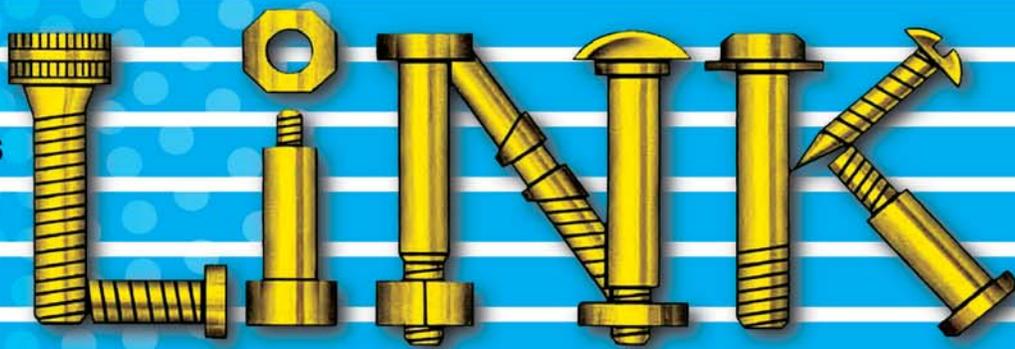


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DISTRIBUTOR NEWS

OBITUARY: Remembering Chris Cellary

Chris Cellary, co-owner Ford Fasteners, Inc., passed away on Monday, May 26, 2014 after a courageous battle with cancer.

Chris was the founder and manager of Ford Fasteners EPDM bonded washer assembly division. Chris was never afraid to assist the staff and ensure efficiency within the company.

Chris was committed to Ford Fasteners alongside his brother Steve. Chris frequently traveled long distances to visit customers, as he always strived for their satisfaction.

He was a member of the Southeastern Fastener Association, Metropolitan Fastener Distributors and New England Fastener Distributor Association.

In college he was recruited as a punter for the University of South Carolina football team and as an adult he was a coach for local sports teams.



Survivors include his wife, Patricia; two sons, Brian Christopher and Kevin William; mother, Leatrice; sisterCarolynn Reynolds; brother Stephen.

Many admired Chris for his dynamic character and vivacious personality. Friends and coworkers will sadly miss his passion for life and sense of humor.

The staff will never forget Chris and his devotion after many years of service at Ford Fasteners. He will truly be missed.

Our thoughts and prayers are with his family at this difficult time.

In lieu of flowers, donations may be made to: Archer United Methodist Church, 37 E. Allendale Avenue, Allendale, NJ 07401

Messages to the family may be sent care of Ford Fasteners, 110 S. Newman St., Hackensack, NJ 07601. Fax 201 487-1919. Send emails to: info@FordFasteners.com.

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Advance Components

is pleased to announce that Tammy Work has joined the Advance sales team as Regional Sales Manager.

Tammy is based in eastern Pennsylvania where she works with clients on the east coast. She has

over 15 years experience in the fastener industry, and comes to Advance after 10 years as Distribution Manager at A Raymond Tinnerman.

Says Dave Audia, VP of Sales and Business Development: "Tammy brings strong experience and energy to the job, and our customers will benefit greatly from her knowledge and personal attention."

You can reach Tammy directly by contacting her at tammyw@advancecomponents.com.

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Bengt Blendulf

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

ISO & US FASTENER STANDARDS - AN UPDATE

The vast majority of the fastener types we use for assembling machinery, automobiles, appliances and other products are specified in some form of product standards. For inch fasteners we find most of them covered in ASME B18 standards with respect to head styles, dimensions, tolerances, etc., and in ASME B1 standards for threads. The basic sizes and shapes for inch fasteners have not seen any major changes for many decades, at least not for the hexagonal types.

A similar concept can be found for ISO metric fasteners where head types and dimensions are covered by ISO/TC2 (TC = Technical Committee) and thread issues handled by ISO/TC1. The German DIN standards for fasteners, which were, for the most part, made obsolete in the 1990's are today replaced by ISO standards even in Germany. Unfortunately, some US fastener businesses are still insisting on showing DIN numbers in their catalogues, thereby preserving standards that do not exist any longer. I strongly recommend those companies (mainly importers and distributors) to immediately change from DIN to ISO in their sales literature and product sheets. Why should we in the United States preserve the "DIN-osaurus" and force the fastener manufacturers to keep producing obsolete products? Does not make any sense! (not to me anyway)

Mechanical Properties

The majority of inch fasteners are classified by the "grade" system based on SAE J429. The numbers (Grade 2, 5, 8) have no direct relation to any property and the head markings with 3 radius lines for Grade 5 and 6 lines for Grade 8 are just that = head markings. With the introduction of low carbon martensitic steels (aka boron steels) more and more traditional Grade 5 fasteners were

replaced by Grade 5.2 (with boron) and Grade 8 shifted toward Grade 8.2. The head markings retained the number of lines, but the spacing was half of the original. ISO metric had a similar approach with an underlining of the property class indicating the presence of boron in the steel.

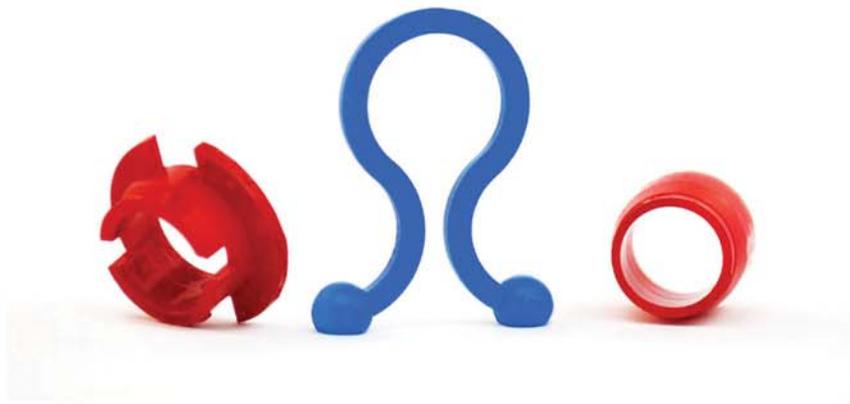
The reason for distinguishing boron steels from the typical medium carbon or medium carbon alloy steel used for these grades and property classes (Grade 5, Grade 8, ISO class 8.8 and 10.9) was a general uncertainty about the material quality of low carbon boron steels for fasteners. Time has, however, proven that those steels meet the same stringent mechanical requirements as for the medium carbon (typically twice as much C) we had traditionally used in fastener manufacturing. All large volume manufacturers (auto, farm equipment, appliances, etc.) use primarily low carbon martensitic steels for the Grade 5, class 8.8 and higher.

Socket screws (inch) are not made to SAE "grades" but have their own standard in ASTM A574.

In addition to the widely used SAE J429 grade standards for inch fasteners, we also have a number of ASTM property standards like A354, A449, A574, A325, A490 and others. For the design engineer and fastener supplier this wide (and often confusing) range of standards for similar, almost equal property choices can be both expensive and unnecessary.

ISO and US Metric

When ISO (International Organization for Standardization) developed the metric property standard for external fasteners, ISO 898-1, they included practically all possible choices in one single document, making it very user friendly.



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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.

PAY NOW OR PAY MORE LATER

When any operation is busy and time is short facilities and equipment maintenance takes a back seat to storage and distribution efforts. Then when the press of business lessens maintenance tasks all too often become an expense to be bypassed...until something catastrophic happens. Fastener Distributors are not immune to this effect.

Without question the worst problems are safety related. Lack of Preventative Maintenance (PM) is not just a problem of someone unfortunately being injured.

Today any accident can lead to intrusive and in depth visits by State and Federal Occupation Health and Safety (OSHA) teams, Environmental Protection Act (EPA) teams, unions, Workman's Compensation investigators, criminal investigation/indictment and civil lawsuits. Even something simple such as

waiting for several lights to burn out before replacing an individual lamp any can lead to a preventable accident. If an injury results the consequences will be severe and far reaching, especially if the victim is a visitor (customer, trucker, rep) who is not covered by your insurance or workman's compensation.

A secondary issue is that disasters usually occur at the most inopportune times. Leaky roofs aren't a problem when the sun is shining but a huge inconvenience when it is raining on a busy day. Similarly just about the time you need the forklift is when a piece of discarded stretch wrap will wrap around the wheels.

The best time to eliminate problems is before they

occur, and a PM program is the most sensible approach. The old adage of "If it ain't broke don't fix it" is dead. If it isn't broken, keep it that way. This starts with training.

Training For PM And Safety

The warehouse crew has you outnumbered. If they are breaking things, putting forks through materials and walls, clipping the pallet racks with the back of the forklift and causing other problems faster than you can fix things the answer lies in a comprehensive training program to give

them more pride in what they do...instilling a sincere desire to not just prevent accidents by themselves, but to also supervise each other.

OSHA requires that every facility must be clean, neat, orderly and safe (Article 1910.22). This dictum can be translated into a usable program

by introducing weekly, if not daily, training sessions. Topics can include fire prevention, fire drills, Cardio Pulmonary Resuscitation (CPR), fork lift safety and the rudiments of housekeeping that the staff should have learned in kindergarten. There are many resources for trainers, videos, programs and speakers. For example, your local fire department or fire prevention bureau can train your staff and run drills to insure that everyone knows who to call, what to do and when to do it. Normally the cost is zero other than replacing any discharged fire extinguishers.

Once a safety training program is up and running it is time to focus on specific areas within the building and overall property.



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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; email: joe@joedysart.com.

GOOGLE SEO UPDATE: WHAT'S WORKING NOW FOR FASTENER DISTRIBUTORS

Given that Google regularly updates the algorithm that determines how close your Web site gets to the top if its search engine returns, it's critical that fasteners stay current about what the search goliath is currently rewarding – and adjust the design and content of their Web sites accordingly.

These days, that means ensuring your Web site offers longer articles and text that reflect quality writing about a specific topic, according to SEO experts.

And it means the person generating the articles and text for your fastener Web site ideally needs to be a recognizable, respected and prolific author on the Web.

Getting from here to there, the experts say, involves following these best practices:

Go with a frequently updated blog, offering truly useful content: Google has gotten much better at sniffing out Web sites that post reams of robotic-like text, which are artificially stuffed with dozens and dozens of keywords – and is punishing Web sites who engage in the practice accordingly, experts say.

Instead, "Look for subject matter that is going to be engaging to your targeted demographic, but that will also establish your business as leading authority in your industry," says Toby Gonzales, revenue manager for FBIFrames.com (www.fbiframes.com), a firm specializing in Facebook marketing.

Gonzales says that by making changes to his own blog – which now includes daily posts with what he says are valuable insights, coupled with gripping images – he has seen a 51% spike in visits from people using Google's search engine.

Help Google track you as an author: Google

is giving preferential treatment to posts from authors it knows, tracks and monitors. Get on the goliath's good side in this regard by creating a Google+ page for yourself (<https://plus.google.com/getstarted/getstarted?fw=1>). Then stop by Google's authorship page (<https://plus.google.com/authorship>) to establish your author credentials.

Once your fastener business has an authorship page, be sure to offer a link from this page to every article you ever write. This ongoing self cataloguing enables Google to easily track what you're doing, verify that you're a legitimate generator of valuable online content, and consequently ensure that your Web site achieves higher rankings in search engine returns.

As a bonus, your Google+ author photo will appear in the

Google search engine returns that Google delivers to people searching for the topics you write about. (For the complete techie guide to Google authorship, check out: <http://searchengineland.com/the-definitive-guide-to-google-authorship-markup-123218>).



Above: Google's Netherlands facility is one of many that helps implement the ever-secret algorithm by which Google ranks search engine returns.

Below: SearchEngineLand is a must-read for Web marketers





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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 Barrington, IL and may be reached at 847-477-5057. Email him at: ExpertBoltGuy@gmail.com or visit his website at www.BoltFailure.com.

PINS

Many times when the salesperson takes an order, either personally or by phone, he just orders what the customer tells him he wants. Pins are a generic term for many products with unique applications. By knowing the differences, you can help your customer select the correct product for his application.

Pins are a mechanical device designed to hold parts that are not fixed, but may be subject to movement or other external force loads. This is in contrast to threaded fasteners which produce an adjustable compressive clamp load for heavy and thick materials; only producing light radial loads.

Pins are generally made from steel wire or wire that has been flattened, then coiled or bent for specific applications. The steels vary in carbon composition and hardness. Pins may also be made from stainless steels, beryllium copper, brass or Monel™.

Categories for pins include; Clevis, Coiled, Cotter, Dowel, Grooved, Lynch, Slotted, Shear, Spring, Straight, and Taper.

CLEVIS PINS: Usually have a cold formed head on one end of a straight shank body. Close to the end of the shank, a hole is drilled through the body. The clevis pin is placed through other objects that do not necessarily have a receptor hole that is dimensionally toleranced to be close to the diameter of the pin, but is usually in a loose but not tight connection. To keep the clevis pin from falling out of the connection, a cotter pin is placed through the drilled hole at the end of the clevis pin. Clevis pins provide for shear resistance in all applications. Many will involve holding chains together. The materials are typically AISI 1010-1020 steel or 1211, which may be case hardened. (ANSI/ASME B18.8.1)

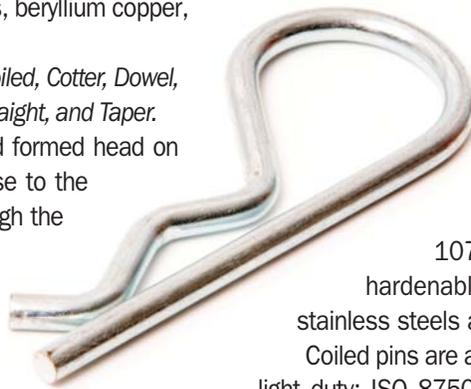
COTTER PINS: To be used with clevis pins and castle nuts, cotter pins are a flat folded wire that has a semi-circular cross section and is looped at the closed end to prevent the pin from falling through a hole. Some pins may have different shapes, such as an R Clip, which is shaped like the letter R

and provides security from spring tension around the pin or cylindrical object. The length of one end of the cotter pin wire is slightly longer than the other to facilitate their opening and spreading. Once the two ends are through the hole of the clevis pin or drilled bolt, the ends are spread in opposite directions to prevent the cotter pin from falling out, or are wrapped around the castellated protrusions to prevent the castle nut from backing off the bolt. (ANSI/ASME B18.8.1).

COILED PINS: In the genre of a spring pin, coiled pins, or spiral pins, are a straight, cylindrical pin manufactured from flat, hardenable materials that are coiled approximately 2 1/4 times to produce multiple walls. Designed to be press-fit into the holes of the several parts to be held together, the greater outwards spring tension produced by the multiple walls effectively prevent the pin from falling out of the hole. The coiled pins continually flex in service and minimize metal fatigue under dynamically loaded applications. Materials include, but not limited to; 1070-1095 carbon steel, 6150H hardenable alloy steel, 410-420 and 302 stainless steels and beryllium copper.

Coiled pins are available in three classes: ISO 8751, for light duty; ISO 8750 for standard duty; and ISO 8748 for heavy duty applications. Applications include: locks, latches, hinge pins, gear shafts, axles, pump shafts, motors, automotive doors and handles, etc. (ANSI/ASME B18.8.2)

DOWEL PINS: Designed for precision fit parts, the straight, solid shank is ground to close tolerances with both ends chamfered. Dowel pins are to be press-fit into the applications. Uses include tool and die machinery. The materials are to be from any steel or alloy capable of being hardened to a minimum of Rc 50, which shall produce a shear strength of 130 ksi minimum. Non-hardened dowel pins shall have a minimum hardness of Rc 32, with a shear strength of 64 ksi for steel and 40 ksi for brass. (ANSI/ASME B18.2.2).



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With new technologies changing the way every industry works, manufacturers and distributors need to adapt to the new landscapes of their marketplaces. At the forefront of these changes in the engineered fastening industry is BaySupplyNet.com. Cliff Bernard, (on the left), President and CEO of Bay Fastening Systems, and Michael Eichinger, (on the right), Vice President and COO, answered our questions about Bay Supply Net and the engineered fastening industry:

Q. *What changes do you foresee in the engineered fastener industry?*

A. *Cliff Bernard* - Any distributor in business has to face the daily challenge of warehouse and inventory management. This has always been the challenge to operating a successful distribution business. Too much inventory ties up critical operating capital and too little results in losing a customer to the competition. As we move into the next few years, our industry is going to become more and more transparent and competition will become more intense. Distributors will need to leverage inventories that are not located in their proprietary warehouses. They will need to leverage partner warehouse inventories and or virtual inventories to reduce costs and remain competitive in the preservation of their customer base.

I believe that Bay Supply Net will be a vital partner to distributors by providing more products and services to help them serve their customers while freeing capital for strategic growth initiatives. If their customer calls for an item they don't stock and it's readily available in our warehouse to ship, there is no reason that that distributor should lose that sale to a competitor.

Q. *What is Bay Supply Net and what makes it unique?*

A. *Bernard* - Bay Supply Net is the world's largest online engineered fastening warehouse, offering real-time inventory and blind shipping services for wholesale industrial distributors worldwide.

Michael Eichinger - And it's unique because we have established a global network of engineered fastener product manufacturers including top brand names that are of the highest industry demand. These manufacturers feed our warehouse to serve the wholesale distribution marketplace with real-time inventory and blind drop shipping services. Bay Supply Net is the first electronic warehousing marketplace to serve the wholesale distributors with complete order management processing and tracking for their customer service staff. On top of that, there is the added benefit of same day free domestic shipping on orders

received by 3:00PM EST and instant international shipping upon checkout

The Bay Supply Net portal also provides "Distributor Friendly" tools to help manage, track and process orders. For example, the system maintains a ship-to-address book and a customer re-order list so distributors can quickly process repeat orders. In addition, the system accepts future delivery dates and back order items with expediting dates and communications. Tracking numbers, order information, order history and accounting are instantly available for multiple users at each distributor's operation.

Q. *Have centralized supply chains changed the industry?*

A. *Bernard* - Centralized supply chains have yet to change the industrial supply industry. It is inevitable that the Internet will play a vital role in this transformation. It is also clear that manufacturers will need to welcome technology and the new business models that emerge from this new transformation of their industry. Distributors will need to re-invent the way they conduct business. The opportunity exists for distributors to capitalize on centralized supply chains like Bay Supply Net by exponentially increasing their product offerings and enhancing their services to their customers with no capital investment of any kind. What better way is there to hedge the market position of your business for the future?

Q. *What makes this the right time to unveil Bay Supply Net?*

A. *Eichinger* - At a time when new technologies within this electronic age have reengineered nearly every industry and the way business is transacted, the industrial supply chain distribution processes of today is inefficient, costly, and time consuming. Manufacturers continue to reduce inventories while projecting the financial burden onto their distributors. Customers want speed and efficiency in product procurement and distributors must meet these challenges in an increasingly competitive marketplace.

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Distributors need speed and efficiency to better serve their customers. Most importantly, distributors need greater access to inventory and pricing to serve the immediate needs of their customer or someone else will.

Bay Supply Net eliminates the capital requirement for distributors to increase their inventories. A distributor can place their staff in control of millions of dollars in real-time inventory; gain instant access to top brands their customers want; eliminate the need for fax and email quote requests; and access instant and competitive pricing along with free blind drop shipping and discount international shipping services. This service transforms their business overnight by establishing a powerful online tool for their staff to better serve their customers and increase their sales and bottom line. Did I mention the service is free?

Q. *Is there a region or marketplace that Bay hopes to reach that it might not have been able to reach before?*

A. *Bernard* - International shipping has been one of the greatest challenges for our industry. We are excited to introduce a cost effective international shipping program that provides instant pricing and processing upon check-out with identical ease of a domestic ship-to address. We believe this will help our distributors to rapidly increase their global sales and introduce some highly desirable brands to many untapped markets.

Q. *What has been the greatest challenge with the introduction of Bay Supply Net?*

A. *Eichinger* - I think the greatest challenge we face is the ability to electronically introduce new products and inventory to our wholesale distributors online as fast as they are being delivered and introduced to our warehouse. We currently have hundreds of engineered fastening product manufacturers and other industrial supply manufacturers submitting products and inventories to integrate and offer to our distributors. While we are thrilled to have such a reception by our industry, it is a challenge to carefully investigate each manufacturer, select the appropriate products to integrate in our inventory offerings, and to gather the necessary product specifications to effectively bring those products to the distribution marketplace online.

Q. *What is the importance of blind shipping?*

A. *Bernard* - Bay Supply Net is a "Supply Net" for distributors to better serve their customers. We must remain as an invisible partner to our distributors. We serve them as an invaluable resource for product procurement and as a logistics service. This is done by blind drop shipping every order.

Our service can only be valuable to a distributor if it improves his or her customer's perception of his or her service and business. We only exist to make other businesses look better and operate more efficiently. This can only happen if we are invisible in the process to the end user. This is why blind drop shipping is critical to our success.

Q. *What does it cost a distributor to be a part of Bay Supply Net?*

A. *Bernard* - Our service is free. Distributors receive a complete service, technical support staff, a warehouse full of top brand inventories, free shipping services to domestic customers, and quantity discount wholesale pricing free of charge.

Q. *How quickly can a distributor see results from joining?*

A. *Bernard* - The results are instant! Once a distributor signs into his or her account, they have instant access to inventory, pricing and order management. They can begin processing orders in minutes.

Q. *How can distributors sign up for an account?*

A. *Eichinger* - All a distributor needs to do is call **1-800-718-8818**, email **info@baysupplynet.com**, or visit our website at **www.baysupplynet.com** to complete an online application. Once approved, each distributor receives a login and password for their account with immediate access to inventory. It's that simple.

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Largest Expo Ever

Exhibit space sales for the 2014 National Industrial Fastener & Mill Supply Expo are running at a record pace, it was announced today by Susan A. Hurley, General Manager.

"We have already sold 780 booths to 595 companies from throughout the USA and 16 other nations around the world including Belgium, Brazil, Canada, China, Czech Republic, Germany, India, Italy, Mexico, Netherlands, Poland, Singapore, Spain, Taiwan, Turkey, and the United Kingdom.

We are anticipating a complete sell-out of the 800-plus booths. It will definitely be our largest Expo ever held in Las Vegas and we are expecting a large turnout of buyers", informs Ms. Hurley.

Fastener Expo "Hall of Fame"

The National Industrial Fastener Expo "Hall of Fame" will induct two new members at a special reception to be held on Wednesday evening,

October 22 at Treasure Island. The 2014 honorees are

Leo J. Coar, Editor & Publisher of Distributor's Link, and Surinder Sakhuja, Founder of Stelfast, Inc.

Information, Education and Training

The Expo features an all-day conference program on Wednesday, October 22 at the Sands Expo & Convention Center, followed by the industry's biggest cocktail party that evening at the nearby Treasure Island hotel.

Expo

The "World's Largest Fastener & Mill Supply Expo" is open from 9:00 am to 4:00 pm, Thursday, October 23 and from 9:00 am to 1:00 pm, Friday, October 24. The International Fastener Machinery & Suppliers Association (IFMSA) is sponsoring an "Oktoberfest Beer Party" for manufacturers of fasteners and precision formed parts from 11:00 am to 1:00 pm Friday, October 24 in the Machinery & Tooling World area of the Expo hall.

Continued on page 130



Virginia Fasteners at NIFMSE 2013



Sems and Specials Exhibiting at NIFMSE 2013



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Laurence Claus

Laurence Claus is the President of NNI Training and Consulting, Inc. He has 25 years of experience with a medium sized automotive fastener manufacturer, holding positions including Vice President of Engineering, General Manager, Director of Quality, Director of New Business Development, and Applications Engineer. In 2012, he formed NNI to pass on his knowledge and experience to others in the fastener and automotive supplier industries. In addition to technical and business training courses, he does technical consulting and expert witness and consultation work. He can be reached at 847-867-7363 or Lclaus@NNITraining.com. You can learn more about NNI at www.NNITraining.com.

THE BASICS OF FASTENER SORTING

Over twenty-five years ago when I first started working in the fastener industry PPAP, ISO9000, and zero defects were not yet commonplace ideas. In fact, when I first started, sorting was all manual and reserved pretty much only for salvaging parts that a customer returned with a major problem. Today, it is a very different story. A large percentage of fasteners made or sold in the U.S. are sorted, with some companies serving certain industries or customers adopting the philosophy of sorting 100% of their parts.

There are a variety of reasons to sort parts; however, the most predominant today stems from the customer's expectation for "zero defects." Unfortunately all too often a fastener supplier has been blindsided by an overzealous customer that has put thousands of parts in limbo because one questionable part was found in that lot. Don't get me wrong, suppliers need to be responsible for the product they make or sell and anytime a significant problem occurs where several questionable parts are discovered, the supplier needs to trouble shoot and find a root cause.

At one level the quest for "zero defects" is admirable and truly beneficial to the development and reputation of any supplier. However, the staunch demand and zealous adherence which some customers take the philosophy of "zero defects" can strain even the best relationships and be simply unrealistic. Take for example, a world class organization that is operating at a 6 sigma quality level. This means that they have a 99.99966% yield rate or 3.4 defects per million opportunities. Clearly, even at this world class level of performance, zero defects are not expected. In fact, the authors of ISO 16426:2002, a Fastener Quality Assurance System standard, realized this challenge and clearly state in Annex A1.1, "The quality objective, zero defects, cannot be realized with today's state-of-the-art methods. To achieve this aim, intermediate objectives are set by specifying criteria for evaluating the delivered quality

of fasteners. In this International Standard, such criteria are based on non-conforming parts per million (ppm) and/or process capability (Cpk) for specified characteristics."

Therefore, if as the International Standard suggests, zero defects "cannot be realized" with today's technologies, suppliers must augment their process technology with other strategies to satisfy their customers. Today, that means that they must be prepared to engage in 100% sorting.

This article is intended to take a look at the current state of fastener sorting and provide a basic overview of different techniques, equipment, and several fastener specific scenarios which commonly employ 100% sorting technology. This article is not intended to make an argument for or against "zero defects" or any other philosophies that establish criteria for what is deemed acceptable or unacceptable, but rather to educate on the methods that can be performed to provide a reasonable assurance of the best product quality and enhance customer satisfaction.

Why Do We Sort?

Notwithstanding the fact that the customer demands it, at the core, is the reality that even with world class quality management systems in-place, today's technology simply cannot realize perfection. The speed with which fasteners can be produced is so great, that the number of opportunities for defects can overwhelm even the best system. Additionally, fasteners are usually transferred to different processes multiple times during the course of their manufacture exposing them to many opportunities for damage or contaminating them with foreign material. Currently, the only way to address these possibilities is to sort the parts immediately prior to packaging and shipping to the customer. Therefore, suppliers sort not only because their customers want them to, but also because they know that there are points in the production process that are outside of their control.

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IMPACT WRENCHES COMMONLY DESTROY NYLON INSERT LOCKNUTS

by Joe Greenslade Director of Engineering Technology, IFI

Several times each year the IFI technical staff is asked why the nylon inserts in nylon insert lock nuts are ripping out of the nut bodies while being tightened.

**Reason: TOO MUCH
 INSTALLATION SPEED!**

**Solution: Use an
 installation tool that does
 not exceed 1200 RPM.**

A nylon insert lock nut is a two part assembly. There is the steel nut body that has a free-running thread plus a nylon ring with an inside diameter that is smaller than the major diameter of the bolt or screw thread the nut is driven on to. The nylon ring is staked into the nut body by crimping the upper edge of the nut. The crimping secures the nylon ring in place so that the nylon ring and nut body become a single assembly.

When a nylon insert lock nut is driven on to a bolt or screw the nut body screws on freely until the bolt or screw end comes in contact with the nylon ring. The nylon ring immediately creates prevailing torque as it is designed to do. Prevailing torque is the result of friction being created between the inside diameter of the nylon ring and the major diameter of the mating bolt or screw.

Impact wrenches normally run in the range of 5,000 to 10,000 RPM. When impact wrenches are used to install nylon insert lock nuts it is not uncommon for the nylon rings to end up part way down the bolt or screw

thread far behind the nut body that proceeds freely ahead of the ring as a separate piece until it seats on the assembly component.

The reason this disengagement occurs is that the nut body has no prevailing torque, but the nylon ring does have significant prevailing torque (friction).

When the nut is driven at 5,000 – 10,000 RPM the nut body literally out runs the nylon ring resulting in the ring being ripped from the nut as the nut runs away from the ring.

When this happens there is nothing wrong with the nuts. They are just not designed to be effectively installed at ultra-high speed. The simple solution is to use a “nutrunner” instead of an impact wrench for installing nylon insert lock nuts. Most nutrunners run at a speed of about 700 – 1200 RPM.

Replace impact wrenches with nutrunners and the problem of the rings ripping out of the nylon insert lock nuts during assembly will go away. 





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Dennis R. Cowhey

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

IS LOT CONTROL IMPORTANT TO YOU?

Lot Control Is Not For All Fastener Companies

The concept of lot control has been important in the Fastener industry for many years. During the 1980's there were a number of high profile cases where counterfeit parts were sold. Some of these parts failed and the Fastener industry found itself under the government's microscope. The outcome of all the government scrutiny ultimately became the Fastener Quality Act which was created in 1999. It took almost 10 years to pass and many of the Act's most onerous provisions were eliminated.

The Industrial Fasteners Institute reports, "The Fastener Quality Act (FQA) was signed into law by the President on June 8, 1999. The final law contained several exemptions which removed most fasteners from coverage.

Exemptions Do Not Eliminate Need

Notwithstanding exemptions that are in place, many customers absolutely require lot control and traceability on many fasteners. Aerospace, Atomic Energy, Automotive, Construction and Marine industries all have extensive lot control requirements. If a fastener is designated as requiring lot control, Distributors accept responsibility for maintaining lot control and traceability. If the Distributor sends the product out for plating or any type of rework, the Distributor, in effect, becomes the manufacturer of that part and therefore must maintain traceability all the way back to the origin of the part.

RoHS Compliance

The Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS) Directive (2011/65/EU) was transposed into UK law on January 2, 2013.

Working in partnership with the Department for Business, Innovation and Skills (BIS), the National Measurement Office (NMO) is the UK market surveillance authority responsible for enforcing the RoHS Regulations within the UK.

These Regulations implement the RoHS Directive which

bans the placing on the EU market of new electrical and electronic equipment containing more than the agreed levels of lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyl (PBB) and polybrominated biphenyl ether (PBDE) flame retardants. Some distributors track these RoHS parts as separate part numbers, while others track RoHS compliance by lot number, using the same part number for both.

For the original part, the information required includes:

- Manufacturer Lot Number
- Date of Manufacture
- Country of Origin
- Melting Country
- Heat Number
- RoHS Compliance (*Restriction of Hazardous Substances*)
- DEFARS (*Defense Federal Acquisition Regulation Supplement*)
- Expiration Date (*sometimes*)

INVENTORY AVAILABILITY TRACKING DETAIL	
Product Code	SCS0 250-20X0 250PL
Product Description	1/4-20 X 1/4 SOC CAP SCREW PL
Quantity at Location	10,000 EA
Lot Package Quantity	0 EA
Raw Cost (\$)	0.0440 EA
Raw Cost Extension (\$)	440.00
Landed Unit Cost (\$)	0.0440 EA
Landed Cost Extension (\$)	440.00
Weight	24.00 lbs (Theoretical 24.00 lbs)
Origin	153 TITAN USA
P. O. #	14855 Line # 1
Receipt Date	05-07-14
Label Comments	
Location Information	
Branch	Greenville
Location	RECEIVING
Lot Information	
Lot Number	14855-001 (Tag 1)
Manufacturer	TITAN USA
Manufacturer's Lot Number	4548-8874
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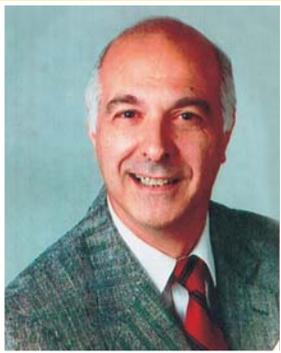
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Bart Basi

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.

THE SERIES LIMITED LIABILITY COMPANY

Introduction

The past few years have been exciting for those watching and keeping up with the entity known as the "Series Limited Liability Company" (Series LLC). So much has happened and so much has developed. From the treatment given from the IRS, state trends, and case law, we are now getting a clearer picture of what is and will become of the series LLC.

Background

The Series Limited Liability Company is based upon the Limited Liability Company (LLC). The LLC is a business structure created and allowed by state statute. This is unlike sole proprietorships and partnerships that do not necessarily owe their existence to statute, but more based upon formal or informal agreements. Though states vary, most states also permit "single member" LLCs, those having only one owner. There are limits that exist as to what kinds of businesses endeavors LLCs can partake in. Banks and insurance companies cannot hold LLC status for instance. Further, the name of an LLC MUST include LLC, L.L.C., or Limited Liability Company AND CANNOT HAVE Inc, Corp, Corporation, or Incorporated following the name. All of the rules in this paragraph apply to the Series LLC.



What is a Series LLC?

The Series LLC is a new creature born from a past design. The statutes were created as early as the past 10 years. Liabilities and such are only enforceable against the particular series in question and are not against assets of other series. They are more expensive to set up as opposed to other business entities.

A series LLC is simply an LLC formed at the state

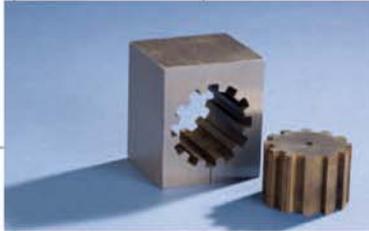
level and then the client requests, via a written instrument to the state, how many series are desired. For example a client has ABC, LLC. That client can request to have ABC, LLC, series 1, series 2, 3, 4 and it can go on and on. They are in essence sub companies. It is also important to point out here that if you have an existing LLC,

many states allow you to convert to a series LLC by way of filing the required forms with the respective state.

States

Currently, there are 13 states and 1 territory that have series LLC legislation. The states are: Delaware, DC, Illinois, Iowa, Kansas, Minnesota, Nevada, North Dakota, Oklahoma, Tennessee, Texas, Utah, Wisconsin, and Puerto Rico.

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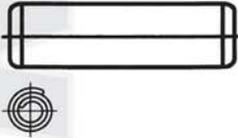
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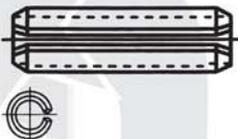
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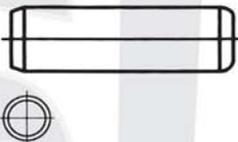
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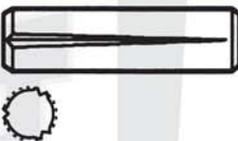
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

DOWEL PINS



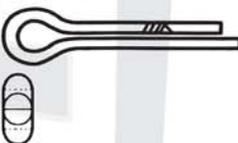
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

COTTER PINS



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DISTRIBUTOR NEWS

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* * *

Doug Rolston and Mary Chambers of **Assembly Products, Inc.** are pleased to announce that they are now stocking Cable Ties in all standard sizes in both Domestic and Import.

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FASTENER INDUSTRY NEWS MARKS 35 YEARS WITH 500th STORY POSTED ON GFN

Fastener Industry News is marking its 35th anniversary by reaching 500 stories posted in its Fastener History section on GlobalFastenerNews.com.

The online Fastener History section provides a glimpse into what was lost in the 2003 Southern California wildfire that destroyed Mel Kirsner's Fastener Museum. Each month of the 1997 FIN Calendar featured quotes from books and catalogs collected by Kirsner. The collection included such items as an 1892 catalogue from Pawtucket Manufacturing Co. and a book, History of the Bolt & Nut Industry, written by W.R. Wilbur in 1905.

In April 1997 the FIN Calendar summarized Archimedes being credited for discovery of the screw thread, and in May of that year the subject was the "First Method of Threading a Screw."

The Fastener History section includes thousands of fastener companies mentioned in FIN articles dating from 1979 to 2014. In 2012 four companies reached 100: Portland Bolt, Illinois Tool Works, Industrial Rivet and Chicago Hardware. In 2003, the Fastener History section features the "Chronology of the 1st 100 Years of SPS Technologies."

Among the company history stories is: 2007 FIN – "Distributors Link Marks 30th Anniversary." The article explains how Leo Coar was on the road making sales calls as a rep, and he recruited his sister-in-law, MaryAnn Marzocchi, from Southern Screw, to help start a distribution-oriented magazine.

The articles posted in Fastener History are from the three-and-a-half decades covering the industry's news.

- Successful fastener company executives have offered their tips to FIN readers over the decades. FIN's 1997 interview with Reinhold Würth in Germany is just one of many industry leaders who have shared the

secrets of their success. Among the notables: Win Adams, Wayne Golden, Henry Bossard, John Zehnder, Morrie Halvorsen, Larry Stanley, Pat O'Toole, and the European Industrial Fastener Institute's Jean-Paul Micheau. In 2011 Bill Unferth and Joe Soja wrote about their 50-year fastener careers.

- Fastener association history: In 1979, Jack Sullivan of Accurate Fasteners was elected the first chairman of the New England Fastener Distributors Association.

- A 1983 FIN article reported on 10 fastener associations representing 1,000 companies holding a networking meeting. Participants rated new country-of-origin marking requirements as the most important problem facing fastener distributors.

- In 1996, the Chicago Bolt, Nut & Screw Association turned 50 and FIN interviewed one of its founders – Howard Langdon – who was still active in the industry. In 2004 CBNSA became the MidWest Fastener Association.

- The industry's largest gatherings are described through the years. In a 2002 FIN interview, Jim Bannister of the National Industrial Fastener Show & Conference recalled the steps to the first show in 1981 in Columbus, OH: "How the Fastener Industry Discovered Columbus."

The start of the western version is explained in a 1997 FIN article headlined, "Las Vegas Show Gamble Pays Off."

- A 2009 FIN article, announced Fastener Fair Stuttgart had become the world's largest fastener get-together.

- Recessions are part of the economy. In 1983, seven fastener executives – Weldon Shrum, Don Broom, Jim Revercomb, Mary Anne Baker, Larry Stanley, Sid Goodwin and Jim Snider – gave suggestions on "Surviving the Recession."

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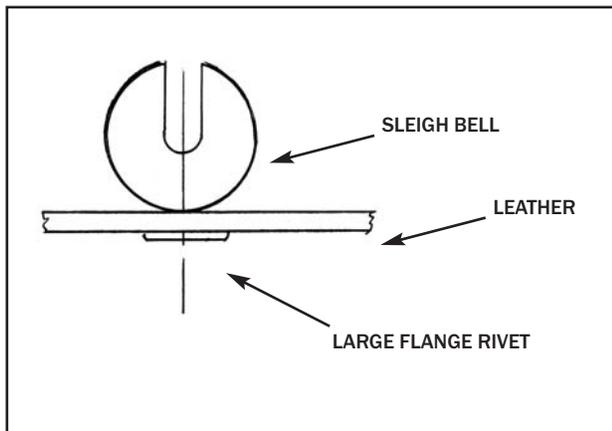


Anthony Di Maio

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.

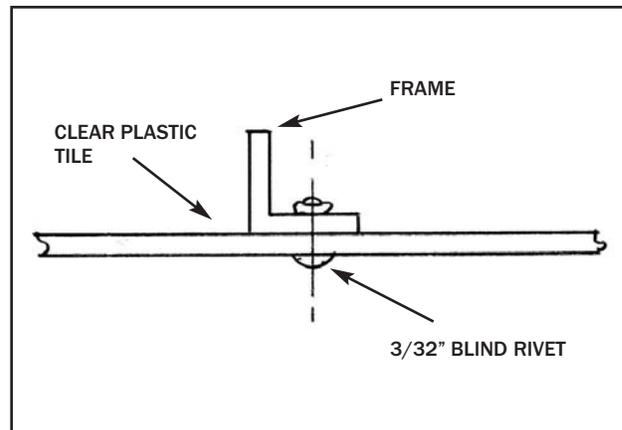
NON-STANDARD BLIND RIVET APPLICATIONS

The application where the blind rivet solved the assembly of two very different materials with complete success. The condition was the assembly of 3/16 thick leather to steel. The product was a horse harness with Christmas bells. The problem was, how to fasten the bells to the leather in a secure manner. The solution was a 3/16 diameter large flange open-end blind rivet.



The assembly had to withstand immense movement as the horse walked. The large flange rivet was fastened from the leather side of the application and the barrel of the blind rivet entered a No.11 drilled hole in the bell. The large flange is the correct head configuration to use when the flange of the blind rivet is set against soft material, such as leather. The large flange distributes the blind rivet setting pressure over a larger area of the leather and you will have less depression into the leather. A regular dome head blind rivet will depress deeper into the leather, because the blind rivet setting pressure is concentrated

over a smaller area. The dome head blind rivet has a smaller head diameter than a large flange blind rivet.



Another interesting and successful application was the attaching of 1/8 thick clear plastic 10 inch square tile to 1/8 thick aluminum frame work. The 10 inch clear plastic tile had to be fastened to a series of walls in a new building that was being constructed. Fastening screws were tried but the plastic tile would crack and brake when the screws were tightened. The decision was made to use 3/32 aluminum blind rivets in the four corners of the plastic tile.

The 34 size blind rivet was selected. This 34 blind rivet has a 3/32 diameter barrel and a maximum work thickness of 1/4 inch which was perfect for this application. To ensure that the clear plastic tile does not crack when setting the blind rivet, I manufactured the 3/32 aluminum mandrel with a lower tensile value of 80lbs.



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Jim Truesdell

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

CONFLICT MINERALS REPORTING: A GOOD CAUSE...BUT COMPLEX COMPLIANCE

In recent months, as a wholesale supplier of industrial goods, I have received formal inquiries from customers asking whether or not the material we were providing contained "Conflict Minerals".

This led to my own inquiries to the manufacturers we represent to ascertain just where was the source of raw materials involved in the products we purchase for resale.

This is all stemming from a rule adopted by the Securities and Exchange Commission in August 2012 as required by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act which was signed into law on July 21, 2010. The intent of this provision is to shine a light on human rights violations which are alleged to be occurring on a large scale in the mining of certain minerals (tin, tantalum, tungsten and gold) in the Democratic Republic of the Congo and certain adjoining countries. Continuing civil strife in these areas is leading militant political forces on all sides of the conflict to seek control of lucrative mining operations which provide these minerals which are used in a vast array of manufactured products world wide. This includes computers and electronics as well as the auto industries. The reports of violence and exploitation of the local populace are truly horrific, involving people pressed into forced labor through physical threats to themselves and their families. The issue has been brought to the forefront of public attention by a range of activist groups and celebrities such as actress Ashley Judd.

Several national business groups challenged the law in federal court claiming that it violated certain first amendment rights in addition to the rule itself being arbitrary and too vague for compliance. The US District Court for the District of Columbia rejected the suit, however, stating that the rule should stand. The ruling was not a complete approval of the

law, however. The Court did invalidate that portion of the rule which would compel companies to declare which of their products are not "conflict-free." This may reduce the requirement to check down the supply chain. Those provisions were struck down as a possible First Amendment violation since such an "admission" might interfere with free speech rights. Indeed, in early May the Securities and Exchange Commission announced that it will stay those parts of its rule found unconstitutional by the court until such time as judicial review is completed.

Up to this point there has been a scramble by public companies to educate themselves about the problem and to comply. Nevertheless, as a June 2014 deadline loomed for filing reports to investors on whether products contained these minerals, surveys showed that many companies were unprepared or unable to provide the information. While the Act places requirements on public companies, the actual impact



was much wider with the process involves tracing down the source of minerals in the product through the various entities bringing it to market. Thus, even retailers, wholesaler-distributors and other supply chain partners have found themselves the subject of inquiries from product users or resellers who are public companies seeking to meet their obligations. Since participants who are resellers will likely have little knowledge of the source of raw goods components in products they have had to turn to the manufacturers to identify and certify that the goods are conflict mineral free. All of this takes time and replicated paperwork. Now, with the court ruling, additional clarification will be needed as to what is required. Companies may opt to label product "DRC Conflict Undeterminable" during a period of time in which such a response is allowable.

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MAY 2014 FASTENER INDUSTRY TECHNOLOGY UPDATE

by Joe Greenslade Director of Engineering Technology, IFI

I. Standards Organizations Activities

[a] Standards Published Last Month

SAE J429 2014 Mechanical and Material Requirements for Externally Threaded Fasteners

ASME B18.16.6 2014 Prevailing Torque Locknuts (Inch Series)

ASTM A370 2014 Standard Test Methods and Definitions for Mechanical Testing of Steel Products

[b] Standards In The Revision Process

SAE J2280 Ship Systems and Equipment – Fasteners – Selection and Identification Requirements. This standard revision was balloted in January. There are several comments that must be resolved before the next ballot.

SAE J2295 Fastener Part Standard—Cap Screws, Hex Structural Bolts, and Hex Nuts (Inch Dimensioned). A revision of this Ship Systems Fastener Standard was balloted in December 2013. Comments are being reviewed in preparation of another ballot.

ASME B18.24 Fastener part identification numbering system. A revision to this standard is in progress. This will be discussed at the next B18 meeting in Toronto in May 2014.

ASME B18.8.1 Inch clevis and cotter pins. All of the comments from the second ballot were addressed. Ballot results will be discussed in Toronto in May, 2014.

ASME B18.31.2 Inch studs. This revision adds a product category called “Flange Studs (Stud Bolts) to

cover studs made to ASTM A193 and A320. A ballot closed in March. There were two negative votes which are being reviewed. Ballot results will be discussed in Toronto in May, 2014.

ASME B18.31.3 Threaded rod (inch) has been balloted a number of time. The next ballot should be opened in May 2014.

ASTM F606/F606M Fastener Testing Standard, the inch and metric standards are being combined into a single standard. A ballot on this closed on March 21. There were three comments and one negative. This will be reviewed at the next ASTM F16 meeting in Toronto on May 7. Publication should follow shortly.

ASTM F738M Standard Specification for Stainless Steel Metric Bolts, Screws, and Studs. There is an open ballot for the withdrawal of this standard in favor of ISO 3506-1. The ballot on this closed in March. There were two negatives. The proposal for these votes to be determined non-persuasive by F16 will be pursued at the May 7 meeting in Toronto.

ASTM F16 Structural Bolt Standard A new standard is in the works which is a compilation of inch and metric bolt standards including A325, A490, F1852, F 2280, A449, A354, A325M, and A490M. This is an effort to make the requirements of these related bolt standards consistent. A ballot closed in March. The results and any resulting comments will be reviewed and resolved at the May 7 meeting in Toronto.

please turn to page 162



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SILK BASED SURGICAL IMPLANTS COULD OFFER A BETTER WAY TO REPAIR BROKEN BONES

When a person suffers a broken bone, treatment calls for the surgeon to insert screws and plates to help bond the broken sections and enable the fracture to heal. These “fixation devices” are usually made of metal alloys.

But metal devices may have disadvantages: Because they are stiff and unyielding, they can cause stress to underlying bone. They also pose an increased risk of infection and poor wound healing. In some cases, the metal implants must be removed following fracture healing, necessitating a second surgery. Resorbable fixation devices, made of synthetic polymers, avoid some of these problems but may pose a risk of inflammatory reactions and are difficult to implant.

Now, using pure silk protein derived from silkworm cocoons, a team of investigators from Tufts University School of Engineering and Beth Israel Deaconess Medical Center (BIDMC) has developed surgical plates and screws (shown above) that may not only offer improved bone remodeling following injury, but importantly, can also be absorbed by the body over time, eliminating the need for surgical removal of the devices.

The findings, in vitro and in a rodent model, are described in the March 4 issue of Nature Communications.

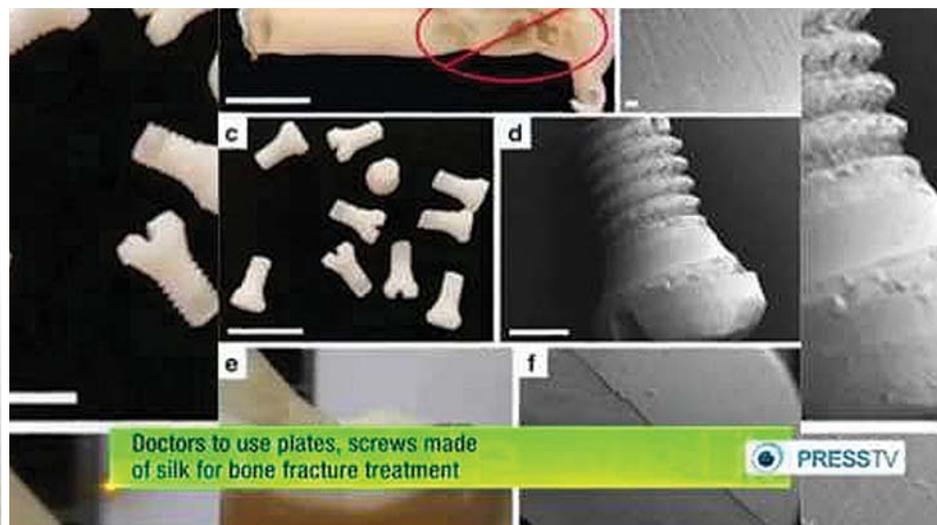
“Unlike metal, the composition of silk protein may be similar to bone composition,” says co-senior author Samuel Lin, MD, of the Division of Plastic and Reconstructive Surgery at BIDMC and Associate Professor of Surgery at Harvard Medical School. “Silk materials are extremely robust. They maintain structural stability under very high temperatures and withstand other extreme conditions, and they can be readily sterilized.”

Collaborating with Lin were co-senior author and Tufts chair of biomedical engineering David Kaplan, PhD, a leader in the use of silk for biomedical applications, and a team of biomedical and mechanical engineers.

“One of the other big advantages of silk is that it can stabilize and deliver bioactive components, so that plates and screws made of silk could actually deliver antibiotics to prevent infection, pharmaceuticals to enhance bone regrowth and other therapeutics to support healing,” says Kaplan.

Kaplan and his team have previously developed silk-based sponges, fibers and foams for use in the operating room and in clinical settings. But until now, silk hadn’t been used in the development of a solid medical device for fracture fixation.

please turn to page 149





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Coiled Spring Pins are available in Light, Medium, and Heavy Duty. Materials for the Inch series are carbon steel and 420 18.8 stainless steel. Metric series materials include carbon steel and 18.8 stainless steel. VFS has recently introduced new diameters into their already-robust line, making it the most complete stock inventory available of Inch and Metric Coiled Spring Pins.

Business Development Manager for VFS, Nick Penney, is pleased to announce some new customer service options that he maintains will give even more control and cost-savings options to customers. These new services include blanket ordering, and per-print specialty items. Penney stated, "These service enhancements, our expanded Coiled Spring Pin capacity and same-day shipment program (QuickShip) makes VFS the obvious choice for fastener solutions."

To learn more, get your free copy of VFS's Coiled Spring Pin catalog by calling 1-800-526-2376. Or, view VFS's Coiled Spring Pin product page at www.vogelsangfastener.com/products/tension-pins/coil-pins. Ready to order? Call 800-526-2376 or email sales@vogelsangfastener.com.



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RALPH S. SHOBERG RECEIVES THE 2014 IFI SOARING EAGLE AWARD

by Rob Harris, IFI Managing Director

At an award ceremony held during the Annual Meeting of the Industrial Fasteners Institute (IFI), the 2014 IFI Soaring Eagle Award for Technology was presented to Ralph S. Shoberg.

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

Ralph Shoberg was a pioneer in the development and use of electronics in the testing, measurement and control of the threaded fastener tightening process. He has been granted numerous U.S. and international patents for transducer and instrumentation inventions. Ralph helped create the first electronic strain-gage transducer-based monitor and control system for automated fastener assembly. He also developed the M-Alpha audit method for determination of clamping force on fastener assemblies. Based upon torque-angle-signature analysis, it allows direct estimation of clamp force on threaded fastener assemblies without

the use of strain gaged bolts or ultrasonic transducers. Recently retired, his fastener industry career has spanned over 40 years as lecturer, author, inventor and business owner. Ralph is the tenth recipient of this award.



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About IFI

Industrial Fasteners Institute, headquartered in Independence, Ohio, is an Association of the leading North American manufacturers of bolts, nuts, screws, rivets, pins, washers, and a myriad of custom formed parts. Suppliers of materials, machinery, equipment and engineered services, are Associate Members of the Institute. IFI membership currently stands at 73 Company Members and 41 Associate Members.

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by Nancy Rich, MFDA Executive Director

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These events have traditionally attracted east coast industries as well as others from across the country. While the golfing allows industry personnel to network in a social setting, the Table Top allows the same in an informative

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diameters 3/4" (M20) and larger, we have one of the world's largest capacities.

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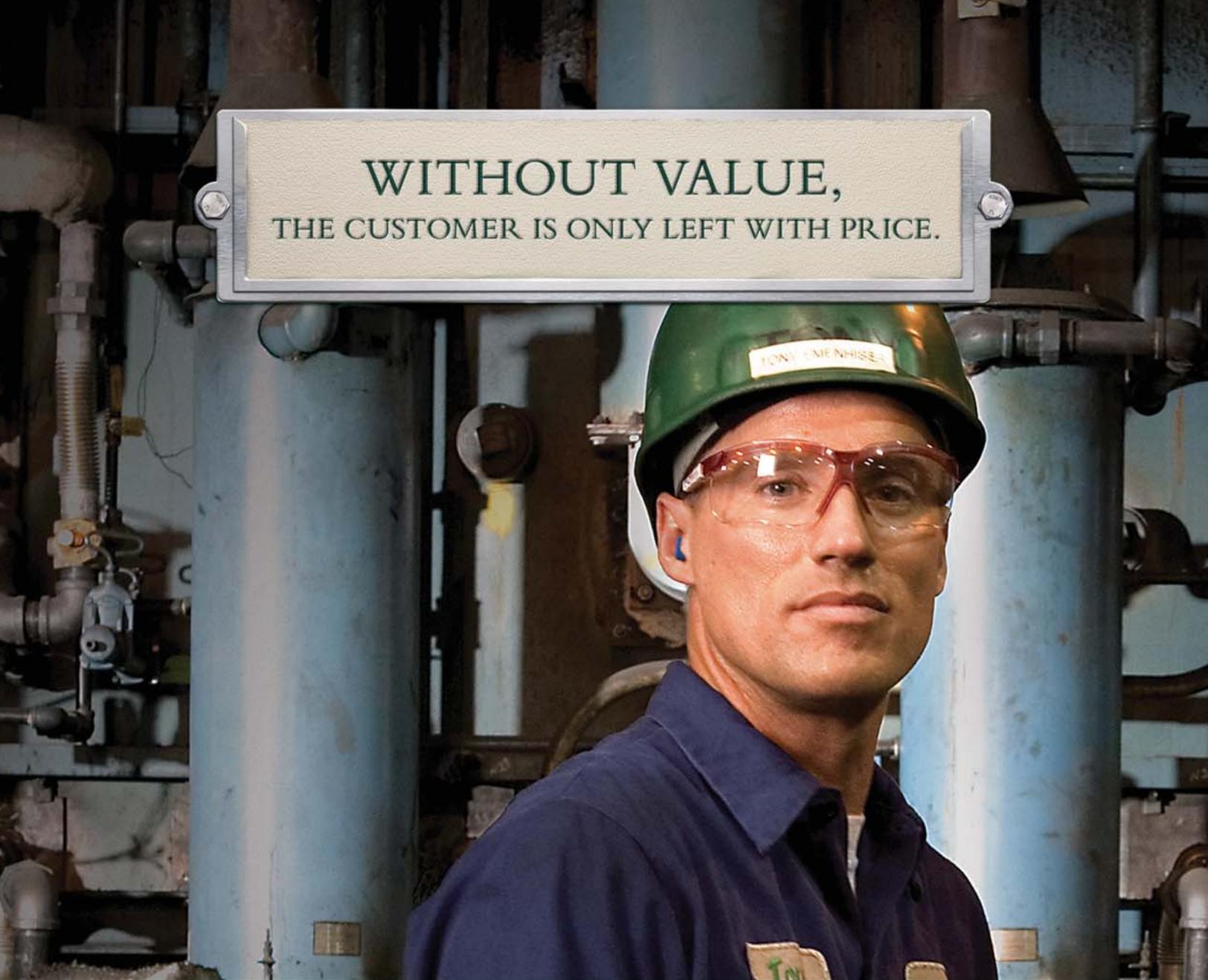
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WHAT IS A CSO...AND WHY DOES YOUR COMPANY NEED ONE?

Is Yours A Sales-Driven Organization?

When asked this question, most CEOs answer yes. When asked if they have a Chief Sales Officer—CSO—almost all of them admit that they do not.

To answer the CSO question for yourself, look at your organizational chart. Is there a representative of the sales department at the C-Level? On par with the CFO, COO and others at that level, the sales team deserves to be involved at the strategic level where decisions for the future are being made.

While some organizations have found the CSO position to be a critical role, most companies still do not have a CSO. Here are the most common reasons:

We never had one before.

Other C-Level positions, like Chief Technology Officer (CTO), did not exist in the past but the rapid and rampant changes in technology necessitated including the impact of technological innovations in decision making.

Salespeople are required to achieve the corporate objectives. "We decide; you implement." In too many companies the salespeople are considered to be "different" in the way they are compensated but similar in that they are to achieve top-down driven objectives regardless of what customers want.

There is no training for the CSO. Libraries are

being built now to give the CSO the information they need to execute their responsibilities.

There are no tools for measuring the effectiveness of the CSO. In fact, Extreme Sales Analytics (ESA) and Sales Resource Planner (SRP) software programs, similar to ERPs, are emerging. ROI, TCO and other calculators are giving way to sophisticated dashboards which are morphing into sales analytic cockpits (multiple, integrated dashboards).

Your customers do not need for you have a Chief Sales Officer, so why bother? You need to have the CSO in order for your customer relationships to grow. Customer relationships are dynamic, not static. Either you will drive the

changes in the relationship or someone else will: your customer or your competitor. After all, if your competitor has a strategic-focused CSO and you do not, are they more likely to introduce the next new thing to your customers?

Is it enough to have a vice president of sales? Why clutter the C-Suite and add to the leadership budget with yet another position? The title is not as important as the function. C-Levels are strategists; vice presidents are tactical. The difference between how the time and talents are deployed at the two levels can vary greatly.



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DISTRIBUTOR NEWS

Advance Components is passionate about working with its customers to help them succeed in today's competitive marketplace. As a vital part of that effort, Advance's Regional Sales Managers are positioned throughout the country, ready to offer clients the best in service and engineering application support.

Advance covers the country



"Engineering value for our customers is what we do," says Dave Audia, VP of Sales and Business Development. "Our team pushes the limits when it comes to reducing manufacturers' lead times and delivering the right quantities of the right stock, for the right price, right on time." Audia, who is based in Ohio and supports customers across the Midwest, heads up Advance's team of Regional Sales Managers. Brad Burel is based in Dallas and covers the Southwest. Tammy Work covers the East Coast and Southeastern states from her base in Pennsylvania. Larry Kucera, based in Chicago, supports customers in Illinois, as well as the Central Plains and Northwest states.

"Our team has a wealth of experience and industry knowledge that will benefit clients all over the country," says Audia. "We pride ourselves on knowing the products and working with our customers to build profitable partnerships for both parties."

Go Team Advance!

For more information contact Advance Components at 1-800-275-7772 or visit the website at www.advancecomponents.com.



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NEW ERA FOR JJJ DRILLING

JJJ Fastener Drilling Company, formerly JJJ Machine and Drilling in Kenilworth, NJ, is now located in Providence, Rhode Island to proudly serve the fastener industry's demand for automatic head drilling of slotted fillister heads and across-the-flats hex head screws and bolts. JJJ drills screws as small as #2 up to 1/2-inch diameter in lengths up to three inches.

Automatic drillers orient the screws one at a time so the drills form the lockwire holes at approximately 90-degrees to the slots, or in the case of hex heads, oriented to drill the through-hole from flat to flat (no

through-corner-drilling).

Industry veterans will be happy to hear that John Moore still manages the operation of all the drillers on a daily basis. The intricate machines continue to drill military, defense, aerospace and commercial fillisters and hex heads to the highest standards.

Geoff (President), Ted (Vice President) and Gretchen Grove (Sales) purchased JJJ from John Moore in 2013 and moved the business up to Rhode Island to operate next door to Pilgrim Screw Corporation, owned by the Grove Family. 



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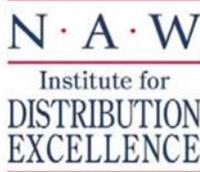
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NAW Institute for Distribution Excellence

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Tel: 202-872-0885

Fax: 202-785-0586

www.naw.org

THE NAW INSTITUTE FOR DISTRIBUTION EXCELLENCE ELECTS TWO NEW DIRECTORS

The NAW Institute for Distribution Excellence of the National Association of Wholesaler-Distributors (NAW) has announced the election of two new members to its Board of Directors: Kevin Kampe, President of Womack Machine Supply Co., and Talbot Gee, Executive Vice President and COO of the Heating, Air-conditioning & Refrigeration Distributors International (HARDI).

According to Joe Nettemeyer, Chairman of the NAW Institute for Distribution Excellence, and President and CEO of Valin Corporation, "We are very pleased to have Kevin Kampe and Talbot Gee join us on the NAW Institute Board. We look forward to their involvement as the NAW Institute continues to produce excellent work for the benefit of the wholesale distribution industry."

Womack Machine Supply Co. is an industrial distributor of hydraulic, pneumatic, and automation equipment with corporate offices located in Farmers Branch, Texas. Womack represents some of the world's leading manufacturers of fluid power and industrial control products, and maintains one of the largest inventories in the South and West in conveniently located regional service centers. Womack companies supply individual components and complete systems to customers in every industry from energy, agriculture, and construction, to defense.

HARDI (Heating, Air-conditioning & Refrigeration Distributors International) is the single voice of wholesale distribution within the HVACR industry. HARDI members market, distribute, and support heating, air-conditioning, and refrigeration equipment, parts and supplies. HARDI distributor members serve installation and service/replacement contractors in residential and commercial markets, as well as commercial/industrial and institutional maintenance staffs. HARDI proudly represents more than 475 distributor members representing nearly 4,100 branch locations, and close to 500 suppliers, manufacturer representatives, and service vendors.

The NAW Institute Board Includes:

Ron Calhoun, President and CEO

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Deborah Hamlin, Executive Director

Irrigation Association

Patricia Lilly, Executive Director

Security Hardware Distributors Association

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FASTENER TRAINING INSTITUTE® EXPANDS TO NORTHWEST

by **John Wachman** President, *Fastener Training Institute®*

The Fastener Training Institute® (FTI) presented the acclaimed Certified Fastener Specialist™ Fastener Training Week for the first time in the Northwest.

Fastener Training Week—Spokane, Washington was offered April 28-May 2. This training, in partnership with the Industrial Fasteners Institute (IFI), incorporates the seven classes in the Certified Fastener Specialist™ program in an accelerated weeklong format. The seven individual classes are:

- **Fastener Manufacturing Plant Tour**
- **Fastener Secondary Processes Plant Tour**
- **Fastener Specifications & Terminology**
- **Understanding the Bolted Joint**
- **Dimensional & Material Specifications**
- **Fastener Quality Assurance**
- **Fastener Testing**

Employers needed team members capable of supporting their customers but attending the seven-course training could take students a year or more to complete. Fastener Training Week was created in response to the demand for a much quicker path to completion.

Joe Greenslade, IFI Director of Engineering Technology, was instrumental in developing this program and providing content.

As Joe says, “Almost everyone in the fastener industry from one month to thirty years of experience in any capacity related to sales,

engineering, or quality can learn and benefit from this program. There is no better investment managers can make in their businesses than providing good training to their staff.”

Fastener Training Week includes everything that a student would experience in the regular seven-course CFS™ training. The program features learning labs taught by leading industry experts, Carmen Vertullo CFS (CarVer Consulting), Salim Brahimi (IBECA Technologies) and Laurence Claus (NNi Training and Consulting), interactive exercises, quizzes to reinforce learning, and plant tours that can include manufacturing, secondary processes and testing facilities. Upon completion of this training and passing a final exam, attendees are eligible to receive the Certified Fastener Specialist™ (CFS) designation.

Fastener Training Week - Spokane attendees were invited to Empire Bolt and Screw along with local Pacific-West Fastener Association members for a cocktail reception. Our thanks go out to Empire Bolt general manager Jennifer Harder for her



hospitality.

Upcoming dates for Fastener Training Week include July 28-August 1 and November 17-21, both in Cleveland, Ohio.

For more information about Fastener Training Institute® classes email info@FastenerTraining.org or call 562.473.5373. Also, please check our website for the complete 2014 calendar, www.FastenerTraining.org 

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DAVCO EMPLOYEES GIVE 88 YEAR OLD COLLEAGUE MEMORIES OF HIS BASEBALL CAREER

Davco Fastener Co. employees compiled a PowerPoint presentation on an 88-year-old colleague's baseball career – including his stint with the St. Louis Cardinals.

Dick Potts played in the minor leagues in the late 1940s and early 1950s and with the Cardinals in 1948, according to the Twinsburg Bulletin.

"Dick, this is a condensed version of 'This is Your Life,'" warehouse manager Bob Iorillo told Potts as he entered a room filled with employees, cake, balloons and a projection screen. "Like the cherished members of the Baseball Hall of Fame in Cooperstown, you're our cherished member. You could really flash the leather."

A headline in a mid-1950s sports section of the Cleveland Plain Dealer reads "Aaron hits two as Braves win." Below the sub-head reads, "Potts homers as Radiarts win."

Davco's Ohio headquarters staff members "embraced the slick-fielding third baseman, giving their part-time colleague

a memory to cherish with all of those he made on the diamond in years past," Twinsburg Bulletin reporter Andrew Schunk wrote.

Employees Casey Urosek, Sharon Carcioppolo and Iorillo and Dick's younger brother, Davco CEO Dave

Potts, researched old clippings and headlines from Columbus and Northeast Ohio papers to compile memories of his baseball career.

Employees Gave Potts A Glove And An Engraved Bat



"This is more important than anything I've had happen to me," the Twinsburg Bulletin quoted Potts. "Baseball has always meant everything to me ... this means more than I can say."

Dave Potts Sr., who founded Davco 30 years ago, said his older brother had always lamented not saving his baseball heirlooms.

"He was always saying, 'I wish I would have kept this or that,'" Dave Potts told Schunk. "The man eats, sleeps and breathes baseball."

"When you talk to Dick about his baseball past, the passion in his eyes and the stories are so touching," Urosek said. "We wanted to recreate some of those memories for him."

Decades after the standard retirement age, Dick Potts says he is happy to work in the family-owned distributorship several days a week.

For more information visit Davco Fastener Co. on the internet at www.davcofastener.com 

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Date:	Sunday, Sept. 21, 2014									
Event:	Golf – Wild Turkey Golf Course									
Registration/Breakfast:	6:45 – 8:00 a.m.									
Shot Gun Start:	8:00 a.m.									
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DISTRIBUTOR NEWS

Elgin Fastener Group (EFG) has announced the addition of Clayton Morris to their outside sales team.

Based in Charlotte, North Carolina, Morris will serve as EFG's Technical Sales Representative in the southeast US region, covering the states of North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, and Louisiana.

He holds an AS degree in Electronic Engineering Technology, and is a 16 year veteran of the domestic fastener industry, with previous experience in automotive and electronics testing, specialty fastener design, and distribution sales and warehouse management.

Marty Goeree, EFG Vice President of Sales & Marketing, said "We are excited to have Clayton join EFG. His engineering and design background will be extremely helpful to the customer base that EFG has established in the southeastern states, while his addition enables the strategic repositioning of other EFG sales personnel without sacrificing skill or talent in that area."

For more information, contact Elgin Fastener Group LLC by phone: 812-689-8917, fax: 812-689-1825. Email: quotes@elginfasteners.com or visit their website at: www.elginfasteners.com. Also find Elgin Fastener Group on Facebook and Twitter.

DISTRIBUTOR NEWS

Beacon Fasteners and Components is excited to announce they are expanding their thread forming line by stocking DIN 7500 metric thread forming screws. The line will include Type C, Type CE, Type D and Type M thread forming screws in steel-zinc RoHS.

Kameron Dorsey, National Sales Manager commented, "We are excited about this product addition. Offering comparable metric sizes is a great compliment to our existing line of thread forming screws. As always we will continue to expand our products and services to meet our long term customers' needs."

Beacon prides itself on providing quality products and exceptional service for their customers. In addition to complete dimensional inspections these parts are tested in-house for compliance according to

the DIN standards based on four critical specifications: Drive Test, Ductility Test, Torsional Strength Test and Hydrogen Embrittlement Test.

Founded in 1979 by Bob Wegner and Gary Pavlik, Beacon is the leading supplier of quality driven high performance screws focusing on Thread Forming, Thread Cutting, SEMS, High-Low Tapping, and complimentary sizes of Sheet Metal Tapping and Machine Screws as well as Specialty Cold Headed Fasteners.

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PACIFIC-WEST FASTENER ASSOCIATION

CONFLICT MINERALS REPORTING REQUIREMENTS TO BE OFFERED AT LAS VEGAS SHOW

by Vickie Lester, PWFA Executive Director

Your customers are asking you to respond to conflict minerals information requests. What is this all about? How do you comply?

Find out at this seminar presented by the Pacific-West Fastener Association on Wednesday, October 22, 1pm to 3pm at the Sands Expo Center in Las Vegas, Nevada, in conjunction with the National Industrial Fastener & Mill Supply Expo.

This informative program will offer:

- An overview of the regulations, including important definitions, exclusions and deferrals
- Explanation why non-SEC-regulated companies/suppliers need to be concerned
- Program approaches for SEC compliance and customer responses
- Available solutions, including industry initiatives and IT systems
- Up-to-date information on court challenges to the

- regulations
- Time for Q&A

This session is presented by Lawrence M. Heim, CPEA, director of The Elm Consulting Group International LLC, part of the Conflict Minerals Consortium.

Mr. Heim is one of the foremost consultants to American manufacturers on the conflict minerals issue. He is a great communicator, offering a common-sense perspective on ways to meet your customers' demands without getting bogged down in the quicksand of formal templates and exhaustive investigations. His presentation at the February 2014 Pac-West and NFDA joint conference was energetic and entertaining, gave shortcuts for compliance protocol, and for many attendees "this presentation alone was worth the trip."

You can register for this seminar online at www.fastenershow.com. Discounts are available to members of any fastener association. 

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MID-ATLANTIC FASTENER DISTRIBUTORS ASSOCIATION

MAFDA SOCIAL - A GOOD TIME HAD BY ALL!

The Mid-Atlantic Fastener Distributor Association held a social on April 30, 2014 at Pepper's Italian Restaurant in King of Prussia, Pennsylvania. The event was sponsored by the association and free to one person from each member company. Dinner and an open bar were offered followed by JoJo Trivia (www.triviabyjojo.com).

The event was enjoyed by everyone with multiple trivia contests, from fastener knowledge to company logos. The trivia contests were team format with a lot of complaining since everyone thought cheating was occurring from the losing teams.

Everyone had a great time! 





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THE INDUSTRIAL RIVET FAMILY CONTINUES TO GROW

Industrial Rivet & Fastener Company, a global manufacturer, distributor and importer of quality rivets and fasteners, today announced that Taryn Goodman has become a full-time member of the company's executive team in the role of Vice President of Finance.

Ms. Goodman, who began working for the company as Assistant Treasurer in 2012, brings a wealth of financial experience with her. In May 2014 she earned a Master of Business Administration (M.B.A.) from The Wharton



Taryn Goodman, VP of Finance for Industrial Rivet & Fastener Company, and fourth generation of the family-owned company.

School at the University of Pennsylvania. Prior to this, she worked at Barclays Capital as an Investment Banking Associate in the Risk Solutions Group.

Industrial Rivet is a fourth generation business, now with five Goodman family members forming the foundation of the company's expertise. This includes Ms. Goodman, as well as Bill Goodman, President, Steven Sherman, Vice President, Joanne Goodman Sherman, Secretary/Treasurer, and Allen Goodman, Accounts Receivable. 



Industrial Fasteners Institute
636 Oak Tree Blvd. • Independence Ohio 44131
Phone: 216.241.1482 • Fax: 216.241.5901
www.indfast.org

IFI ELECTS NEW CHAIRMAN & VICE CHAIRMAN

by Rob Harris, IFI Managing Director

The Industrial Fasteners Institute (IFI), met in Ft. Lauderdale, FL March 1-4, 2014. The newly elected Chairman for the period 2014-2015 is Mr. Mark Quebbeman of Semblex Corporation; newly elected Vice Chairman is Mr. Dave Lomasney of MacLean-Fogg Component Solutions.



*Mark Quebbeman
IFI Chairman*



*Dave Lomasney
IFI Vice Chairman*

The Board of Directors includes:

Steve Paddock, *Böllhoff, Inc.*
J.J. McCoy, *Nucor Fastener*
Jim Springer, *Industrial Nut Corporation*
Jeff Liter, *Elgin Fastener Group, LLC*
Owe Carlsson, *Alcoa Fastening Systems*
Ryan Kinslow, *PCC/PB Fasteners*
Mike Lawler, *PennEngineering*
Jason Surber, *ATF, Inc.*
Matt Delawder, *SWD Inc.*

Division Chairs for IFI are:

Div. I – Industrial Products:
Kevin Johnson, *Birmingham Fastener, Inc.*
Div. II – Aerospace Fasteners:
Mike Lawler, *PennEngineering*
Div. III – Automotive Industry Fastener Group:
Ed Lumm, *Shannon Precision Fastener, LLC*
Associate Suppliers' Division:
Chris White, *O&K American Corp.* 

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PACIFIC-WEST FASTENER ASSOCIATION

COME TO THE PAC-WEST FALL CONFERENCE IN COEUR D'ALENE, IDAHO - AUGUST 6-10, 2014

Do you remember summers at the lake? What about a conference on the lake? You can make it a reality with the 2014 Pac-West Fall Conference, which will take place August 6-10, at the Coeur d'Alene Resort, in Coeur d'Alene, Idaho.

The Pac-West Fall Conference is great opportunity to have fun while expanding your professional relationships and widening your knowledge of the industry.

We have some great events planned for this meeting. As for education, we have brought together some of the best business and fastener specialists to enlighten our community's insight of developments that have an impact on running your business.

We have a packed some fun into the conference too with our optional tours and networking events.

Generational Issues In The Workplace

This fun, educational session is based on generational gaps in the talent pool, identifying challenges that emerge both internally and

externally. Without mechanisms to transfer knowledge from legacy staff to the next generation, vital information will be lost which will compromise the future of the business. Whether a business decides to implement a succession plan or have a liquidity event, it must have a stable environment for transition. In addition, technology and the change in cultures across generations are creating brand new challenges with communication, expectations, management, talent retention and future planning.



This program will be presented by one of our favorite speakers, Ann marie Houghtailing of The Houghtailing Group.

The Old, The New And Why Boron Steel Matters To You

Boron steel has been around for a long time, and it has been used to manufacture high strength fasteners for a long time. But, it has an undeserved bad reputation in the US. It turns out that boron steel is one of the most significantly important developments for high strength, heat treated steel ever.

Its use is growing, and it is used in thousands of applications ranging from car bodies to tools and (yes) fasteners. Recent changes to one of our most important fastener specifications will result in a lot more boron steel fasteners in the marketplace at a lower cost.

This presentation will cover what makes boron steel so special, how it got its bad rap, why it's so important to the fastener industry, and how to understand the fastener specification changes that call out boron steel.

Carmen Vertullo CFS of CarVer Engineering is your presenter

Business Owners And Business Executives Forums

These are like moderated round table discussions. They are great opportunities to share exciting experiences and solutions within the community and also address some problems you may have running your business.

Kirk Haggerty from Fasteners Inc. and MaryEllen Dinicola from the Socket Source will be your forum moderators.

please turn to page 168

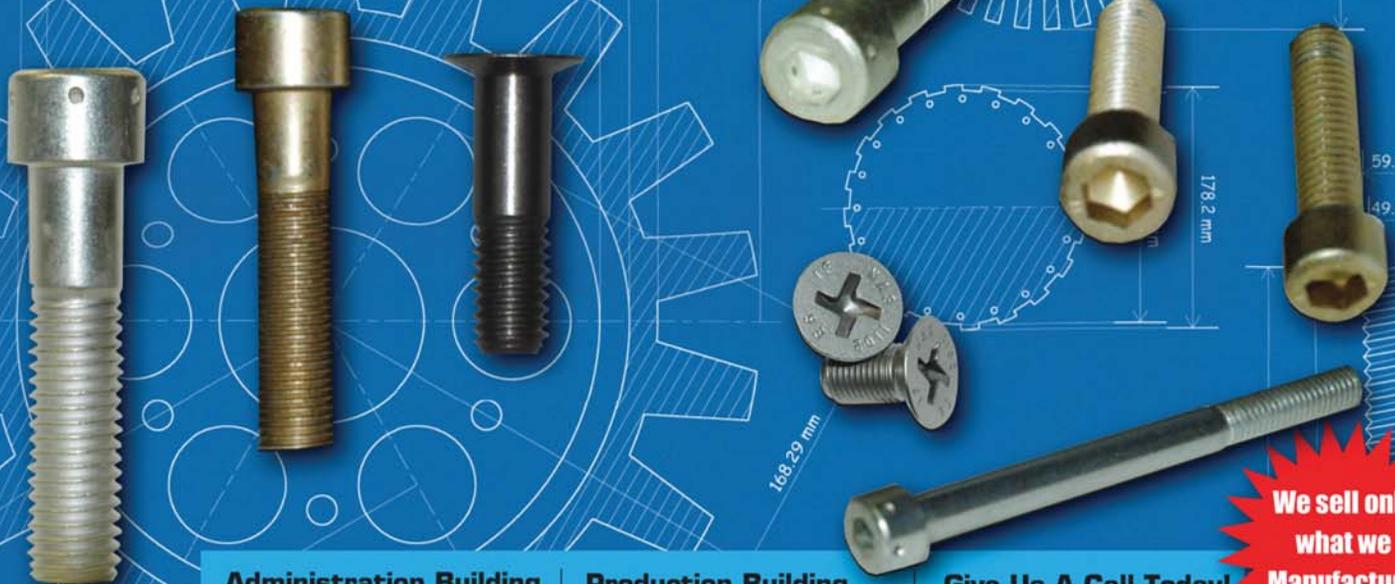
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SOUTHEASTERN FASTENER ASSOCIATION

2014 CONFERENCE SUCCESSFUL & FUN!*by Nancy Rich, SEFA Executive Director*

Attendees enjoyed the informational sessions, networking, golf and meeting new fastener associates during our recent Spring Conference in Concord, NC. The opening reception featured a great variety of local foods and even local entertainment, which included racing. A 24' x24' remote control racetrack, with 1/10th scale cars, was set up featuring six cars. Attendees enjoyed the competition and the chance to win gold, silver and bronze medals. The lively group enjoyed the competitive racing although some of the cars may never run the same again!



As always the golf was a great hit (no pun) as 44 golfers made their way around Olde Sycamore Golf Course. The weather made for a very pleasant day with two teams taking home trophies. Congratulations to First Place Team:

Bob and Rob Reynolds (INxSQL Software), Donnie Shrum (Fastener Supply) and Mark Gorenc (The Dyson Corp.) and our Second Place Team: Wayne Wishnew and Bobby Fail (XL Screw Corp.), Brian Christianson (South Holland Metal Finishing) and Don West (Nucor Fastener).



Our Longest Drive winner Kyle Miller (Bamal Fastener) received a regulation bat customized and donated by Solutions Industries. And the Closest to the Pin trophy went to Bob Reynolds (INxSQL).



Not only were our golf winners recognized at dinner on April 10th, we also honored our outgoing Chairman Tony Nelson for his dedication as a SEFA Board Member, President and Chairman. Tony was inspirational in leading the association to new accomplishments, updating by-laws and growing the annual conference. We thank him for his

time, dedication and continued enthusiasm.

The association also honored Jonathan Hodges for his time as President and we look forward to his continued help and support as he moves into the role of Chairman.

We even had some unplanned entertainment with karaoke becoming an event after the evening events. We learned SEFA's Got Talent!! It was great fun listening to members gather together singing songs of various genres.

The conference closed on Friday with a full and informative morning. A panel discussion featured various segments of the industry discussing the challenges of business today. See our article kindly submitted by Michelle Safrit of Falcon Fastening Solutions.

Following the panel discussion our guest speaker was Ken Coleman, talk radio host of The Ken Coleman Show. Ken's energy was infectious as he described the importance of finding your "Sweet Spot." As Ken says, never stop asking questions, which he practices in daily life even with his children telling them to every day, ask any question they'd like of their parents. Questions are the keys to unlocking answers/information on all aspects of life. He has learned a tremendous amount by asking questions of some amazing people.

Ken taught us the "Sweet Spot" is finding the intersection of your greatest strength and passion. When you find that you will find yourself doing what you really want to do. Too many people don't do this and spend their life in spots they don't want to be in. Let your strengths and passions lead you to your real goals. 



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Since moving to Chardon in 1960, Solon has expanded its operations three times, most recently with the purchase of two additional buildings in 2013, adding almost 25,000 square feet to the current manufacturing space.

The expansion provides Solon with much needed capacity, increased capabilities in our manufacturing processes which will improve our consistency in quality, overall competitiveness, and speed to market.

DISTRIBUTOR NEWS

Solon Manufacturing Company is pleased to announce that it is celebrating 65 Years of Proven Innovative Solutions

In 1949, Solon Manufacturing Company originated in Solon, Ohio. This year marks their 65th anniversary. With fifty employees and two product lines, Solon serves a broad customer base for industries worldwide.

Both product lines have grown through engineered innovations to adapt to the multitude of industry applications. Solon is the longest standing manufacturer of Belleville springs in the United States. The Belleville spring product line expanded to include flange washers and disc springs, and now has over 2,000 sizes in stock.

In the early 1960's, a new product line was introduced: Solon Pressure Switches. Available in weathertight and explosion proof housings, Solon Pressure Switches are made 100% in-house, giving customers the opportunity to choose a custom pressure switch which precisely meets their needs.



Solon thrives on the principles of reliability, quality, and complete customer satisfaction. To support their customers' overall success, Solon prides itself in offering a world-class customer experience with knowledgeable engineering, sales and support staff available to provide design and application solutions. To further meet their customers' needs, Solon holds an ISO 9001:2008 certification for high standards in quality management.

Solon is grateful to all their past and current customers, suppliers, and employees for 65 great years.

For more information, Solon Manufacturing Co., 425 Center St., PO Box 207, Chardon, OH 44024. Tel: 1-800-323-9717, Fax: 440-286-9047 or visit their website at www.solonmfg.com.



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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.

HIGH-STRENGTH FASTENER LUBRICATION AND ROTATIONAL CAPACITY TESTING

Rotational Capacity (ROCAP) tests are required to verify the quality of galvanized high strength fastener assemblies and any assembly used in certain AASHTO / FHWA bridge projects. Without getting into too much detail, the test checks the assembly's performance regarding ductility, lubrication, thread stripping resistance, and strength. It can be done by in the field or in a laboratory. The tests we perform in our laboratory at Applied Bolting are "ROCAPs on steroids" in that we record a lot more information than is required. We provide these tests as a service to customers and to provide important insight into the details of high strength fastener performance.

We recently conducted an experiment where we evaluated the effect of lubrication on the ROCAP performance of fastener assemblies. Twenty tests were run on domestically sourced 3/4" X 4 3/4" Hot Dip Galvanized A325 high strength fastener assemblies. Ten of the assemblies were tested as received from the vendor (dry). Ten more assemblies were tested after the bolt threads were lubricated with stick wax (lubed). To be clear, "dry" is not an entirely accurate description because galvanized assemblies are supplied with a wax lubricant on the nut. The photograph shows a "dry" and "lubed" assembly after testing.

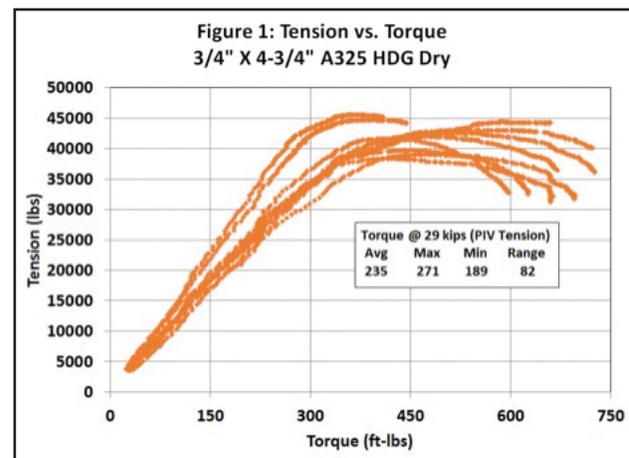


The ROCAP Test Procedure

When we conduct a ROCAP test, we tighten the assembly to the prescribed total turn in our tension calibrator, recording tension, torque and angle of rotation at every step along the way. For 3/4" X 4 3/4" assemblies, the ratio of length-to-diameter dictates that the total turn is 360 degrees. After each test, the assembly is then inspected for signs of thread stripping or thread shearing or cracking. All of the assemblies we tested passed with flying colors. However, there were some interesting differences to be noted between the "dry" and "lubed" assemblies.

Torque and Tension

Figures 1 and 2 show the torque – tension signatures of the dry and lubricated assemblies.



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SOUTHWESTERN FASTENER ASSOCIATION

WILL RODRIGUEZ SCHOLARSHIP RAFFLE A HUGE SUCCESS AT SFA SPRING CONFERENCE & EXPO

Seminars, Social Events, Table Top Expo and Golf highlighted the activities of the 2014 SFA Spring Conference and Expo recently held at the Westin DFW Airport Hotel in Irving, Texas. Joe Greenslade, Industrial Fastener Institute and Justin Blumberg, Industrial Metal finishing presented valuable information on various subjects in the fastener industry. Comments on the seminars ranged from "those guys know what they are talking about" to "I learned one thing that more than pays my total cost to attend the event".

Competition was fierce during the golf outing on Friday afternoon at Tour 18. Twelve teams competed for the various prizes. The winning team was Rusty Wicks, All-Spec Sales, Ron Garrett, SBS Industries, Preston Boyd, Tramec Hill Fasteners and Chris Bank, Minneapolis Washer and Stamping. Hot on their heels in second place was the team of Bobby Salome, El Paso Bolt and Screw, David Lopez, The Fastener Connection, Steve Cellary, Ford Fasteners and Mark Klosek, Vertex Fasteners. Coming in third place was the team of Alan Lindahl, Atlas Industry Marketing, Bobby Fail, XL Screw Co., Kenneth Leasley, Legacy Fasteners and Supply and Jason Burton, Cable Tie Express. Longest drive and winner of the Solution Industries Baseball Bat was Rusty Wicks, closest to pin winners were Bobby Fail and A.J. Butler, LTR Fastener and Supply. Special awards were given to Ron Garrett, Steve Cellary and Jeff Owens, Tifco Industries for having the hardest time on the course and braving the elements. They were awarded UT El Paso caps autographed by recognized graduates of the University.

The Will Rodriguez scholarship fund raffle was a rousing success. Over \$5,100 was raised for the Custom Manufactured AR 15 rifle by The Battle Rifle Company, Houston, Texas. Retail value of the Rifle is in excess of

\$1,500. Many individuals purchased a minimum of five tickets for \$100 to increase their odds of winning the rifle and other prizes. Robert Lomas, LTR Fastener & Supply held the winning ticket for tasco field glasses, John Sundstrom, Sems and Specials was the winner of the cooler and last but not least, Billy Boyles, Merit Sales/Chicago Hardware held the winning ticket for the AR 15. It only takes one ticket to win and that is the number Boyles purchased. He had to borrow the money from another representative of Merit Sales to purchase the ticket. Boyles received a good return on his investment on Saturday, April 26 at the conclusion of the SFA Spring Expo.



SFA Board and Committee Members



Metric Fasteners Corp Exhibiting



EZ Sockets Booth

John Kulasa, Nedcorp Industrial Fasteners, joined the SFA Board of Directors during the April meeting. Kulasa will fill the unexpired term of Dick McDaniel, Brighton Best International. McDaniel was originally elected while employed by Porteous Fasteners. Following the sale of Porteous to Brighton Best, McDaniel had to resign from the Board because of the SFA By-Law restriction of only one individual from a Company may serve on the SFA Board at the same time. Tom Stocking, SFA Chairman, was already representing Brighton Best on the SFA Board; therefore, McDaniel was deemed ineligible to serve on the Board.

SFA welcomes QFC Industries, Inc. as a new member. QFC is a Distributor in Arlington, Texas. Contact information is Clay Roark, President, 3201 E. Arkansas Lane, Suite 111, Arlington, Texas 76010.

Phone: 817.640.2151. Fax: 817.640.9697.

For information on SFA 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. 



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THE SUPERHERO'S GUIDE TO SUCCESSFUL MARKETING

We are often asked the question: What does Solution Industries do? There really is no short answer, but let's start with our business model...to help the Fastener Distributor source product and provide secondary material handling in a light manufacturing atmosphere. Our marketing team went to work and developed "SOLUTION MAN" – a Superhero for the Fastener Industry.

When the company was formed in 2003, we really did not have a product line. No, we really didn't. We invited our potential customers to "call with your hard to find items", thinking optimistically that we would know better than the caller where one could find what they were looking for. The one advantage we had was a small machine shop that allowed us to alter common parts into potentially extraordinary parts. At least, that was the plan. Today we have product lines. We are the company that distributors can call when they need a part with multiple secondary operations including plating, patching, drilling, etc. You know, the stuff we put in our ads. If you don't have our brochure, call us and we will send you one. But this article is not about what we do but rather how we got "here".

Our current success can be attributed to a lot of hard work, a crew of terrific and devoted employees and some good luck. Some people might say we have been the beneficiary of good timing, but that would be misleading. A lot of our success has come from good old fashioned marketing or branding. Solution Man is on almost everything we print, send, publish and give away. And boy, have we printed, sent, published and given stuff away. We have invested in coffee mugs, t-shirts, memo pads, pens, Solution Man trading pins, t-shirts, personalized baseball bats (with our customer's names on them), bobble heads and of course...magnets. We are on our sixth magnet and they are kind of collector's items. To make sure we do not leave anyone out in our efforts, we send candy with each order to make sure that our customer's warehouse workers know we appreciate them too.

Then, we stepped up our marketing by joining several regional fastener associations. We like to donate

"trophies" to the association golf outings, but have yet to win any of them ourselves. We participate in association events and send many of our employees. We feel that face to face selling is still an extremely viable marketing tool.

There was a bit of a risk in bringing our Solution Man Transformer guy to the Vegas show. Especially when we had him drive out into the aisle in front of particular people that we really wanted to meet with. There is a strategy to everything! Over the last year we have held several "lunch and learn" meetings with good customers. These really give us the opportunity to tell our story to a captive audience while receiving constructive feedback. Again, there is an investment of time and lunch involved but the return on investment can be priceless. We are now a ten year old company with 46 employees and we were on the cover of the Fall Issue of LINK magazine for goodness sake. That's like a rock star being on the cover of the Rolling Stone.

Superhero's Marketing is not a class to teach someone how to grow their company through specific marketing efforts. Instead, we see marketing as a "learn as you go" endeavor, as something you need to work on every day and tweak it as you go. But, you've got to do *something*.

If you have heard of Solution Man, it is not by accident. We have systematically and strategically set out to capture the attention of prospective customers in hopes of getting enough of their time to explain what we do. Once we get a chance to explain what we do, we usually find that we have a fit with each and every fastener distributor we meet.

So he's not just a superhero – he's YOUR Solution! Your "go to" place to satisfy the needs of your customers, not only do we want to be your source to help you get orders, but we want to help you create long term relationships. Anyone can quote an item, but we provide you with "value added" solutions. We try to think "out of the box" to reach you all of the time, so don't be surprised when you see our next marketing ploy to entice you to call SOLUTION MAN! 

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DISTRIBUTOR NEWS

Arnold Supply is pleased to announce that we have become an Authorized Distributor for Holo-Krome Products. Holo-Krome has been manufacturing top quality socket screws since 1929 in the United States. Their products are fully DFARS compliant and made proudly in the USA from 100% USA materials by the best craftsmen in the world, resulting in the best product of its kind and recognized worldwide as such.

Besides standard socket products, Holo-Krome has full capabilities of manufacturing special parts to print, exotic materials, bolts of all kinds, tapping and thread rolling screws and special drives such as Torx (Licensed to do so) etc. They also excel in providing Engineering Support and problem solutions which ties in with how we do business.

In continuance of our policy to provide the best product possible to our valued customers we are looking forward to this new exciting addition to our vendor base.

We invite you to contact us for further information on Holo-Krome or any of our other top quality products.

For more info, contact *Arnold Supply Inc.* at 67 South Turnpike Road, Wallingford, CT 06492. Tel: 203-265-7168, Fax: 203-265-1032, Email: sales@arnoldsupplyinc.com or visit their website online at www.arnoldsupplyinc.com.



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NORTH COAST FASTENER ASSOCIATION

NCFA DISTRIBUTOR SOCIAL 2014 - RECORD NUMBER OF ATTENDEES!

by Marty Nolan, NCFA President

The 2014 North Coast Fastener Association held its Sixth Annual Distributor Social on Thursday, May 8th and it was the biggest one yet. Close to 300 people attended including several visitors from the Mid-West Fastener Association, the South East Fastener Association as well as attendees from Pennsylvania, Southern Ohio, Indiana, Michigan, Kentucky and all parts in between. At this year's event, the NCFA also awarded a scholarship to the Fastener Training Institute's week long training program to be held in Cleveland, Ohio in July. The winner of this year's scholarship was Seaway Bolt.

The day started with a tour of Kerr Lakeside hosted by Charlie Kerr and the staff of Kerr Lakeside. Following the tour, fastener industry associates congregated for the social which can



best described as a networking event on steroids. The NCFA Distributor Social takes place in one large room with an attached patio so attendees pretty much all stay huddled in one area for the duration of the event. The three hour event stayed packed from start to finish and only dispersed as participants made their plans to go watch the first round of the NFL Draft which took place on the same night.

A Special Thank You To Our Supporters

A special mention to all those supplier companies that supported the event this year: Advance Components, AFI Industries, All American Washer Werks, All Ohio Threaded Rod, Beacon Fasteners & Components, Brighton-Best Intl., Buckeye Fasteners Co., Cardinal

Fastener Inc., CSM Fastener Products, Delta Secondary Inc., Dunham Products, Earnest Machine, Element Materials Tech., Erieview Metal Treating, Fastener & Industrial Products, Flange Advantage, Fontana Fasteners Inc./LEP, G.L. Huyett, Hodell-Natco Industries, International Fasteners Inc., KDS Imports, Kerr Lakeside, Lindstrom Metric, Lucky 13 Fastener Sales, Metric & Multistandard, National Threaded Fasteners, ND Industries, Nucor Fastener, R.L. English Co., Screws Industries, Seaway Bolt & Specials, Solution Industries, Star Stainless, Stelfast Inc., SWD Inc., Tensile Testing, They Dyson Corp., Vertex Distribution, XL Screw Corp.



Upcoming Events

The NCFA would like to thank all attendees for the great support you have shown for this event. We hope to see you at our other upcoming events including:

June 19 - Night at the Races

July 10 - Night at the Ballpark

September 11 - Screw Open Golf Outing

September 25 - 3D Printing - Tour of American Makes (AKA - the National Additive Manufacturing Innovation Institute)

If you are interested in learning more about the NCFA, visit our website at www.ncfaonline.com for additional information. Be sure to visit our Facebook Page [Facebook.com/northcoastfastener](https://www.facebook.com/northcoastfastener) to view more pictures from the NCFA Distributor Social. 



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Tara McCallam

Tara McCallam is a certified Law of Attraction coach. She works with both clients individually and in group workshops to aid them in creating the kind of life, results and experiences that have previously eluded them. Her specialty is helping individuals, professionals and businesses to expand to higher levels of success and satisfaction, by using a variety of techniques often overlooked. Tara is the founder and CEO of Expressions Coaching, a life coaching company based in Chicago, IL. For more information contact her via email at tara@expressionscoaching.com or visit www.expressionscoaching.com

RETHINKING THE 80/20 RULE

Statistically speaking, 20% of your clients make up 80% of your revenue. If this is even slightly true for your company, are you doing enough to cultivate the 20%?

Recently, a company that I have been working with did an experiment. Normally, they focus on the mid to bottom range of clients trying to get them to invest further into their buys; as well as prospective clients who have yet to buy with them. This time, my challenge was to focus on the top clients. There was a huge concern in doing this. The thought was: The top clients

are already spending the most so why take the time and effort to cultivate a relationship and spending pattern that is already there. The great thing is that this company was open for the experiment. They focused 80% of their attention on the top 20% of their buyers for a month;

still taking 20% of the time to cultivate new relationships as well. The result: This effort yielded the greatest return for their efforts with a 45% increase in sales to last year. The realization was that these top clients had a greater percentage of their buying needs that the distributor was able to fulfill. They were able to consolidate their buys to less distributors and therefore create savings for their company. They were all too happy to move more of their business over to a company that they felt they could trust and rely upon

due to an already long standing business relationship.

Do You Know Your Business?

I will give you some suggestions to consider as you cultivate the potential of your top 20% of clients.

1. How much time are you spending on the top 20% of your business? How much of your time and resources are spent on the portion of your business that generates on average of 80% of your revenue?

2. Who are your top 20% of clients? Do you know the names of the companies?

Do you know the name of the owner/CEO or salesperson? Do you know who they are? What I mean by this is do you take the time to ask about their life. Think about a time when you were in a situation where someone

called or met you at a networking event and they used your name. You may not have remembered theirs, but the very fact that they remembered yours resonated with you. This made you take more notice to everything they were about to say after this. Inside of you, instantly, you thought, 'this person took the time to remember who I am' and because of this, your attention is peaked. It is the same thing when making sales calls. It is important to reach the person, not only on a business level, but also as a person.



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ND INDUSTRIES GIVES TALK TO STUDENTS AT UNIVERSITY OF NORTH CAROLINA

This past spring, Bryan McClelland, Sales Engineer for ND Industries, Inc., gave a talk entitled Fastening Adhesives and Sealants Available to Automotive Engineers to the mechanical engineering students at the University of North Carolina – Charlotte. McClelland was a guest lecturer to the students participating in the university's Motorsports Program. This program allows students to earn a UNC engineering degree with a concentration in motorsports and prepares them for careers in the motorsports and automotive industries. The program combines classroom theory with a large amount of hands-on instruction.



During his presentation, McClelland informed the class about the variety of adhesive and sealing products used in the racing industry, such as threadlockers, thread sealants, and RTV silicone gasket makers. "The students were very interested in learning which product formulas are best suited for a given situation, and why," stated McClelland. "They asked great technical questions about products, chemistry, uses, and standards." They also learned about deciding when to use fasteners pre-applied with material and when to self-apply by considering factors like economics of production, labor costs, and variation.

