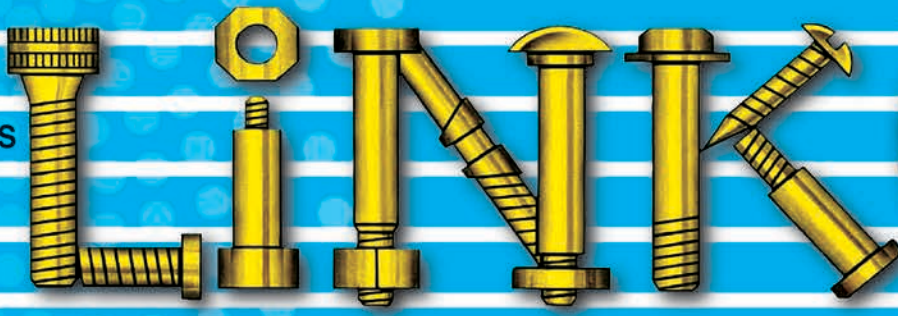


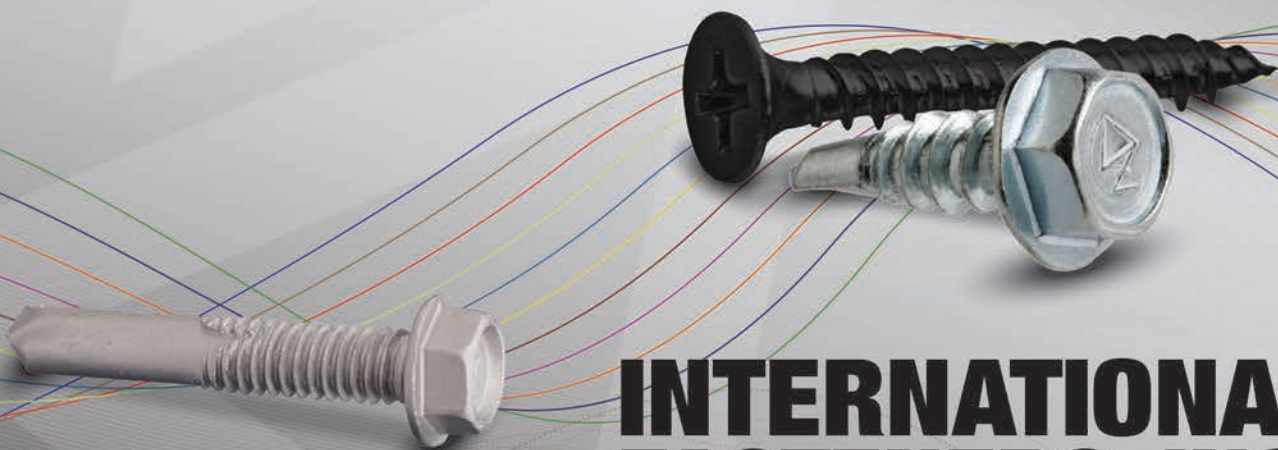
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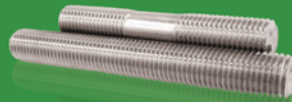
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# DISTRIBUTOR NEWS

## OBITUARY

**SFC Zachary Bannister**



**SFC Zachary Allan Bannister**, 33, of Ohio was killed in the line of duty October 17, 2016, while serving as a member of Alpha 3236, Company C, 2nd Battalion, 3rd Special Forces Group (Airborne) in Kenya.

He had served 14 years in the military with the Marines and the US Army. While with the Marines, he was stationed as an air-rescue firefighter at Marine Hdqtrs, Quantico VA. At age 26, he left the Marines to become a member of the Special Forces. While serving two tours in Afghanistan, he was awarded three bronze stars, one with the Valor designation, the Meritorious Service Medal, Army Commendation Medal and numerous other unit and personal decorations.

A service was held October 29. He will be buried at Arlington National Cemetery with full Military Honors.

**Zachary was the grandson of NIFMSE co-founder Jim Bannister.** Messages to the family may be sent to: Jim Bannister, 4140 Bulrush Lane, Kiawah Island, SC 29455 or email: [Jim@Bannister.com](mailto:Jim@Bannister.com).



ZACH BANNISTER (RIGHT) WITH HIS UNCLE RICK  
(PHOTO COURTESY OF RICK BANNISTER)

## OBITUARY

**Jack Kerr**

**September 21, 1930 - December 3, 2016**

Jack started in the fastener industry in the early 1960's at Dallas Bolt Nut and Screw as an outside salesman in Dallas, Tx. In the late 1960's Jack started manufacturing center lock type locknuts out of his garage in the evenings under the Hex-Loc, Inc. name. In the early 1970's Jack set out on his own full time and moved into a permanent location in Dallas.

Through the 1970's Jack increased his production capacity and had 5 employees working for him. During this time he was only manufacturing the center lock lock nuts. In the early 1980's Jack took on additional investors and changed the name to Lok-Mor, Inc. With the additional resources Jack was able to start manufacturing a wider range of locknuts. Through the 80's he was able to develop the required machinery and tooling to run top locks, free spinning lock nuts, oval locks, Anco Ph-Locs as well as increase production on the center lock line. As a result the company grew quickly through the 1980's and 1990's and gave Jack the opportunities to increase the range of products he manufactured.

Today Lok-Mor, Inc. manufactures 20 plus styles of locknuts and now includes a machine shop capable of producing internally and externally threaded specials.



LEFT TO RIGHT: JACK KERR, KEVIN KERR AND VERNELLE KERR



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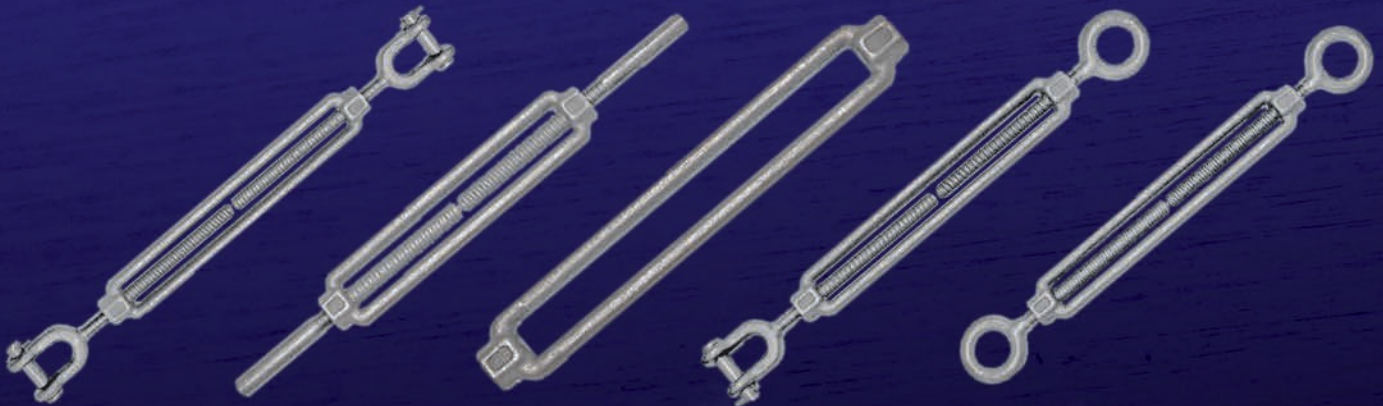
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# Bengt Blendulf

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

## A LOGICAL APPROACH TO A BOLTED JOINT DESIGN

**"Let's drill a few holes here and put some bolts through and torque them up."**

Sounds somewhat familiar, but it is not unheard of, even in today's bolted joint designs. Unfortunately, the bolted/screwed joints holding our designs together in a safe and economical way are sometimes afterthoughts and not always properly planned. The lack of proper education in engineering classes is creating a starting point for bad behavior later in our professional lives. Failing joints are way too often blamed on substandard fasteners and not on poor designs. This can be a problem for the fastener supplier, who does not know the details about the forces, assembly methods and other relevant items, but is often blamed for broken fasteners in failed joints. Before spending time and money replacing failed fasteners (most often very likely OK before being abused) we should start by taking a good look at the design. Chances are that this is where the problems can be found (or eliminated). But for a supplier with limited knowledge in engineering matters it can be difficult to ask the right questions.

Let me make a walk-through design of a relatively simple bolted joint to illustrate where "hidden" problems may be found and where good engineering start. For this I will be using some materials from my 2-day FTB (Fastening Technology and Bolted/Screwed Joint Design) for illustrations.

With all good joint designs we should always start by establishing the GEOMETRY of the assembly. If the clamping length, LC, is four (4) times the diameter of the fastener we should have a good beginning. More than four

times is always better than less. LC is the clamping length of the bolt between the parts, or from under the bolt head to the nut face. In this case we have five (5) times the diameter, a good start. Secondly, we need to find the external FORCE (static or dynamic) acting on the joint. In this case the maximum dynamic load is 20 kN shared by 4 bolts taking 5 kN each. The load is applied eccentrically with a small bending moment added.

From the work sheet, Figure 2 on the following page, we can make an estimation of bolt size by first finding the next larger force level (column 1) = 6300 N (6.3 kN), as a starting point. Looking at section B we can find that if the force is dynamic and eccentric we need to move 2 more steps from the starting point or up to 16 kN. Since the tightening is made by a calibrated torque wrench we need to look at section C telling us to move another step for this.

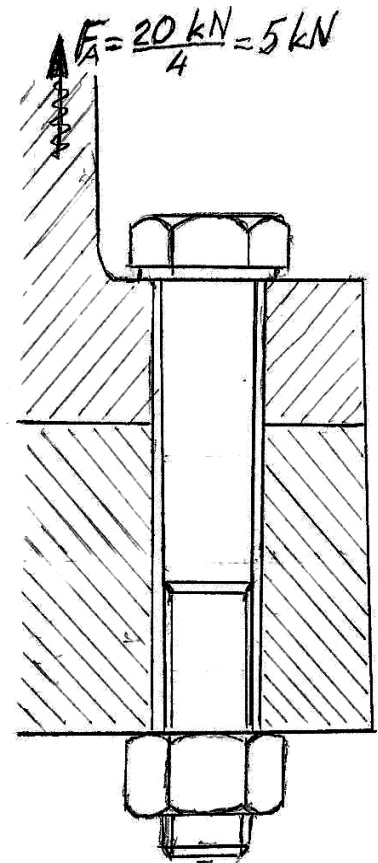


FIGURE 1





EMPLOYEE SPOTLIGHT  
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## 2016 NIFMSE HALL OF FAME RECIPIENT - BRUCE WHEELER



### Biography

Bruce Wheeler, Chairman of Star Stainless Screw Company, began his career in the fastener industry in 1973. Pressured by his father Bill, who was Star's warehouse foreman, Bruce agreed to take a temporary summer job. He is still working that temporary summer job 43 years later.

Bruce worked his way up from the warehouse to expediting, sales, branch manager, Executive Vice President and 25 years later from when he started, he became President.

When Bruce began, Star was a fledgling business with only one location in Totowa, NJ. It was number 7 out of 7 competitors in the fastener market. In the last 40 plus years, Star was launched to new heights from its humble beginnings, to become the leading world supplier of stainless fasteners.

Over the years the responsibilities of running Star were split between Wayne and Bruce. Wayne focused on the financials, legal issues, and inventory levels. Bruce focused on sales, purchasing, product expansion, and personnel. The Nuts and Bolts of business is easy, he says, the real challenge is in managing employees.

Bruce believes that solid relationships with employees, customers and suppliers are critical in a successful business and to this day still operates with an open door policy.



**THE WHEELER FAMILY (LEFT TO RIGHT):  
KEVIN WHEELER, BRUCE WHEELER, ROBIN WHEELER, MELANIE WHEELER-FRITSCH, ADAM FRITSCH, BRYAN WHEELER AND LINDSAY KUPSCO.**

Sadly, as Wayne's illness progressed Bruce took over completely running the company in Star's same unique fashion. Looking to the future, in December 2015, Bruce has moved into the role of Chairman of the Board. He is now mentoring the new officers in his business style and approach for Star's continued future success.

On a personal note Bruce has been married to his wife, Robin for 39 years. They have three children, Melanie, Kevin and Bryan (Star's National Sales Manager). He is active in his church and has sat on the board of their endowment fund for over 25 years. As his children were growing up he was active in various youth organizations.

If you are looking for Bruce outside of work, you will most likely find him spending time with his grandson, Connor; or you will find him hunting or fishing somewhere in the world because he loves traveling to adventurous destinations.



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## NIFMSE BEST BOOTH AWARDS 2016



Since 1981, the National Industrial Fastener & Mill Supply Expo (NIFMSE) has brought together manufacturers and master distributors of fasteners, precision formed parts, fastener machinery & tooling with distributors and sales agents in the distribution chain. From industrial to construction, electronic to automotive and aerospace, NIFMSE is the trade show where all varieties of distributors come to expand knowledge, see customers, build new relationships, and find new products. Acquired by Emerald Expositions shortly after last year's show, NIFMSE this year shaped up to be an amazing show. This year there were a variety of informative sessions and networking opportunities.

We enjoyed seeing the creativity that went into creating this year's exhibitor booth at the National Industrial Fastener & Mill Supply Expo. Exhibitor Booths are a chance for companies to introduce their team, display their products, strengthen customer relationships, and most certainly to write new orders! Exhibitor Booths must grab the attention of thousands of show attendees.

For the last two years, Fastener News Desk has been hosting the Best Booth Awards (2014 & 2015) at the National Industrial Fastener & Mill Supply Expo. The Best Booth Awards have highlighted the most creative displays, booth representatives, and technologies showcased on the show floor.

For the third year in a row Fastener News Desk attended the National Industrial Fastener & Mill Supply Expo in Las Vegas, Nevada where we scouted the floor for the most outstanding booths present at the show.

Here are this year's categories and winners for the NIFMSE Best Booth Awards!

### Best New Technology - Apex Supply Chain Technologies

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**Our New Technology Award goes to Apex Supply Chain Technologies!** We were very impressed with advanced technology product offering from the Actylus™ 8200! This new technology is where the Internet of Things (IoT) advances vendor management capabilities for the fastener industry. All the devices are easy-to-use Internet appliances (MS Windows-free). They're powered by Apex Connect n' Go™ Technology, so you simply plug the device into a power supply, connect to the Internet and you're ready to go. The Apex automated point-of-use dispensing and supply chain technologies change the way business functions.







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# Laurence Claus

Laurence Claus is the President of NNI Training and Consulting, Inc. He has 25 years of experience with a medium sized automotive fastener manufacturer, holding positions including Vice President of Engineering, General Manager, Director of Quality, Director of New Business Development and Applications Engineer. In 2012 he formed NNI offering technical and business training courses as well as technical consulting, expert witness and consultation work. He can be reached at 847-867-7363 or by email: [Lclaus@NNITraining.com](mailto:Lclaus@NNITraining.com). You can learn more about NNI at [www.NNITraining.com](http://www.NNITraining.com).

## FUNDAMENTALS OF THREAD FORMING SCREWS - PART 2: THREAD FORMING SCREWS FOR THERMOPLASTICS

### Review

Looking back at Part 1 of this series, we explored the fundamental science of thread forming screws. We learned that although the material the screw is thread forming is important in how we view the entire system,

there are certain universal fundamentals about thread forming that are independent of the material. We learned that during installation all screws, but especially thread forming screws, experience an immediate increase in torque followed by a gradual but continuous rise in

torque up until the point the head is seated against the captured material. This inflection point is normally referred to as the driving torque. As the installer continues to turn the screw, torque rises rapidly until the joint fails by either the screw breaking (less common) or the joint stripping (more common). This point is often referred to as the ultimate torque or stripping torque. It is during this time, from when the head seats to the ultimate failure, that the joint is developing the desired axial clamp load.

We learned that engineers designing thread forming joints are extremely interested in the value of these two points, and particularly the range between them. The resulting drive to ultimate ratio is a strong determining factor in whether the joint can be safely and consistently assembled or not. If the band is too narrow, it is likely that normal installation equipment cannot adequately handle the deviation and parts will be prone to either not being fully installed, breaking during installation, or both.

### Drive and Strip Torque Explanation

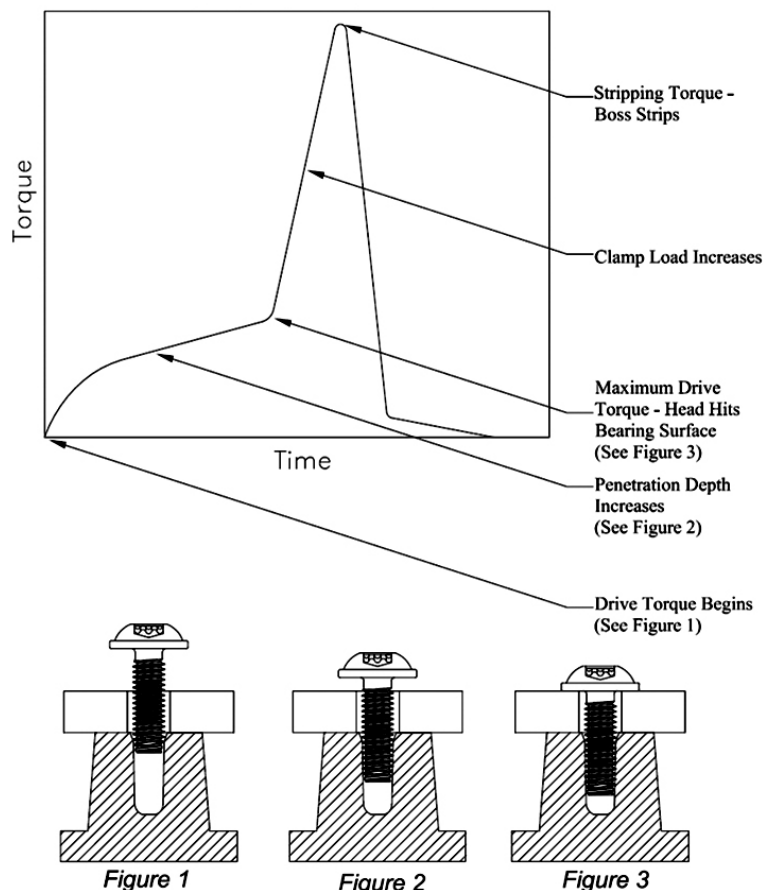


FIGURE 1: HOW A THREAD FORMING SCREW WORKS- GRAPH OF TORQUE VERSUS TIME



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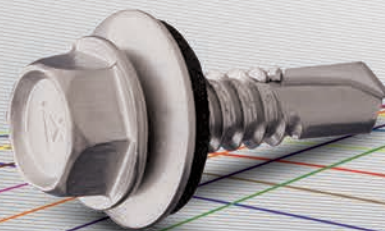
***HOW HAS INTERNATIONAL FASTENERS, INC. BEEN SO SUCCESSFUL OVER THE LAST 20 YEARS? THE ANSWER CAN BE FOUND IN THE VERY CONCEPTION OF THE COMPANY.***

There was an idea that the marketplace needed a new source of quality and competitively priced product with brand name recognition, a company that could help enhance the fastener distributor's options.

International Fasteners, Inc. was founded in 1996 by Pete and Tina Carlino in Tampa, FL and soon established the **Daggerz™** brand of quality construction fasteners. IFI has continued to grow the **Daggerz™** brand into one of the most comprehensive selections of construction fasteners sold exclusively through the distribution channel. Their products include an extensive

line of self drilling screws, deck screws, drywall screws, wood screws, concrete screws, post frame screws, needle point screws, clip screws, aluminum industry screws, bonded washers, bits and threaded rod. All of their imported product undergoes pre-production, production and receiving inspection and testing.

IFI continues to be one of the largest importers of self drilling screws and were the original industry leader to offer their screws in plastic buckets. Their enviable success is built on dedication to service, their loyal distributors, the relationships with quality suppliers, and most importantly, all the true professionals who sell, service, and ship their products each and every day.





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

*"We set the bar high in the quality and import of each fastener we bring in. We have a comprehensive quality control department that inspects every item for dimension and performance prior to leaving the factory overseas."*

PETE CARLINO, PRESIDENT



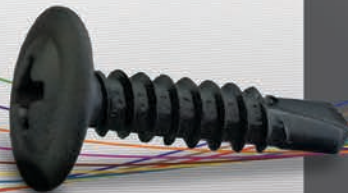
To help keep their distributors at ease with the quality of the **Daggerz™** brand product, the fasteners are still imported from most of the same high quality factories in Taiwan as they were in the beginning.

Fasteners are tested on site in the corporate facility in Tampa, FL before they are approved for shipment into the country.

**Daggerz™** brand screws are packaged in color coded cartons for ease of material identification for the both the distributors as well as the end users and contractors. All of their fasteners are offered in smaller quantities and are custom packaged to offer each distributor options only available by processing orders locally.



The Daggerz® Product Line



Flip to p18 





**INTERNATIONAL FASTENERS, INC.**

# Always Listening

One of the ways IFI strives to be the best is by their commitment to their educated staff and top notch customer service, in addition to a direct sales team committed to helping their customers. Their team spends all of their time and efforts in front of their distributors, offering a much more hands on approach to vendor/customer partnerships. IFI specializes in customizing programs to meet the specific needs of our distributors. "We are always listening to our customers and are willing to work with them to help them grow" says Pete Carlino, President.

With custom private packaging programs, convenient shipping points, and always seeking to see what they can do better for their customers - striving to meet the specific needs of their distributors with the goal to ultimately develop a tailor-made program that works best for them.

IFI has always believed in the importance of the having a personal touch. They continue to incur the costs associated with having both direct sales and independent rep agencies on the street day after day bringing value to their distributorships' doorways.

Of course, this is in addition to their friendly and knowledgeable inside sales people who can help guide distributors through their needs in a timely fashion. Call the toll free number and you will always hear a live voice ready and willing to help you and get you to the right person to talk to in order to get the job done.

*"Your International Fasteners, Inc. service team takes its most pride in happy customers. Fasteners is our name, Service is our game!"*

**TINA CARLINO, VICE-PRESIDENT**







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**INTERNATIONAL FASTENERS, INC.**

# Ideally Located

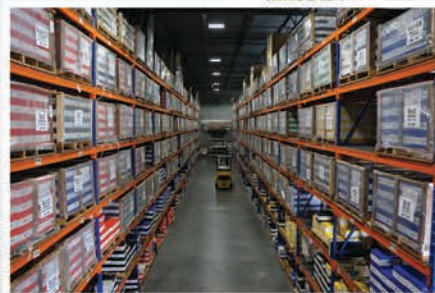


In recent years, distributors have found the need to stock less products on their own shelves and then need to receive their fasteners quickly and efficiently.

Recognizing this, International Fasteners, Inc. has been busy developing more stocking locations. IFI now has six locations throughout the United States offering their distributors prompt delivery of high-quality products at competitive pricing. Having local ship points with prepaid freight allowances is one of the many great advantages that distributors have come to rely on with International Fasteners, Inc.

With inventory at their Headquarters in Tampa, FL and their locations in Charlotte, Chicago, Dallas, Phoenix and Philadelphia, most orders can be received within two days of shipping.

IFI prides itself on offering their Distributor's flexibility with their existing locations and are continually looking for new locations and opportunities to better serve their valued customers.





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**INTERNATIONAL FASTENERS, INC.**

# Future Thinking

***IFI CONTINUES TO BE THE DISTRIBUTOR'S CHOICE IN THE FASTENER INDUSTRY THROUGH THEIR MISSION TO BE AN IMPORTER WITH A DOMESTIC APPROACH.***

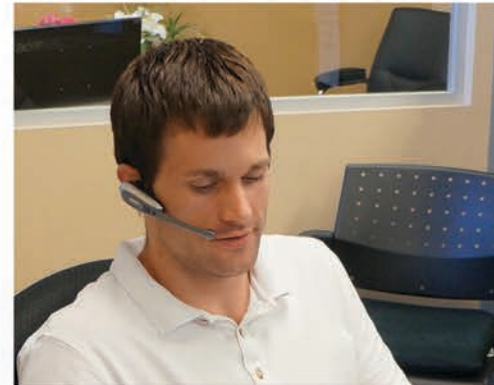
"The fastener industry has changed a great deal in the past 20 years, and you really have to keep changing with it to remain successful. The needs and wants are continually changing - and so must you - whether you are a distributor or supplier. It's not always easy to be one of the smaller guys in this world of acquisitions. There are always other options and we strive to be the best option for our distributors" states Joanne Bialas, Vice President of Sales and Marketing.

While many distributors today belong to or are joining industry cooperatives or "buying groups" as they are commonly known, IFI has taken an active role too and is proud to be considered as a preferred supplier in Sphere1, Evergreen Marketing Group and Distributor Partners of America. They have a deep commitment to both the training programs and additional incentives which cooperatives offer their distributor members.

***IT'S CLEAR THAT IFI IS DOING SOMETHING RIGHT - THEY SEE THE IMPORTANCE IN 'NO MATTER HOW LARGE YOU GET, ALWAYS BE SMALL ENOUGH TO CARE' - AND IT'S PAYING OFF.***

*"We are thankful for our loyal distributorship and we realize that we wouldn't be here without them and those that help us continue to fill a need in our marketplace."*

**JOANNE BIALAS, VICE PRESIDENT  
OF SALES AND MARKETING**





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## Robert 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.

## RE-EXAMINING 'D ITEMS'

Why would a “warehouse guy” ever want to justify products that don't sell? The dead stuff takes up valuable real estate, forces everyone to walk further to get to live materials and ties up capital that could be better spent on higher demand merchandise.

The answer is romance. Not in the sense of recent Supreme Court rulings, but rather the heart and soul of the business. There have been Fastener Distributors who tried to sell only the prime, most popular items. Their success has been chronicled in bankruptcy court proceedings. When it comes to Distribution in the real world, there is a huge difference between theory and what actually works. The “Name of the Game” is customer satisfaction, not just profits and losses.

Given this reality, slow moving merchandise, usually termed “D items,” is a permanent fixture of the logistics landscape and therefore should be addressed not ignored. Painful as it may seem slow moving products are one of the reasons why customers turn to you initially and keep coming back. Often, these oddball and difficult to obtain items are your best salesmen and provide the best rationale for customer loyalty. While the academics tell us to “throw the junk out,” the realists and “old timers” continue to hold onto these materials saying: “You can't sell off an empty cart.” The most profitable course of action lies somewhere between these two extremes but is often overlooked.

### *Where Did All This Dead Stuff Come From?*

Any analysis of dead items must start with an

examination of what the parts are and where they came from. The origins will frequently dictate the destination.

For example, a special part that was an “A item” can become dead overnight when a key customer makes an engineering change. This obsolescence can reverse just as fast if the part is reinstated, or if it becomes a component of a repair assembly. Under these circumstances today's junk can be magically transformed into tomorrow's gold. This is particularly true if the cost of



reproducing the part is high due to special materials or tooling. There is no way of knowing this without taking the obvious step of asking the customer about their intent and there is no reason to ask if you don't even know that something has changed. Tracking usage and correlating this with specific customers can

identify the problem, quantify future needs and develop an appropriate plan of action. After all if it's never coming back, why carry it? But in the meantime should you play the odds or might the customer pay a carrying cost for consigned stock?

Contrast this with an item that has become obsolete due to changes in codes or common usage. Under this scenario getting the materials out of the stock is the only guarantee that they will never generate a liability claim. Removing the Stock keeping Unit (SKU) from inventory and never buying it again will generate more space in the warehouse, raise efficiency and save time taking inventory. Unfortunately without specific and rigorous rules when the inventory goes to zero an order might be generated. This is one way to make a bad situation far worse.



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## Guy Avellon

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

# WHAT FASTENER DISTRIBUTORS NEED TO KNOW TO ANSWER CUSTOMER QUESTIONS - PART 3

In the previous two issues we answered several questions regarding fastener use and torque, primarily because many answers to some common questions are not in any printed form. Being in print and subject to peer review seems to help validate the answers to these questions, besides providing a handy reference source.

Before answering any customer's question, or referring them to a third party, find out about the nature of the application:

*In maintenance and repairing parts, do I need to replace what was removed with the same style or grade of fastener?*

**ANSWER:** Absolutely! If for no other reason: liability

Liability plays an important part when performing repairs in a public facility, such as an auto shop, school bus garage, contract maintenance, etc. The intent here is to facilitate repairs so they are performing exactly as they would from the manufacturer.

Servicing distributors know their customers and what they need, maybe a little more than non-servicing distributors. However, it is up to the customer to use the proper replacement parts. For example; when removing a Grade 8 or 10.9 fastener that was designated as OEM, that fastener must be replaced with the exact same grade, length and thread pitch. Otherwise it could

compromise other fasteners in the same connection and the overall safety and performance of the parts.

*I perform general plant maintenance; do I still need to replace a failed fastener with the same type?*

**ANSWER:** Yes and No.

This will greatly depend upon the application. If this is around heat, boilers and pressure vessels, you must use the B7 or special non-ferrous alloy fasteners that were originally installed. Code requirements and liability play a large part here also. Safety

critical applications should always use the same type and strength of fastener, if not completely replaced after each use.

For general non-critical maintenance, personnel may use the same grade strength or use one strength grade higher. Machines become worn after a period of use and fasteners often fail. In this case, replacing a Grade 5 with a Grade 8 (Property Class 8.8 with a 10.9) may provide the extra strength and safety factor that will overcome future maintenance problems. Also, make sure the nuts, if used, match the new fastener grade and be sure to replace all the fasteners in the connection with the same grade at the same time.







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## VEGAS FASTENER TRADE SHOW REPORTS UNPRECEDENTED 18% ATTENDEE GROWTH by Susan Hurley

The National Industrial Fastener & Mill Supply Expo held October 25-27, 2016 at the Sands Expo Center in Las Vegas was a great success by every measure, reports Show Management.

The 36th annual event featured the latest products and services offered by 758 exhibiting companies covering just over 100,000 net sq. ft. making it by far the largest and most comprehensive Fastener event ever in the U.S.

Exhibiting companies came from throughout the United States with 113 new exhibitors, as well as from 17 other countries including Canada, China, Germany, Hong Kong, India, Israel, Italy, Korea, Malaysia, Mexico, Netherlands, Singapore, Spain, Taiwan, Turkey, United Arab Emirates, and the United Kingdom.

“Our manufacturers were thrilled and shared in our enthusiasm over the 18% growth in key buyer attendance”, said Karalynn Sprouse, EVP for Emerald Expositions Manufacturing Group. “We received so many positive testimonials from exhibitors and attendees alike over the new product offerings as well as the new networking and business matchmaking opportunities.” The show also enjoyed a 26% gain in total overall attendance, which includes buyers, marketing and media as well as exhibitor personnel. This is significant

because there is a multitude of cross-selling that takes place among the manufacturers who also do business with each other,” adds Ms. Sprouse.

The show activities got underway with the ever popular and fun-filled Welcome Reception held poolside at the Treasure Island Hotel on Wednesday evening. Unlimited complimentary beverages and appetizers were served while the crowd enjoyed the party’s nautical theme

enhanced by snappy Captain’s hats and lively background music. The addition of the free hand-rolled cigar and whiskey-tasting stations were a crowd favorite and everyone enjoyed the extended time frame for the event that allowed for more networking and spending time with their key industry friends

Other new show features included educational sessions and award ceremonies held right on the trade show floor, Sessions were well attended, and the Hall of Fame ceremony drew a larger than ever gathering. A striking “Wall of Fame Brick Display” honoring all past winners of the award was erected at the Sessions Corner and proved to be an overwhelmingly popular new show enhancement.

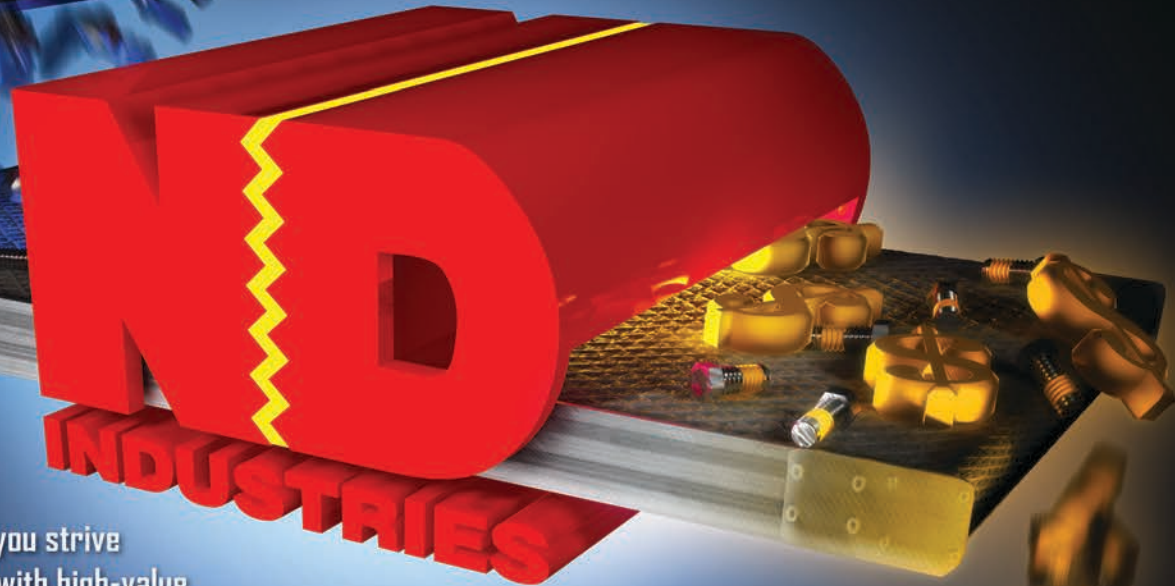
In addition to the time-honored Hall of Fame ceremony, the show also honored the younger generation of fastener professionals with the inaugural version of the annual Young Fastener Professional Awards.



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## Joe Dysart

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

# GOT POP UP ADS?: COME 2017, GOOGLE WILL PENALIZE FASTENER DISTRIBUTORS THAT DO

Google is cracking down on mobile Web sites that intentionally degrade the Web browsing experience for the rest of us.

Beginning in January 2017, the search engine giant has announced plans to push your mobile Web site down in its search engine returns if you deliberately harass visitors with bothersome, pop-up ads.

The same goes for fastener distributors that design Web sites that deliberately force visitors to endure ads before they can get to content – your Web site could appear lower in Google search engine returns if you persist in this ploy.

“It’s 2016 and it’s hard to believe that browsing the Web on a mobile phone can still feel so slow with users abandoning sites that just don’t load quickly,” says Nick Zukoski, Software Engineer, Google.

Besides attempting to foster faster download speeds, Google’s coming crackdown is also seen by many Web analysts as a furtive response to the proliferation of free ad blocking plugins Web cruisers are installing on their Web browsers.

Essentially, many Web users are fed-up with intrusive

ads deliberately designed to interrupt their interaction with content.

And nearly 70 million Web users are expected to be cruising with special Web browser plug-ins designed to block intrusive, annoying Web advertising – ad blockers – by the close of 2016, according to eMarketer ([www.emarketer.com](http://www.emarketer.com)).

Moreover, another 17 million Web users are expected join the ranks of the advertising disaffected by the close of 2017, according to eMarketer.

Those droves of people disgusted with Web advertising concern Google, which draws virtually all its revenue from Web advertising.

“In today’s world of personalized content, being forced to watch an ad that has no relevance is a missed opportunity and feels increasingly intrusive on precious screen-time,” says Gavin Mann, industry lead, global broadcast industry, Accenture.

“Industry needs to do everything possible to make ads less of an infringement on precious screen time, by building on early successes that deliver targeted, relevant and entertaining ads – in a creative style appreciated by the individual,” Mann says.



**ABOVE: COME 2017, GOOGLE'S ARMY OF CODERS WILL BE PENALIZING BUSINESSES THAT TRAFFIC IN ANNOYING POP-UP ADS.**

**BELOW: LARRY PAGE, GOOGLE'S CO-FOUNDER, IS FOCUSED ON MAKING THE WEB AS EASY TO BROWSE AS POSSIBLE.**





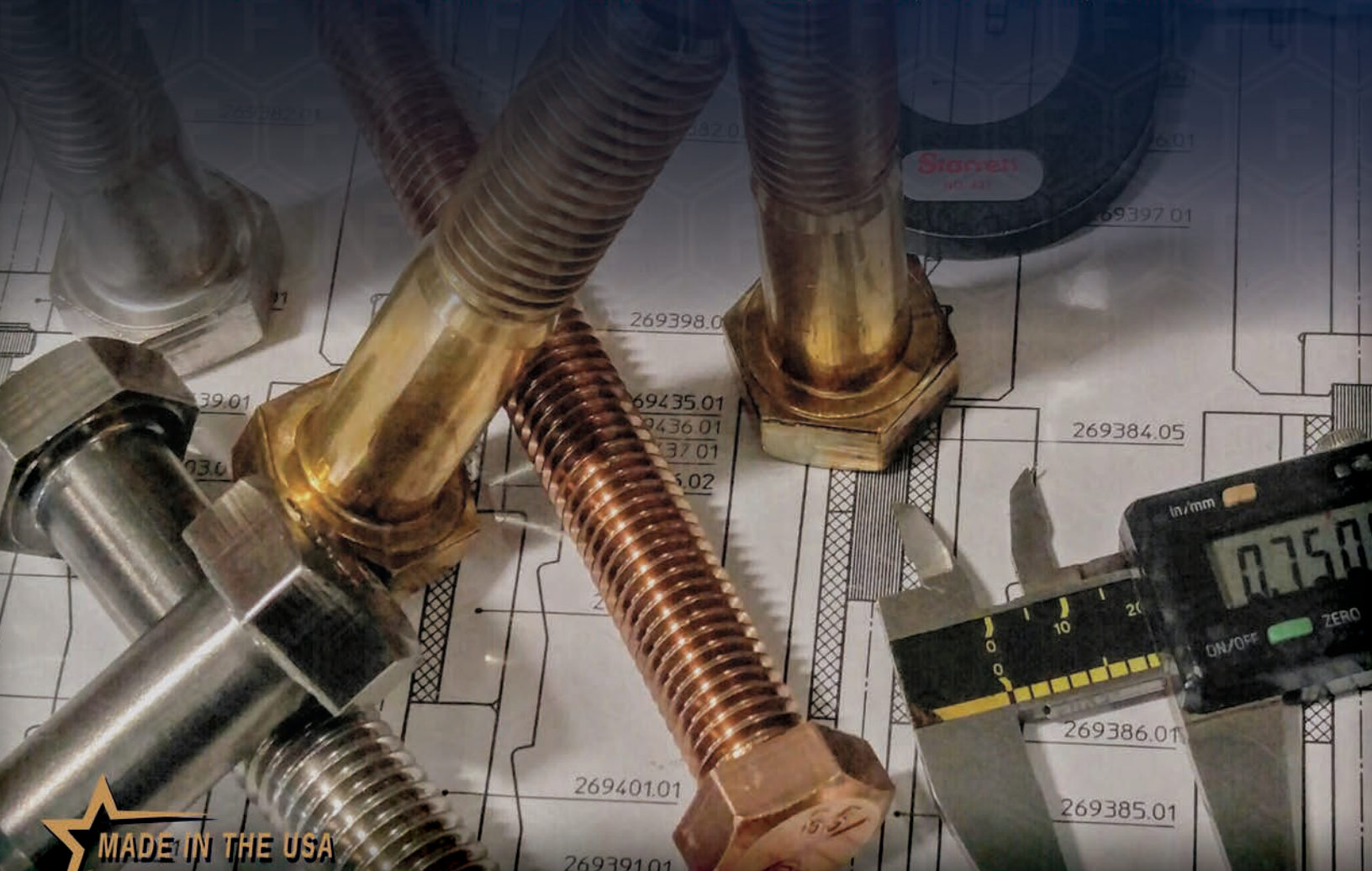
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## DISTRIBUTOR NEWS

### The DPA Buying Group

is pleased to welcome twelve new distributor members to its industrial products division.

**BMB Fasteners & Supply, Inc.** (Wilmington, NC)

**Central Maine Paper, LLC**, dba CMP & Supply Co. (Pittsfield, ME)

**Champion Six, Inc.** (Overland Park, KS)

**Chenango Supply Co., Inc.** (Binghamton, NY)

**Five Star Equipment & Supply LLC** (Naperville, IL)

**Kamco Hose & Pipe** (Garland, TX)  
**Kinequip, Inc.** (Buffalo, NY headquarters);

**Sprayberry Tools and Repair Services LLC** (College Station, TX)

**Trade Tools, Inc.** (St. Paul, MN)

**Trippe Supply Co. of Washington DC, Inc.** (Capitol Heights, MD)

**West Shore Tool Service** (Peshtigo, WI)

**Woodworker's Depot** (Green Bay, WI)

DPA also recently added four new preferred suppliers

**1Sourcevend** (Memphis, TN)

**C-Line Products, Inc.** (Mount Prospect, IL)

**Cable Tie Express** (Noblesville, IN)

**US Tape Company** (Pennsburg, PA)

The DPA Buying Group is a North American buying and networking organization comprised of more than 700 distributors and 200 preferred suppliers in the Industrial, Janitorial, Safety, Packaging and Restoration product industries.

For more information about The DPA Buying Group, contact them Toll-free at 1-800-652-7826, or visit them online at [www.DPABuyingGroup.com](http://www.DPABuyingGroup.com).



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## INTERCORP



### STRONG-POINT®

## INTERCORP PUBLISHES NEW PRODUCT AND SUBMITTAL CATALOGS

Intercorp., an importer and master distributor of high-performance construction fasteners under the Strong-Point® brand, is pleased to announce the release of their new product and submittal catalogs. Featuring more than 500 items, these catalogs are complete resource guides for Strong-Point® construction fasteners.


“Our product catalog has been updated with new product offerings, new images and now includes both our bulk and packaged products,” said Director of Marketing David Harlan. “The submittal catalog is brand new. We took all of our submittals and packaged them into one complete catalog. We created it as a tool for our customers, architects, specifiers, and contractors. It provides them with the technical data they need on every product we carry, including: application, coating information, qualified specifications, ICC where applicable, installation instructions, and pullout and shear values, again, where applicable. It is the most



comprehensive submittal catalog available and we are excited about the value it will bring to our partners and their customers.”

Founded in 1988, Intercorp is 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-performance fasteners.

To download the new product catalog, visit: <http://www.intercorpusa.com/download-catalog/>

To download the new submittal catalog, please e-mail [info@intercorpusa.com](mailto:info@intercorpusa.com) to request a link for the download. 



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## THE NEXT GENERATION OF PVF

At MSI Products, we are taking Industrial PVF to the next level. As we see it; the "Next Generation of PVF". For far too long the Industrial PVF industry has been serviced the same old way, while little differentiation has been brought to the forefront by way of Innovation. Too often we see Pipe Fittings as a commodity product, and in a lot of ways that classification holds true.

However, ask MSI's Distribution Partners servicing Industrial OEM's, Food or Dairy Processing, Chemical, Oil and Gas Refining, etc where their day to day challenges lie, and in most cases these same issues arise.

- Material Traceability
- Field Support
- Consolidation of Supply Chain

In this article, we aim to outline the solutions MSI is bringing to the table for these key challenges.

### Material Conformance/Lot Code Traceability

Unlike fasteners, there can be a lot of uncertainty in your PVF supply chain today. For instance, how do you ensure proper item form / fit / function per your customers requirements? How about, being able to identify the material conformance of your product offering, to industry standards which vary whether Malleable, Carbon or Stainless?

Today, when you're asked, "how much nickel is in that stainless steel fastener?", you know you have a Material Test Report available to provide such



clarity. But, what about when a customer asks you how much nickel is in your stainless steel pipe fitting? What do you tell them?

Material Test Reports are now available for you on Pipe Fittings through MSI! This is not "Brand Traceable" or "Country of Origin Only"....this is a TRUE Material Test Report direct from MSI.

The engineer(s) at your Chemical Plant/Refinery will want to know the exact material composition of your product. Your OEM customer wants to reference the true dimensional makeup, to ensure proper design fit and function, not just what the industry standard calls out. Your Food

Processing customer may want you to prove the nickel content meets regulation. How about your Oil and Gas customer, who requires seamless installation in the field, as such field failures and threading issues can be catastrophic and must be avoided on the front end of sourcing.

That is where MSI comes in. Only MSI, can provide MTR's across all material types, from 150# to 6000#. From published product specifications, to a consistent supply chain, we have you covered. Our product will come either Stamped or Laser Printed with a unique Heat Code for easy access to Material Test Reports.

Our process is simple and does not require login or passwords to access the data. Simply enter your heat code and a PDF version of your MTR will be available for download. Simplifying how you service your end customers needs, is our #1 priority.



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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".

# WHEN THAT BIG CUSTOMER CAN MEAN A BIG RISK TO YOUR BUSINESS

Getting that big customer, developing a relationship with a really large buyer, and being partner with a large commercial customer... these are all the dreams of a growing wholesale distribution business. It would seem to be a "no brainer" that this would be a goal for which we all strive. Think of all the dollars of revenue which can keep your business in the black for a long time!

But the reality is that reeling in that big fish can often bring problems for a small business. What seems to be a really good thing can rapidly become a source of worry to management. Once a business gears up its capabilities to take care of that large customer it may have added considerable overhead. This includes more employees, storage space, delivery capabilities and committed capital all in the service of meeting the demands of this one buyer. Unfortunately, that new revenue can disappear more rapidly than the increased overhead can be shed.

When there is too much of a "concentration" of business in one or a very few customers it sends up red flags to lenders, investors, and vendors extending large

credit to an enterprise. A normal sticking point is often considered to be ten per cent of total company sales volume centered in one customer.

That one big customer would seem to bring about economies of scale which can reduce overall operating costs.

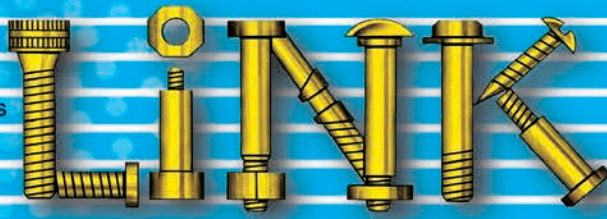
There are a lot of negatives that come with it however, these include:

- [1]** Increased credit risk if the large receivable suddenly goes bad.
- [2]** The bargaining power of that large customer can drive prices down and diminish overall company gross profit margins. That big customer might add ten per cent of sales but sometimes the percent of GP is much less.
- [3]** The relationship with the customer can often depend on one (or a very small number) of a distributor's employee associates. Loss of a key employee can frequently lead to loss of the customer.





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**Jo Morris** Marketing Director, Fastener Training Institute®

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# SEEKING CERTIFIED FASTENER SPECIALISTS... WE HAVE A NEW CLASS FOR YOU!

### *Fastener Training Institute Expands Advanced Course Curriculum in 2017*

The Fastener Training Institute is excited to announce development of the “Certified Fastener Specialist 2.0” (CFS2.0) program. This program is the advanced derivative of the existing CFS program, targeted to meet the needs of our CFS Alumni by offering more in fastener education.

The CFS2.0 lesson series will include case-based studies and problem-based learning fundamentals to further develop each student’s fastener knowledge through complex, real-life scenarios. Co-produced with the Industrial Fasteners Institute, this curriculum is very hands-on and will include a progression of complex topics, standardized material, testing and certificates of completion.

Students will choose electives based on specific areas of interest. Subjects include an advanced series on “Hydrogen Embrittlement in Fasteners” and an advanced series on “Automotive Fastener Technology”.

Salim Brahim, Director of Engineering Technology for the Industrial Fasteners Institute (IFI), Laurence Claus (NNi Training and Consulting, Inc.) and Carmen Vertullo (Carver Engineering) will co-develop, present and instruct this new series.

The classes will be open to all, but the new CFS2.0 designation will only be available to those who have also completed the CFS (Certified Fastener Specialist) series. To receive the CFS designation, students must complete seven full-day training sessions offered throughout the year in Los Angeles or the week-long intensive version,

and pass a final take-home exam at the end of the training. Classes do not need to be taken in sequence. If a class is missed, it can be made up the following year.

FTI will offer Fastener Training Week four times in 2017: once in Los Angeles, CA, twice in Cleveland, OH and once in Chicago, IL. Please visit our website at [www.fastenertraining.org](http://www.fastenertraining.org) for dates.

Webinars continue to grow with the Fastener Training Institute; we love that students from around the world join us every month to learn about something in fasteners. Our monthly webinars will remain on the third Friday of every month and feature topics on Fastener Quality, Product Inspection, Terminology, Structural Bolting and many more. Adding to our webinar schedule in 2017 will be on-line classes featuring specialty trade products including:

- Structural Blind Fasteners
- Pins and Springs
- Threaded Inserts
- Lifting Hardware
- Anchors
- Struts
- Locking Elements
- Self-Drilling Screws

Our webinars are broadcast worldwide and webinar sponsorship is a great way to promote your products and support Fastener Training. FTI is a registered 501(c) (6) non-profit. Contact Jo Morris at [JoM@FastenerTraining.com](mailto:JoM@FastenerTraining.com) if you would like to sponsor one of our featured webinars.

For a detailed description regarding all of our classes, please visit our website [www.FastenerTraining.org](http://www.FastenerTraining.org). 



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# Dennis R. Cowhey

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

## THE FUTURE IS NOW

### Things Are Changing Fast

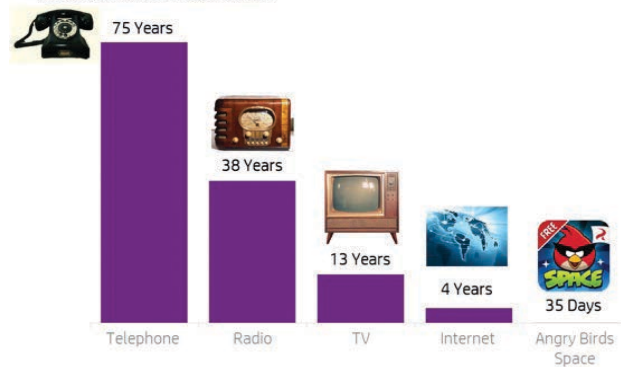
**Zoox Inc.** is a Menlo Park-based startup that is planning to build an autonomous unmanned taxi service to compete with **Uber Technologies Inc.** They just raised \$50 million. The two-year-old company now has a valuation of \$1.5 billion. The company has never brought a product to market yet. Their projections call for them to offer services in some areas next year. Not very long ago the company raised \$200 million in a first round of financing.

### Not Just New Companies

Change is happening at a rapid pace for existing companies as well. Of the companies that were Fortune 20 in 1964, only 2 were left by 2014. Deloitte said, "The average tenure of a Fortune 500 company has dropped from 61 years in 1958, to 25 years in 1980, to 18 years as in 2012, researcher Innosight reported."

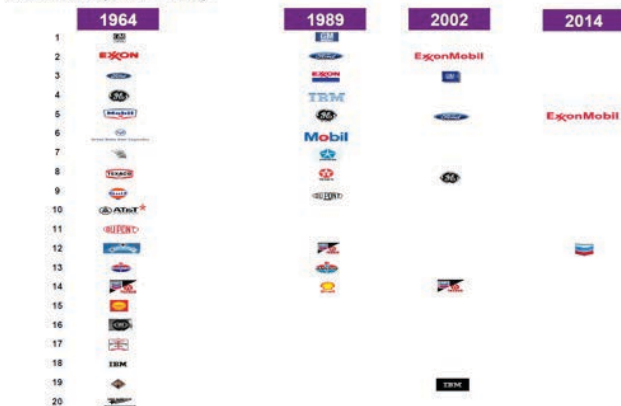
"Regardless of your business, whether it is cars or donuts or farming, you need to get to scale faster and fight like never before to stay there. IT is crucial to the success of that effort, given the ability to harness customer data in real-time and act upon it. No wonder technology and the CIO are playing a bigger role in corporate leadership."

RAPID CHANGE IS THE NEW NORMAL  
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Source: Attributed to Carl Benedikt Frey and Michael Osborne (Oxford Martin School, University of Oxford) and G. Kofi Annan, author; note: some figures disputed

RAPID CHANGE IS THE NEW NORMAL  
Fortune 20 (1964 – 2014)



Willis Towers Watson | PPT | 20

### Products Get To Scale Faster

The telephone took 75 years to reach 50 million users, the radio took 38 years, television, 13 years, World Wide Web 4 years, the Angry Birds Space App took 35 DAYS to get to 50 million users.

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## THE FASTENER INDUSTRY'S MOST REVOLUTIONARY TECHNOLOGICAL IMPROVEMENT FOR 85 YEARS!

The National Industrial Fastener and Mill Supply Expo in Las Vegas always produces new ideas for exhibitors and expo attendees alike. This year was no exception with several new concepts on display. However, one new product stood out from the others for its innovation, broad application, and simplicity. That is the new DuraForce ReLok™ self-locking, vibration-proof nut system.

DuraForce Fastener Systems, LLC is a relatively new start-up company with a great new twist on a vibration-proof nut that can be applied in critical joints requiring up to 75% of design preload torque/clamp force. The new product (shown below) utilizes a tapered annulus protruding from the joint side of the nut that encircles the threads of the bolt and is contained by a collar (also below) to create a truly unique locking mechanism.

subjected to severe shock, vibration or thermal expansion and contraction.

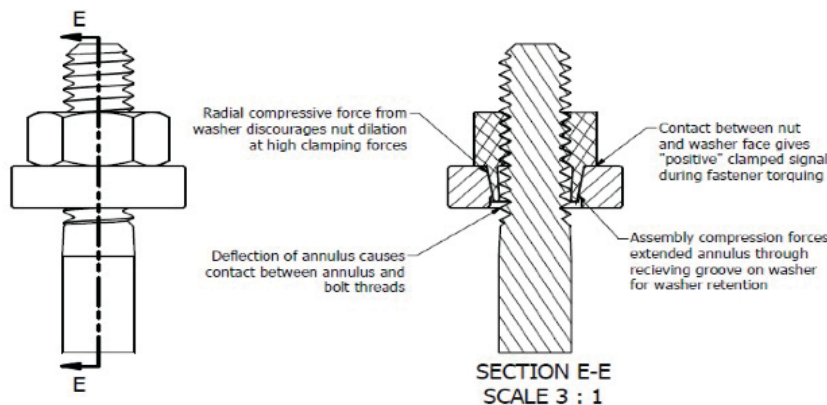
As confirmation to the novelty of this invention, U.S. Patent 8,967,932 B2 has been awarded protecting multiple configurations of this product with near worldwide coverage also in process to completion.

Not long after the DuraForce concept first came into being, the North Carolina State University Department of Mechanical and Aerospace Engineering was commissioned to conduct an independent study to explore the DuraForce invention. In conclusion, Dr. Gracious Ngaile declared a summary analysis to the fundamental science of DuraForce, which is as follows:

***“The DuraForce™ Annulus and Collar form a LATERAL SPRING within an assembled joint***

***to deflect Shock & Vibration and thereby prevents' vibrational loosening' caused by Side Sliding between nut and bolt threads. DuraForce™ is new technology that can replace fasteners which were invented over 80 years ago”***

From inception, Junkers vibration testing has been an integral part of the DuraForce product development process. To ensure that DuraForce would deliver a better



As the DuraForce ReLok™ nut is tightened to the design preload level, the interacting geometry of the annulus and collar tighten around the bolt and store strain energy in the collar. In effect, this phenomenon produces a very stiff spring acting as a lateral force in the joint to deflect “micro motion” between the nut and bolt threads and thereby prevents nut loosening when

alternative, Pierre Dionne, product inventor and company CEO, insisted upon implementing a more severe version of the Junkers test. Accordingly, the vibration test graph examples below represent results for the typical 2000 cycle Junkers test at the standard 12.5 Hz frequency; however, the amplitude was increased to over 12.5% of the bolt diameter to validate a higher level of performance.





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# Anthony Di Maio

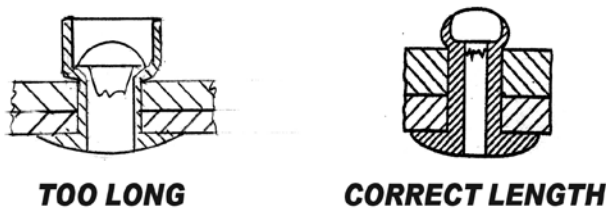
Anthony E. Di Maio attended Wentworth Institute and Northeastern University. In 1962 he started working with Blind Fasteners as Vice-President of Engineering & Manufacturing for two blind rivet manufacturers. He has been Chairman of the Technical Committee of the Industrial Fasteners Institute (IFI)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

## BLIND RIVET FAILURES AND SOLUTIONS

Blind rivet failures can be caused by many reasons that can cause delay in production schedules. These blind rivet failures can be avoided by the proper blind rivet set-up conditions and operator training. Below are the blind rivet failures and solutions

### *Rivet Body Length Is Too Long*

Blind rivet manufacturers list the minimum and maximum work thickness range that the blind rivets is to be used.



**TOO LONG**

**CORRECT LENGTH**

**FIGURE 1**

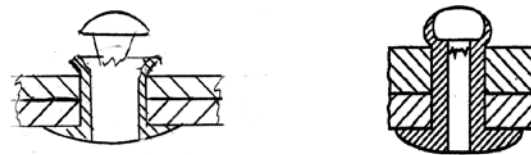
Drawing (Figure 1) illustrates the failure of the set blind rivet when the length of the rivet body is too long for the work thickness.

**Example:** Using a size 48 blind rivet that has a minimum work thickness of .376 (9.5mm) to a maximum work thickness of .500 (12.7mm) and use this blind rivet in a work thickness of .187 (4.7mm). In the .187 (4.7mm) work thickness the mandrel head is not trapped in the upset side of the rivet body and the mandrel head can become loose and fall out of the set rivet body. You also will not achieve a high clamp load fastening the

work pieces together. Note the correct blind rivet length the mandrel head is locked in the upset side of the set blind rivet and the rivet body has compressed and fastened the work pieces together. The “correct length” drawing shows what a properly set blind rivet should look like.

**Solution:** Always use the work thickness listed by the blind rivet manufacturer.

### *Rivet Body Length Is Too Short*



**TOO SHORT**

**CORRECT LENGTH**

**FIGURE 2**

The (Figure 2) drawing illustrates the failure of the set blind rivet when the rivet body is too short for the work thickness.

**Example:** Using a blind rivet that has a maximum work thickness of .500 (12.7mm) and you use this blind rivet in a work thickness of .562 (14.2 mm). There is not enough rivet body to lock the mandrel head and also not enough rivet body to clamp and fasten the work pieces together. This is a blind rivet failure.

**Solution:** Use the blind rivet with the work thickness listed by the manufacturer.



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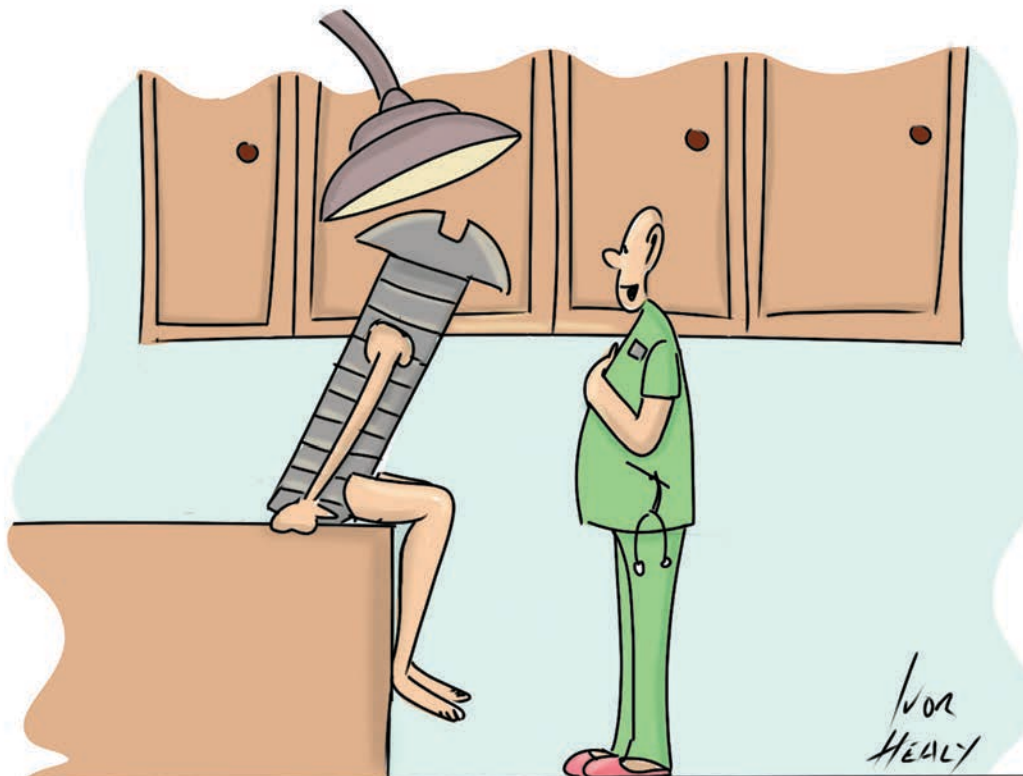


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## DISTRIBUTOR NEWS

**Wrought Washer**, the leader in the domestic washer industry, is pleased to announce and welcome Kent Carter as National Sales Manager. Kent in this role, will be a valuable contributor in the areas of marketing and business strategy, all while driving revenue.

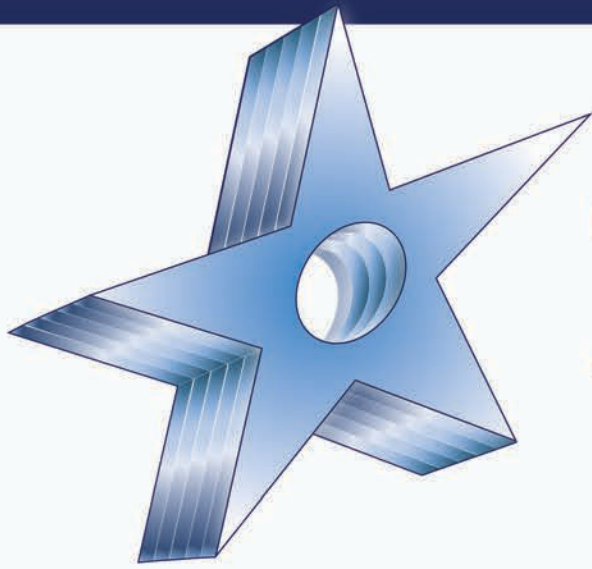
“We are fortunate to be able to add someone of Kent’s talent to our organization. His diverse experiences allow him to make an immediate impact in the market as well as with our management team” said Jeff Liter, President of Wrought Washer.

Kent comes to Wrought Washer Mfg. with many years of management experience in various aspects of sales and manufacturing. His background includes inside and outside sales, plant management, international import/export management and sales engineering. Kent has been part of the fastener industry for over 25 years.

“I am excited at the opportunity to grow with such a well respected company,” comments Mr. Carter. “Wrought Washer has a reputation as a trusted source for washers and stampings”

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





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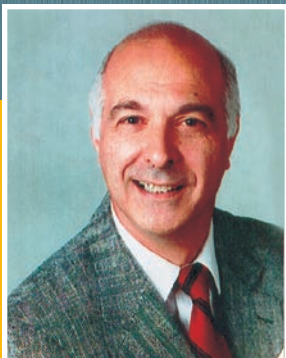
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## Bart Basi

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.

# ENDING THE CONFUSION REGARDING CONVERSION TRANSACTIONS OF THE LLC & NON-LLC

The Internet is fueling a technology and information revolution. Never before in human history have people been able to look up anything (and I mean anything) by using a pocket held device which offers instant results. The same is true in the legal and tax world as well. Twenty years ago, someone with sufficient knowledge of tax law was needed to file a form 1040. Today, you look up your question and a popular web search brings you your answer. No trip to the library needed, no experience in research necessary. This leap in information has even reached business owners, and they are now asking, "Is my choice of entity appropriate for what I am doing?"

This article applies to both LLCs and non-LLC businesses. We have to point that out for clarity because the LLC can "check the box" and take any form when selecting its manner of tax.

### *Converting from a C Corporation to an S Corporation*

The default rule with the IRS for any incorporated entity is Subchapter C status. An S Corporation is an incorporated entity in which the shareholders have elected tax status under Subchapter S of the Internal Revenue Code. Form 2553 is used to make this conversion, requiring consent of

the shareholders.

When converting an entity from a C corporation to an S corporation, there is the potential for Built in Gains tax. Built in Gains items are simply gains that could potentially be triggered at the sale of an item if that asset is sold for gain within 5 years of the C to S conversion. There are strategies to prevent this from happening. Converting



from a C Corporation to an S Corporation, is *not* a taxable event. This manner of conversion can be useful when an old corporation (potentially formed in the 60s and 70s, S Corporations were not yet popular) is in a situation where the company and shareholder pay two levels of tax and wants to get out of C status.

### *From an S to a C*

This transaction is low risk in so far as potential to trigger a tax is unlikely. All one must do is revoke the S Corporation election by filing a statement that it is revoking the election under Section 1362(a). Shareholders representing more than half of the outstanding shares must consent to this in a written instrument. Converting from an S to a C is useful when a company is making a fair amount of money and the owner wants the money to be shielded from his tax return. The conversion is generally not a taxable event.



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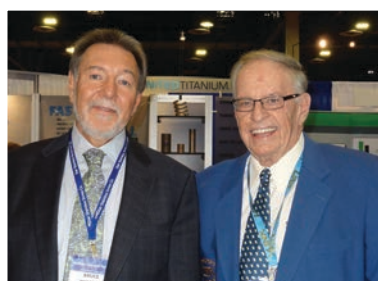
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## BBI EMPLOYEES WIN MULTIPLE AWARDS FOR THEIR CONTRIBUTION TO THE INDUSTRY

Congratulations to BBI-LA Julie Toves for winning the Edith Cameron Scholarship courtesy of Women in the Fastener Industry (WIFI).

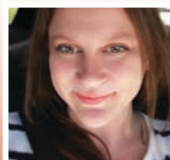


In Conjunction with the California State Assembly, City of Long Beach CA and Women in International Trade, Los Angeles, Board of Directors has awarded Rosa E Hearn from Brighton-Best International their 2016 Innovative Importer of the Year for the contribution and educational initiative by supporting teachers and students in global trade and logistics.



Congratulations to Sean Kimport of BBI-Los Angeles and Melissa Miller of BBI-Atlanta as runners up for the FTR/FTI Scholarship. These two individuals will receive winning vouchers from the

Fastener Training Institute. BBI wishes to thank Sean & Melissa for a job well done.

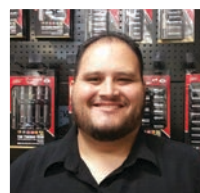


WIFI@Work is happy to feature its member spotlight to Melissa Rider who is a branch manager in Detroit for Brighton-Best International. To read about Ms. Rider on how she is making a difference in the fastener industry please visit [www.fastenerwomen.com](http://www.fastenerwomen.com)



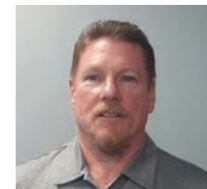
Brighton Best International has been chosen for the 2016 Best Booth Awards, Best Character Award at the NIFMSE! For Rosa The Proferred Riveter and Proferred Pete- Courtesy of Fastener News Desk.


In other news, BBI would like to congratulate Miguel Serrano on his

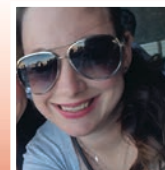


appointment as the new Quality Assurance Specialist in the BBI-LA A2LA lab. Miguel has been with PFC/BBI for over 16 years and has worked in various departments within the warehouse, DMR, and Special Mill Team. Mr. Serrano may be reached at [qa@brightonbest.com](mailto:qa@brightonbest.com).

BBI is pleased to announce the appointment of Chuck Halpin to the position of National Accounts Manger. Chuck will direct Brighton Best sales efforts with many of the buying groups BBI supports on a national level including AD, NetPlus, Evergreen, IBC and Incom. Chuck will also work with a focused group of national accounts to develop programs and sales.



Finally, it gives BBI great pleasure to announce the promotion of Ms. Erica Lichniak to Assistant Warehouse Manager for the Cleveland facility Angeles. 





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## DISTRIBUTOR NEWS

**Lindstrom**, a master distributor of specialty metric and inch fasteners, is pleased to announce the opening of a Canadian distribution center in Mississauga, Ontario. Bill Akerfeldt joins the Lindstrom team as General Manager of the new facility.



The Toronto distribution center will offer the full range of Lindstrom products and services, with the added benefits of shorter lead times and lower freight costs. Lindstrom components are now in-stock and ready for immediate delivery—one more way Lindstrom is providing customers with more choice and convenience in how they source their fasteners.

The opening of the new distribution center represents a significant expansion of Lindstrom's international presence, and demonstrates its commitment to improving service in all markets.

Lindstrom is a master distributor and manufacturer of specialty products, including inch and metric fasteners. Since 1983, Lindstrom has been providing distributors with value-added fastener solutions they can depend on - all from a name they can trust. With over 180,000 SKUs, Lindstrom can supply any size, quantity, or finish — even hard to-find fasteners. offering value added services like packaging, secondary processing, managed programs and technical services. Lindstrom can provide it all.

*For more information, contact Lindstrom's Corporate Headquarters at 2950 100th Court NE, Blaine, MN 55449. Tel: 1-800-328-2430, Fax: 763-780-0554, Email: [sales@lindfastgrp.com](mailto:sales@lindfastgrp.com) or visit their new website at [www.lindstromfasteners.com](http://www.lindstromfasteners.com).*



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## SAVE THE DATE - NEW ORLEANS STYLE! by Nancy Rich

**Mark your calendars now to meet in New Orleans next spring for the SEFA/SFA Joint Spring Conference - April 19-21, 2017.**

The groups are looking forward to joining together to create an even better event with more for all members and industry friends. With many members belonging to both associations this allows them to participate with members of SEFA and SFA together.


This event will be at a great location, Astor Crown Plaza, New Orleans. The Crowne Plaza New Orleans French Quarter hotel seamlessly blends modern convenience with historic architecture. The newly renovated Astor Crowne Plaza New Orleans provides

luxury, Four Diamond accommodations amid the beating heart of the legendary French Quarter. This upscale gem

is 14 stories and still bears the storied Astor name on its façade.

The final agenda is in the works but plans are underway for an Opening Reception, Industry Presentations, Golf Outing, Awards Dinner, Table Top Show and Raffles. Conference attendees will also enjoy close proximity to must-see attractions, such as French Quarter/Bourbon Street, Harrah's Casino, Jackson Square, the Aquarium of the Americas, the Superdome and River

walk Shopping.

We look forward to seeing you there. 





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## STAFDA'S 2016 ATLANTA CONVENTION AND TRADE SHOW RECAP by Georgia H. Foley

STAFDA's recent 40th Annual Convention & Trade Show, November 6-8, in Atlanta, attracted a total of 4,366 people with an 820 booth trade show, STAFDA's largest show since 2008.

**Day One** featured six educational workshops and one spouse/companion program. The business sessions covered today's trending issues from the new overtime regulations to distributor/manufacturing relations, leadership to concierge customer service and effective negotiating skills. Two workshop presenters, Dr. Jeanne Hurlbert and Barry Wright, extended their stay through Day Three since they were learning as much from STAFDA members as they hoped attendees learned from them!

Former Iron Chef contestant and noted Atlanta chef-turned-restaurateur, Kevin Rathbun, led a cooking demo on easy-to-make holiday hors d'oeuvres along with a sampling.

The Opening Party that evening was held at the



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College Football Hall of Fame where eight members of the Atlanta Falcons drumline team performed outside the entrance before attendees came through the opening tunnel into the Quad where they were greeted by the Wall of Helmets - over

765 college football team helmets displayed over three stories high.

STAFDA members could show off their passing and kicking prowess on the first floor, try their hand at countless interactive exhibits on the second floor along with viewing

college football trophies, memorabilia, or watching a "Game Day" movie in the Hall's IMAX theater. Histories of coaches, players and Hall of Fame inductees were displayed in interactive kiosks on the third floor. Food and beverage were plentiful while attendees could also watch Sunday Night Football or browse in the gift shop.

**Day Two** began with the General Session featuring state of the industry speeches from STAFDA President, Terry Earle, Ft Worth Bolt & Tool, Ft. Worth, TX, and Associate speaker, Brandon Moss, Southwire Co., Carrollton, GA. Both addressed the labor shortage facing the construction industry and offered innovative insight: Earle spoke of bringing back retired employees to mentor the millennials while Moss talked about Southwire's "12 For Life" program which fosters at-risk students to finish high school and learn a trade at the same time. STAFDA's executive director, Georgia Foley, brought members up to speed on key Association developments the past year.



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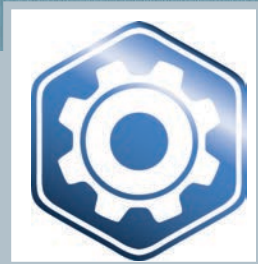
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## FINALLY - REVISION MANAGEMENT CONTROL

### *Aerospace and Mil-Spec Document Requirements*

Distributors of Aerospace and Mil Spec products are subject to intense scrutiny. The AS9100 Quality Management Systems for the Aerospace Industry standard covers the entire aerospace industry supply chain. This includes distributors as well as companies that design and manufacture equipment accessories or replacement parts as well as maintenance operations.

### *Certificate Management*

For many years we have maintained a detailed Quality Management and Certificate Management System that is integrated into The Business Edge.™

This system enables companies using The Business Edge™ to scan or drag and drop the appropriate documents into the system and it automatically attaches them to the correct lot of the product being tracked. Having the Specifications, Drawings and various Certifications all seamlessly integrated into the ERP system greatly simplifies management of the entire process.

The system enforces the acquisition of these specifications, test reports and certifications and it also automatically includes appropriate paperwork with each packing slip and/or invoice.

### *Instant Access*

In addition to sending the information to the customer, the system stores the documents and automatically

brings them up on demand so that when your customer loses it, you can eMail it to them in the blink of an eye. No more searching through files, no heading for the loft for the old ones, because even the oldest certification is immediately available.



### *The Revision Issue*

The Certificate Management System in The Business Edge™ has the ability to maintain many different Certifications or levels of Certification for each part. The problem is deeper than that though. A single lot of a single part may have a number of certification revisions. The revisions may or not be

acceptable to a particular customer for a particular order.

Some older revisions can be upgraded to newer revisions, while others cannot. Sometimes the revision includes a physical change in the part as well. In that case the revision always changes and the older revision levels may not be able to be used.

### *Task Force*

Our Aerospace and Mil Spec clients are working with us in a task force to enhance the system to handle revision levels more efficiently. It will handle multiple certifications (one certificate, but it lists multiple different drawings and rev levels). It will help with knowing which certificates are possible at a product level. These are issues that the task force has addressed.



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

## EU SEEKING TO TOUGHEN TRADE REGULATIONS

The European Commission issued proposals to substantially strengthen its anti dumping defense and bring duty levels closer to those imposed by the United States.

The Commission's paper "Towards a robust trade policy for the EU in the interest of jobs and growth" calls on EU member states to support updated, strengthened and more robust trade defense instruments, the European-based Fastener+Fixing Magazine executive editor Phil Matten reported.

"Our current rules are proving insufficient to combat the foreign competition," Commission president Jean-Claude Juncker said. "Some EU industries have lost thousands of jobs. We cannot stay idle. The EU's trade defense rules require an urgent update."

The proposals include removing the "Lesser Duty Rule," which requires antidumping duties to be at the minimum level necessary to eliminate injury, Matten noted. As a result EU anti dumping tariffs are often far lower than those applied by the United States on comparable products. For example, the EU applied average anti dumping duties of 21.1% on certain cold rolled flat steel products, whereas US duties averaged 265.8%.

The Commission also does not want to grant 'market economy status' to any country, but will instead introduce new methodology for calculating dumping on imports from countries where there are market distortion, Matten explained. This suggests it will retain the method of

comparing costs with an analogue country that resulted in 85% antidumping duties on carbon steel fasteners from China in 2009.


Other proposals include the strengthening of anti subsidy investigative powers, Matten said.



"Within existing regulations the EU has already accelerated the timescale to apply provisional anti dumping duties on steel products and in recent cases applied backdated definitive duties," Matten reported. "It has also introduced import-licensing requirements on a wide range of steel products including fasteners."

EU anti dumping duties on imports of carbon steel fasteners, originally applied in 2009 on imports from China, were repealed in February. The announcement, which caused consternation amongst EU fastener producers, followed four EU defeats at the WTO Dispute Settlement Body.

Matten noted that at the time the Commission "made assurances assured it would look favorably on an application for a new investigation. However, the WTO setbacks have almost certainly made the Commission intent on ensuring it has clear-cut evidence of renewed dumping before initiating an investigation."

"If the Commission is successful in winning support for its proposals the one thing that appears certain about the next investigation on fasteners, whenever it takes place, is it will be tougher, faster and result in substantial duty levels," Matten explained. 



## DISTRIBUTOR NEWS

**Alfa Tools** was honored to be recognized and presented with the 2015 “Be the Best” Supplier of the Year award during the NetPlus Alliance third-annual meeting held during October in San Antonio, Texas. NetPlus is a buying group made up of more than 375 industrial and contractor supplies distributor members who came together to “Plan & Grow” in today’s increasingly competitive markets.

NetPlus Alliance says the awards given during the annual meeting are designed to recognize growth, engagement and commitment to the group’s goals. The “Plan & Grow” theme of the meeting appropriately fits Alfa’s long history of helping distributors grow their business.

“Alfa Tools has been a preferred supplier with NetPlus Alliance since 2008, had the highest year-over-year growth and added 15 new distributor accounts,” said Jennifer Murphy, president of NetPlus Alliance.

Shaan Ahluwalia, Vice President Sales and Marketing, Alfa Tools states, “We are grateful for this award and are truly honored. In 2017, Alfa will be celebrating its 40-year anniversary. During that time, we have worked hard to be a leading supplier of Cutting Tools, Abrasives and Fastener Drive Tools. Our dedication to building strong partnerships is even more evident now that we have received the NetPlus Supplier of the Year Award.”

Alfa Tools is a division of Alfa Manufacturing Industries, Inc., a privately held corporation formed in 1977 by the Ahluwalia family. The goal has always been to provide quality precision cutting tools for metal, wood, and concrete. Over the past 40 years, the product line has grown to include screw driving products, cutting tools for all types of materials, and bonded and coated Abrasives.

Today, Alfa sells over 22,000 SKU’s of industrial quality cutting tools, fastener drive tools, abrasive products, and many other exclusive hard to find products. Alfa is proud of its large selection of USA



SHAAN AHLUWALIA AND ROSS SHEPARD OF ALFA TOOLS ACCEPT THE NETPLUS SUPPLIER OF THE YEAR AWARD AT THE “PLAN & GROW” ANNUAL MEETING ON OCTOBER 2, 2016.

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made products, and of the European production facilities that comprise its wide array of product offerings.

The Morton Grove, IL headquarters is accompanied by 8 regional satellite warehouses. Aligned with the best distributors in North America, these warehouses are located in Atlanta, GA, Kansas City, MO, Dallas, TX, Houston, TX, Denver, CO, Salt Lake City, UT, Sacramento, CA and Los Angeles, CA. With a large inventory throughout the country, Alfa is able to serve its customers’ needs with a 24-48 hour turn-around time.

NetPlus Alliance is a buying group for industrial and contractor supplies distributors. NetPlus Alliance enables distributors to grow their bottom-line net profit through negotiated rebate and pricing programs. Manufacturers and wholesalers benefit by increasing market share among NetPlus Members through joint marketing and sales programs. NetPlus Alliance is committed to developing strong business relationships between distributors and manufacturers of industrial and construction supplies.

For more information about the NetPlus Alliance Supplier of the Year Award or Alfa Tools, call toll free 800-253-2532 or visit [www.alfatools.com](http://www.alfatools.com).



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EMAIL [info@rotorclip.com](mailto:info@rotorclip.com)WEB [www.rotorclip.com](http://www.rotorclip.com)**NEW: SURFACE FRIENDLY WAVE SPRINGS** by Vincent Rodgers

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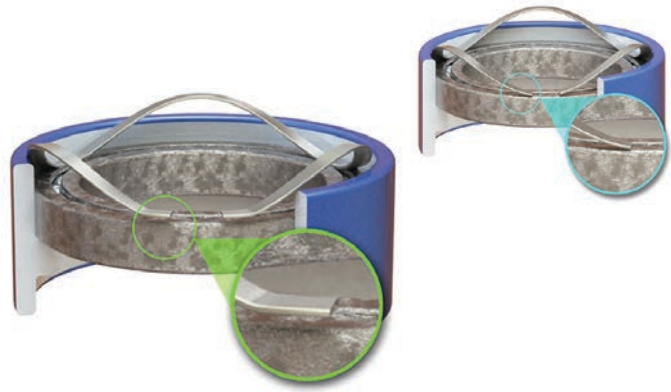
Engineers like to select a spring with a high axial load to reduce vibration and noise to ultimately prolong bearing life.

The design of standard single turn wave springs with gap features sharp corners at the cut off area of the spring ends. But the sharp corners can scratch the surface of the bearing as well as the mating parts when the wave form shows a steep incline depending on the load specification.

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**ABOVE RIGHT: STANDARD SINGLE TURN WAVE SPRING WITH SHARP END CORNERS CONTACTING MATING ASSEMBLY.**

**ABOVE LEFT: ROTORCLIP'S PATENTED SINGLE TURN WAVE SPRING DESIGN WITH FLAT ENDS REST SMOOTHLY AGAINST MATING ASSEMBLY.** 

**TECHNICAL ARTICLE**

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EMAIL [mwfa@ameritech.com](mailto:mwfa@ameritech.com)WEB [www.mwfa.net](http://www.mwfa.net)**FASTENER TECH '17 PLANS UNDERWAY** by Nancy Rich

Fastener Tech '17 has begun its registration for exhibitors. This event will, be held again at the Donald E. Stephens Convention Center in Rosemont, IL.

Exhibitor set up will be June 5th with the show opening on June 6th and continuing on the 7th.

The MWFA 65th Annual Golf Outing will be held the following day on June 8th at Chevy Chase Golf Club in Wheeling, IL.


Once again, our schedule is such that you can plan to come for the show and stay for the golf.

This show will feature fastener manufacturers, importers, fastener service companies and manufacturers of fastener machinery.

Besides the show, Fastener Tech '17 also features educational, informative and social opportunities.

Exhibitors are encouraged to sign up early for their booth selection.

Fastener Tech originated in 2013 and continues to provide a valuable show for the fastener industry. More plans are in process so be sure to continue to check back on Fastener Tech '17 and be sure to get your exhibitor registrations in.

For information on any event, call or email Nancy Rich at 1-800-753-8338 or email: [mwfa@ameritech.com](mailto:mwfa@ameritech.com). 

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# FASTENER TECH™ '17

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## FASTENER TECH '17 EXHIBIT APPLICATION AND CONTRACT

DATE: \_\_\_\_\_

The undersigned (hereinafter called the Exhibitor) hereby applies for space in the FASTENER TECH '17 Exhibition scheduled for **June 5-7, 2017** at the Donald E. Stephens Convention Center in Rosemont (Chicago), IL USA. The Exhibitor understands that this becomes a valid contract when accompanied by the exhibit fee (shown below) and upon the receipt of FASTENER TECH '17's acceptance of the application. Furthermore, the Exhibitor acknowledges receipt of and agrees to exhibit under and comply with the rules and regulations printed on the second and third pages of this contract.

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**EXHIBIT SPACE SELECTION & FEES** (includes carpet, table, two chairs, waste can, pipe & drape, sign, 2 exhibitor badges per booth, attendee passes and exhibitor lunch). Early Bird Prices until 1/1/2017.

\_\_\_\_\_ 10'x10' unit: \$1800 (reserved by 12/31/2016) After 12/31/2016 \$2000 **Table Size Requested:** 4ft \_\_ 6ft \_\_ 8ft \_\_

\_\_\_\_\_ 10'x20' unit: \$3600 (reserved by 12/31/2016) After 12/31/2016 \$4000 **Table Size Requested:** 4ft \_\_ 6ft \_\_ 8ft \_\_

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In an engine, seven types of screws out of approximately 70 are considered critical, that are crucial to achieving the engine's specified design performance: bolts for the cylinder head, crankshaft, con rod, flywheel, and main bearing cap, as well as for the camshaft cap, camshaft sprocket and VCT.

Having developed specialized engine expertise over three generations, the Italian fastener company Brugola OEB Industriale

S.p.A. has focused on manufacturing these critical bolts, which are essential to assembling an engine's vital components. These bolts must perfectly combine with vital engine components to ensure the performance and dynamic structural integrity of the engine despite high vibration and heat.

When Brugola recently opened its first factory in the U.S., the company sought to expand into the U.S. market as well as enhance the precision of its critical engine bolts by pushing the limits of flawless manufacturing.

While the company retains automotive customers such as BMW, Bugatti, and Aston Martin in Europe, its

third-generation President, Jody Brugola, recognized the importance of implementing state-of-the-art 3D laser gauging and axial vision inspection equipment to ensure ultra-precise fastener dimensional accuracy and eliminate all defects.

So before the company opened its Plymouth, Michigan

plant, one of its key investments in guaranteeing the quality of its critical engine bolts was to select an advanced, sophisticated gauging system.

"Once our president saw 3D laser gauging, he knew it would be a critical part of our quality control process to achieve zero defects," says Antonino

Occionero, Plant Manager at Brugola's Plymouth, Michigan plant. "Our philosophy has always been to assure that all fastener dimensions are 100% accurate. He recognized laser gauging as a superior method to ensure such quality."

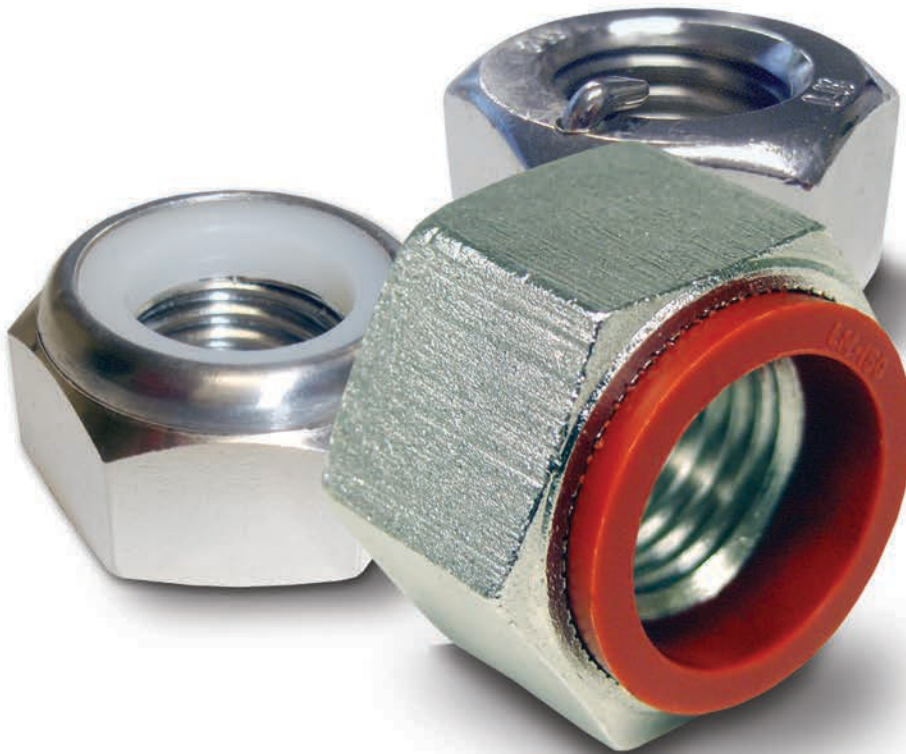
In order to make certain that all of its fasteners were flawless, Brugola turned to a high-speed 360-degree laser gauging device. The machine uses eight sensors and real-time part velocity calculation to essentially create a 3D profile of each part, along with measurement of a wide range of user-defined features to determine if each part meets exact dimensional requirements.





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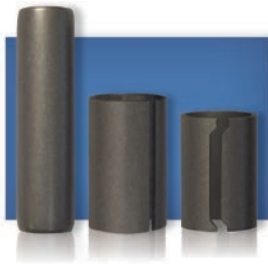
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## FEATURES AND BENEFITS OF ARMORGALV® THERMAL ZINC DIFFUSION by Michael J. Pasko, Applications Engineer



### ArmorGalv® Thermal Diffusion

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SPIROL is proud to introduce ArmorGalv® with 1,000+ hours of corrosion resistance as a standard finish option for their roll-formed Tubular Product lines including: Dowel Bushings, Spring Alignment Dowels, Ground Hollow Dowels, Compression Limiters and Spacers.

Thermal Diffused Zinc, a finishing process historically known as Sherardizing, has been used for corrosion protection of metal parts for over a century. Over the years, improvements have been made to the Sherardizing zinc/iron diffusion process. The modern, greatly improved process, known as ArmorGalv® is now being introduced to the fastener industry by SPIROL, and is poised to revolutionize the market. ArmorGalv® is anodic to steel and as such, provides long term sacrificial galvanic protection. Unlike traditional electroplating there is no risk of hydrogen embrittlement, adhesion is superior, coating thickness uniform, and all surfaces are covered. There are no insignificant surfaces. The affordability, durability, and low environmental impact of ArmorGalv® makes it ideal for today's market.

ArmorGalv® is a zinc alloy thermal diffusion coating, and is covered by ASTM A1059M-08(2013). This process requires a closed container, heated to a minimum 343°C (650°F), with a powdered zinc mixture. At this temperature sublimation of the zinc mixture occurs and it is dispersed into the container as a vapor. Being soluble in iron, the zinc vapor subsequently diffuses into the surface of ferrous parts. Volume of the zinc mixture is calculated based upon total surface area of the parts resulting in excellent control of resultant thickness with near total consumption of the zinc powder. After the diffusion, specially designed topcoats and sealers are applied to complete the finish.

The United States Environmental Protection Agency has stated this finish approaches zero emissions and it has received recognition and awards for its contribution to pollution prevention. There is no hazardous chemistry and water consumption is extremely low. In addition to these benefits, ArmorGalv® exceeds the performance benchmarks of many competing solutions.

SPIROL recommends ArmorGalv® coating as an alternative to traditional platings and coatings for many reasons; chief among them product quality, maximum corrosion protection/performance, cost effectiveness, and environmental stewardship.

### Primary Benefits of ArmorGalv®

- 1,000 hours or greater corrosion resistance of time to red rust (base metal attack)
- ZERO risk of hydrogen embrittlement
- Will not reduce fatigue strength of material (applicable to all alloys including stainless)
- Uniform deposition of coating on all surfaces (No insignificant surfaces). All internal features or ØID's receive full coating and protection
- Cost effective
- Anti-galling characteristics similar to cadmium (may be applied to stainless)
- No flaking, peeling or blistering approximately 1/3 of finish thickness is diffused into the coated surface effectively becoming part of the component
- Hard and highly abrasion resistant @37-42 HRC
- Slightly porous surface will retain paint and other coatings in the event complete pinned assembly requires subsequent painting, powder coating, etc.

## DISTRIBUTOR NEWS

The **Cable Tie Express/American Elite Molding** drawing for the Microsoft Surface 3 giveaway at the National Industrial Fastener & Mill Supply Expo was won by Theresa Bible of Crown Screw & Bolt in Indianapolis, IN.



Tony Van Hoozer and Jason Burton presented her with the prize. Congrats Theresa!

We appreciate everyone who participated and visited us at the booth this year. We hope you enjoyed your Starbucks coffee! Stayed tuned for another give-away next year.

Cable Tie Express offers cable ties and associated products such as heat shrink tubing, mounting bases, wire connectors, and cable clamps. Always focused on the highest standards of excellence and "tying service to quality," the Cable Tie Express team is committed to serving every customer with kindness, courtesy, friendliness, and integrity.

For more information contact the sales professionals at Cable Tie Express, Inc., 15470 Endeavor Drive, Noblesville, IN 46060. Tel: 1-888-603-1233, Fax: 1-800-395-1233, Email: sales@cabletieexpress.com, visit us online at [www.cabletieexpress.com](http://www.cabletieexpress.com) or find us on Facebook.

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## DISTRIBUTOR NEWS

**The Gilchrist Foundation** has awarded the final scholarship for 2016. Afreen Papa was awarded the scholarship via the Mid-West Fastener Association. Afreen will join the three previous scholarships from the 2016 applicants. Congratulations to the recipients. We wish them well and are pleased to assist them with their education.

They are as follows and their sponsoring companies;

**Afreen Papa** - SWD, Inc. (via Mid-West Fastener Association)

**Rachel Locke** - Pyramid Fasteners Inc. (via The Southeastern Fastener Association)

**Katrina Kokubon** - Century Fasteners Corp

**Jacob Neugebauer** - Cigar City Fasteners

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

Since the inception of the Foundation, there have been 54 recipients of scholarships. Applications will be accepted January 1 2017 through May 31, 2017.

For additional information visit the foundation web site: [www.gilchristfoundation.com](http://www.gilchristfoundation.com).



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## MFDA TABLE TOP SHOW WELL RECEIVED

by Nancy Rich

### *New Venue Gets Great Reviews*

The MFDA Table Top Show, on September 19th, moved to a new location. Previous feedback indicated it was time for a change. The Board of Directors took this request and moved the show to the Hilton Meadowlands, East Rutherford, NJ. Exhibitors, from across the country, featured products and services for the fastener industry. Exhibitors had an opportunity to set up in the morning, and enjoy a luncheon with their fellow exhibitors before the opening of the show at 2:00pm.

Attendees were able to visit with the exhibitors, research new products, learn about new products, and share dinner with industry friends. The show entrance fee included dinner for both exhibitors and attendees. With the show being moved to the Hilton, many show guests had the opportunity to continue business discussions after the show closed.

### *Thank You To Our Raffle Prize Donors*

Everyone present was able to witness the first Hall of Fame ceremony honoring inductees: Roger Stillman Metric & Multistandard Components, Leslie Sieper, Ron Jones/Star Stainless, and Sidney Cohen. Roger




Stillman is a 45-year veteran to the Fastener Industry and currently serves as Operations Manager and ISO Management Representative for MMCC.

Leslie Sieper was the first female president for the MFDA, serving for three years as president. Leslie has spent many years in the fastener industry.

Ron Jones has served many years in the fastener industry while working at Star Stainless Screw. He has been and continues to be an advocate for the fastener industry.

Sidney Cohen was the first president of the MFDA. The MFDA started, as he stated in a 1977 letter to Distributor's Link Magazine "In 1963, a small group of distributors met for dinner to discuss the mutual problems in our business. It was decided to form an association to unite the distributors in a common organization...14 years later, we have grown to a membership of 104 and have achieved many of the goals we originally anticipated."

**Thank you to our exhibitors and attendees who made this a successful show.**

For information on any event, call or email Nancy Rich at 201-254-7784; email: [MFDABoard@gmail.com](mailto:MFDABoard@gmail.com). 







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# WOMEN IN THE FASTENER INDUSTRY

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## WIFI EVENT CONNECTS THROUGH NETWORKING AND SCHOLARSHIPS

It was a lucky No. 7 for WIFI at the seventh annual WIFI Vegas event at the National Industrial Fastener & Mill Supply Expo in October. A big “thank you” goes out to our this year’s corporate sponsors: The Olander Company, KD Imports, INxSQL, Edsco Fasteners, Advance Components, Brighton Best International and DLP Coatings.

Featured speakers Debra Shames and David Booth of Eloqui were a dynamic duo as they presented “Own the Room: Business Presentations that Persuade, Engage, and Get Results.” The audience reaction and participation was great, and everyone learned some new tricks and techniques on how to engage an audience and communicate your ideas and goals with success and finesse.

Julie Toves, of Brighton Best International, and the recipient of WIFI’s Edith Cameron Scholarship, announced the winning raffle tickets at the event – which raised more than \$500 for WIFI Scholarships.

“It was an amazingly rewarding experience to meet so many interesting people at the event and the WIFI booth,”


says Toves. “All I can do is, thank you WIFI for this opportunity! And for any other woman who has ever wanted to attend the Expo in Vegas, the Edith Cameron Scholarship is your golden ticket!”

Laura Poletti, of General Inspection, and the winner of WIFI’s Ann Bisgyer Wolz Scholarship, was also at the event. “Thanks to WIFI, I’m able

to attend classes at the Fastener Training Institute in Cleveland in December,” says Poletti. “It’s an honor to win this scholarship, and it’s an honor to represent WIFI as well.”

WIFI is planning more networking events in 2017, and will present at Fastener Tech 2017 in June. Please visit [fastenerwomen.com](http://fastenerwomen.com) for the events calendar or follow WIFI on twitter @fastenerwomen.

WIFI is a non-profit organization that provides networking, and educational opportunities for women employed in the industrial fastener industry. The group welcomes new members.

*For more information about membership, scholarships, and events, please visit [www.fastenerwomen.com](http://www.fastenerwomen.com).* 





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## ACTYLUS™ SMART BIN SYSTEM NOW AVAILABLE IN ONE AND TWO SHELF MODELS FOR BENCHTOP USE

Based on positive customer response to its ACTYLUS™ Smart Bin System, Mason, Ohio-based Apex Supply Chain Technologies® introduces the ACTYLUS 8100 and 8200. These smart bin systems enable operations with assembly and compact manufacturing cells to take advantage of replenishment automation to ensure bin supplies never run out.

The devices are compact, at one shelf (14.5 inches) and two shelves high (22 inches), respectively. They are ideal for use in benchtop and wall mount applications, including assembly cells and individual workstations. All ACTYLUS models were on at the National Industrial Fastener & Mill Supply Expo (NIFMSE) Show in Las Vegas, October 25-27, 2016.

ACTYLUS Smart Bin Systems automate Kanban and the vendor managed inventory (VMI) process. This eliminates the need for labor-intensive manual bin scanning, which is known for being inefficient, wasteful and expensive. It also virtually eliminates stock-outs and rush shipments. The 8100 and 8200 models have even more use cases, increasing the impact smart bins are already having on inventory replenishment processes.

“ACTYLUS brings several point-of-work benefits to a company’s operations,” says Kent Savage, Apex Supply Chain Technologies founder and CEO. “Deploying ACTYLUS in individual workstations will save workers even more steps and free up even more valuable floor space. When you consider our smart bins are handling inventory often considered part of a company’s unmanageable tail spend, the impact on efficiency and productivity is considerable.”

### Smart Bin Benefits in a Space-Saving Design

With every inch of floor space being scrutinized as part of continuous improvement programs, the ACTYLUS 8100 and 8200 take the smart bin system’s already space-saving footprint to the next level. Either model can be used with an optional riser or wall mount that raises the bins off the work surface, conserving benchtop work space.

And with these new models, customers and suppliers alike will experience all of the benefits they’ve come to expect from ACTYLUS smart bin systems.

- **Automatic Low-Level Alerts:**

Smart bins can automatically detect low levels and send alerts to managers and suppliers when pre-set minimums are reached.

- **Eliminating Stock-outs:** Eliminating stock-outs ensures production will not be interrupted.

- **Increasing Productivity:** Stockouts create unproductive, unplanned downtime while workers wait for someone to get an expensive emergency order of supplies.

- **More Efficient Supplier Relationships:** Smart bins ensure distributors see real-time inventory levels and can focus on growing their business instead of counting bins.

- **Managers Work Smarter:** When managers are freed from manual bin counts, they can spend their time on more high-value tasks.

- **Increasing Cash Flow:** By eliminating safety stock from inventory, there is an immediate cash flow benefit.





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# BRYCE FASTENER GAINS ANOTHER PATENT TO QUICKEN FASTENER INSTALLATION TIMES

Bryce Fastener Inc, an innovator of new and improved security fasteners announced the addition of a U.S. and International patent to their product line of screws, bolts, and nuts. The company developed a new tamper-proof fastener called StykFit7™ which combines security and high productivity, giving the installer a faster installation. StykFit7™ is beneficial in high volume applications where high security and fast assembly is needed.


“Torx-pin, Hex-pin, Snake Eyes, and One-Way security screws are over 50 years old, they’re not reliable in secure applications because the bit-tips are available to the public. There’s also no stik-fit between the drill and bit tip which slows down the installer. The market needs a new high tech screw that’s secure and fast. StykFit7™

is fast indexing even while the driver bit is rotating, it’s non-magnetic so it works with Stainless and coated fasteners, it has an extreme torque threshold, and is 100% made in the U.S.A.” Bryce Campbell, President of Bryce Fastener Inc.

StykFit7™ is intended for Distributors looking to offer their customers an upgrade to Tam 6-lobe style security screws. Installers will find Stykfit7™ is a good replacement to Tam 6-lobe due to the ease of installation. It’s also more secure because of the patented security

features, which make it removable only by its proper bit. Stykfit7™ bears the weight of a piece being assembled with no fumbling, dropping, or re-attaching. Can be color coated with a variety of colors from Bryce Fastener’s own Brykote™ which provides up to 700 hours of extra corrosion protection. Concrete, Self-Drilling, 410 Hardened Stainless, and Coating available in sizes: 3/16, ¼ or #8, #10, #12, #14. Discounted Distributor pricing available.

Bryce Fastener Inc. uses outside the box techniques to improve the security fastener industry. Bryce Fastener’s machinists revive American made cold heading machines, then create new and improved security screws, bolts, and nuts. Their patented line of custom security screws called Key-Rex®, Penta-Plus®, Key-Rex Nut®, and Penta-

Nut® have faithfully served over a hundred different markets for the past 10 years. They’ve developed new ways to heat treat and color coat (Brykote™) more efficiently and economically. Bryce Campbell hung his first shingle 44 years ago as a fastener distributor in Seattle, Washington. He is an expert at knowing what type of fastener is the best for any application ([askbryce@brycefastener.com](mailto:askbryce@brycefastener.com)). Determined to keep manufacturing in America, Bryce Fastener is an innovator changing the way security fasteners are made. 



## DISTRIBUTOR NEWS

**The Bossard Group** is further expanding its presence in the USA into the Northeast by signing an agreement to acquire Arnold Industries.

With its outstanding product portfolio of premium fastening solutions, the US supplier fits perfectly into Bossard's corporate strategy.

Arnold Industries generates USD 40 million in sales annually and serves customers primarily in the electronics, telecommunications, medical technology and energy sectors.

Bossard has been pursuing a strategy to consolidate its market position in the US for several years. The acquisition of Aero-Space Southwest, Inc. in early 2015 was an important step in this direction; acquiring Arnold Industries extends this strategy. Bossard already has a presence in a number of locations in North America, particularly in the Midwest (Iowa, Illinois), the Southeast (Georgia, Tennessee), the Southwest (Texas, Arizona) and on the west coast (California, Washington). Bossard also has subsidiaries in Canada and Mexico.

The addition of Arnold Industries, headquartered in Canton, Massachusetts, solidifies Bossard's presence in the Northeastern US. Arnold has approximately 100 employees and has subsidiaries in Ireland and China.

Since its founding in 1968, Arnold Industries has continually furthered its expertise and services in the fastening technology sector. The acquisition of Arnold Industries is ideal for reinforcing Bossard's market position in a number of different industries, especially electronics and medical technology, which are well represented in the New York and Boston metropolitan areas. Arnold Industries is also a well-recognized expert in the energy and telecommunications sectors. Its product portfolio includes a number of well-known brands which Bossard also successfully sells in other markets.

Pending completion of the closing conditions and the finalization of purchase, the parties have agreed not to disclose the sale price.

For more information about the acquisition, contact Bossard North America at 6521 Production Drive, Cedar Falls, IA 50613. Tel: 319-277-5520, Email: [investor@bossard.com](mailto:investor@bossard.com) or visit their website at [www.bossard.com](http://www.bossard.com).

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## DISTRIBUTOR NEWS

**Southwest Fastener LLC**, a leading supplier of custom fastener solutions for Utility Scale Projects is pleased to announce that Ron Stas has joined their team as Business Development Manager. Ron's expertise in manufacturing, combined with Southwest Fastener's experience supplying product for over 7GW of Global Solar Installations enhances Southwest position as one of the most recognized vendors in the EPC arena.

Ron can be contacted at the Phoenix office: 602-272-2658 or email [rstas@swfastener.com](mailto:rstas@swfastener.com).

Southwest Fastener has locations in Phoenix, Tucson, Albuquerque, and now Dallas. With more than 14,000 SKU's, they are a full line distributor of fasteners, hardware, and tools servicing the industrial, construction, solar, and waterworks industries

For more information, contact Southwest Fastener at 242 E. University Drive, Phoenix, AZ 85004. Tel: 602-272-BOLT (2658), Fax: 602-272-2789, email: [sales@swfastener.com](mailto:sales@swfastener.com) or visit their website at [www.swfastener.com](http://www.swfastener.com).



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## PAC-WEST/NFDA JOINT CONFERENCE AND TABLETOP SHOW - MARCH 15-18, 2017 by Vickie Lester



Come to sunny Southern California in March to participate in the Pac-West/NFDA Joint Conference and Tabletop Show, March 15-18, at the Westin Hotel in downtown Long Beach, California.

Nearly 300 people participated in the Pac-West 2015 tabletop show, and we're expecting an even bigger turnout for 2017. Our exhibit floor has expanded, with capacity for 100 tables. As of press time, there were 50 confirmed exhibitors:

Advance Components  
Advanced Cable Ties  
AFI Industries  
Aluminum Fastener Supply  
Anderson Metals  
AVK Industrial Products  
AZ Lifting Hardware  
Beacon Fasteners & Components  
Brighton-Best International  
Brikksen  
Buckeye Fasteners Company  
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SPIROL  
Star Stainless  
Stelfast  
SWD Inc  
Tortoise Fastener  
WCL Company  
Women in the Fastener Industry  
WTC Services

We're bringing back one of our favorite speakers, Ann marie Houghtailing, who will talk about "Narrative Leadership," which involves storytelling to influence behavior.

Also on tap for the conference is Dr. Bill Conerly, who is a regular contributor to Forbes magazine. He'll offer two programs: "Fastener Distribution in an Evolving Business Cycle" and "What Businesses Should Do Today to Prepare for Tomorrow."

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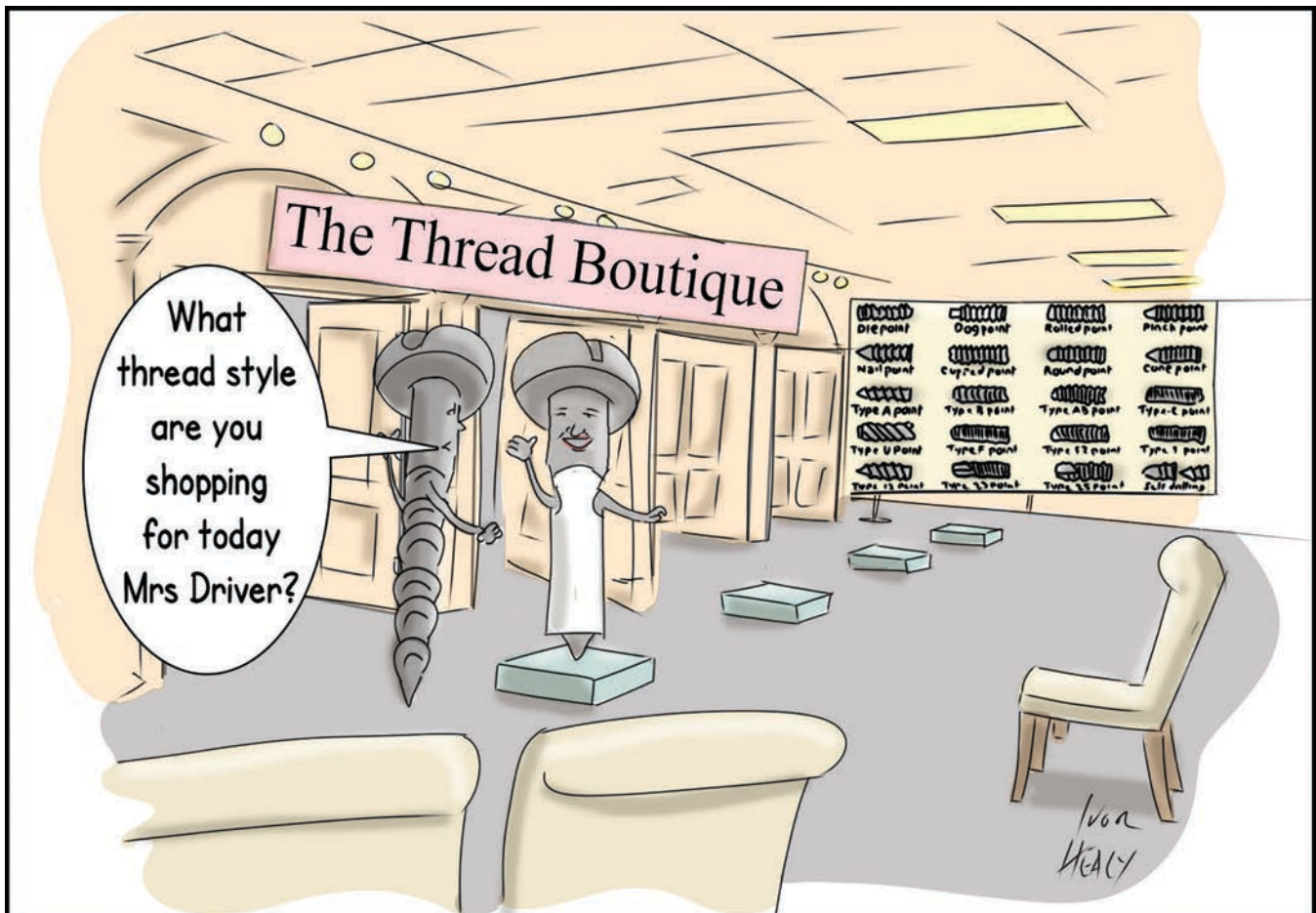


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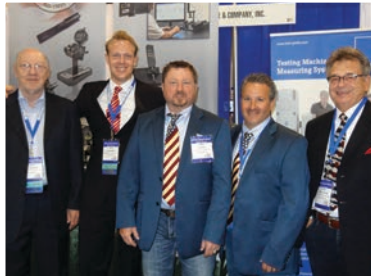
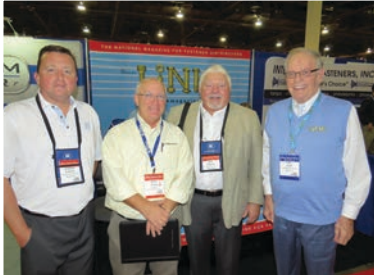
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by **JOHN WOLZ** EDITOR  
 editor@globalfastenernews.com

## ZEHNDER AT NFDA: 'LOOKS MATTER' EVEN AT DISTRIBUTORSHIPS

A difficulty in changing “looks” may be that many fasteners the industry handles are identical to ones Earnest Machine was selling when it was founded in 1948 and today, Zehnder acknowledged.

“Do looks matter?” Kirk Zehnder asked National Fastener Distributors Association conferees, while displaying examples of distributorship entry waiting rooms on the conference room screen.

Lobbies at distributorships are important in “first impressions,” said Zehnder, who is third generation in the Cleveland-based master distributorship Earnest Machine.

One possibility creating a difficulty for the fastener industry may be that many of the fasteners the industry handles are identical to ones Earnest Machine was selling when it was founded in 1948 and today, Zehnder acknowledged.

Zehnder recommended taking a serious look at how others see your company’s looks.

“Looks matter,” Zehnder declared.

He finds three responses to “looks” questions:

First, “This truly represent who we are and where we are heading.” Second, “I came up with this logo and took the napkin to our printer.” And “It’s good enough and I still have three boxes of business cards.”

• Zehnder countered the traditional executive’s response that “I can’t change my look, we are an established brand,” with a series of both Pepsi and Coca-Cola logos changing multiple times over the decades.

• Office furnishings need to be kept up to date, Zehnder said. “We are where we sit,” Zehnder said while displaying older and current office chairs and office desk cubicles.

• On internal communication, Zehnder recalled the days when so much company information could be kept private or papers destroyed in a trash fire. Today there are WikiLeaks, Google, Instagram, Twitter, Facebook, Yelp and LinkedIn to spread news. That forces change on fastener executives.

But instead of a negative, Zehnder said he finds today’s openness can help a business. “Transparency builds trust.”





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## LELAND'S EXPANSION

**"North American Steel, North American Labor"**- words often repeated by Leland. Someone listened. Demand for domestic manufacture in the face of imports never slowed and continues to grow.

Established in 1984, Leland never wavered, production was not augmented with imports. It would have been profitable to add offshore goods under the Leland logo, but we have always stated "domestic manufacture". We can't change that! While other manufacturers were moving offshore, Leland kept producing the fasteners that built our reputation.


It was always Leland's intention to make bigger bolts, and in 2011 opportunity knocked. A manufacturer closed during the economic downturn of 2009 and machines became available. After six days in transit, six bolt makers, dies and ancillary equipment arrived at Leland's door. By mid 2012, all machines were installed on specially reinforced



2015 EXPANSION  
50,000 sq. ft. head office expansion in 2015 - "Framework"

floors and ready to produce bolts up to 3/4" x 6". The bolt makers compliment sixty headers and progressive headers, each mated with a thread roller, capable of producing bolts and screws from #6 to 5/8". Nut Forming to 3/4" completes the offering.

Word spread. Leland can make A325 Bolts, Culvert Bolts, Cap Screws and "Specials". Orders flowed in, highlighting an additional problem. Not enough storage, aisles choked with materials, a nightmare for warehouse staff.

Only one logical answer, expand! Fortunately, Leland is situated on ten Acres and in 2014 work began on a 50,000 sq. ft. addition, increasing manufacturing space to 205,000 sq. ft. By mid 2016, the building was completed and manufacturing continues in a clean, new workspace. Aisles are clear, and space exists to accommodate new opportunities. 

BUSINESS FOCUS ARTICLE

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## DISTRIBUTOR NEWS

**Beacon Fasteners and Components** is expanding their thread forming line again by stocking High Salt Spray Full Trilobe Thread Forming Screws! Parts are steel-zinc RoHS with a high salt spray plating of 96 hours to white rust and 120 hours to red rust. Beacon is excited to offer a variety of drives, head styles, and sizes complete off the shelf in bulk and small volume quantities.

Kameron Dorsey, National Sales Manager commented, "We recognize that our customers need Thread Forming screws to meet higher salt spray requirements and available in lower volume quantities. With this new product addition, our customers can rely on Beacon to save them time and costs associated with secondary processing. This is just another way Beacon is able to streamline the procurement process to help customers be more efficient."

Contact Beacon's sales team at 1-800-669-2658 or 847-353-2000. Email [customerservice@beaconfasteners.com](mailto:customerservice@beaconfasteners.com) or fax to 847-541-1789, or visit them online at [www.beaconfasteners.com](http://www.beaconfasteners.com).

Provided by [GlobalFastenerNews.com](http://GlobalFastenerNews.com)

## DISTRIBUTOR NEWS

**Distribution One** a leading provider of comprehensive ERP software to wholesalers and distributors, is thrilled to announce our 2017 User Conference taking place next April in Las Vegas.

Regarding the 2015 User Conference, attendees have remarked: "We discovered features that we are not currently using but will take advantage of to further improve how our business runs" and "The interactive lab sessions with Distribution One staff provided a deeper understanding of the software." Building on this overwhelming success, our 2017 User Conference will furnish our customers with three indispensable days of educational presentations, training workshops, networking, and so much more. Built for users and led by our proactive team of product managers, developers, and support staff, the Distribution One User Conference already stands as the can't-miss event of 2017.

We are actively developing the full conference agenda to provide the greatest benefit to our users. Currently, the impressive list of featured topics already includes:

- Presentations and Personal Interactions with Distribution One staff and partners
- User-Focused ERP-ONE Training Topics and Best Practices
- Exploration of ERP-ONE Software Features/Applications
- Unveiling of New ERP-ONE Functionality
- Discussion of Supplemental Programs
- Social Activities and Networking
- An Industry-Renown Special Guest Speaker

From the start, Distribution One partners with every customer to ensure a smooth transition and create a continued avenue for sharing information that initiates ideas for valuable enhancements. Our process-based ERP-ONE software training is applied directly to your business model and is offered on-site or via webinar. Our team of ERP professionals thrives on providing live US-based customer service to 8000+ users worldwide.

For more information, contact Distribution One at 856-380-0629, or at [info@distone.com](mailto:info@distone.com). You can visit their website at [www.distone.com](http://www.distone.com).

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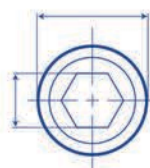
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# MID-ATLANTIC FASTENER DISTRIBUTORS ASSOCIATION

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## 2016 ANNUAL GOLF AND SCHOLARSHIP CLASSIC 'GREAT GOLF, GREAT FRIENDS, AND A GREAT CAUSE'

Downingtown Country Club was gracious host again to the MAFDA Annual Golf and Scholarship Classic held on June 9th, 2016. Forty eight golfers were greeted with exceptional weather, a unique golf gift, an opportunity to win the coveted MAFDA Golf Trophy, and raffle prizes available to all including electronic devices, and a large screen TV.

Our sponsors surprise us each year with their generosity, this year was no exception. Star Stainless Screw Co. took the lead role as Event Sponsor, ND Industries presented as the honored Legacy Sponsor in recognition of their past years title sponsorship support, Stelfast rewarded any hole in one effort with LOTS of cash (unfortunately no winners, but many were close) as the Hole in One Sponsor, Fall River Manufacturing again sponsored our grand prize of a large screen TV, Lee S Johnson Associates, Inc. sponsored lunch, G.L. Huyett was the Beverage Cart Sponsor, and R & D Fasteners outdid even last year's effort by again producing the FINEST industry specific trophy's.

Thank you sponsors – you are why our golf outing is consistently heads and shoulders above the rest, we truly appreciate everything you do for the association. **YOU ARE THE BEST!**

The golfers also came out to play. Team Lubker Distribution (Rick Lubker, Rick Yanni, Al Papsin, and Glen Hanson) took home the coveted first place trophies, while team Lee S Johnson (2) finished second (Steve Gillmor, Dan Carr, Tom Cusano, and Ralph Barone). Third place went to team ND Industries (Ken Schneeloch, Brian Eakins, Tricia Murty, and Rob Knox). In addition to trophies, the winning teams were provided spending cash at the pro shop, as were winners of the Long Drive competition, and closest to the pin competitions. Lots of winning, lots of smiling faces!

The golfers however weren't the only 'winners'. As in the past, the MAFDA appeals to ALL who participate and make sure winning is EASY. The raffle prizes provided by Fall River Manufacturing kept everyone 'in play', and ALL in hopes of winning the coveted large screen television Grand



Prize. Congratulations to this year's very lucky winner Jason Webster (North East Fastener Corp.). 'Very lucky' in this case is an understatement – as Jason also won this same prize last year!


'Thank you' hardly covers our appreciation for all who attended. Your generosity and support of the association and scholarship fund is all inspiring.

### *Why we do what we do – the true PURPOSE of the MAFDA Golf and Scholarship Classic*

It's for the kids, it's for giving back to the industry that has served us all so well, it's to make sure education remains at the forefront, it's in appreciation and honor of your contribution to the industry, it's our responsibility and hopefully our legacy.

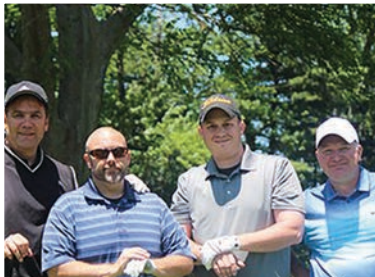
This year's award class was one of the finest we've seen. All applicants were highly qualified, highly motivated, and exceptional individuals doing exceptional things for their community. The award decisions were hard, but we were honored and humbled by the responsibility.

The final results were released at the Golf and Scholarship Classic. Our Congratulations to scholarship award winners Emily Bigott (XL Screw Corporation), Halie Chapin (Advance Components), Jessica Heckler (Laboratory Testing, Inc.), Madeline Laub (Lubker Distribution), and Caitlin Pearson (Brighton Best International).

We are inspired by, and proudly support all of the award winners. 



# MAFDA 2016 ANNUAL GOLF & SCHOLARSHIP CLASSIC DOWNINGTON COUNTRY CLUB, PA - JUNE 9, 2016





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## BRIGHTON-BEST INTERNATIONAL

## A FASTENER (INDUSTRIAL/SAFETY/CUTTING TOOL/ HAND TOOL/ANCHOR/VENDING) SUPPLY HOUSE

Brighton-Best, the international leader in the fastener supply channel, was yet again the talk of the National Industrial Fastener Show as they introduced new products and services to the fastener distributors in attendance.

Many distributors were eagerly awaiting the opening of the show to see what Brighton-Best would offer after they surprised everyone last year by introducing the Preferred Hand Tool Line. This year Brighton-Best went above and beyond by introducing Preferred Safety Supplies, cutting tools and even vending, in addition to expanding the Preferred Hand tools! The new products and focus on industrial supply was well received by the distribution channel and the opportunity to expand into new lines and open new revenue channels was welcomed across the board.

Brighton-Best remains committed to the fastener market and have expanded their offerings on stainless products, including 410 stainless screws, and metric products to make sure they are the one-stop shop for fasteners. Now that industrial supplies are being offered distributors will be able to bundle not only the fasteners but the entire line of industrial products into one prepaid shipment!

Steve Andrasik, VP of Sales, commented that "never before in our industry has the fastener distributor been able to combine all of the products and expertise across so many industrial fields into one channel. The benefits for each distributor will come not only through reduced ownership costs but will open up completely new markets."

Now that Brighton-Best has made all of the major industrial lines available it only made sense to add the services required to bring the product to market. Brighton-

Best just announced that they are offering a vending solution so distributors can service plant locations and VMI centered programs that include more than fasteners and can be modified for each location's requirements.

Brighton rolls out the vending program in January 2017 and distributors are lining up to get a machine.

The program offers a vending machine free of charge to all Brighton-Best distributors who can move a predetermined amount of the Preferred Product lines. (Call your local branch for details.)

In addition to the cutting tools and the hand tool lines, Brighton-Best has also added many categories of consumables to assist every distributor in achieving success: Nitrile gloves, work gloves, tape, glue and cable ties are already in stock and ready for immediate delivery.

Quotes Jun Xu, Brighton-Best President: "Today we are at a crossroad. To the right: growth and the left: recession. There is no stay the course road to prosperity. 2017 will be a difficult year for the industrial fastener supplier. As we move forward we will

be defined by the opportunities we bring to our distributors and our ability to strengthen our distribution channel. I truly believe the most diversified and well capitalized companies will emerge from this economy stronger than they went in."

With over 20 stocking locations in the US, Brighton-Best has next day service to all major population centers and with the largest and most diverse fastener inventory in the world, coupled with a complete line of industrial products and consumables, Brighton-Best can provide new opportunity, excellent service and a path to greater success. 





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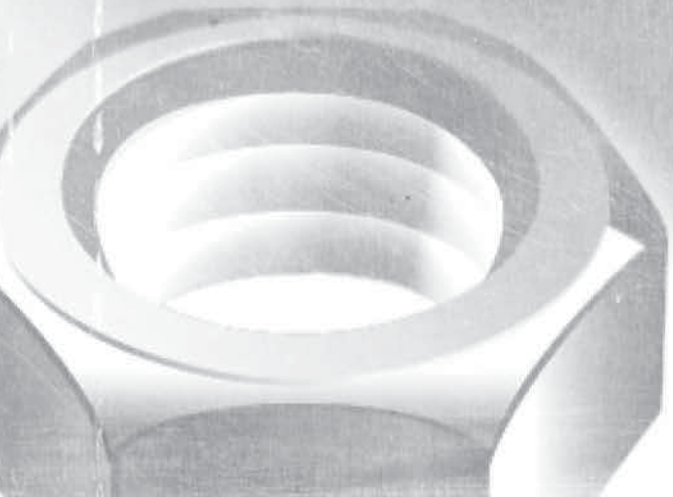
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## NCFA 2016 SCREW OPEN GOLF OUTING

by Dave Audia, NCFA Executive Board

The 2016 NCFA Screw Open returned to Valleaire Golf Club in Hinckley, Ohio for the third consecutive year and the event was again a great success. The weather was very warm, the beer was ice cold, and the Winking Lizard provided a delicious lunch and dinner for the 70 golfers that spent an afternoon helping to raise money for the NCFA Scholarship Program. Although there was some rain it did nothing to dampen the spirits of all involved.

The Buckeye Fastener team, after finishing runner up for the past 2 years, finally broke through and won the event with an 18 hole score of 48. Team Stelfast finished in 2nd place two strokes behind the winners. The winning 4-some of Larry Kelly, Tim Morgan, Jim Costello and John Mosley split a cash prize of \$200 and received trophies donated by Solution Industries. Team Stelfast made up of Todd McRoberts, Kevin Sand, Paul Ferko and Mark Dively took home the 2nd place cash prize of \$100.

There were a few individuals awarded for their skill shots during the afternoon round as well. John Radel from Solution Industries belted out the longest drive on Hole #12


while Dan Jaram of Brighton Best stuck his shot on Hole #8 closest to the pin to take home that prize. There were also 4 skins awarded at the end of the round – not surprisingly the winning team of Buckeye Fasteners won 2 of them while the teams from Erieview Metals and INXSQL each won 1 skin. Finally, LEP Special Fasteners won the coveted 30

pack of Busch Lite beer donated by FCH for having the highest score of the round.

All golfers and non-golfers were then invited to the pavilion for a dinner of St Louis Ribs and BBQ Half Chickens grilled by the Winking Lizard – everyone did their best to ensure the keg of beer was floating before dinner had even ended.

The NCFA would like to thank all of our sponsors this year who were once again acknowledged with signs throughout the course – and of course a big thanks to all

who participated in this event. All proceeds will benefit the NCFA scholarship program, so we again say: Thanks to all!

For more information regarding the NCFA or our upcoming events, please visit our website [www.ncfaonline.com/EVENTS](http://www.ncfaonline.com/EVENTS), or send us an email to [lgraham@ncfaonline.com](mailto:lgraham@ncfaonline.com). 





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## NCFA SCREW OPEN GOLF OUTING - VALLAIRE GOLF CLUB HINCKLEY, OH - SEPTEMBER 12, 2016

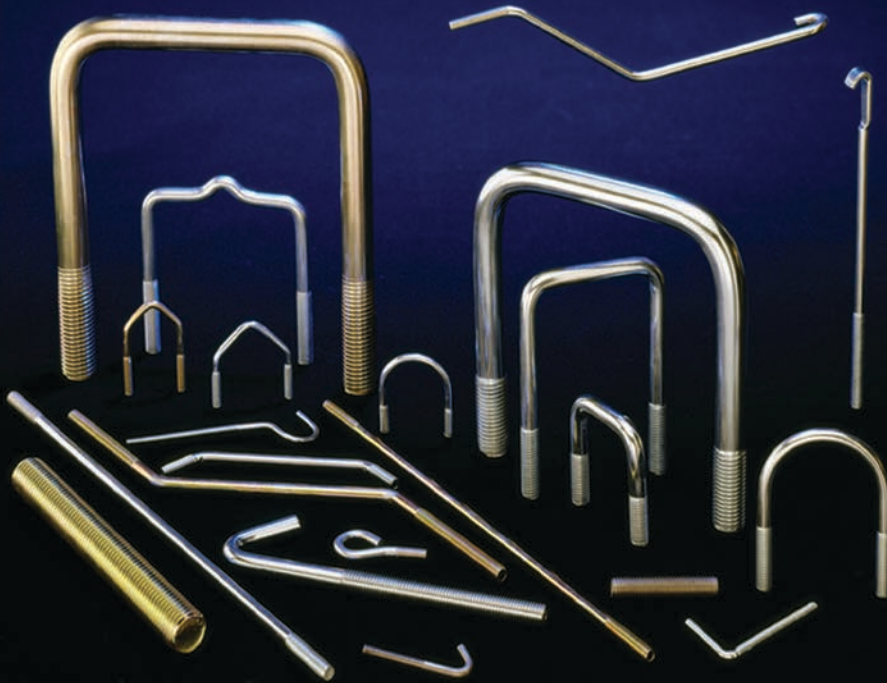






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## DISTRIBUTOR NEWS

**North East Fasteners (NEF)** is very proud to announce that as of December 1st, 2016, Smith Associates will handle all representation in the New England and the Mid-Atlantic Regions.

Smith Associates territories will be representing NEF in all or parts of Maine, New Hampshire, Vermont, New York, Mass, CT, RI, NJ, Pennsylvania, Delaware, Maryland as well as Virginia. For the past 43 years, Smith Associates has built its





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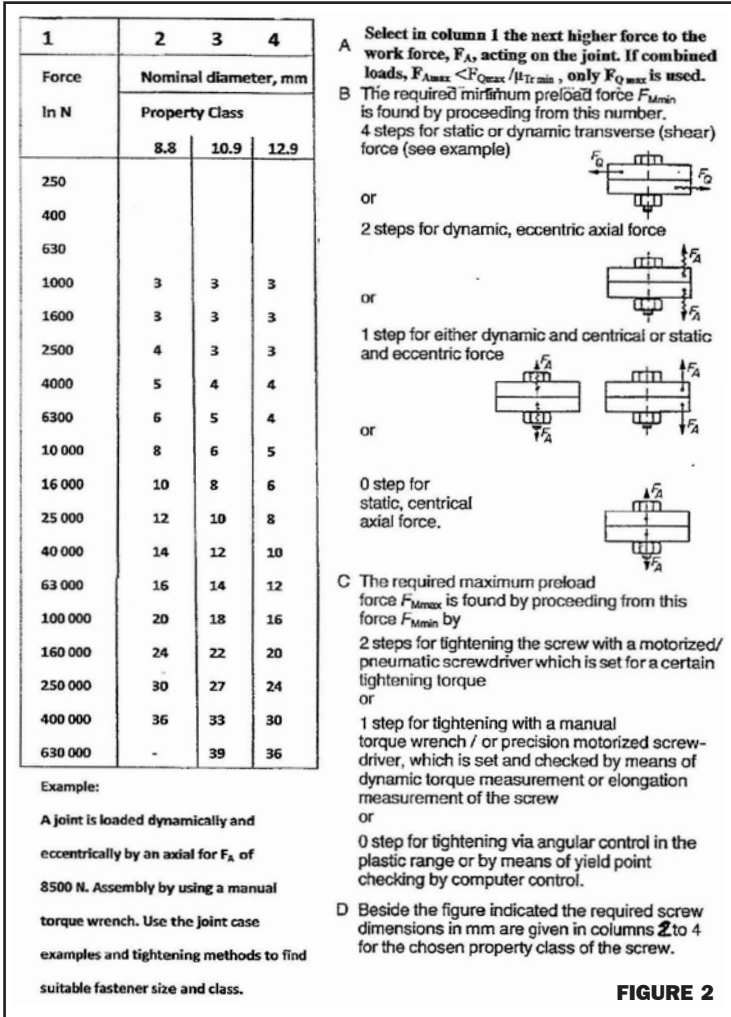
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**BENGT BLENDULF A LOGICAL APPROACH TO A BOLTED JOINT DESIGN** from page 8



**FIGURE 2**

accuracy, lubrication, speed and others. We now have a tool from IFI that can help us if we are using Torque-Tension method to get the right preload in the fastener. It is called “Torque Book for Fasteners”, a product developed by Joe Greenslade. From this document we can find nominal friction values for the vast majority of lubricants and for various surface conditions. This help would take us much closer to develop a reasonable accurate torque value. This would, combined with the rightly chosen tightening tool, give a solid start for the joint design.

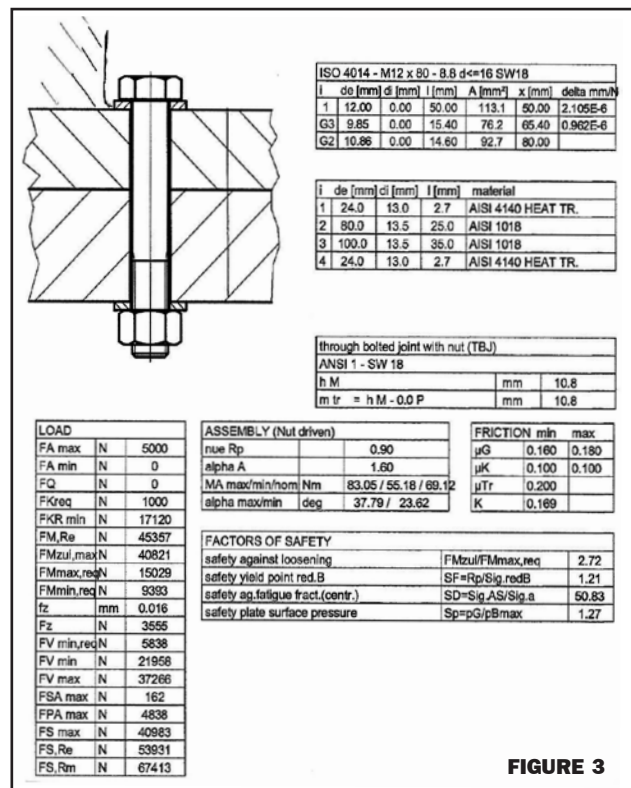
To verify the joint we need to calculate how all those variables in geometry, forces, materials, temperatures, tightening, fastener choices, etc. will fit together.

In Figure 3 below, we can see some of the mathematics from SR1 (VDI 2230) on the joint. This is a great tool for joint calculations and it showed that the starting point in Figure 1 gave us a too high surface pressure under bolt head and nut.

So, the “design force” now goes up from using a M6 fastener to a M12 in the 8.8 column or a M10 in the 10.9 column. This type of estimation of bolt size will be right in most cases, but must also be verified.

So, we are off to a good start, but need more information to judge the joint. First of all, are the **MATERIALS** in the joint compatible? If all joint parts are made of steel (any type) and we are using steel fasteners we should have no problems. If, however, the joint is made of aluminium we must make allowances for that. Both for the normal elasticities at room temperature, and any **TEMPERATURE** (high or low) influences on elasticities. Any combination of materials in the joint can have a great impact on its success.

**TIGHTENING** will also play a major role in the joint performance (good or bad). This is an area where we have great problems with many variables with tool



**FIGURE 3**

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## BENGT BLENDULF A LOGICAL APPROACH TO A BOLTED JOINT DESIGN from page 94

By adding hard washers (at least 200 HV) for 8.8 I could get the design OK and avoid embedment and load losses. We can also do this manually, but it would add a few pages to this excellent magazine.

The purpose of this article is to identify the steps to take for making a good joint. We need to define

1. Geometry of joint
2. Forces/loads (preload and external)
3. Materials in joint and fasteners
4. Temperatures (outside of -40°C to +120°C)
5. Tightening method
6. Fastener choices
7. Other influences

If we follow that path, we will reduce joint failures and unnecessary recalls. If you are not in the joint design area, but are involved otherwise due to joint problems, the list above may help you to understand why things can go bad.

### For More Information

Very good information can also be found at:

#### IFI Industrial Fasteners Institute

6363 Oak Tree Blvd.  
Independence OH 44131

#### Seminars for Engineers

info@SeminarsforEngineers.com


#### Fastener Training Institute

info@FastenerTraining.org

#### EduPro US, Inc.

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#### David Miller (for SR1), PCB Load and Torque

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Farmington Hills, MI 48335 



STAR STAINLESS 2016 NIFMSE HALL OF FAME RECIPIENT - BRUCE WHEELER from page 10

## Introduction To Hall Of Fame By Robin Wheeler

It is my honor to be able to take a few moments to talk about my husband.

When Bruce and I started dating in 1975, I never even thought about nut and bolts, little did I know they would become a huge part of our world. I actually thought it was a little hysterical when people asked what my husband did for a living and I would say he sells screws. Except for all of you, people are always puzzled.

I think Bruce's best quality and what has I think made him partly successful is his genuine feeling that people are a huge part of Star's and ultimately his success. He is always approachable whether you are one of his warehouse workers or a million dollar customer. He has always instilled in our children that everyone is needed to make a successful company.

Let me share some facts about how serious Bruce takes his customers. Hawaii 1977, Bruce and I have dinner plans when he comes up from the hotel lobby and tells me our plans have changed. He ran into one of his east coast accounts and we are now going to dinner with them. Halfway thru the meal the wife remarks that we look so young, and asked how long have we been married. I answered, one day. Yes, the first night of our honeymoon we entertained customers. From then on I realized how serious Bruce was about relationships with his customers.

When he became branch manager of Chicago and eventually higher up, he has never lost that approachability. When he travels to a branch, he spends as much time in the warehouse and packaging departments as he does in the office. He feels it lets his employees know he cares about all of them. I think that is a huge attribute.

One day, I went to the NJ branch to let loose my frustration on Wayne (my kids jokingly refer to this behavior as going Jersey). I was mad because Bruce blew off coming east with us for a family beach vacation so he could fly to some branch and take care of a problem. Wayne chuckled and said the best thing he ever did was promote him because he worries about this company way more than I do. His loyalty and love of Star Stainless has never wavered in his 40 plus years.

Those of you that knew Wayne Golden must see a lot of him in Bruce. I know that is sometimes a scary

thing to say, but it's true. Wayne instilled in him to be unconventional, follow your instincts and not just a balance sheet, and always remember the little guys.

For years I would listen to the two of them either in person or on the phone discussing those things and how to always improve and grow the company, as well as many personal things. When Wayne passed away, Bruce lost that special person to discuss everything with. Well now that our son Bryan is in the business, all those same types of discussions are around again, but this time it is Bruce sharing his knowledge and experiences. I have to reign those two in when we have family dinners because the rest of us don't need a whole meal of fastener discussions.

Sharing his knowledge is also why Bruce was a big advocate of the mentoring program that the NFDA started. It gives him the opportunity to share his perspective of the industry with new blood coming in. Bruce also shares his knowledge of stainless by consulting locally and internationally on these matters. He has taught, lectured, and written articles on the subject of stainless.

Over the years that love of the business, knowledge of the industry, and still the joy of interacting with people has made Bruce the man he is today and I am proud to introduce my husband, Bruce Wheeler as your 2016 Hall of Fame inductee.



**ROBIN WHEELER MAKING HER INTRODUCTION SPEECH AT  
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# WORDSEARCH PUZZLE



## FLOWER VARIETIES

In the grid opposite there are twenty answers that fit the category named above. Circle each answer that you find and list it in the space provided below. An example is given to get you started.

- |                       |           |
|-----------------------|-----------|
| 1. <b>ASTER</b> _____ | 11. _____ |
| 2. _____              | 12. _____ |
| 3. _____              | 13. _____ |
| 4. _____              | 14. _____ |
| 5. _____              | 15. _____ |
| 6. _____              | 16. _____ |
| 7. _____              | 17. _____ |
| 8. _____              | 18. _____ |
| 9. _____              | 19. _____ |
| 10. _____             | 20. _____ |



## Best Creativity - Rotor Clip

**Rotor Clip** manufactures a full line of inch, DIN, ANSI metric and JIS retaining rings to world standards, as well as a complete line of constant section rings, spiral retaining rings, and wave springs. There are over 50 different styles and over 1000 part numbers to fit virtually every application. Rotor Clip supports its market with a full line of installation tools including applicators, pliers, dispensers and automated assembly equipment. The company intends to offer quality product and value-added services into the 21st century, and support the marketplace before and after the sale by providing technical assistance, product training, and cost-reduction programs, along with competitive pricing and JIT delivery.

### Our Best Creativity Award goes to Rotor Clip!

Always impressive and unique, this year once again we couldn't resist choosing Rotor Clip for the Most Creative Best Booth Award. Last year they had an outstanding supermarket theme which earned them overall Best Booth! This year was an intriguing automotive themed full-service station. Jürgen Wenzel of Rotor Clip, the mastermind behind the booth concepts, explained 2016's concept as being more than just shipping, quality, or products. He wanted to highlight Rotor Clip as going above and beyond to serve offering certifications, tech support, contract pricing, and an overall customer experience. The booth was clever and radiated fun. Way to go, Rotor Clip!



## Best Giveaway - Stelfast, Inc.

**Stelfast Inc.** is a leading importer; stocking master distributor of fasteners and specialty parts from Asia, Europe, and South America (from standard commercial items to special parts per print); and manufacturer of truck and specialty fasteners. With a knowledgeable and dedicated team of employees, Stelfast has expanded to ten regional distribution centers across North America. Stelfast is a family owned and operated company. [They] offer over 12,000 SKU's of fastener products direct from stock, including many lines of bolts, cap screws, nuts, screws, and washers in variety of finishes. [They] offer per print, specials, and standards either direct from mill, cross dock, or stock and release.

**Our Best Giveaway Award goes to Stelfast, Inc.!** The classic Stelfast, Inc. monkey was our selected giveaway. Everyone complimented them and they could be found across the show floor. We spoke with Dana McLaughlin of Stelfast, Inc. to learn what the secret was behind these adorable monkeys. She told us it started as a small joke within a family-business regarding the idea of "monkeying around." Now, in their 12th year, these monkeys have come in different colors each year and have been taken around the world. Iconic and lovable, Stelfast, Inc.'s monkeys are a giveaway to go bananas over!





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We learned that although thread forming screw joint designers tend to focus their attention on achieving the maximum distance between these two values, they often neglect the most important aspect of the joint- the retained clamp load. Clamp load is what compresses and holds the joint together. From a product life perspective, clamp load is, by far, the most important characteristic, since it will determine the long-term integrity of the joint. Therefore, good designers strive to balance achieving the best drive to ultimate torque results with retaining as much clamp load as possible.

## Introduction

Although we learned that there are universal fundamentals that apply to all thread forming screws, also introduced was the notion that the material the thread is forming plays a critical role in the best design of the screw. In other words, we should expect that thread forming screws for mild steel may be designed and perform very differently than screws for thermoplastics. This is, in fact, the case and screw geometries and designs that work well in metals rarely, if ever, work well in plastics.

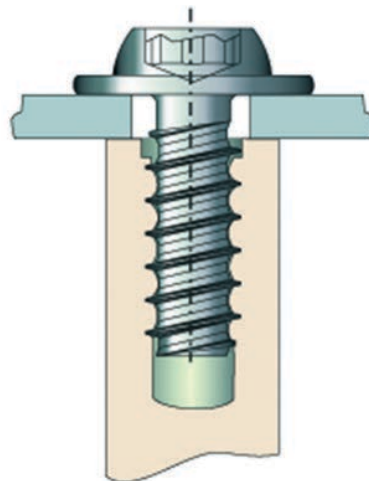
When one studies innovation and the rate of technological change, one finds that often new technology moves at the pace that enabling technologies develop to accompany it. Some plastics have been around for over a hundred years now but it hasn't been until the last twenty or thirty years that plastics have really evolved into the everyday presence we have grown accustomed to. There are many reasons for this, but one of them is due to the lack of good fastener solutions in the early days.

When plastics first started to become common the options for mechanically fastening plastic parts together was rather limited. There were no screws or thread forms that had been designed specifically with plastics in-mind, so early designers were forced to use nuts and bolts or whatever tapping screws were available. Unfortunately, those available were designed for wood, construction, and sheet metal applications. These fasteners did not perform well and, thus, direct fastening into plastic was

deemed impossible or bad manufacturing practice. This paradigm would prevail for many years and it wasn't until the last twenty years or so that thread forming screws to fasten into plastic really became a desirable and accepted method. Much of the change in heart can be credited to a few modern screw designs that advanced thread forming technology because they were designed exclusively for thread forming into plastics. Figure 2 shows an example of one of these technically advanced designs for plastic thread forming.

## Plastics

To understand why plastics present such a fastening challenge, one must first understand a little about the science of plastics. Plastics fall under the general material classification of polymers, or large molecules that are formed by repeating chains of sub-units called monomers. These can be further classified as materials that can be re-melted and reused, thermoplastics, or materials that create such intricate and strong cross linked networks that they can't be re-melted and reused, thermosets. Thermoplastics come in two varieties, crystalline and non-crystalline (called amorphous). This refers to the way the molecules arrange themselves when cooling from the melted stage. Crystalline plastics describe ones where the molecules arrange themselves into specific, orderly orientations while



**FIGURE 2: EXAMPLE OF EJOT DELTA PT®. MODERN DESIGN SCREW FOR FASTENING INTO PLASTICS**

molecules in amorphous plastics have no order or special orientation. In fact, amorphous plastics are most often likened to a bowl of spaghetti noodles. Like other materials, it is this definition of molecular structure and ordering that defines the properties a specific grade of plastic will exhibit. In general, the more amorphous a material is the more sensitive it becomes to stresses exerted upon it. Accommodating this aversion to stress is, perhaps, the greatest challenge an engineer or designer will face in developing a good threaded joint.

Other factors related to the plastic itself that play a significant role in the ability to thread form are its strength (measured by its flexural modulus) and whether it is filled with materials like glass fibers or mica.

## Things to do Today!

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- Hire sales rep for no

~~Meet with bank~~

Find new stainless vendor

- How can we better track

- Follow up on quality issue

- How did it get this far?

- Productivity review, how do I get this info out of our system?

- Sales/purchasing

- Warehouse

- Internet update

- B2B, is this feasible for us?

- Cost?

- Is our old system worth it?

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**ROBERT FOOTLIK RE-EXAMINING 'D ITEMS'** *from page 24*

Rejected special order materials are another source of dead items. If many SKU's are found to share this origin, programs and procedures for dealing with these problematic items and/or customers should be introduced. The last thing that a sales person wants to say to a customer is: "No, we don't do special orders." The second to the last is: "We will need a deposit on that special order." And the third is: "There will be a restocking charge." For a customer oriented manufacturer or distributor all three phrases are forbidden. This does not mean carte blanc authorization on all specials. What is fair and equitable is to agree that you are both taking some risk on the order and the customer should share in any problems. Defining this in the context of your market is difficult but not impossible.

In any business, blanket policies will always be over ridden and rules will always be bent. Therefore stay flexible. The goal is to get the newly minted "junk" out of the warehouse as fast as possible. Returning the product to the supplier, even with a restocking charge is usually the best. At the opposite extreme is throwing it in the dumpster. Many creative strategies lie in between. For example, try selling the item on E-bay by acting as an agent for your customer.

Returns are also a frequent source of "D items." The solution is to deal with the problem at the source. A high return rate from one sales person or customer is indicative of a problem in communication that needs to be addressed. Ignorance or poor catalog descriptions can be easily overcome once identified. Enhancing return procedures to get the item back into inventory, or scrapped, will also eliminate a hidden dead item, one that is placed on the shelf in unusable condition. "Garbage in, never out" can be a real problem. If you would not sell the product to the customer in its current condition, why did someone put it back on the shelf? Look for these materials in the warehouse and vow never to allow it to happen again.

Hidden "D-items" can also be created through misguided diligence. Cannibalizing parts off an assembly can satisfy an immediate customer demand but it leaves a piece of junk on the shelf and the item is still listed in inventory. Sooner or later this piece will be the last one in the bin and a future customer will be disappointed. Even worse an unsuspecting employee gives the now defective item to a customer and the problem is recycled. Training

and procedures are the only ways to attack this problem.

When all else fails, donations to Good 360 (<http://about.good360.org/>) or The National Association for the Exchange of Industrial Resources ([www.naeir.org](http://www.naeir.org)) can turn a mistake into a charitable donation. These groups will take almost anything in reasonable condition and pass it on to a school, charity or not for profit institution that might be able to use it.

The real goal of this dead item study is to quantify the magnitude of the problem. An inventory with 1% to 5% of the items classified as "D" may actually be quite healthy, especially if the dollars involved with these products are miniscule in proportion to the total inventory. Remember if the item count is low but the dollars are high the problem is that you have too much. Reducing the total quantity while maintaining some on hand is a very legitimate strategy.

### *Dealing With What's Left*

Now that some managerial energy has been focused on the problem can one get rid of all the dead stuff? No, not really. There will always be an irreducible minimum to be retained against contract obligations, projected future needs or that inevitable customer who comes in and says: "I suppose you don't have..." Add to this the necessity for being a "full line house" and the end result will be a fairly high number of slow movers in the warehouse at any time. This is especially true where the number of SKUs is high (30,000+) but the number of individual SKU's touched more than once a day is less than 1% of the total stock. Don't believe this? Run a listing of how many times a year an item is picked and see where the break point is for 250+ hits (250 working days per year).

While there is no reason to maintain thousands of an unproductive SKU, there is a real need to maintain a representative sample on hand to satisfy an occasional demand. Most measurements of customer service are predicated on supplying the full quantity of what the customer asks for on the first pass. In actuality a better paradigm for slow moving items is to give the customer something to get started, followed by the rest of the order on the second pass. This defines service from the customer's perspective; not the distributor's perception. Try tracking this and see how you really perform-in your customer's eyes.

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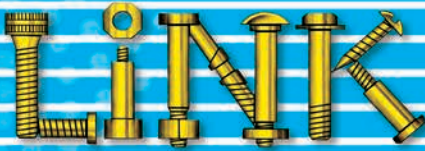


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### *My equipment did not come with a lock washer; can I add one to the connection?*

**ANSWER:** No.

A good rule of thumb to follow is: if it did not come with a specific component part, do not add anything other than OE parts to the connection.

This is not to say that lock washers do not have their part in maintenance, however, we must go back to 'liability'. Again, the dynamics of the connection may be changed from the addition of something which was not originally specified. The SAE has basically taken lock washers out of their Book of Standards over 30 years ago.

In automotive, heavy machinery and off road equipment, there are no lock washers ever used with Grade 8 or 10.9 fasteners. Instead, through hardened flat washers are used. These flat washers must be replaced with the same type.

### *Do I need to use a flat washer?*

**ANSWER:** Yes and No.

Here again, it depends upon the application. Most answers are generic, while others depend greatly upon the joint materials and application:

**Structural steels:** While the ASTM A325 and A490 structural bolts have wider heads, the A325 is frequently used without a flat washer. However, due to the increased loads produced by the A490 bolts, these joint applications will usually require an F436 hardened flat washer.

**Regular steels:** Flat washers should be used to prevent embedment of the nut or bolt head into a softer joint material. Flat washers are also used to protect the surface of the clamped materials and will provide consistent clamp loading with properly tightened fasteners.

**Soft materials:** A large diameter USS flat washer is used to primarily increase the load bearing surface area and prevent cracking and embedment.

### *Since the large diameter USS flat washer increases the load bearing area, should I only stock the USS flat washers?*

**ANSWER:** No.

The large diameter USS flat washers will only increase the load bearing surface area on softer and thinner materials; sheet metal, fiber glass, plastics, wood, etc. A large diameter USS flat washer will not provide any benefit against harder and thicker steels.

The smaller diameter SAE flat washer should be used on all other surfaces and materials. The only product that will increase the load bearing surface area is a flanged nut or flanged bolt head. Here, the washer is an integral part of the fastener and distributes the stresses to the outer part of the flange. Normally, the stresses are axial, generated from the edge of the nut corners and edge of the hex head of the bolt.


### *Do flat washers come in different grades?*

**ANSWER:** Yes.

We do not necessarily call them 'grades', they are classified as being either 'plain' or 'through hardened'.

Plain flat washers are made from stamped, low carbon steel. They are basically soft. If at any time a fastener was removed where a plain flat washer was used under the bolt head and / or nut and the impression of the nut or bolt head was left in the flat washer, at least one fastener strength level was lost. A fastener will lose approximately 30,000 psi for each 0.001" of joint relaxation per inch of effective bolt length. This can lead to a loose connection or metal fatigue on a heat treated bolt.

The plain flat washers are effective for the softer materials. They should never be used with Grade 5 or Grade 8 or Metric Property Class 8.8 or 10.9 fasteners. Instead, these higher strength fasteners should be mated with the through hardened SAE style flat washers.

Unfortunately, most flat washers are not marked. Several private label distributors will have their hardened flat washers identified as well as the ASTM F436 structural washers are also predominately marked. Many distributors will also label their packaging to identify the washer type, so it is incumbent upon the buyer to know the difference and use them properly. 



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**NIFMSE VEGAS FASTENER TRADE SHOW REPORTS UNPRECEDENTED 18% ATTENDEE GROWTH** from page 28

Last but not least, to make it easier for attendees to find exhibitors on the show floor, especially with the newly added international section, SourceGlobal, the show featured a business Matchmaking Desk at the very entrance of the show. This proved to be a very successful addition as it was kept busy with people looking for specific products or services. The business Matchmaking Desk allowed people to connect with new and current vendors alike in a very efficient manner.

The ever-expanding event is moving to a new location with more spacious facilities and extending show hours to two full days at the Las Vegas Convention Center next year. Show dates are October 17-19, 2017 with the exhibits open on Wednesday and Thursday only.

The Westgate Hotel will also be one of the official host hotels and the show team is working with them on amenities and programs for the group. The team is very excited to bring even more new ideas to the show so stay tuned, more new announcements to come soon. 



(L TO R) JESSICA MOSKAL, LEO J. COAR & JILL MOSKAL, LINK MAGAZINE

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# NIFMSE WELCOME RECEPTION - TREASURE ISLAND LAS VEGAS, NV - OCTOBER 25, 2016





**JOE DYSART GOT POP-UP ADS? COME 2017, GOOGLE WILL PENALIZE FASTENER DISTRIBUTORS THAT DO** *from page 30*

Indeed, a study released this past summer by the Interactive Advertising Bureau ([www.iab.com](http://www.iab.com)) found that two-thirds of ad blocker users in the U.S. said they'd consider abandoning the tool if the advertising community cleans up its act.

"Bringing ad blocking consumers back into the fold is the establishment of a LEAN scoring system, which will allow for user experience to be measured against clear-cut benchmarks," says Alanna Gombert, a senior vice president at IAB.

Essentially, that scoring system recommends eliminating the same kind of pop-ads Google will be penalizing.

Plus, it also advises fastener distributors forgo planting ads that auto-play audio and/or video when a user interacts with a Web page or ad. And it suggests that businesses ensure ads don't slow Web browsing and ensure ads are malware-free.

Another major No-No: Avoid refusing to show content to users who are currently using ad blockers, according to Gombert.

Of course, it may take awhile – if ever – before the lion's share of advertisers actually adopt the IAB's scoring system and produce friendlier ads.

In the meantime, Google is dead-set on moving ahead with its ad penalization program. Specific fastener distributors and others in the crosshairs are those who use pop-up ads that annoy everyone by appearing from nowhere when you're browsing content, and force you to search for a tiny little "X" to click on to stop the distraction, according to Doantam Phan, product manager, Google.

Taboo too will be the ads you find already hovering over a when page when you click there from a Google or other search engine link.

Also penalized will be fastener distributors that attempt to force-feed ads to visitors by placing ads 'above-

the-fold' on the home page of a Web site will also suffer a ranking downgrade.

But amidst all the discipline, there will be some exceptions.

Pop-ups that will continue to be allowed under the Google crackdown, include:

- Pop-up content that must legally displayed, such as a Web site's policy cookies or warnings to minors that they are prohibited from visiting the Web site
- Log-in dialogue boxes that need to pop-up when a visitor needs to enter private credentials, such as an ID and password, to access content deeper in the site

• Banners that pop-up on a page that confine their display to a 'reasonable' amount of space on the page

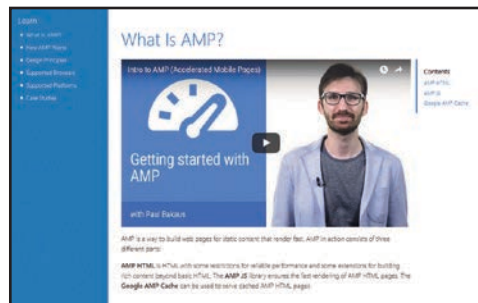
Fastener distributors looking to comply with Google's new rules – as well embrace Google's mission to make mobile Web browsing as fast and effortless as possible – can check out a companion initiative from Google, which offers design tips for mobile pages that result in quicksilver download times.

Known as The Accelerated Mobile Pages Project (AMP) ([www.ampproject.org/docs/get\\_started/about-amp.html](http://www.ampproject.org/docs/get_started/about-amp.html)), such pages rely on special technical and architectural approaches to guarantee faster download speeds, according to

Google's Zukoski.

"To us — and many in the industry — it was clear that something needed to change," Zukoski says. "That was why we started working with the Accelerated Mobile Pages Project, an open source initiative to improve the mobile web experience for everyone."

As open source project, AMP offers, free-of-charge, download-friendly Web components businesses can use to embed rich media objects in their pages and digital advertising, such as video, social media, display advertising or Web site analytics, according to Zukowski.



**ABOVE: THE ACCELERATED MOBILE PAGES PROJECT (AMP) OFFERS OPEN SOURCE CODE TO COMPANY WEB DESIGNERS LOOKING TO DESIGN MOBILE WEB PAGES THAT LOAD FASTER.**

**BELOW: GOOGLE AND OTHER BUSINESSES WORRY THAT BROWSERS ADD-ONS LIKE ADBLOCK PLUS – DESIGNED TO BLOCK ADS ON THE WEB – WILL CONTINUE TO PROLIFERATE IF MANY ADS CONTINUE TO BE IRRITATINGLY INTRUSIVE.**



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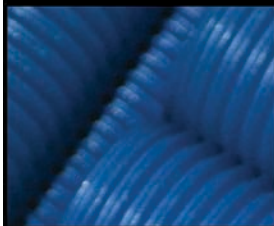
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 L7M)



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### JOE DYSART GOT POP-UP ADS? COME 2017, GOOGLE WILL PENALIZE FASTENER DISTRIBUTORS THAT DO *from page 108*

AMP pages also enjoy fast download speeds with their ability to be cached in the cloud, which significantly reduces the amount of time AMP content, needs to appear on the phone or similar device of a mobile user.

Under the open source initiative, any service provider can offer cloud caching services.

Google, for example, offers a free cloud caching service that any business can use to store their AMP-compliant mobile pages. Under the arrangement, a company still controls all of its content: its ads simply download faster because they're stored in Google's cache.


"Publishers increase revenue with better performing ads, while ensuring that users can get back to their content anytime they want," says Vamsee Jasti, Product Manager, AMP Project.

Company design techs at fastener distributorships

interested in 'AMP-lifying' their pages will want to check out the AMP HTML specification for AMP pages on GitHub (<https://github.com/ampproject/amphtml>).

And fastener distributors using Wordpress community will want to check out a special tool for Wordpress Web sites – the Wordpress AMP plugin (<https://wordpress.org/plugins/amp>) – which automatically generates accelerated AMP pages of Wordpress posts.

More good news: The open source AMP community is currently working on a way for AMP pages to support common Web site analytics programs currently in use on the Web today.

"Users are more likely to click on ads they may be interested in if they know they'll have a positive experience," Jasti says. With AMP, "advertisers benefit from increased user engagement and higher conversion rates." 



**DENNIS R. COWHEY THE FUTURE IS NOW** *from page 42*

Many companies in the Fastener Industry are solidly established in the methods and business practices that worked very well 50 years ago. Others are moving forward at a rapid pace. The companies that fall behind in technology rapidly become takeover targets for the more successful companies. When that time comes, their technology (or lack of it) profoundly affects the price that they can get when they sell their company.

### ***Which Path Are You On?***


It pays to take time to conduct a detailed assessment of where you stand when it comes to the technology that you use. Do you have “clean” data? Are your records up to date? Can you easily access and analyze your data? Do your field people have remote access to information? Do you have an online presence? How well is your inventory managed? Is your computer related hardware up to date?

### ***Technology Is Competitive Edge***

Access to information and the ability to place orders

from the field is a huge competitive advantage in the fastener industry. Time is of the essence and there are way too many details for someone in the field to just “know” the answers to customers questions. How well are your salespeople equipped? I can assure you that many fastener companies are taking advantage of these and other friction reducing technologies to make their businesses run more efficiently. Their customers really appreciate it and their salespeople have an easier task, while at the same time they are doing a better job.

### ***Choose Your Path***

Each company must choose their path. If you don't, your path may choose you and lead you in the wrong direction. Status quo is not the way of the world these days. If you question that, just look at the news, conventional wisdom said Brexit would not happen and conventional wisdom predicted that Donald Trump could not win the Presidency. What “conventional wisdom” are you holding on to that is taking you on the wrong path? Look again. 

**DENNIS R. COWHEY**

**BART BASI ENDING THE CONFUSION REGARDING CONVERSION TRANSACTIONS OF THE LLC & NON-LLC** *from page 50*

### ***Partnership to Corporation***


When converting from a non-LLC/partnership or LLC filing IRS Form 1065 to a corporation, this is not a distribution. It is an exchange of assets to the corporation in exchange of shares of stock in the newly formed corporation. One advantage of this conversion is that corporations are generally lower cost to maintain year-by-year and the formation fees are generally cheaper as well. For the small/household based business, this can be a positive factor.

### ***Corporation (includes both S or C type) to an LLC/Partnership***

This is a distribution and it is taxable. This can be an attractive conversion, though. Limited Liability Companies are great for liability exposure to the extent or better than a corporation. Additionally, in 16 states and in one territory

statutes allowing, “Series LLCs” have been enacted. The states include: Alabama, Delaware, DC, Illinois, Iowa, Kansas, Minnesota, Missouri, Montana, Nevada, North Dakota, Oklahoma, Tennessee, Texas, Utah, Wisconsin, and Puerto Rico. Series LLCs allow an owner to place assets in “series” and that contains liability through cross section existence.

### ***Conclusion***

LLCs can be converted every 60 months. Given the technology we now have, the concept of a company has become more fluid. No more do companies have to carry a rigid structure cradle to grave. In the electronic/computer/internet age, a business can change its name, concept, and structure as often as it suits the owners to change it. The Center routinely advises on these matters, as well as business succession and valuations of companies. 

**BART BASI**

## DISTRIBUTOR NEWS

In the last financial year, aerospace and defence part specialist, **FSL Aerospace** has seen an 18% increase in turnover, and now they're aiming even higher for this year.

FSL Aerospace is a world class supplier of fasteners, fixings and associated components, supporting the Aerospace and Defence industries since 1985. With their unrestricted product range, extensive product knowledge and provision of specialist logistical solutions like DLF, VMI and Kanban systems, they are a formidable player in the industry.



Following their £1 million rise in sales in the last financial year, FSL are even more driven to target a further 5% increase this year.

Richard Woodward, General Manager of FSL Aerospace, says: "Most of the growth we've seen has been as a result of signing long-term agreements with established customers, increasing component build rates and extending existing contracts."

By building a strong reputation in aerospace through their consistently reliable supply chain management, FSL have been able to establish strong connections with aerospace giants.

Nicola Woodley, Purchasing Manager at FSL, says: "Managing our supply chain involves lots of variables: people, activities, data and resources, but that's where our experience and expertise comes in."

The aerospace supplier has an impressive 99.3% right first time accuracy rate. Nicola adds: "Our excellent systems ensure we run a tight ship."

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FSL have also ramped up their investments in the last year. Richard Woodward adds, "Our investments in IT systems mean that the growth we've experienced has been handled smoothly by our existing team."

"I'm proud of how the team has taken on the increased business so efficiently, I think it says a lot about our capabilities as a business."

FSL are not only targeting a 5% increase in turnover. Having achieved their 5th consecutive ADS SC21 Bronze Award this year, FSL have the silver award firmly in their sights.

With their increased drive and clear capabilities, FSL are aiming to develop programmes with existing clients as well as developing new clients in the aerospace industry this year.

*For additional information about FSL Aerospace Ltd. contact them at Unit 33 Riverside Way, Uxbridge, Middlesex UB8 2YF, United Kingdom. Tel: +44 (0)1895 817600, Fax: +44 (0)1895 817601, Email: sales@fslaerospace.co.uk or visit them online at www.fslaerospace.co.uk.*



**[4]** Demands for priority service for the dominant customer can sometimes leave other customers behind when it comes to delivery, support and attention of management and sales people.

**[5]** Changes in the market for a key customer's product can flow right down into your a company's own sales results. Business fortunes become tied to that customer's success.

**[6]** Big customers are frequently the target of competitors who bombard them with lower quoted prices and promises of over the top service, forcing your business to meet those offerings.

Companies are in the business of making sales.

Without those sales there will be no revenue. So... what can you do to prevent your portfolio of customers from being too weighted down with too few clients? There are several strategies.

Compensation systems can be designed to reward diversity of clients and products. Incentivize your salespeople to broaden their group of customers. Commissions can be based on gross profit rather than sales volume so that there is less of an inducement to add low margin high volume customers. Put modifiers on commissions and bonuses to reward achievement in all of your product groups. If product diversity is developed then a company is less dependent on the fate of one particular item which may be purchased chiefly by one buyer.


Ensure that business at a large customer is not solely dependent on the efforts of one salesperson or the receptiveness of one purchasing agent. Involve numerous people on your team (including representatives

of top management) in personally taking care of the big buyer's needs. Get to know the top managers of your customers so that all will not be lost if the particular buying decision maker is changed.

From a credit standpoint, set firm limits and stick to them. It can be tempting to let that big company run up a tab exceeding your comfort levels because of fear that they will go to the competition if you insist on their paying down a balance before more material can be shipped. Beware the past due customer who owes you so much money that you are afraid to turn off the supply spigot for fear that it will cripple your customer financially and send him or her into default and leave you holding the bag. Such an action may just be throwing good money after bad.

Try to target products your big customer needs and not just "wants." If we are selling them services or products that are not essential to their operation it can be easy for them to pull the plug when their management directs them to cut costs.

If our products are truly needed, or if we have been able to position our products so that they become essential to the client's operation then we will be at less risk of waking up one morning to find the business no longer there. Become a true partner in your customer's core competencies.

Ultimately, a business must sell its products and services. But putting most of one's eggs in a single basket is a risky proposition. That does not mean we have to "fire" our biggest customers, however. It does mean that, just like a professional investor, we must diversify. We need to put strategies in place to limit risk. If we do that correctly we can feel confident that landing that big customer will not also land us in "hot water!" 

# CROSSWORD PUZZLE

## NO 2 WAYS ABOUT IT

### ACROSS

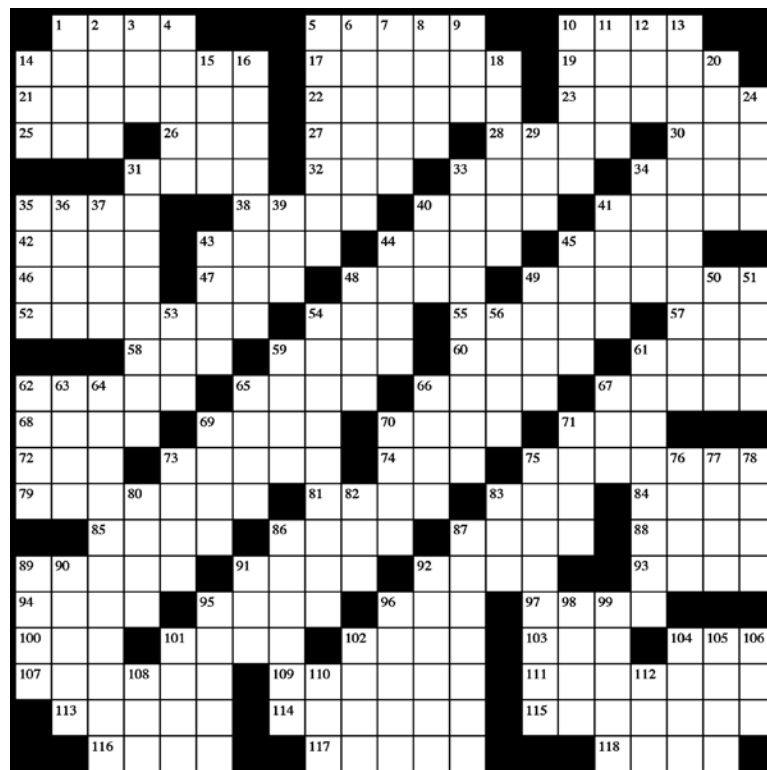
1. Asian nation
5. Clergyman and author N.V. \_\_\_
10. \_\_\_ books; instructional guides
14. Town in Mali
17. City in New York
19. Excuse
21. Fever fighter
22. Commotions
23. Doctrines
25. Half-qts.
26. Mr. Whitney
27. Cardinal's home
28. Frosts
30. Cereal grain
31. Fine \_\_\_
32. Wrath
33. Former British ruling family
34. Mr. Guthrie
35. Young animal
38. Acct. types
40. Worry
41. Skater Harding
42. Bradley, for one
43. Orator's place
44. "...Give us \_\_\_ day our..."
45. Sonny \_\_\_
46. Big rig
47. Conjunction
48. Complaint
49. False doctrine supporter
52. Merchants
54. "Annabel Lee" poet
55. Waken
57. Casserole type
58. Understand
59. Storage receptacles
60. Fancy vases
61. Basics
62. More discerning
65. Unkind
66. Editor's notation
67. Weirdo
68. Oaf
69. Mend
70. Boldness
71. Golfing assn.
72. Grow gray
73. Winning game player's shout
74. Garland
75. Olive skewer
79. Woodwind instrument
81. Spud, for one
83. \_\_\_ flash; instantly
84. Jai follower
85. Private teacher
86. Shortly
87. Candy bars
88. Insinuate
89. Dental plate
91. "\_\_\_ Good Men"; Tom Cruise film

92. Bewildered
93. Sworn statement
94. Weather forecast
95. Famous duel winner
96. Copycat
97. Damone and others
100. One of four in a deck
101. Biblical gift-bearers
102. Master of Sci. in Ed.
103. Twelve meses
104. Band instrument
107. Formal reader
109. Crested bird
111. Spiny lizards
113. Passed out cards
114. Sadly, madly or gladly
115. Soup beans
116. Beer
117. Edge along
118. Nail

### DOWN

1. Shopper's item
2. Elec. units
3. Part of a geisha's garb
4. More confident
5. Colorful flowers
6. Glue bottle word
7. Make laugh
8. Graceful movement
9. Letters between W and Y, on a keyboard
10. Loather
11. Cádiz cries
12. Take the prize
13. Hamlet's dilemma
14. Water dispenser
15. Tartan skirt
16. Sfax residents
18. Actors' comments
20. Where to see the Po flow
24. Greek portico
29. Female animal
31. Like digest stories
33. Ice cream flavor
34. Top rating
35. Nowhere to be found
36. U.S.A. resident
37. Family member
39. Get \_\_\_ of; shed
40. Pronoun
41. Ripped
43. Move quickly
44. Ball holders
45. Name for a First Lady
48. City south of Cologne
49. Search
50. Early Peruvian
51. Item in a wine cellar
53. Poet's contraction
54. Grand adjuster
56. Gold and others
59. Arctic hazard
61. Amerindians
62. Strikebreaker
63. Pond growth
64. Falls apart
65. Educator Horace

66. Plaintiff
67. Vowel separators
69. Christian \_\_\_
70. Narrow valley
71. School orgs.
73. Rude person
75. Uselessly
76. Pelvic bones
77. Isn't able to
78. Lisper's smooch?
80. WWII gun
82. Present topper
83. Ending for Jan or Carol
86. Benin's location
87. Once was
89. Russia's \_\_\_ Mountains
90. Walked to and fro
91. 8th of 12: abbr.
92. "...found \_\_\_ of great price..." (Mt. 13:46)
95. Simpson & others
96. Queried
98. "Bus Stop" playwright
99. Dracula, for one
101. Fungal growth
102. DLIII doubled
104. Caesar's garb
105. Pitcher's slip-up
106. Beast of burden
108. Greek letter
110. Drug tragedies, for short
112. \_\_\_ loss, puzzled





# MID-WEST FASTENER ASSOCIATION

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## MWFA'S 33rd SCHOLARSHIP AWARDS

by Nancy Rich

The MWFA celebrated its 33rd awarding of MWFA scholarships, at this event, reaching \$627,200 in scholarships awarded to date. It is mainly the MWFA shows and membership donations, which provide the funds for this outstanding program.

In addition to the MWFA fund raising efforts, we thank companies and families donating scholarships making it possible to award larger scholarships to a few of our applicants.

### *Our Scholarships And Their Recipients*

#### **\$6,000 (over 4 years) South Holland Metal Finishing/Brian Christianson Scholarship**

*Donated by South Holland Metal Finishing*

This year we have a new scholarship being awarded which will be divided over the four years of the student's college career. We appreciate South Holland Metal Finishing's generosity in providing this scholarship.



**Alexander Nickens**, son of Shari Nickens of Liberty Fastener. Alexander is currently a senior at John Hersey High School. He intends to pursue an MBA with a minor in political sciences. In addition Alexander will seek out

internships that mirror his desire for entrepreneurship. He has an extensive list of High School Activities that he participates in as well as with his church. Alexander's love for sports shines through, as he was a Football Coach and Referee for the Special Olympics as well as a Quarterback and Wide Receiver for the Hersey High School Football Team. Alexander is also a member of the National Honor Society and the Foreign Language Honor Society.

#### **\$4,000 XL Screw Corp. Scholarship**

*Donated by XL Screw Corp.*

We thank XL Screw for donating a scholarship for the 18th year. XL has been a great proponent of our motto: MWFA where education is a priority. The original idea of a scholarship program came out of XL Screw and has had amazing growth. Many families and students have been thankful for this program.



**Danielle Sullivan**, daughter of Jim Sullivan of Abbott Interfast. Danielle is a freshman at University of Wisconsin Madison. She is majoring in Biology with a minor in Spanish. She plans on becoming an orthodontist and

eventually traveling the world to help improve the lives of others with her dentistry and leadership skills. Her love of travel shone through as she traveled to Peru this summer with her Spanish teacher so she can expose herself to an entirely new culture. Danielle is also involved in numerous extracurricular activities and leadership roles such as Vice President of Spanish Honor Society and secretary of Student Council.

#### **\$4,000 Richard S. Piskoty Memorial Scholarship**

*Donated by Clarcorp Industrial Sales*

The Richard S. Piskoty Memorial Scholarship has been donated by Clarcorp. Richard Piskoty was one of those all around kind of men. His life led him in many directions and every path he took he made an impact on the people around him. With a young family in tow, he worked in the fastener industry until his retirement. It is because of his devotion to his family, dedication to his career, and desire to pass on and give back to others that this scholarship is dedicated.



# MWFA 70th ANNIVERSARY CELEBRATION & SCHOLARSHIP BROOKFIELD ZOO, BROOKFIELD, IL - OCTOBER 6, 2016





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## DISTRIBUTOR NEWS

**The Fastener Training Institute®** is pleased to announce the addition of Gene Simpson to our Board of Directors.

Gene is Vice President of Quality & Engineering at Semblex Corporation, a premier domestic manufacturer of engineered fasteners. Gene has a bachelor degree in mechanical engineering and holds an MBA.

Based in Chicago, Gene, with Semblex, has for many years held fastener training programs for their distributor and OEM customers and is thus a perfect fit for our team. The inclusion of Gene also rounds out our BOD both from a market and geographic perspective.

Gene joins our current Board of Directors:  
**Jennifer Harder** – Empire Bolt, Spokane, WA  
**Dallas Puckett** – Valley Nut & Bolt, Olympia, WA  
**Tim Roberto, Jr.** – Star Stainless Screw Company, Fremont, CA

**Andy Cohn** – Duncan Bolt Company, Santa Fe Springs, CA

**John Wachman** – Desert Distribution Sales, Scottsdale, AZ

Our 2017 schedule includes 25 classes in ten cities throughout the US. Additionally, our plans call for over 20 interactive product training webinars next year. An on-demand option will also be added to our webinar offerings.

The Fastener Training Institute's core purpose is to enhance fastener use, reliability and safety. By providing fastener product and technical training at all levels, FTI can achieve its goal of strengthening the industry and its personnel in all segments.

The objective of the Fastener Training Institute® is to elevate the level of technical understanding and expertise of individuals in the fastener industry by providing a variety of training programs presented by recognized industry experts. FTI provides beginning and advanced training on fastener products, standards and specifications.

*For more information about FTI and to view the complete training schedule, please visit their website at [www.fastenertraining.org](http://www.fastenertraining.org).*

# SOUTHWESTERN FASTENER ASSOCIATION

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## SFA ELECTS 2016/2017 OFFICERS by John Elsner

During the Fall Meeting of the Southwestern Fastener Association Board of Directors, 2016/17 Officers were elected. Matt Flajnick, American Anchor Bolt, succeeded Ron Garrett, SBS Industries as Chairman of SFA. Chris Bell, G.L. Huyett, was elected President, Jason Looft, Winzer Corp., Vice President, Craig McDaniel, ND Industries, Treasurer and Suzanne Cravens, Advance Components, Assistant Treasurer. Other members of the Board include Mary Davidson, Linus Products Inc., Allison James, Stelfast Inc., Chuck Smith, AZ Lifting Hardware, Billy Rackley, LTR Fastener & Supply; and Mike Bailey, Nucor Fasteners.



FROM LEFT TO RIGHT: CRAIG MCDANIEL, CHRIS BELL AND JASON LOOFT

SFA has turned their attention to the planning the Spring Conference and a joint meeting with SEFA in New Orleans, Louisiana, April 10 – 31, 2017. Astor Crowne Plaza, located at Canal and Bourbon Street, will host the meeting. An opening reception will kick off the meeting at 6 p.m. on the April 19. Thursday will feature a golf outing and the awards Dinner. Friday will include the SFA

Business Meeting, followed by two General Sessions prior to the SEFA Table Top Trade Show and Raffles Friday afternoon. Registration information and hotel reservation forms will be distributed in January.

Other actions of the SFA Board included the establishment of dates for the 2017 Fall Dinner Meetings. The Board selected the date of September 12, 2017 to meet in the DFW Metroplex and October 3, 2017 for the Houston Area meeting. The Board also established April 11 – 13, 2018 as the dates for the next Spring Conference and Expo. The 2018 event will be in the DFW Metroplex. A host facility has not been selected at this time. The Board also welcomed The Orlander Company as a new member of SFA.

2017 SFA Scholarship Applications are available for downloading at [www.sfa-fastener.org](http://www.sfa-fastener.org). SFA awards eleven One Thousand Dollar Scholarships each year to students and employees of Member Companies. Scholarship applications must be post marked by April 1, 2017 in order to be considered for a 2017 award. 



FROM LEFT TO RIGHT: CHUCK SMITH, MARY DAVIDSON, ALLISON JAMES AND MATT FLAJNICK



## Burr On The Hole

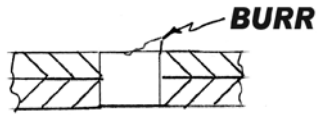


FIGURE 3

The hole in your work piece must be free of burrs. Burrs are caused by using drill bits that are not sharp and by forcing the drill too fast through the work piece. The burr is always on the upset side of the set blind rivet. When you set a blind rivet in a work piece that has a burr, the upset side of the blind rivet will press against the burr and the burr will cut into the upset of the rivet barrel. This burr will cut and crack the rivet upset and reduce the clamp locking pressure of the fastened work piece. This condition gives a weak fastened assembly.

**Solution:** Rivet holes should be free of burrs.

## Rivet Hole Too Large

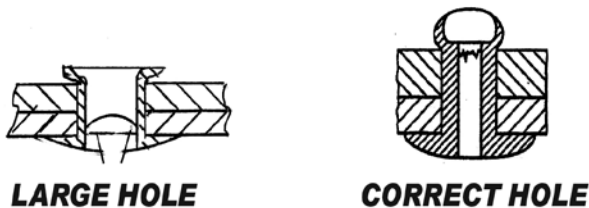


FIGURE 4

Blind rivet manufacturers lists in their blind rivet catalogs the minimum and maximum hole diameters for all their sizes of blind rivets. When a blind rivet is set in a hole that is larger than the recommended hole diameter, the mandrel head will travel the complete length of the blind rivet body and come to rest at the flange of the rivet. This condition offers the following problems:-

- [a] Mandrel head does not clamp the upset side of the rivet to the work piece.
- [b] Reduced clamping of the work pieces.
- [c] Mandrel head burr will extend outside of

the flange giving a dangerous cutting edge to someone hands.

**Solution:** Never have rivet holes diameters larger than what is recommended by the manufacturer.


## Setting Tool Held At An Angle

Setting tools should be held approximately at right angle to the work piece. The hole that the blind rivet is in, is at right angle in the work piece. When the blind rivet is in the hole to be set and the setting tool is at an angle, the mandrel of the blind rivet is then bent and when the blind rivet is set, the mandrel will bend even future. After the blind rivet is set, the setting tool then tries to eject the mandrel from the rear of the tool. In many cases the bent mandrel will not pass through the tool to eject and the setting tool now has to be serviced to clear the jammed bent spent mandrel.

**Solution:** Hold setting tool as near as possible at a right angle to the work pieces.

## Tool Not Setting The Blind Rivet In One Stroke

When a blind rivet is set in a hole that is the recommended diameter and at the specified work thickness, the setting tool will set the blind rivet in one stroke. If, for whatever reason it is necessary to take more than one stroke, the setting tool needs service. When a setting tool strokes more than one time when setting a blind rivet, the setting tool pulling jaws teeth penetrate the mandrel in many places and can cause the mandrel to break where the jaws are gripping the mandrel rather at the designed break point below the mandrel head and you will have a long length of mandrel protruding from the set blind rivet.

**Solution:** Be sure that your setting tool is serviced with hydraulic fluid and have the recommended compress air pressure. 

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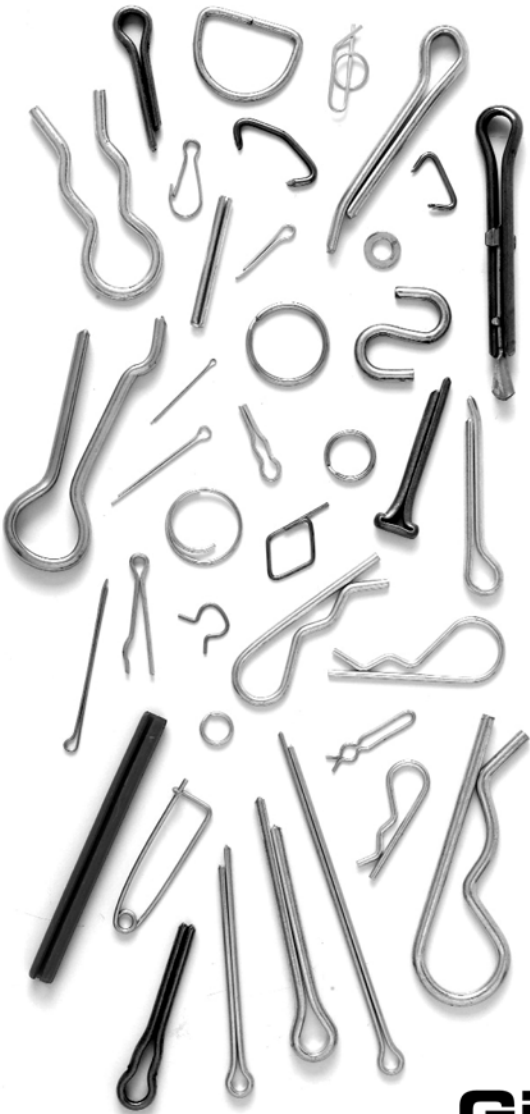
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## STAFDA 2016 ATLANTA CONVENTION & TRADE SHOW RECAP from page 58


Then it was showtime with STAFDA's two keynote speakers! Former football coaches turned sports commentators, Jimmy Johnson and Herm Edwards, share their experiences on team work, motivation and leadership before engaging in a lively Q&A with Terry Earle. Johnson and Edwards' responses were entertaining yet honest, heartfelt and poignant.

Afterwards, the doors opened to STAFDA's Trade Show and it was a mad rush for distributors to see the latest and greatest from over 35 different product categories for six hours before enjoying an evening of manufacturer hospitality.

**Day Three** began with economist, Alan Beaulieu's annual forecast for 2017 and beyond. His forecasts boast a 96% accuracy rate and the standing room only crowd

exceeded capacity early on in his program. Afterwards, the Trade Show opened for 5.5 hours where attendees could spend more time at booths or meeting with Tech Fair vendors - STAFDA's largest Fair to date - or visiting one-on-one with STAFDA's endorsed consultants and service providers. Meanwhile, spouses/companions had two day trip options that included a city tour and shopping, or a trip to Madison, GA, for a tour of antebellum mansions.

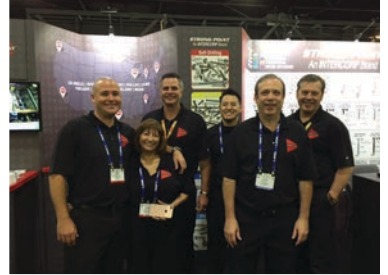
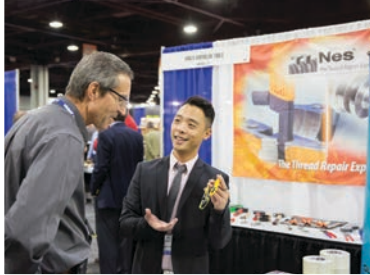
The Convention concluded with a closing Election party where large screens had network coverage of exit polls

of the Presidential election STAFDA's 2017 Convention & Trade Show will be November 12-14 in Austin, TX. Online registration from the members-only section of STAFDA's website begins June 26. 





# STAFDA 40TH ANNUAL CONVENTION & TRADE SHOW ATLANTA, GA - NOVEMBER 6-8, 2016





## **Certificate Categories**

The Business Edge™ users create their own list of certificate types to be received from vendors and given out to customers. Each certificate type is marked as “General” or “Drawing/Rev Level”. The “Drawing/Rev Level” certificates are assigned to the product they could be used on. This means the system will show a certificate with a specific revision.

## **Default Purchasing Certificates**

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

## **Changing Certificates**

When entering a Purchase Order in The Business Edge,™ the system uses the default certificates and rev levels for the product, but then the user can request or remove specific certificates, allowing for specific certificate requirements for a specific Purchase Order.

## **Receiving Purchase Order**

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

## **Confirming Receipt**

When doing a product inquiry, the system shows you which lots have all required certificates scanned in and which ones are missing required certificates.

The system also warns the accounts payable clerk when entering the vendor invoice if all the certificates were not scanned in. Additionally, there is a report that shows all lots missing required certificates.

## **Default Certificates For Customers**

There are two different ways of setting up default certificates for the Customer. First, you can choose which certificates the customer will get for all products on all orders. This is useful for when a customer always requires a certificate type for all orders. Second, The Business Edge also allows default certificates and if it applies, rev levels, for a specific product for a customer. This allows for customers to have different certificate requirements and rev levels on different products.


## **Sales Orders With Certificates Requirements**

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

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By taking this hands-on approach, our partners learn technical and practical problem solving skills... after which they are able to apply with confidence to the field. In addition, MSI participates in on-site joint calls and will travel to support you on the front lines. By providing this added layer of expertise to a call, our partners find MSI to be a true business resource, rather than just another vendor in the Rolodex.



Time and time again, our Distributors find the product training and joint calls extremely instrumental in not only supporting their customers immediate needs, but also provides "real-world" training, which will naturally increase confidence and ability to capture that next opportunity.


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- Sales Team (Quality Products backed by Factory Direct Support when and where they need it)
- And most importantly, your CUSTOMER, who will receive a high quality, consistent and fully traceable fitting in a timely fashion!

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**GENERAL INSPECTION PUSHING THE LIMITS OF FLAWLESS FASTENER MANUFACTURING** *from page 66*

“Measuring 360 degrees around each part is critical,” explains Chris Alexander, a Product Manager at General Inspection, a developer of high-speed measuring and sorting fastener inspection systems. “Defects can be located anywhere so inspection needs to take place over 360 degrees. “You have to measure all the way around or you are missing defects. The device measures 360 degrees around each part to detect any small thread damage that may only be on a small portion of the shaft.”

The device Brugola selected for its critical fasteners, called the GI-360, measures a number of crucial fastener features such as head and shaft diameter, lengths, straightness, concentricity, thread angle and diameter (including major, minor and pitch diameter). It also detects any damaged threads, along with cracks on the bolt head and flange.

To meet the rigorous demands required for flawless dimensional precision, Brugola turned to a leading gauging equipment manufacturer, General Inspection, to develop a number of novel inspection features.

“When you have a hexagonal bolt, you have crucial dimensions from a flat to the opposite flat on each of the six sides,” explains Alexander. “It is also crucial to measure across corner dimensions as well.”

“Brugola Italy and Brugola USA worked with General Inspection to advance the capabilities of the laser gauging inspection equipment,” adds Occhionero. “The equipment is looking at lot of things at one time. We look at all the dimensions you can think of on the screw, all the dimensions required by the customer for a critical fastener.”

When the fastener inspection system manufacturer worked to improve the accuracy of dimensional measurements, the result was a redesigned version of the device, the GI-360T, which includes a tilt and lift feature for the laser head. This ensures the lasers are perpendicular to the part and corrects for the cosine

error of headed parts, providing improved measurement readings for diameter (.005mm) and length (.01mm), total error.

With Brugola’s dedication to zero defect manufacturing of its critical engine fasteners, the company sought to further enhance the fastener inspection system. As an option on its high-speed fastener inspection system, Brugola selected an axial viewer lens system for 360-degree head crack detection.


In support of the Brugola’s goals, General Inspection improved crack detection in order to detect cracks, scratches, or missing features on the side flange of bolts. This specialty lens ‘sees’ around the head of the part.

“A standard lens cannot see a crack on the side of a bolt flange, so we developed a special lens that visually flattens out the flange to detect any cracks,” explains Alexander. “With a standard lens and camera, you can only see one side of a game die when viewed from above. With the specialized lens, you can see five sides of the die.”

Along with the wider viewing angle lens, the fastener inspection system manufacturer developed sophisticated image analysis software that minimizes surface and lighting variations. A strobe LED ring light also improves illumination of each part head for a better image.

“A standard light only generates so many lumens, so we used a strobe controller to overdrive the light for more light output,” says Alexander. “As each part triggers the sensor, the flash goes off at the moment the image is taken for better feature illumination.”

“We can sleep well at night because we know the 3D laser gauging, axial vision, and eddy current inspection equipment is helping to ensure flawless fastener manufacturing,” says Occhionero.

Occhionero adds the Brugola brand is becoming more recognizable internationally due in part to its exhaustive pursuit of quality and its eye for detail. 



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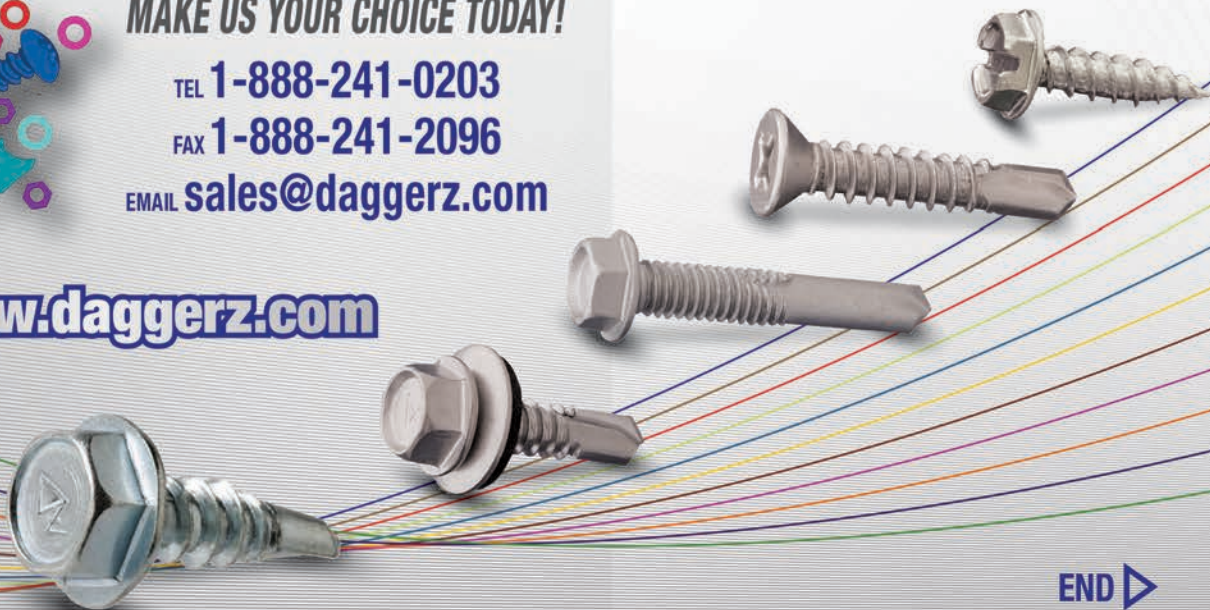
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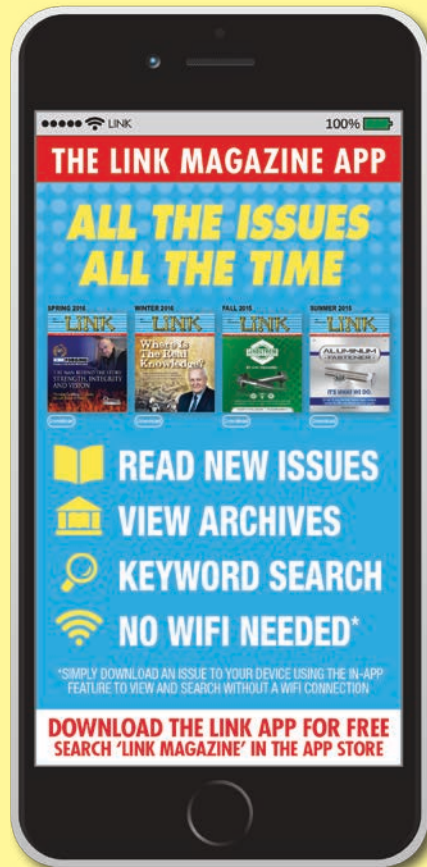
Can you form 5 terms by unscrambling these 5 groups of letters and placing a letter in each square? All 5 terms relate to fasteners.

E U G G O  
 [ ] [ ] [ ] [ ] [ ]  
 O B L T U  
 [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]  
 M J A U T N  
 [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]  
 V E R I T  
 [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]  
 V I P S C L E I N  
 [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]

Place the circled letters here:

Now rearrange the circled letters to spell  
 A Type of Screw Tip:

[ ] [ ]



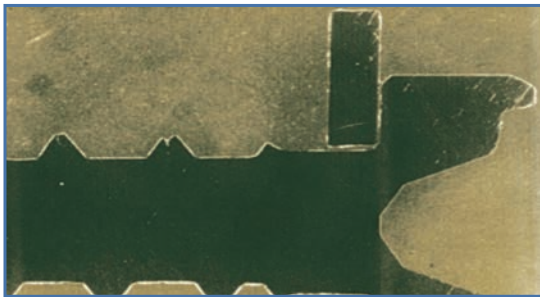
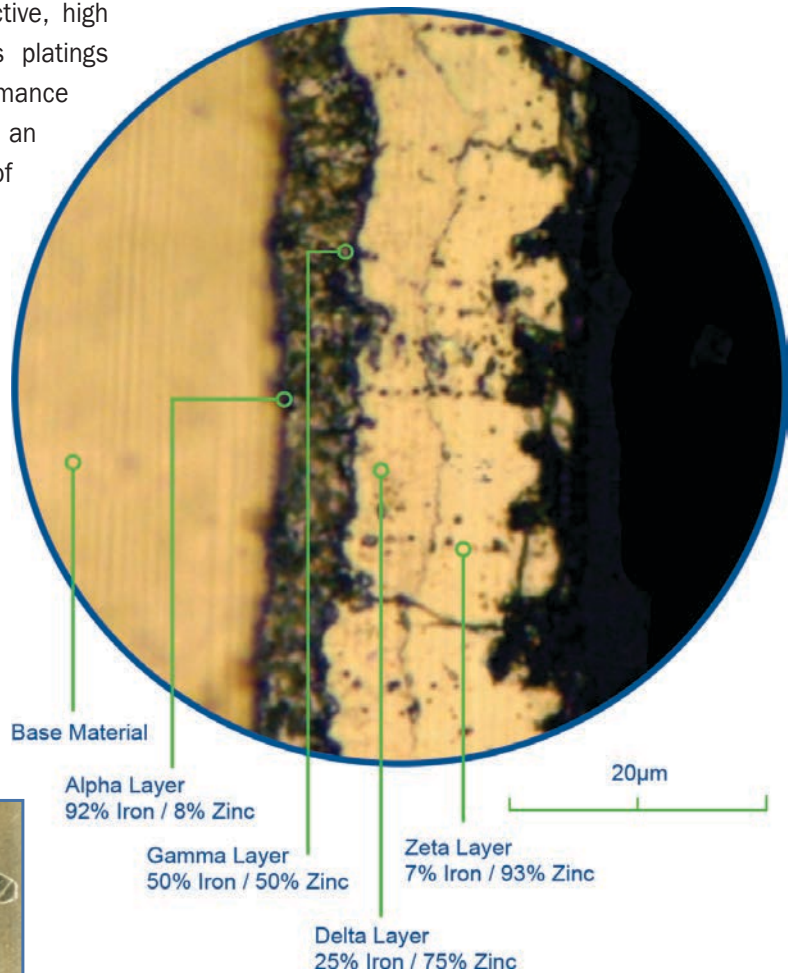


**SPIROL FEATURES AND BENEFITS OF ARMORGALV THERMAL ZINC DIFFUSION** from page 68

ArmorGalv® offers a low risk, cost effective, high performance alternative to many of today's platings and coatings. With ever-increasing performance and life cycle requirements, this coating is an ideal solution for fasteners used in some of the most aggressive environments such as marine, automotive, mining, and industrial manufacturing. The following photographs provide visual representation of this coatings effectiveness.

The image (right) demonstrates the layered structure of ArmorGalv®. Maximum percentages of zinc occur at the surface with the percent iron increasing with depth (20 microns average coating thickness is applied to SPIROL fasteners).

Uniformity of deposition is visible in the photographs. Note coverage of all surfaces including peaks, valleys, corners, and gaps:




**FASTENER AND WASHER WITH ARMORGALV® COATING**

A closer cross-section with thicker deposition for clarity in the images below.

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associated process, and investing in the necessary equipment, SPIROL is able to bring this superior coating to the fastener market at a cost effective price. As stated by SPIROL's Marketing Manager, Christie Jones, "ArmorGalv® is a game-changer in the fastener industry, and SPIROL is proud to be at the forefront of bringing this technology to the market."

Currently ArmorGalv® is only available for SPIROL's Tubular Product lines. However, they are looking forward to rolling out ArmorGalv® as a standard finish option for their other product lines in the future. 



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# PACIFIC-WEST FASTENER ASSOCIATION

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## DISTRIBUTION SALES TRAINING ON-DEMAND FOR PAC-WEST MEMBERS by Vickie Lester

Pac-West has partnered with Dave Kahle's Sales Training Resource Center to offer online, on-demand distribution sales training webinars.

Improving your sales team has never been easier, more economical, and more predictable. Take your sales force to a higher level with customized online sales training programs. Content ranges from basic sales competencies, to sophisticated practices of the best, and even includes sales management practices.



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Pac-West members who use our unique web portal will earn 20% discounts on each webinar. Just log in to your member account to access the Pac-West sales training program.

### ***Pac-West After Hours Continues in 2017***

You can network just about anywhere: a trade show, a sales call, even where you work. The catch is that while all of these locations may be chock full of people who would make a great addition to your professional network, these are not times and places that are optimized for

networking.

Pac-West After Hours gives people in the fastener industry a chance to meet their peers and expand their professional networks. And there's no charge to attend!


Our three After Hours events in 2016 were such a hit, we've added two more to the schedule:

- Jan 19** Rough Draft Brewing Company  
San Diego, CA
- April 27** Sunnyvale, CA
- May 25** Greater Los Angeles, CA
- July 13** Denver, CO
- Sept 14** Seattle, WA

Check the Pac-West website for details: [www.pac-west.org](http://www.pac-west.org)

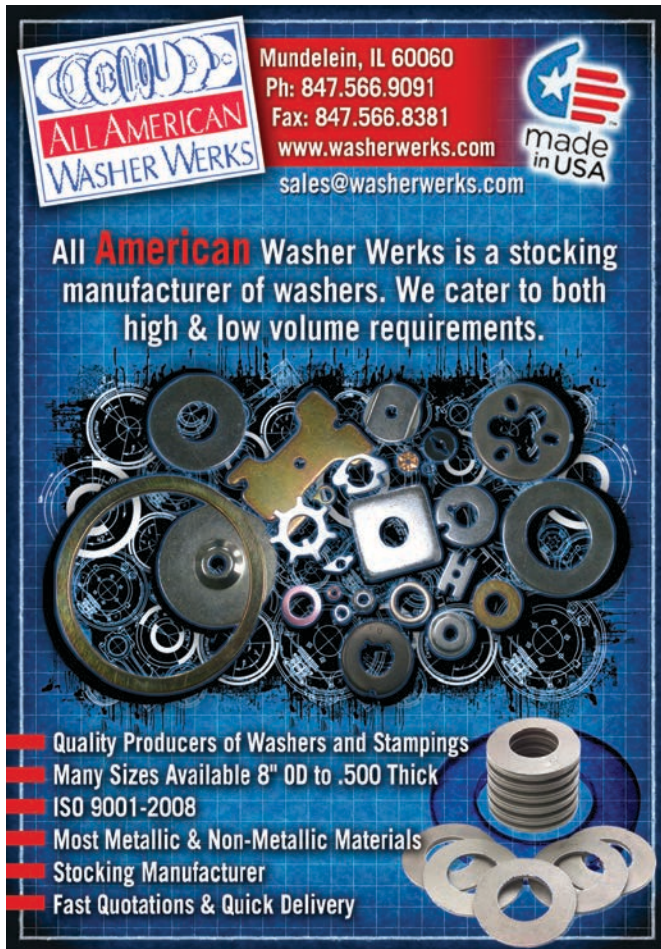
### ***Plan Ahead for the Pac-West 2017 Fall Conference***

Pac-West will return to a favorite destination in 2017: the Chateau Whistler Resort in Whistler, British Columbia. Save the dates now (August 23-26).

For more information about Pac-West and its activities visit [www.pac-west.org](http://www.pac-west.org) or call 714-484-4747. 







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## DISTRIBUTOR NEWS

New PEM® Type SMPP™ self-clinching nuts from **PennEngineering®** install permanently in ultra-thin stainless steel sheets and provide dimensionally ideal solutions for stainless assemblies where space for attachment hardware may be limited. A minimal footprint resulting from an overall low-profile design combines low height (.065"/1.4mm) and small diameter (.220"/5.6mm) with close-to-edge mounting capabilities for installation in stainless steel sheets as thin as .025"/0.64mm. Their corrosion resistance will be similar to 300 Series stainless steel. Upon installation, a serrated clinching ring prevents the nut from rotating in service and, ultimately, the fasteners will not loosen, fall out, or affect the end-product integrity.

PEM Type SMPP nuts are made from age-hardened A286 stainless steel and recommended for use in stainless sheets with hardness of HRB 90/HB 192 or less. Thread sizes for mating hardware range from #2-56 through #6-32 and M2.5 through M3.5.

For more information visit [www.pemnet.com](http://www.pemnet.com).

Provided by [GlobalFastenerNews.com](http://GlobalFastenerNews.com)

## DISTRIBUTOR NEWS

**Empire Bolt & Screw** would like to congratulate their employee, Shenice McDaniel, who won the FTI Scholarship through Fastener Clearing House/Fully Threaded Radio.

Shenice is now 24 years old and originally began with Empire Bolt in 2010 when she was 18. She had been a part of the Newtech Skills Center program in Spokane, WA that focused on trade skills for young people who didn't want to follow the traditional educational track in High School.



She was a top performer and was recommended by her instructor as an exceptionally bright and gifted individual that he was certain would excel. We knew at that time that we would only have her for a short time, as she wanted to continue on the Automotive track and become a certified technician.

Shenice graduated at the top of her class in 2012 as a Master ASE Technician and was employed for 3 years with Hyundai in Spokane. She soon realized that the physical demands of the automotive technician would take its toll on her physically, and was looking for a change that would keep her mind engaged. In August of 2015, Shenice returned to Empire Bolt to help in our Material Handling area. She has since worked into Operations and we see a very bright future with her capabilities, energy and intelligence. Shenice continues to volunteer on the Advisory Committee for the Newtech Skills Center.

We are pleased that she was selected for the scholarship and couldn't be more proud of her accomplishments. We are confident that the sky is the limit for this young lady, and we look forward to seeing her grow and excel in the future.

For more information, contact **Empire Bolt & Screw Inc.** at 1501 E. Trent Avenue, PO Box 3526, Spokane, WA 99220. Tel: 1-888-534-0636, Fax: 509-534-1475 or visit them online at [www.empirebolt.com](http://www.empirebolt.com).



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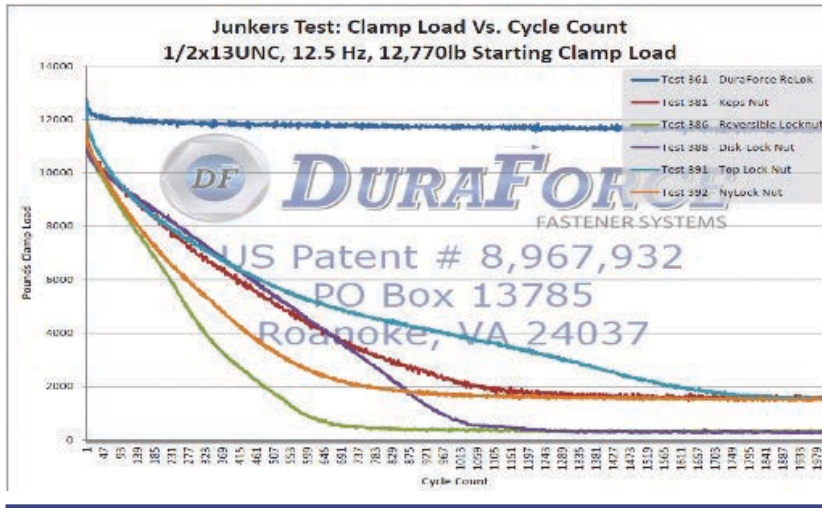
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**DURAFORCE THE FASTENER INDUSTRY'S MOST REVOLUTIONARY TECHNOLOGICAL IMPROVEMENT FOR 85 YEARS** from page 44

To evaluate DuraForce in comparison with other products in the market, a selection of typical vibration resistant fastener systems was tested by way of these more stringent parameters against ReLok™. As seen in the test results below, after the initial minor drop in clamp load resulting from abrading the surface imperfections of the clamped joint, DuraForce ReLok™ was the only product to hold steady clamp load throughout the entire

By its track success, DuraForce is now being applied to other vibration-sensitive, safety-critical mechanical connections in other sectors of the railroad industry, as seen on this 150-Ton Track Welding Machine. Stripping and loosening of the 4-1/2" stainless steel nut at the end of its beryllium copper conduit used to be an ongoing maintenance problem. In 2 years, DuraForce ReLok™ has not had a single malfunction and now saves the railroad \$50,000-100,000 per unit in fastener failure refurbishment expense by preventing nut loosening.



Following its achievement in railroad, product trials are now underway in several other industries for severe shock, vibration and thermal cycling applications.

For another case in point, heavy duty truck frame applications present some of the most severe joint loading conditions in any industry. As seen below, DuraForce ReLok™ is installed

test.

The net result of the stored energy in the DuraForce ReLok™ nut system is that it will hold strong through the most severe joint conditions found anywhere in the world of mechanical fastening. As an example, Dionne has worked with major railroads to satisfy some of the most difficult applications in that industry, including track joints and special rail equipment.

Over the last 3 years, DuraForce has been installed in multiple track applications where conditions have been so harsh that the existing fasteners had to be continuously inspected, retightened or replaced on a weekly basis. Indestructibly, the DuraForce nut system has always held strong and has never failed to shock or vibration loosening on any track installations.

on a fuel tank bracket assembly as just one of its many crucial safety applications for heavy trucks.







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**NFDA PAC-WEST/NFDA JOINT CONFERENCE AND TABLETOP SHOW - MARCH 15-18, 2017** *from page 78*

We're putting together a panel of fastener industry experts to discuss "Fastener Supply Chain Relationships." Russ Doran (Wurth Timberline) will moderate the panel, which will include Gary Cravens (Advance Components), Sara Mallo (Rotor Clip Company), and Don Nowak (Falcon Fastening Solutions).

Fastener industry luminary Professor Reinhold Würth will join us for a lunch program to share his thoughts on leadership and success. This is certain to be a thought-provoking program!

For the optional spouse/guest program, attendees will board the legendary ocean liner, the Queen Mary, and start with English High Tea followed by an exclusive guided historical tour covering the groundbreaking construction through the ship's service during World War II.

And at this conference golf will also be an option. Designed in 1933, the course at Lakewood Country Club is one of the original gems of Southern California golf. One of the longer courses in the area at over 7,000 yards, there are limited elevation changes and tree-lined fairways.

*Join us in sunny Southern California in March!*

**Wednesday, March 15**

<b>8:00am (first tee)</b>	Golf at Lakewood Country Club
<b>1:00pm - 5:00pm</b>	Registration and Hospitality
<b>3:00pm - 6:00pm</b>	NFDA Board of Directors Meeting
<b>7:00pm - 7:30pm</b>	President's Reception ( <i>by invitation</i> )
<b>7:30pm - 9:00pm</b>	Welcome Reception

**Thursday, March 16**

<b>7:30am - 8:45am</b>	Pac-West Board of Directors Meeting #1
<b>8:00am - 7:00pm</b>	Registration
<b>9:00am - 10:30am</b>	Narrative Leadership
<b>10:45am - 12:00pm</b>	Fastener Distribution in an Evolving Business Cycle
<b>12:00pm - 3:00pm</b>	Exhibitor Set-up
<b>3:00pm - 7:00pm</b>	Tabletop Show
<b>Evening</b>	Dinner on Your Own

**Friday, March 17**

<b>7:30am - 9:00am</b>	Pac-West Past President's Breakfast ( <i>by invitation</i> )
<b>9:00am - 10:30am</b>	The Next Decade: What Businesses Should Do Today to Prepare for Tomorrow

<b>10:45am - 12:00pm</b>	Supply Chain Relationship Issues
<b>11:30am - 4:30pm</b>	Spouse/Guest Queen Mary Tour
<b>12:15pm - 1:15pm</b>	Lunch with Professor Reinhold Würth
<b>2:30pm - 4:30pm</b>	Business Owners Roundtables
<b>2:30pm - 4:30pm</b>	Business Executives Roundtables
<b>6:00pm</b>	Reception and Dinner

**Saturday, March 18**

<b>9:00am - 12:00pm</b>	Pac-West Board of Directors Meeting #2
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*Complete conference information can be found at [www.pac-west.org](http://www.pac-west.org) and at [www.nfda-fastener.org](http://www.nfda-fastener.org).*

**Technology Tips and Training**

NFDA is proud to partner with Microsoft Community Connections for a new monthly series of webinars that will show current technology solutions that can help you operate more efficiently and empower you to grow your business.

NFDA Tech Talks will be offered on the first Thursday of each month at 2:00 pm Eastern, beginning in January 2017.

Gather your team around the conference table for a group training experience or sign up people individually to learn at their desktops or tablets.

It's easy and affordable: only \$29 per log-in for nonmembers and free to NFDA members.

Plus, Microsoft software will be given away at each webinar to one lucky member.


*Visit [www.nfda-fastener.org/techtalks](http://www.nfda-fastener.org/techtalks) for details.*

**Future NFDA Meetings**

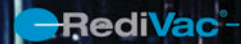
NFDA will partner with the New England Fastener Distributors Association for a joint meeting June 20-21, 2017 at the Omni Parker House Hotel in Boston, Massachusetts.

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

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

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

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STAR STAINLESS 2016 NIFMSE HALL OF FAME RECIPIENT - BRUCE WHEELER from page 96

## Acceptance Speech by Bruce Wheeler

Rob, those were some nice things you shared. After being together 40 years, I wasn't sure what you were actually going to come out with.

I was sweating that out a little and was glad you only commented on the good things. I owe you for that so you deserve a European vacation, we can go to Germany, but we need to visit a fastener show.

Never did I think my journey would ever lead me here and I am honored to stand here before you today. Looking back, I think that never going to business school was actually a blessing. It forced me to evolve untainted and create my own set of rules to play by. A rule book that made sense to me. You see, I never knew about things like inventory turns. I only knew that customers want stock, so I put it in the inventory. Lots of it.

The more you bought, the more inventory was put in. Maybe sometimes too much, but it's better to have too much than to little. It was pretty basic and made good sense to me.

Can you imagine if I bought into the concept of inventory turns, we would be out of stock on half the items you were looking to buy.

Let's talk about the old 80/20 rule people like to embrace.

If I bought into this one, we would be eliminating half of the items Star carries. You know, those nasty items no else wants to tie up their cash in, those tough items you all rely on Star to have for you. As a distributor you wouldn't be happy with those being eliminated from our inventory. Don't



**BRUCE WHEELER AND GRANDSON CONNOR**



**BRUCE WHEELER MAKING HIS ACCEPTANCE SPEECH AT 2016 NIFMSE HALL OF FAME PRESENTATION**

worry, there are no plans to do that, you have to remember, I never learned the proper way of conducting business.

Here's more on the 80/20 rule. Years ago one of our competitors analyzed their customer base and decided to apply the 80/20 rule and pushed all their smaller customers away. Good move for Star.

Many of these customers came our way and we welcomed them with open arms, ORDERS BIG AND SMALL, WE LOVE THEM ALL. That competitors text book approach didn't pan out well, he is no longer in business.

I was extremely fortunate to have an unconventional mentor and friend. The late Wayne Golden. Wayne instilled upon me a different approach at business. Over the years we fed off each other fueling an unconventional approach which has built Star to the company it is today.

When I first began working at Star, we had about 40 people and 1 location. We now employ 400 and have 14 locations.

I have never found the business aspect of Star to be all that difficult. The real challenge comes in managing 400 employees. I have been asked for years why our employee turnover is almost nonexistent. It's simple, we put a lot of time and effort into working with our people. Its time consuming and it will try your patience at times, but the investment is well worth it.

Over my 40 + years in the business, I have embraced certain business beliefs and I would like to share a few of them with you today.

## DISTRIBUTOR NEWS

**Bay Supply**, a division of Bay Fastening Systems has launched the world's largest fastener inventory resource for distributors [www.baysupply.com](http://www.baysupply.com).

After 6 years of development and employing the latest technology Bay Supply's COO, Michael Eichinger said "we produced this new website for fastener distributors to make their job easier and to grow their business to be more profitable with just a click of a button."

Bay Supply touts itself as "Your other warehouse" and has millions of dollars of inventory to fill orders the same day. All distributor orders are blind shipped to their customers with no shipping charges on sales over \$99.

The new website features all the leading brands of engineered fasteners including Stanley, POP, Avdel, Huck, Marson, Champion and many more. Bay Supply is an authorized master distributor of rivets, Huck bolts, threaded inserts, coil thread inserts, and aerospace MS/NAS rivet nuts. It also features installation and cutting tools and is a factory authorized service and repair center.

Some highlights contained found in the new [www.baysupply.com](http://www.baysupply.com) website are aggressive quantity break pricing, stock or date availability, all product attributes, engineering specifications, instructional videos, manuals, data sheets, alternates for comparison, price differences for comparable products and manufacturer catalogs.

Distributors can now search by advanced parametric and filter attributes. Create product groups for each customer for tracking and rapid reordering. Bay Supply assigns each distributor their own sales/engineer to assist with questions and technical support. In addition, the new Bay Supply website will have the latest news about the fastener industry, special promotions, and informative blogs.

For more information contact Michael Eichinger, COO Bay Supply.Com, 30 Banfi Plaza North, Farmingdale, NY 11735. Tel: 516-294-4100, email: [info@baysupply.com](mailto:info@baysupply.com) or visit them online at [www.baysupply.com](http://www.baysupply.com).

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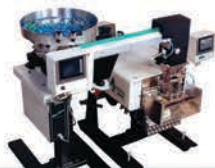
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- ☑ LEDs indicate which part to load



### Parts Counting/Bagging System



- ☑ Vibratory parts counter
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- ☑ Quick and Accurate

### Bulk Count/Weigh Bagging System

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## Best Customer Experience - OSG Tool

**OSG Tool** is a leading manufacturer of taps, end mills, drills, and indexable cutting tools. OSG's extensive line of high technology cutting tools features exclusive metallurgy, cutting geometries and proprietary surface treatments to help increase productivity, reliability and tool life. OSG also serves the fastener industry by offering a complete line of thread rolling, flat, cylindrical, planetary, rack and trim dies. The company markets its products to numerous industries including automotive, aerospace, medical, die mold, energy, heavy industry and job shop.

**Our Best Customer Experience Award goes to OSG Tool!** OSG always impresses us with their incredible team. They wanted to make this year's booth fun for customers. From guessing how many fasteners were in a jar to a Las Vegas prize wheel, the OSG's booth was interactive and intriguing. With the catchphrase "Shaping Your Dreams," OSG not only highlighted their product offerings, but also emphasized delivering quality to customers. Delivering a triple "O" philosophy to "outsmart, out-serve, and out-fun" the competition, OSG without a doubt had the best customer experience.



## Best Group - G.L. Huyett

**G.L. Huyett** seeks "To profitably exceed expectations using three principles: Be honest, work hard, and live by the Golden Rule. They have complete onsite manufacturing capabilities and they source parts from industry leaders and low cost producers as well as manufactures that are hard to make or just plain hard to find. [They] are especially competitive for short runs and odd configurations. Do you need hard to find parts in metric or imperial sizes? In stainless steel? Or in non-standard sizes from big to little? If so, [they've] got them, [they'll] get them, or [they'll] make them to your specifications.

**Our Best Group Award goes to G.L. Huyett!** Our friends at G.L. Huyett are a great team. From their friendly disposition online to their friendly disposition at their booth on the floor, G.L. Huyett puts a smile on our faces and everyone they meet. Welcoming and kind, we applaud G.L. Huyett for their warmth (and their backup singing). If you ever cross paths with a company representative, take the time to say "Hello," it just might make your day as it makes ours.



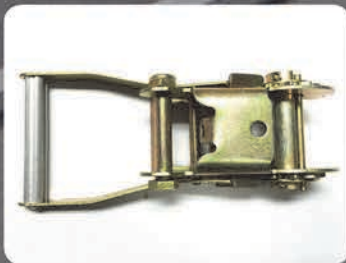
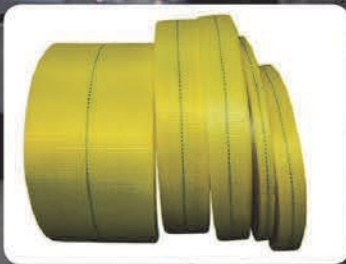


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### Thread Forming Into Plastics - Load Retention

If one were to ask the average fastener engineer what was the most important criteria applied to thread forming in plastics relative to achieving either a good or bad joint, the most likely answer would be the ratio of the driving and failure torques. Although they would be partially correct, and that criterion is certainly very important, they would be missing the mark. In just about any fastened joint, plastic or other material, the primary goal needs to be achieving and more importantly retaining sufficient clamping load. The clamp load is the force that is holding the joint together. When it is gone, the joint becomes loose and is subject to either coming apart or allowing the different components to move relative to one another. In fact, years ago, and likely still today, one of the car manufacturers' most biggest warranty claims were squeaks and rattles, many due to fastened joints that had lost their clamp load allowing components to move against one another generating undesirable noises.

The challenging aspect of plastics is that they are often very stress sensitive (especially the amorphous varieties) and relax significantly when stress is applied. Unfortunately, the process of thread forming is, by its very nature, a huge contributor of stress into plastic. For thread forming fasteners this stress is found in a number of places in the joint. It occurs at the interface of the screw head and the clamped component, with smaller bearing areas (i.e. smaller screw heads) building up greater stress. It occurs at the first incidence of thread engagement with the pilot hole, because the screw thread has a radial force component that is pushing outward on the boss

creating hoop stress. And it occurs because material that is displaced during the thread forming process gets pushed or trapped in the root of the threads and damaged. Screw design plays a significant role in the proportions that these stresses will be exerted in the plastic. For example, a thread forming screw for plastics that is lobular in design will exert greater stress concentrations at these lobes than a fully round screw. These areas of increased stress concentration result in accelerated clamp load loss through stress relaxation. Therefore, a design feature that is quite advantageous for thread forming in steel is highly detrimental in plastics.

Over time, these and any other stresses relax. Figure 3 illustrates testing that can be conducted to study the relaxation behavior over time. When this is done, one finds that within a very short time frame undergoes its most significant relaxation, at times losing upwards of 60%-80% of its initial clamp load. If the boss is badly damaged because the joint is not optimally designed or because it is simply not a good screw (thread form) choice, the joint will eventually lose its entire clamp load. A well-designed joint, however, will provide the right combination of screw and boss design so that load is permanently maintained.

In my opinion, pairing the right screw and joint parameters together to maximize the load retained over the long-term is the single most important criteria when designing a thread forming screw joint in plastics. Unfortunately, because this is only really successfully quantified with special testing equipment, it is not considered often enough, and most designers rely on other, more easily accessible assessments to qualify the quality of the joint.

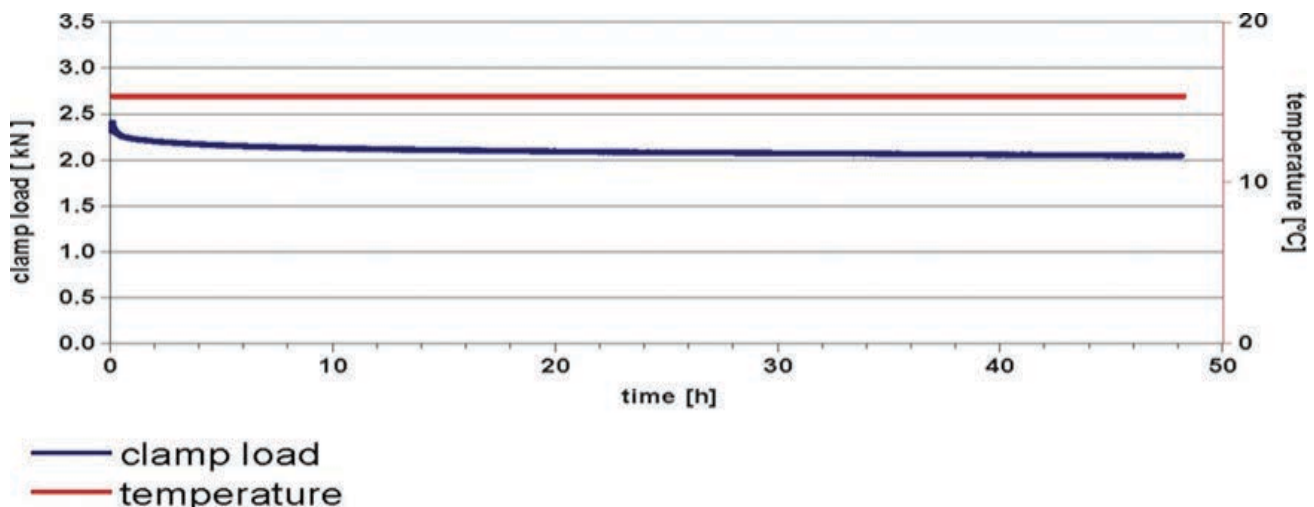


FIGURE 3: EXAMPLE OF A JOINT THAT EXHIBITS EXCELLENT STRESS RELAXATION CHARACTERISTICS

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**APEX SUPPLY CHAIN TECHNOLOGIES ACTYLUS™ SMART BIN SYSTEM NOW AVAILABLE** from page 74

- **Flexible Configurations:** Available in a range of bin and shelf configurations, ACTYLUS is capable of storing and monitoring many items traditionally stored in bins, from electrical components, fasteners and auto parts to healthcare supplies, maintenance parts, plumbing and more.
- **Easy to Set Up:** Installation only requires plugging the device into a power supply and an Internet connection—no software or servers are needed.
- **Easy to Use:** ACTYLUS features brightly colored, LED-lit bins to ensure quick and easy item selection, regardless of where they're located.

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replenishment platform that consolidates smart bin data in real time to give distributors and their customers 24/7 visibility into inventory. Stock levels can be checked and managed online anytime and anywhere from a smartphone, tablet or computer.

Apex Supply Chain Technologies provides world-class automated dispensing systems for use in a variety of applications and industries. Our devices track billions of transactions to help thousands of customers worldwide manage, track and control their inventory and assets. With world headquarters in Mason, Ohio, Apex has offices in Australia, France, Germany, Latin America, Poland and the UK. More information is available at the Apex website, as well as on Twitter and LinkedIn.

**To learn more about the ACTYLUS Smart Bin System, visit <http://ApexSupplyChain.com/Actylus>.** 





**ROBERT FOOTLIK RE-EXAMINING 'D ITEMS'** from page 102

Physically, there are two basic ways of dealing with these vital “D-items” in the warehouse. They can be integrated in with the rest of a vendor family or separated into a new family of “solutions waiting to happen.”

For small items the traditional warehouse rule is to maintain all products from one vendor or family together in a section of shelving, rack or an aisle. With an effective Warehouse Management Program (WMS) this is unnecessary and often counter productive. While it is best to store items that are sold together in one location that considers this “affinity factor,” there is no real reason to keep all the products in part number sequence. This is especially true with the slowest moving products in the line.

Once one moves beyond the traditional stocking concepts there are many opportunities for storing slow movers with much greater efficiency. By definition “D-items” are almost never reordered, so this eliminates the “stocking excuse.” They are rarely touched and typically counted at most once a year, so this reduces the need for maintaining a tight inventory control. Under these circumstances, alternative storage opportunities can be exploited without any capital expenditures.

Taking the slowest SKUs, and pulling them out of strict family sequence can mean nothing more than moving these products to the far end of an aisle. This opens up shelf space for faster movers closer to the pick path and significantly reduces the order picker's steps. This translates into time saved and greater overall efficiency. A frequent side benefit is enhanced quality, especially when the products have uniform packaging or are easily mistaken. Separating similar items precludes confusing a #4578BL (black) with a #4578AL (almond).

For larger objects separating stock will often save space as well as time. If most of a product line is palletized and the slow movers are stored strictly by the case these products can be segregated into shelving, hand stacked on pallet racks, placed in carton flow racking or handled in some other high density storage medium. A minimum cost strategy would be to condense the slow movers into one section of rack at the far end of an aisle, with tight beam spacing. Several pallet rack manufacturers have developed retail store accessories that can commingle palletized goods with individual cases. For an example of this, go back to <http://www.unarcorack.com/retail-rack/> and click on some of the accessories that most

Material Handling Equipment Distributors don't show their customers.


In an operation that utilizes an “Order Picker” or “Stock Selector” fork lift (controlled from a position on the forks), a good strategy is to maintain the fast moving products at floor level with the “D-items” directly above the related materials. This takes advantage of the fact that the fork lift can elevate far faster than it will travel horizontally. By “popping up” for the slow movers product affinities can be maintained without slowing the picking operation.

### *The Bottom Line...*

Is that “D-items” are a fact of life. They fetch business and if properly controlled can offer a higher return through better margins. The trick is to exploit their differences and treat them as an important and necessary factor of a successful business. While the “A” and “B” items offer more glamour, all too often the “C's” and “D's” pay the overhead.

And for those who are seeking more romance in their lives, becoming a specialist in hard to find products may be the ultimate answer. Thanks to the Internet you might have a new business model waiting to be discovered. Getting the “D-items” fully cataloged with specifications and photos is easier than ever and with the power of search engines all it takes to bring a part to a customer's attention is a stock number or description.

Perhaps you have held onto the obsolete materials for so long they are now fashionable. You don't know this without some investigation. With research, creativity and a good web site the “D-items” need no defense when they are turned into super high margin “A-items.” The term “mid-life crisis” comes to mind or perhaps this can be your retirement exit strategy. If you think this can't work remember Studebaker and the Avanti? Both are long gone but they live on with collectors. A quick search on “Avanti Parts” can demonstrate just how powerful “D-items” can be. Take a look at: <http://avantiparts.biz/>. The prices are fair and while the demand is low it's still enough to stay in business doing something that these people really enjoy.

Does this change your mind about what the textbooks teach when it comes to inventory analysis? Might you have some Whitworth fasteners waiting to be discovered in the warehouse? Think about it! 

## DISTRIBUTOR NEWS

**General Fasteners Company**, a full-service distributor of fasteners and assembly components for manufacturers, is pleased to announce the appointment of Jill Baron as President of General Fasteners Company and General Fasteners de Mexico. Ms. Baron brings with her more than 20 years of related industry experience, most recently serving as Lean Distribution Manager at Robert Bosch. Her past experience also includes leadership positions at Federal Mogul and ITW.

"We are very excited that Jill has joined our executive team", said Ken DiLaura, Chief Financial Officer at General Fasteners. "Her extensive experience in operations management, business development and process improvement will prove to be a significant asset to our company."

Also joining the outside sales force at General Fasteners Company are Sheila Levy as New Business Development Representative, Midwest Region, and Sandra Ray as Regional Sales Representative, Southeast Region. Both women have a considerable amount of sales experience in the fastener industry, and will use their knowledge to provide excellent service to GFC's customers.

"We are very happy to welcome both Sheila and Sandra to GFC. With their industry experience and proven track records, they will be great additions to our sales team," said John Kovatch, Vice President of Sales and Marketing at General Fasteners.

General Fasteners Company (GFC) is a privately owned full-service distributor of Fasteners and Assembly Components for manufacturers. For 65 years, GFC has provided exceptional quality assurance, engineering expertise and inventory management solutions. Customers in the automotive, heavy truck, industrial, medical and military markets are serviced through the Corporate Office in Livonia, Michigan, Engineering & Testing Center in Madison Heights, Michigan as well as twelve regional Distribution Centers throughout the United States and two in Mexico.

For more information, contact General Fasteners Company at 37584 Amrhein Rd. #150, Livonia, MI 48150. Tel: 734-452-2400 or 1-800 945-2658 or you can visit them online at [www.genfast.com](http://www.genfast.com).

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## MWFA 33rd SCHOLARSHIP AWARDS from page 114



**Courtney Hayman**, the daughter of Andrew Hayman from EmCo Engineered. Courtney is currently a freshman at the University of Illinois Champaign Urbana. She was accepted into the college of business and plans

to attain a degree in Accounting. Courtney received many honors in High School such as being an Illinois State Scholar and Indian Prairie Scholar as well as team captain for her Gymnastic team. She also has participated in 170 hours of community service during her High School tenure.

### **\$4,000 Raul Torres Memorial Scholarship**

*Donated by Star Stainless and Fall River Mfg.*

Raul passed away after spending 50 years in the fastener industry. He started with Schnitzer Alloys in the 60's then went on to Albany Products, Action Threaded Products and Star Stainless Screw. He was a gentleman who mentored many. Raul spent several years on the MWFA Scholarship Committee. We thank Star and Fall River for starting this fund as well as others who have contributed to the Raul Torres Memorial Scholarship fund. Because of the generosity of these people, this scholarship will continue.



**Emily Morgan**, the daughter of Tim Morgan from Buckeye Fasteners. Emily has an extensive list of high school and college awards and honors such as Female Student of the Year and National Honor Society. Emily attends

the University of Notre Dame and will be graduating in the spring of 2017. She is majoring in Nuclear Physics and Philosophy of Science and Religion. Emily has also been accepted into the Notre Dame Masters of Science in Patent Law. She believes she can carve a new road in disability equipment and use her skills to enhance the lives of all those who are impaired.

### **\$2,000 Innovative Components Scholarship**

*Donated by Innovative Components*

Mike O'Connor, the owner of Innovative Components Inc. feels very strongly about education of employees. To assist in employee education he has donated this scholarship allowing an employee to further education and become a better asset to their company.



**Matthew Pritzl**, an employee of Matenaer Corp. Matt is currently a student at the University of Wisconsin Platteville and plans on earning a degree in Mechanical Engineering. He would like to pursue a career in Quality

Engineering in the future, possibly in the automotive industry. Matthew was an active member in the Key Club in High School and also a member of the National Honor Society and stage crew for drama productions.

### **\$2,000 Morgan Ohare Scholarship**

*Donated by Morgan Ohare*

Morgan Ohare has, this year, generously added to our list of company-sponsored scholarships. We appreciate them allowing us to offer an extra company scholarship.



**Nicholas Stuve**, employee of Innovative Components Sales. Nick is a freshman at Michigan Technological University. He is pursuing a degree in Materials Science and Engineering.

This field utilizes both physics and chemistry, which are Nick's favorite subjects. He was involved in numerous extracurricular activities in High School such as Marching and Pep Band. He also was a member of the National Honor Society.

### **\$2,000 Robbie & Gina Gilchrist Scholarship**

*Donated by Robbie & Gina Gilchrist*

Robbie & Gina Gilchrist have extended scholarship opportunities throughout the fastener industry. They have generous enough to award these scholarship personally for many years. We are honored that they have chosen a MWFA student for one of their scholarships.



**Afreen Papa**, the daughter of Abdul Papa from SWD Inc. Currently Afreen is pursuing a medical degree from St. George's University School of Medicine. Her compassion to help others going through difficult times

with their health has led her to choose a job in the medical field. Her dream is to become a doctor in the emergency room or to be a doctor of Internal Medicine. Afreen has received numerous honors in college such as being a Dean's List Recipient.



# MWFA 70th ANNIVERSARY CELEBRATION & SCHOLARSHIP BROOKFIELD ZOO, BROOKFIELD, IL - OCTOBER 6, 2016







Long time fastener industry veteran and former Chairman of the Industrial Fastener Institute, Tim Taylor is a DuraForce™ advisor and Board Member assisting Dionne in bringing the company's products on line. Taylor points out that only cold swaged lockbolt fasteners have been shown to survive these conditions until now.

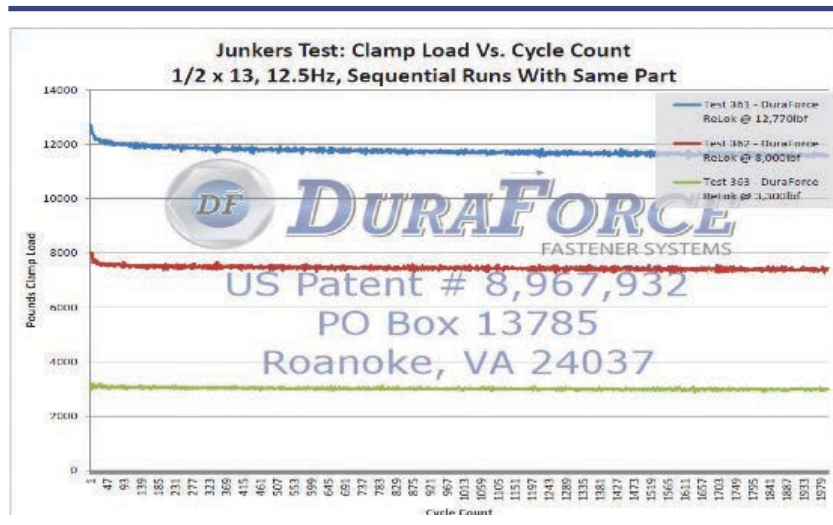
Taylor further acknowledges that DuraForce ReLok™ provides equivalent performance, without special installation equipment, dimensional access restrictions, destructive dismantling and field repair difficulties encountered with the swaged systems. As a tremendous advantage, the ReLok™ system can be installed, removed and reinstalled with a wide range of conventional torquing tools ranging from complex automated torque angle robotic systems to a simple wrench, which is ideal for both lean manufacturing OEM production as well as aftermarket maintenance and repair.


In addition, