inspected into the product, continual in-process inspections are required to be certain that not only the first and last bolt are within dimensional tolerances, but so are the ones in between as well.

The bolts just formed are 'green', that is they are still very soft in their annealed condition. To achieve the desired hardness and strength, they must now be heat treated. The steels and treatments will be for another article. 



*a. Cap screws produced with cut threads have an interrupted grain flow pattern. This produces non-uniform threads and stress disruptions that promotes fatigue failures.*

*b. Rolled threads and cold forged heads are produced by cold working the material under extreme pressure to cause the metal grain to flow into a new and stronger uninterrupted pattern.*



*Depicts grain flow of cold headed fasteners after two blows from the heading dies as it conforms to the contour of the parts.*

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## MID-WEST FASTENER ASSOCIATION

## MWFA's SCHOLARSHIP AWARDS, OPEN HOUSE AND EDUCATION SUCCESSES!

### MWFA Awards Annual Scholarships

On November 8th, the MWFA was proud to present the 29th awarding of MWFA scholarships. Roe Conn, Chicago radio celebrity was on hand to motivate students into jobs they will enjoy and share great stories, fun and serious, about his career. His fun personality elevated the enjoyment of the evening.

The MWFA works very hard all year to build on their scholarship fund, allowing them to award scholarships annually. As of this year, they have awarded over \$477,000 in scholarships. The Scholarship Committee is already looking to reach the half million dollar mark for 2013. They look forward to the support of Fastener Tech '13 as most of the proceeds go to the scholarship fund. It is the association shows who contribute to the education of our students, the MWFA is proud to be among that group.

Although the MWFA scholarship is a one time award, recipients not receiving one year are encouraged to reapply. Many students not receiving an award on their first application have continued to build their education profile, reapply and win.

In addition to the MWFA fund raising efforts, they are thankful to companies and families donating scholarships making some larger scholarships available to applicants.

### Congratulations to the following 2013 MWFA Scholarship Winners:

**XL Screw Corp. Scholarship in the amount of \$2,000:** XL Screw has been gracious enough to donate a scholarship for 16 years which is unprecedented. XL has been a great proponent of MWFA's motto: "MWFA where education is a priority." This year's XL Screw Corp. Scholarship was awarded to Shelby Zima daughter of Sara Vasicek, of Aztech Locknut. Shelby is a High School senior keeping very busy during her High School years with various clubs and sports. Shelby's interests lie in pre-medical programs, criminal justice and psychology. Her challenge is finding a career involving all of these interests. Meanwhile she looks forward to beginning with medical programs and hopes of studying abroad in Spain.

**Bill Unferth Family Scholarship in the amount of \$2,000:** The Bill Unferth Family has been kind enough to donate back the scholarships their children

won many years ago allowing the MWFA to give a scholarship in their name last year and this year. This year's Unferth Family Scholarship went to Shannon McKinnon, daughter of Mike and Mary McKinnon of Rogers Brothers. Shannon is a High School Senior planning to pursue a degree in Event Management. She has kept busy during her High School Career with many school clubs as well as 3 years as Treasurer and currently Senior Class President.

**Bill Lang Sr. Memorial Scholarship in the amount of \$2,000:** Three years ago, the MWFA lost a former MWFA President and several term board member-Bill Lang Sr. of Certified Products. Bill Lang Sr. was a one of a kind person in our industry who will always be remembered for his "great ideas," support of the association, his humor and his assistance whenever needed. Bill's family has graciously made a very generous donation to continue this scholarship in Bill's name.

This year's Bill Lang Sr. Memorial Scholarship was awarded to Mohammedi Khan daughter of Habeeb and Khalida Khan of Star Stainless Screw. Mohammedi is a senior in High School in the process of selecting colleges to pursue his pre-med degree. She has maintained an above A average throughout High School while being involved in Student Council, National Honor Society, and several other groups. After she has reached her goal of becoming a doctor, Mohammedi would like to go to third world countries to help those less fortunate.

**Richard S. Piskoty Memorial Scholarship in the amount of \$2,500:** The Richard S. Piskoty Memorial Scholarship, generously donated by Clarcorp. Richard Piskoty was one of those all around kind of men. His life led him in many directions and every path he took he made an impact on the people around him. He was a teacher, a coach, a mentor and a friend. Each of those aspects from him was present in every job he ever had. The lives he touched along the way ranged from the kids he taught and coached to the salespeople that worked for him. With a young family in tow, he worked in the fastener industry until his retirement. It is because of his devotion to his family, dedication to his career, and desire to pass on and give back to others that this scholarship is dedicated.

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**TAKE A QUICK LOOK AROUND THE WAREHOUSE** *continued from page 14*

## Come in the Front Door

In the Spring 2011 issue of this magazine “Re-Evaluating Your Counter Efforts” explored improvements that can be made in the counter area on a limited budget. Now it’s time to take a look at the offices.

First impressions are always important and the condition of the lobby/entry sets the tone for every visitor. Dingy furniture, dirty floors and windows and a scowling receptionist work against your business. Vendors, Reps and Customers who are put off by their initial impression are going to a tough sell in a meeting. People want to do business with those who look organized, greet them in a friendly manner and display a sense of order. If this isn’t your image...change it.

The second impression comes from an overview of the office area. “Bull pens” can look like the bull has recently rampaged there. Piles of papers, coats draped over the partitions and an aura of chaos are not signs of efficiency. There is a balance between the hum of activity and noise.

Impressions in this area are both visual and aural. There might also be other senses involved. Musty odors, stale pizza, old popcorn and lingering disinfectants are to be avoided, not covered up.

For both visitors and staff the restrooms should be clean, neat and sanitary. This is an area that must be policed regularly during the day, not just cleaned once a week. All supplies should be replenished before they run out and this is a shared responsibility. By making everyone a “washroom attendant” paper towels and toilet paper will always be available on a preemptive basis, not reactive strictly to emergencies. Making this a business wide goal could be a natural extension of a sanitation initiative.

All this leads to making everyone aware that they are the agents of the office environment. Those who make a mess should be the ones to clean it up. One way to foster this is to praise anyone who makes a little extra effort. Use their example to set a positive image that others will want to emulate. This works far better than any punitive programs or openly critiquing individuals.

Personal photos and paraphernalia at the desk or work station should be allowed within reason. Demonstrating individuality in the workplace also shows visitors that the organization allows for individual initiative. The message to convey is that your people

are responsible, empowered and creative in their space and when dealing with vendors, reps and customers. Isn’t this the image you would want from others?

## In the Warehouse

Numerous articles in this journal over the years have discussed what to look for and enhance in the warehouse. But if you haven’t critically examined this area in the last year now is the time to take a tour.

Aisles must be clean, neat and safe. Nothing should be allowed to sit on the floor in an aisle unless it is clearly on the way into or out of storage in the immediate future. Overstocks, restocking and trash/debris should never be allowed to slow down the operation. Stretch wrap for example should be cut off every pallet prior to storage in a picking location. This leaves the merchandise more accessible and ideally insures that the plastic film will be disposed of properly or recycled.

One area where it is never acceptable to drop materials is at the intersection of two aisles. Not only is this unsightly it is also dangerous. People and equipment turning corners don’t expect to find obstructions. Avoidance maneuvers quickly turn into accidents. Anything you find in an intersection needs to be addressed and removed immediately. Don’t just move it, make this a lesson and insure that it never happens again.

Similarly any “accident waiting to happen” is an opportunity for improving productivity and safety while making a point that someone...everyone...needs to avoid these situations by helping new hires and/or problematic staff members mend their ways before someone gets hurt. Look up, look down and look behind racks, shelving and piles of merchandise. Not all the hazards are in the open.

OSHA mandates that every place of employment must be clean, sanitary and safe. This also includes establishing clearly defined areas such as staging, aisles, walkways, etc. The assumption is that lines need to be painted on the floor, but by interpretation anything that indicates areas and aisles can be utilized. Bumpers, fences, pallet racks and posts are all acceptable under the right circumstances. As you tour the facility look for these markers and remember that an undefined space is an invitation to clutter and chaos.

**In real estate the “curb appeal” of a property is one of the most important factors in determining value, second only to “location, location, location.”**

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**TAKE A QUICK LOOK AROUND THE WAREHOUSE** *continued from page 164*

Write the names of the staff members on a clean sheet of paper and divide the page into at least three columns. Then take a clip board or pad, stand in one place and put check marks in one (or more) of three columns; when you see people and/or equipment traveling empty; when they are over burdened; or if they look just about right. This is a most unscientific survey of productivity, but it is a quick indication of equipment utilization and the efficient use of people and resources. Superfluous travel and empty arms or equipment are indicative of wasted effort. Use the study results to raise productivity awareness to save steps and employ the right equipment.

In most Fastener Distributor operations the justification for a sit down rider fork lift might be at the docks or for moving large loads long distances. Internal combustion vehicles are noisy and cause air quality issues (heat, odor, carbon monoxide, particulates, etc.). Replace them with electric forklifts, preferably with more efficient stand rider, narrow aisle, reach trucks or counterbalanced equipment. Saving space without sacrificing speed is a great way to gain efficiency, time and potentially reduce travel.

To finance the investment review the maintenance log or bills that should be readily available. If the costs are high and rising, then leasing new equipment may be far less expensive than it would first appear. Purchasing used equipment is also a viable option provided you fully investigate before buying. There are many bargains available on EBay, at auctions or from a dealer. Just remember that the buyer should indeed be wary.

Now look up. Hopefully the roof isn't leaking, the lights are not burned out and nothing is stored precariously. This covers immediate needs but there is far more. Energy saving initiatives are available, tax credits are still in effect and replacing old lighting is virtually a "no brainer." With the right fixtures (Light Emitting Diodes, T-8 or T-5 fluorescents) occupancy sensors can automatically turn off the lights above storage or in empty aisles. We are hearing about pay back periods of less than 6 months strictly from the electric bill. The larger benefits are intangible but take the Return On Investment (ROI) down to as little as a week. Productivity, morale and quality all will rise. In

addition with the lights on only in active aisles management will know where the staff is working and customers will have a far better image of your company.

Other environmental issues such as heating and air movement should be painfully obvious on a really hot or cold day but these are often ignored until reviewed on the basis of seasonality, temperature and attendance. If people are calling in sick, overdressed in the winter and sweltering in the summer there is no hope of raising efficiency. Addressing these issues as part of your tour should be a high priority. If comfort is not a factor today ask the people about the extremes.

And while you are asking take a look at how they are dressed. Are their clothes appropriate for the work being performed? Obviously obscene slogans on tee shirts should not fit your corporate image. Tight fitting shirts and pants, the wrong shoes and missing safety gear are equally out of place. Use the multi-column pad to make a few notes and then organize a committee to determine what is appropriate for image and comfort. This is one area where

everyone has a valid opinion.

Packing areas are especially prone to disorder and chaos. Everything comes together at this point and often

time pressures trump common sense. Benches should be clean and

empty, supplies readily at hand and the floors completely clean. Really efficient

packers know this and regularly police their areas to also replenish supplies before running out. The "Best of the Best" do not tolerate any sloppiness in their work habits or those around them. Neither should you.

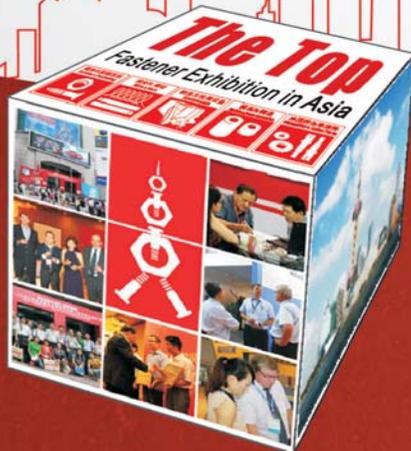
Lighting in packing and staging is even more critical and while storage can function well at 35 foot-candles areas where paperwork is generated and frequently referenced should have a minimum of double this lighting. Wall mounted or hanging spot lights to illuminate the interior of trailers and trucks will facilitate movement and enhance safety. If these are missing or burned out add this item to your notes and fix the problem.

All these suggestions are just a starting point for a more comprehensive improvement program. After your initial tour take another trip around the operation, only this time bring the key managers along. Let them critique your notes...not defend their sloppiness. The object is to gain cooperation not alienate anyone. 

**People want to do business with those who look organized, greet them in a friendly manner and display a sense of order. If this isn't your image...change it.**

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#### ACCURATE MANUFACTURED PRODUCTS GROUP INCREASES CAPACITY AGAIN *continued from page 92*

Drive styles are the standard slotted, hex broached drive, and 6 lobe drives. The machines that AMPG uses can also produce the tamperproof 6 lobe drive with pin – in the machine. Using specialized tooling and programming, AMPG can produce tamperproof product in quantities from one piece and up. This advanced technology allows you to give your customer a theft proof solution in small quantities, unlike the cold heading process that has until now been the only way to produce this style.

#### **Precision Shoulder Screws – Why are they “Precision”?**

A common question is what are certain small sizes termed “Precision Shoulder Screws” while the large sizes are just “Shoulder Screws”? Are the larger sizes less precise?

The term “Precision Shoulder Screws” was popularized by the suppliers of linear motion components, because the holes that these shoulder screws went through were usually in bearings, and the ID of the bearing was held to a tighter

tolerance than general machining standards. So the shoulder tolerance of these small screws was held to a different number than “regular” shoulder screws. In fact the thread class of the “Precision” sizes is a less precise 2A, while the Class 3A thread fit of the “regular” shoulder screws is more precise. See our video on our web page at [www.ampg.com](http://www.ampg.com)



#### **AMPG**

AMPG is now producing a complete range of “Precision” Shoulder Screws in addition to their large line of “Regular” Shoulders.

AMPG is a supplier to distribution of fasteners and industrial accessories for the past 25 years. Primarily known as a private label manufacturer

for the largest distributors, AMPG introduced their brand of AMPG303, AMPG316, AMPG405, AMPGTi2, and AMPG661 in 2012. Known for the incredible appearance of their products, they are pioneering the “jewelry” type of fastener offering around the world. 

**MID-WEST FASTENER ASSOCIATION****MWFA's SCHOLARSHIP AWARDS, OPEN HOUSE AND EDUCATION SUCCESSES** *continued from 162*

This scholarship was awarded to Julia May, daughter of Peter May, of Cleco Industrial. Julia is a High School Senior with excellent grades and a full resume of groups and activities both in and outside school. Julia plans to attend a small liberal arts college allowing her opportunities for research as well as the opportunity to know her classmates and professors well. She also has an interest in medical school.

**Innovative Components Inc. Keith Stoffle Memorial Scholarship in the amount of \$2,500:** Innovative Components Inc., along with some of their employees contributed the Keith Stoffle Memorial Scholarship. Keith Stoffle was the first Quality Control Manager for Innovative Components Inc. His strong vision for quality and continuous improvement led Innovative on their quest to becoming a world-class manufacturer. He was instrumental in their successful quest for achieving ISO 9001 certification. Keith also played a pivotal role in the establishment of Innovative's first foreign factory in Costa Rica.

Keith was tragically taken, too soon in 2007, in an auto accident while working in Costa Rica. Innovative and their staff is happy to honor his memory by recognizing an outstanding student from the MWFA industry community, with hopes that this deserving student will demonstrate the same leadership, integrity, and compassion as they pursue their education and career as our friend Keith did as he pursued his life goals.

It is a pleasure to have this scholarship awarded to Timothy Vath, son of Laura Vath, of Solution Industries. Timothy is a Junior at Kent State University. He was very active in High School and continues to play in the "Skies of December" band. He earned 17 college credits while still in High School giving him a great head start into college. Timothy is currently an accounting major with plans to acquire an accounting internship and then continue on to earn his Master's in Accounting.

**\$1,000 Scholarships:****Alex Garvin son of Jeff Garvin/Armour Screw.**

Alex is a sophomore at the University of Iowa in the Business Program.

**Karli Jozaites daughter of Kim Jozaites/MSI Testing & Engineering.** Karli is a freshman at Illinois State University pursuing a teaching degree with plans to teach Math.

**Stephanie Arthur/daughter of Jeffrey Arthur Matenaer Corp.** Stephanie is currently attending the

University of Wisconsin in the Nursing/Health Care Administration program.

**Patrick Bane son of James Bane/Innovative Components Inc.** Patrick is a High School senior busy with National Honor Society, as well as additional clubs and sports. He is undecided as to which college he will attend and his major although he is leaning towards a degree in Business.

**Devyn Marie Conway daughter of Larry Conway/Foremost Fasteners.** Devyn is a junior at Carthage College majoring in Psychology planning to continue to graduate school to become a school psychologist.

**Erica Conway daughter of Larry Conway /Foremost Fasteners.** Erica is currently a sophomore at Carthage College majoring in Exercise and Sports Science with plans to become a Physical Education teacher.

**Emily Bigott daughter of Thomas Bigott/ XL Screw Corp.** Emily is a senior in High School still in process of college selection. She plans to pursue her degree in Elementary Education. She is already student teaching a second grade class in the afternoon 3 days a week.

**Todd Meyer employee of ICS Flange.** Todd is an employee of Innovative Component Sales currently attending the University of Illinois exploring his education options.

**Robert Reibel son of Robert Reibel/ SWD Inc.** Robert is a senior at Indiana University majoring in Kinesiology. He is looking forward to a semester of student teaching at the High School and Elementary level.

**Joey Serna son of Sonia Serna/Beacon Fasteners & Components.** Joey is currently enrolled at Western Illinois University in the Law Enforcement Program with plans to become a crime scene investigator.

**Pawel Zuradzki son of Richard Zuradzki/Abbott-Interfast.** Pawel is currently attending Indiana University studying Finance, Economic Consulting.

**MWFA Welcomes New Members**

American Calibration/Crystal Lake, IL  
Hagerty Industrial Supply/Peoria, IL  
ICS Flange/Huntley, IL  
R. L. English/Strongsville, OH  
RIE Coatings, Eden Valley, MN

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  - Attendee Registrations 9A.M.
  - Show Hours 1-5:30 P.M.
  - Technical Seminars 9:30-12P.M.
  - Panel Discussion 12-1P.M.
  - Cocktails: 5:30 P.M.
  - Dinner Buffet 6-8 P.M.

## Advertise in the Program Booklet

A full page ad is \$200.00, half page is \$100.00, and a quarter page is \$50.00. Send camera-ready art and your check, made out to NEFDA by April 1, 2013 to: Joe Soja, NEFDA, 30 Hedgerow St., Wethersfield, CT 06109.

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If you would like to be a sponsor for the cocktail period the fee is \$100 per company.

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I would like to be a Raffle Sponsor (Gift) \_\_\_\_\_

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## NEFDA TABLE TOP SHOW EXHIBITOR REGISTRATION FORM

(Deadline to exhibit April 1, 2013)

Mail your registration form and check made out to NEFDA by April 1, 2013 to: Joe Soja, NEFDA, 30 Hedgerow St., Wethersfield, CT 06109, Phone 860-436-4652, FAX 860-436-4113, Email: [jfs3@cox.net](mailto:jfs3@cox.net)

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Your registration fee \$350 for NEFDA & MFDA members, and \$450 for non-members, includes a draped eight foot table and sign with complimentary name, two (2) complimentary exhibit badges, free parking, and complimentary dinner buffet. You will receive confirmation in writing on your exhibitor status and instruction for the day of the show by e-mail. Please plan to arrive by 11:00 AM to set up your table, and plan to breakdown no earlier than 5:30 PM

## NEFDA TABLE TOP SHOW ATTENDEE EARLY REGISTRATION FORM

Mail your registration form and check made out to NEFDA by April 1, 2013 to: Joe Soja, NEFDA, 30 Hedgerow St., Wethersfield, CT 06109, phone 860-436-4652, FAX 860-436-4113, Email: [jfs3@cox.net](mailto:jfs3@cox.net)

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The registration fee for attending the show is only \$25 in advance until April 1, 2013. After this date the fee is \$30. The fee for the show and dinner is only \$35 by April 1, 2013.

Charges to VISA, Master Card, AMEX or Discover (circle card that applies)

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The registration fee for attending the show is only \$25 in advance until April 1, 2013. After this date the fee is \$30. The fee for the show and dinner is only \$35 by April 1, 2013.

**MID-WEST FASTENER ASSOCIATION****MWFA's SCHOLARSHIP AWARDS, OPEN HOUSE AND EDUCATION SUCCESSES** *continued from 168****Innovative Components Inc. Hosts Open House***

Every October, an MWFA member hosts an Open House. This allows them the opportunity to invite their fellow members into their facility for a learning and social experience. Attendees learn more about their product while often observing processes in progress. On October 18th, Innovative Components Inc. hosted an Open House giving members the opportunity to learn about their production of plastic knobs and various other products. Attendees were given a plant tour and invited to enjoy food and beverages while visiting with others.



Christianson/South Holland Metal Finishing and Matt Delawder/SWD Inc.

As well as instructing, Mr. Pease moderated the class alerting them to important facts mentioned and fastener industry pertinent information. The interaction of students with instructors, as they provided samples to enforce the "hands on training" format, indicated an appreciation of the wealth of knowledge provided. This seminar is presented annually and continues to be one of the most requested of the MWFA education programs.

In keeping with the "hands on training" format, the Heat Treating & Plating seminar presented offered on site training at both Morgan Ohare and SWD Inc. Students not only learned from their instructors but were lead through a step by step explanation through both plants. Viewing the process gave students a real understanding for the heat treating and plating processes especially the

time factors involved and their importance.

The day began with Bob Giomi and Joan Sosinski of Morgan Ohare hosting the first part of the programs' tour and instruction followed by instruction at SWD Inc. Matt Delawder, Tim Delawder and Bob Reibel of SWD Inc. provided tours of SWD followed by additional



classroom instruction. Attendees returned very favorable surveys to both these programs.

Thank you to our many instructors who take their time to share their knowledge with our industry!! The MWFA Education Committee continues to meet and discuss new education programs and opportunities for its' members and the industry. Stay tuned for more education opportunities for 2013!! 

***MWFA Education Successes for 2013***

The MWFA recently held the last two education programs for 2013. On September 13th the Introduction to Fasteners Seminar drew 30 students while the October 18th Heat Treating & Plating Seminar drew 36 students. Both these seminars attracted industry personnel from various Midwest states. This is a great indication of our industry's interest in and motivation to educate employees benefiting their companies in the long run.

The Introduction to Fasteners Seminar many topics taught by industry specialists including: Bill Vodicka/Allstar Fasteners, Thomas Anderson/Active Screw & Fastener, Richard Pease/R.K. Precision Products, Mark Levinson/All American Washer Werks, Wally Olczak/Production Fasteners, Brian



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**GAMECHANGE: MOBILE THE EMAIL WATCHWORD FOR FASTENERS** *continued from page 24*

Ironically, the continuing rise of mobile will actually signal a step-back in email marketing for fastener distributors – at least for the short term. Confronted with smaller viewing screens, marketers will once again need to rely more on text and less on multimedia. Plus, they'll have to put together messages that are much more concise than those currently being read on 24" PC screens.

The bonus: once reconfigured, mobile-friendly marketing messages will also be a perfect fit for Facebook's messaging platform, which currently displays the text version of any email by default.

To get from here to there, below are some specific tactics you can use to adapt to the game change, as recommended by Responsys ([www.responsys.com](http://www.responsys.com)), another email marketing firm, as well as other experts:

**\*Get a precise read on the tech your subscribers are using:** If you've outsourced your email distribution, there's a good chance your service provider can give you a percentage breakdown on the kind of devices your subscribers use to read email.

For fastener distributors on leaner budgets, a survey of your subscribers might do the trick. SurveyMonkey ([www.surveymonkey.com](http://www.surveymonkey.com)), for example, offers survey services ranging from free to \$780/annually.

**\*Offer a 'view on mobile' link:** Mobile users well-acquainted with the agony of attempting to read a 'designed-for-PC' email will welcome a link they can click that leads to a text version – or at least 'lite' version – of your email.

**\*Reduce email width to 640 pixels or less:** Skinnier margins on emails have been shown to increase user interaction and click-throughs on mobile devices, according to Responsys. Moreover, if you can live with a very skinny margin of say 320 pixels, you can be assured your message can also be read on tiny screens held vertically.

**\*Shoot for a 20K file size:** Granted, such austerity will elicit groans from distributor e-marketing staffs. But if you're at least shooting for a 20K message size, your designers will be forced to focus on the new reality. The

old saw, 'No one reads a pretty message that takes forever to download,' has never been more true.

**\*Offer a PC-friendly version where applicable:** Many mobile users peek at emails they intend to study later, when they're at their PCs. If you've got a feature-rich version of your marketing email for the PC, label it as such, and offer a look-at-it-later-link in the mobile version of your message.

**\*Offer generous-sized, call-to-action buttons:** You should get more click-throughs on your fastener Web site if the call-to-action button in your email – i.e., 'buy this,' 'download this report,' 'click-to-call,' etc. – is 45 pixels. This size ensures someone can tap your call-to-action button with their finger very easily – even if they're juggling a Starbucks Latte with their other hand.

**\*Reconfigure Web site landing pages to be mobile-friendly:** Anyone who clicks on your email should be greeted with a mobile-friendly Web landing page that downloads like quicksilver. In practice, this means narrowing the widths of such pages and keeping copy and advertising on such pages brief.

You'll also want to remove Flash from designed-for-mobile landing pages, since the iPhone, iPod Touch and BlackBerry all do not support flash. And while Android theoretically supports Flash, the reality is working with the format on a mobile Android device can be vexing.

**\*Offer mobile app links in your marketing emails:** A link to any mobile app related to your marketing email just makes sense.

**\*Use the migration to completely overhaul the emarketing of your fastener business:** While you're at it, you may want to brush up on all the other latest tactics email marketers are using. A good, free 25-page guide is available by Googling: "Email Design & Coding Recommendations."

Says Laura Machanic, CEO, New Target ([www.newtarget.com](http://www.newtarget.com)), a Web design and marketing firm: "We recommend 'Mobile First' as a strategy, forcing everyone to consider their most valuable, actionable content and work it into their mobile plans." ◻



*Above: Everything in your online marketing should be mobile-friendly, says Melonie Dodaro, social media specialist, Top Dog Social Media.*

*Below: We recommend 'Mobile First' as a strategy says Laura Machanic, CEO, New Target.*





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## NORTH COAST FASTENER ASSOCIATION

# NCFA's SCREW OPEN GOLF OUTING

The heavy rains on August 27th did not deter golfers from setting a record turnout for the 2012 Annual NCFA Screw Open golf outing. Celebrating the NCFA's 30th anniversary, 68 golfers took their talents to the challenging track of Signature of Solon CC. This shot maker's course, was made even more difficult by steady rains throughout the 5 hour round. The wet and windy conditions failed to dampen low scores, as American Ring & Tool finished with a 22 under par 50. They were followed by Solon Manufacturing and National Plating at 19 and 18 under par rounds respectively.



The 19th hole putting contest had to be moved indoors to the banquet room after the outing to give our golfers a break from the rain. Seven qualifiers from the field made a 30 foot putt on the putting green during the round to have a chance at a grand prize set of new golf clubs. The qualifying first round was quickly narrowed down to 2 golfers. Jim Costello of SW Anderson Corp. sunk a 50 foot putt in the first round to put him into the finals against Scott Faidiga of KJ Fasteners who held closest to the pin. The two agreed to split the consolation winnings as neither golfer made the final grand prize 50 footer. Overall, the day turned out to be another fun and successful event for our industry and the organization.



On behalf of the NCFA, thank you to all of our sponsors. The outing would not have been a success without you, and we appreciate your generous support. The money raised from the outing will be used to support the NCFA scholarship fund. We are working



hard to plan another great event next year, so please keep your eyes open for details coming soon!

*Thank you to all of our sponsors:*

**Event Sponsors:** American Ring, Brighton Best, Barker Products, Dunham Products, Dyson, Earnest Machine, Element Cleveland, Fastener Tool & Supply, & Metric Fastener Corp.

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Safety Socket, Screws Industries, Star Stainless, Stelfast, & XL Screw.

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**Hole In One Sponsor:** Liberty Ford Solon

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### Results:

**1st place:** American Ring & Tool Co. with a 22 under 50

**2nd place:** Solon Manufacturing with a 19 under 53

**3rd place:** National Plating with an 18 under 54

### Putting Contest

Scott Faidiga & Jim Costello agreed to split the winnings

### Proximities

Long Drive #12 Steve Delis

Long Drive # 9 Andrew Nagy

Pin Shot #3 Jim Lundy

Pin Shot #11 Vince Nardy

For more information on the North Coast Fastener Association and/or our upcoming events, please visit our website [www.ncfaonline.com](http://www.ncfaonline.com). 

## DISTRIBUTOR NEWS

**Intercorp.**, an importer of high quality construction fasteners under the Strong-Point® brand, is pleased to announce the addition of Concrete screws to their product offerings. Concrete screws are used in a variety of applications that attach wood or metal to concrete, brick, cement block, and other types of masonry.



"The addition of concrete screws to our product line is the result of listening to our customers and responding with a product that gives them everything they asked for, and more," said Director of Sales, Law Winchester. "We set out to make the best concrete screw money could buy and I believe we have succeeded in doing just that. Anyone who sells or uses concrete screws is going to be pleased with the features in our Strong-Point® Concrete Screws."

Intercorp's Strong-Point® Concrete Screws come in slotted hex washer head and flat head configurations. They are manufactured with notched threads that cut through concrete, brick, and cement block. They have a hi-low thread pattern that creates higher pullout tolerances, a diamond point that cuts and clears debris for better thread engagement, and a 500 hour salt spray resistant coating that is ACQ compatible. This new product line will be available in bulk or packaged and will include one drill bit.

For more information on Intercorp and their Strong-Point® brand of fasteners, contact them by phone at 1-800-762-2004 or visit them on the web at [www.strongpoint.net](http://www.strongpoint.net).

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## DISTRIBUTOR NEWS

**Quality Bolt & Screw**, part of the Elgin Fastener Group, offers a new literature sheet featuring the company's product and service capabilities. Quality Bolt & Screw provides over a half century of cold forming experience in the production of standard and special fasteners, with an in-house staff of tooling specialists who offer complete design skills, production skills, immediate tooling manufacture, and 3-D modeling capability. The literature sheet details the company's diameter and length ranges, as well as their secondary operations.

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For more information contact, Quality Bolt & Screw, 10147 Brecksville Road, Brecksville, OH 44141-3205. Tel: 440-717-7650, Fax: 440-717-7665, email: [sales@qualbolt.com](mailto:sales@qualbolt.com) or at [www.qualbolt.com](http://www.qualbolt.com).

**AN UPDATED LOOK AT PERSONAL GOODWILL** *continued from page 26*

Along comes the concept of personal goodwill. As mentioned previously, the phrase “personal goodwill” does not appear anywhere in the Internal Revenue Code. Two tax cases gave rise to the concept of personal goodwill for federal tax purposes and the two cases contain the definition for tax purposes in which we use. In the Martin Ice Cream Case (110 TC 189, (1998)), Arnold Strassberg was the co-owner of a company known as Martin Ice Cream Company. During his tenure with the company, he became a distributor of ice cream from Haagen-Dazs to multiple grocery stores under a non-written, “handshake” agreement.

In the mid-1980's, Pillsbury acquired Haagen-Dazs. Rather than allowing Arnold to continue in the distributorship, middle-man position, Pillsbury acquired Arnold's company, the Martin Ice Cream Company. Forty-six percent of the purchase price was allocated to Arnold's seller's rights or what is now known as “Personal Goodwill”. When the case went to court, the Tax Court held that personal relationships of a shareholder-employee are not corporate assets when the employee has no employment contract with the company. This landmark tax case gave rise to personal goodwill.

Additionally, Norwalk (TCM 1998-279, 1989) found that the personal relationships of a group of accountants were the property of the individual owners and not the corporation itself. Hence, affirming the existence of personal goodwill.

When a seller is in a position similar to the facts above, it is most advantageous to split personal goodwill off from company goodwill. During the negotiation phase of the sale, the seller must create a separate personal goodwill contract stating that some of the goodwill being sold is personal goodwill. At the same time, the seller should not engage in an employment agreement. If an employment agreement is part of the deal, theoretically, the goodwill IS an asset

of the company being sold and is not personal goodwill. Practitioners have, in the past, sold 10%-90% of goodwill as personal goodwill in business sales. This amount should be based on a reasonable and objective estimation of the two values, while keeping in mind that more personal goodwill means less tax.

Personal goodwill is more likely to exist in smaller, service type companies. Characteristics of companies with personal goodwill include companies that are “relationship” dependent, no written contracts, no written property rights in the company, owner/employee controls the company, and the earnings do not support the transaction price. In companies which would be heavier on the traditional goodwill, characteristics such as “capital” dependence, written employment contracts, written property rights, no controlling owner, and business is where the business earnings support a transaction price, lend the characteristics to a business which would have more traditional, business owned goodwill. When valuing a company or working transaction allocation details, these factors can and should be considered to support a correct allocation.

**Quite simply, personal goodwill is the intangible value a person (usually the owner or CEO) brings to the company.**

**Practitioners have, in the past, sold 10%-90% of goodwill as personal goodwill in business sales.**

### ***Divorce – Equitable Division***

Practitioners involved with divorce work routinely are unfamiliar with the general concepts of valuation when a business is present. Valuation specialists are sometimes not even used to appraise businesses. In these cases, the trier of facts will essentially make an educated guess as to the value of the business using rules-of-thumb which may be erroneous. Furthermore, and of even greater consequence in cases not retaining experts, company goodwill and personal goodwill cannot be differentiated from one another, placing the business owner's case in jeopardy. Essentially, in any case involving a business interest, valuation specialists should be employed up front.

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# PAC-WEST 2012 FALL CONFERENCE SCOTTSDALE RESORT - NOVEMBER 8-10, 2012



more photos on page 180

# PAC-WEST 2012 FALL CONFERENCE SCOTTSDALE RESORT - NOVEMBER 8-10, 2012



**AN UPDATED LOOK AT PERSONAL GOODWILL***continued from page 178*

Proceeds derived from the sale of personal goodwill are not subject to a spouse's claim for equitable distribution. In Florida, the case of *Thompson v Thompson* (576 So. 2d. 267, 270 (1991)) an attorney divorced his wife. The wife claimed that the entire law practice was a marital asset subject to 50% division. The husband (attorney), on the other hand, argued part of the law practice's value was not merely "professional" or company goodwill, but also, the asset consisted of "personal goodwill". The court agreed with the personal goodwill concept and allowed personal goodwill to become a precedent at least in the state of Florida. The court defined "personal goodwill" as goodwill that depends on the continued presence of a particular individual that is not a marketable asset distinct from such individual. Although the personal goodwill was not an "asset" of the marriage, it could be used in determining alimony payable to the wife. Cases establishing personal goodwill in other states have been written as well. The cases are not always used as many practitioners do not know of the concept or even understand it.