McClelland devoted another portion of his talk to sharing his perspective on the evolution of careers in automotive engineering. He noted that "the students had a lot of questions pertaining to career choices within automotive engineering. They were eager to discuss the various engineering occupations available that would utilize the skills and knowledge they're acquiring in school and best fit within their individual interests."

Luke Woroniecki, Coordinator of the UNC Charlotte Motorsports Program, was glad to have McClelland

speak to the class. "Bryan gave valuable insight to the students in the program about their academic options, professional careers, and how the industry works. He was so well received that the students were still asking him questions an hour after the scheduled conclusion. We loved having him give a talk and hope he



Top: Bryan McClelland, Sales Engineer at ND Industries, Inc. gave a talk on fastener adhesives and sealants to mechanical engineering students at the University of North Carolina – Charlotte.

Bottom: Mechanical engineering students in the University of North Carolina – Charlotte Motorsports Program tune the engine of a formula race car on the dynamometer.

does so for years to come."

For more information about the products and services of ND Industries, Inc. visit their website at www.ndindustries.com. To learn more about the UNC Charlotte Motorsports Program go to www.motorsports.uncc.edu. 

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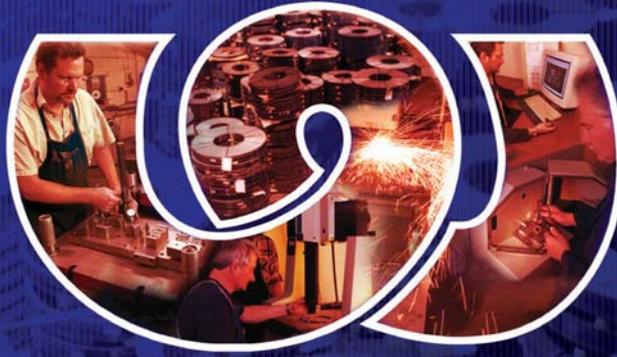
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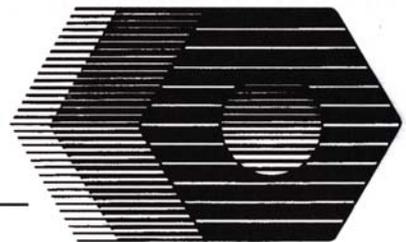
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IPC CONTINUES ITS INNOVATION WITH INxSQL

Based in Lynchburg, Virginia, Industrial Products Company (IPC) is a global distributor of fasteners, MRO products and specialty components. These items are sourced both locally and globally and many of them go through extensive QC processes. IPC's QC lab in the US is A2LA accredited and a fully equipped lab in China is also maintained.

Michael White, IPC's IT Manager says that their diverse customer base is very challenging and the competition is relentless; developing ways to satisfy these demands while remaining competitive is never a simple task. In 2009, IPC realized that to maintain their growth curve, they would have to advance their ERP capabilities. After an exhaustive search, they chose INxSQL. Flexibility and adaptability were key factors in their choice.

With over 60% of their business conducted through different forms of vendor managed inventory (VMI) the supporting elements of INxSQL are tested daily. It may seem like a simple thing but something as small as the ability to create custom printed formats

"allows IPC to design VMI programs that are managed at a very fine level of detail and yet are easy to maintain and update in response to our customers' demands."

IPC was able to create custom sized KANBAN cards with detailed part information, CAD images and other data. White says that "the transaction information captured from using these cards is processed with each sales order, storing the detailed information in INxSQL to be incorporated in future reports and invoices." Information like this allows IPC to be more proactive in reducing inventory levels by bin location while improving internal material flows.

Another example of IPC's use of technology to facilitate their VMI processes is moving to mobile telephone based scanners, eliminating the need for access to a wireless network at the customer site. This technology has allowed IPC to grow their business without adding additional personnel or support requirements. Supplying thousands of

SKU's with minimal overhead benefits both IPC and their partner.

The flexibility of the INxSQL contract system, used in tandem with the VMI program, is vital. At one South Carolina based customer, IPC has been able to easily integrate transactions from a variety of sources including scanner orders, walk-up orders at their cages and automated vending machines. The availability of user defined fields in the database has allowed IPC the flexibility to track customer transactions at a very detailed level, including information on employee badge number, department codes and specific production areas. White said

that providing this data "empowers the customer to make better decisions and assist in future process improvement."

An added benefit for both IPC and their clients is the ability to provide one summary invoice for multiple transactions, containing the specific data that each client requires at a very granular level. IPC has worked hard to deliver to their customers solutions that fit their specific and wide ranging

needs. Whether it is offering them on-site manned storerooms, remote scanner devices which require minimal training, or automated vending machines, IPC will find the right solution that works for both companies. IPC's choice of INxSQL has been instrumental in their ability to satisfy the ever changing and complex demands of their customers and prospects.

IPC's customers look to them to be innovative and proactive "and we look to INxSQL to support us in that effort", said White. "Our experience with their support and development have both been phenomenal compared to any other software running in our data center today, including our former FasPac system" and "INxSQL has always been receptive when we approach them with new ideas, even with the oddball request we sometimes have to submit. I feel like those that I work with at INxSQL have taken the time to know and understand how IPC works to support us better." 



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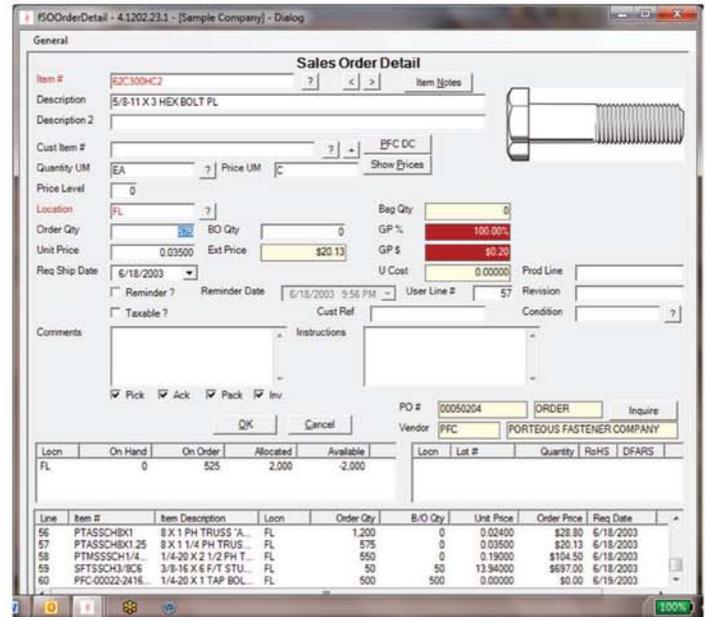


"Purchasing INxSQL was the best decision our company could have made in an economic time when every dollar counts. After being disappointed and swimming in unresolved issues from other software solutions, we had our data converted, our staff trained, and our system operational in just a few months. We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

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MFDA PANELISTS: SALES ARE UP BUT NO SUSTAINED BOOM YET - PANEL DISCUSSION

APRIL 11th 2014 *Reported by GlobalFastenerNews.com*

Sales are up, but Metropolitan Fastener Distributors Association panelists weren't ready to declare an economic boom.

Panel moderator Mike Smith of rep agency Smith Associates asked the four April 2014 panelists to summarize business this year.

"We seem to be seeing light at the end of the tunnel," said master distributor Ed Werner of EZ Sockets. But projected inflation and slowdowns in 2015 could be "an oncoming train," he said.

Domestic manufacturer Matthew Boyd of Parker Fasteners declared he is "optimistic on manufacturing," and anticipates a "correction in 2014 with steady, but slow increases."

"Sales are up," manufacturers rep Rob Rundle of R.W. Rundle Associates finds. "We base our forecast on quote activity," and that implies incremental increases for 2014, Rundle said.

There was general agreement that the economic outlook had been bleak in December, when Congress was shutting down the government. While the situation has improved, the economy is not strong yet.

Smith noted Kiplinger reports GDP was up 3% last year and expects a 2% rise this year. Are panelists seeing similar numbers?

Boyd: "We're up." Helping is an push for "onshoring" or domestic fasteners.

Werner: "Not 3% yet" for the year, as before February it was running 1% up.

Importer Simmi Sakhujia of Stelfast Inc. pegged the current fastener price increase rate at 2%. Based on looking 90 to 120 days ahead, she forecast gradual price increases probably through 2014.

Importers are watching the closing of some surface treatment plants due to pollution (see FIN, April 7, 2014).

"We are concerned about China and Taiwan, where governments are imposing requirements on plating and heat treating that will probably cause interruption in supply and increases in prices," Simmi said. Relocating plating will increase costs, she noted.

Importers also are watching tariffs, Simmi added.

Werner cautioned of potential large duties – as much as 85% – on China stainless steel fasteners.

Moderator Smith asked panelists about customer loyalty.



Werner responded that "customers are loyal unless they have a reason not to be."

Loyalty needs to be a two-way street, Simmi said. "Does the customer give us honest information and honest feedback?" she asked.

Werner said. "What is the tensile strength of an item the customer needs?"

Smith asked about motivation in their companies.

"We think of Stelfast as a team," Simmi said. There is motivation by "creating a family environment."

Werner agreed with working as a team and suggested motivating "by treating everyone properly."

Rundle and Smith agreed that just a commission check is not the prime motivator.

"The commission check is not the report card," Smith said.

Rundle said his personal motivation is that his father started the rep agency. "I have the responsibility now."

Another motivator for Rundle is "to see that our principal is successful."

Boyd said updating employees and communicating is important. "Get people engaged," Boyd advised.

Smith said his motivation is that "I don't want to let my customer down."

Smith asked about the percentage of quotes to orders?

Boyd finds 17% of quotes eventually become orders. "Our goal is 30%," he added.

Email increases price competition by facilitating "fast quotes," Werner observed. "There's a lot of quoting for the amount of orders that are actually written."

please turn to page 178



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AZTECH LOCKNUT CELEBRATES 35 YEARS

Aztech Locknut Company recently celebrated its 35th year in business. Incorporated in 1978, owner and general manager Mark Kaindl began Aztech with one thread deflecting machine and one good customer. Serving as order taker, production operator, and delivery person, Mark built the foundation of Aztech that is still very much in place today – high value locknuts and excellent customer service.

Today, Aztech has grown to feature a custom engineered nut deflection production process, in-house machine fabrication and tooling operation, and ISO17025-accredited quality lab. The locknut products sold are mostly locked domestically in Aurora, IL. Inch and metric product lines include all-metal cone and flange locknuts, large

diameter locknuts, nylon insert flange locknuts, and many others.

According to Mark: "In 35 years so much has changed, yet we have been consistently blessed with great customers and rewarding work."



Locknut testing equipment development and engineering support are a major part of Aztech's activities these days, and

though his role has evolved, Mark is still the driver of Aztech's business operations and new market development.

The Aztech Locknut team celebrated the anniversary in December during their annual Holiday Party, presenting Mark with a commemorative plaque. 



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DISTRIBUTOR NEWS

Brighton Best International Inc. is pleased to announce that Jim Hahn has joined the Brighton Best Team as the Product Manager for US Anchors.

Jim has over 30 years of experience in the industry. He is a charter member of C.A.M.A. (Concrete Manufacturer's Association). Jim's career has taken him throughout the United States, Europe, Canada and South America, giving him a thorough understanding of the anchor business.

Jim has held leadership positions with some of the industries' most prominent companies. Jim says his strength is in product and sales training, organization and an ability to develop probability. Anchoring products and the selling channels for them are his passion.

Join us in welcoming Jim aboard. Jim will be working from the Brighton Best International building in Logan Township, NJ. Jim can be contacted at jhahn@brightonbest.com.

For more information contact BBI at 5855 Obispo Ave., Long Beach, CA 90805-3715. Tel: 562-808-8000 or visit them on the web at www.brightonbest.com.

DISTRIBUTOR NEWS

EFC International, a leading provider of specialty engineered components, is now offering inch and metric retaining rings, manufactured by BENERI S.p.A. Beneri, located in Valmadrera Italy, has been in business since 1958 and is the leading retaining ring supplier throughout Europe, in both automotive and industrial markets.



EFC, supporting Beneri's expansion into North America, will be providing a full range of inch and metric size rings, for both shaft and housing/bore applications; many already stocked in the United States. Retaining rings are offered in a wide variety of sizes to accommodate a broad range of shaft diameters and groove diameters.

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Once the retaining ring is installed, the shoulder portion of the ring extending beyond the groove provides retention and holds components and assemblies in place.

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Commonly used in numerous rotational shaft applications including automotive, axles, transmissions, motors and gearboxes, radially assembled retaining rings are ideal for tight clearances and easy to install.

EFC International is an ISO 9001:2008-certified leading provider of specialty metal and plastic components, fasteners, and clamping technologies to OEM and Distributor markets. As a Master Distributor, EFC provides customers with one source for engineered specialty components, a high level of engineering and product support, and strategically located, full-service warehouses.

For more information contact EFC International at 1940 Craigshire Road, St. Louis MO 63146. Tel: 314-434-2888 or visit the website at www.efc-intl.com.

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President of Minneapolis Washer*



Kent and Chris Bank, 1977



Minneapolis Washer, Circa 1934

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ROTORCLIP ENABLES STUDENTS TO FINISH PROJECTS

by Vincent Rodgers

For the past year students have been reaching out to Rotor Clip for free sample parts, and Rotor Clip has responded by providing them with the parts to help them complete their projects.

Recently, LSU FormulaSAE TigerRacing team used Rotor Clip rings for their racecar. Rotor Clip believes in the future of US manufacturing. By helping students achieve their goals, Rotor Clip is able to show how US manufacturing is thriving and able to compete on the global scale. Below is how the LSU TigerRacing team utilized Rotor Clip rings.

In the first picture is the car's carbon fiber tube A-arms. The bearing housing/tube insert is CNC machined 7075 aluminum. The bearing is constrained by a HO internal



retaining ring.

The second picture is the car's axles. The CV joint tripod bearings are constrained on the broached section of the axle by cutting small grooves in the broach and putting a retaining ring on either side.



held up after much use!"

Rotor Clip is proud to be part of these projects, helping students achieve their goals and building relationships 

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NORTH COAST FASTENER ASSOCIATION

NCFA ANNUAL MARCH MADMEN BASKETBALL TOURNAMENT

by Michael Delis, NCFA Vice President

On Saturday March 15th, 2014, six teams from the NCFA took to the courts of Lost Nation Sports Park to participate in our annual March Madmen Basketball Tournament.

Newcomers Buckeye Fasteners, and Earnest Machine had their hands full with the experience of American Ring, Brighton

Best, and Fastener Tool. The teams battled it out in a round robin format to play for the 2014 Championship. FTS B Team and Buckeye Fasteners played their final game to decide 2nd and 4th place. After multiple lead changes, FTS B outlasted the youth of Buckeye and finished with the 2nd best record of the tournament.



NCFA March Madmen Tournament Winners -
Fastener Tool & Supply "A" Team.

Defending 2013 champion, American Ring, looked to repeat their dominance in 2014, but ran into a hungry FTS A team. Down 1 point in the first half, FTS rallied in the final 15 minutes, outscoring American Ring 49 to 44 in the championship to bring the hardware back home for their 3rd win in four years.

The NCFA would like to thank all of the volunteers, sponsors, and participants on another great event. We plan on expanding the tournament field next year into two larger flights, so get your teams together and start practicing for the 2015 NCFA March Madmen Basketball Tournament. 

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EFC: NEW BEHAVIORS, NEW RESULTS

New behaviors, lead to new results. EFC is reaching outside its' core business and strategically broadening into a more diverse customer base through a wide range of industries. This strategy is a key initiative for continued steady growth. With recently added world-class manufacturers, strategically located warehouses, and innovative product introductions, EFC has demonstrated its ability to consistently provide products that meet customer requirements and enhance customer satisfaction in every market.

It's no secret, knowledge and exceptional service are key to customer satisfaction, as well as, employee satisfaction. EFC strives to obtain both through it's many continuous process improvements, website renovation, implementation of customized CRM module, and product training. Ongoing organizational development strategies and their implementation differentiate EFC from other distributors offering similar products. EFC is a competitive supplier with a highly skilled technical staff.

Using technology to improve performance is constant. EFC's investment in a customized CRM module will allow sales to create more successes, and enable management to define measurable goals for increased sales, profits and drive change. The CRM module brings a proactive management style of opportunities coordinated with marketing, finance, and operations versus an old reactive style of managing opportunities.

EFC provides products from names well known and trusted for their innovation, performance, and quality. EFC

has exclusivity on many products and design engineers to assist customers with value added solutions working with supplier partners, including but not limited to, ITW Global Automotive Plastics and Metals, A Raymond Tinnerman, Heyco, TRW, Oetiker, Sherex, Norma Group / Breeze, ITW Powertrain, and recently added Armada Rubber, Alcoa CamLoc and Beneri. EFC is a proud distributor of products

to the OE automotive tiers; you'll find these products on BMW, Ford, GM, Toyota, and Chrysler among other prestigious automakers as well. EFC also services a diversified industrial customer base including Appliance, HVAC, Recreational Vehicles, Small Engine, New Energy, Medical and Distribution. EFC can satisfy the customers'

needs for specialty engineered fasteners and solutions through a single source with the technical expertise to back up the expansive breadth of product.

EFC's online catalog at www.efc-intl.com features the Encyclopedia of Engineered Components, a user friendly product search guide, as well as ecommerce options. Ongoing product updates to the website ensure the latest in fastening concepts are readily available. Customers may find solutions through the Markets section of the website that include Automotive, Heavy Truck, Transportation & Agriculture, Appliance & HVACR, Marine, RV & Small Engine, Furniture & Office and Energy. You can find a solution by product categories: Clamps, Panel Fasteners, Specialty Threaded Nuts & Bolts, Electrical Wire Management & Fluid Control, and Miscellaneous.

please turn to page 156



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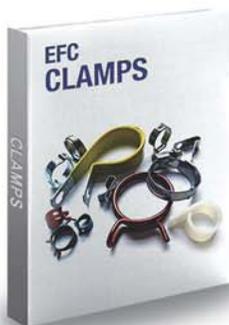
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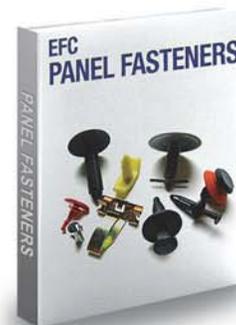


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CAPITAL BOLT - OLDEST AND BEST IN 'OLE MISS

Capital Bolt & Screw Company is the oldest fastener distributor in Mississippi. Founded in 1963 as a test operation, the Company has grown into one of the largest and most diverse privately held distributors in the south. The present ownership, Jerry Gibson and his son, Brian, took over the company in 1983. They serve the OEM marketplace with their staff that has an overall combined industry experience of over 350 years.



Left to Right: Jerry and Brian Gibson

Successful In Good Times And Bad

They have seen many economic ups and downs in all these years, but through it all they have continued to grow and prosper. They have a solid financial footing and since they operate completely debt free, they are able to take market fluctuations in stride.

Long Term Relationships

One key to their success is the long term relationships that they have forged with their customers. They have a complete Quality Assurance program in place and they offer quality products with competitive pricing. As a locally owned company, they have a short decision chain and they can be very adaptable to their customers' needs. They rightfully pride themselves on their proactive and responsive way of doing business.

Service Is The Watchword

They offer many customer driven service programs. Their dedication and knowledge ensures that the programs offered are properly managed.

The Company's efforts are concentrated in meeting the requirements of their current customer base as well

as developing and maintaining new business. These efforts include outside sales, engineering assistance, and maintaining a keen awareness of the ever changing needs of their customers.

Specialized Value Added Services

The company has established a number of distinct value added services to provide top-notch service to their customers. The extent of their in-depth knowledge and impressive services has enabled them to maintain an enviable degree of customer loyalty.

These services include:

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- Consigned Inventory Programs
- Custom Packaging
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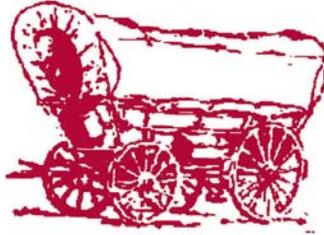
Lots To Do

With all this activity and all these customers depending on Capital Bolt to deliver world class service, they decided to implement a major upgrade from their Fastener specific legacy system. This was a task that was a little scary, since the system that they had was working very well. It was based on old technology, but since it worked so well, they hung on to it as long as they could. Finally, they decided to put in The Business Edge and they never looked back.

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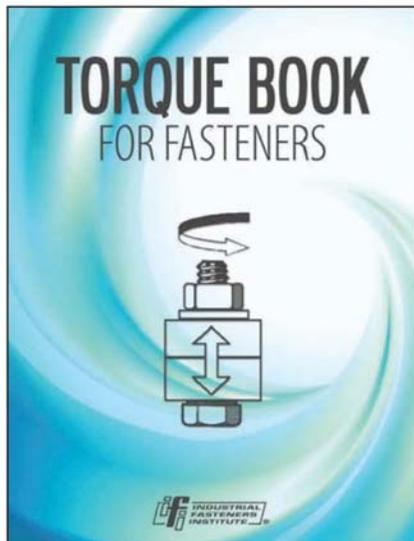


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- ASTM A193 B16
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DESERT DISTRIBUTION EXPANDS THEIR TEAM

Desert Distribution Sales LLC, a manufacturer's rep agency based in Scottsdale, AZ is pleased and proud to announce that Jo Morris will be joining our team.

This addition is a reaction to our sales growth and that of our principals. We expect this business trend to continue and want to stay ahead of the demand for our products and services.

John Wachman, President of Desert Distribution says "it's great to again have the opportunity to work with Jo. After graduating from ASU she began her fastener career working with me at Copper State Bolt & Nut. It's taken a while, but I finally have the chance to get her back".

Jo is now a seasoned, experienced fastener professional. Her value-added selling approach will enhance the outreach with our engineered fastener and component lines. She will also help us with the recently launched Fastener Training Institute. Jo is based in the Denver area and will support us in the Rocky Mountains and beyond.

Jo and her husband Bill and their triplets Katie, Abby and Will reside in Castle Rock, CO. They enjoy the skiing and the great outdoor life that the Rocky Mountains afford.

Desert Distribution Sales provides professional sales representation to engineered fastener and component manufacturers and suppliers. We offer marketing, sales support, product training and OEM development to distributors and end users throughout the west. In addition, we provide sales management and national account support for a select group of accounts. Our approach is to aggressively promote the products and services of our principals. We strive to both increase market share and to grow the overall business.

Desert Distribution Sales supplies engineered components and fasteners used by manufacturers worldwide. We provide value-added services including value analysis and value engineering to help drive down costs and improve product quality. We work with the supply chain to both control costs and increase effectiveness. Our major manufacturing markets served include aerospace, automotive, appliance, solar, wind power and telecommunications industries.

Please welcome Jo as she can be reached at 303-257-4406 or email: Jo@DesertDistribution.com. 

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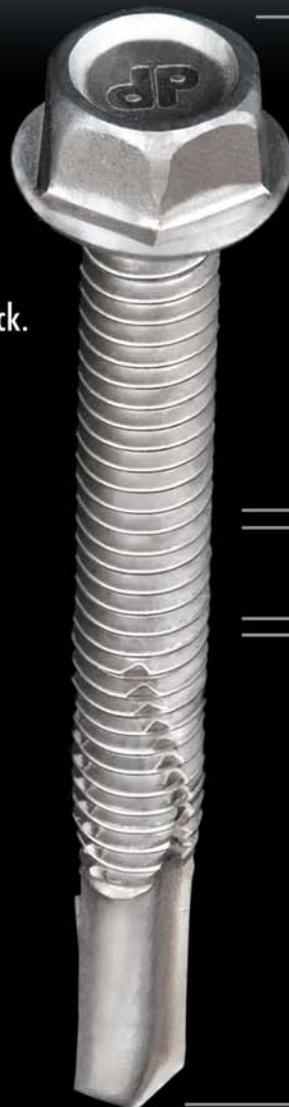
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WOMEN IN THE FASTENER INDUSTRY

5th ANNUAL EVENT AT VEGAS!

WIFI Events

WIFI is getting ready for its 5th Annual Speaker Series and Networking Event on Oct. 22, 2014, at the National Industrial Fastener & Mill Supply Expo in Las Vegas.

What's in Your Communications Toolbox? Sales Tools of the 21st Century: Social Media & You, will feature guest speaker Alison Cohen, an award-winning media relations consultant and a former broadcast reporter. Her clients have been featured in The Washington Post, The Wall Street Journal and many other publications. As a media trainer who is also an experienced journalist, Cohen helps companies understand the needs of reporters, develop media strategies and conduct media outreach. She will talk about ways to boost your company's public profile, your products and yourself.

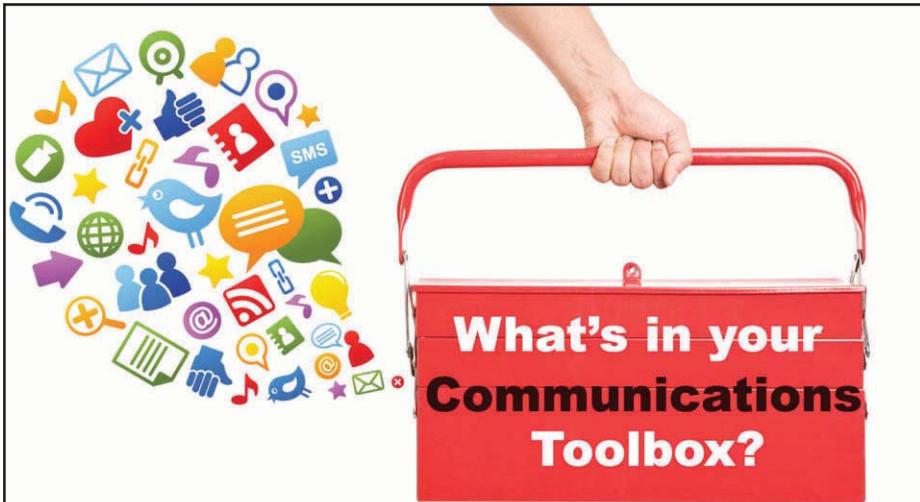
Before the presentation, those in attendance will have time to make connections during the networking event and win prizes in the WIFI raffle.

Scholarship Opportunities

Dreaming of Vegas? The Edith Cameron Scholarship might be your ticket to the National Industrial Fastener & Mill Supply Expo this October. One lucky member will have her flight and lodging paid for by WIFI. This is a great opportunity to network and promote your business and your profile in the fastener industry.

Want to increase your knowledge of fastener engineering? Recipients of the Ann Bisgyer Wolz Scholarship can attend courses offered by the Fastener Training Institute - tuition-free! Classes are offered in California, Ohio, Illinois, Michigan and Washington state.

The deadline for both scholarships in Aug. 15, 2014. Visit fastenerwomen.com for more information and applications.



Sales Tools of the 21st Century: Social Media & You

Get inspired and discover effective ways to brand and sell your products, your company and you.

National Industrial Fastener & Mill Supply Expo

October 22, 2014 3 - 5PM



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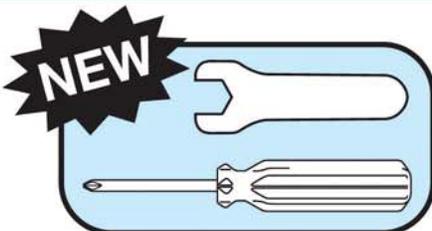
WIFI is now accepting corporate sponsorships for WIFI events and scholarships. All sponsoring companies will be featured on the www.fastenerwomen.com website, Twitter and Facebook.

WIFI is a non-profit organization that provides networking, mentoring and educational opportunities for women employed in the industrial fastener business.

Visit fastenerwomen.com for more information. 

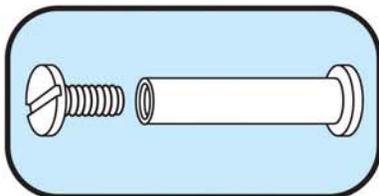
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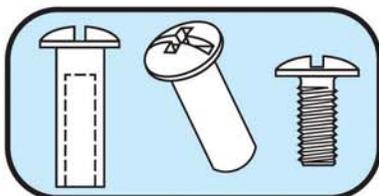
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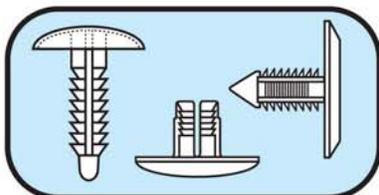
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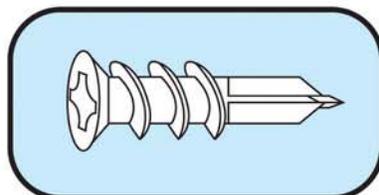
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DISTRIBUTOR NEWS

To realize its vision to be the best resource of information and value for its customers on the internet, **Prospect Fastener** has launched a customer-centric website. The new website features updated images, a clean user-friendly design, blogs and “How-To” videos – all to make the experience easier for customers.

“Our new website is really our customers’ site,” said Rich Pratt, Jr., V.P. Quality Assurance for Prospect Fastener. “It is a fast, easy-to-use tool to find solutions and value. We designed every component of the site from the perspective of our customers and our manufacturers.”

Ryan Pratt, V.P. Operations for Prospect Fastener added, “The new website is very interactive for our partners and potential partners. They can access the resources they need to make informed decisions. We distribute value. This is an online gateway to get you the product you want, how you want it, and delivered when you want it, all in a professional manner.”

Located in Wauconda, IL, Prospect Fastener is a Master Distributor of Value. It was founded in 1982 by Marie and Rich Pratt, Sr., and has grown into a nationally known and respected distributor of retaining rings, clips, clamps, pins, assortment kits and more. Companies from Grainger to Fastenal count on Prospect Fastener to save inventory and add value.

For more information contact Prospect Fastener Corporation Toll-Free at: 1-800-822-6080, Fax: 1-847-526-2955, email sales@prospectfastener.com or visit www.prospectfastener.com.

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MID-WEST FASTENER ASSOCIATION

ANNUAL JOINT FEBRUARY MEETING PROVIDES TECHNICAL INFORMATION

On February 20th the MWFA hosted a PPAP Workshop taught by John Pop of University of Illinois Business Innovation Services. He spent the day giving background information, the importance and process of PPAPs. 20 students attending with great reviews on the content and value of the class. All students were certified by University of Illinois. Following the Workshop the MWFA, Chicago Metal Finishers Institute (CMFI) and American Electroplaters and Surface Finishers (AESF) held their annual joint meeting. Todd Burnley, Supplier Quality Engineer for Case New Holland Industrial, addressed the groups discussing hydrogen embrittlement.

He discussed what hydrogen embrittlement is, how it works, how to test for it, how to prevent, characteristics, process controls and the many issues related to hydrogen embrittlement. The importance of hydrogen embrittlement knowledge was stressed and well explained with Mr. Burnley's expertise. With the ongoing buzz regarding hydrogen embrittlement, this was a most informative meeting. (pics)

The MWFA also took this opportunity to recognize Matt Delawder for his tenure as president. His leadership contributions to the MWFA are greatly appreciated.

MWFA Upcoming Events

Please mark your calendars now so you can attend our 2014 events. The board has worked hard to schedule informative meetings to benefit your business.

