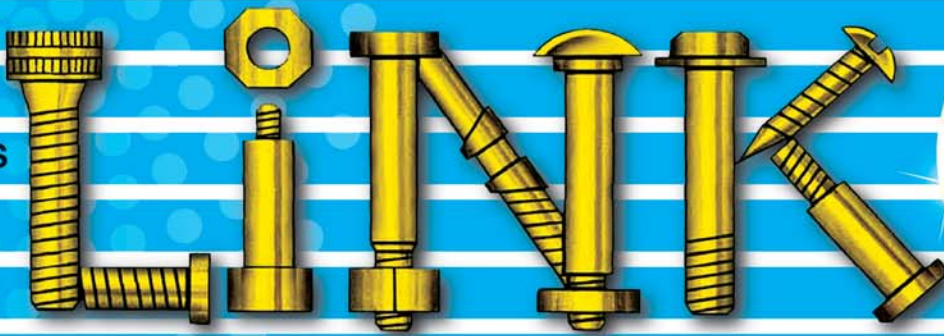


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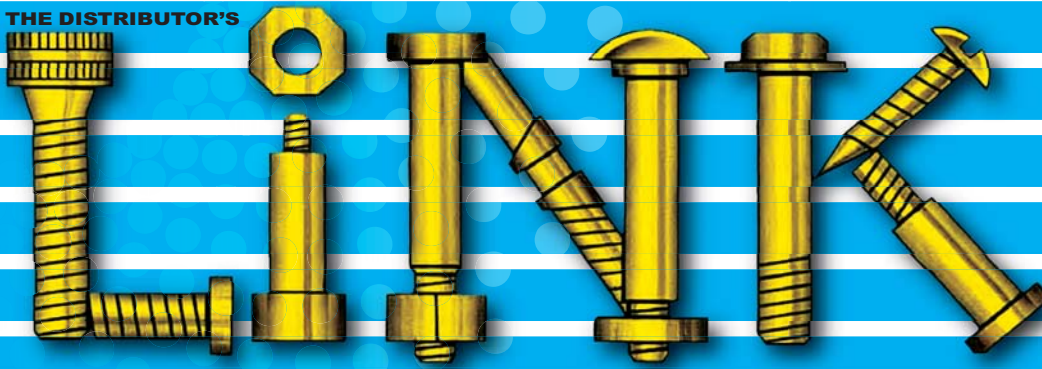
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# DISTRIBUTOR NEWS

Proffered Drillerz®, manufactured by **Porteous Fastener Company**, recently received an evaluation report (ESR-3231) from ICC Evaluation Service (ICC-ES), providing evidence that Proffered Drillerz® Self Drilling Screws meet code requirements. Building officials, architects, contractors, specifiers, designers and others utilize ICC-ES Evaluation Reports to provide a basis for using or approving self drilling screws in construction projects under the International Building Code (IBC) and International Residence Code (IRC.)

ICC-ES President Mark Johnson explains why ICC-ES Evaluation Reports are so important. "Porteous Fastener Company can reference the report to show officials that the product meets I-Code requirements. Building departments have a long history of using evaluation reports, and ICC-ES operates as a technical resource for the building department.

Final approval of building products is always in the hands of the local regulatory agency." ICC-ES thoroughly examined (PFC's) product information, test reports, calculations and quality control methods to ensure the product is code-compliant.

A nonprofit, limited liability company, ICC-ES is the United States' leading evaluation service for innovative building materials, components and systems. ICC-ES Evaluation Reports (ESRs) and PMG Listings provide evidence that products and systems meet requirements of codes and technical standards. ICC-ES also issues environmental reports verifying that products meet specific sustainability targets defined by today's codes, standards, green rating systems and ICC-ES guidelines. ICC-ES is a subsidiary of the International Code Council® (ICC®). For more information, visit [www.icc-es.org](http://www.icc-es.org).

Porteous Fastener Company is a master distributor of industrial and construction fasteners, selling only to distributors.

To see ESR-3231 for specific Proffered Drillerz® screws covered by this ICC-ES report, contact Porteous at 1040 Watson Center Road, Carson, CA 9074. Tel: 310-549-9180 email: [info@porteousfastener.com](mailto:info@porteousfastener.com) or on the internet at [www.porteousfastener.com](http://www.porteousfastener.com) or [www.pfcproffered.com](http://www.pfcproffered.com).

**Fascomp**, with locations in Orlando, Florida, Naugatuck, Connecticut and Shenzhen, China will complete the process for ISO certification by early 4th quarter of 2012. Recognized as a leader in the field of electronic hardware supply and stocking over 50,000 sku's between both locations, Fascomp has recently brought on-line a third manufacturing facility in Taiwan. This particular facility is geared toward smaller volume "quick turnaround" opportunities and customer response has been strong!

New "interactive" distributor literature has been created to allow fastener distributors to utilize Fascomp's current literature as their own when soliciting end-users. Mark Georgia and Jason Bertone, owners of Fascomp have added more territory coverage in the states of Illinois, Iowa, Indiana, Minnesota and Wisconsin with All American Systems, based in Naperville, Illinois - a multi-man agency established in 1989 and owned by Steve Urhausen, with field sales assistance from Mike Felty, Andrew Urhausen and Laura Nash.

Fascomp will be exhibiting at NIFS in Las Vegas again this year.

For more information contact Fascomp, (FL) Tel: 407-226-2112; Fax: 407-226-3370; or (CT) Tel: 203-720-1146; Fax: 203-720-1156 Their online catalog can also be viewed by visiting [www.fascomp.com](http://www.fascomp.com).

\* \* \*

**The Metropolitan Fastener Distributors Association, Inc.** announces its Summer Calendar or events.

#### **June 19, 2012**

MFDA's 33rd Annual Scholarship Awards Dinner Al Di La Restaurant; East Rutherford, NJ.

#### **September 23, 2012**

MFDA's 17th Annual Golf Outing, Wild Turkey Golf Club, Hardyston, NJ.

#### **September 24, 2012**

MFDA Table Top Show, The Fiesta, Wood Ridge, NJ.

For more information, contact the MFDA at 128-3 Bauer Drive, Oakland, NJ 07436, Tel: 201-644-7424, Fax: 201-644-7427, Email: [admin@mfd.us](mailto:admin@mfd.us) or visit their website at: [www.mfd.us](http://www.mfd.us).



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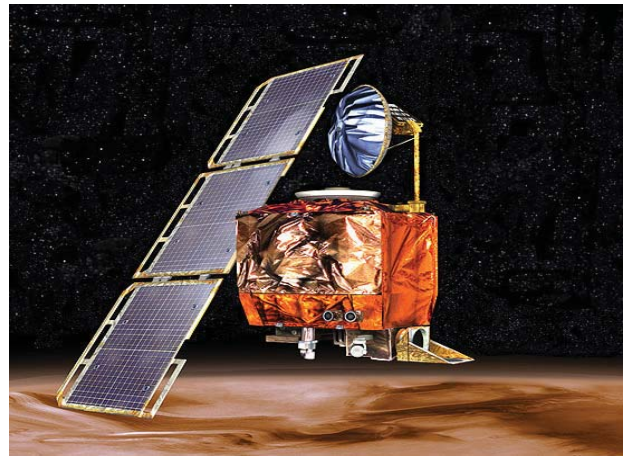
*Bengt Blendulf is president/principal lecturer of EduPro US, Inc. Educated in Sweden, he moved to the United States in 1974 to start a subsidiary for a Swedish fastener manufacturer. Bengt also served for eight years on the faculty in the College of Engineering and Science at Clemson University. Since 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.*

## THE BAD USE (ABUSE) OF METRIC

SI – The International System of Units – is a very practical, easy to use, and scientifically based way of communicating things like distance, mass (weight), temperature and other things that we deal with on a daily basis. It was established in 1948 by CGPM (The General Conference of Weights and Measures), where the United States is a member, and was presented in 1960 as SI. All ISO standards and, by extension, all other similar standards in member countries are now defined in SI units. Even our “famous” foot is defined as 0.3048 m (meter) and the 900-old yard as 0.9144 m.

So, if SI metric is so simple to use, and the whole world is comfortably using it, why are we Americans, being at the top of the “technological ladder”, so bad in this subject. We are, after all, legally a metric country (Omnibus Trade and Competitiveness Act of 1988), but there has been no real coordinated effort, at least no functional one, to implement our legal change from our medieval measurement system to the modern and scientific SI system.

The US conversion to SI has been largely by multinational companies adjusting voluntarily (and by necessity) to an international market place and moving a lot of production to already metric countries. This has not helped much in US domestic conversion and understanding of the SI. Our educational institutions are trying their best to teach students from elementary school to university level the basics of SI. However, as soon as they graduate and get a job they are faced with a work environment that is primarily clinging to the inch/pound system. This rather rude awakening is not making life easy on young, enthusiastic people just entering the work force. Instead of working with the logic and simple metric, they now have to work in an environment of forced conversions. This is setting up plenty of opportunities for costly and sometimes dangerous errors.



In December 1998, the Mars Climate Orbiter was launched by NASA and spent 9.5 months to travel 670 million kilometers (416 million miles) to the red planet. It was designed to go into an orbit around Mars to measure temperatures, dust, water vapors among other things. NASA had used (for good technical reasons) metric units on all previous Mars missions. But, for reasons unknown, Lockheed Martin Astronautics who built the space craft programmed the thruster firings in pound force (lbf) instead of newton (N). Since the lbf is 4.4482 times the N, our expensive space traveler took a nose dive, burned and crashed on the planet. This conversion error cost you and me = the US taxpayer 125 million dollars!!

NASA is not alone in this experience but gets the headlines in newspapers and TV news reports. No headlines cover the general drag on the US economy caused by numerous problems with having to deal with two different measurement systems. The \$125 million loss of the spacecraft is “peanuts” compared to other losses of billions of dollars and tens of thousands of US jobs. Our insistence on maintaining a long obsolete system is, in fact, a technical trade barrier limiting our possibilities to participate fully on the international market.





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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.

## IF YOU REALLY TRUST THE WAREHOUSE (PART I of 2)

Everyday your customers, staff and you trust the warehouse workers to be efficient, accurate and reliable. If this trust is real then every order is on time, filled properly and 100% perfect in every respect. Everything in a service business is built on this trust and generally it is not misplaced. But have you ever considered how this can be turned into a more efficient way to operate?

Follow the path of a typical "line" on an order. The picker travels to the stock location, removes the item from a shelf, places it on a cart, travels eventually to a checking station where the goods are examined for accuracy then the cart or product goes to a packing table where it is placed into a carton, paperwork is provided, the carton is sealed, labeled and UPS or FedEx shipping labels are added.

All this is just for a case or box count item. For many Fastener Distributors it gets even worse if the materials have to be weigh counted. Under typical warehouse operating scenarios a bin is removed from the shelf, taken to a scale, counted and then returned (eventually) to the right location in the warehouse.

The end result is that 90% to 95% of the time the picker is walking and the goods are being handled multiple times. While there exists materials handling equipment to move the product to the picker this equipment is expensive initially, complex to maintain and often inflexible in terms of throughput and cube utilization. Before investing in fancy solutions why not build on what you already have.

Instead of all the steps involved today instituting "Pick-Pack" where the goods are removed from a shelf (preferably using a batched order scheme), placed in a box, sealed and shipped. The savings in time and effort can be enormous with a Return On Investment (ROI) measured in days not years. The concept seems simple, so why have so few Fastener Distributors embraced it?

The most common reason is that management just "doesn't trust warehouse to get things right. The only way to eliminate this fear is to start with your beliefs and then develop the program a piece at a time.



### Trust But Verify

One excellent approach is to use well proven statistical sampling techniques to "know" what is going on.

For an academic understanding of how this works go to: [http://en.wikipedia.org/wiki/Acceptance\\_sampling](http://en.wikipedia.org/wiki/Acceptance_sampling).

A more pragmatic approach is to accept that for most distribution operations a 4% sample of the finished, packed outbound orders will provide about a 97% level that what is observed is "truth." This is done by cutting open random boxes at random times and verifying all possible problems.

If an error is encountered in this initial sample then pull another order, possibly from the same person or team in the warehouse. Should another problem be encountered this is an indication that a higher level of sampling is required and you might go to a 5% or 6% sample until things level off through education and training.



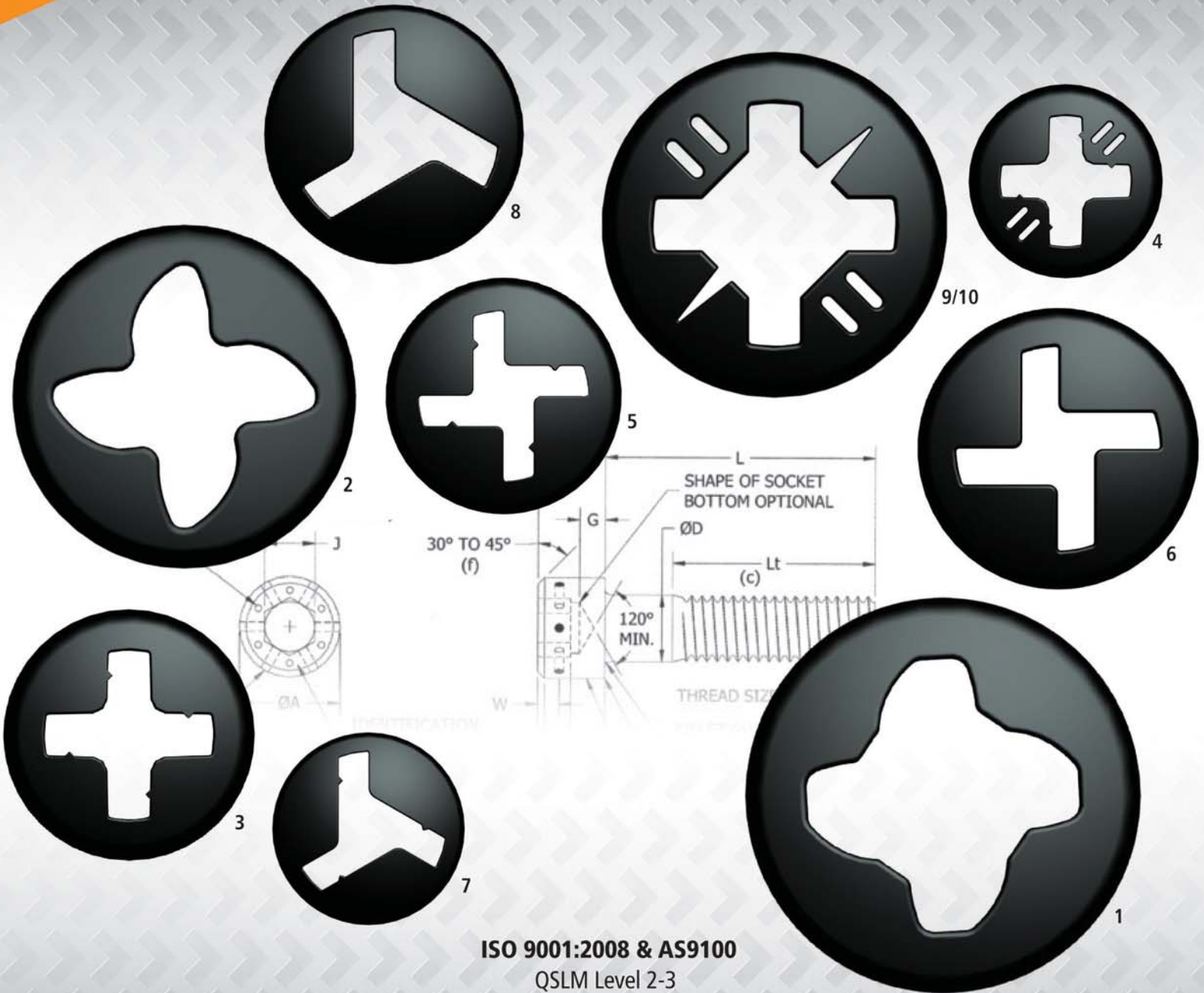


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## Guy Avellon

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>.

## WHEEL STUD FAILURES

Vehicles today are made to last much longer than their predecessors. This, however, can cause other problems because we keep the vehicles longer and drive them greater distances. We begin to encounter problems we never experienced before because the vehicle was sold or traded long before many parts expired. Proper maintenance is also an issue and with age and added mileage, we soon become faced with a growing number of parts which fail. In particular, wheel studs.

In today's litigious society, everyone who has ever touched a part or anyone who ever used the part for repair before it failed is brought into the law suit. Depending upon the amount of property damage or personal injury, the suit would include the manufacturer, distributor, retailer and the last repair facility.

This is a new article that will explain several reasons for thread failures due to modern technology, but will also serve as a guide to recognizing cause and effect modes that extend beyond the obvious. First, a quick review of the hardware.

There are four basic styles of nuts: the short, medium and long nut; and then a nut with a captive washer. All nuts have a conical end, which helps to center the wheel and seats firmly into a mating concave wheel boss. Some alloy wheels do not have a wheel boss area, only a flat surface, in which case a flat washer is used to help center and load the wheel. All nuts will thread onto a ribbed neck wheel stud that is seated into the wheel hub and rotor assembly by an interference press fit.



Rib Neck Stud



Left: Wheel nut with protective washer

Right: Selection of Wheel nuts

Below: Wheel stud

The next type of wheel attachment hardware is the stud bolt. This part threads into the rotor and is tightened by the top hex portion. These are tricky to install because the operator must balance the tire while trying to find the threaded hole for the first stud bolt. Then, the heavy tire must still be aligned while placing the other studs.



### Installation Methods

For one; ALL auto manufacturers refer to a torque value in the Owner's Manual for tightening the wheel lug nuts or stud bolts. NO mention of using an impact wrench is made because it can warp the rotors on disc brakes. Most common air impact wrenches are unregulated. If an installer says it puts out 90 pounds, that is psi (pounds-per-square-inch) of air pressure, not pound-feet of torque.





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In the Fastener Industry, maintaining and delivering proper certification is as important as delivering the proper part in many instances. If a part requires certification, it can become a very complicated part to handle. Each part may have varying certification requirements for each customer. When a part like this is purchased, the Fastener Distributor must specify the type of certifications required. That means that someone in the Purchasing Department must specify the requirements when they place the Purchase Order.

### Warehouse Handling

When this part comes in, someone in Receiving or Quality Assurance needs to know what Certification or Certifications (Certs) are needed and they must be certain that they go with the product. Certs are often different for different customer requirements, e.g. it might be Cert to a Boeing number, or simply Mechanical or Chemical Certs or both.

The warehouse personnel need to be able to identify the correct lot of the product that has the required Certs on file and they need to be sure that the Certs go out with the product. If any step in this process is missed, there is big trouble. The customer is likely to reject the parts and insist that all the missing documentation be produced. Worse yet, the customer is likely to "write the distributor up" in their Quality System with a non-conformance or problem report. If the distributor gets too many of those, they could lose the customer altogether.

### Sales Department

When a customer orders a part that normally requires Certs, they may or may not specify them this time, even though they need them. When the Customer

Service Rep is taking the order, they may or may not remember to specify the correct Certs, even if the customer was quite clear about the requirements.

### Tight Controls Require Many Manual Steps

At each stage of the handling of these parts, there are usually manual safeguards and double checks to assure that the proper Certs go out. This is time consuming and error prone. This checking and re-checking is tedious, time consuming and only partially effective.

### Problem Solved with **The BUSINESS EDGE 2.0**

The BUSINESS EDGE 2.0™ Certificate Management System offers the ability to receive lot certificates from a vendor and automatically send them to the customer. In conjunction with the documentConnection™ module, all certificates are stored electronically for easy retrieval.

### Certificate Categories

Each installation of The BUSINESS EDGE 2.0™ creates their own list of certificate types that they want to be able to receive from vendors and give to customers. Each certificate type has a default cost for purchase orders and a default price for sales orders.

please turn to page 146



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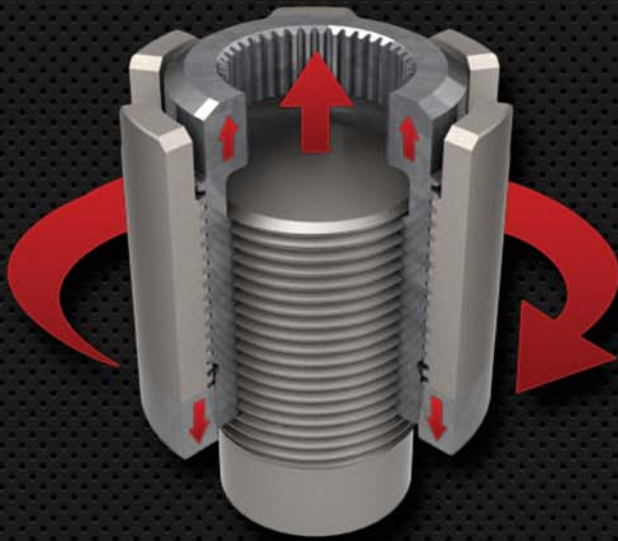
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# BOLTING

THE HYTORC NUT GETS ACCURATE BOLT LOAD EVERY



SET THE LOAD  
GET THE LOAD  
KEEP THE LOAD

When HYTORC was founded over 40 years ago, tight was when the nut stopped turning. While this led to time-consuming maintenance down the road, there were not many other options available, so loosened nuts, unexpected shutdowns and flange leakage were considered to be part of the normal operation of a plant.

When HYTORC introduced the first hydraulic powered multiplier, the game began to change. For the first time, nuts could be turned until they were *too tight*. With this, HYTORC began to focus on bolt load, instead of torque. Most hydraulic torque wrenches can achieve accurate torque within 3%, but **even when the same exact torque is applied to each nut, the bolt load can vary greatly** across the flange, which can lead to leaking connections or other types of joint failure.



# PERFECTION

TIME WITH ADDED SAFETY AND SPEED - AND NO HEAT OR MEASURING

There are many things that can cause a constant torque value to result in varying bolt loads: flange surface changes, debris under the nut, uneven thread axis, and/or damaged bolt threads. It's easier to understand when you imagine the factors in an exaggerated way.

Imagine turning down two nuts with equal torque but one has rough sandpaper underneath and the other is turning on a perfectly smooth surface. With the exact same torque, the one on sandpaper will have less resulting bolt load than the other.

While you may not find sandpaper on your flange, look closely and you will usually see varied imperfections on the nut seating areas. A small change in friction can result in a big change in bolt load!

HYTORC offers two advanced tensioning systems that can overcome the variables that affect the final bolt load. **For the first time in bolting history, you can set the desired load and achieve that load within 5%** across the entire flange, without heating or post-tension measuring.



Bolt Tensioning with the HYTORC Nut

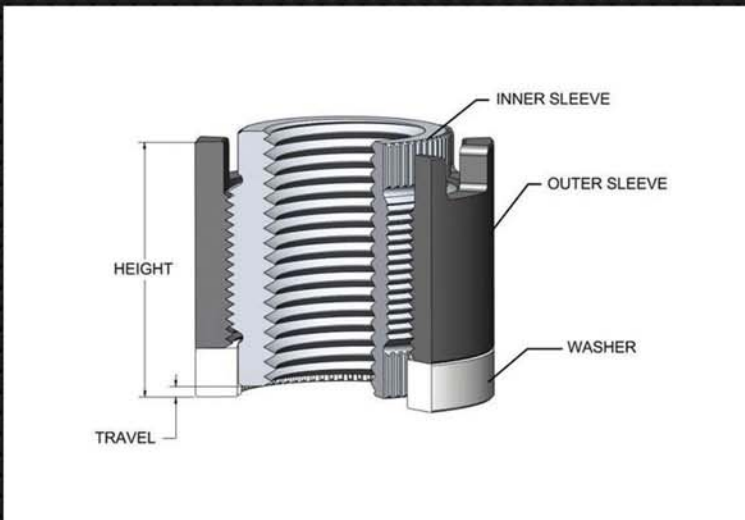
**FLIP THE PAGE TO LEARN MORE**

**HYTORC**  
Since 1968



# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## How Does it Work?



THE HYTORC NUT<sup>™</sup> is composed of an inner sleeve, an outer sleeve and a washer. The assembled nut is turned onto a bolt in the same way that a hex nut would be. Using a HYTORC bolting system, like the Avanti (shown to the right), the outer sleeve is turned which makes the inner sleeve rise to apply direct tension to the bolt. Because the nut is turning on itself and there is no side-load, the system is calibrated to achieve desired bolt load within 5%, every time.

### THE HYTORC NUT FEATURE

- Page 18: **How Does it Work?**
- Page 20: The Optimization Process
- Page 22: How Does it Compare?
- Page 132: Applications in Power
- Page 134: Applications in Refineries
- Page 136: Service and Support



The HYTORC Avanti shown on an inverted application. With the HYTORC Nut, the tool can be operated remotely without the use of backup wrenches or reaction arms.

CONTINUED ON PAGE 20



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# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## The Optimization Process

1



**SURVEY**

2

05-408 05-408	4	3/16" x 4	895	204,900	0.005	1.000
05-408 05-408	1	1/2" x 4	895	205,500	0.003	2.000
05-408 05-408	38	3/8" x 4	895	1,000,000	1,000,000	2.000
05-408 05-408	8	1/2" x 4	540	200,000	0.003	1.000
05-408 05-408	12	1/2" x 4	540	200,000	0.003	2.000
05-408 05-408	15	7/8" x 4	540	200,000	0.003	2.000
05-408	15	7/8" x 4	540	200,000	0.003	1.000

**SOLUTION**

3



**HARDWARE INSPECTION**

4



**JOINT PREPARATION**

5



**SUPERVISION**

6



**START TO FINISH**

The HYTORC Nut is available in sizes and materials for nearly any application. The optimization process starts with a **survey** done by a HYTORC certified bolting specialist. Once the materials, bolt sizes and any challenging nut locations are recorded, a **solution is documented** that includes all of the equipment that will be required for the job as well as a detailed explanation of the installation process. Next, a **hardware inspection** is completed to verify the integrity of existing hardware and ensure a smooth installation. This is followed by **joint preparation**, which includes the lubrication of bolts and nuts and the secondary verification of all equipment that will be used for the job. During the installation, HYTORC provides **supervision** for your crew or contractors to ensure a trouble-free process. HYTORC stays on site from **start to finish** and acts as your sole point of contact for the job. If the job is not done to your satisfaction - you don't pay!

CONTINUED ON PAGE 22



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# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## How Does it Compare?

Only the HYTORC Nut gives you increased safety, job quality, and job speed over any other bolting method. Maximum safety with hands-free operation, no external moving parts, a low operating pressure, and no high temperatures. Increased job quality with our 100% satisfaction guarantee. And the proven ability to cut the bolting time of most jobs in half!

### THE HYTORC NUT FEATURE

- Page 18: How Does it Work?
- Page 20: The Optimization Process
- Page 22: **How Does it Compare?**
- Page 132: Applications in Power
- Page 134: Applications in Refineries
- Page 136: Service and Support

#### The HYTORC Nut

Hydraulic Torque

Pneumatic Torque

Hydraulic Tensioners

Induction Heating

	Bolt Load Accuracy	Hands-Free Operation	Incident Free Safety	Backup Wrench Free	No thread damage	Measurement-Free	Heating/Cooling-Free
The HYTORC Nut	✓	✓	✓	✓	✓	✓	✓
Hydraulic Torque	—	—	—	—	✓	✓	✓
Pneumatic Torque	—	—	—	—	✓	✓	✓
Hydraulic Tensioners	✓	—	—	✓	—	—	✓
Induction Heating	✓	—	—	—	—	—	—

CONTINUED ON PAGE 132



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## DISTRIBUTOR NEWS

Paul A. DeFalco, a longtime **Computer Insights, Inc.** employee has been named their Supply Chain Integration Manager. Dennis R. Cowhey, CEO, made the announcement on April



12, 2012. Denny said, "Paul will be in charge of what I call our Alphabet projects. These include; BBC (the Brighton-Best Connection), VMI (Vendor Managed Inventory), API (Application Programming Interface), UPS Integration, CCI (Credit Card Integration), B2B (eCommerce Interfaces), FCH (Fastener Clearing House) and EDI (Electronic Data Interexchange). He will direct the further development of each of these extended capabilities of The BUSINESS EDGE 2.0."

Paul has a rich variety of experience. He owned a carpenter contracting business since 1988, and became interested in computers when he discovered Autocad. He realized that computers could help his business be more productive. He later got out of the construction business to create a document management application that would store drawings and specs for fastener distributors. Paul has been Microsoft Certified in VB and has worked extensively in Autocad. Paul has been programming in The BUSINESS EDGE 2.0 for about seven years. He has written all the programs for the Datamax and Zebra printers so that The BUSINESS EDGE 2.0 is able to communicate with them in their native languages, DPL, ZPL and EPL. Paul also developed and supported the VMI program for the Palm Scanners. In 2011, he created a brand new program that now works on iPhones, iPads, iPods and Android devices. This program received an Award from Fastener Technology International in 2011 for its innovative capabilities. He is also responsible for the Brighton-Best Connection, a very popular integration between The BUSINESS EDGE 2.0 and the Brighton-Best Web based system.

*For more information about The BUSINESS EDGE 2.0, contact Computer Insights, Inc. at 108 Third St, Unit 204, Bloomingdale, IL 60108. Tel: 1-800-539-1233 ext 203, email: sales@ci-inc.com or visit them on the web at www.ci-inc.com.*



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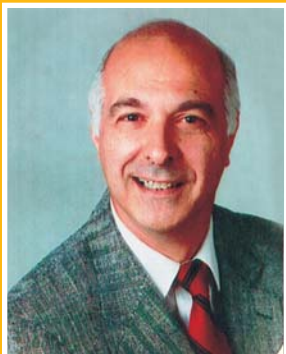
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## Bart Basi

*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.*

# EMPLOYMENT LAW AND THE TRAVELS OF EMPLOYEES: WHAT TO DO ABOUT WHAT

## Introduction

When employees are working in an office, shop, warehouse, or otherwise within your immediate supervision, the legalities of employment and tax law is clear. Employees generally must work within safety and legal guidelines, for which they earn a paycheck. On the other hand, when employees travel, whether it is running errands on an occasional basis, running errands on a daily basis, working locally, or engaging in long haul transportation, the legalities and tax rules change. There are many issues involved such as: employee vehicle usage, employer provided vehicle usage, administration and paperwork requirements, travel pay, reimbursement, frolic and detour, and abuses.