***Using the Corporate Veil Effectively***

People incorporate their businesses to gain the effect, among other benefits, of limited liability. Generally, closely held and family owned businesses suffer a higher incidence of having their corporate veils pierced as opposed to widely held, large corporations. Though corporate veils can be pierced, incorporating is still very effective in preventing personal losses in corporate situations.

Personal goodwill is an asset that creditor's of a corporation cannot attach to in a corporate lawsuit or collection proceeding. Because personal goodwill is outside the corporation, it is the personal property of the individual and therefore protected by the corporate veil.

While personal goodwill may seem worthless to those who own it at the time of a corporate proceeding, it does have a value when the owner wants to start up a

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business again. Since personal goodwill invokes personal relationships, it survives any proceeding to benefit the owner another day. This benefit is marketable and therefore valuable to those trying to obtain a recovery based on the full goodwill of the company and owners.

***C Corporation Conversion***

Under the Internal Revenue Code, when a C Corporation converts to a flow through entity, the value of the company at conversion must declare built-in gains i.e. the difference between the fair market value of their assets and the book value. If a corporation has goodwill and no basis, the result is a larger amount of tax due the federal government upon conversion. Under the doctrine of "personal goodwill", part of the total goodwill does not belong to the corporation itself, but to the executive. As it is not a corporate asset, it is not subject to the built-in gains rules. The personal goodwill will continue to be an asset of the owner/CEO of the company.

**AN UPDATED LOOK AT PERSONAL GOODWILL** *continued from page 181*

In conversion situations, it is certain that a valuation of the company is necessary. Valuing the goodwill and separating the personal goodwill which is attributable to the owner is necessary to gain the best tax position. In doing so, the company and owner can expect to pay less taxes to the government.

### Most Recent Case Updates

There are three recent cases of interest affecting personal goodwill. The first case is Solomon. In the Solomon decision, the fact pattern is overwhelmingly adverse to the interest of the business person. Unlike Martin Ice Cream, Solomon was an iron ore processor that did not largely depend on personal relationships to sell his commodity in the open market (after all, iron ore is iron ore). At one point in the case, his own accountant testified that the goodwill belonged to the company itself and not the owner of the business. In the ruling against the taxpayer, the IRS cited that nothing in the agreement cited personal goodwill, the role of the owner was not personal relationships like in Martin Ice Cream, and further there was no further evidence the seller intended to sell personal goodwill in ANY document.

The second decision is that of Muskat. In this decision the taxpayer and counsel listed all goodwill contained in the company and essentially elsewhere on the asset purchase agreement. Further, the covenant not to compete was relied on as evidence of personal goodwill by the taxpayer. The Court did not, by any means repudiate the existence of goodwill, but cited no communication, nor document selling personal goodwill anywhere to justify taxpayer claims.

Last, but not of least importance, is Kennedy v.

Commissioner. In this decision, the taxpayer did not have his personal goodwill valued. Instead an unsupported, arbitrary value of 75% was assigned to personal goodwill. The court cited lack of support as the reason to rule against the taxpayer. Once again, the court did not dismiss the concept of goodwill, but rather implied that valuations had better not be sloppy or arbitrary in their results.

### Lessons Learned

Personal Goodwill, while enduring a string of defeats is alive and well! With that, the following conclusions from the cases should be observed and followed:

- 1) The value of personal goodwill should be supported within the formal valuation by the facts and numbers making the valuation,
- 2) certain documents must be created selling personal goodwill at the time of sale, not after the fact to create a scenario to support your argument,
- 3) Use competent counsel throughout the course of action during a business sale.

One impression a reader of these cases gains is that it is never a good thing to lump documents together in a willy-nilly style at the last minute. Had these attorneys realized the proper method of establishing personal goodwill in the legal documents, they would have known at least enough to examine the facts, run the numbers under a formal process, and create the proper legal documents.

### Conclusion

When appropriate, personal goodwill can provide large tax savings to taxpayers. Being a relatively new concept, it is important that the allocations to personal goodwill be reasonable and objective as there is only so much guidance through cases and decisions at this point. 

**While personal goodwill may seem worthless to those who own it...it does have a value when the owner wants to start up a business again.**

**Personal Goodwill, while enduring a string of defeats is alive and well!**

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### THE IMPORTANCE OF THE INSERTION QUILL WHEN INSTALLING COILED SPRING PINS *continued from page 48*

The following exhibits what happened to a manufacturer of ejector clip assemblies when the installation tool their subcontractor used was not large enough to cover the entire end of the Coiled Pin. The result was that the insertion tool (quill) ended up pushing on the inner coils of the Coiled Pin, and made the pin “telescope” or “unwrap”. This dramatically increased the insertion force, and at times, prevented the pin from being fully installed into the assembly.

Figure 4 shows a view from the top of the pin - the side that the installation tool pressed on during insertion. One can clearly see that the inner coils are pushed in and away from the outer coil. Markings are also visible on the inner coil where the insertion quill hit the material as it entered the ID of the Coiled Pin.

Figure 5 is a view from the back side of the same installed pin. This clearly displays the result of pushing on the inner coils; the coils end up telescoping or pushing out of the back end of the pin.

For anyone experiencing these installation issues, the solution is an easy fix — Simply change the installation tool. However, it is best to avoid this situation all together.



Figure 4: Using an improper installation tool will make the pin telescope or unwrap.



Figure 5: Flip side of the same installed pin.



Generally speaking, if the Coiled Pin is going to be installed flush or above flush, it is recommended that the insertion quill have a minimum diameter equal to the nominal diameter of the pin. If the pin is going to be installed sub-flush, it is recommended that the insertion quill have a diameter greater than or equal to the diameter of the chamfer at the very end of the pin. Considering that insertion quills are wear items, assemblers should periodically check the very end of the quill to make sure that it is always flat and square and that it meets the above diameter criteria. ◻

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## SOUTHEASTERN FASTENER ASSOCIATION

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## Preliminary Schedule

### Tuesday April 16, 2013

3:00 p.m.-5:00 p.m. Board Meeting

5:00 p.m.-7:00 p.m. Scholarship Committee Meeting

7:00 p.m. Opening Reception

### Wednesday April 17, 2013

10:00 a.m. Golf Outing

3:00 p.m.-5:00 p.m. Registration

6:00 p.m.-9:00 Cocktails, Dinner, Golf Awards, Officer Recognition, Silent Auction

### Thursday April 18, 2013

8:00 a.m.-11:30 a.m. Continental Breakfast, Business Meeting, General Sessions

Speakers/Subjects to be Announced January 2013

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

12:30 p.m.-1:30 p.m. Supplier Set Up

1:30 p.m.-4:30 p.m. Supplier Showcase & Closing Ceremony

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## NORTH COAST FASTENER ASSOCIATION

# NCFA ANNOUNCES NEW OFFICERS AND 2013 SCHEDULE

The North Coast Fastener Association held its Holiday Party and board elections on December 6, 2012.

### **The NCFA 2013 Board consists of:**

Marty Nolan, R.L. English Co. - President  
 Kelly Quittenton, Brighton Best - Vice President  
 Ken Graham, National Threaded Fasteners - Treasurer  
 Dave Audia, Advance Components – Secretary

### **New Trustees added for 2013 include:**

Laura Vath of Solution Industries  
 Jackie Ventura of Fastener & Industrial Products  
 Larry Kelly of Buckeye Fasteners.

### **The new Trustees join existing Board members:**

Michael Delis of Fastener Tool & Supply  
 Sue Wallace of National Treaded Fasteners  
 Kurt Triptow of Branam Fastening  
 Scott Faidiga of K-J Fasteners.

Several NCFA events are already scheduled for 2013 including the following:

### **March 19**

Basketball Tournament at Lost Nation Indoor Sports Park

### **April 12**

Night at the Races at Northfield Park

### **April 25**

Tour of Nucor (joint event with MWFA)

### **May 2**

NCFA Distributor Social & Supplier/Distributor Networking Event

### **September 12**

Screw Open Golf Outing at Signature of Solon

### **December 5**

Holiday Bash at Corner Alley, Downtown Cleveland 

# NCFA'S SCREW OPEN GOLF OUTING AUGUST 27, 2012



**CADMIUM REPLACEMENT COATING FOR MILITARY/AEROSPACE CONNECTORS** *continued from page 94*

Since then, legislation in Europe and the United States has increasingly focused on banning and limiting the use of cadmium, along with other harmful substances. DOD, US dept of labor, RoHS and REACH policy all intend to restrict, control exposure or ban use of cadmium.

### Connector Manufacturers Seek Cad Alternative

To replace the cadmium content while maintaining conductivity and corrosion resistant properties, Corsair is working with CSL Inc. (Santa Clara, CA), a supplier that offers over 40 different plating processes. CSL is one of the few independent third party processors in the U.S. that develops proprietary custom coatings.

As a manufacturer specializing in circular connectors with crimp-removable contacts for military, commercial aircraft, and other aerospace applications, Corsair's original specifications were MIL-C-26482 and MIL-C-5015. Today, however, the company is in the process of qualifying MIL-DTL-38999, one version of which is a circular connector with a cadmium-class finish.

The solution Corsair is currently testing is a nickel Teflon (EN-PTFE) composite coating developed by CSL over a decade ago.

This EN-PTFE composite coating is not to be confused with standard nickel Teflon plating which is available from multiple sources. A simple 1-2 layer of EN-PTFE will not suffice in harsh environments.

CSL's EN-PTFE composite coating, on the other hand, forms a monolithic barrier that is self lubricating, scratch resistant, and anti-galling without galvanization. CSL's composite EN-PTFE coatings meet the conductivity and lubricity requirements of Cadmium while reportedly exceeding the wear resistance and corrosion protection

attributes of Cadmium or Nickel Cadmium plating. It can cross mate with stainless steel, aluminum, PEI, and PEEK and can be applied to most metals and composites.

"We are currently investigating the composite nickel-PTFE alloy as an alternative to cadmium," says Shnepf. "CSL has developed a plating process that apparently can

deliver both electrical conduction and corrosion resistance and is RoHS compliant."

According to Shnepf, Corsair is currently entering the qualification phase of the testing with CSL.

"Given that this coating meets all the performance characteristics outlined, we expect it will have a very favorable response in the military and aerospace market as a cad alternative," adds Shnepf.

Connector manufacturers are not the only ones testing EN-PTFE. Over the past 15 years, Lockheed, Boeing, and Sikorsky have tested it and it is already a spec for connectors for harsh environments under MIL-DTL-38999. CSL's EN-PTFE products are use on Navy ship programs, the F35 Joint Strike Fighter, Sikorsky helicopters, and Boeing Aerospace programs.



CSL Inc. (Santa Clara, CA), is one of the few independent third party processors in the U.S. that develops proprietary custom plating recipes. The company is now offering a unique EN-PTFE plating as a viable alternative to cadmium.



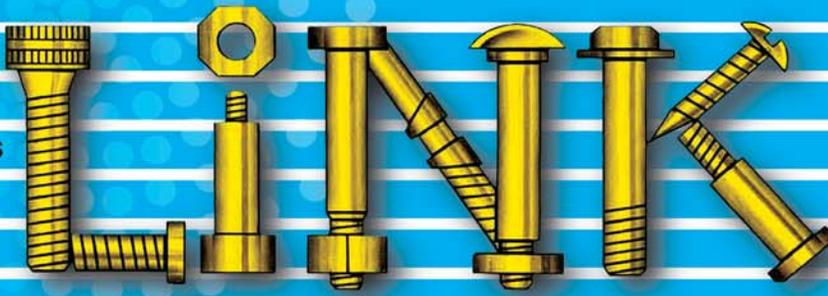
CSL Inc. has developed a cad-free plating process that delivers electrical conduction and corrosion resistance and is RoHS compliant. EN-PTFE cross mates with stainless steel, aluminum PEI, and PEEK and other metals and composites.

### Standardizing on a Cad Alternative

Standardization of product line features can be a major advantage for the connector industry from a manufacturing and marketing standpoint. As the military becomes more of an international collaboration, U.S. connector manufacturers will have to become more responsive to RoHS and some of the other standards adopted by the European nations other NATO Alliance partners.

By standardizing on a replacement for cadmium plating embraced by both Europe and the U.S., connector manufacturers can enjoy manufacturing economies while making life easier for global distributors by simplifying inventories. 

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## APN Applications

The APN is for use in extreme, high vibration and security environments that demands reliability, durability, heavy duty or high performance in a lightweight permanent locking nut.

## APN Advantages

### **The world's first permanent locking nut.**

- More vibration resistant and stronger than all current one and two-piece locking nuts.
- So strong it may be considered permanent. The APN must be cut off, to avoid damage to the bolt or stud threads, if removed.
- May replace rivets and welding, depending on application.
- Theft resistant once installed.
- May be used for security applications.

### **Innovative design.**

- APN surpasses the strength of the strongest two-piece lock nuts with the weight savings of a standard nut.
- Internal, self double-locking, self triple-locking and self quad-locking nut types. Flanged and combination material nuts are also possible.
- Can be based on conventional standard, tall, heavy and other type nuts.
- Locking strength is determined by the position of the internal relief cut (IRC) and the material used.
- Impervious to heat. May be used for high heat applications.
- Light-weight, the APN is lighter than all two-piece lock-nuts. APN weighs the same as a conventional nut.

- Uses standard thread pitch bolts and studs, metric or american, just like conventional nuts.
- Faster to install than one and two-piece lock nuts. Quickly spins on with no resistance just like a conventional nut.
- Resembles a conventional nut in the locked position.

### **Low material and manufacturing cost.**

- Uses less material, easier and less expensive to produce than two-piece locking nuts.
- Manufacturing costs may be close to a conventional nut.

## Other APN Advantages

- Internal multi-locking systems
- Superior vibration resistance
- Permanent, must cut-off to remove
- Strength of material is the weak point
- Lightweight, same as a standard nut
- Extremely high strength-to-weight ratio
- Uses standard tools to install
- Uses standard type threads
- Spins on easily
- Fast installation
- Based on standard nut types
- Resembles a conventional nut once installed
- Excellent for high heat applications
- Theft resistant
- Ideal for security applications
- Low material usage
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*please turn to page 202*

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# NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO WELCOME RECEPTION, LAS VEGAS - OCTOBER 10, 2012



## DISTRIBUTOR NEWS

**J.W. Winco, Inc.**, a leading supplier of standard industrial machine components, announced it has released two new full color catalogs showcasing over 350 new series of products.

A 112-page, updated version of the company's Product Overview Catalog features thumbnail photos and descriptions for its full line of 1,440 products.



Complete detail for all the items, including pricing and the ability to order online, is viewable on the company's Web site, [www.jwwinco.com](http://www.jwwinco.com).

Meanwhile, J.W. Winco's 404-page New Products Supplement Manual features complete detailed information for 200 new product series. The items included are more popular or particularly unique components. The Supplement Manual is designed to be used in conjunction with the company's Engineering Manual, released in 2009.

Both catalogs are free upon request. Among the new items are push button adjustable levers, pull handles, leveling mounts, clamping knobs, indexing plungers, jig, fixture and fastening components, and many other products for use on industrial machinery and equipment.

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

For more information, contact J.W. Winco at 1-800-877-8351, by fax at 800-472-0670, on the web at [www.jwwinco.com](http://www.jwwinco.com), and via e-mail at [sales@jwwinco.com](mailto:sales@jwwinco.com).

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## DISTRIBUTOR NEWS

**INxSQL Software** announces the addition of Beacon Fasteners & Components to its list of partners providing product information and purchasing links via the INxSQL Direct Connect (IDC). The INxSQL DC allows direct access to price, availability and other item specific data from within INxSQL and directly to their vendors system. IDC users can also request a quote and place an order with no need to leave the INxSQL system, all communication is handled through the IDC without opening a browser or re-keying data. Access to Beacon via the IDC will be available in Q1, 2013.

INxSQL believes complementary vendors give its users a significant advantage by lowering cost of transactions, by streamlining the entire process. Joe Peplinski, Vice President of Operations said "Beacon Fasteners and Components continues to focus on reducing their customer's total cost of ownership. The latest tool in Beacon's cost saving arsenal is the expansion of the Beacon/INxSQL partnership."

For more information call 1-877-446-9775 or visit [www.inxsql.com](http://www.inxsql.com).

**UNIQUE FASTENER INSERTS DESIGNED FOR AEROSPACE MATERIALS REDUCE COST & RISK** *continued from page 109*

In aerospace, wire insert applications have ranged from heat sinks and electronic chassis to satellite connectors, circuit board clamps, and avionics box enclosures.

To encompass the widest range of use, the wire inserts are available in standard sizes from #2-56 through 7/16-20 in tanged or tang-free Drive Notch™ and M3 through M16 in tanged only. The tang-free Drive Notch™ wire inserts conform to NAS1130 dimensionally, however, the internal thread form has the Spiralock thread profile.

The Spiralock locking fastener has been validated in published test studies at leading institutions including MIT, the Goddard Space Flight Center, Lawrence Livermore National Laboratory, and British Aerospace. It has been used in extreme fastening applications with virtually no chance of recall: from the main engines of NASA's Space Shuttle to the Saturn Cassini orbiter and Titan Huygens probe.

"The self locking fastener's ability to retain clamp load under extreme shock, vibration, and temperature with less weight, complexity, and maintenance makes it a natural choice for aerospace," says Robert Farhat, an aerospace technical sales engineer for Spiralock. "It retains clamp load even with dissimilar exotic materials, such as composites and titanium, which is important in reducing component weight."

NASA was among the first to appreciate the advantages of the Spiralock thread, when designing the main engines of the Shuttle orbiter. Each of the three main engines developed 400,000 lb. of thrust and terrific vibration. But the Space Agency also wanted a 15-cycle reuse capability per fastener. Under its own test, NASA determined the fasteners in Spiralock-threaded holes did not back off or loosen when subjected to ten times shuttle-specified vibrations, and

they stayed that way ten times longer than called for. NASA tests found the Spiralock-thread fasteners delivered 50 uses with no loss of clamp load. Every shuttle carried no fewer than 757 Spiralock fasteners.

For the Cassini-Huygens mission across 750 million miles of space, NASA used the Spiralock thread form to resist vibration and temperature-induced thread loosening on mass spectrometer instrumentation used for atmospheric measurement of Saturn and Titan. Together in the Cassini orbiter and Huygens probe, several hundred fasteners had to maintain vacuum-tight sealed cavities from final assembly and testing through launch, until the end of the seven-year mission.

The majority of Spiralock applications in aerospace are considered confidential by their customers; therefore, current application details and successes can not be released or discussed in any publication. It is known that Spiralock threads and products are used on products where traditional fasteners have not performed to the customers expectations.

"Many aerospace engineers may not realize that several

OEM designs, drawings or parts may already specify Spiralock threads," says Farhat. "Although Spiralock is considered a unique locking thread, Spiralock is often preferred and can be used on many products and applications both commercial and military."

"To enjoy superior locking and weight savings in composites, aluminum and plastics, testing out the inserts that will protect against fastener loosening can be surprisingly affordable when working with a supplier that offers samples and travels to provide support with a dedicated sales and engineering group as needed," concludes Farhat.

Production changeovers to the fastener can be quick and seamless, often requiring a switch from traditional threading tools, nuts, and inserts to Spiralock tapped holes, Spiralock wire insert, or Spiralock fasteners. 



*Spiralock tapped holes are used in the gas turbine engine in this BMG-109 Tomahawk missile.*



# FAN DISC CORPORATION

## Fan Disc Corporation

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## FAN DISC RECEIVES SECOND US PATENT ON A BELLEVILLE WASHER IN 40 YEARS

Fan Disc Corporation (Fan Disc), one of the nation's oldest and largest manufacturers of Belleville and Disc Springs, has announced that it has received a patent from the United States Patent Office (#7,198,445) for a conical washer with crush zone - making it only the second patent issued for a Belleville washer in 40 years. Both were issued to Fan Disc.

Noting that the Sun Valley, California based manufacturer was extremely proud of this accomplishment as it reflects on the quality of its innovation and technology, Fan Disc President Frederic P. Kramer said the new washer is unique in three ways:

- It provides a tight engagement of fastener to the bearing surface, one that eliminates looseness in the fastener upon thermal

expansion of the metal of the elements and improves the prior art by allowing for a crush zone.

- It contains teeth on the underside of the washer that can bite or piece an insulated wire and cut through the insulation to make a better electrical connection.

- It results in a more positive hold of fastener or nut with the washer to a bearing surface - never achieved before in this kind of washer - because the inner annual projection forms the crush zone and lies at an approximate 100 degree angle. This affords a sufficient thickness so that it does not crush or break down without applied force, yet has a designed thinness to permit deformation to occur.

In its application for the U.S. Patent, Fan Disc claimed the new conical washer would offer the following two improvements over existing washers of that type:

1. An improvement in the Belleville-type washer having an annular body including an upper portion having a top surface and a circumferential, all forming a centrally disposed opening for the washer, and serrations circumferentially mounted upon the top surface of the annular body. Also, an improvement

comprising a crush zone formed in the upper portion of the annular body adjacent its circumferential wall. The crush zone in its formation having a limited depth extending from the top surface and which does not cause the circumferential wall to frictionally engage the shank of a fastener to which the washer



is to be torqued.

2. Contains teeth on the underside to provide an electrical connection. Washers come stocked with and without teeth.

Founded in 1966, Fan Disc manufactures and distributes a wide range of Belleville and Disc Spring products, including: DIN 2093, AI for bolted assemblies, SP for heavy bolted sections (e.g. bus bars), and Contact® for electrical applications. A free design and application engineering guide can be obtained from Fan Disc by accessing its website at [www.fandisc.com](http://www.fandisc.com); phone 818-767-1886; fax 818-767-7415; or by mail at 8127 Clybourn Avenue, Sun Valley, CA 91352. 

## HOW TO MOTIVATE YOUR EMPLOYEES EFFECTIVELY *continued from page 108*

### What's Behind Employee Thinking?

Eschewing jargon, our surveys show the obvious: recent events had key impacts on workers' attitudes and changed how to influence their behavior effectively. These events include: the Japanese earthquake and tsunami that created havoc in many companies' supply chains; the continued impact on consumer spending of high gas prices caused by fears of Middle East upheavals; and sour economics worldwide. The Great American Recession of 2008-2009 devastated American pocketbooks. The current Euro crisis and the nascent Far East slowdown both are now harming U.S. fastener exporters. Unless Washington faces up to our fiscal situation, the non-partisan Congressional Budget office says America will fall off a "Fiscal Cliff" early next year, triggering another recession.

Consumer confidence and workers' attitudes have been shaken. With today's uncertainties and tomorrow's concerns about recessions, fastener executives have learned that the short term, transparent economic motivators paired with supporting communications efforts are most effective in persuading employees to boost productivity and cut per-unit costs. Using them improves worker performance, reduces employee insecurities, increases paycheck size, bolsters future job security, and shows workers they can control their own destinies – the smarter they work, the better their future will be.

### Motivators: Which Ones Work...and Why?

Non-economic motivators have a long history and have always been used to bolster workers' pride. These include preferred parking places, service awards, special recognition for those reaching certain milestones, service lunches and Christmas parties. Although they offer little positive motivation, their absence or curtailment is resented, which perhaps explains why, as the charts show, companies continue these efforts although they question their effectiveness. These efforts should be continued because they sustain employee morale. However, they have little direct effect on workers' daily effort or on-the-job behavior.