September 18th

FAS 201 Seminar [Intermediate Fasteners]
Addison, IL 9.00am to 5.00pm

Brighton-Best International Open House
Aurora, IL 6.00pm

October 16th

FAS 401 Seminar [Plating & Heat Treating]
Addison, IL 9.00am to 5.00pm

MWFA Welcomes New Members

Barack Business Services, Bensenville, IL
Bolts & Nuts Corp., Chattanooga, TN
Central Wire Industries, Union, IL
EJOT Fastening Systems, Kenosha, WI
Earnest Machine, Cleveland, OH
Imperial Rivet, Darien, IL
Jarrett Logistics, Orville, OH
Shamrock Fasteners, Itasca, IL 

MWFA JOINT SEMINAR ELK GROVE VILLAGE, IL - FEBRUARY 20, 2014



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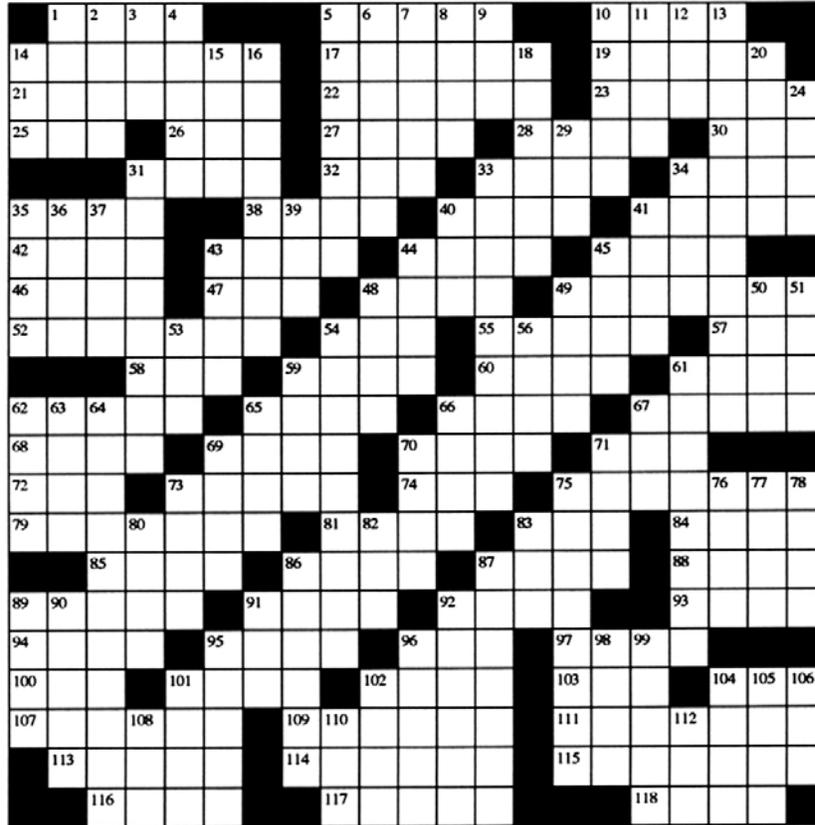
1. Clevis & cotter
5. Rivet body holes
10. Bolt fasteners
14. Spring flowers
17. Dawdle
19. Cook's accessory
21. International agreement
22. "___ there again"; satisfied hotel guest's line
23. Alto & soprano
25. Prefix for natal or classical
26. Dined
27. "Guilty" or "Not guilty"
28. Singer Cannon
30. "Krazy ___"; cartoon of yesteryear
31. Keys under fastener heads
32. Pigsty
33. Touch
34. Aloe ___; skin lotion ingredient
35. ___ head; spherical fastener top
38. Gorillas
40. Building wings
41. Pushover
42. ___ cliché; resort to a trite phrase
43. Had debts
44. Blue or green duck
45. Misdeeds
46. Public uprising
47. Actress Ryan
48. Prayer closing
49. Finds evidence of
52. Low, conical fastener top
54. Jacuzzi
55. Thicknesses of material held by fasteners
57. Traitor
58. Hearing organ
59. Reach across
60. Very long times
61. Dry and withered
62. Facing the pitcher
65. Forging leftover on a hole edge
66. Finishes
67. Fighting
68. Doubling over of forged material
69. Garr or Hatcher
70. Adder's sign
71. NNW plus 180°
72. Prefix before "light"

73. ___ with; carrying
74. Dist. above sea level
75. Loggers' 2-handled slicer
79. Heats a fastener & then cools it to make it soft
81. ___ but not forgotten
83. Neck accessory
84. Bundle of hay
85. Fifty-two cards
86. Pricy accountants: abbr.
87. ___ saw; toothed cutter
88. ___ point; crowned fastener end
89. Opera "___ and Bess"
91. Head covering
92. Floating mass of ice
93. Give, but expect back
94. Author Leon ___
95. NBA or AMA
96. Irritate
97. Bird's home
100. Dallas hoopster, for short
101. Pocket bread
102. Alan Alda TV series
103. Take advantage of
104. Actor DeLuise
107. 1999-2004 Olds models
109. Shirt
111. Self-___ screw
113. Common fastener material
114. Aviator ___ Earhart

115. Surgical stitches
116. Partial amount
117. Fed the kitty
118. Crawling insects

DOWN

1. Most common soft wood
2. Vanished ___ thin air
3. WNW plus 90°
4. Old Testament mount
5. Like some washers
6. Lots
7. "He is ___!"; Easter cry
8. Blues singer ___ James
9. Red or Dead
10. Part of USNA
11. "Once ___ a time..."
12. Prefix for cycle or angle
13. Fastener turned with a key
14. ___ Buddhism
15. Business envelope abbr.
16. Went back and forth
18. '60s singer Bobby ___
20. Approaches
24. Remain
29. Positive response
31. Type of bearing surface
33. Bolt fastener with a projecting rim
34. Weathercock
35. After-meal sound?
36. Large continent
37. Ponce de ___
39. Dowel
40. Wide shoe width
41. Fastener depressions
43. Actor Sharif
44. IRS agent, for short
45. Ninth months: abbr.
48. On ___ with; equal to
49. Clamors
50. Skater Lipinski
51. Suffix for mob or gang
53. ___ one's words; retract a statement
54. Fastener with both ends chamfered
56. Slender bars
59. Certain
61. Square-neck fastener with a wide, smooth head that prevents turning when tightened
62. Aftershave brand
63. Small city
64. Fasteners that can join from one side only
65. Cots and bunks
66. Women's magazine
67. "___ was saying..."
69. Chatter
70. Pieces of cookware
71. Small outbuilding
73. Like a frilly skirt
75. Bolt fasteners turned by hand
76. Rescue
77. Arkin or Thicke
78. ___ nut; one made to be fused
80. Brain wave tests, for short
82. Boatman's need
83. Street paver's substance
86. Winter melon
87. Bolt type
89. Cougar
90. Some exams
91. Truman's initials
92. Blues singer Smith
95. Theater walkway
96. Bank safe
98. Jacob's twin
99. Heart chambers
101. "Trees" or "If"
102. Faucet brand
104. Soil
105. Small bills
106. British cars
108. Old Olds
110. Alcott's monogram
112. Play on words



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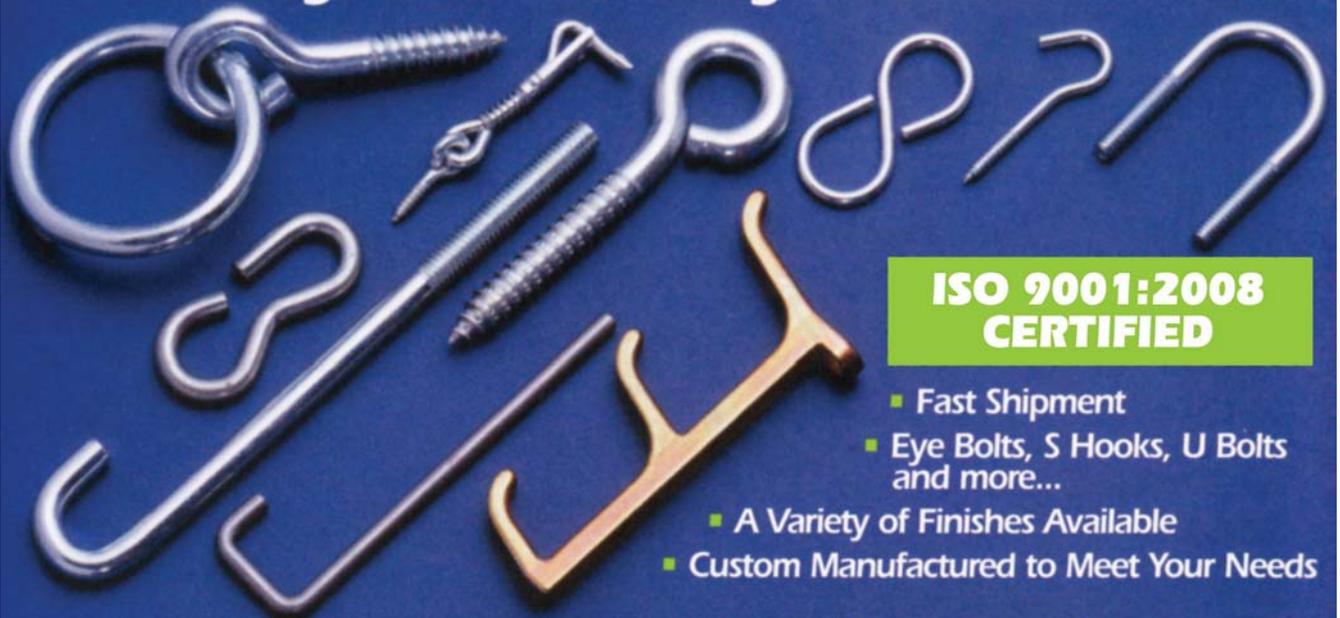
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procurement spec. FF-S-92B |
| • Steel Drilled
Screws: Fed. Std. No. 66 | • Stainless: UNS-S30430 | |
| | • Passivation: Per QQ-P-35 | |

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DISTRIBUTOR NEWS

Hague Fasteners is proud to announce the availability of a new utility for Fastener Professionals and Design Engineers all over the World with the release of the Hague Screw Thread Calculator App for iPhone.

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The Free App was officially unveiled at the 2014 European Offshore & Energy Exhibition at the NEC Birmingham, and is available in the iPhone App Store now, with exciting updates already being worked on for imminent release including the facility to create any non-standard custom thread size / thread pitch combination.

Hague Fasteners have been manufacturing Custom Fasteners for Global Industry since 1971.

Over the decades Hague Fasteners have machined every conceivable thread form and thread pitch combination, relying on British, ISO, American, indeed all International standards to verify the data needed to produce critical components in all materials.

Hague Fasteners have continually adapted their operation to adopt modern practices and technological advancements, both in their production facility and commercial administration offices.

For more information contact Hague Fasteners at Unit 21, Watery Lane Industrial Estate, Willenhall, West Midlands WV13 3SU, United Kingdom. Tel: +44 (0)1902 365 865, Fax: +44 (0)1902 365 866 Email: sales@haguefasteners.co.uk or visit them online at www.haguefasteners.co.uk.

DISTRIBUTOR NEWS

DDI System, a leading provider of Enterprise Resource Planning software for the distribution industry, announces the appointment of Aung Latt as the Vice President of Corporate Strategy working directly with Adam Waller, President and Founder.

Aung Latt has spent 20+ years in the distribution industry, most recently as a Strategic Account Executive for Infor. Aung held multiple roles within the Prophet 21/Activant/Epicor organizations, including Director of Sales Operations for the Wholesale Distribution Group, overseeing the pre-sales and sales operations teams. Aung has also had success with national account management and has built strong relationships with many industry buying groups.

In his new role, Aung will be the primary contact for Johnstone Supply members converting from the DDI-DSPRO Software over to DDI's Inform Software solution. He will also have a focus on increasing DDI System's footprint within the HVAC and industrial markets and will work with current customers to build on DDI's Professional Services division.

For more information, contact DDI Systems at 1-877-599-4334 or visit them online at www.ddisys.com.



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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC

BILL WEISBERG ADDRESSES MFDA: DISCUSSES CONFLICT MINERALS *by Nancy Rich, MFDA Executive Director*

March 11th, the MFDA met to inform it's members regarding Conflict Minerals. The Securities and Exchange Commission adopted a rule mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act to require companies to publicly disclose their use of conflict minerals that originated in the Democratic Republic of the Congo (DRC) or an adjoining country. These minerals include: tantalum, tin, gold, or tungsten. If those minerals are "necessary to the functionality or production of a product" manufactured by those companies, companies are required to provide this disclosure on a new form to be filed with the SEC called Form SD.

The regulatory reform law directed the Commission to issue rules requiring certain companies to disclose their use of conflict minerals that include tantalum, tin, gold, or tungsten if those minerals are "necessary to the functionality or production of a product" manufactured by

those companies. Companies are required to provide this disclosure on a new form to be filed with the SEC called Form SD.

Bill Weisberg, who has practiced government contract law for over 25 years, while leading the Government Contract practice groups at large, international law firms for most of the last 15 years, informed the audience as to their responsibilities. While much of the fastener industry may not be using the metals discussed in the Dodd-Frank Act, there is still the obligation to provide documentation stating so, as requested by customers.

The United States Government being the largest single purchaser of goods and services in the world "government procurement" is a key element of our national (and world) economy. This leads Mr. Weisberg's Firm to concentrate on government contract and closely related areas. 



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INTERCORP PARTNERS WITH FLORIDA INTERNATIONAL MARKETING

Intercorp., an importer of high quality construction fasteners under the Strong-Point® brand, is pleased to announce a partnership with Florida International Marketing. Through this partnership Florida International Marketing will warehouse and distribute the Strong-Point brand of fasteners to distributors throughout the state of Florida. This partnership will in effect create a new location for Intercorp that will complement their other existing locations in Los Angeles, Chicago, Dallas, Atlanta, Portland, Houston, and Cleveland.

“The demand for our products in the Southeast has increased substantially over the past several years, and because of this, we decided that we needed a well-established partner to help bring our products to market in Florida.” said Southeast Regional Manager Adam Nitschke. “With this strategic relationship we can offer same day pickup for the Fort Lauderdale - Miami area, as well as one day shipping throughout the state of Florida, on over 500 different types of construction fasteners.”

Steve Kaplan of Florida International Marketing, said,

“We chose to partner with Intercorp because of their reputation for having the best products and service in the construction fastener industry. With Intercorp’s products and our distribution capabilities, we can provide same and

next day Will Call and delivery on all of the Strong-Point branded products.”

The Florida International Marketing distribution warehouse is located at: 3030 NW 27 Street, Lauderdale Lakes, Florida 33311. Phone: (954) 526-4144 – Fax: (954) 526-4303 – Toll Free: (800) 822-9690.

Founded in 1988, Intercorp has established itself as an industry leader in the fastener distribution business. Their flagship brand, Strong-Point, is sold by thousands of distributors throughout the United States. The brand consists of a variety of high-end fasteners including: Self-Drilling, Needle Point, Woodworking, Stainless Steel, Drywall, Pole Gripper, Outdoor, Concrete, and Cement Board screws. With an outstanding reputation for customer service, quick delivery, and superior support for the distribution channel, Intercorp is unmatched when it comes to high quality fasteners. 



Intercorp's headquarters in Los Angeles, CA



Intercorp's new Miami location, in partnership with Florida International Marketing



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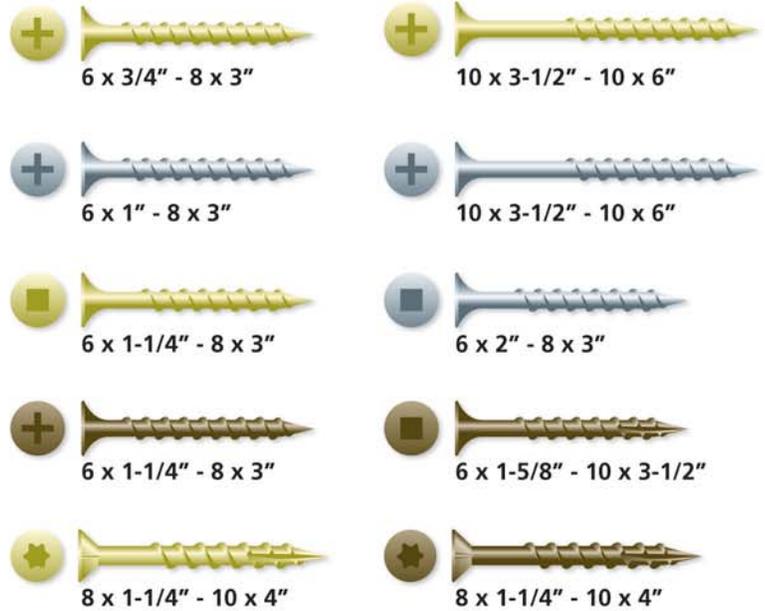
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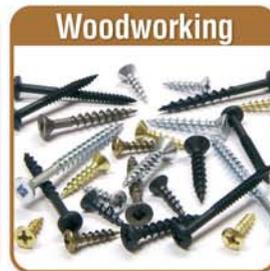
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ISO & US STANDARDS - AN UPDATE *continued from page 8*

It covers strength levels all the way from simple machine screws class 4.6 (approx. SAE Grade 1) to socket screws class 12.9 (approx. A574 alloy). In the most recent edition, ISO 898-1:2013, all requirements for underlining property class in head marking when using low carbon martensitic (boron) steels are eliminated. There is just one small exception for the 12.9 class where boron may be used as an alternative to alloy steel. 12.9 can therefore be marked with or without underlining depending on the steel used.

ASTM published several years ago a "US metric" property standard for fasteners, ASTM F568M, which was claimed to be essentially compatible with ISO 898-1. This was a very questionable statement since fasteners in sizes below M20 were not covered in class 8.8 according to this ASTM standard. This eliminated the largest portion of high strength fasteners in the world and I think the guys who wrote that standard should have had, at least, some idea about that fact. Therefore, the only choice in that size range (up to M20) was to use class 9.8 or 10.9. Class 9.8 was championed by the US automakers (and a few F16 members) and they used it for a few years before they realized that nobody else used the class. If you needed to replace a 9.8 fastener you simply could not find one outside Detroit. Eventually, reality caught up with the Big 3 and 9.8 was slowly faced out from design and production. This unfortunate property class also ended up in the ISO 898-1 standard as a result of strong pressure from the US delegation to ISO TC2, but without any "takers". The other ISO countries could not see any reason to abandon the dominating 8.8 class just because we in the US just "discovered" metric. During a ISO TC2 meeting in October last year it was decided to take 9.8 out of 898-1 in next edition since it was considered having no commercial value (hardly ever had). We should therefore consider 9.8 a closed chapter in fastener standards. I have suggested this move for many years and I am very satisfied with the elimination of the class. From a strict engineering point of view, 9.8 could have had some merits, but it was not anchored in commercial reality. GO 8.8 or 10.9!

If you still have the ASTM F568M standard I suggest that you put a note on it that it was withdrawn recently by the F16 committee and is now replaced with ISO 898-1.

That should definitely help all of us in the fastener business to clean up in our standards and eliminate costly mistakes. ISO 898-1 covers all mechanical requirements, material composition, testing procedures, product marking, and other important items. This makes it easy to use because we don't have to consult several additional standards like we sometimes have to do with inch fasteners. Some countries are combining the ISO designation with their own national standard norm. We may find DIN/ISOxxxx, SIS/ISOxxxx, BS/ISOxxxx and so on. But, as long as the ISO designation is there, it is indeed an indication of the real thing. I don't know yet if we will do something like that in the US. Time will tell, I am sure.

Another US standard also being replaced (withdrawn) is ASTM F768M for metric stainless steel fasteners. It will be replaced with ISO 3506-1 according to a very recent meeting in F16. That move will also make a lot of sense for those working in this particular area of the fastener business.

Conclusion

Let us get rid of all old and withdrawn DIN standards! It is only in the US that we give "CPR" and artificial life to these fossils, the Germans don't even use them any longer. You find very good information about up-to-date metric standards from IFI, particularly through the Technology Connection, a program that will help you to cross reference various standards in addition to lots of technical data for fasteners. If you show leadership in this as a supplier, your industrial customers will follow. But don't delay this, start looking over your documentation NOW!

Get the latest ISO standards, the United States is a member of ISO, so it is also very much our own standards. It is a very good investment to have access to all fastener data. Inform your industrial customers about the current fastener standards so they don't preserve old data (they probably got that from you in the first place).

Support our standards organizations in their efforts to develop good and globally useful fastener standards. IFI and Joe Greenslade are doing an excellent job in advancing thoughtful standardization for the benefit of all of us in this great business! 

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Obviously people should be trained not to throw trash on the floor. Renting or purchasing a floor scrubber for regular use takes this to a higher level. Yearly seal coating with a fresh coat of high-gloss polyurethane or high-solids epoxy goes a long way to keeping down the dust and insuring that the floor looks great. There is no need to seal the entire floor, just maintaining the aisles is usually sufficient.

To facilitate this process and create a facility that really stands out painting or taping white lines (2" to 3" wide) in front of all the racks and shelving adds a matte to a perfect picture. The line exceeds OSHA specifications for aisle delineation and simultaneously becomes the natural break point for refreshing the floor finishes. This is also a great way place to affix aisle and section numbers and/or bar codes. A white background makes the characters easier to read by eye or electronic reader.

Brooms and vacuums without HEPA filters merely move the dust and dirt to a higher level. Only a scrubber will remove the dust completely. Periodic filtered vacuuming under the racks and between pallets will complete the job. In a multi-branch operation establishing a pool of maintenance equipment including scrubbers and lifts along with a usage schedule is definitely a good program to implement. With a time constraint on usage the work is more likely to be performed.

Lighting

Light sources are rated two ways—the initial light levels available and the “maintained” figure for what is left after a specific period. What is not factored in is the cleanliness of the environment. Reflectors, lamps, lenses and housing will inevitably build up dirt that significantly degrades the usable light. Periodic cleaning can improve the ambient light levels and it is a highly visible way to demonstrate a concern for maintenance,

When replacing fluorescent lamps, ballasts or incandescent can lights converting to energy saving T-8 tubes and LED down lights will enhance the “foot-candles” of available light while significantly saving energy. Adding “occupancy” and “ambient light” sensors can make this program into a self funding investment through energy savings.

In addition to the light levels there is also a need for

eliminating glare and establishing a uniform light pattern. As the work force ages vision deteriorates and lighting that was once acceptable may be marginal. For this reason the maintenance program should also address usage patterns, furniture/storage placement and the overall quality of the lit space or aisle. Enhancing the lighting can improve safety and the quality of the environment. This too has a payback...in morale.

Storage Equipment

Every Fastener Distributor lives in an evolving environment. As new products and lines are added warehouse “fronts” (places to put things) becomes problematic and with expanding sales and inventory the “cube” used for back up storage and overstock will lead to increased reliance on forklifts and other equipment. Heavy loads and the machinery to move them will inevitably take a toll on the pallet racks and shelving.

Everyone in the world must have seen the YouTube video of the Russian vodka warehouse collapsing after a seemingly minor hit by a forklift (search on “vodka warehouse, forklift accident”). Heavily overloaded racks that may have been initially under designed are especially vulnerable. Periodic inspection and replacement of damaged components is an important safety program and absolutely vital in a seismically active area. There are tools and methods for reinforcing loaded pallet racks and layman guides available from a variety of sources such as Mac Rack (www.macrak.com). If there is any doubt about the structural integrity of the storage equipment bring in a Professional Civil Engineer who knows the storage aids and working environment. Inflection Point (www.inflection-point.com) in Ohio and Seismic, Inc. (www.seizmicinc.com) in California are two of the most qualified firms in the United States.

Minor clean up, dusting and stock rearrangement are also important concern in a well run warehouse. Products should be clean and neat on the shelves, kept in an order picker friendly format and replenished on a regular basis. This can be a huge paradigm change for the warehouse staff. An excellent team building exercise is to divide the warehouse personnel into teams and have each neaten an aisle. Then compare the aisles. Usually there are easily discernable differences that can be used to develop a comprehensive, uniform methodology for keeping the warehouse in perfect order. Rules and guidelines developed by the staff are easily enforced and reinforced by peer pressure.

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GOOGLE SEO UPDATE: WHAT'S WORKING NOW FOR FASTENER DISTRIBUTORS *continued from page 12*

Use Keywords Judiciously, But Use Them: While Google is punishing Web sites that engage in obvious keywords stuffing (repeating the same word or phrase over and over again ad nauseam throughout an article or post), it does still rely on keywords to identify content.

Essentially, that means fasteners should plug a keyword or phrase into their headlines, subheads, opening sentence of text, and in the captions for their multimedia. "Put the most important keyword phrase as close to the beginning of the headline and repeat it somewhere toward the top," of the piece says Sarah Skerik, vice president, social media for PR Newswire (www.prnewswire.com).

"Search engines to place more weight on words and phrases found at the top of the page."

Go Deep With Content: Google currently frowns on Web sites that post short, mindless pieces of throwaway text with no real value – and rewards sites posting content of real depth and insight, says Courtney Dale, the communications director at Wisdek (www.wisdek.ca), an online marketing agency.

Essentially, all fastener distributors should aim for pieces that are 1,000 words minimum. And ensure that your text is not blatantly generic or easily found on any number of other sites. Moreover, if you're looking to rank high on Google's special "In-Depth Search" tool, go for an article that is 1,500 words minimum. "High quality content is still king," Dale says.

PR Newswire's Skerik agrees. She says she's seen a shift away from Google's previous laser-like focus on keywords, and a shift towards Web pages that focus on a specific, overall topic or theme. "Focus your messages, and have a specific audience in mind," she says.

Adds Matt Lacuesta, an SEO account manager at Location3 Media (www.location3.com), a digital marketing agency: "Your content does not need to have repetitious keywords or every conceivable variation of a keyword phrase to be relevant for whatever you are optimizing for," says "As search queries get longer and become more long-tail, your page relevance to a theme or category becomes as important as it does to a specific keyword."

The practice is not simply good for SEO: it also makes common sense. Articles on fastener Web sites that are truly useful tend to attract inbound links from other Web sites, which in turn bump-up the 'share-worthiness' of the content on your Web site – yet another metric Google uses when deciding how far up your Web site should appear in its search engine returns.

Practice good Web site address/tag hygiene: In the end, much about working with Google's algorithm means getting your computer machines to make nice with its computer machines. That means getting the technical side right in these ways:

Get a good Web address:

Web site URLs should be 100 characters or less and include no more than three subdirectories. If possible, include a prime keyword for your Web site in your Web address. And try to avoid the use of numbers in and Web site address, if possible

Choose title tags carefully:

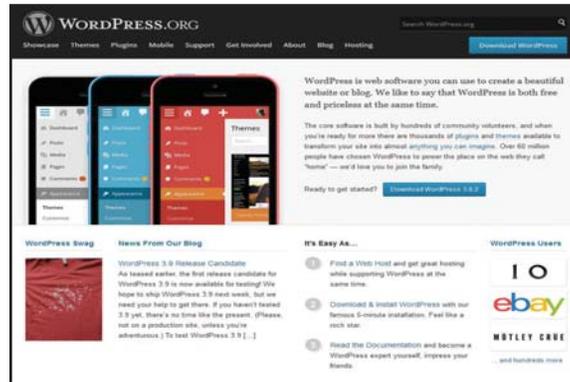
The title tag – or the word or phrase that describes your page to the search engine – is one of the most important choices you can make to attract Web traffic. Essentially, your title tag is going to be the text that people click on when Google returns the search engine results for your page.

Generally speaking, keep title tags to about 60 characters, and include an appropriate keyword or two if possible.

Be equally choosy with

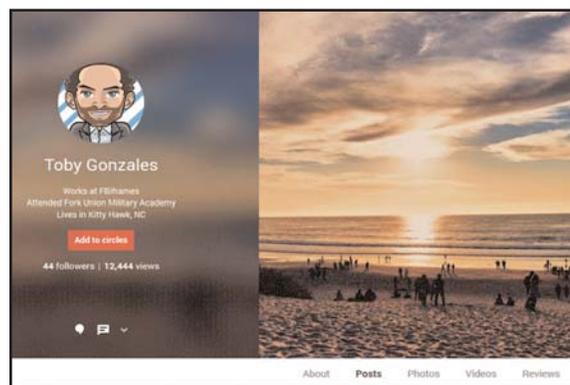
header tags: Header tags – or the H1 tags that are included behind all the pretty colors and images on your fastener business Web page – are also major guides Google and other search engines use to find and categorize your page and Web site. Generally, your H1 tag and your title tag should be the same keyword or phrase.

Don't forget image tags: Too many Web sites are littered with cryptic image tags that completely frustrate the search engines, and offer no clue as to what the image is actually about. Don't let this happen to you. Use your title tags to finely describe what your image is about – and reap the reward of overall higher ranking in the search engines. 



Above: You can easily add a pro blog to your Web site with free, Wordpress software – an industry standard blog solution.

Below: To establish authorship credentials, first create a Google+ page like this one owned by Toby Gonzales, revenue manager for FBIframes.com



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SOUTHEASTERN FASTENER ASSOCIATION

SEFA ANNOUNCES 2014 SCHOLARSHIP WINNERS

by Nancy Rich, SEFA Executive Director

The Southeastern Fastener Association Scholarship Committee selected seven scholarship winners this year. Annually Robbie and Gina Gilchrist award a \$1,000 scholarship to a SEFA member and the SEFA awarded six \$1,000 scholarships this year, one being the Em Webb Scholarship in memory of SEFA past Board Member and President.

Garrett McKenna, son of Ian McKenna of the Elgin Fastener Group, won a SEFA scholarship but graciously declined due to his good fortune of receiving a full scholarship from the Air Force Academy. Garret's kind act allowed another student to receive a scholarship.
Congratulations to our 2014 Scholarship Winners- each awarded \$1,000:

Gilchrist Scholarship

Caleb Huntington, son of Greg Huntington of Elgin

Fasteners

Em Webb Scholarship

Kara Keller, daughter of Lori Keller of Elgin Fasteners

SEFA Scholarships

Jonathan Hodges III, son of Jonathan Hodges II of Southeastern Sales & Associates

Jessica Norman, daughter of David Norman of Falcon Fastener Solutions

Taryn Siemers, daughter of Michael Siemers of Ken Forging

Chandler Todd, son of Gary Todd of Vertex Distribution

Austin Halcomb, son of Shawn Halcomb of Elgin Fastener Group. 



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A LEADING MANUFACTURER OF HOT FORGED FASTENERS

Founded in 1983, Cardinal Fastener is a leading U.S. manufacturer of large diameter hot forged fasteners, including hex bolts, heavy hex structural bolts, socket head capscrews, square heads, 12 point and hex flange bolts, studs, and specialty parts ranging from 1/2" to 3" dia. (M20 to M72 metric).

Cardinal is renowned for its speed and flexibility, as leading fastener distributors have come to depend on Cardinal for short lead-times, including same-day or next day delivery. To ensure quick turnaround, Cardinal stocks a large inventory of pre-forged blanks in many different materials, including various grades and property classes of steel, high temperature alloys such as ASTM A193-B16, 300 and 400 Series stainless, with exotic alloys available upon request.

This large inventory of pre-forged blanks enables Cardinal to offer cut threading on-demand, allowing same-day or next-day shipping. Cardinal also manufactures 'forged-to-order' fasteners in 3 to 5 business days utilizing hundreds of stock dies or creating custom hot forging dies in a fraction of the time and expense of equivalent cold forming dies.

ISO 9001:2008

In 2010, Cardinal became one of the first hot forged fastener manufacturers in the U.S. to attain ISO 9001:2008 certification, demonstrating the company's deep commitment to continuous improvement in its manufacturing and quality systems.

Cardinal employs a variety of manufacturing technologies, including single blow open die and double stroke closed die hot forging presses, induction units with optical pyrometers, five HAAS CNC lathes, cut-threading, and roll-threading (before or after heat treating), as well as coating and plating to customer specifications. In-house CNC machining enables Cardinal to manufacture custom fasteners that are either hot forged then finished by CNC machining or 100% CNC machined.

To achieve outstanding quality, highly skilled and experienced operators oversee the individual manufacturing cells. Cardinal also maintains complete material traceability all the way back to the mill, including periodic audits of approved vendors, rigorous incoming inspections, chemical

analysis of all raw materials, Advanced Product Quality Planning (APQP), lot code stamping when required, and careful packing to prevent nicked threads during transport.

In addition, Cardinal maintains an on-site mechanical test lab to ensure that all products meet and exceed industry and customer requirements. In-house testing capabilities include full size tensile strength tests, as well as tests for hardness, carburization, decarburization, and magnetic particle testing. Charpy testing is also available.

Forging Ahead

Fastener distributors demand outstanding value, which requires a combination of superior product, reliable delivery, outstanding customer service, and super competitive prices.

In order to aggressively contain costs, a companywide review was conducted to identify ways to enhance quality, productivity, reduce waste, increase operational efficiencies through lean manufacturing, as well as to leverage the company's significant buying power. According to Bill Boak, President of Cardinal Fastener, "distributors are looking to save where they can in order to protect their profit margins. We have responded by finding ways to reduce our prices while improving quality and increasing customer service."

Cardinal has also been busy upgrading and expanding its manufacturing capabilities to position the company for future growth opportunities. All of the forging equipment has been rebuilt, starting with the 600-ton Ajax upsetter and continuing with the two-stroke Etchells presses. To ensure consistent quality products and improve throughput, new tooling has been designed for socket heads, flat heads and 12 point flanges.

To address current and future opportunities, Cardinal is expanding its inventory of raw material and pre-forged blanks as well as upgrading the skills of its work force through training by factory representatives. The company is also introducing managed inventory programs to help fastener distributors reduce the total cost of ownership.

These strategic investments demonstrate how the "New Cardinal Fastener" is focused on remaining flexible and adaptive to deliver outstanding quality, responsive service, quick delivery, and highly competitive prices. 

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PINS continued from page 14

GROOVED PINS: These pins have solid, unground shanks. The shank is a straight cylinder with three or more equally spaced swaged (flared) or extruded longitudinal grooves. The function of the grooves is to force metal from the side walls of the hole into the grooves which imparts a metallic bond and locking effect with the hole and subsequent parts.

Materials may be low carbon, alloy or corrosion resistant steel, brass or Monel™. These pins may be supplied either headed or straight groove. (ANSI/ASME B18.8.2)

LYNCH PINS: An assembly consisting of a straight pin with an integral hoop-like retaining ring. The lynch pin is placed through holes in cylindrical parts, such as a round shaft or axle, then secured over the parts by the spring retaining ring to prevent parts from sliding or moving off each other. Also called a hitch pin, it is commonly used on tractors. The hoop ring provides an easy handle for quick removal.