As an employer you are responsible for your employees while they are on the road. It is also your responsibility to know the laws behind employee travel and how to limit your liabilities where applicable.

## Threshold Question: Employee or Not?

One of the most difficult questions for an employer to answer under the current federal tax law is "Who qualifies as an independent contractor?" Yet, if an employer does not answer this question correctly, then the employer may find his/her company liable for taxes, penalties, and interest when the IRS reclassifies an independent contractor as an employee. Over the course of the last seven years, the IRS has collected \$58 million in taxes due to reclassifying over 400,000 independent contractors as employees. Therefore, it is extremely important to know the difference between an independent contractor and an employee. Unfortunately,

Congress has not provided any clear legislative guidance on this issue. Because of this lack of guidance, an employer must rely on a myriad of special rules, exceptions, legislative intent, and common law tests. Obviously, reading these rules leaves a person more confused about the difference between an independent contractor and an employee than before he/she started.

Since there is no clear Congressional guidance defining when a worker is to be classified as an employee, the IRS must depend upon its own regulations, revenue rulings, and letter rulings to make a determination. The IRS regulations basically ask a single key question: Does the business have "control" over the worker? If "control" is present, then the worker is an employee. If "control" does not exist, then the worker may be

classified as an independent contractor.

An employer has control over a worker when he/she has the right to control and direct the worker's services. This means not only does the employer have control over the results of the services, but also the details and means by which the results are accomplished. Whether or not an employer actually controls or directs the worker is irrelevant. It is the right to control the way in which the services are performed that is the key in determining the worker's status. If an employer only controls the results of a job and not the means by which it is accomplished, then the worker is not an employee. However, if the worker only works for one employer and has no other jobs, then that employer has the ability to control the worker's actions and the worker will be classified as an employee.



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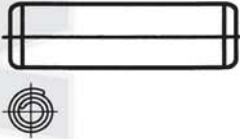




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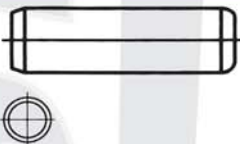
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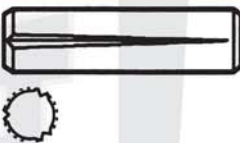
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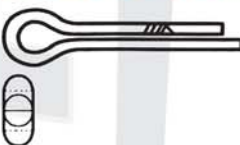
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## DISTRIBUTOR NEWS

**Chandler Products**, Cleveland, OH, has named John H. Bennett as Operations Manager. Bennett has an extensive background in General Management posts with several Cleveland-area companies, having served most recently as VP/Mfg. for Elyria Manufacturing Corp.



A veteran of the United States Marine Corps, Bennett holds a BA in Business Administration from Baldwin-Wallace College and an Associate Degree in Mechanical Engineering Technology from Lorain County Community College.

Chandler Products is a division of the Elgin Fastener Group, and is recognized throughout the domestic fastener industry for their skill in the production of precision components used in heavy-duty diesel engines, transmissions, and military applications. Their expertise with multiple secondary operations and tight tolerances also extends to the production of engineered fasteners for the electrical and tool markets.

For more information, contact Chandler Products by phone: 216-481-4400, email: [info@chandlerproducts.com](mailto:info@chandlerproducts.com) or visit their website at [www.chandlerproducts.com](http://www.chandlerproducts.com).







## 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".

# REGULATION THREATENS TO CHOKE THE RECOVERY FOR SMALL BUSINESS

Once upon a time, the country was caught up in a mad dash to regulate every aspect of business, large and small. The idealism of the 60's had led large parts of the populace to believe that government could solve all of our problems and that we could banish evil, save the planet, and conquer poverty by creating administrative agencies and giving them free hand to make rules, demand reporting, and restrict entrepreneur's freedom to operate their businesses efficiently. Under President Carter there were large numbers of massive regulatory schemes being promoted by the political allies of that idealistic but not necessarily big government oriented president. While he wrestled with 13 per cent mortgage rates and problems in the economy and foreign relations, his colleagues in the congress and agency appointees pursued their own agendas of building a bureaucratic infrastructure.

Distributors and other small businesses and their associations fought hard to blunt these initiatives. The proposals would have tied the country up for years of no growth. This all came abruptly to a stop however when the electorate spoke up against big government. The Reagan years brought a halt to this trend and, ever since, politicians of both parties have campaigned on the idea that less regulation is good for everybody, especially the small businesses which provide a good part of the jobs in America.

Now, the National Association of Wholesaler-Distributors and organizations like the National Federation of Independent Business and the US Chamber of Commerce are again sounding the alarm. Plans have either been implemented or underway to impose a new raft of burdensome rules and reporting on

the business community. Under the guise of responding to public outrage over the financial shenanigans of Wall Street and the failings of the banking and lending community the anti-business forces are crafting regulations and implementing new rules in agency after agency—the NLRB, the EPA, OSHA, DOT and many others. Many of these are being implementing in end runs around the congress, denying the legitimate checks and balances which should be preventing unilateral actions by the Executive branch.

In response to this escalating threat, NAW and its

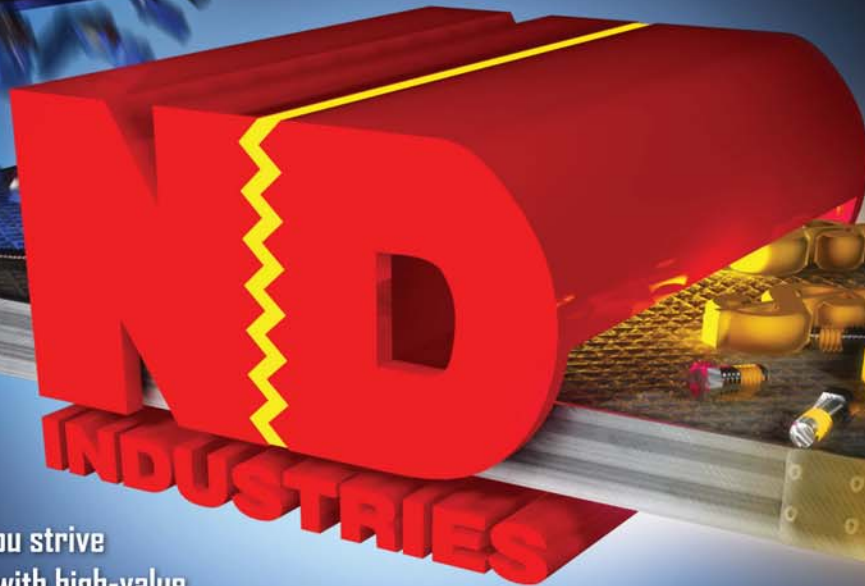


allies are working through the Coalition for a Democratic Workplace. They have reorganized this group, which was originally constituted to halt the proposed "card check" legislation that would have made it easier for unions to organize small business workforces. The Coalition has retained counsel to follow the regulatory agenda of the Administration and file "friend of the court" briefs in lawsuits attempting to fight burdensome

regulation and to also produce comments in the rule-making process when the interest of small businesses requires it.

It is interesting that both presidential candidates, at least on the surface, seem to be presenting themselves as anti-regulation reformists. On May 10, President Obama announced that his Administration had changed or eliminated five regulations which they claimed would save six billion dollars for the economy. He also signed a new executive order "making it a continuing obligation of our government to scrutinize rules on the books to see if they really make sense," according to a White House statement.

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## INDUSTRIAL FASTENERS INSTITUTE

# IFI ELECTS NEW CHAIRMAN & BOARD MEMBERS



The Industrial Fasteners Institute (IFI) has elected Mr. David Monti, Fall River Manufacturing Co., Inc. as Chairman of the Institute's Board of Directors, and Mr. Steve Paddock, Böllhoff, Inc. as Vice Chairman of the Board for 2012-2013.

Mr. Monti is Vice President & General Manager of Fall River's plant located in Fall River, MA. He has

been a Board Member of the IFI for three years and recently served as Associate Chairman of the NFDA.

Mr. Paddock is President of Böllhoff's operations in the USA and has served as Chairman of IFI's Automotive Division.

New Board members are J.J. McCoy of Nucor Fastener and Nilo Urbani of Nylok for the Industrial Products Division, Pat Wells of The Young Engineers for the Aerospace Division, and David Lomasney of MacLean-Fogg for the Automotive Division.

### Also elected as Division Officers were:

- Brad Tinney, Birmingham Fastener, Inc., Chairman, Division I

- Donnie Autry, MacLean - ESNA, Chairman, Division II
- Jason Surber, ATF, Inc., Chairman, Division III

### About IFI

The Industrial Fasteners Institute is headquartered in Independence, Ohio, co-located with the Precision Metalforming Association and the National Tooling and Machining Association, and is the association of the leading North American manufacturers of bolts, nuts, screws, rivets, pins, washers, and a myriad of custom formed parts. Suppliers of materials, machinery, equipment and engineered services are Associate Members of the Institute. IFI membership consists of 73 Company Members with 25 subsidiaries and 34 Associate Members with sister associations in 13 European countries, Brazil, Japan, Taiwan, China and New Zealand. IFI plays a leadership role in industry government affairs in Washington, D.C.

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

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## Barnaby Myhrum

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

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Since 1994, Applied Bolting has manufactured and sold tens of millions of Squirter™ DTIs. They are used all over the USA, Canada, Central America, South America, throughout the Middle East and the Pacific Rim. Our standard product line encompasses imperial sizes 1" through 1-1/2" in grades A325 and A490, and metric sizes M12 through M36 in grades 8.8 and 10.9. We also have sizes M36, M42 and M48 designed to serve the wind energy market.

Occasionally we get requests for non-standard loads and sizes. We love solving problems for our customers, and we travel all over the world to do it. Sometimes the special request involves modifying the Squirter™ DTI dimensions to fit in confined areas. We've done this in sizes M24 through M36 grade 10.9 for numerous wind energy companies and for a provider a revolutionary space frame structural system in 1" and 1-1/4" grade A490. Other requests are for non-standard loads for special applications. Examples of this are for low-load 1" anchor bolts and M24 and M42 roof bolts for a mining application. In all cases our customers were aware of the benefits of using Squirter™ DTIs. They wanted to achieve the same level of quality assurance provided by Squirters™ in their non-standard applications.



M42 Squirter™ Installed in a Roof Bolt Assembly  
(courtesy of [www.rusmining.com.au](http://www.rusmining.com.au))

The roof bolts developed for the mining industry provide yet another example of the steps we follow to develop new products for new applications:

1. Define the desired Squirter™ inner and outer diameters, the minimum and maximum bolt preloads and the desired finish (plain, MG, Dac, etc.).
2. Define the installation details: will the Squirter™ be installed under the head or under the nut; are special washers required to accommodate oversized holes.
3. Design the DTI using Applied Bolting's proprietary Bumpology to achieve the desired loads.
4. Manufacture or modify tooling to produce the Squirters™.
5. Produce and test prototypes to verify proper load performance.
6. Select the squirt media fill levels to achieve DTIS (Drive it Till It Squirts).
7. Release design for full scale production.
8. Monitor and document manufacturing quality.
9. Ship the product and provide bolt installer training as necessary.

The photograph below shows a few of the prototypes and finished products. We classify all of these products as Low Load High Visibility Squirters™, and a patent is pending to protect the new technology. In one case the orange squirt media was hard to see in the dark, reddish underground conditions. No problem: we switched to a higher contrast green media.



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## DISTRIBUTOR NEWS

**Key Bellevilles, Inc.** is adding an additional 11,000 square feet to its present 77,000 square feet facility in order to add room for its extensive finished inventory.

Key Bellevilles started in 1967 as a manufacturing concern, but since, has also become a master distributor for its lines of Belleville springs, all of which are manufactured in its facility in Freeport, PA. In response to its customer needs, Key Bellevilles has to expand its finished inventory, now with over 10,000 different sizes of Belleville springs in stock, including carbon steel, alloy steel, stainless steel, inconel 718, inconel 750 and phosphorus bronze, titanium and H13.

Over 80% of the orders received by Key Bellevilles now require same or next day shipment. The reason is there are a number of distributors and instead of them stocking inventory, they now stock the inventory for them and save them this cost. Other customers request immediate delivery because they know that they can wait and order springs when needed and they can expect immediate shipment.

As a result of this business plan, Key Bellevilles now supplies companies in over 65 different countries.

For more information, call Key Bellevilles by Tel: 724-295-5111, Fax: 724-295-0377, Email: [sales@keybellevilles.com](mailto:sales@keybellevilles.com) or at [www.keybellevilles.com](http://www.keybellevilles.com).



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EFC has grown significantly and has been extremely fortunate to employ top mechanical engineers in vital sales positions. The company has over 30 sales engineers throughout the United States, Canada, and Mexico. Engineering excellence is critical and EFC continues to invest in it with sales engineers, business unit managers and support staff. The entire team has been formed to define and deliver profitable solutions for the company and the customer.

Through its Master Distributorship with world-class suppliers, EFC has developed sales and marketing plans that are cohesive and integrated with those of its suppliers. The strategy is simple and straight forward. Suppliers are selected carefully and a partnership is made with the industry's elite. Whether supplier or customer, EFC International is committed to supporting customers and supplier partners with innovation, value-added products and services.

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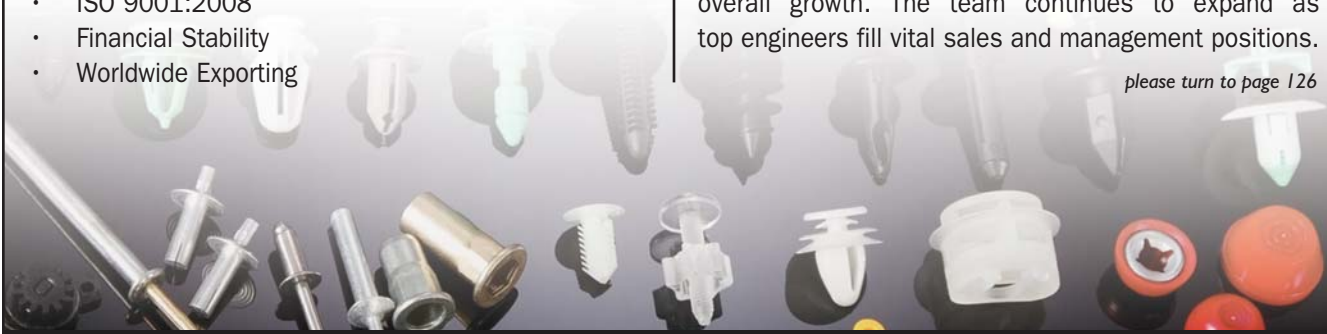
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EFC's four stocking warehouses, and the soon to come Phoenix warehouse, accommodates expansion. The recent addition of the Detroit Research and Development Office serves to enhance EFC's technical support and meet the requirements of EFC customers, primarily in the automotive industry, but also special markets and distribution. The Tech Center staff offers experience, commitment and product knowledge appreciated by customers and suppliers.

EFC is excited to announce EFC - Phoenix coming soon! Rick Gourley has joined the team as General Manager for Phoenix. Rick's background and experience in automotive and commercial and industrial sales will enhance and guide expansion in the West. Ted Loucks was recently promoted to Chief Operating Officer and will be instrumental in streamlining of operations, IT and overall growth. The team continues to expand as top engineers fill vital sales and management positions.

*please turn to page 126*





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## LENGTHEN THE BOLT TO STOP THE LOOSENING

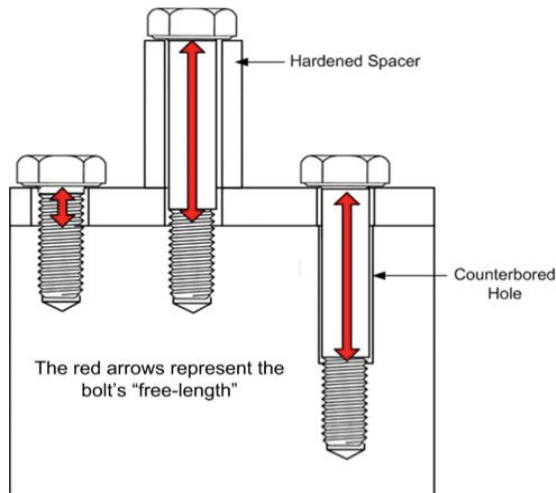
by Joe Greenslade Director of Engineering Technology, IFI

Lengthen the bolt and stop the loosening. What a strange but true concept understood by few.

During my forty-plus years in the fastener industry I have had many questions about how to effectively stop problem bolt loosening. When an application has a bothersome loosening issue the first thought is to add more fastener

components such as lock washers, nuts with locking features, or adhesives, but sometimes just lengthening the screw or bolt will work more effectively.

Few users or suppliers of fasteners really understand why fasteners work to hold things together. Most assume that torque is why fasteners work, but torque is only a “means to an end” which is bolt stretch. Friction between components do cause some degree of resistance to loosening, but the major reason fasteners work is because they act just like heavy coil springs. When the installer rotates the part by applying torque, stretching forces are exerted on the screw or bolt. When the rotating stops the stretch remains. So long as that stretched condition is maintained the joint stays tight. When the stretch goes

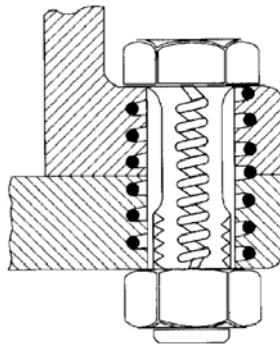


away so does the tightness and assemblies become loose.

The effective performance of most types of fasteners is based on something called “Hooke’s Law”. Dr. Robert Hooke was an English scientist who stated in 1660 that materials, including steel, stretch a predictable amount in direct proportion to the amount of pulling force that is applied to that material. This is referred to technically as linear-elasticity. Dr. Hooke’s original work was on

springs, but it was later learned that his law explains many mechanical material reactions including how bolts and screws work.

It is now universally accepted that steel stretches 0.001 inches per inch for every 30,000 pounds per square inch (psi) force that is linearly exerted on the metal component. The distance that this relates to in fasteners is the distance from the bearing surface of the screw or bolt to where the screw or bolt’s thread engages the nut or tapped assembly component. I will refer to this as the screw or bolt’s “free-length”. This simply means that the longer the screw or bolt is the more stretch-length is achieved per unit of applied force.



*please turn to page 153*



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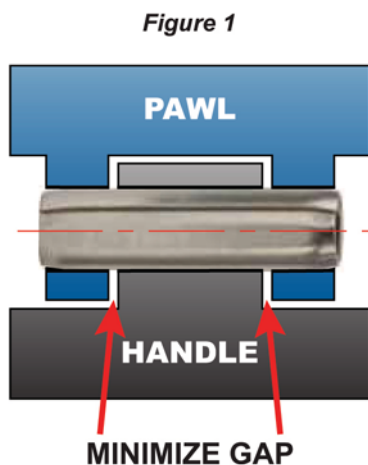
## HOW TO DESIGN THE OPTIMUM HINGE

by Christie L. Jones, Market Development Manager

### There are two primary types of hinges:

1) A Free Fit Hinge has little to no friction or drag when the latch or handle is rotated. Hinge components are "free" to rotate independent of one another.

2) A Friction Fit Hinge requires interference to prevent free rotation of components relative to one another. Depending on design intent, resistance can vary from a slight drag to a value sufficient to maintain the fixed position of components anywhere in their full range of rotation. Although many pin styles are available, Coiled Spring Pins are particularly well suited for use in both friction and free fit hinges. To achieve optimum long-term hinge performance designers should observe some simple design guidelines. Regardless which pin type is



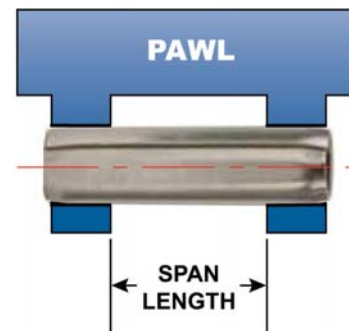
used, the gap between hinged components should be minimized to reduce clearance and avoid bending of the pin (Figure 1).

### Free Fit Hinge

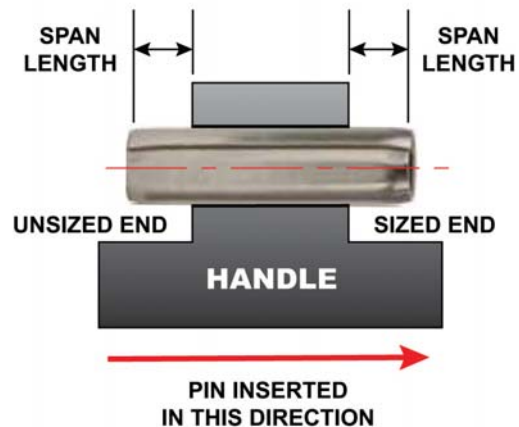
If a free fit hinge is desired, the Coiled Pin's pre-installed diameter is of negligible importance as pin diameter is determined by the retaining, or smallest hole(s). Coiled Pins are functional springs and recovery & retention in free fit locations must be considered. The amount of recovery/retention is dependant upon the diameter of the

tight (retaining) hole(s) and the 'free span' of the pin. Free span would be defined as the distance a pin passes through a free fit component. As free span increases, the pin diameter will also increase as it "recovers" a portion of its pre-installed diameter (Figures 2a & 2b).

**Figure 2a**



**Figure 2b**



It is recommended for better load distribution and closer tolerance hinges that the tight fit of the Coiled Pin be in the outer members of the hinge (Figure 2a).

*please turn to page 161*

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## DISTRIBUTOR NEWS

**Brighton Best International**, the largest importer of standard fasteners in the US, is pleased to announce it is expanding its product lines and distribution capabilities. BBI carries a complete line of standard fasteners and delivers same-day from twenty US locations. In addition, with its 24/7 web platform, distributors are able to quote/order, download material certs, track shipments and go directly overseas with the Ready Mill Program.

This spring and summer, the product line will be expanding to include a full-line of anchor products, plain and HDG threaded rod, a broad inventory of screw products, plain metric hex heads, domestic HDG structural bolts and even more. With over one million square feet of distribution space in the US in 20 locations, BBI is able to deliver the most comprehensive line of standard fasteners in alloy, low to medium carbon, and stainless steel.

Add to that, Brighton Best is expanding its Ready Mill Program to include threaded rod. This summer, distributors will be able order a container of threaded rod just like you can low carbon nut products, already manufactured and able to ship direct in less than one week. This will allow distributors to receive threaded rod made by our manufacturer in 4-6 weeks as opposed to the standard four or five months for overseas shipments.

Brighton Best is expanding its inventory of packaged fasteners to include low carbon products, machine and tapping screws and stainless fasteners. Now get even more products in bulk, packaged and case pack quantities.

With the new products coming in and its existing inventory requirements, Brighton Best is proud to announce it is expanding in multiple markets to better service the local needs of distributors in Los Angeles, Chicago and Dallas. Our LA distribution center has added an 80,000sq ft. off-site warehouse. Dallas has recently leased an additional 90,000sq ft. next to the existing facility. And this fall, Chicago will be moving into a 250,000sq ft. distribution center. These moves are based on BBI's goal of having product within one-day shipping of every distributor in the US. Brighton Best is the value-driven, global leader in fastener distribution.

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## NATIONAL INDUSTRIAL FASTENER &amp; MILL SUPPLY EXPO

# VEGAS FASTENER EXPO ROARS PAST 700 EXHIBIT SPACES: LARGE TURNOUT EXPECTED

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The 16th National Industrial Fastener & Mill Supply Expo scheduled for October 10-12, 2012 at the Sands Expo & Convention Center, Las Vegas, Nevada USA is enjoying excellent early exhibit space sales; it was reported here today by Susan A. Hurley, CEM, General Manager.

"This is, by far, our strongest start since 2008 with 542 companies and 701 exhibit booths already under contract. These numbers include 32 companies which are either completely new to the Expo or are returning after an absence of at least two years. The Machinery & Tooling Section continues to grow and we are adding more and more mill supply products such as abrasives, cutting tools, drills, hand tools, plant maintenance and safety supplies, etc. of interest to today's multi-line distributors. These are all very positive signs, plus, we continue to receive exhibit space applications and inquiries on a daily basis. We fully expect the 2012 Expo to outperform last year's event in both size and attendance", informs Ms. Hurley.

The one and half day Expo includes exhibiting companies from throughout the USA as well as Belgium, Canada, China, Denmark, Germany, India, Israel, Italy, Japan, Korea, Mexico, Spain, Taiwan and the United Kingdom. One of the exciting new additions is a 3,000 net sq. ft. Haiyan Province Pavilion featuring a variety of fastener products manufactured in that region of China.

## Conference

As usual, the Expo will not only showcase the very latest products and services offered by domestic and international companies but, also, provide a full day educational conference on Wednesday, October 10.

The Fastener Training Institute is conducting a

Fastener Technology Workshop from 8:30 a.m. to 4:30 p.m. The workshop will be led by Bengt Blendulf, one of the most dynamic and experienced fastener instructors in the US and Europe. This fact-and-fun filled day will focus on the practical aspects of working in the fastener industry. You will learn how to respond to technical



questions from engineers and technicians and how to find the appropriate answers. Workshop registration is open to everyone. Registration fees are \$299 for Fastener Association Members and \$399 for non-members. These rates increase by \$100 after August 26.

The Pacific-West Fastener Association is sponsoring a program on "Protect Your Company! Technical Knowledge Policies as a Risk Management Tool" from 1:00 p.m. to 3:00 p.m. The speaker is Carmen Vertullo, CFS, a developer and lead presenter of the Fastener Training Institute's Certified Fastener Specialist training program. The program addresses how to put

technical knowledge policies to work to keep your customers happy, protect your profits, and most importantly, limit your liability. Registration for this program is open to anyone. Registration fees are \$100 for Fastener Association Members and \$150 for non-members. These rates increase by \$50 after August 26.

Women in the Fastener Industry (WIFI) will have a meeting and program on "Women in Leadership: An Evolving Perspective" from 2:00 to 4:00 p.m. The speaker is Sandra L. Cardillo, President of Conrad Associates, LLC. Sandi consults with both profit and not-for-profit organizations applying Accountable Management principles in structuring, talent management and improved managerial practices leading to increased profits. Registration for the program is \$15 for WIFI members and \$25 for non-members.

*please turn to page 74*



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## DISTRIBUTOR NEWS

**Quality Bolt & Screw**, a division of the Elgin Fastener Group, has named Dan Brown as General Manager of the Brecksville, Ohio based manufacturer of custom engineered cold headed/cold formed bolts, pins, and studs.



Brown has significant prior experience as a Process and Continuous Improvement Engineer and as Engineering Manager, and has worked extensively in the area of implementation of Lean Manufacturing principles. He holds Six Sigma certification and earned his BS in Industrial Technology from Ohio University; he is currently completing the requirements toward his MBA at Ashland University.

Founded in 1958, Quality Bolt & Screw offers headed and threaded custom fasteners in 1/4" through 1-1/4" diameter (M6-M28), in lengths up to 10" (250mm), and is QSLM (Military Type 2) certified. Quality Bolt & Screw is the most recent acquisition of the Elgin Fastener Group, which is headquartered in Versailles, IN.

For more information contact, Quality Bolt & Screw. Tel: 440-717-7650, Fax: 440-717-7665, Email: sales@qualbolt.com or visit www.qualbolt.com.



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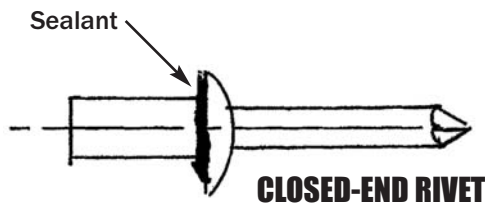


## Anthony Di Maio

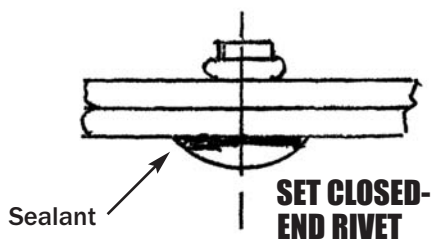
Anthony E. Di Maio attended Wentworth Institute and Northeastern University. In 1962 he started working with Blind Fasteners as Vice-President of Engineering & Manufacturing for two blind rivet manufacturers. He has been Chairman of the Technical Committee of the Industrial Fasteners Institute (IFI)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

## EXTENDED USE OF BLIND RIVETS

Sealants have been introduced to threaded fasteners including blind rivets. The addition of sealant has extended the applications for blind rivets.



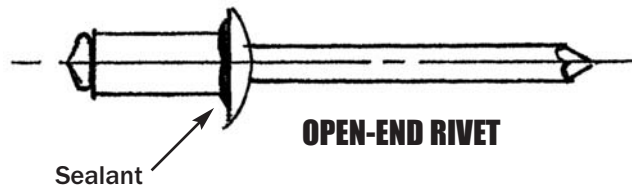
The closed-end blind rivet was the first blind rivet that sealant was applied. This rivet is water and air tight through its center, because the mandrel end is inside the rivet body and the rivet body has a flange or head on one end, and a closed end at the opposite end.



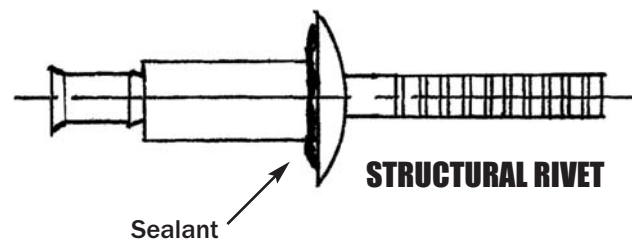
Sealant is applied to the barrel side of the flange. When the closed-end rivet is set, the sealant seals the outside diameter of the rivet barrel so no liquid or air can pass through the hole of the work piece that the rivet was set in. Thus making a totally sealed blind rivet application. At one end of the set rivet body and at the opposite end we have sealant that seals the hole in the application.

Closed end blind rivets are now being used on

outside applications. Such as, outer surfaces of truck bodies, recreational vehicles, trailers, motor homes and construction. The Closed End with sealant has been 100% effective as a liquid and gas tight fastener.



Sealant is also now being applied to Open-End blind rivets. The addition of sealant to Open-End rivets has given the Open-End blind rivet the ability to be used on applications where liquid flowing over the flange of the blind rivet and make the rivet watertight. The upset mandrel head is water tight enough to prevent liquid from passing through the center of the Open-End blind rivet.



The Structural blind rivet has also been made completely watertight.

The Structural blind rivet has a sealing ring at the mandrel head. When the Structural blind rivet is set, this sealing ring seals the upset end of the rivet body and makes the set rivet water tight.

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## NATIONAL FASTENERS DISTRIBUTORS ASSOCIATION

# NFDA 2012 SPRING MEETING AND EXECUTIVE SALES PLANNING SUMMIT

by Tracey Lumia, *Distributor's Link Magazine*

This year NFDA members gathered at Chateau Elan Winery and Resort in Braselton, Georgia for their annual Spring Meeting and Executive Sales and Planning Summit (ESPS). The winery proved to be a beautiful backdrop for the many programs offered by NFDA.

The meeting kicked off on May 2 with ESPS meetings and a member luncheon. After lunch, Keynote Speaker Alan Beaulieu an economist with The Institute for Trend Research presented "The Future Is Your Decision". Alan told the association members that it is "time to invest in your companies to take advantage of a growing economy" – be aggressive, spend some money on your business." Beaulieu then pointed out that the leading economic indicators are up and so

are US exports. After a short break, the general membership meeting was underway. Jay Queenin from Specialty Bolt & Screw Inc. is now the new president succeeding Matt Ulrich of Assembled Products Inc. Kevin Reidl of Hodell-Natco is the new vice president and Bob Porteous of Porteous Fastener is associate chair. The new distributor board members are: Jim Lindrup of Fabory USA; Bob Luzum, Accurate Component Sales; and associate Simmi Sakhujia president of Stelfast Inc.

During the afternoon session Jay Queenin announced that NFDA has named Vickie Lester as the NFDA's new executive director. Vickie is also the executive director of the Pac-West Fastener Association. Queenin went on to say that the association had reached a fork in the road and the board believes it is time to head in a different strategy direction. Vickie's background and abilities will help NFDA achieve their vision. New NFDA members were then announced and given the podium to introduce themselves and their


companies. New members are: Mike Mowins, Phillips Screw Company; John Grabner, Cardinal Screw; Kelly Cole, WCL Company; Pieter VanKalmthout, Metric Fasteners Corporation; and Susan Eaton, ETN Enterprises.

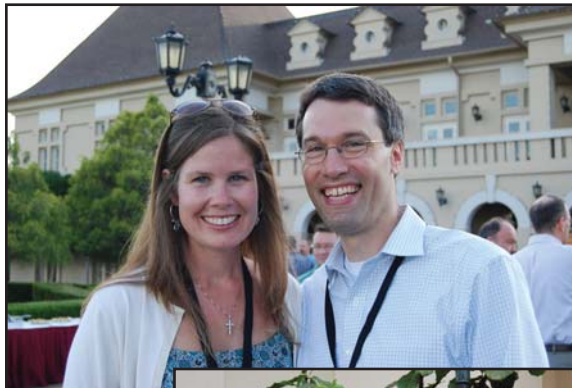
Wednesday evening's welcome reception was held on the grounds of the winery. The reception provided time to catch up with old friends, network and enjoy the mountain views, cocktails, hors d'ouevres and fantastic sunset.

On Thursday, the ESPS meetings continued throughout the day. In addition to the meetings, a ballroom was set up for network exhibits where companies were able to set up and display literature and talk with their fellow members. Early that evening, members were invited to a wine tasting in the hotel atrium. Everyone had an opportunity to learn about the vineyard and what wines they are producing. Thursday evening's dinner was a cookout. Unfortunately, the weather was not cooperating so it had to be brought indoors. The food was fantastic and a

good time was had by all. Awards were presented to outgoing board members for their service.


The golf tournament scheduled for Friday was a rain-out. Most golfers chose not to participate due to the inclement weather. Only a handful of dedicated golfers braved the torrential rain to get out there and try for that perfect shot.

The next NFDA meeting is being scheduled for November 2012 in Arizona overlapping with the Pac-West meeting in Scottsdale. For more information, contact the NFDA or go to [nfda-fastener.org](http://nfda-fastener.org). 



Top: Outgoing president Matt Ulrich and wife Kellie  
Bottom: President Jay Queenin and Vice President Kevin Reidl






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## WHAT ARE THE REAL COSTS OF IN-HOUSE PACKAGING?



Distributors have been exploring creative ways to increase their bottom line.

For many, buying fasteners in bulk and packaging in-house was once a viable and profitable revenue stream. For most distributors today, this is actually a cost prohibitive way of conducting business due to rising labor and benefit rates for man-hours, cost of packaging materials and more importantly, the quality of the products sent to the market place when bought in bulk.

What are the real inherent costs for a distributor when purchasing fasteners in bulk, and then ship, market and distribute?

Buying in bulk raises a multitude of questions:

- How much inventory do I carry?
- What's a good product mix?
- Do I have to buy excessive amounts to obtain the correct price?
- Where do I get my knowledge base?
- How about the creditability of the vendor?
- What percentages are unsalable in a keg of product?
- What am I really buying?
- Are the lots fully traceable in case of an accident or incident?
- Am I buying from someone who carries enough liability insurance?
- Am I receiving firsts or am I buying seconds that nobody else wanted?
- Are there any quality control standards in place from my current supplier?

If you do not have answers to these questions, or they leave you wondering, perhaps your business could be exposed to some risk.


Finally, ask yourself this question now: if you could

purchase all of your packaged fasteners from a well-known, trusted supplier, with reliable quality, at a competitive price, stocked in 22 locations throughout the US, with eye-catching packaging and visually appealing point of purchase displays, why wouldn't you do it?

Powers Fasteners may have the answer for you. Powers' Packaged Fastener line is a comprehensive offering of screws, bolts, nuts, washers and specialty items. As an ISO 9001 certified company, Powers features product quality assurances and testing procedures at its state-of-the-art facility in Brewster, NY, as well as with third party laboratories. New products continue through the stringent testing process and once approved, they are added to local warehouses where the knowledgeable sales staff assists customers in selecting the right fasteners mix for maximum sales impact. Convenient boxes and jars keep products organized and ready at hand, and bulk packaging is also available upon request.

Andy Marker, President, L.W. Meyer, says, "I switched to Powers' Packaged

Screw Fastening line because I wanted to sell my existing customers the "total package". They were already buying Powers' line of fasteners from me, since Powers has the most code-approved products in the industry. When you add in the engineering they do to ensure the products get specified, prompt delivery from local warehouses across the U.S., great colorful packaging that helps move the product, and the integrity of the Powers name on everything, it was an easy decision to switch to Powers Packaged Fasteners"

Take another look at the question; is it worth packaging fasteners in-house? 





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**DISTRIBUTOR NEWS**

New literature is available from **Elgin Fastener Group** featuring the unique, patented MATHread® and MATpoint® thread design.



The sheet features an image of a MATHread fastener with standard machine threads, MATHread and other product parts labeled. A description of product benefits such as improved product quality, ergonomics, torque control and cost savings is also included on the literature sheet, along with a diagram of how MATHread works.

MATHread and MATpoint threads prevent virtually all threaded fasteners from cross threading and/or jamming during installation. Their unique ability to prevent fastener jamming while improving ergonomics have enabled MATHread fasteners to become the preferred standard screw for industries ranging from automotive to furniture, construction, heavy duty engines, and earth-moving equipment.

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

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

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## SOUTHEASTERN FASTENER ASSOCIATION

# ROSS BRIDGE GOLF RESORT HOSTS GREAT CONFERENCE FOR SEFA

This year's spring conference proved to be a rejuvenation of the fastener industry and the SEFA. A larger percent of the member companies gathered at Ross Bridge Golf Resort in Birmingham, Alabama taking advantage of the many programs offered over a three day period.

The opening reception, on April 11th provided great networking and reacquainting with fastener friends. A buffet dinner and cocktails were served but to top off the evening there was putt putt glow golf. If only we could have gotten pictures of that!! Dark had long fallen but the putting green was decorated with glow sticks, lit up cups and glow balls challenging even the best of golfers. The final hole was the toughest and no one was leaving until a ball was sunk. Thanks to Bob Bialas, the quest was met and the glow golf ended with another success!!

Golfers enjoyed two opportunities to golf. The first golf event was at Ross Bridge Golf Resort and the second at Oxmoor Valley, both part of the Robert Trent Jones Golf Trail. Ross Bridge being over 8100 yards long offered plenty of opportunities for the "perfect shot." Oxmoor featured its' own challenges with both courses offering great golf and a fun afternoon for all golfers.

## Congratulations to Golf Winners:

### 1st Place

Glen Goins (Southern Fasteners and Supply)  
Steven Stewart (Southern Fasteners and Supply)  
Frank Male (F. R. Male Associates)  
Lee Parker (Vulcan Threaded Products)

### 2nd Place

Donnie Shrum (Fastener Supply Co.)  
Tony Nelson (Fastener Supply Co.)  
Jim Witucki (Nucor Fastener)  
Don West (Nucor Fastener)

### Long Drive

Bobby Fail (XL Screw Corp.)

### Closest to the Pin

Don West (Nucor Fastener)

### Hole in One Putt Putt Glow Golf

Bob Bialas

Thursday evening's dinner was an elegant affair with awards, raffles, silent auction and appreciation plaques presented to Ernie Pine for his terms as Chairman and Joanne Bialas' terms as President. Both were gracious enough to serve two years to help the SEFA's transition. Joanne, with pleasure, passed the gavel on to incoming President Tony Nelson.

We thank all those who donated prizes, bought the many raffle tickets and silent auction items bringing in revenue for the scholarship fund. Watching Donnie Shrum and Pete Carlino check their block long strips of tickets every time a number was called was especially fun!



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Vertex Distribution  
XL Screw Corp.



Dan Reeves proved to be an interesting speaker as he spoke of his thoughts of football past and present, his experiences and respect for players. Once he made a commitment, as a kid, to play football there was no turning back. Commitments were to be followed through. He has great respect for football and all sports. He entertained with stories of players he was fortunate to play with as well as coaches he played for. After speaking to the audience and answering questions, he was affable enough to stay on to autograph photos as requested by attendees.

*please turn to page 96*

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## DISTRIBUTOR NEWS

### DDI System

continues to be a leading technology provider to wholesale distributors for almost 20 years. A continued commitment towards innovation and a focus on industry specific requirements is evident with the latest release - Inform Version 77.



The new Version 77 highlights give added functionality and more options to run your business at the highest level of precision found in the industry. DDI System's inform software has expanded its support of multi warehouse functionality gaining added tools in pricing and overall profitability. Plus more ways to improve inventory efficiency and expand product lines than ever before. DDI continues its tradition of innovation and exceptional value with this free upgrade for DDI System inform subscribers.

New integrated features introduced include Warehouse Specific Pricing (maintain separate costs and list prices by warehouse location to increase gross profits), Restricted Items by Customer (using certification codes, identify products on hand for specific customers), Consignment Warehousing (create and replenish consignment warehouses for customers), Cut Material Handling (break products into smaller component products while factoring in costs) and much more.

Thousands of DDI System users nationwide are achieving a higher level of efficiency and increased profitability with inform's advanced capabilities. The newly incorporated features within Inform Version 77 represent DDI's commitment to current and future customers. "Expanding a distributors business potential and providing one comprehensive solution that affords a competitive advantage is the longstanding goal" says Adam Waller, President of DDI System.

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## DISTRIBUTOR NEWS

**Freundlich Supply Company, Inc.**, which is a subsidiary of Precision Aerospace Components, Inc. is among the first U.S. based fastener distributors to receive AS-9100 Rev. C certification. This achievement is another significant milestone in Freundlich's 70 plus year history of supplying high quality fasteners to Government, aerospace and industrial markets.

"We work hard to fine tune our processes and quality management system. By doing so, we emphasize our commitment for continuous improvement in all areas of the business." said Bob Serabin, Freundlich Supply's General Manager. Underscoring this, Andrew Prince, CEO of Precision Aerospace Components said, "We are pleased that Precision Aerospace Components and its subsidiaries: Freundlich Supply Co, and Tiger-Tight Corporation meet these standards, because it assures our customers that the products we supply will also meet or exceed their expectations for quality and performance."

For more information, contact Freundlich Supply Company, 2200 Arthur Kill Road, Staten Island, NY 10309. Tel: 718-356-1500, Fax: 718-356-3661 or on the web: www.fresupco.com.

## DISTRIBUTOR NEWS

**Rotor Clip Company, Inc.**, a major manufacturer of retaining rings, hose clamps, spiral rings and wave springs, announces a complete re-design of their US website ([www.rotorclip.com](http://www.rotorclip.com)) and the creation of Rotor Clip Japan (<http://jp.rotorclip.com/>) and inclusion of Rotor Clip (Segnor spol. s.r.o.) in the Czech Republic which can be found at ([www.rotorclip.com/segnor\\_cz.php](http://www.rotorclip.com/segnor_cz.php)).

All sites were created after the December, 2011 purchase of Segnor.

The new US site is designed to allow a more user-friendly product search and product information interface; as well as allowing visitors to more easily follow Rotor Clip's news, blog, social media postings and trade show information.



Rotor Clip Japan is designed for the Asian market, focusing heavily on product information, corporate social responsibility and company history.

Rotor Clip for the Czech Republic is designed for those seeking information on the acquisition of Segnor and the plant's capabilities.

Visit [www.rotorclip.com](http://www.rotorclip.com) as a gateway for all available sites to Rotor Clip's worldwide locations.

For more information contact Rotor Clip at 800-557-6867 or visit [www.rotorclip.com](http://www.rotorclip.com).



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## Joe Dysart

Joe Dysart is an Internet speaker and business consultant based in Thousand Oaks, California. A journalist for 20 years, his articles have appeared in more than 40 publications, including *The New York Times* and *The Financial Times* of London.

During the past decade, his work has focused exclusively on ecommerce.

Voice: (631) 256-6602; web: [www.joedysart.com](http://www.joedysart.com); email: [joe@joedysart.com](mailto:joe@joedysart.com).

# SHINY TOY SYNDROME: EMPLOYEE-PHONES, A NOT-SO-COOL SECURITY RISK FOR FASTENER DISTRIBUTORS

While tech-giddy employees are prone to fawn over every new iThing smuggled into the workplace – devices that are often used in violation of a fastener distributor's policy – IT security pros see something very different: a security breach waiting to happen.

For security, the hard fact is many of these unauthorized devices can slash gaping holes in business security systems in a nanosecond, exposing business data and applications to hackers.

Indeed, even some authorized devices are keeping security IT up-at-night, since their current software solution may not be designed to handle some of these brand new phones and tablets.

The reason? Distributors are only able to safeguard their company network when they know ahead of time what kind of smartphones and tablets will be logging into their systems. Add a new smartphone on-the-sly – with a foreign operation system and apps that may be riddled with viruses – and all of your fully coded defenses can be shredded in an instant.

Even worse, the security tsunami created by unanticipated mobile gadgets is expected to grow only more ferocious in the coming year, tech experts say. These days, 48% of smartphones at the workplace are now chosen by employees, rather than IT departments, according to a December 2011 study released by market research firm Forrester. And at no time do those employees even consult with IT to determine if the company's computer

pros can secure those phones.

"The consumerization of IT, sometimes called 'Bring Your Own Device' or BYOD, became one of the newer causes of data vulnerability," in 2011, echoes Mark

Harris, a vice president at Sophos, which released details of the trend in its Security Threat Report 2012 (<http://www.sophos.com/media/library/PDFs/other/SophosSecurityThreatReport2012.pdf>), released earlier this year.

Meanwhile, security pros like those at Wisegate, an invitation-only social network for key players in IT security, also have special concerns about the widespread proliferation of unauthorized Android devices. "Wisegate members are leery of the Android application marketplace because it is too uncontrolled," Wisegate researchers wrote in their report, *Effective Bring our Own Device Strategies* (<http://www.wisegateit.com/resources/downloads-byod>), released earlier this year. "Neither the developers, nor the applications, are screened and vetted. So it's very possible that applications could present a security risk from viruses, malware and other vulnerabilities."

In addition, the blurring barrier between business and personal technology is causing more than a little hand-wringing when a smartphone or other device suddenly goes missing, and a business is forced to inform an employee that their entire device must be 'wiped' or erased of all data – both business and personal.



*Above: Thorsten Heins, CEO, RIM - makers of the Blackberry - is promising software later this year that promises to secure all makes of mobile phones on a business network.*

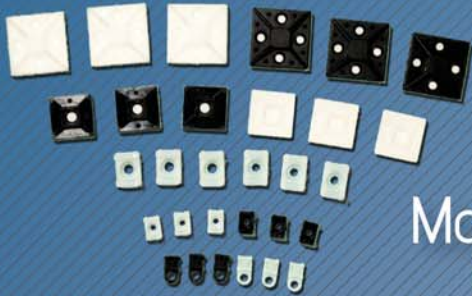
*Below: The apple of many an eye, the iPhone can be easy prey for the experienced hacker.*







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## FDI STILL SOLID, BUT SLOWER THAN Q1

The Fastener Distributor Index (FDI) is a monthly survey of North American fastener distributors conducted in partnership with the FCH Sourcing Network, [www.fastenersclearinghouse.com](http://www.fastenersclearinghouse.com), and BB&T Capital Markets, which provides insight into current trends and outlooks. As a diffusion index, readings above 50 signal strength and below 50 signal weakness.


April's FDI was 53.8, versus 55.9 in March. This was a good start to Q2'12, but not as good as Q1'12. In Q1'12 the index averaged 56.4, so April's reading suggests more tepid growth to begin Q2'12. It is also notable that the FDI underperformed versus the national manufacturing index (PMI). Sales hurt, slipping from the mid- to high-60s in Feb./Mar. to 55.1. Other elements, though, supported a still healthy view, specifically slower Supplier Deliveries (59.0 in April, vs. 51.2 average in Q1'12) and Customer Inventories (42.3 in April) that are still viewed by distributors as too low. Most end markets and geographies did not diverge much from the broad trend, though construction, electronics and the Northeast looked a little softer. Why April was not so robust is hard to say. Maybe direct shipping is accelerating as project/capital spending ramps (thus, a divergence between FDI and PMI). Perhaps Q1'12 had some demand pull forward.

The outlook is still the strongest component, but a poor trend has to be acknowledged. 61.5% of respondents expect activity to be higher in six months; just 10.3% said lower. This is a good reading, but one cannot ignore that the spread has narrowed over the last

four months. Respondents feel good about things, but not as good as they did to start the year. Price is still mildly favorable, not obviously trending. Year-to-year, point-of-sale pricing is up (48.7% of respondents) or flattish (43.6%); rate of change backed up a bit. We may be seeing past increases anniversarying at a faster rate than new hikes impact. Sequential pricing is still mildly favorable, but did not pick up versus March's glimmer of optimism.

The supplemental question for April asked what markets companies see suited to invest in. Respondents seem attracted to the flame. We asked distributors inclined to invest in new markets what ones they thought merited investment. Most mentioned: General Industrial/Job Shops (20.3% of responses). This is not aggressive, as Industrial is where most firms already play suggesting a low-risk effort to target tangential spots within already known areas. The next three industrial markets most often mentioned were Automotive (15.6%), Oil/Gas (9.4%) and Metal/Mining (7.8%), all clearly exciting markets, in our view. High margin electronics also were targeted (10.9%). It would seem these are the markets where competition could escalate.

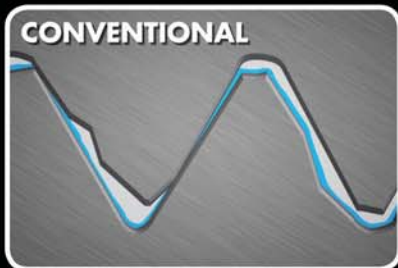
All Link readers who are fastener distributors are welcome to participate in the monthly FDI survey, which asks just a few multiple choice questions in an online survey that can be completed in moments.

Go to [www.fdisurvey.com](http://www.fdisurvey.com) to request a user ID, or contact Eric Dudas of FCH at 877-332-7836. 

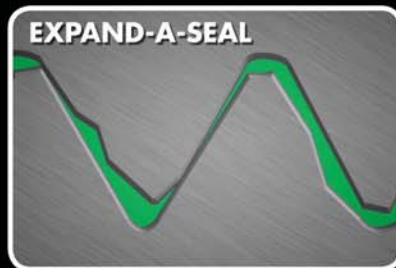
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The Fastener Industry Finance, Controllers, Credit & Accounting Managers Meeting will be held from 9:00 a.m. to 3:00 p.m. This meeting is presented by the National Fastener Industry Finance Manager Network & the Business Credit Management Association. Financial managers and staff are encouraged to attend. Arranging sales agreements, contracts, managing cash flow, assessing sales risk while extending open account credit to customers has never been more challenging. Learn about all this and more (including the payment habits of those companies purchasing from fastener industry suppliers) during the open discussions. There is no charge for attending this meeting for anyone wearing their 2012 Expo badge. To register and/or for more information contact Darryl Rowinski, President of BCMA at (262) 827-2880 Ext 222 or email [darrylr@wacredit.org](mailto:darrylr@wacredit.org).

**Welcome Reception**

Get ready for the granddaddy of them all! Join us from 6:00 p.m. to 7:00 p.m. Wednesday evening, October 10th in the Nevada Ballroom at Harrah's Las Vegas as Expo Management presents the biggest and best party of the year to launch "North America's Largest Fastener Expo"! This always popular and well attended event continues to be the fastener industry's most anticipated gathering place annually. With an array of tasty appetizers, inviting drinks and good times, who could ask for more! The Welcome Reception is a great setting to get together with old friends and colleagues as well as form new relationships. It is "Networking Central"! The event is complimentary for all Expo exhibitors and attendees wearing their 2012 Expo badge. That's it. Just show up wearing your badge. The rest is on Expo Management.

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The exhibition will be open from 9:00 a.m. to 4:00 p.m., Thursday, October 11 and from 9:00 a.m. until

1:00 p.m., Friday, October 12. Expo registration fees are \$40 by August 26, \$50 after August 26 and \$60 onsite. The Wednesday evening Welcome Reception is free for all Expo attendees wearing their badge.

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Expo Management encourages everyone to visit [www.fastenershow.com](http://www.fastenershow.com) for complete information about the exhibition and conference. Viewers can see the current exhibitor list, up-to-date exhibit floor plan and much more. Website visitors can also find what they are looking for by clicking on Exhibitors, then clicking on Groups and locating companies by product category ranging from Abrasives to Wire and everything in between. Online registration will also be available on June 15.

For additional information contact Susan Hurley, General Manager at (614) 895-1279 or email [info@fastenershow.com](mailto:info@fastenershow.com).  *Exhibitor list on page 104*

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In a small building located only a few blocks from the center of downtown Chicago, a young man named John Herbstritt, founded a company by the name of Chicago Warehouse and Silo

Fixture Company in 1912. John started the business to fulfill a need for basic hardware components marketed to the farming and railroad industries. Beginning with wire rope clips used to support grain silos being supported by cable, he began developing other wire rope accessories to expand the product offering.

Today, the company now known as Chicago Hardware & Fixture Company, has evolved into a world class, USA manufacturer of steel forgings and wire forms. Continuing on with this heritage are the 3rd and 4th generation owners, Tom Herbstritt, and

his son Brian Herbstritt. They have made a commitment to manufacture items to supply various other distribution channels that serve a wide variety of industries beyond agriculture and the railroads. Today, the over 6,000 products offered by Chicago Hardware are used in a variety of industries including construction, rigging, aerospace, energy, automotive, mining, steel mills, marine, communications, entertainment and many more.

With three Chicago area manufacturing facilities, as well as other distribution facilities located in the areas of Houston, Atlanta and Los Angeles, it's no surprise that Chicago Hardware has the capability to offer its distributor

partners high quality, American made products in an efficient, cost effective manner. The commitment to quality, service and new products has allowed the Herbstritt family to grow the company and become a leader in the industry.

*please turn to page 77*



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1 1/2 inch	\$2.50
2 inch	\$3.00
2 1/2 inch	\$3.50
3 inch	\$4.00
3 1/2 inch	\$4.50
4 inch	\$5.00
4 1/2 inch	\$5.50
5 inch	\$6.00
5 1/2 inch	\$6.50
6 inch	\$7.00

**FITTINGS for GUYING and RIGGING**  
 at MONEY SAVING PRICES

Wire Rope Clips TURNBUCKLES Wire Rope Thimbles

WITH WICK OR EYE ENDS

FOR ALL THE TURNBUCKLE APPLICATIONS

DISCOUNT

Chicago Hardware & Fixture Co.

Shop and Office Building  
 CHICAGO HARDWARE & FIXTURE CO.  
 9100 Parklane Avenue  
 Franklin Park, Illinois

STRUCTURAL STEEL FABRICATED BY  
**MISSISSIPPI VALLEY  
 STRUCTURAL STEEL CO.**

September

1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30





# Chicago Hardware & Fixture Co.

**"Manufacturing Only in America for 100 Years...and Counting!"**

**1912 100 YEARS 2012**

**American Made      Family Owned      Superior Quality**

[chicagohardware.com](http://chicagohardware.com)

**ONE HUNDRED YEARS AND COUNTING!** *continued from page 76*

The company's growth has resulted in various plant expansions over the years. From the humble beginnings on the West Side of Chicago in 1912, the company moved in 1946 to a newly constructed plant in Franklin Park, Illinois. Over the next several years there were several plant additions.

In 1952 the family purchased a forging plant in downtown Batavia, Illinois, located on the Fox River. Due to the wish of Batavia to develop the riverside lot for residential buildings, a new building was constructed and the plant was moved to an industrial section of town in 1966, where it is located today. Currently, the plant is being expanded by 10,000 square feet to house new forging equipment that will

be dedicated to new Chicago Hardware items. All the steel used to forge Chicago Hardware products is made in the USA, and Chicago Hardware only manufactures in the USA.

In order to keep up with wire products demand, a wire drawing facility was built in 1980 within 3 miles of the main Franklin Park plant. This plant draws wire for threaded rod, u-bolts, eyebolts and various other wire forms, including special products requested by customers. All wire drawing/forming is done using exclusively USA made steel.

Chicago Hardware & Fixture Company is proud of its strong heritage and commitment to be an industry leader in the forging and wire forming industries. We look forward to our celebration, and invite our industry partners, and their end-user customers, to join us for the next 100 years and say, "proud to be made in the USA!"



**Drop Forged "Chicago" Wire Rope Clips**

*Powerful! Relentless Grip! These couldn't be a better Clip!*

**5 Quality Points That Distinguish This Clip**

1. U-BOLT of selected alloy, extra large diameter, for maximum strength. Heat by special process to prevent corrosion, rust and crystallization.
2. THREADS on end, not rolled. Clean and perfect.
3. NUTS used finished, extra heavy, precision fitting.
4. BASE flange drop forging, extra heavy where the stress is greatest.
5. GALVANIZED with a heavy coat of zinc, by the hot dip process, for extra protection against rust.

**COMPARE THIS CLIP WITH ANY OTHER**

that you are using or have used, and judge for yourself. Samples of the product size you use will be gladly sent on request.

**FITTINGS for GUYING and RIGGING at MONEY SAVING PRICES**

Wire Rope Clips      TURNBUCKLES      Wire Rope Thimbles

WITH WICK OR EYE ENDS

FOR ALL THE TURNBUCKLE APPLICATIONS

DISCOUNT

Chicago Hardware & Fixture Co.

Shop and Office Building  
CHICAGO HARDWARE & FIXTURE CO.  
Franklin Park, Illinois

MISSISSIPPI VALLEY STRUCTURAL STEEL CO.

September

1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30




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## WAVE SPRINGS COST EFFECTIVE MEANS OF SEALING FLUIDS IN MECHANICAL SEALS

by Henry Yates, Technical Sales Engineer

Mechanical seals are used for the sealing of rotating shafts against stationary housings, as in pumps, multipoint swivels and agitators. The assembly of a mechanical seal is based on two main components: one "rotating" part and one "stationary" part.

The "rotating" part of the seal is usually fixed on a shaft or hub; the "stationary" part of the seal is located at a static housing. The sliding faces, which are part of the inner life of the seal, rotate axially in opposition and are pressed against each other. The necessary spring force preventing the seal from leaking when the apparatus is idle is provided by flatwire wave springs.

The shaft is sealed by secondary sealing elements like O-rings and the seal faces are statically sealed against the housing. The introduction of the pumped medium into the minimal sealing gap generates a lubricating film resulting in the desired sealing effect.

Flatwire wave springs are used in all types of mechanical seals for a variety of industries to seal fluids, which could pass between a static and a rotating element. One advantage from a manufacturing standpoint is that

only one spring is generally needed per assembly. Some assemblies require multiple springs, which can lead to errors should a line worker forget to add one or more of these springs to an assembly. Wave springs "foolproof"

the assembly process and minimize complaints and breakdowns in the field.

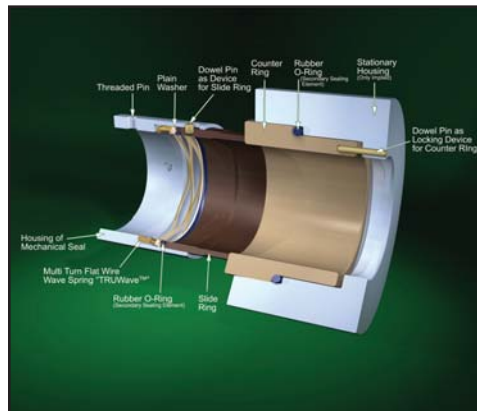
Using wave springs also eliminates the need to drill additional holes into the periphery of the seal housing needed to provide enough axial space for coil springs; they will also save radial space compared to coil springs with bigger diameters, resulting in overall cost savings.

Other advantages to using wave springs for mechanical seals include:

- No torsional movements compared to a coil spring during the compression to work height; a wave spring always provides its load in axial direction.

- A very low spring rate with an extremely flat load deflection curve

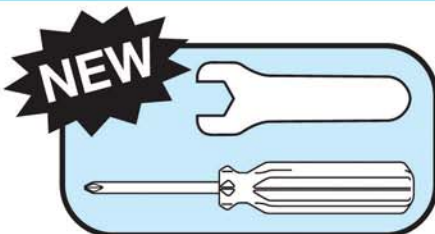
could be specified by using a multiple turn wave spring to increase the life of a mechanical seal dramatically; the slide ring, which will wear down during operation, is preloaded with the same force for a longer time.



please turn to page 165

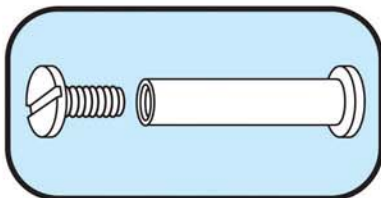
# PICK A "NICHE" ... FOR BIG SAVINGS!

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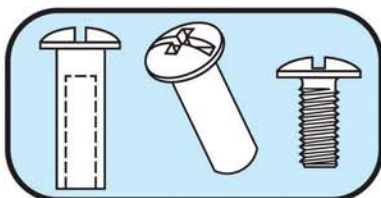
## ECONOMY TOOLS (Disposable Style)

Light duty, single-use style wrenches and screwdrivers. A wide range of sizes and styles available.



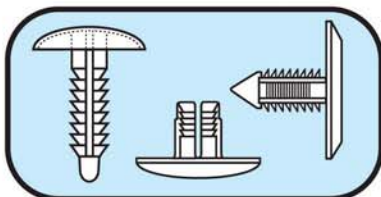
## SEX SCREWS (Male & Female)

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



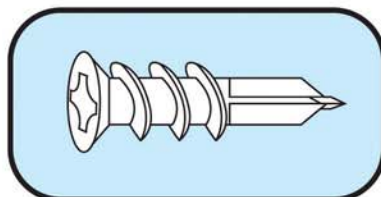
## SEX BOLTS (Male & Female)

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



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## ALL AMERICAN FASTENER SHOW

# THE ALL AMERICAN FASTENER SHOW MOVES TO KANSAS CITY, MO IN MAY 2013!

700 Highway 202 West • Yellville, AR 72687 - Tel 877-865-8237 • Fax 870-453-8707 • [www.allamericanfastenershow.com](http://www.allamericanfastenershow.com)

The All American Fastener Show went from bad news in 2012 to great news! The show was canceled in May due to the tornado that hit downtown Branson including the Hilton Hotel and Convention Center where the show was to be held. This was an unexpected setback for the show and not to mention the people of Branson that had to endure the tornado and its aftermath.

Moving forward to the great news; the show will now be held in Kansas City, MO at the Intercontinental Hotel at the Plaza. The Intercontinental Plaza Hotel presents guests with a convenient location, impeccable customer service, just a short stroll from the finest shopping, dining and entertainment in Kansas City. This fully restored property combines historical charm with modern amenities for today's business and leisure travelers.

"I went to visit the hotel in early May and I was beyond impressed with the venue. The rooms are beautiful, convention space at the hotel is impressive, and the Plaza

has so much to do and see. Not to mention the airport will have direct flights to get people in and out of Kansas City with ease. I am so excited for the show in 2013 and I know Kansas City will bring the All American




INTERCONTINENTAL  
HOTELS & RESORTS



Fastener Show to its potential," said Heidi Volltrauer, show management.

The Show dates will be May 8-9, 2013 with the golf tournament on May 8th along with the Fastener Bash that evening. For more information on the hotel and plaza go to [kansascityic.com](http://kansascityic.com). Find out more information on sponsorship opportunities, exhibitor & attendee

information and all other information about the All American Fastener Show please go to [www.allamericanfastenershow.com](http://www.allamericanfastenershow.com) 

## SHINY TOY SYNDROME: EMPLOYEE-PHONES, A NOT-SO-COOL SECURITY RISK FOR FASTENER DISTRIBUTORS *continued from page 68*

While businesses generally ask employees to pre-approve such wiping in the case of device loss, Wisegate says such agreements sometimes don't hold up in court, even if the agreements are in writing. It cites a case in its report in which an employee sued – and won – against an employer who decided to wipe a lost device that was brimming with company data.

"Despite having signed a company policy agreement, the employee won the case because the court decided that too much time had passed between the affirmation of the policy and that data wiping," Wisegate researchers write.

Fortunately, some employers do find some solace in Shiny Toy Syndrome. Apparently, employees are so enthralled with their own smartphones, 48% are currently more than happy to pay the entire cost to bring that phone to work, as long as they can choose the exact model they want, according to Forrester. And an additional (9%) are willing to at least pay some of the phone's cost for the same privilege.



ANONYMOUS

*Above: Groups like Anonymous - hackers famous for infiltrating corporate networks - can make mince meat of a poorly secured mobile phone network.*

Moreover, the same holds true for employees picking up the tab on voice and data plans. Forrester says 40% of 'i-want-my-own-phone' users are willing to pay the entire monthly bill in exchange for personal choice. And another 14% are willing to contribute to at least some of the cost.

"While there is no guarantee that every employee wants one phone for both work and personal use, it's clear from the data that a majority of U.S. information workers today are willing to share the cost," says Ted

Schadler, author of the Forrester Report, *Consumerization Drives Smartphone Proliferation* ([http://www.forrester.com/rb/Research/consumerization\\_drives\\_smartphone\\_proliferation/q/id/61088/t/2](http://www.forrester.com/rb/Research/consumerization_drives_smartphone_proliferation/q/id/61088/t/2)), released in December 2011.

Bottom line: With the torrent of employee-owned phones in the fastener distribution workplace – both authorized and unauthorized – showing no signs of abating, security IT consultants say it's imperative for any company caught in the current to establish a crystal-clear, Bring Your Own Device Policy.

*please turn to page 144*

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**Double End Studs**  
**Single End Studs**  
**Bent Bolts**  
**Pins**  
**Rail Bolts**  
**Hanger Bolts**  
**Dowel Screws**

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

**Lengths: continuous thread to 6"**  
**single-end & double-end to 40"**  
**straightened & cut wire to 120"**

**Materials: carbon steel, stainless**  
**aluminum, brass**



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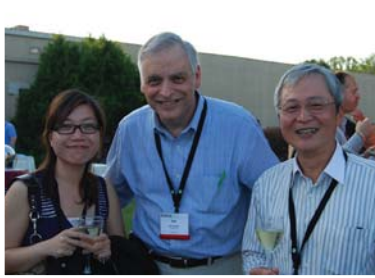
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# NFDA ANNUAL SPRING MEETING CHATEAU ELAN, BRASELTON, GA - MAY 2-4, 2012





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**NATIONAL FASTENERS DISTRIBUTORS ASSOCIATION**

# NFDA RETAINS VICKIE LESTER TO PROVIDE EXECUTIVE MANAGEMENT

On April 26, 2012, the Board of Directors of the National Fastener Distributors Association voted unanimously to retain Vickie Lester (Lester Management Services) to provide executive management for the Association.

The transition of the NFDA office from SmithBucklin in Chicago, Illinois to the Lester Management Services office in Los Alamitos, California will occur during the next few months.

"NFDA has received high quality, professional services from SmithBucklin since 2005," said Matt Ulrich of Assembled Products (Des Moines, Iowa), NFDA 2011-2012 President. "However, the NFDA Board believes it is time to head in a different strategic direction, and we feel Vickie Lester's background and abilities will help us achieve our vision."

Vickie Lester is no stranger to the fastener industry, having started her association management company in 1986 with the Western Association of Fastener Distributors as her first client. Later that same year she brought in the

Los Angeles Fastener Association to her company. In 2009 those two associations unified into what is now known as the Pacific-West Fastener Association. In addition to Pacific West and its Fastener Training Institute, Lester and her team also provide management services to other organizations from her Southern California office.

"As the new Executive Director of the NFDA, Vickie will assist the Board in providing our members with exciting new professional development opportunities, networking experiences and a national policy voice," said incoming NFDA President Jay Queenin of Specialty Bolt & Screw Inc. (Agawam, Massachusetts). "In addition, we believe that Vickie is uniquely positioned in the fastener industry to advance the NFDA's strategic vision of coordinating more closely with other fastener associations," said Queenin.

For more information about Vickie Lester's professional experience, visit her LinkedIn profile at <http://www.linkedin.com/in/vickielester>.



## NFDA ANNUAL SPRING MEETING CHATEAU ELAN, BRASELTON, GA - MAY 2-4, 2012



more photos on page 91

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Ark-Plas® is an ISO registered manufacturer, and manufactures over 5,000 different products for a wide range of industries including medical devices, laboratory, automation, appliances, and automotive, just to name a few. We manufacture plastic fittings, check valves, filters, and quick disconnect luers, extruded tubing, extruded grommeting, routing and protection accessories, screw covers, and quick bind hardware.

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with every item, engineering drawings with product dimensions, products that work with other products we manufacture, an easy to navigate left menu that acts as a part builder to find exactly what you are looking for, and a frequently asked questions section. Customers can visit our website at [www.ark-plas.com](http://www.ark-plas.com).

*please turn to page 89*



**ARK-PLAS: 30 YEARS OF  
MANUFACTURING DECORATIVE  
SCREW COVERS, QUICK BIND  
HARDWARE AND MORE!**

*continued from page 88*

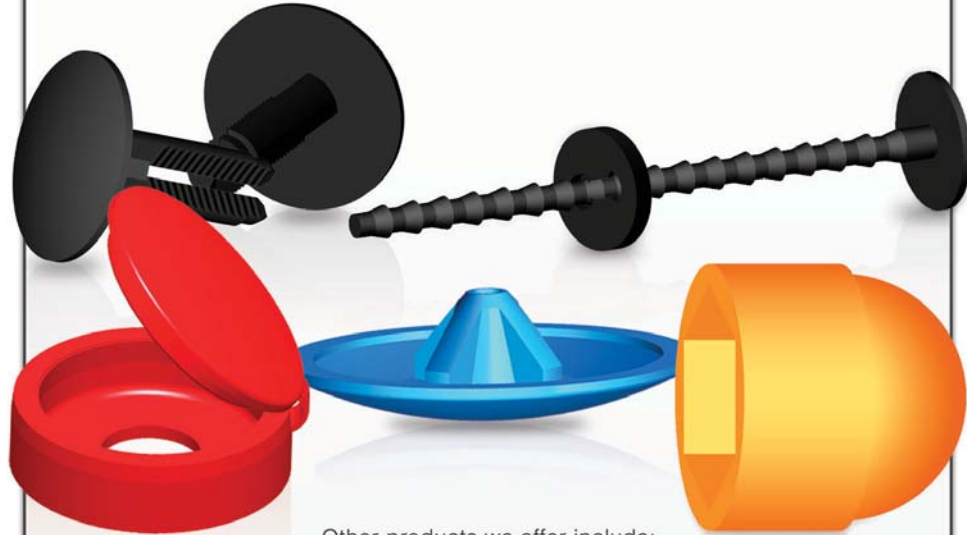
In addition to our standard products, Ark-Plas® provides distributors and OEM customers with assistance in developing economical solutions for their special requirements. We utilize the latest technology in CAD with Solidworks® and tool fabrication is completed on sophisticated computer controlled steel cutting equipment. This technology allows us to build custom tooling in-house to exact customer specifications. Our capabilities include complete integration of engineering and design, prototype product design from concept to production, in house tooling and fabrication, and a number of secondary operations for all necessary product applications.

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Ark-Plas® is working every day to give our customers the best quality products at the greatest value possible. Our knowledgeable sales department will help our customers meet specific product needs, as well as correct material requirements for specific applications. We are very proud of the fact that everything manufactured, packaged, and shipped from Ark-Plas® is made in the U.S.A. 

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## OBITUARY

### **Edward Suma 1948-2012**

Copper State Bolt & Nut Co. lost a dedicated and loyal friend. For over 15 years Ed Suma has been a co-worker and friend to us all at Copper State Bolt & Nut Co. On Saturday, March 31st Ed suffered a heart attack and passed away in his home.



Ed's fastener career began in 1974 at Industrial Bolt. He joined Southwest Fasteners in 1993 and worked for A & M for 6 months in 1994. Ed then started his own marketing company and later joined Copper State in September of 1996. We grieve for Ed and offer our best wishes to his family, close friends and colleagues. He will be deeply missed by those that had the pleasure of knowing him.

Southwest Fasteners in 1993 and worked for A & M for 6 months in 1994. Ed then started his own marketing company and later joined Copper State in September of 1996.

We grieve for Ed and offer our best wishes to his family, close friends and colleagues. He will be





### **Global Fastener & Supply Inc**

5500 S. Westridge Drive, New Berlin, WI 53151  
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## **CUSTOMER SATISFACTION DRIVES GLOBAL FASTENER & SUPPLY**

Global Fastener & Supply is a wholesale distributor of industrial fasteners that does an outstanding job with custom inventory management solutions. The company was established in 1985 with a determined attitude to succeed. Whether they service customers from their location in New Berlin, Wisconsin or Clearfield, Utah, their dedicated team of professionals consistently prove that their commitment to customer satisfaction is their driving force.

### **Innovative Solutions**

Today, they service many industries. They not only focus on offering their customers customized inventory management programs, custom kitting, custom labels, blanket orders and special per print items, but also low cost innovative solutions to many industry problems.

### **ISO 9001**

Global's Quality System is certified to ISO 9001:2008 and they are dedicated to continually improving their operations to help minimize costs and provide the level of quality their customers have come to rely on. They pride themselves in providing the best quality products in the industry, and to prove it, they have made significant investments in inspection equipment not often found at the distributor level. They meticulously maintain their equipment and send it out for third party calibration on a regular schedule.

Their Quality System is integrated into their ERP system, The BUSINESS EDGE 2.0, to further insure consistent results. Their goal is not only to create, but to

maintain long term relationships by tailoring their services to meet customers changing needs.

### **Vendor Managed Inventory (VMI) System is a Big Hit**

As a supplier of "Class C" items for many customers, they need to be creative and offer customized solutions that allow them to stand above the competition. For many customers, this means implementing a Vendor Managed Inventory (VMI) program. In this day and age, there is no such thing as a "standard" VMI program. They have successfully implemented many Scan and Fill, Kan Ban, and other Just in Time (JIT) programs throughout their customer base. They work very closely with their customers to make sure that all of their needs are met when setting up a program.



**Art Salani, President of  
 Global Fastener & Supply**

### **Remote Locations**

Jeff Kempka, IT Manager, said, "We have installed programs in remote locations where an inventory manager onsite will scan bins, and then electronically transmit the data

back to our offices to create an order. We have installed programs where we have our own personnel onsite to scan and create an order, which is then packed and shipped back to the customer site where our onsite employees will then fill all of the racks and bins directly at the customers' point of production or manufacturing. Due to the complexity of today's programs, it's very rare that any two of our programs are exactly alike."

*please turn to page 172*

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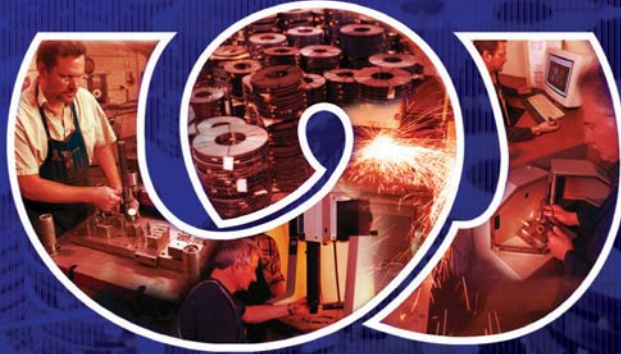
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*Direct Shipments or Managed Inventory*



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**SOUTHWESTERN FASTENER ASSOCIATION**

# SFA BOARD OF DIRECTORS ELECTS GARRETT, PALMER AND PEART TWO FALL DINNER MEETINGS SCHEDULED

The Southwestern Fastener Association announced the election of Ron Garrett, SBS Industries, Tulsa, Oklahoma, Kris Palmer, Delta Fastener Corp, Houston, Texas and Tyler Peart, HRS Logistics, Tyler, Texas to the SFA Board of Directors during the 2012 Spring Conference and Expo on March 24. The three new Directors will replace Dwayne Carnes, All-Spec Sales, Tammie Shields, Advanced Specialty Sales and Keith Slaton, Standard Fasteners, on the SFA Board following the expiration of their three year term in September. The term of SFA Chairman, Susan Davis, Southwest Distributor Sales, also expires in September.

Directors remaining are:

President: Don Carr, Porteous Fastener Co.; Vice President: Tom Stocking, Stelfast Inc.; Treasurer: John Longyear, Metric & Multistandard Components and Assistant Treasurer: Mary Chambers, Assembly Products & Sales. Other Board Members remaining are: Bobby Salome, El Paso Bolt & Screw Co. and Michael Rodriguez, The Fastener Connection.

SFA concluded a very successful Spring Conference and Expo March 23 to 25 in Houston, Texas. Two seminars were featured on Friday and were headlined by Mr. Bruce Darling, Porteous Fastener Co. Mr. Darling updated SFA members on the current conditions of fastener manufacturing in the Asian market and the impact the price of steel and transportation has on the fasteners delivered to the United States. Mr. Darling's presentation was followed by a panel discussion on "Current State of the US



*Top to Bottom:  
Newly elected SFA  
Board of Directors -  
Ron Garrett,  
Kris Palmer and  
Tyler Peart.*



Fastener Industry". Panel members included Don Carr, Porteous Fastener Co., Moderator, Mike Bailey, Nucor Fasteners, Kelly Sawchik, Dyson Corporation and Simmi Sukhuja, Stelfast Inc.

Longwood Golf Club was the site of the Friday afternoon Golf Tournament. Forty players teed off in a three person scramble.

Following some spirited competition, first place winners were the team of Bobby Salome, El Paso Bolt & Screw, Mike Bailey, Nucor Fasteners and David

Lopez, The Fastener Connection. Second place was captured by the team of Rusty Wicks, All-Spec Sales, Roger Parish, Hodell-Natco Industries and Tom Stocking, Stelfast Inc. Sneaking into third place in a score card playoff was the team of Jeff Owens, Tifco Industries, Tony

Rosser, Big Red Fasteners and Preston Boyd, TRAMEC

Hill Fasteners. Closest to the pin winners were Bobby Salome, Rusty Wicks Richard Blasi, Continental-Aero and Mike Bailey who won the Odyssey Putter donated by Kanebridge Corporation. Salome

commented during the Awards Dinner, that wrapped up Friday activities, that he was glad Bailey now has a new putter after the way he putted today during the tournament.

March 24 kicked off with another round of excellent seminars. John Longyear moderated a panel to discuss the "Current State of Metric Fasteners."



*Above:  
Team Longyear  
Left:  
Team Vertex*



## DISTRIBUTOR NEWS

**Atlantic Fasteners Aerospace** has earned QSLD approval to sell rivets, Class 2 and Class 3 threaded products to the federal government. The QSLD, or Qualified Suppliers List for Distributors, is a pre-qualified list of sources that the Defense Department uses to purchase products. Class 3 threaded fasteners are typically used in aerospace applications, while Class 2 are primarily used in land and maritime applications. To earn qualification, Atlantic was audited by the Defense Logistics Agency, which reserves the right to re-audit at any time. The QSLD is a renewable, three-year qualification.

To assist with the Aerospace division's consistent growth, Atlantic has hired Joshua Holmes, a purchasing pro, for its Gray, Maine office.

Atlantic Fasteners Aerospace is a stocking distributor in West Springfield, Mass. specializing in aerospace, aircraft and mil spec hardware. They provide thousands of brand-name fasteners, connectors, screws and other hardware that are certified and fully traceable.

For more information, Atlantic Fasteners can be reached at 49 Heywood Avenue, P.O. Box 1168, West Springfield, MA 01090. Tel: 1-800-800-BOLT (2658), Fax: 413-785-5770. You can email them at [info@atlanticfasteners.com](mailto:info@atlanticfasteners.com) or visit the website at [www.atlanticfasteners.com](http://www.atlanticfasteners.com).

## DISTRIBUTOR NEWS

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

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

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**SOUTHEASTERN FASTENER ASSOCIATION****ROSS BRIDGE GOLF RESORTS HOSTS GREAT CONFERENCE FOR SEFA** *continued from 62*

Friday morning continued with a panel discussion comprised of Pete Carlino/International Fasteners Inc., Kent Carter/Elgin Fastener Group, Mickey Matheny/NorthStar Sales and Moderator John Wolz/Global Fastener News discussed Challenges of Doing Business Domestically and Globally. The panel shared a wealth of knowledge from their many years of fastener experience.

While John Wolz presented questions relating to the issues of business and its' challenges for all aspects of the fastener industry, the discussion of import and domestic challenges created the most discussion among the panel and audience. While distributors sometimes find themselves frustrated with domestic prices they are not always in a position to import directly. Pete Carlino noted there are many issues importers deal with in the import process that may be difficult for most distributors to deal with directly.

Kent Carter explained the long process in developing Asian suppliers; it's not just a quick trip to Asia. He has learned the importance of dealing with domestic and import product to continue excellent service to his customers.

Mickey Matheny has, for years, gone by the theory of the late Eric Cohn (importer) "If you won't try to do my job, I won't do yours." Direct importing requires knowledge of overseas vendors as well as the import process.

Glen Goins explained his customers are the major factor in sourcing decisions. He has held several roles within his company allowing him the experience to continue the growth of their multi branch distributorship. All panelists agree knowing when to sell domestic and when to import is an important issue to always consider.

Following lunch the group rejoined for round table discussions featuring Eric Dudas updating the membership on social media, its' importance and value; Brian Christianson discussing metal finishing issues and

update on regulations coming out of Europe; Joanne Bialas spoke of the importance of building strong partnerships through personal contact as well as social media-these relationships will be there to assist you no matter what the issue.

Networking in groups, such as SEFA, allow opportunities for relationships which will assist in a smoother road to handling the challenges of business today.

This event featured great networking, golf, information sessions, speakers and all brought to you with the assistance of our many conference sponsors.

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*Left to right: Tony Nelson SEFA president, Joanne Bialas and Dan Reeves*

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Since 1946 Dunham Products, Inc. has been a company that stands for quality and customer service above all else. Throughout the years Dunham has grown in the aerospace fastener industry and has branched out to include many other fastener applications.

Over the past few years Dunham has undergone many structural changes. In January of 2009 they relocated to their current facility on Northfield Road in Walton Hills. With this move they have been able to add machines and personnel to keep up with their customers' growing demands. With the accessibility of this location to Cleveland and the space to branch out, Dunham now offers complete manufacturing and secondary processes with quick turnarounds.

Dunham's employee structure has also undergone a change. Joseph F. Klukan II has taken his father's seat as President and Owner. He continues to drive the company forward to expand to new markets and offer new services while focusing on growth for his current customers' needs. With his latest family addition of two twin boys in January, 2012 Joe holds firm to his family value of enhancing his business for generations to come.

Former GM, Jay Maslanka has been promoted to Vice President. His hands-on approach to conducting operations carries on in a larger capacity. He has been with the company for nearly a decade and in the industry since his start at Lake Erie Screw, Cleveland.

Office Manager, Sarah Johnson continues to specialize in customer care and logistics. With new personnel to supervise and additional production capabilities, she looks forward to continuing to learn new processes and enhance the fluidity of office operations at

Dunham.

The new, friendly face at the front desk is Kelly Meadows, Office Assistant. She is a welcome addition to the Dunham family providing much needed assistance to Joe, Jay, and Sarah. Also, Kevin Skrebunas is the new Technical Sales contact. He is looking forward to contributing to the growth of the company and industry.


Since 2009, the number of machinists employed by Dunham has tripled, much of which occurred in the last year. Dunham has recently added 4 new thread roller machines and 2 Hwacheon CNC's to its production lines. This opens up their capabilities to meet their

customers' ever growing demands.

In the thread roll department, Dunham now has a larger capacity for various sizes of threading. The new sems machine and high-speed slant machine allow them to competitively accommodate high-speed, automated runs. As always, Dunham has the ability to re-roll, blank roll, knurl and roll threads for most material grades and hardnesses.

With the automatic bar feeders and live tooling on the new CNC's, Dunham has the ability to make more complete and more complex parts with faster prototyping. All of these new capabilities mean lower cost and faster production.

Dunham has redesigned their website, which provides a full list of capabilities and contact information as well as employment opportunities. If you haven't visited in a while, you should check it out at: [www.dunhamproducts.com](http://www.dunhamproducts.com).

With machining dwindling as an American commodity, Dunham Products, Inc. is a strong, family built, Cleveland, Ohio company that is standing tall and holding firm now and into the future. 



*Caption is (from left to right): Kelly Meadows, Jay Maslanka, Joe Klukan, Sarah Johnson, Kevin Skrebunas*





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MID-WEST FASTENER ASSOCIATION

**FASTENER TECH™ '13****DATES SET & EXHIBITOR REGISTRATION OPEN!**MWFA - P. O. Box 5, Lake Zurich, IL 60047 - Tel: 847.438.8338, 1.800.753.8338 - [mwfa@ameritech.net](mailto:mwfa@ameritech.net) - [www.mwfa.net](http://www.mwfa.net)***"The All-Fastener-Industry Event in the Heart-of-the-Fastener Industry"***

**FASTENER TECH™ '13**, the third staging of the unique concept in fastener industry trade shows, is scheduled to take place in Rosemont (Chicago), IL, USA, June 10-12, 2013 at the Donald E. Stephens Convention Center. The exhibitor registration forms are now available online at [www.fastenertech.com/fastenertech](http://www.fastenertech.com/fastenertech).

Described as "The All-Fastener-Industry Event in the Heart-of-the-Fastener Industry," **FASTENER TECH™ '13** offers attendees and exhibitors a valuable, cost-effective and easy-to-attend event that provides benefits to fastener manufacturers, distributors, users and suppliers. FASTENER TECH™ is a biennial event.

**FASTENER TECH™ '13** will feature an Exhibition, Education Seminars, an All-Industry Reception, and other networking opportunities, scheduled as follows:

- \* Seminars: June 10, 11 and 12, 2013
- \* Exhibitor Set-Up: June 10 and 11, 2013
- \* Exhibition Open: June 11 and 12, 2013
- \* Reception: June 11, 2013

As a trade event, **FASTENER TECH™ '13** will be unique on several fronts, including the following: the relatively lowcost and ease-of-exhibiting at and attending the show, the all-industry focus, the heart-of-the-industry location, and a high level of participation from fastener industry associations and publications. Turn-key exhibit spaces start at \$1650.

**FASTENER TECH™ '13** is being produced by Fastener Technology International magazine, Akron, OH, USA, and the Mid-West Fastener Association (MWFA), Lake Zurich, IL, USA. As was the case for the 2007, 2009 and 2011 shows, numerous trade associations and industry publications from around the world and different segments of the fastener industry will be involved in organizing, promoting and executing **FASTENER TECH™ '13**.

The most recent FASTENER TECH™ was held in June 2011 at the Donald E. Stephens Convention Center in Rosemont (Chicago), IL, USA, and it provided its visitors with direct supplier access, networking opportunities, business intelligence, social programming and technical education related to making, distributing and using all types of mechanical fasteners - including nuts, bolts, screws, rivets, rings, clips, washers and nails.

***Comments from FASTENER TECH™ '11 participants included the following:***

*"FASTENER TECH™ '11 was great. Very active aisles as attendance was very strong"*


*"Chicago as a host city for a fastener show makes so much sense."*

*"It's a great turnout, the people in Chicago always put on a good show."*

Fastener Technology International is a bimonthly international technical magazine for manufacturers, distributors and users of all types of fasteners—the print edition is delivered to over 13,000 subscribers in more than 90 countries, and the digital edition is available around-the-clock at [www.fastenertech.com](http://www.fastenertech.com).

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

For details on exhibiting contact Nancy Rich of the MWFA at [mwfa@ameritech.net](mailto:mwfa@ameritech.net) (+1 847-438-8338) or Tom Hutchinson of Fastener Technology International at [tlh@fastenertech.com](mailto:tlh@fastenertech.com) (+1 330-864-2122).

Editorial Contact: Mike McNulty of Fastener Technology International, [mcnulty@fastenertech.com](mailto:mcnulty@fastenertech.com) (+1-330-864-2122). 

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# SFA SPRING CONFERENCE & EXPO

## Houston, Texas, March 22-25, 2012

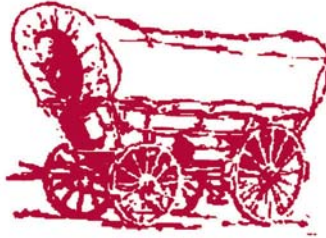




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### WOMEN IN THE FASTENER INDUSTRY

## WIFI HOSTS EVENTS, GEARS UP FOR MWFA/VEGAS AND LAUNCHES MENTORING PROGRAM



It's been a busy year of growth for WIFI (Women In the Fastener Industry), as our networking events have attracted women from across the country seeking to share experiences and support one another. In March, WIFI hosted networking events in Chicago and at the Southwestern Fastener Association's spring conference in Houston. WIFI also hosted an event in April at the Southeastern Fastener Association in Birmingham, Ala., where a group gathered to talk about how to support WIFI and its mission.

WIFI's ambassador program hosts regional events for women interested in strengthening their connections in the industry. WIFI will host a table at the MWFA Fastener Expo in Chicago this month and host a booth at the NIFMS/Vegas show in October, where the annual speaker series and networking event will also be held.

For more information, please visit the events page on the [fastenerwomen.com](http://fastenerwomen.com) website.

WIFI's mission is to provide opportunities for women in the fastener industry, at all levels of experience, to unite in order to educate, mentor and encourage one another, for the express purpose of advancing women in the fastener industry.

WIFI is starting a mentoring program for members who are seeking guidance in the fastener industry. It's a great opportunity for women who are new to the industry to gain knowledge, or for veterans who want to learn about new technologies or want a confidential ear. Visit the WIFI website for applications for membership, the mentoring program and the Edith Cameron Scholarship, which provides funds for educational programs in the fastener industry.





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### National Industrial Fastener & Mill Supply Expo Exhibitor List as of 5/30/2012

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*Continued on page 124*

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# SFA SPRING CONFERENCE & EXPO Houston, Texas, March 22-25, 2012



more photos on page 110



# FASTENER CROSSWORD PUZZLE

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**ACROSS**

1. Deviation in a fastener's side
4. Pipe \_\_\_; cap that seals
8. Device for holding or grappling
11. "By the Time \_\_\_ to Phoenix"
15. Sheet of ice on the ocean
16. Make, as a salary
17. \_\_\_ bolts; fasteners used to attach cables
19. Fastener used to join two externally threaded objects
22. Basketball players, at times
23. Chopping tool
24. \_\_\_-nine-tails; type of whip
25. Wipe away
27. French cap
28. Textbook division
30. "Carmen" or "Otello"
33. Actress Jillian
35. Flower stalk
36. Ridge inside a nut
42. Screw-and-washer assemblies
44. Once more
45. Struck with fear
47. Laughing syllables
50. ABC followers
52. Hooter
54. Portion
55. Bin Laden and others
57. Suffix for violin or balloon
60. \_\_\_ rut; mired by routine
61. Yoko Ono's man
62. Electrician
63. Just about
65. Observe
67. Surface defect
68. Rounded fastener top
72. TV crime drama series
75. Bullring shout
76. Slight arching
77. Body of water
79. Texas city
84. Refrain syllable
86. Gentleman
87. See 87 Down

88. Depart
89. "\_\_\_ was saying..."
90. Take to court
92. Helper: abbr.
93. Like plywood-covered walls
95. Ridged metal plates
100. Rat-\_\_\_-tat
102. Fastener with a six-sided head
105. Vane direction
108. Military mail letters
109. Assumed name
110. Bernhardt and Palin
112. CA's Santa \_\_\_ Racetrack
117. Plain twill weave fabric
119. \_\_\_ bolts; toilet installer's items
121. Actress \_\_\_ Arthur
122. Sharp fastener end
124. Sharp conical fastener top
128. Tallies up incorrectly
129. S-shaped molding
130. Bookish fellow
131. Greek love deity
132. "\_\_\_ to Extremes"; 1990 Billy Joel song
133. Cruise and Hanks
134. Yrbk. section

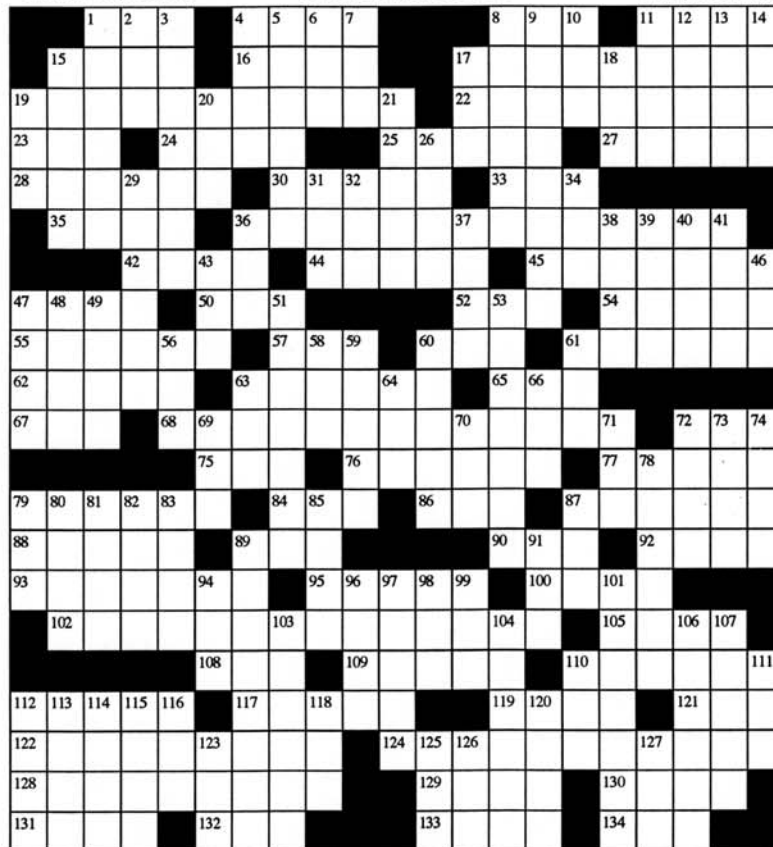
**DOWN**

1. Most depressed

2. Comic strip "Alley \_\_\_"
3. Word on a porch mat
4. \_\_\_ up; confined
5. Shallow body of water
6. "Ode on a Grecian \_\_\_"
7. African antelope
8. \_\_\_ spine; vertebral column
9. Of Asia
10. Poet Byron's initials
11. Doing nothing
12. Will of "The Waltons"
13. Brontë's "Jane \_\_\_"
14. Examination
15. Wild canines
17. Meat-inspecting agcy.
18. Flow back
19. Coolidge or Ripken
20. Actor McKellen
21. \_\_\_ firma; solid ground
26. Rajah's wife
29. TV's "\_\_\_ Street"
31. School org.
32. Brain wave test, for short
34. Canucks' league: abbr.
36. Suffix for treat or expert
37. Abbr. after many poems
38. Molestation
39. Actress Moran
40. Prayer closing
41. Art \_\_\_; cubic & zigzag designs
43. Many AMA members

46. Comfy room
47. Long, doleful cry
48. Oman's continent
49. Stringed instrument
51. Junctions of fastener surfaces
53. Thin, flat rings
56. Sound from Annie's dog
58. Speedway Motorsports, Inc.: abbr.
59. Puccini opera
60. Articles
61. Meadowland
63. Everybody
64. Railroad depot: abbr.
66. Suffix for profit or musket
69. Large bill
70. Baseball stat.
71. One of the Seven Dwarfs
72. Average grades
73. Cutting tools
74. MIT, for one
78. Moon depression
79. Assist, cockney-style
80. Actress Remini
81. Window glass
82. \_\_\_ rivets
83. \_\_\_-assured; confident
85. Actress Diana
87. With 87 Across, fasteners that prevent movement

89. Modifying
91. Detroit-based union, for short
94. Leprechaun
96. Genuine
97. Small bits of land in the ocean
98. 601, in old Rome
99. Mexican Mrs.
101. Rouses
103. From \_\_\_ midnight; PM hours
104. Regard with respect
106. Cavalry swords
107. \_\_\_ bolt; one used to fix parts to a vehicle body
110. NBC weekend prog.
111. Unhappy
112. High point
113. Black, in French
114. \_\_\_ many words; speaking frankly
115. Detectives, slangily
116. Military mail letters
118. "\_\_\_ a Small World"
120. Gorillas
123. "Yes, Pierré!"
125. Little child
126. Self-esteem
127. That girl



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Solution on Page 182



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## DISTRIBUTOR NEWS

For over 22 years **Batching Systems, Inc. (BSI)** has worked with professionals in all aspects of the hardware industry to develop and manufacture turnkey systems ideally suited for the rigors of heavy duty hardware applications that efficiently batch and package finished product for commercial use and/or retail presentation. The hardware user or retailer requires accurate, dependable batch sizes in an application suitable package. Toward that end, BSI has developed a full line of automated batching and packaging equipment solutions.

Walking through the aisles of your local home improvement store, you can see that hardware come in many sizes, shapes, colors and packages. Recognizing this, BSI packaging equipment solutions include batching and packaging automation equipment that is easily integrated with each other, or equipment from another source. Our systems count or weigh various hardware into collated batches and then package into bags, boxes, blister packages or clamshell packages.

One benefit of maintaining a sustainable business model for over 22 years is the ability to leverage all those years of experience handling different applications with the development of highly technical innovations. The latest in Batchmaster® product innovation includes a new generation of optical scanners.

Patented dual view optics is what sets the Batchmaster® counter apart from the competition. The Batchmaster® DOES NOT count product by registering a break in a beam of light. Instead the Batchmaster DOES look at each part in-flight and scans it at, now, an incredible 6000 pulses per second. A 3-dimensional image is created from which a volume analysis is conducted and an items value is assigned. The counter can tell if the part scanned is too small or too large and either account for it or reject it before the batch containing the suspect part enters its finished package. All of this is done in real time, at incredible speeds.

We hope to have this latest innovation available for view at the 2012 Pack Expo in Chicago, IL later this year.

For more information, contact *Batching Systems, Inc.*, Tel: 410-414-8111, Fax: 410-414-8121 or visit them on the web at: [www.BatchingSystems.com](http://www.BatchingSystems.com).

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**THE BAD USE (ABUSE) OF METRIC** *continued from page 8*

The US tourist industry brings in a lot of money to our country and employs thousands of people. It would expand even more if visitors from other countries (thinking metric) had references to temperatures, distances and speed limits that made sense to them. We made a very lame effort some years back to actually have highway signs posted in kilometers (km) instead of miles and speed limits in km/h (kilometers per hour) instead of MPH. It largely failed due to cost, but was, and still is, a “shovel ready” project. If started again today it would pull many people from the unemployment lines. When we Americans travel overseas, we can more easily function as visitors and tourists because the metric designations are so simple.

The US auto industry was ready in the 1970's for a quick and complete change-over to metric. They would probably save some money by making instrumentations easier, like speeds only in km/h instead of dual with MPH. Also ready to go was the US fastener industry where a plan for a 10-year change-over was deemed realistic. But, the resistance and unwillingness to change became soon evident and we went back (more or less) to follow our old, worn tracks.

I don't think anyone realistically doubt that the United States will be joining the metric world. The problem we have is that the longer we procrastinate, the more expensive it will be to make up for lost time and business opportunities. On the other hand, by waiting we will have more time to make many more costly mistakes, if we consider that as a positive factor.

A decisive action from our elected leaders in Washington DC could make the conversion process quick, economical and with limited headaches. Mandating weather reports in degree Celsius (°C) instead of Fahrenheit, wind speeds in m/s (meter per second) instead of MPH, snow depths and rainfall in mm (millimeter) instead of inches should make us comfortable with metric terms because it would be right in our faces on a daily basis. The food industry has already advanced on this issue and can also give us a comfortable feel for the kilogram (kg) and the liter (L). We already get soft drinks in 2 liter bottles without getting bent out of shape.

### ***Now to the unfortunate ABUSE of metric***

In our feeble attempts to “do metric” we often invent units and pronunciations that are completely out of sync with SI. If we can learn how to use SI units correctly and get rid of the many confusing examples of “home-made” metric, our lives in the metric lane will be a lot safer and smoother. The following areas should cover most of the units (good and bad) that apply to our work in engineering and in our daily lives.

### ***Length/distance***

The SI unit is meter, m. Avoid the French spelling, metre. We normally use millimeter (mm) in technical drawings. For very small measurements like plating thickness, surface roughness, etc. the micrometer ( $\mu\text{m}$ ) is practical. The term “micron” is sometimes erroneously used to indicate  $\mu\text{m}$ , but is a no-good term today. Longer distances are measured in kilometers (km). But, if someone invites you to run a 10K race, don't show up. K means kelvin, SI base unit for temperature. At a temperature of 10 K, which is the same as  $-263.15^\circ\text{C}$  or  $-441.67^\circ\text{F}$  you are already frozen solid before the start of the race. Please, don't abuse kelvin. Some other bad examples are MM instead of mm for millimeter. MM means mega mega or million million and does not make any sense (only for candy). NEVER use Km (and meaning km) as we often see on route displays in airplanes, or Kg that some load sensors have as markings for the same reason as above. The kilometer is pronounced with the accent on “i” and not on the “o” as most uneducated reporters say it. If you say kilo and then meter and just put them together like you just said it, it will be correctly pronounced.

### ***Area***

The meter being the base, we can use  $\text{mm}^2$ ,  $\text{m}^2$ ,  $\text{km}^2$  or whatever would suit conversion of  $\text{in}^2$ ,  $\text{ft}^2$ , acre and so on.

### ***Temperature***

The kelvin unit, K, is the SI base unit, but should only be used in scientific contexts. Degree Celsius (°C) is the SI additional unit replacing Fahrenheit (°F). The Celsius scale is based on water either freezing at  $0^\circ\text{C}$  or boiling at  $100^\circ\text{C}$ . The Fahrenheit scale is pure nonsense in my opinion. Don't use centigrade instead of Celsius, this was an old term used by pharmacists a long time ago.

A couple of easy reference points:  $-40$  is the same in  $^\circ\text{C}$  and  $^\circ\text{F}$  (much too cold either way),  $+10^\circ\text{C}$  equals  $50^\circ\text{F}$ ,  $+16^\circ\text{C} = 61^\circ\text{F}$  and “room temperature”  $+20^\circ\text{C}$  is  $68^\circ\text{F}$ .

### ***Force***

N or newton (low case always) replaced all old “metric” terms like kilogram force and kilopond. It is a relatively small unit, 1 pound force (lbf) is approximately 4.5N (4.4482 exactly). For practical purposes we normally use a prefix like k for kN (thousand newtons) or M for MN (million newtons), etc.

### ***Mass (weight)***

One kg (kilogram) equals 2.2046 lb (pound). Don't use kilo to indicate kilogram, kilo is a prefix simply meaning 1000. The Europeans, who should know better by now, are very sloppy with this, let's try to be better (shall we?). Why we use lb (libra from Latin) and oz (onza from Latin) I simply don't know. Do you?

## DISTRIBUTOR NEWS

Maria Garcia, National Sales Manager for **Rivet & Eyelet Technologies**, announced a corporate sponsorship for the 2012 season with JP Racing of New Hampshire.



The #97 Rivet & Eyelet Ford Fusion piloted by NASCAR driver Joey Polewarczyk Jr. will compete in the American-Canadian Tour. Rivet & Eyelet is a domestic and international source of stamped and extruded blind rivets, setting tools, and custom engineered eyelet products.

For more information, contact: Tel: 1-800-853-7011, Fax: 978-851-4488, Email: maria.garcia@riveteyelet.com or at www.riveteyelet.com.

\* \* \*

**EFC International**, is pleased to announce Ted Loucks has been named Chief Operating Officer. Ted has been with EFC since 2009 and has served as Director of Information Technology, and as Director of Technical Operations. In his new role, Ted will oversee the general operations of the company outside of Sales & Marketing.

For more information contact EFC International by Tel: 314-434-2888 or visit online at www.efc-intl.com.

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## DISTRIBUTOR NEWS

**Elgin Fastener Group** has announced several new divisional personnel appointments.

Among these are:

- \* Tena Heller, new Controller at Ohio Rod Products.
- \* Shawn Halcomb, Quoting Specialist/Customer Service Rep for Chandler Products and Quality Bolt & Screw.
- \* Brian Lamoureux, Plant Manager at Leland Powell Fasteners and Landreth Fastener.
- \* Todd Thomas, Quality Supervisor at Quality Bolt & Screw.

Named to new assignments within the EFG corporate structure are:

- \* Joe Johannigman, ERP Manager.
- \* Frank Pushpak, Product Development Manager for Diesel Engines/Transmissions.
- \* Mike McAlindon, Continuous Improvement Director.

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

Contact Elgin Fastener Group. Tel: 812-689-8917, Fax: 812-689-1825, email: quotes@elginfasteners.com, or visit them on the internet at: www.elginfasteners.com.



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## PACIFIC-WEST FASTENER ASSOCIATION

# PAC-WEST HOSTS THIRD ANNUAL MEL KIRSNER MEMORIAL GOLF OUTING

Kelly Lehman and John Reid (Pacific Warehouse Sales) partnered with Jim Moir (Pencom) and Ernie Ewegen (Applied Industry Marketing) to win first-place honors at the third annual Mel Kirsner Memorial Golf Outing, held Monday, May 7, 2012 at the Vellano Country Club in Chino Hills, California.

Second place honors went to Kevin Chappell (Ababa Bolt), Kelly Tobin (Bristol Machine) and Bob Porteous and Scott Gibson (Porteous Fastener Company).

The third place team was Jim Riley and Jim Daly (Element Materials Technology) and Dan McDevitt and John Thalasinios (T&T Enterprises).

Special thanks go to Sentry Insurance for sponsoring a hole-in-one contest for \$10,000 cash. Sadly there wasn't a winner!

We are grateful for the support of ND Industries and their donation of a sleeve of balls for each player.

Because of our generous sponsors there were many contest holes at the outing.

- Bossard Metrics sponsored the Inside the Rectangle contest on Hole 1
- Element Materials Technology sponsored the Inside the Circle contest on Hole 3
- Fully Threaded Radio sponsored the Closest to the Hole contest on Hole 4
- Industrial Fasteners Institute sponsored the Closest to the Hole contest on Hole 7
- INxSQL Software sponsored the Men's Long Drive contest on Hole 9
- Kanebridge sponsored the Closet to the Line (Straightest Drive) contest on Hole 10
- Metric & Multistandard Components sponsored the Inside the Triangle contest on Hole 14
- Pacific Fasteners sponsored the Ladies' Long Drive contest on Hole 16
- Pell Mell Supply sponsored the Closest to the Hole contest on Hole 17
- WCL Company sponsored the Inside the Square contest on Hole 18

At the post-game reception, which was emceed by Pac-West board member Tracy Lehman (Pacific Warehouse Sales), some great raffle prizes were handed out. Proceeds from the sale of raffle tickets also benefited the Mel Kirsner Memorial Scholarship Fund; more than \$3,000 was raised at this event.

Pac-West thanks all our golf outing sponsors for their generous support:

- Bossard Metrics
- Sentry Insurance
- N-D Industries
- WCL Company (Pac-West silver sponsor)
- Element Materials Technology
- Fully Threaded Radio
- Industrial Fasteners Institute
- INxSQL Software (Pac-West bronze partner)
- Kanebridge Corporation
- Metric & Multistandard Components (Pac-West bronze partner)
- Pacific Fasteners Ltd.
- Pell Mell Supply
- AZ Lifting Hardware
- Long-Lok Fasteners
- Nucor
- Pacific Warehouse Sales
- Pentrate Metal Processing
- Porteous Fastener (Pac-West platinum partner)
- The Socket Source



And, we thank the following companies for donating prizes for the event:

- K-Surplus
- Porteous Fastener Company
- Sentry Insurance
- T&T Enterprises
- Vellano Country Club
- WCL Company

We had a great team organizing the event: Tracy Lehman (Pacific Warehouse Sales), Kevin Chavis (Porteous Fastener Company) and

Kelly Lehman (Pacific Warehouse Sales).

As an integral part of the fastener community during his life, Mel Kirsner earned the respect and admiration of everyone involved with fasteners. Mel started in the industry in 1958 and was also a founding member of the Western Association of Fastener Distributors.

Mel valued not only traditional education but also the shared knowledge and experience of those around him. Upon his death Mel performed an act of generosity for the fastener industry by leaving money in his will to what is now the Pacific-West Fastener Association scholarship program. In 2010 the first Mel Kirsner Memorial Golf Outing was held to help add to the fund that Mel started.

For links to photos and video, visit [www.pac-west.org](http://www.pac-west.org) 



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**IF YOU REALLY TRUST THE WAREHOUSE - PART 1 OF 2** *continued from page 10*

At this point the existing systems should still be in place, but the sampling results can be used to develop specific programs for enhancing the numbers. Reinforce this with psychological incentives (thanks in public, discipline in private) for everyone involved and make sure that both staff and management are participating in the program. Post all findings using graphical charts, initially by the types of errors and anonymous labels such as "picker," "packer," "office," "sales," etc. Use these results for training on both an individual and group basis.

While similar statistics could be gathered simply by having the checker record and quantify the who, what and when of any errors that occur this function will ultimately be eliminated if 4% checking is more accurate than 100% checking. How can this happen? With greater focus during the checking and by examining sealed orders with the same scrutiny as a customer errors introduced at every level of the operation (sales, stocking, picking, packing, shipping) will be noted.

Meanwhile start tracking the output of the pickers in context. Warehouse picking is best measured by the "line" (remember that most of their time is spent in traveling) while conveyor picking or other fixed location order fulfillment is measured by the "piece." The objective is for you and everyone else to become comfortable with about a 97.3% confidence level that what you are finding in terms of both quality and quantity is "truth" and accurate. A good time frame should be at least two months, more if there are monthly or seasonal peaks and valleys.

### ***Extending Participation***

With the current checker/packer also recording any discrepancies encountered when, including the who, what and when it will be a simple matter to repurpose this individual to become the random checker. If everyone already trusts their observations then the new technique will become accepted. Adding some additional tasks and responsibilities to this individual's work day uses any time saved more effectively and similarly sets the stage for future progress.

Given that the checker should be conversant with both checking and packing they may be the ideal

individual for initiating any Pick-Pack techniques. Therefore at some point it will be necessary to train another individual to take over the random sampling position. In many operations this can even become a rotating job so that everyone has hands on experience with what constitutes a high quality order...from the customer's perspective.

This is the time to begin setting goals for moving the statistics in a positive direction, awarding the people with incentives such as food, treats, time off, etc. Tangible acknowledgements for positive behavior will be far more effective than money at this point.

Introduce and emphasize the new "Perfection Program" as measured by a "Percent of Perfection." This is far better than the more common "error rate" and it reinforces something that most warehouse people have never had in their lives. If 70% got them an acceptable "C" in school then it's going to take a lot of confidence building to bring them up to a new standard. This will require full participation.

One way of gaining their attention is by soliciting input from everyone on ways to raise quality to new levels while tracking the results. Implement their best ideas and post all information and results in an easily understandable format and language. Customer involvement can be achieved simply by adding a note to any carton that is inspected to get the recipients involved in reporting problems to you or a named quality assurance individual who can respond quickly and maintain records of the encounter.

Depending on the group dynamics and reaction this step can be concurrent or an add on at any time. Realistically at the minimum you will need another month to gain acceptance and build trust both in house and with the customer base.

### ***Physical Steps***

Still nervous about trusting the personnel to get the right materials in the right box? Hedge your bet with simple bar code labels. These can be produced in house using any ink jet or laser printer or perhaps this labeling already exists either as a vendor printed code or UPC in a standard location on master cases (side) and inners (top flap).

**Management just doesn't trust warehouse to get things right. The only way to eliminate this fear is to start with your beliefs and then develop the program a piece at a time.**

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304

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309

310

316

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317

317L

321

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347

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416

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422

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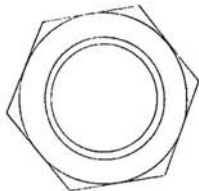
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**THE BAD USE (ABUSE) OF METRIC** *continued from page 112***Volume**

Use liter (L) for liquids (gasoline, wine, soda pop, etc.). Otherwise, in technical matters use  $\text{mm}^3$ ,  $\text{m}^3$  and similarly cubed metric units.  $1 \text{ L} = 1 \text{ dm}^3$ . 1 US gallon is approximately 3.8 L (3.7854 exactly).

**Pressure/Stress**

The derived SI unit pascal (Pa) is used worldwide for barometric, hydraulic and other types of pressures.

For mechanical properties, like strength of materials,  $\text{N}/\text{mm}^2$  is used by ISO and most industrial countries. For reasons unknown to me, ASTM has adapted the pascal unit as MPa instead of  $\text{N}/\text{mm}^2$  for mechanical properties. The rationale for using  $\text{N}/\text{mm}^2$  is that the stress is defined as a force (in this case N) applied to a cross sectional area (in this case  $\text{mm}^2$ ).

Since everyone in the world knows (??) that MPa =  $\text{N}/\text{mm}^2$ , this should not be a problem, but why can't we have the same expressions for all technical standards to avoid trouble? The United States, is after all a major member of ISO, The International Organization for Standardization.


**Torque/Moment of force**

For tightening of most sizes of fasteners we use newton meter (Nm) or other suitable combinations of N and length of moment arm.

**A final note**

In this modern and high tech age, why would a pilot of a commercial airliner tell the passengers the speed of the airplane in knots?!? The knot (kn) is a term (not SI, of course) coming from the old sailing ship era where knots were tied on a line every 47 feet 3 inches apart. The line was attached to a chip log (weighted on one end to make the thing stand up – sort of) which was cast over the stern of a moving vessel/ship. A 30-second sand-glass (later 28 second) was then used to time how many such knots passed by to indicate speed. One knot, by the way, is based on 1.85166 m (one nautical mile) per hour.

With the use of modern, precise information from GPS and Doppler radar, this knot business is pure nonsense. There is, unfortunately, a 1969 United States Federal Aviation Regulation for airworthiness standards mandating use of nautical miles (1852 m) and knots. To be meaningful it also has to be combined with the Mercator projection world map to make any sense for navigation. So, if a pilot reads this, please spare your passengers this unnecessary information and tell them your speed (in air and over ground) in km/h. Keep the knot inside the flight deck (used to be called cockpit).

I don't mind if you make a copy of this article and send it to your Congress- and/or Senate representative. They passed the metric law and should get moving on implementing it, it is more than 20 years overdue! 

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**EFC: DOING THINGS A LITTLE DIFFERENTLY** *continued from page 40*

Douglas Adams, CEO and President of EFC International, is the first to admit "EFC does things a little differently." He is proud to lead the fastener industry through innovation on all levels. Douglas leads his team with hard work, dedication, and a few perks thrown in. EFC continues to invest in people through company paid education. Another perk enjoyed by employees throughout the company is subsidized fuel expenses. The plan was first implemented in 2008 with oil and gas prices breaking records and no resolution in sight. Concerned it may force employees to consider other employment closer to



*EFC wins KMOX Radio's Cardinal Spirit Award*

their homes, which would clearly adversely affect the company, the decision was made to subsidize fuel expenses. Gas prices continue to be at a level impacting the world-wide economy. EFC realizes the impact as a company due to their position as a major supplier to the automotive, recreational vehicle, commercial and distribution industries. Douglas states, "We encourage all corporations to consider similar support for their employees."

EFC continues to develop strategies to create consistent business growth and remain focused on this initiative and employees because we really do care. 

**EFC International**

**Atlanta - St. Louis - Chicago - Detroit - Toronto**

**IF YOU REALLY TRUST THE WAREHOUSE - PART I OF 2** *continued from page 118*


Purchasing appropriate readers for both UPC and Code 39 (typical for the industry) with simple programming that will allow for matching bar codes on racks with the ones on the products (regardless of code symbology) can be used to verify both stocking and picking. The costs and efforts may be minimal but your peace of mind will make the payback virtually instantaneous.

The easiest place to begin implantation is stocking where the stocker verifies the code on the product or paper work with a label on the rack, bin or shelf. Get this process under control and then add picking, physical inventory, checking and other functions. Often this will set the stage for installing a new Warehouse Management System (WMS) and can gain perhaps 50% to 80% of the benefits before making any substantial software investments. It will take at least 2 months for any bar code label program to be usable so starting on this in

the near future is imperative.

If the Pick-Pack personnel will need to bring boxes with them while picking at some point you need to identify the shipping carton type usage to determine what cartons (and quantity) should be stocked strategically in the warehouse and bungeed to the carts. While initially the current pick carts and cartons can be utilized they are not necessarily optimal for pick/pack. Self forming bottoms for the cartons and a more user friendly cart should be investigated.

A future article will discuss the personnel and compensation issues involved in Pick-Pack operations.

Never mess with people's paychecks until everyone in the operation has reached a very high level of trust. Saving time and labor in the warehouse provides an opportunity for "gain sharing" where both individuals and teams are rewarded. This is where the ultimate payback is generated. 

**The objective is for you and everyone else to become comfortable with about a 97.3% confidence level that what you are finding in terms of both quality and quantity is "truth" and accurate.**

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fastener inspection equipment - innovative gage design - dimensional calibration

Greenslade & Company has been proudly supplying the gaging world with the widest range of fastener inspection and dimensional measuring equipment for the past 30 years. We have dedicated ourselves to providing our customers with the simplest and most convenient gages to fit their needs. Our full line of precision gages include GO/NOGO and variable thread gages (both internal and external), all fastener recess gages, head height protrusion gages, multiple types of length gages, tapping screw testing equipment (including drill-screw and torque tension measuring) and also N-spekt<sup>®</sup> 2, our own customizable digital data collection system that adds value to your quality program by efficiently capturing inspection data, storing it in a database, and provides professional inspections reports to fulfill customer reporting requirements. It handles both in-process and final inspection to verify your quality products.

Greenslade is also a specialized provider of dimensional calibration services to manufacturers and distributors through out the world. Our services extend to the automotive, commercial, aerospace and medical industry. Our 24 hr. temperature controlled laboratory has state-of-the-art precision measuring equipment and a fully trained staff allowing Greenslade to stand by it's commitment of ensuring the greatest degree of

accuracy that we can offer to our customers. All of our certifications are generated using automated input methods and a registered calibration software program, backed up daily to ensure full data traceability. We are accredited to ISO 17025 by the American Association of Laboratory Accreditation (AL2A). With continued equipment upgrades, staff and scope expansions, we are broadening our horizon of capabilities to stay on the cutting edge, allowing the best possible service and products to our growing customer base

With our highly trained and very extensive engineering department, Greenslade can design custom gages to meet your unique gaging requirements. This service is performed at NO CHARGE to our customers, furthermore most design proposals are returned within 48 hours of receiving a design request. Gage designs can be of attribute or variable type depending on the customer's specific requirements. We are also able to provide various in-depth consultation services in matters related to fastener quality and calibration issues, gage usage, and special gage designs. Greenslade has carved out a prominent name for itself in the gage design industry and as a standard we intend to continue this customer service to ensure that our products are supreme in fit, form and function.



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## DISTRIBUTOR NEWS

**Quantum Storage Systems** announces its Polymer Mobile Carts, now stocked in Miami, Chicago, and Philadelphia for immediate shipment.

Ideal for many industrial and commercial material handling applications, the carts are heavy-duty, with a 500 lb. load capacity.



These durable, rugged carts come standard with 2 swivel and 2 rigid heavy-duty casters for easy control during movement. Choose from 2-shelf and 3-shelf models. Select tray or flat top shelf. Tool holder (shown) is a popular option.

Quantum Storage Systems, one of the Nation's leading providers of plastic bins and wire shelving systems - Great storage products, delivered quickly at the guaranteed lowest prices - Quantum!

For more information, or to order a new catalog, call toll-free: 1-800-685-4665. Alternatively, email at: [sales@quantumstorage.com](mailto:sales@quantumstorage.com) or check them out online at [www.quantumstorage.com](http://www.quantumstorage.com).

## DISTRIBUTOR NEWS

**Screw Products, Inc.** is delighted to announce our fresh face! Our bulk containers are now available in a reusable bucket! These buckets look outstanding on any sales counter!

As a "Thank You" to our customers, we will including a FREE Star Drive bit in every container!

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customers! Receive training and dealer and marketing assistance online 24-7!

Just another reason to think...Screw Products, Inc!

Screw Products, Inc carries a full line of "The Ultimate Fasteners" and other building materials.

For more information, free samples or a catalog, call Screw Products on 1-877-844-8880 or visit their website at [www.screw-products.com](http://www.screw-products.com).



### **Beta Steel Group**

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Tel: 1-800-594-9074 Fax: 586-323-6806

Email: [sales@betasteel.com](mailto:sales@betasteel.com)

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## **BETA STEEL: PREMIER SUPPLIER FOR 40 YEARS**


Beta Steel is a full service wire processor and warehouse based in Utica, Michigan. With over 40 years of experience we are a premier supplier to the cold heading and wire forming industries. Being part of the largest CHQ rod purchaser in North America allows us to supply even the most obscure steel product while maintaining competitive pricing. Our ability to anneal, draw, and coat combined with over 300,000 square feet of warehousing in Detroit, MI. and Rockford, IL., give us an advantage that is unmatched. We offer JIT stocking programs designed to each customer's individual needs. We supplement all of this with three A2LA accredited



laboratories, experienced metallurgical personnel, and a knowledgeable sales staff assuring that any needs are attended to promptly and effectively.