Most executives expect economic rewards for their

own better "performance". Their "performance" might be improved company profitability, increased per-share earnings, or higher stock prices. As the 2002-2012 charts show, astute fastener industry executives have learned what is good for the goose is good for the gander, and are extending economic incentive programs deep within their organizations.

Profit sharing plans are widespread, as are merit raises and discretionary year-end bonuses. Unfortunately, many merit raise programs are poorly administered and just general increases in disguise. (If everybody receives the same "merit raise," where's the merit?). Most year-end bonuses are based on whim or ill-defined, illusory criteria.

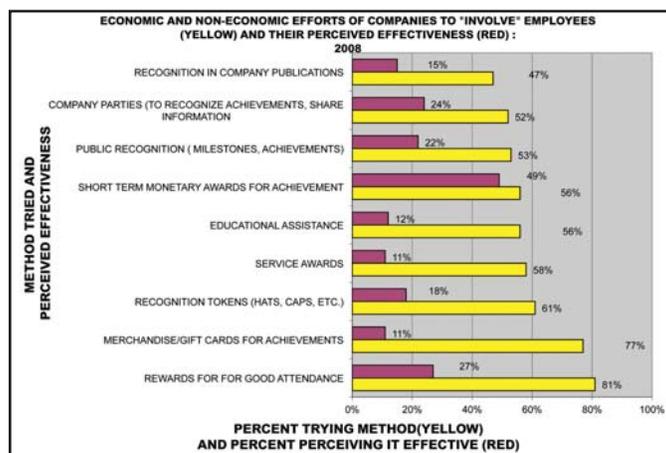
Many executives think the discretionary year-end bonus programs they developed are highly effective - perhaps because they authored them. Unfortunately, vague programs produce vague results, rather than specifically focusing employees on daily performance. Year-end bonuses are popular –

nobody rejects them. But when asked, not many employees can answer the question: "What specifically did you do to earn your year-end bonus, and why did you earn the amount you were given?"

### Effective Motivators

Economic motivators that affect day-to-day behavior are effective if they are easy to understand and match the short-term horizons of the workers whose efforts they are designed to influence. Few blue-collar workers have a "line-of-sight" long enough to equate what they do today with an ill-defined year-end raise or bonus, to say nothing of a 401(k) plan paid 20 years from now on retirement.

The executives in companies making or distributing fasteners with whom I spoke reported pay-for-performance programs with frequent payouts coupled with vigorous supporting communications efforts are the most effective in "engaging" employees to focus on daily productivity requirements, and to reinforce their desire to cooperate with management in eliminating waste. That short-term rewards are effective is not surprising when Wal-Mart, America's biggest retailer,



# MFDA TABLETOP SHOW THE FIESTA, NEW JERSEY - SEPTEMBER 24, 2012



NOVEMBER 2012 IFI TECH UPDATE *continued from page 130*

F16 has requested that B08 exclude fasteners from their scope and direct fastener users to F1941. Discussions are now in progress and it is hoped to have a solution by early 2013.

In the meantime, all fastener suppliers and users should encourage the use of ASTM F1941 when referring to zinc electroplating on fasteners. Much recent research strongly supports the fact that baking to relieve hydrogen is not necessary in fasteners until HRC 40. Baking grade 8 fasteners is an unnecessary expenditure.

**d. SAE in the revision process:**

- i. **SAE J429** - A revision will be balloted before the end of August. This will put J429 closer in alignment with the chemistry requirements in ISO 898-1, but a slightly higher carbon content will be maintained for Grade 8 products than the comparable ISO 898-1, property class 10.9. The ballot closed in October with no additional comments. Publication will probably be in early 2013.
- ii. **SAE J58, Inch Twelve Point Screws** - being revised to update material selections and gaging. First ballot complete. Comments being addressed and second ballot expected in the near future.
- iii. **SAE J1237, Metric Thread Rolling Screws** - revision will begin in the first quarter of 2013.
- iv. **SAE J78, Self-drilling Screws** - revision will start in the first half of 2013.

**e. ISO in the revision process:**

- i. **ISO 10683**, zinc flake coatings for fasteners, is being prepared for final ballot.
- ii. **ISO 4042**, electroplating finishes for fasteners was discussed at length in the meeting in Sydney in October 2012. Work is continuing. No ballot is expected until 2014.
- iii. **ISO 3269**, fastener acceptance, first draft proposal to convert this standard from an AQL plan to a C=0 plan has

been submitted to the ISO TC 2 by the US and discussed in Sydney at the October 2012 meeting. Committee agreed to continue work to rationalize the proposed samples verses the current sample sizes.

- iv. **ISO 6157**, fastener surface discontinuities was discussed in Sydney. Work will continue in working group in 2013.
- v. **ISO 2320**, locking nut performance – agreements were reached in Sydney. A ballot should be issued in early 2013.

## 2. IFI Technical Working Group activities in progress

### a. Division I – Blind Rivet Standards

- i. **IFI 134, Multi-grip Flus Break Pull Mandrel Self-plugging Blind Rivets** - revision was completed in October. The revision is now available in the IFI store.
- ii. **IFI 114, Break Mandrel Blind Rivets** - the revision is in process. The new revision is expected to be ready for ballot during December.
- iii. Work is ongoing with ISO TC44 on a new proposed joint testing specification covering blind rivets and lock bolts. There is a meeting in Germany on November 26, 2012.

### b. Division III – A Guide for Ultra-high Strength Metric Fasteners

The work is continuing with two web conferences per month. Samples of identical parts except heat treatment are being prepared for comparative mechanical testing. Half will be quenched and tempered and half will be austempered to the same hardness within one Rockwell C point. Axial tensile results on the austempered parts were issued in early November. Results on wedge tensile tests on the austempered parts and the quench and tempered parts are expected during November.

For more detailed information send an email to [techinfo@indfast.org](mailto:techinfo@indfast.org) . 





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## MFDA TABLETOP SHOW THE FIESTA, NEW JERSEY - SEPTEMBER 24, 2012



## HOW TO MOTIVATE YOUR EMPLOYEES EFFECTIVELY *continued from page 194*

reports the number of customers living paycheck-to-paycheck “remains pronounced,” due to “continuing economic pressures.” (“Wal-Mart: Paycheck Cycle Spreads,” Wall Street Journal, Aug. 16, 2012). This need for immediacy perhaps explains why, as the charts again show, companies feel their deferred reward programs are becoming less effective.

Employees expect “extra” rewards when they make “extra” efforts, executives said. Recognizing this expectation is critical for the success of any productivity program a company starts, like “lean manufacturing.” In the past, the successes of similar plans like Quality Circles, Total Quality Management, or Statistical Process Quality Control were often short-lived. When workers asked “what’s in it for me?” to make “extra” efforts, they received vague answers. Based on the “Toyoda System” for eliminating waste, “Lean” emphasizes the “5 S’s,” the last of which being Sustainability.

When the “extra” reward was absent, employee cooperation was unsustainable, and the lean initiative soon petered out.

### *Gainsharing Found to be One of the Effective Programs*

As the charts show, the survey found Gainsharing was the most effective short-term motivator of them all. Gainsharing is a group pay-for-performance program under which employee performance is quantified and given a dollar value. When it improves, the value of the improvement is split with the workers. So for every dollar paid out to workers in Gainshare bonuses earned by specific measures of short-term performance, a company saves a like amount in higher productivity (less overtime), better quality (lower scrap, waste), and improved safety (reduced workman’s comp costs). Since Gainsharing plans provide pay-offs earned on a short term basis (often monthly), employee notions that Gainsharing is an entitlement are negated.

### *“Engagement” - The Forgotten Side of Gainsharing*

Sadly, many executives think workers respond automatically to earn a Gainshare bonus. This is erroneous; effective Gainsharing plans do require

“engageonomics,” i.e., a vigorous communications program to “engage” workers to cooperate in improving production efficiency and product quality.

Employees welcome opportunities to earn extra money – now more than ever. Although no fastener company singled out communications as a motivational tool, it is at the root of employee satisfaction. With Gainsharing, frequent communications to employees regarding quality, productivity, and customer service “engaged” them to do their best in keeping their company competitive and their jobs secure. Workers respond to the opportunity to contribute. When they see management honestly soliciting ideas to work smarter by identifying and removing impediments to

productivity and quality and then responding to them, workers realize their efforts are important - and valued. Call it motivation, involvement, or engagement, whatever! The process is effective.

### *Adding It Up*

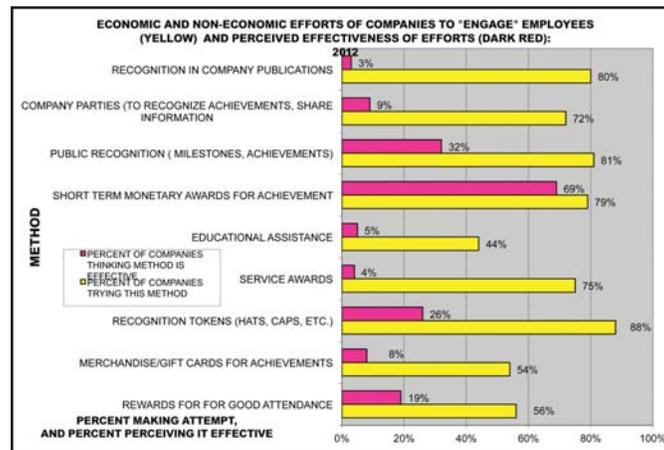
The subtleties of persuading employees to make increased efforts have been lost on

many fastener industry executives who focus on computers print-outs to check costs and production schedules and ignore the importance of good employee communications.

Most fastener industry executives have little time to long debate what is effective – economic or non-economic motivators. They need immediate, practical answers on how to influence worker behavior so their companies’ goals of high productivity and better bottom-line profits can be reached. The charts show most executives use both ways - first providing group economic rewards to workers working as a team to help achieve company productivity and profitability goals; and second, using effective “engagement efforts” - communications programs to reinforce the economic motivators and create a sense of unity.

Injured by the Great Recession of 2008-2009, scarred by the anemic recovery, and fearful of the future, employees in today’s fastener industry are oblivious to buzz words but can best be convinced to try their best when they find their rewards in their paychecks.

What are you doing to give them the rewards they value so highly?



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# MFDA GOLF OUTING - WILD TURKEY GOLF COURSE HAMBURG, NEW JERSEY - SEPTEMBER 23, 2012



## **SIDE BAR: Who Started Thinking About Motivation...and Why?**

Systematic employer thinking about ways to motivate workers to improve their productivity and coordinate their efforts to produce growing volumes of standardized products started during the late 19th Century as American manufacturing organizations evolved into large, rationalized entities with organizational structures and differentiated worker forces (production workers, supervisors, managers, and owners) from their predecessors, cottage-sized companies where owners worked beside their employees.

Economists and entrepreneurs have long recognized that having individual employees concentrate on specific, sequential steps in the production of a finished unit would lead to higher productivity. The results of that division of labor – high productivity in the manufacture of pins – is the first topic discussed in the first chapter of Adam Smith's *Wealth of Nations*. (Smith, Adam, *Wealth of Nations*, (New York: Random House, 1937, Book I, Chap I, pp. 3-12).

Companies melded this concept with the monetary incentives of Frederick Taylor's "piece-rate" system in the early 1900s. Under Taylor's concept of "Scientific Management," industrial engineers used "scientific" time-and-motion studies and stop watches to determine the most efficient way to do a job. Employees were to use this "scientific" method unthinkingly and were paid "piece-rate," or, by the amount of product they mindlessly produced. "Piece-rate" was quite effective for managing the poorly educated, ill-trained workers of that era who were focused solely on single repetitive tasks as they completed one of many steps in the production of an interchangeable part to be assembled into the finished products. Finding ways to improve the productivity of individual workers became more important as the sales volume of finished products grew along with the burgeoning American economy.