SLOTTED PINS: Similar to a coiled pin, the slotted pin is not coiled in multiple layers. It is manufactured from flat metal that is rolled to almost being closed or touching its other side. Also known as a roll pin or 'C' pin. The sides are straight and both ends are chamfered as they are designed to be driven into a hole to provide a light, spring pressure against the parts. Materials include, but not limited to; 1070-1095 carbon steel, 6150H hardenable alloy steel, 410-420 and 302 stainless steels and beryllium copper. (ANSI/ASME B18.8.2)

SHEAR PINS: A term used for a straight pin made of low carbon steel. It is used between worm gears, drive gears or shafts. Its purpose is to fail before the parts encounter a resistance sufficient enough to cause damage to the parts. By failing first, the inexpensive part saves the more expensive parts from breaking.

SPRING PINS: A genre of pins that includes coiled pins and slotted pins. These pins have a cylindrical shape with straight sides. One or both ends are chamfered to facilitate insertion as the body diameter of the pins are slightly larger than the hole diameter. The pin will compress as it is fitted into the diameter of the hole. As the spring wants to return to its normal shape, it exerts a continuous pressure against the walls of the hole. These springs are considered as being a self-retaining fastener. (ANSI/ASME B18.8.2)

Straight Pins: Are made from cold drawn wire with unground cylindrical sides. The ends may or may not be chamfered. For inexpensive, general applications; to secure shafts. (ANSI/ASME B18.8.2)

TAPER PINS: Similar to straight pins with the exception that one end is tapered. These pins are designed to be driven into a hole of slightly smaller diameter than the body of the non-tapered end. This essentially provides a press-fit retention of the pin that is not expected to be removed. (ANSI/ASME B18.8.2). 

NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO

VEGAS FASTENER EXPO REPORTS RECORD GAINS: MORE OF EVERYTHING! continued from 22

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All Work And No Fun? Nope! It Starts And Ends This Way

The industry's largest party kicks off from 6:00 PM to 7:00 PM Wednesday, October 22nd just across the famous Las Vegas Strip at Treasure Island, featuring plenty of delicious hors d'oeuvres and unlimited beer, wine and soft drinks for everyone – all compliments of Expo Management. Industry veterans agree, "There is simply no better place to renew old friendships, make new ones and network like crazy. Plus, it's free!"

New this year, the International Fastener Machinery & Suppliers Association (IFMSA) is sponsoring a reception from 11:00am to 1:00pm, Friday, October 24th which will be located in the Machinery & Tooling World area of the Expo.

Registration

Online registration for the Expo is now available at www.fastenershow.com.

"Registering online is convenient, easy, fast and secure, plus Expo visitors save money by taking advantage of the Early Bird rate and save time at the Expo by avoiding long lines", informs Lesley Hoheisel, Registration Manager.

More Information

For additional information, contact Susan Hurley, General Manager, by phone at 614-895-1279, email info@fastenershow.com or visit the Expo website at www.fastenershow.com. 



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OUR NAME SAYS IT ALL



*Cliff Bernard,
President and CEO
of Bay Fastening
Systems, on
Bay's success and
predictions for
the future:*

Q. What qualities or practices have led to Bay's success?

A. Cliff Bernard - We have always recognized that inventory is king and a necessary muscle to build if we are to continue to serve our distributors effectively. We have complimented this with a philosophy of offering competitive pricing with order processing speed, accuracy and efficiency. We also provide extensive technical training to our staff to assist our distributors in product knowledge, applications and marketing collateral from our manufacturers. Although we have had over 50 years to hone our skills in these areas, we have spent the last four years tracking, testing and improving our services with incredible results. All of this was done in preparation to formally introduce the Bay Supply Net service to the distribution marketplace.

Q. What obstacles has Bay found most challenging throughout its 50 plus years?

A. Bernard - Over the past 50 years we've seen a dramatic reduction in U.S.A. manufacturing plants, especially in the North East. This was a challenge that forced our business to focus on small end user markets while expanding our services to supplying distributors nationwide as a master stocking distributor for our prominent brand partners. We've also witnessed a consolidation of top manufacturers and an increase in foreign imports with varied

degrees of quality. Our greatest challenge was identifying our role in the engineered fastening product marketplace and I believe we've found the best way to serve our manufacturers and distributors by providing modern efficiency in the supply chain logistics evolution.

Q. Where do you see the industrial supply industry going?

A. Bernard - I see an industry where ecommerce and online educational resources continue to consume the supply-chain of manufacturing and distribution. I see U.S. based manufacturers placing strong concentration on fewer distribution partners to reduce costs and concentrate on broad exposure. I see foreign manufacturers establishing U.S. based inventories to compete more aggressively for market share. I see greater efficiencies in sourcing product for Industrial Supply Distributors via electronic inventory sharing resources. I see a next generation of buyers who feel extremely comfortable transacting business online. I believe there will always be a place for face-to-face interaction on large manufacturing operations, but I also believe the VMI (Vendor Managed Inventory) providers will rely strongly on electronic order, education, and inventory processing for their customers.

Q. If using the Internet efficiently becomes the standard, what might the next competitive step be?

A. Bernard - The beauty of this question is the use of the word "if" and "if the Internet becomes the standard." One might look at me as if I came from another planet, if I applied the word "If" to the universal acceptance of purchasing consumer goods on the internet; yet we can still comfortably use that word when referencing the industrial supply industry, which eclipses the consumer goods market in size. The answer is "When" the Internet efficiency becomes the standard for industrial supplies. It's starting to happen right now. The next competitive step is to find a way to not only offer fair market value, but also to more effectively educate through knowledgeable staff and continue to broaden and expand product categories and strategic inventory distribution partnerships.

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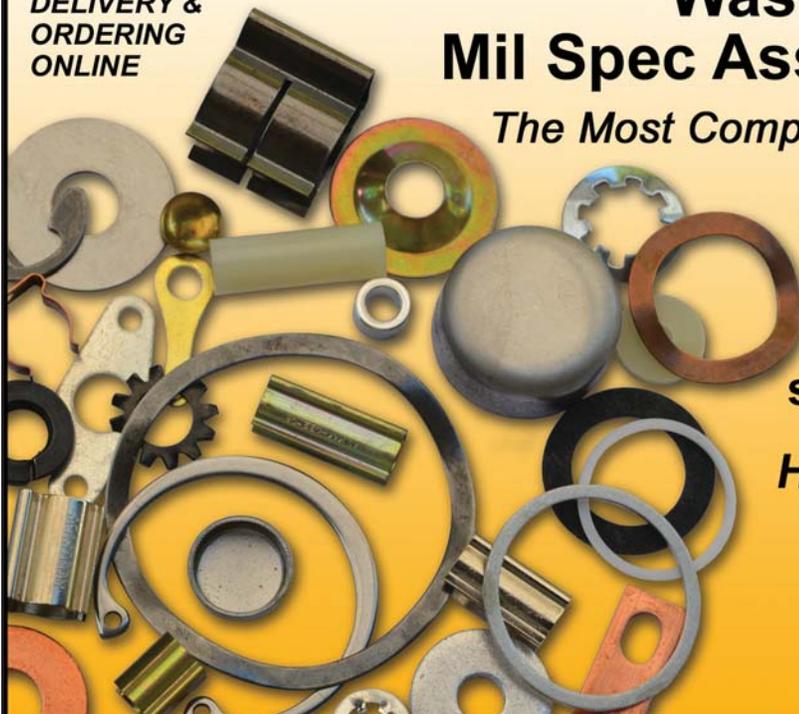
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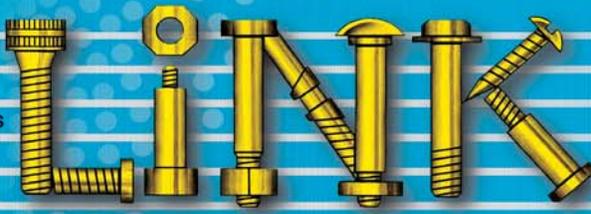
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What Do We Look For In A Sort?

The type of sort will most likely be determined by a number of factors. These include what the parts need to be sorted for, the number of parts involved, the urgency with which they need to be sorted, the technology available to the party doing the sorting, and the costs associated with the process. Perhaps the most important of these questions and certainly the one that drives the others is what the part must be sorted for. In fact, a very different level of sorting technology is required, for example, to locate and remove parts with head cracks than simply to locate and remove mixed or foreign material. Most often the nature of what a part is being sorted for will guide the process by which it is sorted. Take for example, again, the need to sort out parts with head cracks. This is feasible to do visually with the human eye or a camera, but would not be effective with a sorting method that looks at a projected shadow or compares the head diameter.

Types Of Sorting

In general there are two classes of sorting, manual and automated. Normally every organization has some degree of manual sorting and many today possess varying degrees of automated technology as well. Manual technologies are relatively one dimensional and do not provide a great deal of variety of methods. On the other hand, automated sorting technologies are quite varied. The most common employ mechanical methods, cameras, eddy current, shadow projection, laser, or any variety of combinations of these technologies.

[1] Manual Sorting

Manual sorting falls into two primary categories: visual comparison and gaging.

Visual Comparison: In the first method, visual comparison, an individual is visually evaluating parts against a known or desired standard. The sort may be as simple as spreading parts out on a table or conveyor belt and removing any parts that don't belong, for example, when foreign material is mixed in with the subject parts. However, more often than not, the individual sorting parts with this method is actually picking each part up, rotating or turning it over and looking at the part from all angles. An example of this may be when appearance is important and small blemishes in the finish must be identified and removed.

Gaging: The other category of manual sorting is gaging. This is where a feature can be assessed by using a gage

to obtain a "good" or "not good" determination with an attribute gage or by measurement with a variable gage. Attribute gaging is the more common scenario because the time invested is much shorter than using a variable gage, but if an actual dimension must be verified, it would not be unheard of to utilize variable gaging methods as well.

It is universally known that manual sorting is less than perfect. Although it is impossible to settle on an exact error percentage that is universally accepted, it is often suggested that manual sorting is only about 80%-85% accurate. In reality, it really depends on each specific situation, with minor or hard to identify defects being the least effectively detected and gaged features using proven gaging techniques potentially being very effectively checked.

In some cases, manual sorting may be the only way to proceed. This occurs when "high tech" methods are simply incapable or unfeasible to check the desired attribute. Remarkably this scenario is more common than one might think. For example, if parts are being sorted for slight shade differences or minor finish blemishes, even the best of today's cameras may not be as discriminating as the human eye or able to see every surface of the part. In another example, a common occurrence is the need to verify that a threaded part will freely accept a ring gage or a mating nut for its full threaded length. Because of the action required to thread a ring gage, this likely would not be feasible on available automated sorting equipment.

In addition to these feasibility arguments there are two other big advantages to manual sorting. First, it can usually be mobilized with little or no delay. In cases where urgency rules, this may be the determining factor why a manual sort would be employed. Secondly, it requires little capital outlay, although it is important not to be penny wise and pound foolish and opt for a decision to save the expense of automation in the short run at the expense of a wise long-term investment.

Besides the possibility that many of these sorts will not be perfectly effective, the other major drawback is throughput and cost. A manual sort, even in bulk (i.e. spreading many parts at one time across a flat surface) is slow and may require multiple human resources to satisfy necessary throughput requirements. If it is a subjective sort, having multiple individuals sorting the same thing only complicates matters and reduces overall effectiveness. Additionally, multiple individuals performing a slow task results in high labor costs which must be borne by either the supplier or their customer.

DISTRIBUTOR NEWS

A company that produces painted head screws is enjoying enormous savings, thanks to a solution by an Akron, OH-based packaging machine and polyethylene bag manufacturer - **Advanced Poly-Packaging Inc.**

The customer needed to produce painted screws in batches of 36, which were tossed loosely into boxes of 144 parts. The costs of using five employees and exorbitant amounts of materials to complete the operation forced the company to consideration of a different solution. Advanced Poly-Packaging offered a solution that made sense through a custom engineered system that saves time and money.

Advanced Poly-Packaging engineers used a third-party robotic component to place 36 screws onto trays that are placed onto a UF-5000 Infeed Conveyor that feeds the trays to a paint booth, then into an oven on a roller conveyor. A second UF-5000 Infeed Conveyor fed the completed screws to a robot that picks up the trays and slams them onto a large custom-designed extension funnel to loosen the screws, allowing them to pass through the funnel and into an open, waiting bag on a T-1000 Advanced Poly-Bagger™. The bagger automatically seals the bag when it receives a signal from the robot that four complete sets of screws have been released into the funnel. The sealed bags are then released onto a UF-2000 Incline Conveyor and fed into a shipping container.

The other component involves packaging materials. The customer was purchasing boxes and applying labels by hand. The T-1000 was equipped with a Ti-1000Z Inline Thermal Transfer Printer that printed the required bar code, logo and product description directly onto the poly bag.

The company realized the investment in about one year. The annual savings are estimated at \$100,000 to \$125,000. In addition, the customer's packaging materials expenditures have decreased by 50% by purchasing Advanced Poly-Bags™ and printer ribbon instead of buying boxes and labels that must be printed and applied by hand.

Advanced Poly-Packaging specializes in custom packaging solutions. You can learn more about their equipment at www.advancedpoly.com

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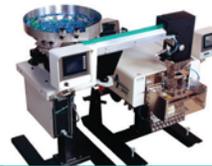
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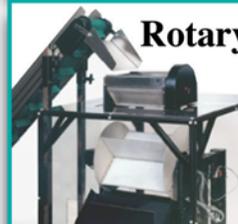
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IS LOT CONTROL IMPORTANT TO YOU? *continued from page 28*

Plated Or Modified Parts

The plated part requires a new lot number that maintains traceability to the original part and all of the information listed above. If the part goes through multiple reworks, modifications, or plating processes, each of the processes must have its own lot number and traceability back to the previous list of lots.

LOT TRACEABILITY DETAIL	
Processing P.O.	357
Product Code Created	SCS0 250-20X0 250BO
Product Description	1/4-20 X 1/4 SOC CAP SCREW, BO
Component Product Code	SCS0 250-20X0 250PL
Component Product Description	1/4-20 X 1/4 SOC CAP SCREW PL
Component Lot Number	14855-001
Date Used	05-07-14
Quantity Used	10,000 EA
Manufacturer	TITAN USA
Manufacturer's Lot Number	4548-8874
Date of Manufacture	05-07-14
Country of Origin	TAIWAN
Heat Number	15484
Melting Country	TAIWAN
RoHS Compliant	Yes
DFARS Compliant	Yes

When a distributor completes these processes, it is important to track the movement of the products and all of the associated costs to ensure the gross margin is correct. The fastener distributor must also have a secondary quality control process, during which they test samples from each lot of product. They must monitor the results of the testing and keep detailed records, so they can refer back to the test if a customer reports an issue with something in a certain lot

If a customer reports that a piece of a lot is defective, the distributor must perform a test of other pieces from the same lot. If they turn out to not be compliant, the distributor must be able to find every customer that has ever purchased product from that lot and notify them of the exception.

Improved Inventory Management

Lot control is not all bad. Many distributors look at it as a necessary evil, but it is also quite valuable when it comes to managing inventory and tracking landed costs. If the distributor tracks all products, every time they sell the last of a specific lot, they have the opportunity to perfect their inventory. Our clients that have complete lot control and our Wireless Warehouse are

often not required to have annual physical inventories by their Auditors. Their inventory is correct within an acceptable statistical guideline.

Importing Products

Many fastener distributors import product and must track all costs involved – like duties, taxes, freight, and broker charges – so they can recoup their expenses in extended costs. In addition to managing the value added cost of plating or rework, our clients who import products directly, can use our Import (Container) system to automatically track every cost involved in importing product, from foreign and domestic port charges to freight costs, helping keep the distributors profitable and ensure accurate costing. The Container System also enables the distributor to manage the parts (where they are and changes in delivery dates) while they are on the water.

Not All Products Require Lot Control

Many products do not have requirements for lot control, so we offer the ability to manage lot control and traceability on a part by part basis. One part can have complete traceability, while another is not tracked at all. Interestingly, the lot control that is built into The Business Edge is so convenient and seamless that many of our clients track all products; even the ones that do not require lot control. The vast improvement in inventory management makes it well worth the little additional effort.

Quality System

In order to offer quality certifications to their customers, distributors must have a Quality Management System (QMS) in place. The Business Edge has a complete integrated Quality System. A QMS system is not possible without detailed lot tracking and traceability. This is the wave of the future and distributors that do not adhere to effective quality standards are going to be at a huge competitive disadvantage. 

PROCESSING P.O. INQUIRY		Processing P.O. Detail Lines	
Processing P.O. Number	357	City	To Send
Processing P.O. Date	05-07-14	To	10,000
Vendor	134 ACME	From	10,000
Contact	SCS0 250-20X0 250BO	UOM	EA
Product to Create	10,000 EA	Product	SCS0 250-20X0 25...
Allocate Part Number	0.00000 lbs per EA		IP
Quantity to Create	24.01 lbs	Document Output History	
Received	10,000 EA (Denny Cowley 05-07-14 @ 10:42am)	User	Date
Weight	24.01 lbs	Time	Sent To
Total Weight to Create	Denny Cowley 05-07-14 @ 10:38am	Document	Status
Entered by	Sent 05-07-14 Rcvd 05-07-14	Type	
Document Status		Processing P.O. Cost Analysis	
Most Recent Revision		Type	Cost Code
Shipping Information		Raw Mat	Cost Description
Subscription		Raw Mat	Operation
P.O. B.		Total	U Cost
Freight Terms			0.0440
Vendor Profile			0.0004
Vendor Status	Approved		0.0444
ISO Compliant	Yes		
RoHS Compliant	No		
Cage Number			
Another inquiry?	Yes		

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Nylon Pellet

THE SERIES LIMITED LIABILITY COMPANY *continued from page 30*

While these states have series LLCs, it is important to point out that 37 states DO NOT have series LLC legislation yet on the books. (It is interesting to point out that last time we ran this article in late 2012, there were 41 states that did not have LLC legislation) The reason this is important is because in the states not recognizing the series LLC, liability protection may not be allowed in the same form that the granting state allows. This means your assets may be encumbered by creditors in different states.

In the 37 states that do not recognize series LLCs, it is best to anticipate issues than before they begin. Such issues include state and use taxes, litigation, termination, and IRS considerations.

Protection Based On Separation

The most important theme now is separation. You must account for the assets separately. Liabilities and assets are reported separately for accounting and legal purposes. Surprisingly, the IRS has acknowledged the existence of the Series LLC and respects the existence as such.

Fortunately, accounting programs via computer make this easier than before. Schedule E already requires a quasi separateness. In addition, it is advisable to have separate books, separate records, even separate checks that say series 1, series 2, and series 3. The reason for the separateness is simple: it provides a greater barrier to each company's assets and is a shield from liability.

Illinois' Departure from the Mold

When Illinois enacted legislation in 2005, it seriously departed from the Delaware legislation. The reason for the departure is notice. Delaware and many previous states do not have much of a demand for notice in their statute. Illinois on the other hand is very stringent. The policy is to notify who you are doing

business with and that you are in fact a series LLC. In Illinois, the client must use the complete name of the series. This extends to the client's entire contract and leases.

While it may seem like a detriment to the client, the fact of the matter is that disclosure such as these are always a good thing when trying to defend your firm from liability. The plaintiff does not have the argument of ignorance or fraud against the defendant, thus potentially damaging legal protections.

In Illinois, the Secretary of State has a record of LLCs. Every year, LLCs must declare how many series they have. This way, each year the Secretary of State has a record of each series. The benefit of this is two fold. Number one, it provides the protection to those doing business with the Series LLC. The creditor will

have notice up front that the company type is a Series LLC and any actions would only be against the series and not the company as a whole. The other benefit is that the concept of the Series LLC is protected and in effect promoted by additional notice requirements.

When people are surprised by facts and circumstance unknown, like facing a limited liability as opposed to their perception of an unlimited liability, people get angry.

Conclusion

The Series LLC will be the premiere business type for this decade as far as new companies are concerned. The Series LLC gives unsurpassed liability protection along with the advantages given by the old type of LLC. Additionally, the IRS openly recognizes Series LLCs as legitimate business types and has rules and regulations concerning the filing of their returns. While some states such as Delaware allow their companies to "hide the ball" from their creditors, Illinois takes a different approach. It is a more honest and more respectable approach when it comes to utilizing your Series LLC. 

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FASTENER INDUSTRY NEWS MARKS 35 YEARS WITH 500th STORY POSTED ON GFN *continued from page 34*

- A succinct 20-year history of the fastener industry was written by FIN founder, first publisher and editor Dick Callahan in 1999 for FIN's 20th anniversary.
- Most U.S. presidents are included in the Fastener History section – usually involving tariff issues. The only known presidential visit to a fastener plant was in 2009, when President-elect Obama toured Cardinal Fastener in Cleveland en route to his inauguration.
- The Fastener History section offers education for those entering the fastener industry. A sampling of articles for new recruits includes: 2000 FIN – Book Review: Historical Search for the Father of the Screw; 1997 FIN – From Cradle to Grave – The Fasteners in Your Life; 1998 FIN – The Ubiquitous A325; and 1994 FIN – Why 99.9% Accuracy Fails in Quality Measurement.
- For the ultimate technical knowledge, the Industrial Fasteners Institute's Joe Greenslade in 1997 offered a list of required fastener reference manuals. There is a

2013 update from Greenslade with the original 1997 article.

- News continues to become Fastener History: Weather was a big issue in the U.S. during the early months of 2014 as the Polar Vortex became the latest storm to disrupt the fastener industry. Among previous weather articles in Fastener History are the ice storms which closed Infasco in Canada for a month in 1998; the 1994 typhoon in Taiwan; and Super Storm Sandy in 2012.
- Also providing history is the 1979 through 2013 Obituaries section on *GlobalFastenerNews.com*. The fastener stories of more than 250 people – from age 2 to 101 also add to industry history.

More FIN articles – which over the decades take on a historical role instead of news – since the newsletter was first published July 10, 1979, will continue to be added to the Fastener History section on *GlobalFastenerNews.com*. 

CONFLICT MINERALS REPORTING: A GOOD CAUSE...BUT COMPLEX COMPLIANCE *continued from page 38*

Manufacturers themselves may find it extremely difficult to trace things all the way back to the source. This may cause them to move to alternative sources for the needed minerals where they can be more certain of their origins. Such a strategic reaction would provide evidence to the effectiveness of the reporting rule in minimizing demand for these minerals which seems to ultimately be leading to human suffering.

Approaching the May deadline, PricewaterhouseCoopers reported survey results that only four per cent of 700 companies had completed a draft of their SEC conflict mineral filings. Companies were being urged to take quick action to comply since there was no sign of the SEC's willingness to extend the deadline. Groups such as the Automotive Industry Action Group (AIAG) were issuing calls for action in a campaign that showed how the use of conflict minerals benefits warlords and hurts people in Central Africa. That association was providing checklists and templates to its members in an effort to make compliance easier.

This strategy raises interesting questions. How effective will highlighting a serious human rights situation be in causing consumers to make other choices or manufacturers

to take on additional costs of securing needed minerals from a source perhaps not so inexpensive or conveniently available? Is it appropriate to select one specific geographically located problem for an effort while not applying such sanctions to numerous other instances of oppression around the globe?

Few question that the evidence is strong that great suffering is occurring because of an out of control situation that has been allowed to exist in Central Africa. But is the root cause being addressed or are we merely making a somewhat futile attempt to alter a situation that will continue anyway? Is the information as to product source reasonably available to manufacturers or does it pass through so many middlemen that the origin becomes obfuscated?

In the meantime, it is the law (pending further continuing legal challenges) and public companies and their supply chain partners are going to have to do their best to investigate and provide truthful and relevant information. Under pressure from socially responsible investors, non-government organizations and some members of Congress, there will be continued pressure. Sellers can expect to hear a lot more about this issue. 



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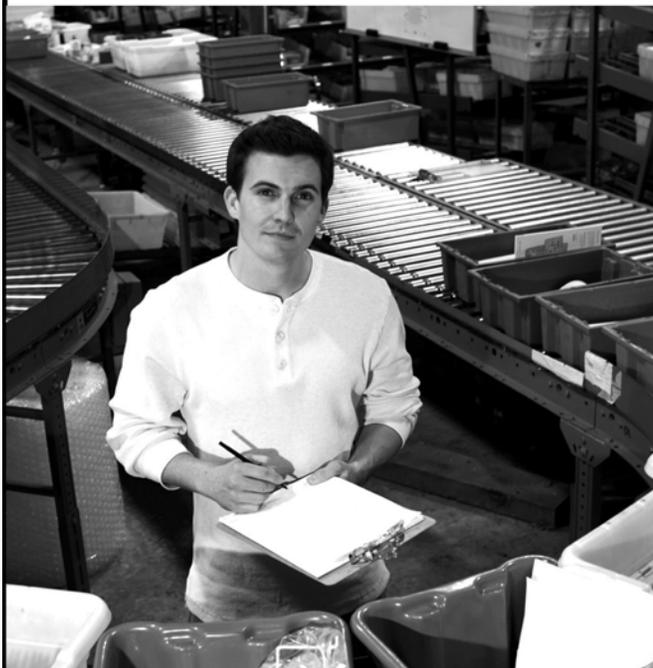
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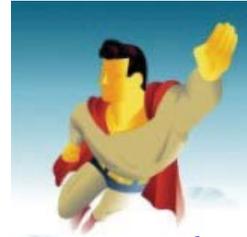
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SILK BASED SURGICAL IMPLANTS COULD OFFER A BETTER WAY TO REPAIR BROKEN BONES continued from page 42

The Tufts researchers used silk protein obtained from Bombyx mori (B. mori) silkworm cocoons to form the surgical plates and screws. Produced from the glands of the silkworm, the silk protein is folded in complex ways that give it unique properties of both exceptional strength and versatility.

To test the new devices, the investigators implanted a total of 28 silk-based screws in six laboratory rats. Insertion of screws was straightforward and assessments were then conducted at four weeks and eight weeks, post-implantation.

"No screws failed during implantation," says Kaplan, explaining that because silk is slow to swell, the new devices maintained their mechanical integrity even when coming into contact with fluids and surrounding tissue during surgery. The outcomes suggest that the use of silk plates and screws can spare patients the complications of removal of metal devices or potential inflammatory hydrolytic products from synthetic polyesters.

"Having a resorbable, long-lasting plate and screw system has potentially huge applications," says Lin.

While the initial aim is to use silk-based screws to treat facial injuries, which occur at a rate of several hundred thousand each year, the devices have the potential for the treatment of a variety of different types of bone fractures.

"Because the silk screws are inherently radiolucent [not seen on X-ray] it may be easier for the surgeon to see how the fracture is progressing during the post-op period, without the impediment of metal devices," adds Lin. "And having an effective system in which screws and plates 'melt away' once the fracture is healed may be of enormous benefit. We're extremely excited to continue this work in larger animal models and ultimately in human clinical trials."

In addition to Lin, Kaplan and Perrone, coauthors include Tufts University investigators Gary G. Leisk, Tim J. Lo, Jodie E. Moreau, Dylan S. Haas, Bernke J. Papenburg, Ethan B. Golden and Benjamin P. Partlow, and BIDMC investigators Sharon E. Fox and Ahmed M.S. Ibrahim.

This research was supported by the National Institutes of Health (EB002520). 

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DISTRIBUTOR NEWS

The German based **Würth Group** is pleased to announce the acquisition of Colorado based fastener distributor, Timberline Fasteners, the largest fastener distributor in the Rocky Mountain Region. Würth Timberline is now a part of the Industry Division as a sister company of Würth Industry of North America (WINA). The acquisition is the first step in the Würth Group's plans to double its Industry presence in the U.S. by the year 2020.

Timberline Fasteners, originally A&I Bolt and Nut, was established in 1923 in downtown Denver, CO. Most recently, Timberline's growth and focus has been in the VMI/OEM sector as well as the packaged, retail hardware/lumber market. Timberline's President, Russ Doran notes that "Würth's global footprint, strong brand identity and appetite for growth create an energizing environment and attractive opportunity for our employees and our customers - we look forward to proudly promoting our new ownership and renewed ambitions."

WINA has a strong presence in the Midwest and eastern states, but is limited west of the Mississippi River. The addition of Würth Timberline will allow WINA to advance business into the western part of the U.S., as well as add profitable sales and market penetration and diversification. "The Würth Group is pleased to add such a high quality company to its portfolio of companies in North America. As we implement our expansion plans, the geographical locations that Würth Timberline occupies will help us be a more complete supplier to our target customer base. We look to that region of the country to be a lever of growth for us as we seek to double Würth Industry of North America in size by 2020," says Marc Strandquist, Executive Vice President of the Würth Group.

Würth Timberline is headquartered in Commerce City, Colo. with five additional area branch locations. The acquisition adds nearly 80 employees to WINA's head count, bringing the total to almost 1,000.

With Würth Timberline, WINA now comprises six sister companies, servicing original equipment manufacturers by providing vendor managed inventory (VMI) programs through their proprietary brand, CPS® C-Parts Solutions. WINA closed 2013 with over \$350 million in sales.

For more information on Würth Industry of North America and the Würth Group, please visit the website www.wurthindustry.com.

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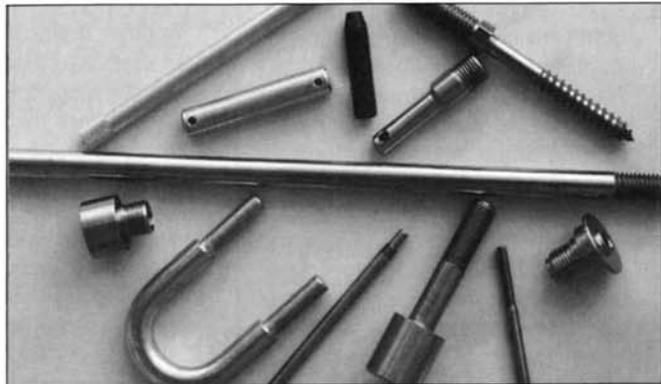
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EFC: NEW BEHAVIORS, NEW RESULTS *continued from page 100*

A powerful infrastructure of support personnel is behind the 40+ outside sales engineers and representatives in the field. Matt Dudenhoeffer, President, leads a team passionate to deliver engineering excellence and top shelf customer service. Recent additional staffing for inside account managers, sales engineers, and product management demonstrate the commitment EFC has to supporting customers and supplier partners. Sales meetings include product training by supplier partners and sales personnel sharing application solutions they have delivered to their OE accounts.

EFC has over 20 directly employed outside sales engineers cover North America in strategic regional locations, and in addition to those 20+ they also utilize the

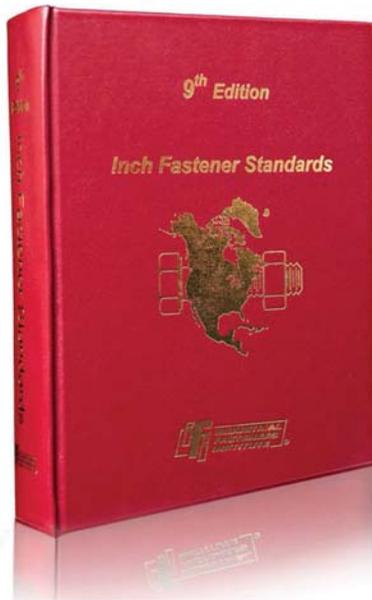
industry's top Rep Agencies known for their distinguished service and outstanding relationships in their respective markets. EFC's Rep Agencies include Wing-Hamlin, Callahan & Moynihan, Binge & English, GMB Assembly Solutions, McCormick & Associates, Inc., Specialty Component Sales, Specialty Sales, Fasteners & Industrial Products, G.L. Perkins & Associates, Inc., All-Spec Sales, Inc., and Mooney Sales. EFC is fortunate to have the wealth of knowledge and years of experience in the fastener industry that comes from these engineers

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SOUTHEASTERN FASTENER ASSOCIATION

SEFA PANELISTS DISCUSS US MANUFACTURING CHALLENGES AND OPPORTUNITIES

by Michelle Safrit, Falcon Fastening Solutions

The Southeastern Fastener Association (SEFA) held its annual meeting in Concord, NC April 9-11, 2014. One of the sessions at the meeting was a panel discussion regarding the challenges and opportunities that exist in United States Manufacturing. Representatives from different segments of the industry (domestic manufacturing, master distributor, independent representative, and distribution) provided their perspectives.

The consensus of the panel members is that business conditions have improved from the depths of the recession but is not “robust” in all markets. Some segments such as aerospace and automotive are in a rapid growth mode. Many other segments are inconstant. One participant offered that we won't see a full recovery until the new housing sector returns to consistent growth. That will generate demand for materials, appliances, HVAC equipment, etc.

The “re-shoring” of manufacturing in America was a topic of discussion. Companies have learned their lesson from the 2011 Japanese Tsunami. They are reassessing

supply chain risk and cost. This creates a great opportunity for North American manufacturers. One panel member mentioned he is receiving orders for parts that they have not sold for years.

Reducing lead times was identified as a major priority throughout industry. One of the panel members mentioned that one of his key accounts has reduced their lead-time from 12 weeks to 2 weeks over the last 15 years. They have even developed a “quick ship” program with a 48-hour commitment on emergency orders. As a result, they have become the dominant player in their industry.

Meaningful lead-time reduction can't be done on an individual company basis. It requires a review of the entire supply chain. Actual usage and accurate forecast data must be gathered and shared on a real time basis. Processes have to be reviewed and simplified. Many organizations have applied the lean principles that worked so well on their factory floors to the procurement process. It is hard work but the benefits are significant. 

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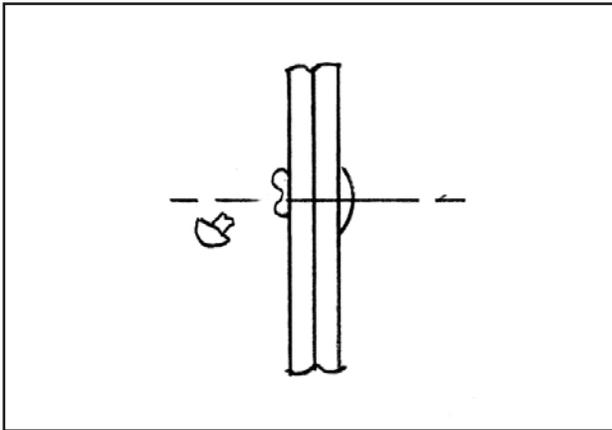
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NON-STANDARD BLIND RIVET APPLICATIONS *continued from page 36*

The standard tensile strength for the 3/32 aluminum mandrels is 140 lbs. minimum and 240 lbs. maximum. The 80 lbs. tensile was very effective in fastening the clear plastic tile to the frames without cracking the tile.

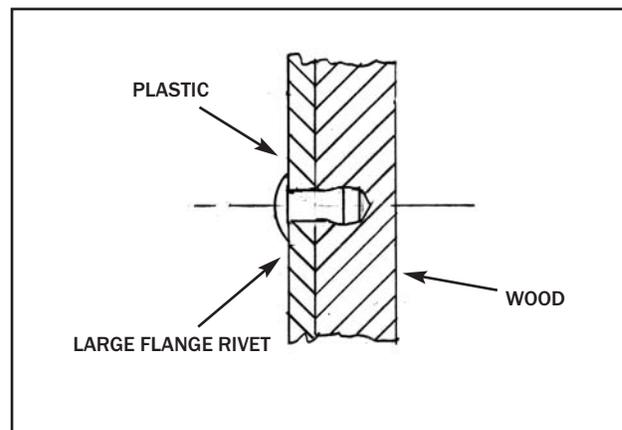
This blind rivet application, like many other applications; function very well by altering the standard tensile value of the mandrel. This procedure is sometimes referred to as a "soft set" blind rivet. The blind rivet does give you opportunity to alter its construction and still perform well in a non-standard blind rivet application.

Not known to many people that the blind rivet is a very flexible designed fastener that has many capabilities to alter its construction to successfully satisfy a blind rivet application. Tensile and shear values of blind rivets can be changed and still give a consistent performance.



Another interesting application was that a customer wanted to blind rivet two pieces of aluminum sheets together but he wanted the mandrel head to fall out of the set blind rivet so he could pass electrical wires through the set blind rivet. To achieve what the customer wanted and needed, we produced mandrels with a larger and thicker heads. We gave these mandrels the standard tensile and shear values giving the customer a good riveted joint. The special mandrel heads would upset the rivet body and gave a good clamp load. The

mandrel heads being larger and thicker, the set rivet body could not capture the mandrel head when the blind rivet was set. The mandrel heads would fall out of the upset side of the set blind rivet, leaving the through hole in the set rivet body so the customer could thread his electrical wires through the hole in the set rivet body. The customer was happy. He was able to fasten the two aluminum sheets together and also had a means of threading his electrical wires all in one operation. This is another special application that was successful by changing the design of the blind rivet.



Blind hole rivet application. A boat manufacturer had an application to blind rivet the backs of plastic chairs to wood. We used 3/16 diameter aluminum rivets with an aluminum mandrel. The plastic chair back was 3/16 thick and the wood was 5/8 thick. We used a 66 size aluminum large flange blind rivet that has a 3/16 diameter body and a maximum grip of 3/8. A No.11 drill was used to drill the hole in the plastic chair back and the wood. The hole in the wood was drilled to a depth of 3/8 of an inch. The customer did not want a through hole and he did not want any blind rivet upsets showing on the wood. We inserted a 66 aluminum blind rivet in the drilled hole and set the blind rivet. The mandrel head expanded the rivet body inside the hole in the wood and the application was a success.

Blind rivets can solve many component assemblies with complete success. 

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ASTM F1941 Electroplating Standard for Fasteners. One ballot closed in early October. The negatives and comments were discussed at the November F16 meeting and a revised ballot will be opened after the May 7 meeting in Toronto. This revision specifically addresses how to deal with testing and baking of case hardened screws. Most of the requirements are in alignment with the revision ISO 4042.

ISO/CD 13469 Riveted Joint Testing. In February this passed the final committee ballot and has been submitted to ISO for final approval and issuance.

ISO 10683 Zinc flake coatings for fasteners, is out for final ballot and will hopefully be published by mid-2014.

ISO 4042 Electroplating finishes for fasteners was discussed at the ISO TC 2 meetings in Paris during the third week of October. The majority of the work was on Appendix B which addressed hydrogen failures and how to manage process variables to decrease its potential effects of hydrogen. An ad hoc group meeting will be held in Paris in July, 2014 to make further progress on the revisions. No ballot is expected until 2015.

ISO 3269 Fastener acceptance. At the ad hoc meeting in Milan in February, 2014 it was decided to use the c=0 plan as a receiving inspection plan at the purchaser's option and that an AQL plan will be used if a dispute over the inspection results arise. The next ad hoc meeting on this will be in Paris in June 2014.

ISO 6157 Fastener surface discontinuities was discussed in Paris in October 2013. Work will continue in working group in 2014.

ISO 2320 Locking nut performance – this was discussed in Paris at the ISO TC 2 meeting in October 2013. There was general agreement except on the specification for test bolt finishes. This will be worked out during the balloting process. A ballot should be issued by mid-2014.

ISO 1891-4 Terms and terminology related to quality assurance. This was worked on at an ad hoc meeting in

Paris in June, 2013. This should be balloted before the end of 2014.

[c] Fastener Training Institute

Understanding Hydrogen Embrittlement in Fasteners, taught by Salim Brahimi, in Chicago, May 21 and 22 (see attached info sheet). www.FastenerTraining.org

FTI/IFI Aerospace Fastener Overview Program is being revised. The program is expected to be presented in the LA area in September 2014. This program has been developed with the collaboration of IFI Division II, IFI staff, and FTI staff. This program is targeted for manufacturing personnel with a year or less in the business and aerospace fastener distributors. www.FastenerTraining.org

[d] Great news! The TORQUE App for Fasteners is now available. Go online to download for both iPhones and Android phones. This app is based on our powerful IFI Technology Connection database. The cost is only \$3.99.

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[e] Every fastener supplier needs at least one copy of TORQUE Book for Fasteners. These are terrific customer giveaways. Buy 100 for only \$12.50 each with your logo and one full ad page.

[f] 9th Edition IFI Inch Standards Book will be published in July 2014.

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NUCOR FASTENER: WE SWEAT THE SMALL STUFF *continued from page 48*

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SOUTHEASTERN FASTENER ASSOCIATION

SEFA REMEMBERS MICHELE VICKIE ESTES

by Nancy Rich, SEFA Executive Director

Michele Vickie Estes, age 53 of Winston, passed away, Monday, February 24, 2014. She spent many years in the fastener industry during her career, focused primarily on her customers in the southeast region. The Southeastern Fastener Association will remember Michele for her time spent on the SEFA Board of Directors (2003-2009) and her passion for the organization.

She was born November 3, 1960 in Miami, FL to the late Jerome Katz and Francine Bernstein Katz. She worked during her career as an inside sales representative for the Heads and Threads Company and was a member of the King's Way Baptist Church. Survivors are her husband, Michael Estes of Winston, brothers and sister-in-law: Allen and Jessica Katz of Hollywood, FL and Irving David Katz of NC, and aunt, Sheila Bernstein of Hollywood, FL. She is also survived by a great number of cousins, nieces, nephews, grandnieces and grandnephews.

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WHAT IS A CSO...AND WHY DOES YOUR COMPANY NEED ONE? *continued from page 50*

- The C-Level plans for the long term future; the vice president thinks in shorter timeframes. For instance, if the CEO, the corporate visionary, is thinking three years out (as most are), the C-Levels reporting to the CEO need to be thinking two years out. In that scenario, the VP level needs to be thinking one year out, the sales management team thinking one quarter and salespeople thinking one month out.

- The C-Level invests their time in learning and evaluating what new processes and technologies are coming that will impact their business. VPs focus their time and talents on what current capabilities are viable for making more immediate improvements in sales activities and management.

- C-Levels are rarely involved in the day-to-day activities while the VP is occasionally brought in to address pressing customer and market issues. The vice president of sales is likely to know the details of significant pending sales while the CSO is uninvolved with them.

Relationship selling is a redundant term; all selling is relationship selling. Companies don't do business with companies; people do business with people.

An example of this occurred when a CSO found a new tablet-based technology that reduced a portion of their sales cycle from three weeks to three minutes. Think about that, three weeks to three minutes. 40% of their sales were in disaster recovery. When they approached a prospect that had lost, say, 20% of their capacity and offered to have them up and running again three weeks earlier than any other vendor, who did the prospect choose? Did the prospect make their buying decision on price? Of course not. In just over a year many of their competitors went of business because of this new capability.

Why Was A CSO Needed To Make This Decision?

- The VP Sales did not have the time to thoroughly investigate the new technology.

- A six-figure investment would be required – a decision that would have gone to the C-Level anyway.

- Agreements needed to be negotiated with the software vendor for market exclusivity.

- These activities were time-consuming and the VP could not have managed this quickly enough, if at all.

How Does The Typical CSO Spend Their Day?

- Evaluating new processes including Lean/Kaizen/Six Sigma for sales and discussing them with the other C-Levels, beginning with the COO.

- Evaluating new technologies for planning and executing sales activities and discussing them with the other C-Levels, beginning with the CTO.

- Evaluating the applicability of new compensation concepts and discussing them with the other C-Levels, beginning with the CFO.

Why not just simply change the title of the VP Sales to CSO? Whether you have a CSO or not, you have the CSO function in your organization. Just as you have the CFO function in your organization even if you do not have a full-time CFO. If you choose to elevate your VP to the CSO position, be prepared to backfill the VP position; both are important.

So, What Are The Criteria The CEO Needs To Consider When Bringing A CSO Onboard?

Hire for tomorrow, not today. Find someone who is comfortable with the changes that are happening in your market, industry, technology and management processes.

Look for a strategic mindset. Rather than someone who knows how to get things done, look for someone who can determine alternatives for moving the organization forward.

CSOs think about “who else?” and “what else?” Look for a creative thinker who knows how to find and solicit new ideas.

The role of the Chief Sales Officer is here. Someone in your organization is filling that role. Are they doing it intentionally or by default? 

DISTRIBUTOR NEWS

Falcon Metal Corporation,

an industrial distributor of fasteners and other Class C production components used in high volume manufacturing assembly, today announced it has officially changed its company name to **Falcon Fastening Solutions, Inc.**

"Our new name better aligns with who we are as a company and removes confusion from our brand," explains Don Nowak, President and Owner. "As we grow our business, relevancy and clear communication of value is critical to our success."

A new logo and marketing message —"Your Lean, Reliable Partner"— have been created as part of Falcon's corporate identity. The new visual identity, like the new name, draws from elements of Falcon's former corporate identity. The new tagline reinforces the company's commitment to supporting lean principles to reduce total cost for its customers.

In addition to their new name, Falcon Fastening Solutions, Inc. is also pleased to announce the branding of its vendor managed inventory (VMI) services. The Reliable Stock™ VMI program offers four distinct types of service that are customized to provide supply chain management solutions based on customer preferences for ordering, receiving and stocking inventory. For more information about the Reliable Stock™ VMI program, please visit <http://reliablestock.com>.

For more information about the new Falcon, visit the company's new website at www.falconfastening.com.



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DISTRIBUTOR NEWS

Mr. Michael Howcroft has been appointed **Drillco Cutting Tools Inc.,** Director of Sales, USA. Mike brings decades of experience in the cutting tool industry as a Manufacturer's Representative, for Distribution, and directly for a Manufacturer. Most recently Mike served as the National Sales Manager for Precision Dormer. Mike will have the responsibility of increasing Drillco's sales and market share in the US. Mark Wilcox, President of Drillco said, "Given his proven track record of implementation & execution and his strong technical knowledge of cutting tools, we are confident that Mike will accomplish his and the company's goals for the future."

Drillco Cutting Tools Inc. can be contacted at 13011 S. Choctaw Drive, Baton Rouge, LA 70815. Tel: 905-464-1780, Fax: 225-273-9201, Email: sales@drillco-inc.com or visit them online at www.drillco-inc.com.

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PACIFIC-WEST FASTENER ASSOCIATION

COME TO PAC-WEST FALL CONFERENCE IN COEUR D'ALENE, IDAHO - AUGUST 6-10 2014 *continued from 68*

The Sandler Rules For Managers

When it comes to the responsibilities of management, one could spend endless hours looking at theories and concepts focused on improving the impact one can have in that role. James Alberson will take things a step further by sharing principles and approaches from the best-selling book *The Sandler Rules* and by providing tactical ways to move from theory to application in your world.

So whether we're talking about working smarter instead of harder or transforming your team into better prospectors for new business, prepare to answer some tough questions about your behavior as a manager and to formulate some ways to put new tactical approaches to work.

James Alberson is the president of Sandler Training Seattle.



Conference Networking And Fun

We plan on providing you excellent company and conversation in our hospitality suite. Come in and relax

with your fellow members. Our hospitality suite will be full of beverages, snacks and good company.

Kick off the meeting on Thursday evening by mingling with your fastener friends and enjoying the hospitality of

Ron and Heidi Stanley and their lake house. Transportation, food and drinks will be provided.

Friday's Dinner on the Lake will be a great way to enjoy yourself and to get to know your colleagues. Bask in the scenery and serenity of Coeur d'Alene Lake.

Of course we've reserved tee times at the world famous Coeur d'Alene Golf Course. How about that floating green?

And, we'll wrap up the conference with our own Pac-West Rubber Boat Regatta.

Information

For more information about the conference, visit www.pac-west.org or call us at 714-484-4747.

See you at the lake! 

RETHINKING THE 80/20 RULE *continued from page 86*

3. Do you know how your business can supply theirs with new products that will enhance their business? Take the time to connect. How do you do this? Check in with how their business is doing? Ask about how the latest changes in the economy or changes in regulations are affecting things. Really hear what they are saying. Listen for all the ways that you can make their problems easier by working with you. You might hear something that will spark a suggestion for a service or part that will ease or eliminate their problems. But even if nothing in their conversation is linked back to a product or service, that is okay because by getting to know them you are creating loyalty through a solid relationship. When you remain just a company it is easy for customers to walk away for the next shiny new thing, but when you build a relationship their loyalty is hard to break. Personal service is hard to come by these days, but we also forget, personal service creates loyalty and therefore it is also hard to leave. Creating a loyal base of customers that you nourish and cultivate will recession proof your business.

4. Do you schedule regular follow ups with your top clients? Do you create a calendar for top clients touch bases? It is essential to check in on how your services and

products are serving your clients. When you do this regularly, you create a routine that your clients look forward to. You keep your company top of mind and when the call arrives, almost certainly they will share another product or service that you will be able to supply for the future. If you are thinking that you don't have enough time to schedule these calls/visits, think again. These are the essentials in your business and should come first before all other efforts. When you ignore the best customers to seek the 'possible' customer an imbalance of priority is created. The more you foster strong relationships, the more your new clients will be referrals. These referrals have already been sold on your company by a third party and have a loyalty to you that is akin to someone who has shopped with you for years. Don't be shy about asking loyal customers for referrals either.

Our time is valuable and where we seek to spend it is vital to our success. It is the difference between accelerating and just treading water. When we seek to use our time wisely and help other businesses by consolidating their business to less distributors there is a win for a all concerned in terms of time and money. Simple solutions to stronger business. 

DISTRIBUTOR NEWS

Ron Ritchie has joined **Anderson Manufacturing** as a sales engineer to assist Anderson customers in the Detroit market area. Based in Pontiac, Michigan, Ritchie serves as a liaison between Michigan customers and Anderson's Wisconsin headquarters, an ISO/TS 16949-certified facility manufacturing cold formed fastener solutions and standard and specialty pins and rivets.

Ritchie has more than 30 years of experience in the fastener industry, including expertise in operations, process reengineering, application sales and engineering, account management and customer satisfaction. Throughout his career, he has held positions including shift foreman, plant manager, vice president of operations, company president and part owner, and manufacturer's representative.

"Ron has a strong track record of increasing sales and improving operations," said Tim Cash, vice president at Anderson Manufacturing. "His in-depth knowledge of the fastener industry and operations, as well as customer dedication and a lifelong familiarity with southeast Michigan, will be great benefits for our customers and our company," Cash added.

In addition to serving Anderson's automotive customers, Ritchie provides sales and customer service to manufacturers of safety products, medical devices, electronics and others.

"Anderson Manufacturing has a great team and tremendous capabilities, including six-die, six-blow cold heading equipment, which is rare in the industry," Ritchie said. "They have the people, equipment and business philosophy to produce the basic or complex parts their customers need, and to help customers achieve their long-term business goals."

Ritchie is a senior member of the American Society for Quality (ASQ) and a Certified Quality Improvement Associate.

For more information, contact Anderson Manufacturing at 19800 86th Street, Bristol, WI 53104. Telephone: 262-857-7056 or email sales@andersonmfg.com. Alternatively, you can visit them online at their website: www.andersonmfg.com.

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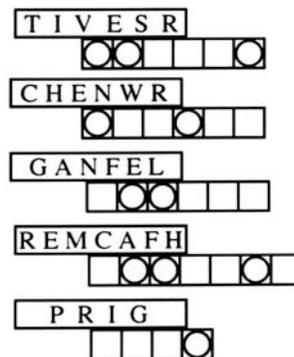
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WORD SCRAMBLE

Can you form 5 terms by unscrambling these 5 groups of letters and placing a letter in each square? All 5 terms relate to fasteners.



Place the circled letters here:

Now rearrange the circled letters to spell
A Bolt Accompaniment:



Solution on Page 179

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NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

NEFDA's 26th ANNUAL SCHOLARSHIP GOLF OUTING HELD ON JUNE 5th THE BEST EVER!

by Joe Soja

The financial results are still being tabulated. There was a big increase in sponsorships and contributions. The proceeds will go into the scholarship and member education fund. The golf outing was chaired by John Conte of Fall River Manufacturing Co., Inc.

The outing was held at Oakridge Golf Club in Feeding Hills, Mass. The course is family owned and well maintained. Golfers were treated to hamburgers and hot dogs with all the trimmings for lunch followed by a hospitality hour with delicious hors d'oeuvres and birdie buffet with chicken and pork as the main entrées after play.

The weatherman predicted rain but a chance of clearing at noon. He was right on as the rain stopped at around noon starting play. We played best ball along with some mulligans as every player had to contribute 2 drives. The best golfers always seem to rise to the top and win low gross and net.

Here Are The Winners:**1st Place Low Gross:**

Ed Breck, Mike Londergan, Chris Damore and John Kraus from Atlantic Fasteners

2nd Place Low Gross:

Dave Monte and John Conte from Fall River Mfg.
John Moynihan from Callaghan & Moynihan Associates
Gary Coar from Distributor's Link Magazine

1st Place Low Net:

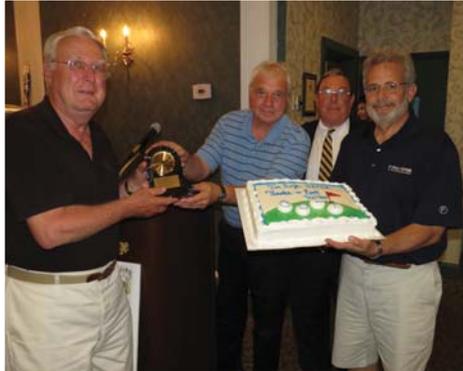
Freddy Barr, Steve Daniels, Tom Grover and O.J. Simpson from Stelfast Inc.

2nd Place Low Net:

Wayne Wishnew, XL Screw
Harrison & Skip Maxfield from NEFCO

Premium Sponsors were as follows:

Fall River Manufacturing Co., Inc.



Kanebridge Corporation
XL Screw Corporation
Star Stainless Screw Company
ND Industries
Callaghan & Moynihan Associates
Atlantic Fasteners
Brighton Best International
Crescent Manufacturing
North East Fasteners, Inc.
Eurolink Fastener Supply Service

A brief board meeting followed dinner with the awarding of plaques for the following outgoing board members:

Steve Wilson, Crescent Manufacturing
John Sullivan, Accurate Fasteners - John will become honorary chair
Rick Rudolph, Rick Rudolph Associates, LLC - Rick will stay on EX, Officio as FIC representative
Joel Koppe, Metric & Multistandard Components Corporation

New board members were elected as follows:

Heidi Carpe, All-Tech Specialty Fasteners, LLC
Leslie Carr, Northeast Fasteners Co., Inc
Morgan Rudolph, Rick Rudolph Associates, LLC



Lastly, my wife Margaret and I were presented by John Sullivan and Rick Ferenchick a beautiful clock set in granite for our 10 years serving NEFDA as well as a cake. Margaret and I received a warm round of applause.

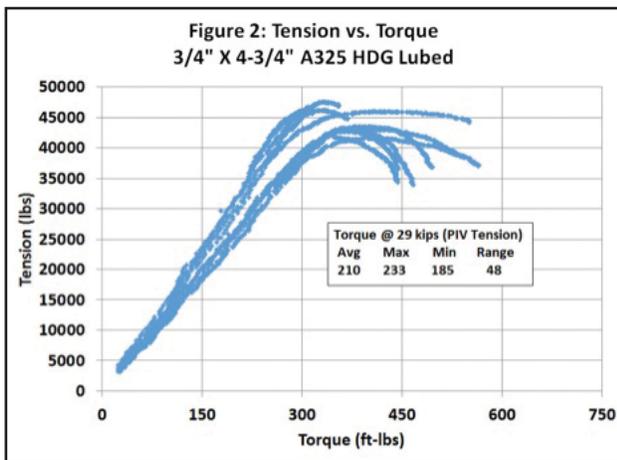
I have enjoyed my time in the fastener industry these past 54 years. Margaret and I met interesting people

and developed lasting friendships. We wish all of you the very best of health and happiness.

My successor will be Nancy Rich of the Midwest Fastener Distributors Association in Illinois. Nancy and I are working together for a smooth transition. ○

NEFDA 2014 SCHOLARSHIP GOLF OUTING OAK RIDGE GOLF CLUB, MA - JUNE 5, 2014





There was nothing unusual about the test results. There was a fair amount of scatter in the data, but that frequently happens with coated assemblies. We measured coating thickness, and while it too varied considerably, it conformed to specification ASTM F2329.

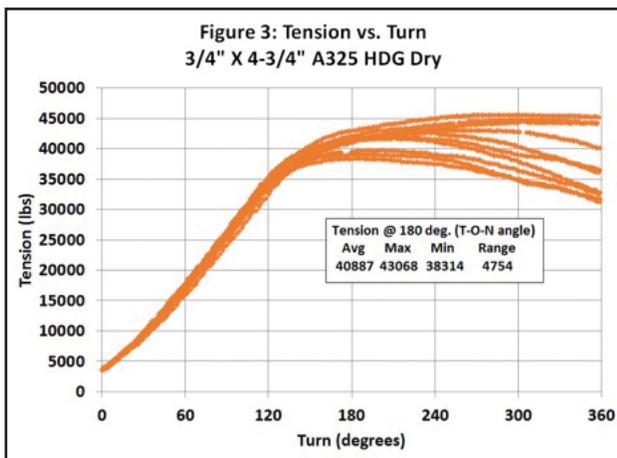
For reference, 29 kips is the tension required by pre-installation verification for 3/4" A325 bolts. The average torque required to reach 29 kips dropped 11% when the threads were lubricated (210 vs. 235 ft-lbs). Said another way, lubrication reduced the k-factor from 0.130 to 0.116. The torque range at 29 kips reduced over 40% (48 vs. 82 ft-lbs). And, the final turn of 360 degrees was achieved with significantly less torque.

While I have seen greater improvements when using lubrication, the differences are statistically significant. I have to conclude that these are high quality assemblies. Bottom line: lubrication makes installation easier. No surprises here.

Tension and Turn

Figures 3 and 4 below show the tension – turn signatures of the dry and lubricated assemblies.

In these figures there isn't much difference between the dry and lubed assemblies. And again, there was a lot of scatter in the test results.



For reference, 180 degrees is the installation turn required by the turn-of-nut procedure for 3/4" bolts of this length. All 20 assemblies behaved similarly approaching 180 degrees. At 180 degrees the average tension was 4% higher with the lubricated assemblies (42.5 vs. 40.9 kips). It stands to reason that the lubed tensions were higher on average because less energy is consumed overcoming friction. The lubed tension range at 180 degrees shrunk by 12% (4.195 vs. 4.754 kips). And, slightly higher tensions were observed at the final 360 degree turn. These differences, while small, are statistically significant at 180 degrees.

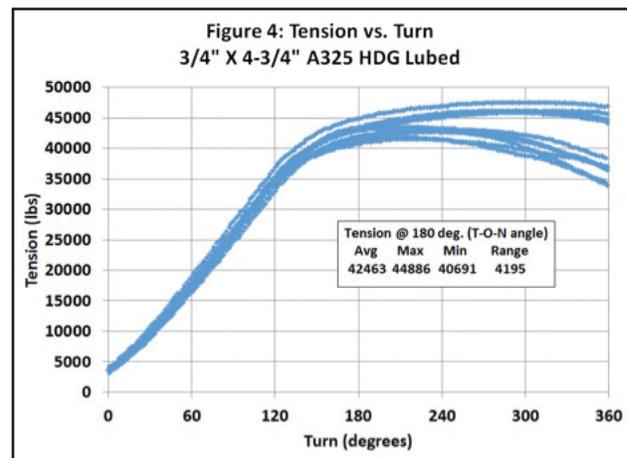
Conclusions

The domestically sourced fastener assemblies evaluated in this experiment were top quality. They passed all requirements of the ROCAP test with flying colors. In general, the domestic assemblies we test usually pass the ROCAP test.

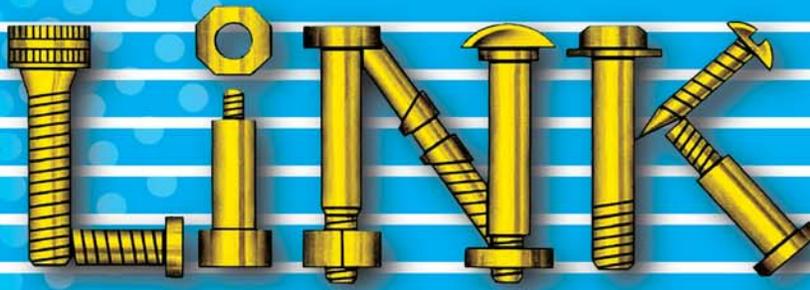
Lubrication will increase the tension achieved with a given torque. While this is an obvious conclusion, I must say that I expected more than an 11% improvement. I think this is related to the conclusion above. The bolts were high quality and the factory-supplied wax lubricant on the nuts was in good shape.

Lubrication will increase the tension achieved for a given turn. The 4% increase was small but statistically significant. Presumably this is because when there is less friction, the bolt twists a little less and stretches a little more.

The only surprise of this experiment was that the lubrication did not have a bigger impact on performance. Since not all fasteners are created equally, we intend to conduct the same experiment with foreign fasteners. Given what we know about foreign fasteners, we should see some interesting results, so stay tuned. 



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CAPITAL BOLTS - OLDEST AND BEST IN 'OLE MISS *continued from page 102*

Praise For The Business Edge

In a recent interview, Brian Gibson had glowing things to say about The Business Edge and Computer Insights. He said, "First and foremost the Computer Insights team is the most responsive vendor we have. They will answer any question/concern/problem we have immediately. I love the fact that we don't have to open a case file...we get an answer/solution immediately and it does not hamper our business operations. I can't say enough about the responsiveness of the Computer Insights team. They have created a great culture for customers to work with."

Improved Accuracy

He added, "The system has forced us to be accurate in every area of the business. There have been noticeable increases in accuracy in all areas from accounting to contract VMI programs. The system will literally force you to be accurate especially in the VMI programs regarding multiple production cells with 5-300 parts each. This is very beneficial in part control, pricing control, historical data collection, part tracking etc."



Left to Right: Michael McDonald, Joel Thames, Linda Steen, Tonya James, Sharon Stewart, Brian Gibson and Jerry Gibson sitting down in front.

Simplified Searches

"The search functions in each area are extremely useful in the everyday operations of business. Finding information or simply finding parts is super easy (especially for newer employees that aren't super familiar with the industry)."

Ease Of Reporting

He is very enthusiastic. Once he started talking, he kept going; "The ease of reporting and the sheer amount of reports available are an absolute winner!!! Also, the ease of getting the reports into excel spreadsheets is one of everyone's favorite features. Beyond that, the ease of importing data back into the system from excel is invaluable. Projects that literally use to take 2-3 people several days to complete can now be completed by one person in less than 30 minutes."

Transition From The Old System A Breeze

They had a system that has been popular in the Fastener industry for many years, but Brian said, "The

transition was much easier than anticipated, due in large part to Cheryl Patchet being on-site during go live week." (Cheryl has the advantage of being familiar with both the old and the new system). "The training and communication before going live was crucial in a relatively seamless transition from our old software. Once going live, any changes/modifications were implemented immediately by the Computer Insights team. They were/are always willing to help. Rachel was a huge help with our labels!"

Month End

Brian stated, "Month end closings used to take several days. Now it's a few clicks and we are done. There is no lag time when transitioning months. Reports are put in excel or in PDF's. They don't have to be printed now! dates are moved forward and off we go."

VMI Contracts

"When we started the process of looking for a software vendor, Denny Cowhey, CEO of Computer Insights, assured us that we could continue to conduct our VMI (contract programs) through The Business Edge and realize some great new ways and efficiencies that would help us build our company. Once we committed to The Business Edge, the Computer Insights team built programs that were designed around how we ran our VMI programs. This was crucial for transition. We have taken the platform they built and have begun to

implement some of the efficiencies that the system offers. We know this will only get better with time as we continue to move forward with operations in The Business Edge. We couldn't be happier with our choice. After all the horror stories we have heard about computer system transitions, this was a huge surprise and a very pleasant experience. We're glad we did it."

More Information

For more information about Capital Bolt & Screw Co., Inc. contact Brian Gibson, 125 Ridgeland Plaza, PO Box 181, Ridgeland, MS 39158-0181. Tel: 601-856-7385, Email: bgibson@capitalbolt.com or online at www.capitalbolt.com.

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



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PAY NOW OR PAY MORE LATER *continued from page 124*

Minor clean up, dusting and stock rearrangement are also important concern in a well run warehouse. Products should be clean and neat on the shelves, kept in an order picker friendly format and replenished on a regular basis. This can be a huge paradigm change for the warehouse staff. An excellent team building exercise is to divide the warehouse personnel into teams and have each neaten an aisle. Then compare the aisles. Usually there are easily discernable differences that can be used to develop a comprehensive, uniform methodology for keeping the warehouse in perfect order. Rules and guidelines developed by the staff are easily enforced and reinforced by peer pressure.

Materials Handling Equipment

If forklifts and other equipment are maintained under a lease or dealer provided PM program it is important to periodically evaluate the quality of the work and whether it's time to trade in the equipment. Simply reviewing the service records or bills can alert you to the end of the tool's economic life, or the need for a new repair strategy.

Every operation should be following the manufacturer's PM recommendations, especially if the equipment is internally maintained. Daily checking of the water level in batteries and fluid levels in engines and hydraulics will extend the useful life of powered materials handling equipment. For electrically powered vehicles updating the charger to a modern design that tailors the charge cycle to the needs of the battery can easily double the life expectancy of the equipment while saving energy costs.

Even simple carts and pallet jacks have maintenance recommendations. An inspection and some oil can reduce effort and fatigue without any real expenditure of time or money.

HVAC

Heating, Ventilating and Air Conditioning equipment is generally ignored until it fails. A contract maintenance program is not a guarantee that the work will be performed properly. Roof mounted units generally suffer most because of exposure to the elements and the need for a ladder to inspect the equipment, but even warehouse unit heaters need periodic attention. Filters, belts and motor lubrication are the most common maintenance needs. While a PM program to take care of this can be implemented by any handy individual flue/chimney conditions, flame quality and refrigerant pressures should still be checked by a professional.

The last thing any business needs is an HVAC failure during extreme weather conditions. Regardless of who is performing the work a reasonable supply of repair parts should be inventoried against emergencies. Belts, bearing and filters should be stocked and replenished. Design this inventory to minimize downtime by eliminating trips to the supply house. Normally the time savings will easily pay for the full cost of the parts, not just the carrying expense for the capital outlay.

Roof

Twenty minutes of inspection can save days of clean up. Anytime someone goes up to the roof whether to maintain the HVAC or clean the downspouts there is an opportunity to look at all the elements that come together to keep your building water tight. No special skills are required to check that flashings haven't moved, roof curbs are intact, ballast stone is in place and all the other bits and pieces are still tight. Doing this after a major storm or wind event should be a high priority item.

Typically a bucket of tar, some disposable putty knives and plastic gloves are all that are required to significantly extend the life of a roof, or patch any damage until a professional can do a permanent repair. If more work is required and re-roofing is the only real alternative then consider adding more insulation. Keeping the building warmer in the winter and cooler all summer will have a very positive payback in both morale and energy costs.

Plumbing

It isn't just the water that comes out of the pipe; there is also the drain that the water goes into. Drains always incorporate a trap that uses a small amount of water to prevent sewer odors from permeating the building. Pouring a bucket of water down a floor drain will replenish the trap, keep any critters at bay and often indicate if there are clogs or blockages. This is an easy problem to fix once a PM program is in place.

The most frequently ignored drains are in the loading dock. These must be cleaned out before mud and trash turn the recessed docks into a swimming hole for ducks and a water hazard for truck drivers. Pumps should be periodically tested with a garden hose and clean water. Even a small stone or twig can burn out a pump, especially if the float level is set too low where the debris can be sucked into the impeller. Running the pump through two or more cycles will suffice to indicate proper operation.



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**FASTENER
 WORDSEARCH**

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

- | | |
|--------------|---------------|
| Burr | Set screw |
| Butt joint | Shear burst |
| Camber | Step bolts |
| Coupling nut | Studs |
| Dents | Track bolt |
| Eye bolt | Tubular rivet |
| Fin neck | Vanish cone |
| Flange | Void |
| Fold | |
| Gouge | |
| Grip | |
| Grooved pin | |
| Hex nut | |
| Hole fill | |
| Lag screw | |
| Pilot point | |

Solution on Page 179

PAY NOW OR PAY MORE LATER *continued from page 176*

Periodic “jetting” or “rodding” of sewers where tree roots are a problem is not just a good idea, it’s an imperative. Similarly replacing faucets and toilets with low flow, water conservation products is also the right time to clean the drains. With less water available to move things along a minor obstacle can become a major obstruction.

Roof drains must also be cleared periodically. Failure to drain snow and ice accumulations can result in leaks or even catastrophic failure of the roof. It isn’t difficult to clear leaves and debris on a nice day and this is far easier than dealing with problems in inclement weather or lifting sewer cleaning equipment to the roof.

Problems can often be detected best with a camera inspection. The expense is nominal and the peace of mind priceless. Clogged sewers can stop your operation and “porta-potties” are never a good alternative.

Who Will Do The Work?

Generally the warehouse manager ends up with the responsibility for maintaining the building. The choice of how to accomplish the work depends on whether inside resources are available or if an outside service organization must be hired. Each method has its advantages depending on the size of the facility, the complexity of the needs and the

abilities of your personnel. Many of the skills required translate well for home ownership and an in house training program may be well received.

Your primary business is distributing fasteners, but unless the maintenance is performed nothing is going to move smoothly and profitably. A Preventative Maintenance program starts with a comprehensive listing of what needs to be accomplished along with a schedule for who will do the work and when it will be performed. In creating this checklist go through the operations and consider what elements are most critical. Some problems are just an inconvenience or distraction while other failures shut down the company. Plan accordingly.

Having a checklist is useless if it does not get used. Be sure to include a feedback system so that problems are promptly reported and fixed. A simple calendar based computer program will help insure that the work is performed successfully and on a regular basis. Remember that ultimately you are being evaluated by customers on the basis of the success of the total distribution process. They don’t care why something didn’t happen on time and are highly critical of perceived failures. It is only by having a well maintained infrastructure that you can achieve the mutual goals and results that everyone needs. 

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METROPOLITAN FASTENER DISTRIBUTORS ASSOCIATION, INC**MFDA PANELISTS: SALES ARE UP BUT NO SUSTAINED BOOM YET** *continued from 94***Smith asked panelists what impact the Affordable Care Act is having on fastener companies and what is the trend in employer health care plans?**

Panelists agreed health care costs are rising and that both employers and employees are paying more and insurers are cutting back. Werner said his overall company health insurance rate rose 18%.

“Health care rates are now age rated and therefore all different rates prevail,” Werner explained. Older employees pay more than younger.

“ACA is good for the poor and the working poor, but insurance companies are taking it out on everyone else.”

Simmi said the increased rates hit with the annual policy renewal. Premiums up 17%, deductibles up and rates being set by age.

Boyd noted that a 50% jump in rates at renewals led to employees paying more too.

Despite health insurance increases, the panelists want to continue providing coverage to employees.

Smith asked how are you using the Web?

Their websites are “informational,” panelists agreed.

Websites are not for listing prices.

After providing basic information online, Stelfast communicates by email “to do the work for customers. We find out what they need.”

As a rep, Rundle’s online presence is focused “toward principals we represent.”

In explaining that EZ Sockets’ website is informational, Werner said “e-commerce is not our operation.”

Boyd said the Parker website protects distributor customers with a customer login section.

Boyd added that there is still a value to meeting customers in person. Beyond anything online, having customers visit the plant is valuable. “Tours are good.”

Finally, Smith asked What is your single biggest challenge?

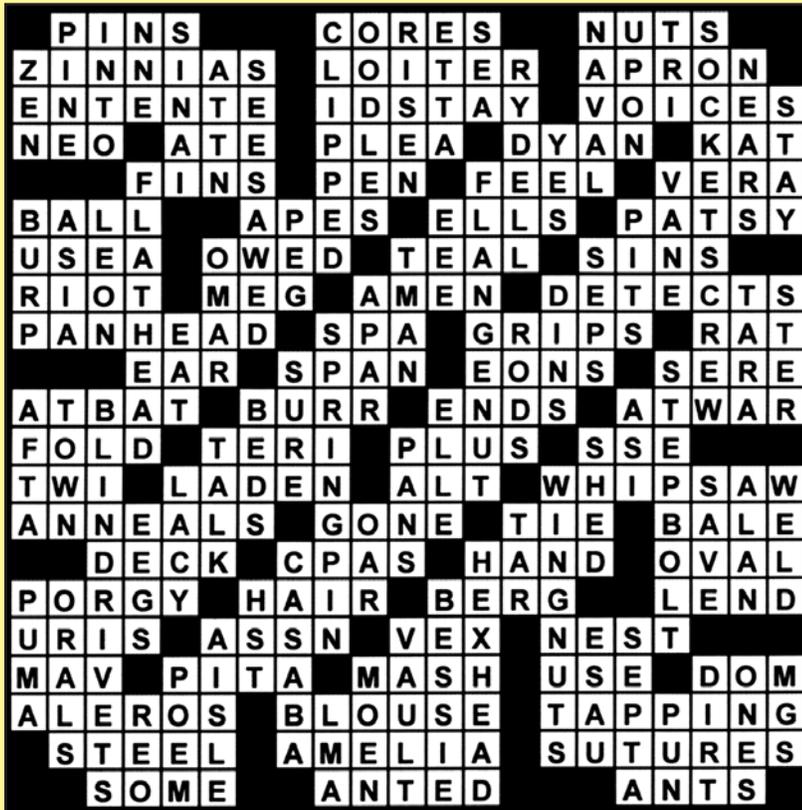
Boyd: “Growth.”

Simmi: Discussing how to handle challenges. Stelfast’s values are people and service – not technology.

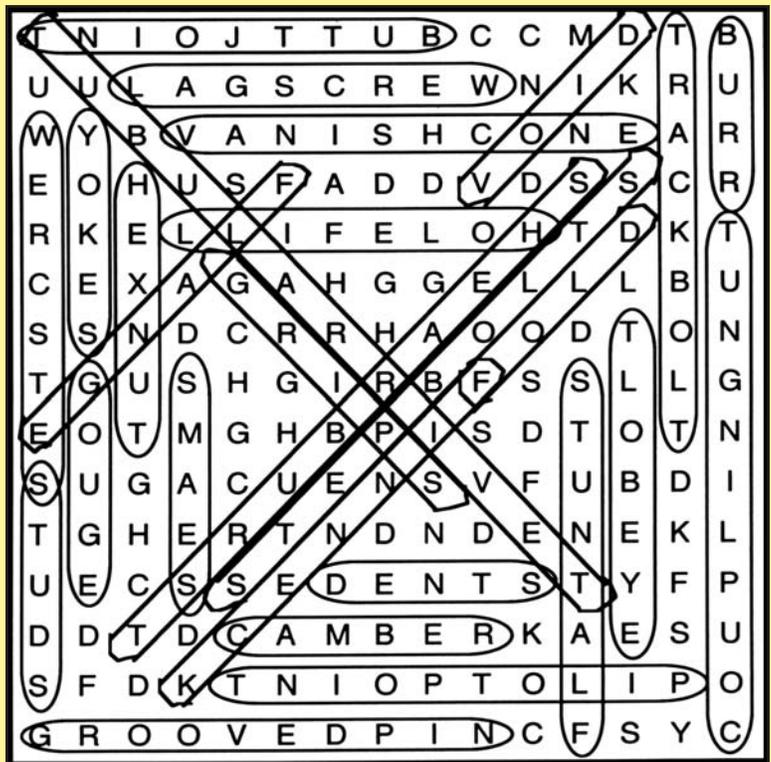
Werner: “Ensuring a viable company for the future. What do we have for the future — technology lets us do everything on the phone, Too fast for me!” 

FASTENER PUZZLE SOLUTIONS

Fastener Crossword Solution



Fastener Wordsearch Solution



Word Scramble Solution

Words: Rivets
Wrench
Flange
Chamfer
Grip

Circled letters unscrambled:
Plain washer

[2] Automated Sorting

Automated sorting falls into four categories: mechanical, vision, laser and eddy current sorting.

Mechanical Sorting: Mechanical sorting methods have been around for many years and are very good within a very limited range of capability. In particular, mechanical sorting methods are effective at removing debris, mixed and foreign material. They can also be effective in sorting out over or undersize heads. The most common mechanical sorting methods are roller sorting (see *Figure 1*) and bowl sorting (see *Figure 2*). In the roller sorter the rolls are counter-rotating cylinders and set-up in a way that the desired part will drop through the rolls at a predetermined location along their length corresponding to when the head or collar diameter are equal to the distance between the rolls. Parts or debris that have either smaller or larger diameters will not drop out in this location and can be segregated into reject containers. The bowl sorter is similar in theory, as parts progress out of the bowl they can be segregated by length or head diameter, producing an efficient means of sorting for debris, mixed or foreign material.

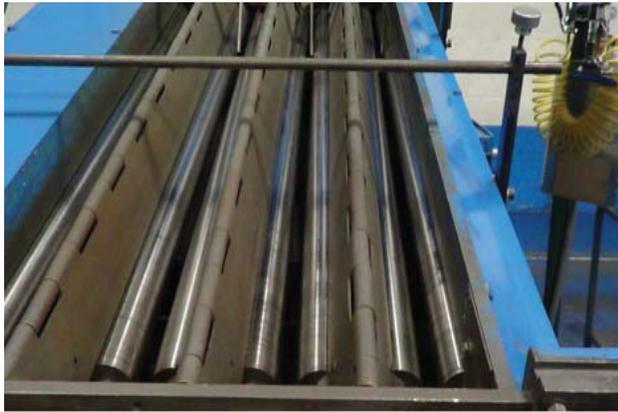


Figure 1: Roll Sorter (4x set of rolls)



Figure 2: Bowl Sorter (Note chutes for suspect material on left)

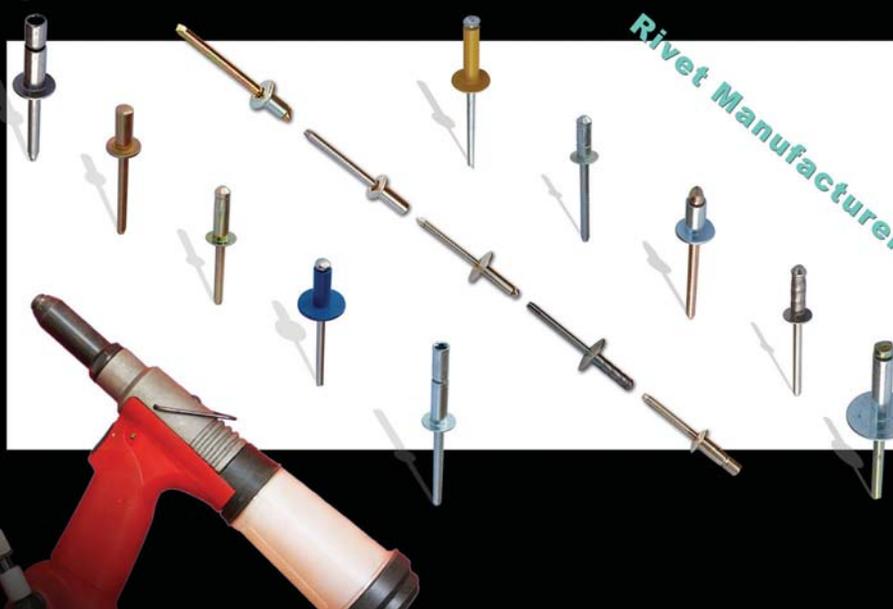
Mechanical methods may also be employed for special features. Years ago I recall providing a part to a customer that had a hole drilled all the way through it. We had constructed a special machine that fired a pin through the part to verify the hole was present and went all the way through. Likewise in more recent times, I have been working with a piece of automation that has a check station to verify the presence and condition of a flat washer using a series of precise linear probes. The problem with these, however, is that they are specifically developed for only several parts and are not pieces of equipment that can be universally employed for many different parts.

In a similar vein as the special hole sorter described above, some automated sorting units have mechanical, spring loaded pins on carousels that are used to enter a recess and verify that the recess has no fill. These units tend to perform pretty well but are not perfectly effective. With better resolution by cameras, many of these systems are now being replaced by camera technology.

Vision Sorting: Today vision sorting is probably the most utilized of automated sorting techniques for fasteners. There are two methods that are commonly used, cameras and shadow projection (also known as optical sorting). Camera technology has so improved and has become so cost effective that it has all but replaced shadow projection technology. However, there are still many pieces of equipment in this realm that are operating quite successfully every day.

In the shadow projection technology parts cycle past a high intensity light source generating a crisp part shadow. Limit switches are set-up to determine desired edges on the shadow and are thus able to discriminate desired features. This technology is particularly effective in verifying that parts have threads, are the correct length, have the correct head diameter, and for separating foreign material. Additionally, this technique has long been used to verify SEMS washer presence, either single or multiple versions.

Traditionally this method of shadow projection used limit switches to detect desired criteria or set points. Today's equipment that utilizes this technology increasingly has gone to cameras and computers with precise edge detection technology. By evolving this technology, additional functionality in discriminating threads, thread conditions, diameters, and groove features has been gained.



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THE BASICS OF FASTENER SORTING *continued from page 180*

Vision technology continues to evolve and accounts for many of the more recent advancements in sorting technology. Cameras can be placed both above and below the dial or rail that carries the part being checked as well as horizontally or vertically mounted (See *Figure 3* and *Figure 4*). This allows viewing of features both from the side and above. A wide assortment of features can be checked, but the more typical ones include thread presence, thread condition, length, head diameter, head cracks, recess fill, ball caps, out-of-round heads, shank diameter, point geometries, and grooves.



Figure 3: Vertically mounted camera for head cracks



Figure 4: Multiple Camera Sorter- Mounted horizontally and vertically

One of the other advantages of modern vision systems is that they can be integrated with computer technology to collect and analyze a wide variety of data. *Figures 5 and 6* show screen shots of such a system. In addition to keeping track of the number of pieces sorted and/or the number of passed and failed parts, it may complete statistical calculations, report on ppm, or generate Pareto reports. This analysis can be very helpful to improvement processes downstream of the sorting.

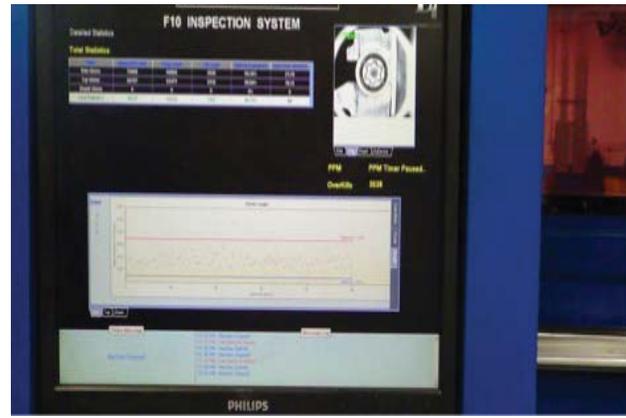


Figure 5: Sample Output of Sorting Run

Stats	Inspected Count	Pass Count	Fail Count	Yield Percentage(%)	Inspect
Side Vision	70808	66868	3940	94.44%	
Top Vision	66787	63475	3312	95.04%	
Bank Vision	0	0	0	0%	
All Statistics	137595	130343	7252	94.75%	

Figure 6: Sample (above) of counters and statistics kept during Sorting Run

Unfortunately cameras are limited in a number of ways. Unless the part is rotated or the camera has very special lenses, a camera is only able to view the surface at which it is pointing. This means that if there were damage on the reverse side of the part, it would escape detection. Cameras are also very dependent on lighting. If areas are dark so that edges and features are indistinguishable the camera will not work. This could limit trying to look down into internally bored features. Additionally limited or stray lighting conditions can impact the ability to discriminate part features; however, many systems today employ ingenious means of eliminating these issues.

Laser Sorting: About ten years ago laser system technology was introduced to sorting fasteners. Unlike many of the other techniques that were simply pass or fail in nature, laser technology brought the ability to actually establish variable measurements. Depending on the number of lasers and their placement, usually multiple features could be measured from several different directions. This made laser sorting a versatile and powerful method of sorting.

Like the vision systems described above, the laser systems can be integrated with computer technology to supply a great deal of useful data on the parts being sorted. In the right hands this information can be very valuable at making continuous improvements in downstream processes.

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THE BASICS OF FASTENER SORTING *continued from page 182*

Like any of these methods, lasers have limitations. The number of lasers will greatly influence the precision which the equipment can discriminate features, so that machines employing only a few lasers are likely to be less capable than those employing many. Like many of the other sorting methods, seeing into a part is difficult or impossible and to get an accurate measure the laser must be looking straight onto the part. Many laser systems utilize a v-shaped rail to feed the parts past the lasers. Although there is nothing inherently wrong with this method of feeding, it does require that parts are spaced out from one another which usually means they are slower than systems that incorporate a dial feeder or straight line conveyor systems. Additionally, lasers must operate in a shrouded environment to not only protect individuals that might be nearby from potential eye injury from the laser beams, but also the laser beams from ambient light interference.

Eddy Current Sorting: None of the methods reviewed so far are capable of making any kind of determination of what cannot be seen. The only prevalent method available today to do this on a limited basis is eddy current technology. In this technology, the parts are passed through a rapidly changing magnetic field which generates electrical currents in the parts known as eddy currents. These are either compared against a known good sample or “learned” by the computer after running a number of known good samples. When a part is introduced that has a different eddy current pattern from the reference, it is sorted out.

Eddy current sorting is commonly used to determine whether parts are heat treated or not, have a significant volume difference, or have significant cracks. Eddy current sorting is very effective when comparing against extremes such as parts that are fully hardened or dead soft. However, it may not be very effective when discriminating between small differences, for example, like a couple of points of hardness.

Eddy current technology is commonly combined with other sorting methods to give a comprehensive evaluation of parts. In combination with the other methods such as cameras or lasers, eddy current makes a potent addition to the overall effectiveness and capability of the sorting method.

Developing Technology

Sorting is an area that has seen a great deal of advancement in the last ten years and will continue to do so for some time. Advancements in speed, accuracy and capability are underway. In particular, a great deal of development is underway to utilize better camera technology. In particular higher resolution cameras are discerning things today that just a short time ago were impossible. Lenses and lighting are also a place where advancement is occurring. It is now possible to utilize prisms and mirrors that allow the lens to not only see the surface the lens is pointed at, but also to see vertical or oblique faces. This is especially promising technology for being able to see all the way around a part and for discerning cracks on the sides of heads.

Speed continues to be an area of improvement. Most automated equipment operates in the 300-500 parts per minute range, but there are pieces of equipment that can operate well in excess of these values, in the multiple thousand pieces per minute range.

Fastener Specific Issues

The most sorted for item by fastener manufacturers and resellers is mixed or foreign material. This is likely for two reasons;

[1] Even with state-of-the-art processing techniques, many opportunities exist for small quantities of parts to get intermixed, and,

[2] As customers automate more assembly operations, they simply cannot afford to have mixed material jam up their feeder systems. Fortunately, in most instances, this is likely the easiest attribute to sort for.

Every one of the methods described in this article is capable of discerning foreign material and removing it. If this is the only area of concern, it is likely to be sorted at the highest speed and in the most simplistic fashion possible, such as roller or bowl sorting.

Perhaps the second most prevalent sort is for cracked heads. This one is a little more challenging as small or tightly held cracks or cracks predominantly on the side wall can be very difficult to discern. Today, these sorts are predominantly done by vision or eddy current (See *Figure 7* and *Figure 8*). Again, technology is ever improving the discernment capability, but small cracks or ones that are not open often miss discernment and remain a challenge today.

DISTRIBUTOR NEWS

Sherex Fastening

Solutions, a global leader of engineered fasteners, tooling and automation announced the appointment of James Pickren as Chief Executive Officer.

Over the past twenty four years, Mr. Pickren has developed a wealth of experience and knowledge in industrial markets and a strong track record of leadership roles in global manufacturing and distribution companies.

Mr. Pickren earned his bachelor's degree in Mechanical Engineering from Clemson University in 1989 and his MBA from Duke University in 1998. James is a member of the NFDA.

"I am delighted to join Adam Pratt, Sherex President and the entire global Sherex team at such an exciting time in the company's history. I look forward to supporting the organization as the company continues to build on the strong progress it has made creating and driving greater value for our customers," said James.

Sherex is a supplier of fasteners, tooling, and installation automation offering customers turnkey solutions with the lowest total installed cost. Sherex is one of the fastest growing companies within the North American fastener marketplace.

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DISTRIBUTOR NEWS

Semblex Corporation a leading manufacturer of fasteners and cold-headed components for the automotive, commercial, and distribution markets, has announced that the company has been acquired by Jinhap Co., Ltd. of South Korea.

Semblex has most recently been privately owned by the Daniel P. Haerther Charitable Trust following the passing of Mr. Haerther in 2007. The transaction closed on February 3, 2014.

Jinhap is a 100% family owned company with annual revenues of approximately \$425 million (US) and employment exceeding 1,200 people. The company has four manufacturing plants in South Korea and two plants in China. Like Semblex, Jinhap is a well-regarded licensee of various value-added fastener products such as Delta PT®, TAPTITE 2000®, the TORX

PLUS® Drive System, and MATHread®.

The sale of Semblex, mandated by U.S. tax regulations, follows a comprehensive effort by the Haerther Trust and company management to explore future ownership opportunities that would enable Semblex to continue its current business direction. This transition of ownership to Jinhap brings long term stability to the business. There are no changes planned to the Semblex organization or to the company's existing strong relationships with its bank, suppliers, product licensors, or other strategic alliance partners, including Agrati Group, a major European fastener company.

Semblex is TS 16949, ISO 9001, and ISO 14001 certified.

For more information, contact Semblex at 1-800-323-1736 or visit their website at www.semblex.com.

THE BASICS OF FASTENER SORTING *continued from page 184*


Figure 7: Typical Compression Cracked Head



Figure 8: Sample Screen Shot of Cracked Head Detection

Missing threads are another feature that is commonly sorted for. Like foreign material, missing threads are very problematic for the customer. In many cases a Tier supplier has little or no way of discerning a stud missing a thread. It is not until after an expensive assembly makes its way to the OEM that the missing thread is discovered. By this time, however, it is too late and significant rework, downtime, and scrap costs may have accumulated. Fortunately, like foreign material, missing threads are easy to discern and visual, laser, and manual methods are all reasonably effective at discerning these problems.

One of the more problematic characteristics to discern is recess fill or minor pin break-out in a recess. Recess fill is somewhat subjective, which complicates what is considered acceptable or not. Although it might be distinguished using a camera or mechanical pin, these methods are not 100 effective. Often this is sorted for manually.

The most challenging characteristics to sort for are probably one-time dimensional and tolerance issues, especially those falling in the geometric tolerance category. Certain features, like a diameter, may be easy to discern with mechanical, camera, or laser sorting or overall length with camera, shadow projection, or laser sorting. However, when parts are bent, not concentric, or have significant run-out, none of the automatic methods are particularly effective and the only option may be to manually gage the parts.

Sorting Equipment

There are a variety of equipment types to choose from and suppliers to furnish them. The table below lists many of the predominant suppliers of automated equipment to the fastener industry today and the primary technologies their equipment employs. Surely this list is not all inclusive, but captures many of the players active in the United States fastener industry and illustrates the diversity of options available.

Conclusion

Sorting is a process that will continue to gain acceptance and momentum in the years to come. In some industries, particularly automotive, almost all fasteners are currently sorted. It is likely that additional industries will continue to follow suit. As there is greater demand there will continue to be higher expectations of what sorting processes are capable of. As a result, we can expect continued development and advances in technology. Sorting will never perfectly address the “zero defects” request, but for now, it will be one of the best tools in a supplier’s toolbox to address his customer’s expectations.

Acknowledgement

The author would like to thank Ray Lafferty and Jim Wise of Semblex Corporation, a world class manufacturer of automotive fasteners for their contribution to this article. 

<i>Company</i>	<i>Location</i>	<i>Prime Technologies</i>
<i>Dimac Srl</i>	<i>Italy</i>	<i>Camera, Eddy Current</i>
<i>Dunkley International</i>	<i>Michigan USA</i>	<i>High speed and throughput systems</i>
<i>General Inspection</i>	<i>Michigan USA</i>	<i>Laser, camera, eddy current</i>
<i>LinearGS</i>	<i>Michigan USA</i>	<i>Laser, camera, eddy current, ultrasonic</i>
<i>Mectron Inspection Systems</i>	<i>Michigan USA</i>	<i>Laser, eddy current, camera</i>
<i>Pace Automation</i>	<i>Britain</i>	<i>Camera, optical, eddy current, probe carousel</i>
<i>Resec Systems</i>	<i>New Jersey USA</i>	<i>Optical</i>
<i>Retina Systems Inc.</i>	<i>Connecticut USA</i>	<i>Laser, camera, eddy current</i>
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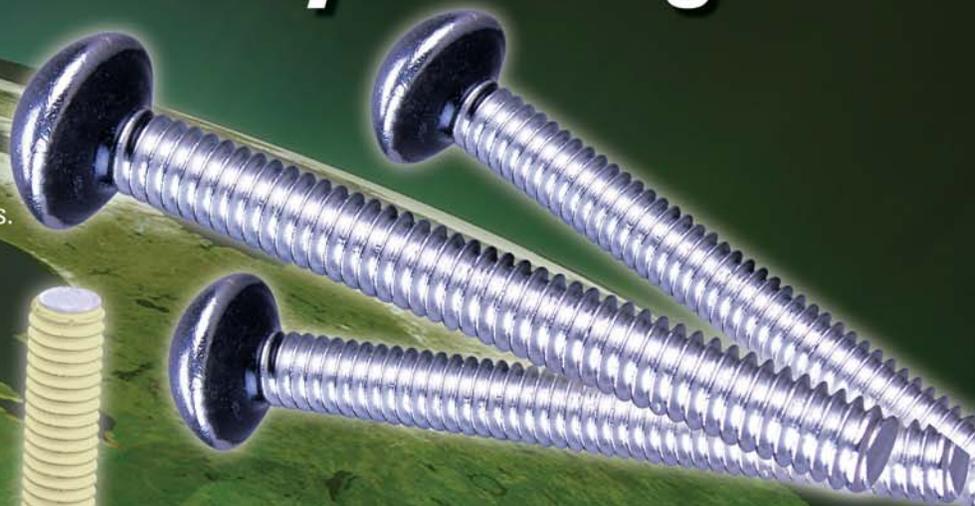
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In addition, the industry has at its disposal a technical engineering staff to advise on the most economical way to use its products including suggestions on the best type, dimensions, material, finishes and packaging to use for a particular application.

According to Sara Mallo, VP of sales, the certification is good news for Aerospace customers looking for additional sources for these products.

"We've always prided ourselves on offering choice to our customers in the type of retaining rings they purchase," she said. "We're now pleased to offer the same type of choice to the Aerospace industry."

Mallo noted that the process of applying for the AS9100 has been "extremely positive," enabling the company to uncover key areas of improvement and a greater command of our manufacturing processes.

"What we have learned through the AS9100 process is how to take our current lean thinking and improve upon it to provide our customers with an exceptionally high level of quality, reliable products delivered when and where they need them."

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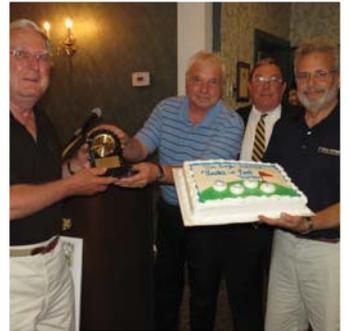
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Rockwood Equity Partners, a private investment firm based in Cleveland and New York, announced that its portfolio company, AFC Industries, Inc., has merged with Dell Fastener Corporation, a distributor of fasteners and provider of supply chain logistics to original equipment manufacturers worldwide. Dell, headquartered in Pittsburgh, PA will operate as a division of AFC and continue to be led by General Manager Doug Kortyna.

Since recapitalizing AFC in 2012, Rockwood has worked closely with its senior management team to execute a growth strategy focused on strong customer service, expanded products, strategic acquisitions and extended market reach.

"We were very impressed by Dell's customer-focused culture, strong management team and dedicated employees," said Scott Viel, General Manager of AFC. "The two organizations both share the same unwavering commitment to ensuring the success of our customers' manufacturing and assembly operations."

"We look forward to working together with AFC to continue to provide our customers with exceptional service and a strong value proposition around the sourcing and management of fasteners and other production 'C-Items' for their assembly operations," said Kortyna. "We expect that the expanded footprint provided by our partnership with AFC will help us to deliver even better service to customers of both companies in the future."

Contact **Rockwood Equity Partners** by Tel: 216-378-9328, Fax: 216-342-1799, Email: kament@rockwoodequity.com or at www.rockwoodequity.com.

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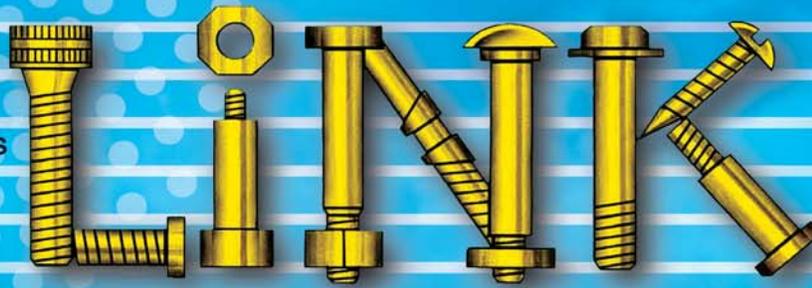
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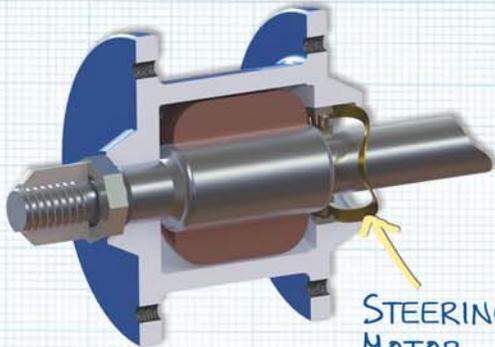
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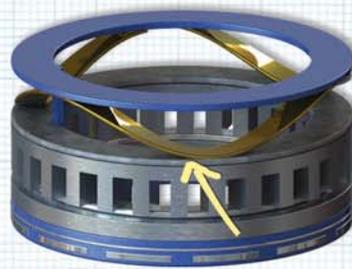
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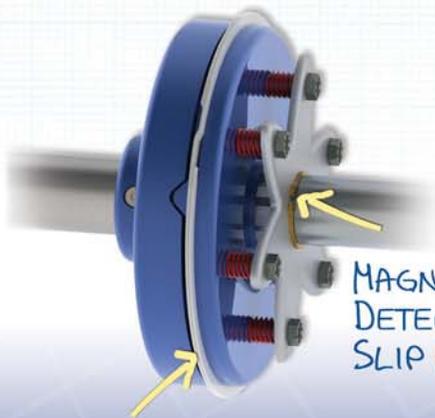
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