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demanding quality standards.

Beta Steel is committed to continual growth of the partnerships we build with our customers. We look forward to providing the highest quality material and the service that our customers have grown accustomed to. 



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Beta Steel leverages some of the industry's best pricing on behalf of our customers. We are able to achieve this advantage as a result of our position as the largest purchaser of CHQ wire, rod, and processing in North America.

Our strength doesn't end here. Our industry partnerships allow us to provide state of the art testing and engineering support. We are proud to be recognized as ISO 9001:2008 compliant as well as being an approved supplier for major corporations throughout North America.



To get a better idea of how Beta Steel's strength can work for you, scan the QR code or visit [betasteel.com/Speed](http://betasteel.com/Speed).

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**AGILITY SPEED STRENGTH**  
 The Beta Steel Experience



**WHEEL STUD FAILURES** *continued from page 12*

The air supply that drives these beasts operates between 120-90 psi of air pressure which fluctuates with use and with the number of other devices operating off the same air supply. Therefore, any applied 'torque' is never even on the same wheel.

The output torque is high with the impact wrench. Left unchecked, a common 1/2" drive air impact wrench will spin at 8,000 RPM and have an initial output torque of 325 lb-ft. That is enough for a large truck tire, not a 12 mm stud.

Torque sticks have been used for a couple of decades now. No reports of failures have been attributed to their use, but it still is in the hands of the operator and how clean the wheel and studs are.

Torque wrenches are also only as good as the operator. Some will initially tighten the nuts with an impact wrench, and then check the torque with a 'click' type torque wrench. If the wrench clicks, they move on to the next stud. Unfortunately, that 'click' doesn't indicate if the torque has been exceeded or by how much.

The best operational procedure I have ever seen is employed by one chain of stores who uses brake clean to rid the studs of any oil, then uses an Ingersoll Rand torque adjusting air wrench set to 50 lb-ft to initially set the wheel. The nuts or stud bolts are tightened in a criss-cross pattern followed by using a torque wrench set to the manufacturer's specifications. After a few moments, the torque is reapplied to assure full joint compression. They also offer free retorquing after 25 miles.

### Reasons for Failures

Not retorquing the nuts or stud bolts within 100 miles of installation; use of an unregulated impact wrench; rust; oil on the threads; high mileage; too many tire removals and replacement; road hazards; ABS; Traction Control; 4X4; AWD and after-market wheels. However, it is the initial loss of clamp load that begins the fracture mechanism, the aforementioned reasons will accelerate the fracture.

Usually, studs will fail from metal fatigue due to loss of clamp load. It is next to impossible for a wheel stud to fail in pure tension because of the stress dynamics of the wheel. The final fracture may be in tension if the front wheels are pushed into a turn or the rear wheels are normally drug into a turn, but only after most of the internal area of the stud has been fractured from metal fatigue.

To fail in shear means the entire wheel is completely loose and subjected to a heavy impact. Otherwise, the stud threads will groove into the wheel, the wheel wobbles and elongates the wheel hole.

The first wheel hole has been abused prior to the stud failing. There are clockwise indentations which indicate heavy impacting during installation. When the wheel became loose, it elongated the hole.



The second wheel boss area exhibits wear and rust. A positive seat cannot be achieved with rust between the joint surfaces as it will relax the load. It only takes 0.001" of thread relaxation for a wheel to lose 30,000 psi of clamp load. Think about that.



The above two photographs illustrate the damage prolonged impacting can do to a hexagonal shape on the nuts and stud bolt.

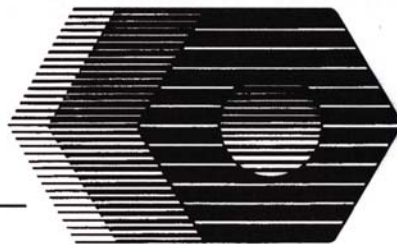


Rust not only interferes with clamping the joint together but it also indicates the fracture has been propagating through the stud for a while, not just recently. Many times a fracture may occur within 30 days of the last wheel maintenance and naturally, the last person to touch this is to blame. However the rust proves otherwise.

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Galvanized Nuts  
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# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## Applications in Power Generation

The HYTORC Nut is in use by every major power company in areas all over the world. HYTORC have successfully installed on the majority of critical applications in power stations, including turbine casings, internal bolts, etc.

The HYTORC Nut has been proven on high temperature equipment, where it was installed for more than 12 years and then removed for equipment maintenance and reinstalled with no thread damage and no additional cost. Time savings across multiple applications during a maintenance period have been proven to add up to more than a day's worth of time in some instances. What would an extra day of production be worth in your plant?

### THE HYTORC NUT FEATURE

- Page 18: How Does it Work?
- Page 20: The Optimization Process
- Page 22: How Does it Compare?
- Page 132: Applications in Power
- Page 134: Applications in Refineries
- Page 136: Service and Support



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(82) Internal/External Bolts

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New Method: 3 Hrs

Time Savings: Nearly 20 Hours



#### COMPLETE HP TURBINE

(52) Internal Bolts - Various Sizes

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New Method: 2 Hrs 30 Min

Time Savings: Over 12 Hours



#### STEAM CHEST VALVES

(16) 1-3/4" Bolts

Old Method: 6 Hrs 10 Min

New Method: 35 Min

Time Savings: Over 5 Hours

CONTINUED ON PAGE 134



## DISTRIBUTOR NEWS

**Gage Bilt Inc.** is pleased to announce the availability of the new GB2580 hydraulic tool.



The GB2580 tool will install aerospace and industrial grade lock bolts up to and including 3/8 inch diameter. This tool features a rugged steel cast body that weighs 6.6 pounds, has a .940 stroke and develops 10,700 pounds of pull pressure.

For more information, contact Gage Bilt Inc. Tel: 586-226-1500, Fax: 586-226-1505, E-mail: [solutions@gagebilt.com](mailto:solutions@gagebilt.com) or visit [www.gagebilt.com](http://www.gagebilt.com).

\* \* \*

**Screw Products, Inc.** announces that the C-Deck Composite Deck screw is an approved fastener for Trex® Transcends and Enhance lines!

The C-Deck works great in the ANY composite, hard or soft! Also great for wood applications and is stocked in 16 colors to match most composite deck colors! #10x 2-3/4" offered in 305 Stainless Steel and pressure treated lumber compatible coating in 16 stocking colors.

For more information, visit [www.screw-products.com](http://www.screw-products.com).

## Attention Fastener Distributor's! Using Quality Storage Products as a Vehicle for your Company's Growth

Distributor's offering the same old, low quality storage products as part of their VMI program is common in the marketplace. Offering higher quality heavy duty storage products adds value to your program and enhances your company's image. Check out Craftline Storage Products and see for yourself how quality has increased market share for our distributors. Quality products at a very competitive price. Proudly Made in the U.S.A.



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## DISTRIBUTOR NEWS

**Craftline Storage System's** 6"H (PL-20B-M) and all three Heavy Duty Ten Drawer Service Tray Box Rack System is manufactured with heavy duty ball bearing drawer slides. Each drawer will easily support 100 pounds. Drawers are constructed with solid steel drawer bottoms adding extra support for a smooth quiet slide. Each drawer extends fully allowing user to open the service tray box completely while in cabinet or remove for remote use. Cabinets are 12-1/2"D x 20-12"W. The four drawer cabinet is 15"H (PL-4DH-M) and the six drawer cabinet is 25"H (PL-6DH-M). The heavy duty box base is

products fasten together with threaded mounting holes and included hardware. Add the optional locking system to securely protect the contents of each drawer. These heavy duty cabinets are available in a Black Textured or Gray Powder Coat finish. Proudly Made in the U.S.A. (Compartment Tray Boxes not included).

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





# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## Applications in Petro-Chemical

The HYTORC Nut has been proven as the best solution for troublesome application in petro-chemical plants and refineries. The Nut has been used around the world to stop leakage on flanges that had previously been viewed as un-fixable.

HYTORC provides supervision for the crew or contractor doing the installation to ensure that everything is carried out as efficiently and effectively as possible. The HYTORC Nut system comes with a money-back guarantee that states: "If the job is not faster and safer than your previous system, you do not pay."

### THE HYTORC NUT FEATURE

- Page 18: How Does it Work?
- Page 20: The Optimization Process
- Page 22: How Does it Compare?
- Page 132: Applications in Power
- Page 134: Applications in Refineries
- Page 136: Service and Support



**In a single refinery, the HYTORC Optimization Process saved over 72 hours of time over previous bolting methods. HYTORC Tensioning Technology was installed include:**

Reactor Head, Exchanger Header, Steam Valves, Exchanger Channel Head, Reactor Inlet Flange, Reactor Manway, Reduction Exchanger Dollar Plate, Reactor Orifice Flange, Feed Exchanger Inlet/Outlet, Heat Exchanger Dollar Plates, Reduction Exchanger Nozzle, Inverted Reactor Outlet, Reduction Exchanger Dollar Plate, High Pressure Cover, Reactor Manway Cover, High Pressure Line, Regenerator Dome, and more.

CONTINUED ON PAGE 136

# What do you need?

## Sex Bolts



Including the MALE SCREW and FEMALE SCREWS.  
Various heads. Thread #10-24.  
Length 1/2" - 4". Other sizes available.  
Materials: Steel, Zinc Plated, Stainless Steel.

## Binding Posts & Screws



Including the MALE SCREWS and FEMALE SCREW.  
Thread #8-32. Length 1/8" - 6".  
Other sizes available.  
Material: Aluminum, Brass.

## Blind Rivet Nuts, Blind Jack Nuts & T-Nuts



Round and Hexagon heads. Big and small flanges.  
Open and closed ends. Knurled ones are also available.  
Materials: Aluminum, Brass, Stainless Steel and Steel.

## Clinching Parts (Nuts & Screws)



Bushes, Clinching Nuts, Stand offs, Studs and Spacers. Information on sizes and materials available upon request.

## Self-Tapping Threaded Inserts



Internal thread #2 - 7/8". External thread M4.5 - M36. Provides stronger and more durable permanent threads in plastic.  
Materials: Steel, Brass & Stainless Steel.

## Stretch Folding Blind Rivets



Rivet Dia. 5/32" & 1/5". Length 0.57" - 1".  
Finish available in a multiple of colors.  
Rivet Body: Aluminum 5052.  
Mandrel: Aluminum 5056.

# Ask us.

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# THE HYTORC<sup>®</sup> NUT<sup>™</sup>

## HYTORC Service and Support

Common concern about switching hex nuts for the HYTORC Nut is cost and support. While the HYTORC Nut may be slightly more expensive than a standard hex nut, it has been proven that the difference in cost can be recovered on the first job in time savings and reduction of safety incidences alone.



When it comes to support, HYTORC is recognized as the World leader in customer satisfaction among bolting system manufacturers. Our one year no-questions-asked warranty is a first in the industry. There is no fine print and we will never accuse a customer of misusing a product. If it breaks within a year of purchase we will repair or replace it free of charge. A lifetime warranty also covers any manufacturing defects or parts that are later upgraded. Additionally, all of the free services below come with every HYTORC system.

- **FREE** Operator Safety Training upon Delivery
- **FREE** Semi-Annual Safety Training on Request
- **FREE** Annual Safety Seminar on Appointment
- **FREE** Loaner Tools in case of Product Failure
- **FREE** Torque/Tension Consultation/Survey
- **FREE** Half Day, First Use Supervision
- **FREE** Annual Product Inspection on Request
- **FREE** Product Demonstration



HYTORC's fleet of service vehicles offer on-site calibration and repair of all HYTORC bolting systems as well as hand torque wrenches and pneumatic multipliers. The certified mobile technicians also have systems available for rental or purchase on site and they can provide safety training on request. Our goal is to make bolting jobs as

safe and simple as possible while providing the highest quality of products and service to every HYTORC user. For more information on this or any other HYTORC products or services call or email any time using the info below.



## DISTRIBUTOR NEWS

**Aztech Locknut Company** is pleased to announce that on May 10, 2012, an accreditation to ISO/IEC 17025:2005 was awarded by AClass. Our independent QA lab, Torque & Tension Lab & Consulting, is now positioned to support our product sales and service our customers with technical testing & analysis of assemblies with locknuts. In addition to traditional dimensional attribute and plating measurement, the lab is certified to test the following:

- Torque & Tension Testing
- Coefficient of Friction
- Automated Locknut Torque Analysis
- Steel Chemical Analysis
- MIL-SPEC & Junker Vibration Testing
- Surface Finish
- Metallurgical Microscope Analysis
- Magnetic Permeability

Quickly becoming a benchmark for the locknut industry, the Aztech Quality system has pushed into the advanced requirements and inspection capabilities demanded by World Class industrial users of locknuts as well as US Government and Aerospace industries. These include our AS9100C Quality System and Department of Defense registration to Qualified Supplier List Class III Threaded Fasteners, Manufacturer.

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

## DISTRIBUTOR NEWS

**Atlantic Fasteners'** aerospace division has made a significant investment in A286 and stainless steel, dual certed, NAS1351 and 1352 socket head cap screws.

With the distribution of socket head cap screws concentrated on the West Coast, Atlantic Fasteners' president Tony Peterson saw an opportunity to increase the division's product diversity. The firm is offering small quantities of NAS1351 and 1352 at a \$35 minimum order requirement and no charge for full test results and DFARS statements.

To accommodate the increased inventories, Atlantic has tripled its warehouse space in a 90,000-square-foot leased building. Peterson said the added room allows for more frequent delivery of bulk quantities.

Peterson also noted that the increased space, coupled with Atlantic's custom bar coding and imaging systems, streamlines the entire fulfillment process while virtually eliminating errors. "Customers particularly like imaging which allows for quick retrieval of item information, lot history, certifications and other pertinent paperwork which we can fax or email to them instantly," he said. Atlantic's aerospace division is headquartered in West Springfield, MA with offices in Portland, ME and St. Louis, MO.

Contact Atlantic Fasteners at 49 Heywood Avenue, P.O. Box 1168, West Springfield, MA 01090. Tel: 1-800-800-BOLT (2658), Fax: 413-785-5770, Email :[info@atlanticfasteners.com](mailto:info@atlanticfasteners.com) or online at [www.atlanticfasteners.com](http://www.atlanticfasteners.com).

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# PWFA 3RD ANNUAL MEL KIRSNER MEMORIAL GOLF OUTING - Chino Hills, CA, May 7, 2012





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**WHEEL STUD FAILURES** *continued from page 130*

These fracture surfaces indicate multiple stress initiation points from different times. The photograph below exhibits 'chatter' markings from the 5 o'clock to 11 o'clock position, indicating rotational loosening and multiple stresses.



This photo above is an excellent example of multiple stress points and rotation. Therefore, if these fracture markings are present, they were not caused from the last person to perform maintenance on this joint.

Retorquing the wheel nuts or stud bolts, or any fastener for that matter, after use for 100 miles or less, will regain the loss of clamp load normally experienced by every joint from relaxation and settling.

An impact wrench can cause the threads to be stretched into yield, which causes loss of clamp load, and it causes internal damage to the threads of the nut or bolt. Rust acts as a cushion layer preventing a solid joint. It also indicates the joint was loose enough to allow water or moisture to get inside the joint and cause rust, indicating a loose connection.

Oil present will reduce the friction between the mating threads sufficiently enough to cause thread stripping or to cause the stud's threads to stretch into yield.

The majority of wheel failures occur on vehicles with over 100,000 miles. As the mileage climbs, the rate of failures also becomes more frequently found in vehicles with over 125,000 miles, etc.

Frequent tire removals will create a loss of clamp load from the threads of the nut being distorted. It is a known fact that a new standard nut onto a bolt will produce 90% friction between the threads and rotating surface, leaving

only 10% of torquing energy to stretch the fastener properly. With the conical area of the wheel nut and stud bolt that mates into the conical wheel boss area for centering, the mating surfaces will increase the overall friction from 90% to 94%. Therefore, only 6% torque energy is left to tighten the connection instead of 10%.

Furthermore, it is also a known fact that every time a nut is used, the internal threads become slightly distorted so it may carry the intended load. This slight distortion, when under the pressure of tightening, will increase the overall friction slightly. Therefore, 94% now becomes 95% and so on, decreasing the amount of usable torque being applied to the joint. Thus, clamp load is lost on each nut reuse.

The stud bolt does not lose clamp load as quickly or as significantly as the nut because the internal threads of the wheel hub are stronger than the nut. Many European cars use stud bolts.


Frequent removal and replacements come from tire rotations, new tires, hole repair, balancing, snow tires, brake inspections and replacement, and new struts or shocks. Every time the nut is reused, the clamp load greatly decreases. Add up the number of times in a vehicle's life the wheels have been removed and replaced. The number is staggering.

Road hazards, or pot holes, rail road tracks and off-roading will jolt the wheel system enough to begin the process of loosening. More damage is done to the right front tire than the others. Although the left front also receives sudden shocks from engine torque and the heavy front weight from the engine.

Automatic Braking Systems (ABS) will also help loosen a wheel and exacerbate a metal fatigue failure. Most systems will sense a spinning wheel and quickly apply the brake to the wheel within 1/4 rotation of the wheel or slightly more. This is an abrupt force that is quickly repeated under the forward momentum of a heavy vehicle.

The same can be said with Traction Control, which operates on all four wheels as does a 4X4 or AWD (All Wheel Drive) which senses a spinning wheel and suddenly stops it from turning to equalize the traction of the vehicle. Again, these shocks, or sudden jolts begin or will continue crack propagation to failure.

After-market wheels are fine until customers begin using several tire diameters too large or have the wheels stick out. The suspension geometry becomes upset and unstable as suspensions are designed for certain wheel sizes and even tire grade and construction. There is more sprung weight with larger wheels than the suspension was designed to support. Also, some custom wheel nut manufacturers may not use the proper strength of nut to match the strength of the stud. They don't know on what vehicles their products are being used.

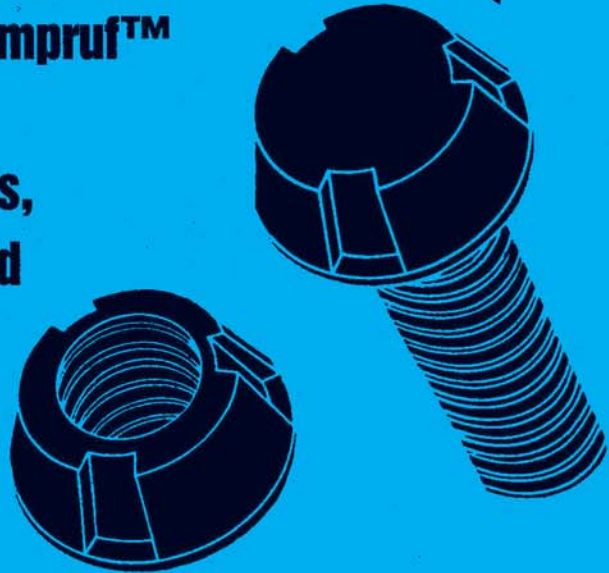
Just remember, it isn't always the last person to use or assemble the fastener that caused the problem. Check all of the signs around the failure site, The fastener will tell you what happened. 



# SECURITY FASTENERS



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**NORTH COAST FASTENER ASSOCIATION**

# NCFA's MARCH MADMEN BASKETBALL TOURNAMENT

by Michael Delis, NCFA Vice President

NCFA Members took their talents to the court during the 2012 March Madmen Tournament on March 10, 2012 at the Lost Nation Indoor Sports Park in Willoughby, OH. The field was decorated with experienced veterans, fastener rookies, and NCFA Hall of Famers competing for the coveted first place hardware. Multiple rounds of double elimination narrowed the



Tournament Winners - Fastener Tool & Supply

brackets to three final teams. After playing three games straight, American Ring & Solution Industries faced off in a one loss bracket battle to earn a chance at playing undefeated Fastener Tool & Supply for the championship. The lead changed hands multiple times, and was forced to be decided in triple overtime. Down by two points, Solution Industries nailed a contested 30 ft. three point buzzer beater to advance to the finals. Solution faced a well-rested FTS team for the championship.



Although the first meeting between the two teams in round two was close, the tired legs of Solution gave in and FTS won by double digits to take home back to back championships!

In the end, a good time was had by all.

*Thank you to all of the teams who participated this year:*

- American Ring & Tool
- Branam Fastening Systems
- Brighton Best International
- Element Materials Technology
- Fastener Tool & Supply
- K-J Fasteners
- National Threaded Fasteners
- Solution Industries
- The Dyson Corporation
- XL Screw Corp.

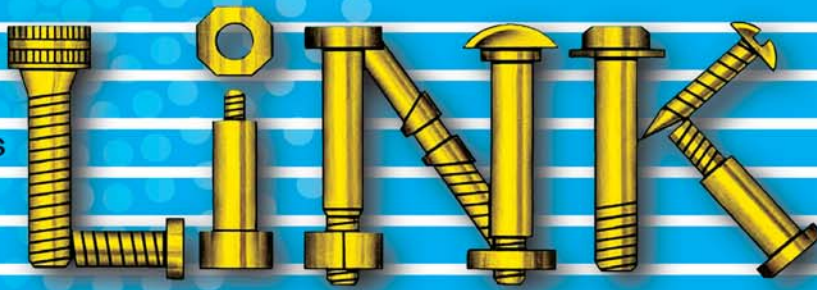
Please mark this event on your calendar next March if you would like to participate, as the spots are limited and do fill up quickly.

If you are interested in participating in this event next year, if you would like more information or if you are interested in joining the NCFA, please be sure to visit our website at [www.ncfaonline.com](http://www.ncfaonline.com).





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## NORTH COAST FASTENER ASSOCIATION

# NCFA's ANNUAL NIGHT AT THE RACES



On Friday, April 13th, members, friends and family of the NCFA gathered at Northfield Park for their annual Night at the Races. The group was treated to their own private mezzanine where they enjoyed dinner and a private betting window. Some of the attendees were lucky with the ponies and left with heavy pockets. Others were not so fortunate and walked away with their pockets a bit lighter. Whether they won, lost or didn't bet

at all, the end result was a great time!

A big "thank you" to all of the companies that continue to support this event every year!

This NCFA's Annual Night at the Races is one of our longest standing events and is usually held each year in April.

If you are interested in attending this event next year, visit our website at [www.ncfaonline.com](http://www.ncfaonline.com). 



### SHINY TOY SYNDROME: EMPLOYEE-PHONES, A NOT-SO-COOL SECURITY RISK FOR FASTENER DISTRIBUTORS *continued from page 82*

#### Key to that policy, according to Wisegate:

\*Invite Everyone to the Policy Bake: Businesses will get easier buy-in if everyone to be impacted by the policy participates in its creation. For BYOD, that includes your resident computer expert, human resources, your attorney and your department heads.

\*Shop Security Solutions Thoroughly: The good news is that security solutions providers are well aware of the BYOD security threat, and have been busy coming up with solutions. The latest version of BlackBerry Exchange Server, for example, promises to add security protection for all smartphones.

#### Other solutions to check out include:

**Good Technology** (<http://www.good.com/>)

**MobileIron** (<http://www.mobileiron.com/>)

**Excitor DME** (<http://www.excitor.com/>)

**Fiberlink's Maas360** (<http://www.maas360.com>)

**Microsoft Active Sync** (<http://www.microsoft.com/download/en/details.aspx?id=15>)

**IBM Traveler** (<http://www.ibm.com>)

**McAfee EMM** (<http://www.mcafee.com/us/products/enterprise-mobility-management.aspx> )

**Soti Mobicontrol** (<http://www.soti.net/mobicontrol/>).

\*Only Allow Email That Resides on the Network: Be sure employees can only access – but not physically download – your distribution center's email with their smartphones and similar devices when they sync with your company server. Under that scenario, if they lose the phone, their email will still be safe and secure on your company mail server.

\*Define Sensitive Data: You'd think this would be a no-brainer. But then again, if you don't define what's meant by sensitive company data, the first line you're likely to hear from a hapless employee is, 'I didn't know.'



*IT security firm Sophos warns that mobile phones are the new playground of hackers.*



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- ▼ Bronze
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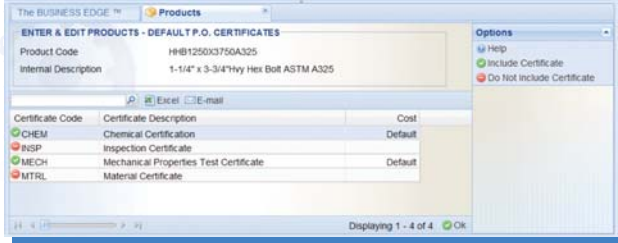


STOP MISTAKES AND SAVE TIME WITH CERTIFICATE MANAGEMENT *continued from page 14*

# The BUSINESS EDGE 2.0

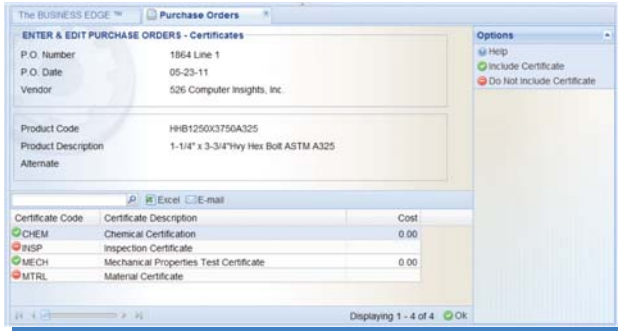
## Default Certificates for Purchasing

Since each product requires different types of certificates, The BUSINESS EDGE 2.0™ defines a unique default list of certificate requirements for each product. These defaults are used for when the product is placed on a purchase order. The defaults are used not only for which certificates should be received from the vendor, but also an override of the cost if needed.



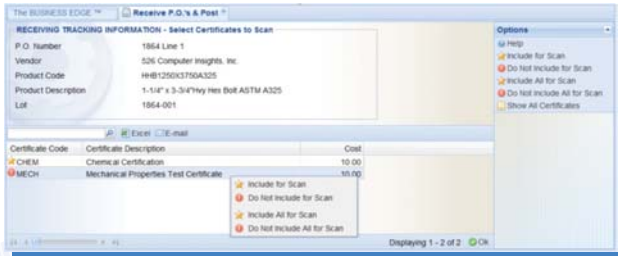
## Changing Certificates for a Purchase Order

When entering a Purchase Order in The BUSINESS EDGE 2.0™, the system uses the default certificates for the product, but then the user can request or remove specific certificates, allowing for specific certificate requirements for a specific Purchase Order.



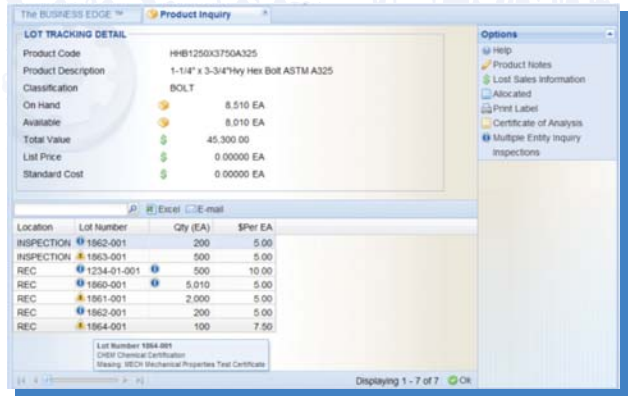
## Receiving the Purchase Order is Simple

Upon receiving, the system prompts for scanning the different required certificates. The system allows for scanning of one document that fulfills multiple certificate types. The documents are scanned into the documentConnection™ and linked to the specific product, lot and certificate type(s).



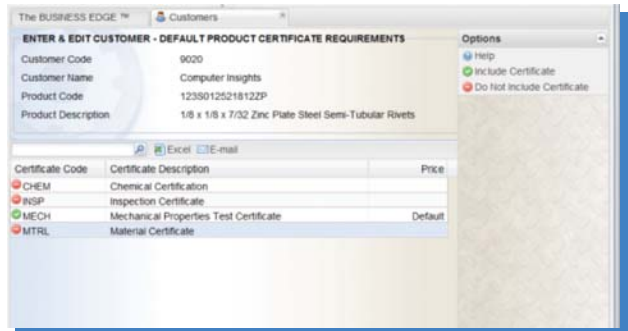
## Confirming Receipt of all Document Types

When doing a product inquiry, the system shows you which lots have all required certificates scanned in and which ones are missing required certificates. The system also warns the accounts payable clerk when entering the vendor invoice if all the certificates were not scanned in. Additionally, there is a report that shows all lots missing required certificates.



## Default Certificates per Customer

There are two different ways of setting up default certificates for the Customer. First, you can choose which certificates the customer will get for all products on all orders. This is useful for when a customer always requires a certificate type for all orders. Second, The BUSINESS EDGE 2.0™ also allows default certificates for a specific product for a customer. This allows for customers to have different certificate requirements on different products.



*please turn to page 147*



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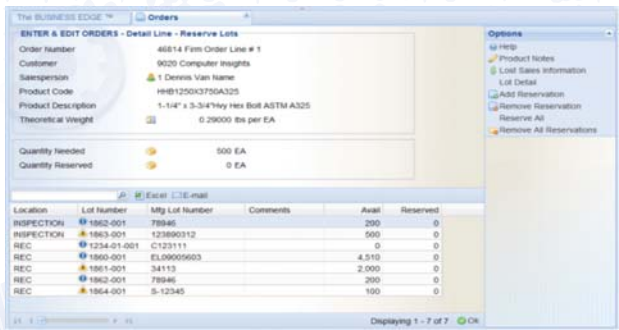
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**STOP MISTAKES AND SAVE TIME WITH CERTIFICATE MANAGEMENT** *continued from page 146*

## The BUSINESS EDGE 2.0

### Creating Sales Orders with Specific Requirements

Each sales order's product defaults to the customer's requirements. Once the product entered on the order, the user can change the requirements to fit exactly what the customer requires this time. When allocating lots, the system will not allow the user to use a lot that does not fulfill the customer requirements. When printing the packing list and/or invoice, the certificates print out automatically.



### Tight Control - Automatic - Easy to Use

The BUSINESS EDGE 2.0™ is designed exclusively for Fastener Distributors and the Certificate Management System is just one more example of how it is saving Fastener Distributors time and money. The Certificate Management System doesn't just make these steps easier, it actually eliminates many steps altogether. If the system automates the entire process without human intervention, how can you go wrong? Countless hours of tedious, boring and unproductive work simply disappear. That is what is needed as customers continue to demand more and more from their Fastener Distributors, while at the same time they are keeping pressure on prices.

### More Information

Computer Insights, Inc. can be reached at 108 3rd Street Unit 4, Bloomingdale, IL 60108. Their telephone number is 1-800-539-1233, Email [sales@ci-inc.com](mailto:sales@ci-inc.com) or visit [www.ci-inc.com](http://www.ci-inc.com).



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

## MID-WEST FASTENER ASSOCIATION

# MWFA - UPCOMING EVENTS & NEWS

### *Mid-West Fastener Association to Offer Several Education Programs in 2012 There's Still Time for Two of This Year's Programs*

#### **Introduction to Fasteners**

September 13th, Elk Grove Village, IL

The importance of educating those new to the industry is addressed in this seminar. Formal education will provide business education; however, fastener basics are best learned from peers and through hands on education. Topics included in this class include: making of a screw, nuts, washers, metrics, applications, prints, use of calipers and more. This class provides handouts, publications and samples for reference once back at the office.

#### **What You Need to Know About Plating and Heat Treating**

October 18th-1:00 p.m.-5:00 p.m.

Morgan Ohare & SWD, Addison-IL

Learning about plating and heat treating can be very complex. With the assistance of onsite training, students will have the luxury of education through plant tour explanations. The class will be conducted at facilities with working plants where students will be instructed on metallurgy, zinc vs. zinc trivalent, overcoats, E-Coats and paints, importance of RoHS and Reach, passivation, conversion coatings, popular automotive platings, hydrogen embrittlement, baking of parts, the do's and don'ts of strip and re-plating on various finishes and more.

#### **MWFA Returns to Milwaukee in August**

August 20th the MWFA will return to Milwaukee for some fun networking. We will take this opportunity to invite members and industry friends to network during Happy Hour and then head to Miller Park for a Cubs/Brewers game at 7:00 p.m. Tickets are limited so will be sold on first come first serve basis.

Tickets have been purchased, the Happy Hour details are being finalized but you may reserve your tickets now to be sure you don't miss out.

#### **Ticket Fees:**

*Game & Networking Happy Hour*

\$55 MWFA Members/\$65 Non-Members

*Networking Happy Hour Only*

\$25 MWFA Members/\$35 Non-Members

*Game Only*

\$37 MWFA Member/\$50 Non Members

Visit [www.mwfa.net](http://www.mwfa.net) for more information.

#### **Intermediate Fastener Seminar Draws Great Attendance**

The MWFA Intermediate Fastener Seminar, held on April 19th, had almost 30 students attending. The class is taught by industry personnel bringing over 100 years experience between them. This class expands on the Introduction to Fasteners Seminar the MWFA has run for many years. The attendance at past sessions of all seminars has shown the commitment of employers to educate their employees. The positive feedback on surveys indicates the desire of students to enhance their fastener knowledge. This session is only offered once a year, typically in April. For more info, contact the MWFA office 847-438-8338.

#### **MWFA Welcomes New Members**

Accurate Drilling & Manufacturing - Elk Grove Village, IL  
B2B CFO - Saint Charles, IL

Lucky 13 Fastener Sales, Inc. - Elk Grove Village, IL

Modform - East Moline, IL

NBS Corp - Vernon, CA

Paulin Industries Inc. - Parma, OH

Solution Industries - Middleburg Heights, OH

Technology Components Southwest LLC - Fort Worth, TX

The Dyson Corp - Painesville, OH 

## DISTRIBUTOR NEWS

Haggard & Stocking Associates, with their headquarters in Indianapolis, IN, announces the completed acquisition of **Tri-State Bolt** of Bargersville, IN. Founded in 1978, Tri-State Bolt is a distributor of fastener products and farm supplies. Tri-State Bolt has a long history of great customer service delivering a wide range of fasteners to central and southern Indiana.



Haggard & Stocking Associates is a leading full line industrial supplier in the Midwest with MRO divisions in industrial, medical, automotive, and aerospace markets. It is also partnered with State Safety & Compliance to offer full line safety equipment and products. Based in a 5 facility campus in Indianapolis, IN with a facility in Fort Wayne, IN and a 20,000 square foot building in Waco, TX, Haggard & Stocking is setting itself up for what they will need in the next five years and moving forward.

To find out more information about Haggard & Stocking, please visit their website at [www.haggard-stocking.com](http://www.haggard-stocking.com).

## DISTRIBUTOR NEWS

**Würth Adams** recently opened a new branch and distribution center located in Denver, Colorado. The new 21,000 sq.ft. facility will improve Würth's geographical reach and logistical capabilities throughout the region.



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



The new Aurora, CO facility opened on March 12, 2012 and is already servicing high profile customers such as Vestas, a global leader in Wind Turbine manufacturing.

This expansion provides Würth further growth opportunities in the renewable energy sector, as well as stronger distribution capabilities to service Original Equipment Manufacturers in Colorado.

For more information on Würth Adams, Würth Industries of North America and its parent company, visit the website [www.wurthindustry.com](http://www.wurthindustry.com).

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**EMPLOYMENT LAW AND THE TRAVELS OF EMPLOYEES: WHAT TO DO ABOUT WHAT** *continued from page 26*

Recognizing that this is not an easy concept to grasp, the IRS has reviewed court cases to find common factors which indicate control over the worker. These common factors have then been incorporated into 20 questions that are used to determine whether an employer controls a worker. These are questions that the IRS asks an employer in determining worker status.

**Following is a list of the 20 questions:**

1. Is the worker required to comply with instructions?
2. Is the worker provided with training?
3. Are the worker's services integrated into business operations?
4. Must the worker render the services personally?
5. Who has the power to hire, supervise and pay assistants?
6. Is there a continuing relationship?
7. Are there set hours of work?
8. Is there a full time work requirement?
9. Is the work done on the premises of the business?
10. Is the order or sequence of the work established?
11. Are oral or written reports required?
12. Is payment made by the hour, week or month?
13. Who pays the worker's business and/or travel expenses?
14. Who furnishes the worker's tools and materials?
15. Has the worker made a significant investment for work facilities?
16. Will the worker realize a profit or loss from the activity?
17. Does the worker work for more than one business at a time?
18. Are the worker's services available to the general public?
19. May the worker be discharged?
20. Does the worker have the right to terminate the relationship at any time?

**The Safe Harbor Rules**

Even if a business fails the 20 question common law test, it still may be able to classify a worker as an independent contractor under the safe harbor rules. In 1978, Congress passed a law that is intended to remove some of the uncertainty found in the 20 question test. This legislation is referred to as "Section 530 Safe Harbor Rules" or Section 530 of the Revenue Act of 1978.

If a worker meets the requirements under the Section 530 test, then he/she is deemed not to be an employee even though, under common law, the worker could be classified as an employee.

**The requirements are as follows:**

1. The business has a reasonable basis for not treating the worker as an employee; or
2. The employer does not treat the worker, or any worker in a similar position, as an employee for federal payroll tax purposes; and
3. After 1978, the business has filed all federal tax returns (1099s) that have been required to be filed on a basis consistent with their treatment of the worker not being an employee.

To take advantage of the safe harbor rules, the employer should meet all three requirements.

**Second Threshold: Is the worker properly classified as an exempt worker or hourly employee?**

**As an employer you're responsible for your employees while they are on the road. It is also your responsibility to know the laws behind employee travel and how to limit your liabilities where applicable.**

First, the new rule establishes its own threshold test for eligible employees. It is simply whether the employee earns over \$455 per week. If the employee does not earn above this amount, the employee does not qualify for salary and is eligible for overtime. However, this test does not apply to outside salespeople.

Secondly, the employee must fit into an exemption as described by the Department of Labor to qualify for a salary basis compensation payment. The employee can fit into that of being highly compensated, an executive, an administrative worker, a professional, or an outside salesperson.

**A) Executive exemption** – This exemption has been broadened from the old definition. Their primary duty must be to manage an enterprise or unit including two full time employees. Part time employees do not count.

**B) Professional** – This definition has also been broadened. A professional must do work which requires the application of advanced knowledge. The advanced knowledge can generally be gained from a bachelor's degree, but can also be gained from experience. Nurses and chefs now fit the definition.

**C) Administrative** – Not much has changed in this category. The administrative duties must be related to management and the employee must exercise discretion and judgment to qualify for the exemption.

**REGULATION THREATENS TO CHOKO THE RECOVERY FOR SMALL BUSINESS** *continued from page 30*


While such sentiments are a positive sign, the Coalition and other business groups continue their concern about the reality of what is happening as unilateral efforts to go forward with new rules continue to go advance in many areas.

Presumptive nominee Mitt Romney has said he will issue an order on the first day of his presidency to direct all agencies to immediately initiate the elimination of regulations that unduly burden the economy or job creations, and then cap annual increases in regulatory costs at zero dollars. This means that agencies issuing a new regulation must go through a budget-like process and identify offsetting cost reductions from the existing regulatory burden. He has said he will work to repeal the Obama healthcare legislation and the Dodd-Frank bill which he claims have given bureaucrats unprecedented discretion to craft unpredictable, job-killing regulations.

The US Chamber of Commerce says that each year federal agencies issue approximately 4000 new regulations at an estimated cost of \$1.1trillion. This approximates the total of individual and corporate income taxes paid annually. They call this a "hidden tax" on the American public. The Chamber calls for a regulations system that is open and transparent. They call for all new and continuing rules to undergo rigorous

technical analysis to ensure they are cost-effective, flexible, and minimize burdens on business,

The burden is especially heavy on small businesses like wholesaler-distributors. A study by two Lafayette University economists, Nicole and Mark Crain, shows that the costs of adhering to regulations is significantly higher for businesses with 19 or fewer workers than for larger businesses. The cost of meeting this burden can be the same even if a small business does not have the resources or expertise of their larger counterparts. Overall, Crain and Crain state that 55 per cent of the cost of adherence falls on businesses. Of course, the public eventually pays in the form of higher prices.

We find ourselves once again repeating the scenario of the late 1970's. There is both a publicly visible and a covert trend to remake our economy and government into a tightly controlled and regulated environment. Will the message get through to those now in control? Will the message come through in the November elections and the run-up to them? Wholesalers and other small business people will want to make sure the arguments against excessive regulation are heard at this critical time when both parties and both presidential candidates are most open to listening! 

# PWFA 3RD ANNUAL MEL KIRSNER MEMORIAL GOLF OUTING - Chino Hills, CA, May 7, 2012





**EMPLOYMENT LAW AND THE TRAVELS OF EMPLOYEES: WHAT TO DO ABOUT WHAT** *continued from page 150*

**D) Highly Compensated** – If an employee is making over \$100,000 per year, they qualify as being highly compensated and are exempt under less scrutiny for examination purposes.

**E) Outside sales person** – This has also changed. Instead of the old test of greater than 80% of the duties being performed away from the office, the new test calls for it being the primary duty only. Therefore if the employee performs 50% or more of his or her job away, it is primary. Less than 50% can qualify in limited instances depending on importance.

### Getting to the Answers under Travel Pay

There are some "grey areas" about when the FLSA requires travel time to be treated as working time. However, as a general rule, "home to work" and "work to home" travel time is not work time, and this is true even if the "commute" is longer than normal, to or from a different work site than normal, or the employee uses a company vehicle for the trips. This assumes that the employee is performing no other work activities while commuting. Time spent by an employee writing a report is work time, even if it happens to occur while the employee is riding on a bus (or airplane) to or from work. Travel time which is "all in a day's work" is work time. Usually, this means that travel time is work time if it occurs between when the employee first arrives at the first work site and before the employee leaves the last work site at the end of the work day. The first work site is the place where the employee first performs work activities. For example, an employee who travels to the office, picks up equipment, then goes to a work site to perform the day's activities is working from the time s/he first arrives at the office. Picking up the equipment needed to do the day's activities is the first work activity of the day, and therefore the office is the first work site of the day.

**Commuting vs. For Pay (Home to Work Travel):** An employee who travels from home before the regular workday and returns to his/her home at the end of the workday is engaged in ordinary home to work travel, which is not work time.

Home to work and work to home is commuting. As a general rule, the word commuting, under its proper definition, is never work time and is therefore not a compensable activity. Even if the employee has an extraordinarily long work commute, commuting is not

work time. Extraordinarily long commutes can include commutes through weather, mileage, traffic, natural disaster. These events and circumstances happen.

There are examples of when home to work travel is a compensable activity. Such occurrence happen when

- 1) An employee driving a specially modified vehicle
- 2) On an emergency call
- 3) Time spent traveling between employer's and supplier for benefit of employer
- 4) One Day Assignments

**Home to Work on a Special One Day Assignment in another City:** An employee who regularly works at one location in one city is given a special one day assignment in another city and returns home the same day. The time spent in traveling to and returning from the other city is work time, except that the employer may deduct/not count that time the employee would normally spend commuting to the regular work site.


If an employee normally works in office, then on one day they travel to a clients location, this is compensable time for the employee.

**Between Jobs (Travel that is All in a Day's Work):** Time spent by an employee in travel as part of their principal activity, such as travel from job site to job site during the workday, is work time and must be counted as hours worked.

**Running Errands:** Is generally the travel an employee performs infrequently for the benefit of the company. The time involved is compensable to that employee as hours worked. However, there is no mandate that the employee be paid mileage or other travel expenses.

**Overnight Travel / Travel Away from Home Community:** Travel that keeps an employee away from home overnight is travel away from home. Travel away from home is work time when it cuts across the employee's workday. The time is not only hours worked on regular working days during normal working hours but also during the same hours on nonworking days.

### Conclusion

It is absolutely essential for employers to get worker classification and pay for employees while traveling, correct. Landing a conclusion on the wrong side of the analysis doesn't go away because the pay period is over or the calendar year is over. Statute of Limitations are years long. What you do today could end up impacting you and your business potentially years down the road. 

**Home to work and work to home is commuting. As a general rule, the word commuting, under its proper definition, is never work time and is therefore not a compensable activity.**



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**LENGTHEN THE BOLT TO STOP THE LOOSENING** *continued from page 44*

The following example shows how this translates into effective fastening. The amount of torque that should be applied to tighten a bolt does not vary by the bolt length, but the amount of stretch in a bolt is directly related to the bolt's "free length". I will first apply the classic tightening formula  $T = KDP$  to determine the target torque for a given size and grade of a bolt and then relate that to bolt stretch.

When using the  $T = KDP$  formula to determine tightening torque the components are as follows:

T = Torque (expressed in inch pounds and converted to foot pounds by dividing by 12)

K = the nut factor

D = bolt nominal diameter

P = 75% of the bolt's yield strength times the tensile stress area of the threads.

Example: 1/2 - 13 SAE J429, Grade 8, zinc plated

Nominal diameter = 0.500

Yield strength = 130,000 psi

Tensile stress area = 0.1419 inches

Zinc K factor = 0.22

$T = 0.500 * 0.22 * (.75 * 130000 * 0.1419)$

$T = 1522$  inch pounds = 127 foot pounds

This means that 127 foot-pounds of torque should be applied to all lengths of 1/2 - 13 Grade 8 zinc plated bolt, but the amount of stretch the bolt yields depends on the "free length" as explained above.

*please turn to page 181*







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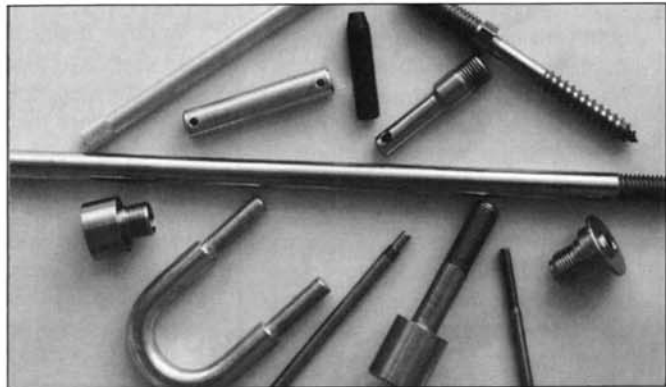
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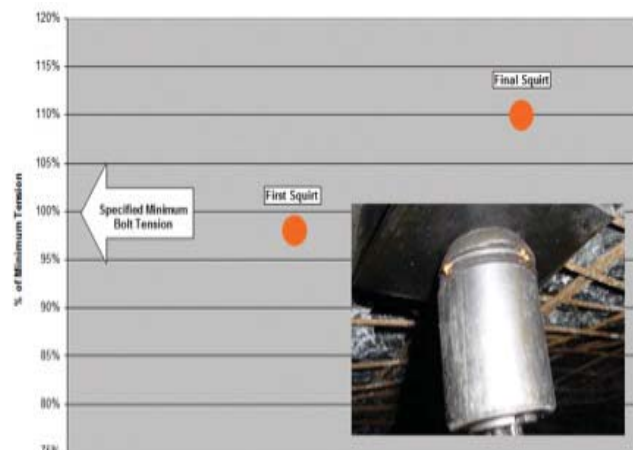
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### HOW TO DESIGN THE OPTIMUM HINGE *continued from page 46*

The minimum thickness of the outer members should be 1 to 1 1/2 times the diameter of the pin. If the thickness of the outer members are less than the diameter of the pin, then the tight fit should be in the inside hole. To design a free fit hinge, first establish maximum hole size in the retaining component (tight fit). Insert the Coiled Pin into the retaining component and measure the free diameter of the pin at the center of the span. Add a factor to provide some clearance for the rotating member, usually .001" (0.02 mm) to establish the minimum diameter of the free hole. Then add the required production tolerance to assign the maximum diameter of the free hole. If the tight fit is on the inside member of the assembly, as the pin is installed there becomes a sized and an unsized end of the pin (Figure 2b). The end of the pin that has not been inserted through the hole is larger than the end that has been sized by the hole. Therefore, measure the diameter of the unsized end to determine the minimum diameter of the free hole in the outside members.

### Friction Fit Hinge

In a friction fit hinge, all of the holes should be sized identically within the assigned tolerances. If the manufacturer is unable to maintain the same hole size within each component, the tolerance should be split between the components. It is most common to assign the smaller half of the tolerance to the outside holes and larger half to the inside hole. The Coiled Pin simplifies design as there is no need to incorporate misalignment between holes to achieve friction, as is the case with rigid Solid Pins. Coiled Pins perform best when installed in straight, properly aligned holes. The Coiled Pin's spring characteristics can be used to achieve exceptional performance and maintain desired fit and function throughout the life of the product. Although this article offers general design guidelines, it is recommended that Application Engineers who specialize in fastening and joining be consulted to ensure the optimum hinge design is employed for each application. 



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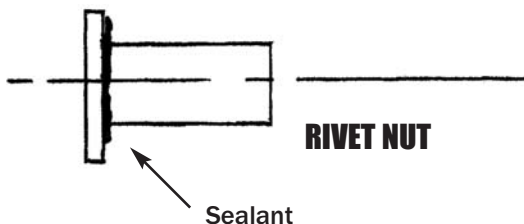
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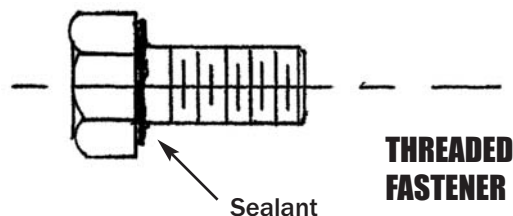
## EXTENDED USE OF BLIND RIVETS *continued from page 54*

The addition of the sealant at the barrel side of the flange now makes the set rivet body watertight in the work piece hole where the Structural rivet was set. Now the Structural rivet is water, air and gas tight at both ends of the set rivet. This new positive sealing feature of the Structural rivet has added many more successful applications for the Structural blind rivet. Such as, liquid chambers. Trucks and all types of vehicles.



Sealant has been successful when applied to Rivet Nuts. Not only has the use of sealant made the Rivet Nut water tight, but the sealant also increases the torque resistance between the set Rivet Nut and the work piece.

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The sealant has replaced sealing washers and "O" Rings, also increasing the resistance of torque and prevents the threaded fastener from loosening or backing out of the threaded hole.

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By Jason Sandefur  
 editor@globalfastenernews.com

## SCIENTIST LENDS VOICE TO TITANIC "FAULTY RIVETS" RESEARCH

A hundred years after the Titanic sank, a new article in Physics World titled "The Perfect Storm" lends credence to research suggesting that "faulty rivets" contributed to the demise of the "unsinkable" steamer.

Of course, the idea that some of Titanic's rivets were subpar is not a "recent discovery or conclusion," Joe Greenslade of the Industrial Fasteners Institute told FIN.

"My son wrote his engineering term paper on this subject in 1994," Greenslade stated.

But the science relayed in "The Perfect Storm" seems plausible. Greenslade characterized the Physics World article as "an accurate accounting of the role brittle rivets played in this disaster."

"They believe rivets toward the front of the ship snapped on initial impact and then successive rivets snapped like pulling a row of buttons off a shirt as the ship continued its forward momentum," Greenslade told FIN.

A 1998 FIN History article titled "Did Faulty Rivets Sink the Titanic" includes this: "Two wrought-iron rivets salvaged from the R.M.S. Titanic's hull were found to contain high concentrations of slag, indicating that the largest ship of its time 'may have been done in by structural weaknesses in some of its smallest and least glamorous parts: the rivets,' according to the New York Times."

But while the concept isn't new, a whole new generation is hearing about it.

In anticipation of the 100th anniversary of the disaster, media outlets around the world have seized on the Physics World article, summarizing author Dr. Richard Corfield's analysis as blaming "faulty engineering" for the Titanic's demise.

"Second-rate rivets that held the hull together were to blame for sending the

legendary ship to the bottom of the Atlantic," the Scotsman reports.

To that end, Corfield examines the work of metallurgists Tim Foecke at the US National Institute of Standards and Technology and Jennifer Hooper McCarty, then at Johns Hopkins University.

"They combined their metallurgical analysis with a methodical sweep through the records of the Harland and Wolff shipyard in Belfast where the Titanic was built," Corfield writes. "Combining physical and historical analysis in this way proved to be a powerful trick."

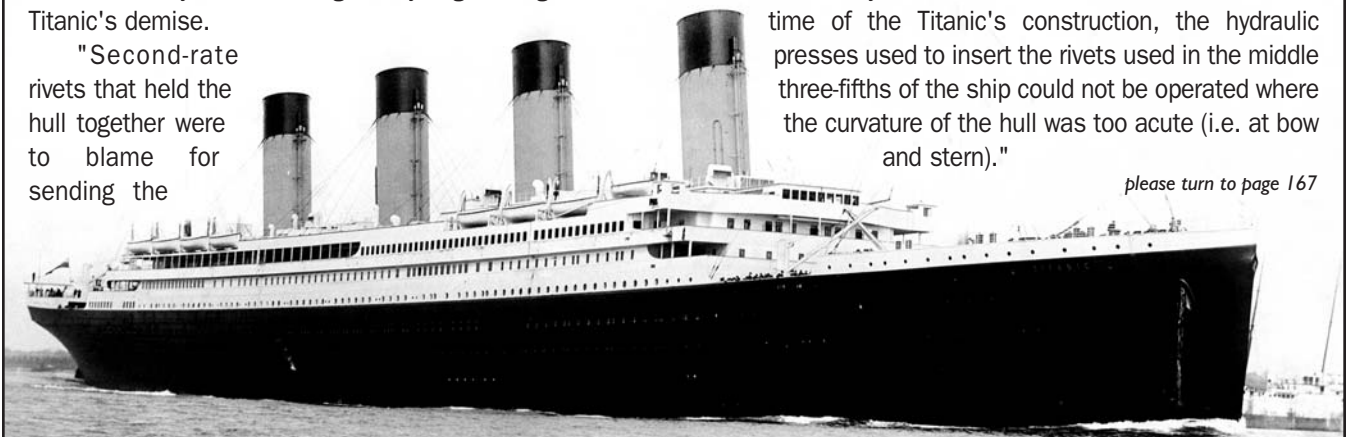
Their 2008 book, *What Really Sank the Titanic - New Forensic Discoveries*, helped substantiate the rivet theory after examining 48 popped rivets from the wreck and finding that the wrought iron contained 9% slag - a glass-like substance that adds strength at concentrations of 2% to 3% but weakens metal at higher levels.

Foecke commissioned rivets to the same specifications, installed them in steel plates and bent them in the laboratory. The rivet heads popped off at loads of about 4,000kg (9,000lb). With the right slag content, they should have lasted until a load of about 9,000kg.

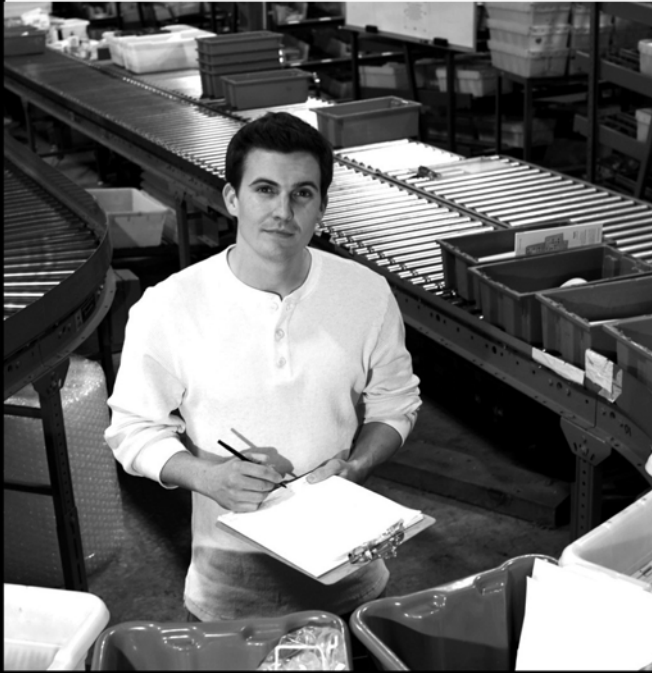
"Foecke and McCarty found that the rivets that held the mild-steel plates of the Titanic's hull together were not of uniform composition or quality and had not been inserted in a uniform fashion," Corfield writes.

"Specifically, Foecke and McCarty found that the rivets at the front and rear fifths of the Titanic were made only of "best" quality iron, not "best-best", and had been inserted by hand. The reason for this was that, at the time of the Titanic's construction, the hydraulic presses used to insert the rivets used in the middle three-fifths of the ship could not be operated where the curvature of the hull was too acute (i.e. at bow and stern)."

*please turn to page 167*



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## SCIENTIST LENDS VOICE TO TITANIC "FAULTY RIVETS" RESEARCH *continued from page 166*

Foecke and McCarty speculate that the shipbuilders may have used lower quality rivets to save money, even though "the higher concentration of slag meant that the rivets were particularly vulnerable to shearing stresses – precisely the kind of impact they were subjected to that long-ago night in April 1912."

"Lab tests have shown that the heads of such rivets can pop off under extreme pressure, which on the Titanic would have allowed the steel plates on the hull to come apart, exposing her inner chambers to an onslaught of water."

However, Corfield's does not blame the iron rivets solely for the sinking of the 46,000 ton ship. His argument is more nuanced and comprehensive than that oversimplified "faulty engineering" summary.


"It is a mistake to regard the Titanic as somehow primitive," Corfield writes. "She was the most modern ship of her day in a world that relied on its steam trade to maintain communications

between Europe and America in the same way that today we rely on aviation. The Titanic incorporated the latest technological innovations of the age to help ensure her safety."

To that end, he gives natural forces their due, noting that "North Atlantic icebergs are calved on the western coast of Greenland, then circulate anti-clockwise through the Labrador Sea before drifting into the North Atlantic off the Newfoundland coast."

There they meet the Gulf Stream, where significant temperature and density differences between these two currents cause icebergs to cluster in a "barrier of ice."

Human error contributed in the disaster as well, ranging from a higher-than-recommended speed to "an almost cynical lack of lifeboats."

"No one thing sent the Titanic to the bottom of the North Atlantic. Rather, the ship was ensnared by a perfect storm of circumstances that conspired her to doom," Corfield concludes. "Such a chain is familiar to those who study disasters – it is called an 'event cascade.'" 





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## SOUTHWESTERN FASTENER ASSOCIATION

### SFA BOARD OF DIRECTORS ELECTS GARRETT, PALMER AND PEART *continued from 92*

The panel members included Ruth Dowling, Ningbo Jinding Fastening Piece Co., Pieter van Kalmthout, Metric Fastener Corp. and Mark Klosek, Vertex Fasteners. This was followed by a presentation on "How to Buy Fasteners", moderated by John Wolz, Global Fastener News. Participating members were Jeff Owens, Tifco Industries, Joanne Bialas, International Fasteners and Simmi Sukhuja, Stelfast Inc.

Longwood Golf Club was the site of the Friday afternoon Golf Tournament. Forty players teed off in a three person scramble. Following some spirited competition, first place winners were the team of Bobby Salome, El Paso Bolt & Screw, Mike Bailey, Nucor Fasteners and David Lopez, The Fastener Connection. Second place

was captured by the team of Rusty Wicks, All-Spec Sales, Roger Parish, Hodell-Natco Industries and Tom Stocking, Stelfast Inc. Sneaking into third place in a score card playoff was the team of Jeff Owens, Tifco Industries, Tony Rosser, Big Red Fasteners and Preston Boyd, TRAMEC Hill Fasteners. Closest to the pin winners were Bobby Salome, Rusty Wicks Richard Blasi, Continental-Aero and Mike Bailey who won the Odyssey Putter donated by Kanebridge Corporation. Salome commented during the Awards Dinner, that wrapped up Friday activities, that he was glad Bailey now has a new putter after the way he putted today during the tournament.

March 24 kicked off with another round of excellent seminars. John Longyear moderated a panel on the "Current State of Metric Fasteners". Panel members included Ruth Dowling, Ningbo Jinding Fastening Piece Co., Pieter van Kalmthout, Metric Fastener Corp. and Mark Klosek, Vertex Fasteners. This was followed by a presentation on "How to Buy Fasteners", moderated by John Wolz, Global Fastener News. Participating members were Jeff Owens, Tifco Industries, Joanne Bialas, International Fasteners and

Simmi Sukhuja, Stelfast Inc.

Following the close of the seminars, exhibitors finalized their preparation for the opening of the Expo at 1 PM. Seventy Five plus exhibitors welcomed over four hundred attendees to the very successful exposition. Exhibitors

were observed commenting that this was one of the most successful table top shows in recent years for SFA. SFA conducts a table top Expo every other year. The next Expo will be in the DFW area during the Spring of 2014.


SFA will conduct two dinner meetings in the Fall of

2012. October 25 is the date of the first dinner in Houston and the second dinner meeting will be November 1 in the D/FW area. Specific locations have yet to be determined. The program committee is hard at work pulling together a presentation on the importance of a professional presence on the Internet and the various Social Media outlets that are

available. Many SFA Distributors are finding that reaching new customers via the Internet and Social Media is a cost effective marketing tool.

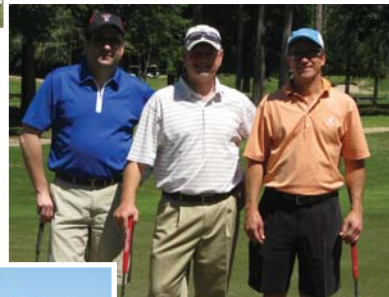
Also, SFA is pleased to welcome our latest member: Bossard Metrics, Inc., 1350 Kirk Street, Elk Grove Village, Illinois, 60007 The principal member is Michael Dawson, Phone: 847.595.2323 and Bossard's fax number is 845.595.9130. Web Site address:

[www.bossard.com](http://www.bossard.com).

For information on SFA Conferences, Scholarships and/or Membership in the Southwestern Fastener Association, 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](mailto:swfa@swbell.net). 



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certificate for calibration in 2001. The lab has  
continued to expand the scope of accredited  
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years.

All of LTI's current accreditations are valid until  
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"This program is very comprehensive and informative." 



CUSTOMER SATISFACTION DRIVES GLOBAL FASTENER & SUPPLY *continued from page 90*

### Big Savings

Jeff went on to say, "Our customized VMI programs have produced significant time savings for our customers purchasing departments. It is not uncommon for our programs to increase inventory turns for our customers in the area of 4 to 5 times! We calculate stocking levels by using history, as well as forecasts, to ensure that our customers have all of their product, on time, every time. Our calculated data provides us with the information to hold enough inventory to account for spikes in production and manufacturing."



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VMI specialists in the field are then able to simply tap the Submit Order button to send the order back to our office where it can immediately start being worked on. This capability greatly increases speed and efficiency, especially on the procurement side. The order is often back in house a full working day before it had been in the past, when we were using data collectors in the field which would then be plugged in at the end of the day and data uploaded to our system to create the order."

### VMI Usage by Bin Location

Jeff also pointed out, "With The BUSINESS EDGE 2.0, we are able to report on usage by VMI bin location. This reporting allows us to view both spikes and trends in usage down to the bin level. Analyzing this data then allows us to optimize bin quantities at our customer sites, even further increasing inventory efficiency."


### Industry Support

For many years Global Fastener & Supply has been a proud member of both the Midwest Fastener Association (MWFA) and the National Fastener Distribution Association (NFDA).

### More Information

**Global Fasteners & Supply, Inc.** can be reached at P.O. Box 510087, 5500 South Westridge Drive, New Berlin, WI 53151. Their telephone number is 1-800-785-2664 Email [info@globalfast.com](mailto:info@globalfast.com) and their website is [www.globalfast.com](http://www.globalfast.com).

**Computer Insights, Inc.** can be reached at 108 3rd Street Unit 4, Bloomingdale, IL 60108. Their telephone number is

1-800-539-1233, Email [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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## DISTRIBUTOR NEWS

**PennEngineering®** announces the line of Atlas® tools for installing blind threaded inserts has been newly expanded with the introduction of a complete range of diverse models offering ideal capabilities to meet particular operational and application requirements. Atlas tools are now available in spin-spin, pull-to-pressure, pull-to-stroke, or combination versions to install steel, brass, aluminum, or stainless steel blind threaded inserts permanently and reliably.



The expanded Atlas tool line includes heavy-duty models featuring 7,000 lbs. of pull force to install even the largest, thick wall, stainless inserts; small and lightweight versions; versions dedicated to install specific types of inserts in various thread sizes; and hand tools suitable for field installations, repair work, or prototype applications. Several feature the pull-to-pressure mode, which helps accelerate production rates and prevent over-installing or double installing to ensure the integrity of fastener threads. The line additionally includes a hexcutter tool uniquely engineered to convert round holes to hexagonal holes where full or half-hex bodied inserts may be necessary.

The tools operate on 90 PSI air pressure (with a battery-powered alternative for applications where air power is unavailable). All feature a hardened socket head cap screw mandrel, whose easy replacement can help minimize cost of operation.

Detailed profiles, specifications, and capabilities for all Atlas tools are provided in the Atlas Catalog, which has been updated with a "Tool Selector Guide" to assist in determining the correct tool for an application. The Catalog is available for downloading at [www.pemnet.com](http://www.pemnet.com)

Contact **PennEngineering®**, 5190 Old Easton Road, Danboro, PA 18916-1000 USA. Tel: 1-800-237-4736 or 215-766-8853, Fax: 215-766-0143 or visit the website: [www.pemnet.com](http://www.pemnet.com).



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## DISTRIBUTOR NEWS

A new source for quality fasteners has hit the internet **[www.screwsolutions.com](http://www.screwsolutions.com)**.

This company is already convincing new customers of their service and dependability. They market only top quality products for the construction industry, at an excellent price!! Visit them online, where there is always something on sale!

[www.screwsolutions.com](http://www.screwsolutions.com) began marketing the full line of fasteners and hardware produced by Screw-Products, Inc. Screwsolutions.com inventory includes fasteners for cabinet construction and installation, wood and composite decking screws, ACQ compatible construction lags, wood to steel screws and more! They offer same-day shipping, free shipping with orders over \$99 and quick responses to customer needs. Their website is extremely user friendly, with good information and you will usually find a sale going on.

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## MID-WEST FASTENER ASSOCIATION

# MWFA MEMBERS ENJOY FIELD FASTENER OPEN HOUSE AND PRESENTATION

The MWFA held their annual Rockford meeting, May 17th, which included a tour of the new Field Fastener facility. As you enter the facility you immediately brought into the "Great Room" hosting flat screen televisions, a fireplace, soda fountain, indoor grill and team building games. It really is quite impressive.

As you continue to tour the facility you come to the central work area which has an adjoining meeting room where the day to day plans and operations are discussed. Prior to entering the warehouse you will see a state of the art work out area with the latest gym equipment for the employee fitness and wellness program. Upon entering the warehouse, you observe how large the expansion really was. The warehouse has a bar-coded picking system that allows for tracking and inventory as customer orders are sent and received. The new addition definitely creates a great work environment. The comfort and convenience of employees and guests was definitely kept in mind when it was designed. Work areas, relax areas, and fun areas are all integrated into the awesome facility Field created with their new addition.


Following the Open House and Tour the group met at Franchesco's for dinner and VMI (Vendor Management Inventory) presentation by Bill Derry,



President of Field Fastener. Field Fastener has celebrated many successes over the years including awards and growth. Their mission statement is simple: "To have everyone who interacts with us love us."

Field doesn't just operate on goals of retaining customers but developing new business, finding strengths and strategic planning. The economy influences business but Field refuses to allow it to control their business. VMI programs are 85% of their business. Some key VMI issues are; insure availability, eliminate no value activity, long term agreements, and quality suppliers. After about a year of providing a customer with VMI, Field has a good concept of the customer's usage. Duration of contracts are typically a minimum of two years.

There are risks associated with VMI; however, many can be kept at bay by a good analysis of consumption with VMI. How do you reach success with VMI? Right parts, right place, right time. Field's expectation from vendors is; to do business with Field as Field does business with their customers.

Based on the Field Fastener Tour and Bill Derry's presentation, it's very clear Field is a very organized well thought out company working as a great team to continue its successes. 



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**SOUTHEASTERN FASTENER ASSOCIATION**

**SEFA ANNOUNCES SCHOLARSHIP WINNERS AND NEW BOARD OF DIRECTORS**

**Scholarship Winners**

The SEFA is pleased to announce this year's scholarship winners:

2012 Gilchrist Foundation \$1,000 Scholarship awarded to Brittany Moulton sponsored by Edsco Fasteners

\$1000 Em Webb Memorial Scholarship awarded to Samantha Isselbacher sponsored by GlobeCon Int'l

\$500 SEFA Scholarship awarded to Meghan Woodard sponsored by Drillco Inc.



**2012-2013 Board of Directors**

At the recent Spring Conference, Joanne Bialas passed the gavel to new president Tony Nelson and Steve Gause was elected to the Board of Directors. The current SEFA Board of Directors is composed of:

**President** Tony Nelson  
Martin Fastening Solutions

- 1st Vice President** Jonathan Hodges  
Southeastern Sales & Assoc.
- 2nd Vice President** Joe Pittman  
Ameribolt
- Chairwoman** Joanne Bialas  
International Fasteners Inc.
- Directors:** Steve Gause  
Cole Fasteners  
Carrie Ann King  
Edsco Fasteners Inc.  
Michael Musselwhite  
Hercules  
Gary Todd  
Vertex Distribution
- Executive Director & Secretary/Treasurer** Nancy Rich

**New Members**

- Apache Sales
- Bossard Metrics
- Solution Industries

SEFA Scholarship Award Winners (top to bottom) Brittany Moulton, Samantha Isselbacher and Meghan Woodard



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# SEFA SPRING CONFERENCE Birmingham, AL, April 11-13, 2012







## John R. Graham

John R. Graham is president of Graham Communications, a marketing services and sales consulting firm. He writes for a variety of business publications and speaks on business, marketing and sales issues.

Contact him at 40 Oval Road, Quincy, MA 02170; 617-328-0069; [jgraham@grahamcomm.com](mailto:jgraham@grahamcomm.com). The company's web site is [grahamcomm.com](http://grahamcomm.com).

# SEVENTEEN WAYS TO TIP THE SALES SCALE IN YOUR FAVOR

Every salesperson knows the job is tougher than ever. It's not for the faint hearted or those who feel the world owes them a living. At the same time, salespeople recognize the importance of having an extra edge, of standing out from the crowd.

Yet, even those with winning qualities can have other attributes that keep them from getting to the top. To help tip the sales scale, here are 17 ideas that can make a difference:

### 1. Start exciting customers and stop trying to entice them

Spending time figuring out a customer's hot buttons is out of sync with the times. Excite them with your knowledge, helpful ideas and your willingness to be there after they sign the order.

### 2. Make the customer experience interactive

The primary sales task is to get customers talking. Most already have information and expect to participate and they're turned off when they don't have a chance to do so. Ask questions that engage the customer, that create a dialogue. There's nothing a salesperson can say that's more important than that.

### 3. Every sale involves a relationship

One salesperson couldn't figure out why a prospect didn't want to buy, until he said, "Frankly, I just don't understand why we can't seem to move forward." It turned out that the customer was afraid the salesperson would disappear. "I like picking your brain," he commented.

### 4. Use the "big question" to build a relationship with prospects

"What would you like to accomplish that you haven't already?" This is the question that opens the windows wide so you can understand what's hidden away in customers'

minds that dominates their thinking and what they care about passionately.

### 5. Be there at the right time

A printing sales executive locks the competition out with his electronic tickler system that tells him when jobs are coming up. His customers and prospects are impressed that he makes contact with them at just the right moment.



### 6. Using "Big data" for better results

There no reason for wasting time bird-dogging dead-end leads; yet, that's what salespeople assume to be part of the job. Not any longer. And that's the value of "big data," information that exists outside your company, but is now available. Intuit (QuickBooks, Quicken and Turbo Tax) has transactional, behavioral, user-generated data (from its products) and social data drawn from social networks and Twitter. And it's easily accessible for large or small companies.

### 7. Doubt yourself

Salespeople often take pride in their ability to "read" people and situations, relying on their "gut instincts" or intuition. They view it as "built-in" radar, guiding their decisions. Although experience can play a significant role, famed psychologist, Dr. Daniel Kahneman, points out the danger on depending on intuition. It can lead to what he calls "automatic thinking" that ignores relevant information, which can spell trouble in sales.

### 8. Stay with the facts

Using exaggerated claims and inaccurate information are "the kiss of death" for today's salesperson. With better-informed customers, uncovering information only takes a few seconds. In today's totally transparent world, "messing with the facts" can be fatal, whether business (over-sized claims) or personal (doctored resumes).

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## DISTRIBUTOR NEWS

**Lee S. Johnson Associates Inc.** presents "Metrics In Layman's Terms" seminar on metric fasteners geared for both the novice and veteran fastener professional will be presented by Bill Unferth on Thursday September 6th 2012 at the new Valley Forge Casino in Valley Forge, PA.

The Seminar is being sponsored and paid for by Lee S. Johnson Associates, Inc.—the local representative agency for the Lindstrom Fastener Group. One person per company is FREE if you're an existing customer of Lee S. Johnson Associates Inc. The cost for additional company members is \$100.00 per person.

The event includes: Classroom Materials, Dinner, Open Bar & \$15.00 in casino money. Guest's that stay overnight will receive a special room rate of \$139.00 for Thursday evening.

Bill Unferth has worked his entire career in the fastener business. Bill has worked for such companies as Cleveland Cap Screw, Metric American Fasteners, Universal Fastener Company, Holo-Krome, Bossard Metrics and currently serves as Special

Project Manager for Lindstrom Fastener Group. If you buy or sell metric fasteners then you probably already know Bill. Bill has been nationally recognized over the years for his many contributions to the Fastener Industry in the area of metric fasteners.

"We are very honored and pleased to have Bill come in and share his metric knowledge with our customers. This seminar will cover all aspects of metric fasteners and should be a must for anyone selling or buying metric fasteners. Our agency is extremely happy to provide this free seminar to all of our loyal customers. We will continue to provide these free seminars to our customers on topics that are relative to the industry. As our tag line says we will continue to "Partner for Growth" with both our Customers and our Principals," said Lee Johnson, Jr.

Proposed agenda for the evening includes:

6:00-7:00 Seminar (followed by questions with Bill)

7:00-8:00 Dinner/Open Bar

8:00-late Gambling in the Casino

RSVP by 8/24/12. Call Lee Johnson, Jr. @ 877-634-7377 or with any questions regarding the seminar.



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## METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC

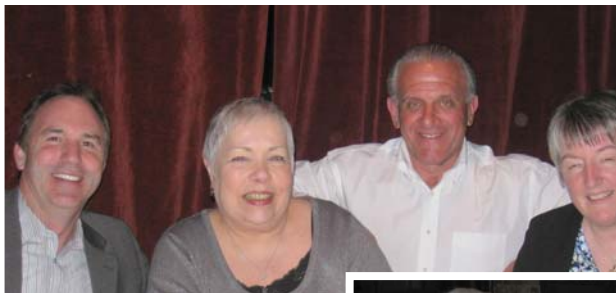
# MFDA's 2012 SPRING MEETING - DINNER & DISCUSSION: "YOUR FASTENER FUTURE" by Mike Smith

On Thursday evening, April 12, 2012, the MFDA presented its Round Table Event titled "Your Fastener Future" at Moran's Restaurant in New York City.

The key speakers were Brent Jenkins, Sales Manager of Vulcan Threaded Products, Roger Stillman, Operations Manager and QA at Metric & Multistandard, and Simmi Sakhuja, the President of Stelfast Corporation. Garland Parker, GM at St. Louis Screw & Bolt was also invited, but due to a conflict he was unable to attend.

He generously sent his notes in order to contribute his insights. The event was moderated by Mike Smith (Smith Associates), who gave an introduction and brief bio of the panelists and served as Garland Parker, in his absence.

Members of the panel were selected in order to represent a cross-section of the industry: an Asian Importer and Distributor; a Domestic Manufacturer; a European Metric Importer and a Domestic Distributor.




Row 1: Ginny Palmer & Chris Smith (Smith Associates)  
Row 2L: Mildred & Ed Werner (EZ Sockets)  
Row 2R: Kellie Nirmaier & Vikki Perkins (Kanebridge)  
Row 3: Freddy Barr (Stelfast, Inc.) & Larry Engelson (Nova-ESCO Fasteners)  
Row 4: Ed Werner (EZ Sockets) & Dave Schuster (Leo Coar Assoc.)  
Row 5: O.J. Simpson (Stelfast, Inc.), Gail Marsh (Stelfast, Inc.), Gary Schottlander (Brighton Best) & Donna Garcia (Stelfast, Inc.)  
Row 6: Roger Stillman (Metric & Multistandard), Brent Jenkins (Vulcan Threaded Products) and Simmi Sakhuja (Stelfast, Inc.)



All of the panelists have had many years of experience in the fastener industry and brought their diverse knowledge and insight to the evening.

The discussion started with Mike Smith asking each of the panelists to give their thoughts on the fastener industry's future for next year and then for the next five years. The consensus of opinion was that the industry has changed significantly as a part of the global economy. The U.S. economy will continue to grow slowly but individual companies will need to focus on internal fine-tuning to maintain profitability. A comment was made by a member of the audience that larger companies gaining market share without increasing ROI is not healthy in the long run for the industry as a whole. Simmi Sakhuja observed that growth is possible in any environment and said that her company is staying focused on Return on Investment (ROI).

The evening was a huge success with great audience participation, lively questions and comments. It was great to hear comments from some of our long time members including; Barry Cohen (Baco Enterprises); Larry Engelson (Esco Fasteners); Marty Schneider (Continental-Aero); and Mildred Werner (EZ Sockets). It was discovered that MFDA members present in the room had as many as 40 years in the industry and a wealth of experience.

The evening was enlightening for all and was ended with a raffle of 3 items which were donated by ND Industries, EZ Sockets, and Kanebridge Corporation. Thank you to all for your support. 



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## LENGTHEN THE BOLT TO STOP THE LOOSENING *continued from page 153*

The amount of applied load in the previous example is 75% of the yield strength (.75 X 130,000 psi) which is 97,500 psi. To relate that to stretch divide 97,500 psi by 30,000 psi to determine the amount of stretch for a Grade 8 bolt per inch of "free-length" which is 0.003 inch per inch (rounded to three places). I acknowledge that


this calculation and the table below are extremely simplistic and do not take into consideration the difference in the cross sectional area of the tensile stress area verses the area of the body of the bolt. These figures are just intended to explain the concept that the resultant bolt stretch is directly proportional to the applied force, and not that these values are an exact presentation of the exact bolt stretch that may be achieved for a specific bolt length.

Short screws are particularly troublesome for loosening in applications where vibration is present. As can be seen

Free-length	Grade 8 stretch
1.000	0.003
2.000	0.007
3.000	0.010
4.000	0.013
5.000	0.016
6.000	0.020

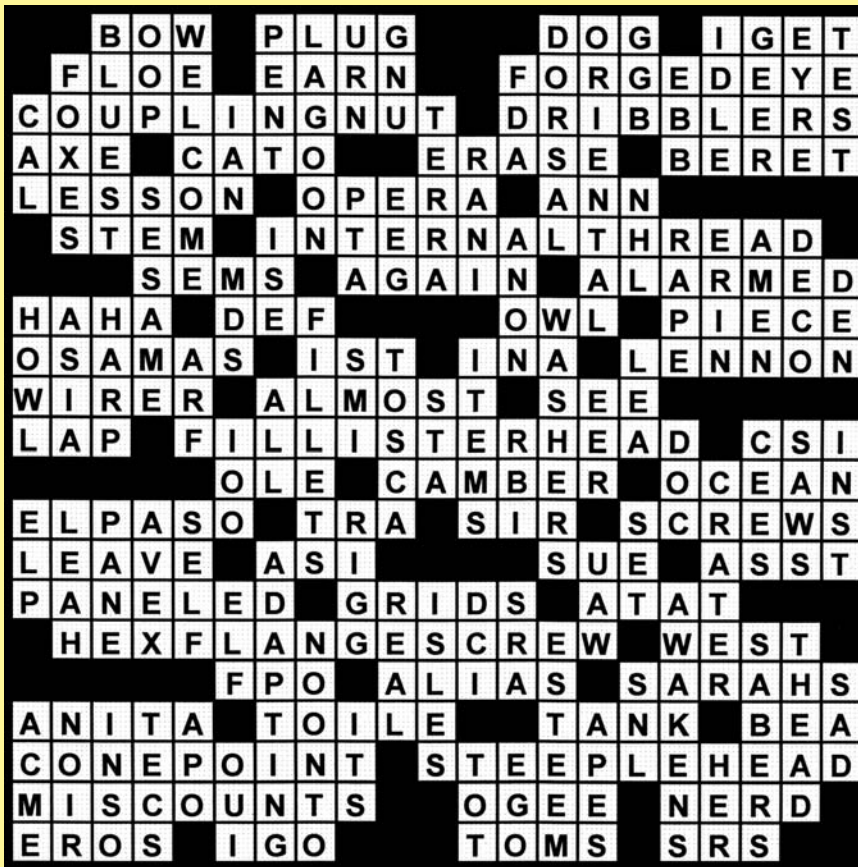
above if the "free-length" of the bolt is only 1.000 inches then if the relaxation or other movement in the joint is 0.003 or greater the bolt will come loose. If the free-length is lengthened to 2.000 inches the bolt will remain tight provided the relaxation or other joint movement is less than 0.007 inches.

In a given application the bolt's free-length can be increased by adding hardened washers or spacers under the head of the bolt or by counterboring the internally tapped component above the thread engagement.

When the loosening of short bolts is a problem lengthening the free-length of the bolt is frequently much more effective than adding various locking components, because lengthening the bolt is allowing it to effectively utilize its inherent material behavior of stretching to keep the assembly tight. 







## FASTENER CROSSWORD SOLUTION

### SHINY TOY SYNDROME: EMPLOYEE-PHONES, A NOT-SO-COOL SECURITY RISK FOR FASTENER DISTRIBUTORS *continued from page 144*

**\*Force Password Strength on All Devices:** As the scary computer hackers with Anonymous have painfully shown us, a security system is only as strong as its weakest password. As a deterrent, security experts recommend passwords of more than 12 characters, which should include a nice mix of letters, numbers and symbols. They also advise businesses to program automatic rejection for passwords that are less complex.


**\*Get Explicit About Photos:** With cameras on virtually every smartphone, fastener distributors need to clearly define what workers can and can't snap. Essentially, you don't want pretty images on Facebook of products that are in development, company whiteboards, trade-secret work areas and the like.

**\*Decide Who Owns the Phone Number:** A new conundrum for our technological age, deciding who gets the phone number after a break-up has become very touchy. A key salesperson who takes his/her phone number along to the next job – which may be at a competitor – could steal a good deal of business away from your firm in the process. Ditto for top executives

who keep their phone numbers and move on down the road.

**\*Be Careful Where You Wipe:** Dealing with lost/misplaced smartphones and other devices may be easier if you buy software that allows you to wipe (erase) business data only, while preserving personnel data. Of course, that approach could create its own headache, since many people mix their personal and business data within the same application, and sometimes even within the same folder or file.

**\*Insist on Timely Notification of a Loss:** You'd think that an employee would be smart enough to quickly report a lost smartphone or tablet. But then again, you'd expect that employee not to lose the device in the first place. Be sure to secure the promise of timely notification of a loss in writing.

**\*Encourage Employees to Vote Early, and Often:** To protect against employees who 'sign-and-forget' BYOD agreements, require employees to re-sign such agreements every six months. Such precautions could insulate your firm against, 'I-forgot-I-signed-that' laments and lawsuits. 



# SEFA SPRING CONFERENCE

## Birmingham, AL, April 11-13, 2012





**SEVENTEEN WAYS TO TIP THE SALES SCALE IN YOUR FAVOR** *continued from page 178***9. Think for a change**

Those in sales tend to be “doers, not thinkers.” And most are burdened with too much activity that’s less than productive. Thinking makes the difference. That’s what middle school students have discovered in the poorest area of Brooklyn. Their school is a chess powerhouse, “a legend in the chess world,” states the New York Times. “You do a lot of thinking about how you think, especially about how you make decisions,” says Elizabeth Spiegel, the full-time chess teacher. Making good decisions is the backbone of sales and that takes thinking as well as doing.

**10. Offer options**

Scion gets it right with the way it sells its quirky cars. The colors are different but every xD, xB, tC and iQ on a dealer’s lot is identical: no accessories. Customers choose the color and then decide on the accessories, which are dealer installed. The process gets customers involved in making choices. In the end, it’s their car.

**11. Present the proposal last**

Too many salespeople rush to get a proposal in front of buyers. It’s a bad move because it detracts from getting the customer involved in a dialogue and halts a salesperson’s learning process. Make your proposal an extension of your conversation so that it becomes the result of your conversations. That way your proposal is really coming from the customer.

**12. Embrace social media**

View social media as a way to engage and cultivate customers, not as advertising or a way to make sales. Ask relevant questions, share ideas and offer helpful information. Be consistent: it’s the key for pulling customers closer to you. Twitter and LinkedIn can be good places to start.

**13. If the story fits, use it**

If it doesn’t, don’t. No one enjoys telling stories more than a salesperson. Those who are good at it know when to use a story, and when to keep quiet.

Before telling any story, remember that customers are interested in themselves, not you. A sales team was invited by the president of a regional restaurant franchise to meet with him regarding a project for the company’s 600 employees, but were cautioned that they had 45 minutes and no longer.

When the meeting began, the president started talking and didn’t stop for 40 minutes, much to the sale team’s dismay. At that point, the team leader asked the president if he would like to know more about their firm. “No,” came

the reply. “I’ve been getting your materials for a year. I have everything I need to know. Let’s get to work.”

**14. A better way to say “Thank you”**

If you’re looking for something more personal than a vanilla email message to say to “Thank you” or an impersonal .pdf invitation to an event, a good solution is My Stationery Box, a \$3.99 app for an iPad. It’s really slick, offering an array of templates for business and personal use. Take a few minutes to set it up and all the stationery is personalized and ready to go. It automatically imports your address book to make it even easier. No more excuses for failing to stay in touch with the right message.

**15. Anticipate objections and get a leg up on the competition**


Objections will kill a sale, unless you’re prepared to answer them. Most salespeople miss the mark by assuming they can respond to whatever a customer throws at them, so they wing it. That doesn’t work. Prepare yourself by building an objections file on your smartphone or iPad with thoughtful answers. Then, continue to refine them with your manager or sales team members until you can respond effectively to whatever is thrown at you.

**16. Differentiate yourself**

Line up 10 salespeople in your industry and chances are they’re clones — to customers. If they look alike, talk alike, dress alike and sell similar products, they are alike and you’re one of them. If you want to stand out from the pack, do this: Admit that there similarities in products and pricing, for example. Then, talk about your differentiating factor: you keep your promises. Have testimonials and references ready to substantiate your claim. It’s a game changer.

**17. Think customer, not sale**

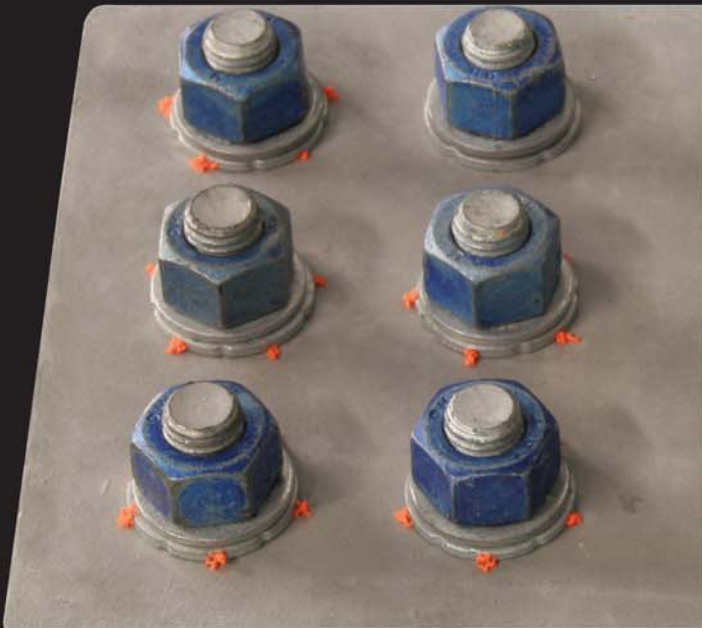
Successful salespeople know that this is what selling is all about. Buyers of all types have their antennae up and they can spot the salesperson whose sole motive is getting the order. Today’s customers look for the salesperson that understands them, not sells them. That changes the process from transaction to relationship, from no-sale to sale-closed.

There they are, 17 ideas for getting that extra edge in sales that makes a difference. Over time, it’s so easy to develop habits that kill sales, without even knowing it. While awareness of what we’re doing may not be everything, it’s a good way to make changes that will tip the scale in your favor. 

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Rotor Clip is the one-source solution for all your retaining ring, constant section ring, spiral ring, wave spring & hose clamp needs.

Parts are manufactured to inch, DIN, ANSI metric, and JIS standards to fit virtually every application. A variety of materials and finishes are available, including stainless, to meet your customer's requirements. And Rotor Clip customer service and technical sales are there to assist you before and after the sale.

- True Military Certifications
- RoHS and ELV Compliant
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*Designed for Quality*



# Our Business is Understanding Yours

## BBI: The Value-Driven, Global Leader in Fastener Distribution

- **Expanding Distribution Centers:**

- BBI Los Angeles distribution center has expanded an additional 90,000 sq. ft.
- BBI Dallas distribution center has expanded into an 180,000 sq. ft. facility.
- BBI Chicago distribution center will be relocating into a new 257,000 sq. ft. facility by the end of 2012.

- **Expanded Product Lines:**

BBI is adding over thirty new product lines this year, including a complete line of Anchor and Screw Products. Distributors can now combine more of their purchases to consolidate shipments, decreasing their shipping costs while increasing their productivity. Brighton Best delivers the most complete line of fastener products in the industry. From our tested, tried and true socket lines to our complete line of hex head products that range from A307-L9 including a full line of import and domestic structural products. The distributor's choice is the value-leader.

- **Expanded Packaged Offerings:**

Distributors face many challenges in a competitive market. When buying in bulk does not fit your specific needs, our expanded offering of packaged products allows distributors to purchase in quantities that meet their requirements. Brighton Best International offers the distributor the ability to get our full line of products including low carbon, stainless steel, sockets and hex head products packaged from a single source; buying from BBI just got easier.



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