But as America's workers started spending more time in school, they became sophisticated enough to think for themselves as they did their jobs. Managers discovered workers had minds and wanted to use them to find new methods to increase their productivity and earn more under the "piece-rate" system. But when they did, management often "cut-the-rates." The collision between sentient workers who could earn more through innovating better methods and the mindless, single best "scientific" way of doing a job made the "piece rate system" a point of contention, and it eventually became obsolete.

Western Electric Company realized this, and embarked on the famous Hawthorn Studies in 1927, under the direction of Harvard Business School Professor Elton May and his associates.

The Hawthorn Studies were a series of experiments designed to see how physical and environmental workplace changes might affect employee innovation and productivity. Various aspects of the working environment were changed, and employee output was recorded.

The Hawthorn studies found that management responsiveness to employee concerns was one of the critical foundations of better productivity. When worker complaints about poor lighting were addressed by turning up the lights, productivity improved. When their employees subsequently objected to the excessive glare and their concerns were again rectified when management turned down the lights, productivity again improved.

The studies also attempted to probe the psychological aspects of the workplace (length and timing of rest times, peer group pressure, and managerial leadership) and uncover what would generate the most cooperation among them in completing all the steps needed in the production of finished individual products.

The key findings of the studies were that when changes were made in employees' working conditions at the request of the employees, innovation thrived, intra-group cooperation increased, and productivity improved. When employees believed their concerns – whatever they might be – were addressed, output and cooperation climbed.

The results of these studies have been debated ever since by sociologists, psychologists, and behavioral scientists, all attempting to define what motivates people to act as they do. Is there an "inner spirit" that self-motivates employees to better performance, or does their motivation require action by others, i.e., management?

The debate was framed by leading behavioral scientists like Abe Maslow ("A Theory of Human Motivation," *Psychological Review*, Vol. 50 (1943), pp. 37-96), Daniel Riesmann (*The Lonely Crowd*, 1950), Douglas McGregor (*The Human Side of Enterprise*, 1960), and David Herzberg (*Work and the Nature of Man*, 1966). Simply put, they debated whether a person motivates himself to achieve exceptional results, or whether a person is motivated to achieve those by outside influences - pay levels, style and amount of management action, etc.

Some found high productivity can best be achieved by non-economic, self-motivation - by creating a work environment and adopting a management style that created an innate, inner sense of "pride in achievement" that emphasized peer or group recognition, fostered a sense of professionalism, and emphasized self-discipline on the part of the employee. Others downplayed the efficacy of non-economic self-motivation, and believed that employee "pride in achievement," was best encouraged by monetary rewards, under the watchful eye of close supervision.

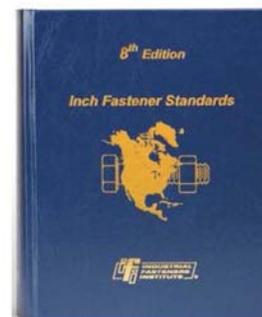
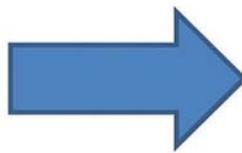
Obviously, these alternative concepts are based on differing views of the nature of man. As Lovejoy pointed out, these views have long been and forever will be debated (Lovejoy, Arthur, *Reflections on Human Nature*, [Baltimore, Johns Hopkins University Press, 1961], Lecture VI, "Approbateness and 'Pride' in Political and Economic Thought, pp. 195-216), just as will the conclusions of natural philosophers who have argued over the millennia about the nature of truth, beauty, or justice. ◉

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more photos on page 205

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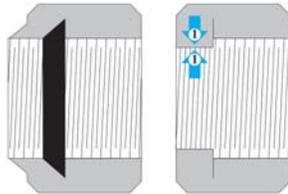
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## APN Family Types

The APN is versatile and can be manufactured in different styles. The five main APN types are shown below. Self double-locking, triple-locking, quad-locking, combination material and flanged. The five main types can also be manufactured in any combination. The blue arrows indicates the internal locking points.

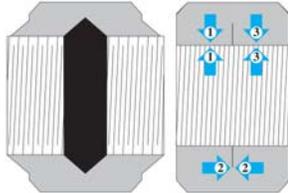
### Self Double-Locking

This is the original APN nut. All-metal, internal self double-locking nut. One outer locking lip with one inner relief cut. Flanged and combination material can be based on double locking.



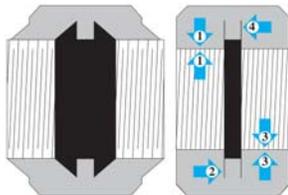
### Self Triple-Locking

The APN self triple-locking nut. Both ends of the nut have self equalizing locking lips which share one inner relief cut. Self balancing. Triple locking flanged and combination material can also be manufactured.



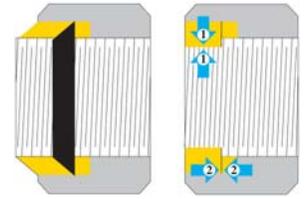
### Self Quad-Locking

The APN self quad-locking nut. Both ends of the nut have self equalizing locking lips, each with its own inner relief cut. In effect two APNs attached in a single nut. Quad locking flanged and combination material APNs can also be manufactured.



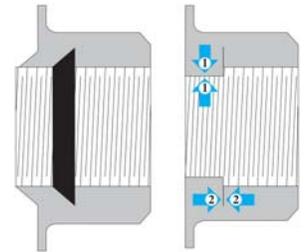
### Self Double-Locking Combination Material

Self double-locking with two different materials. You can have the material strength of steel with the locking strength of brass for example. Flanged combination material APNs can also be manufactured.



### Self Double-Locking Flanged

The original APN self double-locking nut with a built-in washer. Flanged with combination material APNs can also be manufactured along with triple-locking and quad-locking APNs.



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For more information please contact Perry Magpoc, Director of Operations or Arnold Limatoc, President, Inventor. 



## DISTRIBUTOR NEWS

**Whitford**, makers of the world's largest, most complete line of fluoropolymer coatings, has hired Mike McGinn as its new North American Sales Manager.



Mike comes to Whitford with more than 20 years' experience in global sales and marketing for venture-capital based startups to Fortune 500 consumer and industrial manufacturing companies.

He was most recently Vice President of Sales and Marketing for Coyne Textile Services, a leading textile services outsourcing company in Syracuse, New York.

Mike will be replacing Spencer Siegel, who has moved to the role of Worldwide Manager for Consumer Products for Whitford.

Mike previously served as Senior Vice President for Alexander Proudfoot, a consulting firm in Atlanta, Georgia, as well as Vice President and General Manager of Kodak Canada, Director and General Manager of Consumer Imaging Products for Kodak United Kingdom and President of Kodak Caribbean.

He earned a Bachelor of Arts in History from St. Bonaventure University, and later an MBA from Syracuse University.

Says Mike, "I'm excited to join the team at this fast-growing, dynamic enterprise, and am looking forward to contributing to Whitford's continued growth and success."

For more information on Whitford contact them at 47 Park Avenue, Elverson, PA 19520. Tel: 610-286-3500, Fax: 610-286-3510, email: [sales@whitfordww.com](mailto:sales@whitfordww.com) or visit them at [www.whitfordww.com](http://www.whitfordww.com).



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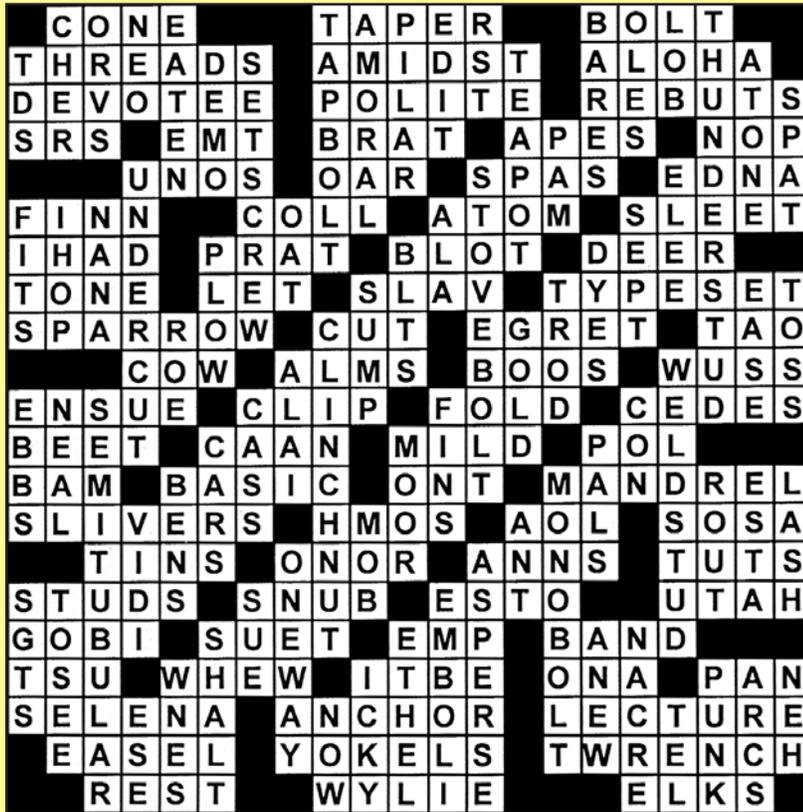
**Valley Fastener Group, LLC** announces the asset purchase of LMC. The newly created APC Division of VFG specializes in the high velocity adiabatic impact production of solid pins and blanks along with precise cutting of complex shaped coiled wire, rod and bar. The patented award winning, high speed Adiabatic Metal Forming Process and Press System's, produces tight tolerance parts with exceptional quality cut-off ends from virtually any material. Blanking and material cut services are also offered.

Valley Fastener Group's quality, competitive pricing and timely deliveries are the basis on which they operate. The new VFG Adiabatic Metal Forming Process and Presses further enhance the company's production capability and continue to provide customers an economic edge over their competition.

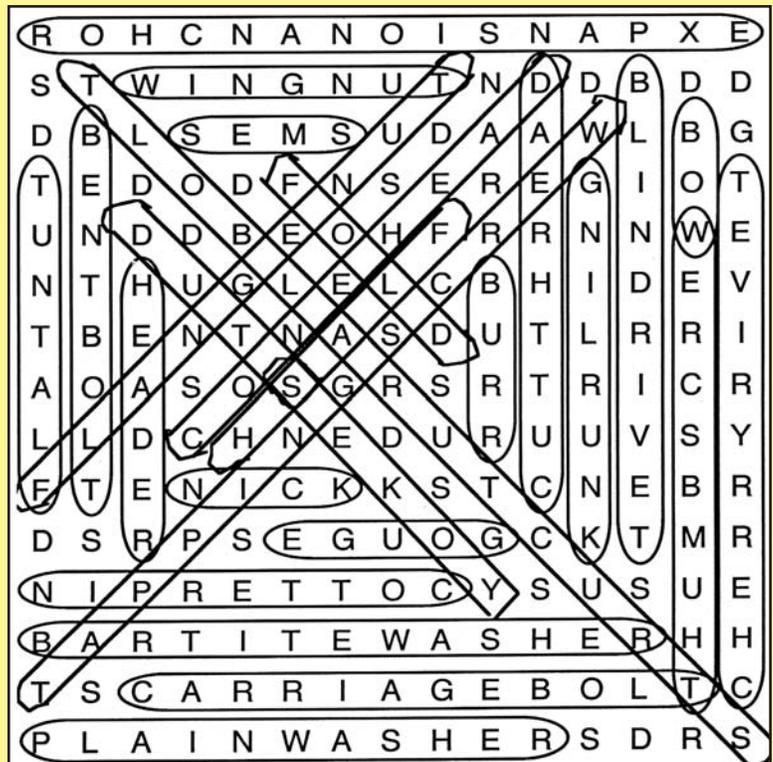
For further information please contact our sales team at 630-299-8910, email us at [info@valleyfastener.com](mailto:info@valleyfastener.com) or visit our website at [www.valleyfastener.com](http://www.valleyfastener.com).

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## SPIRAL RING RETAINS COMPONENT IN BUTTERFLY VALVE *by Vincent E. Rodgers*

A butterfly valve is a valve that regulates flow. The "butterfly" is a disc mounted on a rod or stem that can be turned perpendicular to allow full flow, parallel, to stop flow or in increments, to allow a certain amount of flow. This butterfly valve is regulating gas or oil and features a spiral-retaining ring designed to take up the load of the thrust washer.

A spiral-retaining ring is a good choice for this application. It can be custom designed to fit the requirements of the application without the need for special tooling. It also reduces the changeover time for the machines necessary to produce these parts, cutting down on manufacturing timetables, and, ultimately, reducing lead times and costs.

Other advantages to using spiral retaining rings include:

- Rings are made with rolled flat wire that feature edges with a radius so there is no damage to the groove or surrounding material
- Rings can be produced economically in low quantities, since tooling requirements are minimal.
- The manufacturing process results in very little material waste, reducing overall costs.
- Rings are coiled and not stamped, eliminating stamping

burs which can cause damage in certain applications.

- Rings can be easily applied or removed in the field without using special tools.

Multi-turn, spiral-wound retaining rings consist of two or more turns of in-house rolled flat wire material with

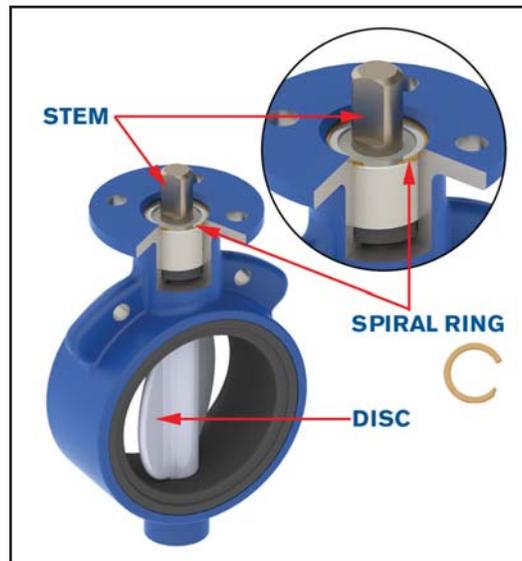
rounded edges. The material is coiled on edge to provide a gapless ring with 360° of retention. Spiral rings offer space savings in a radial direction since there are no assembly lugs as with tapered retaining rings. (Note: selection of a retaining ring-tapered, constant section or spiral - depends upon the specific parameters of an application).

Spiral rings can be made from a variety of materials including

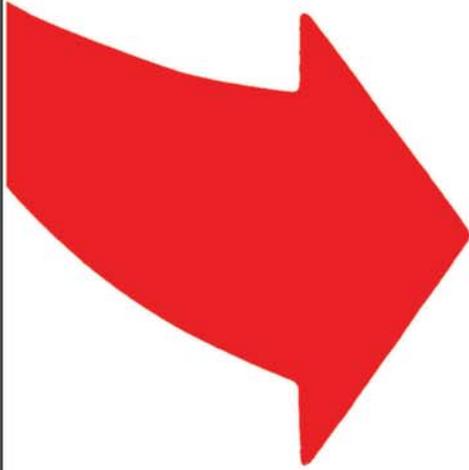
carbon steel, stainless steel and beryllium copper.

Carbon steel is known for its high strength and reliability in spiral ring applications. A variety of stainless steels are also available to meet corrosion resistance requirements for any application.

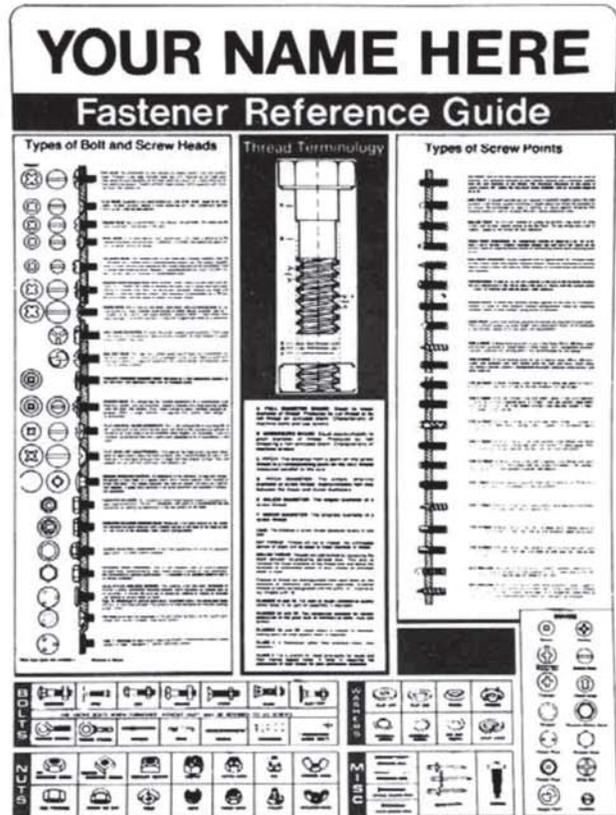
Beryllium copper is an ideal material for applications that require conductivity. It is also characterized by excellent corrosion resistance and is particularly effective in sea air and seawater atmospheres. 



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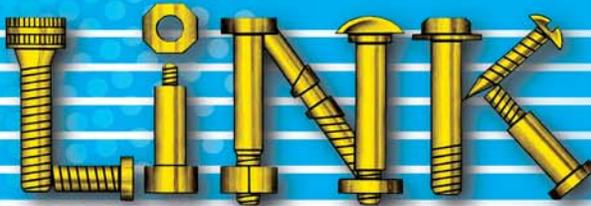
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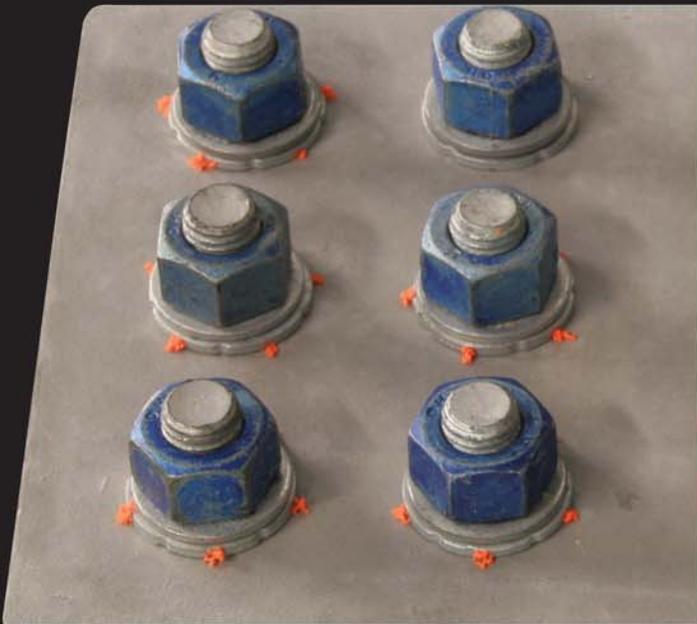
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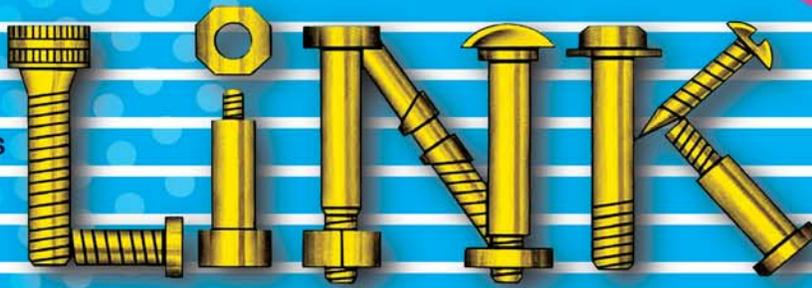
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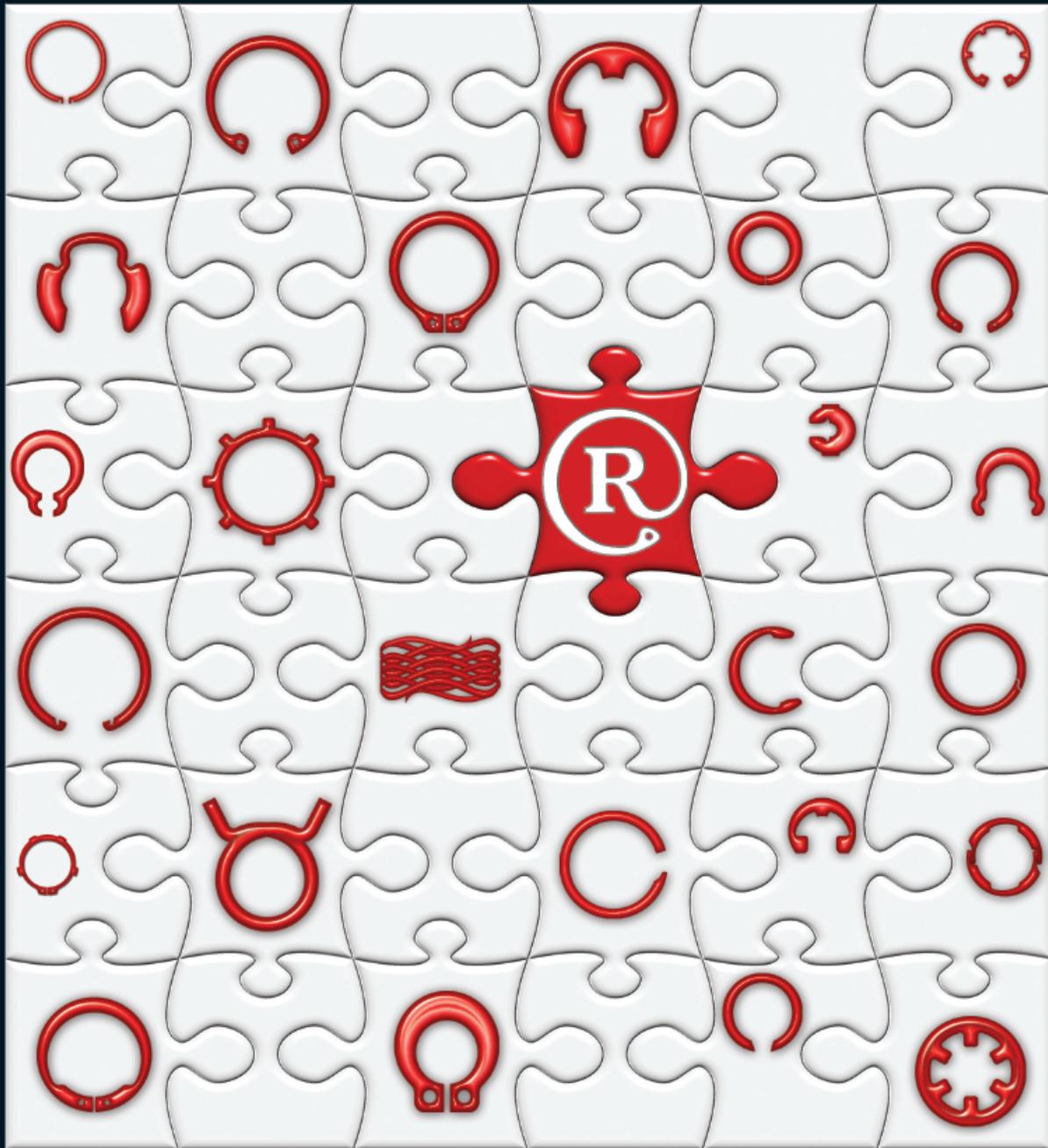
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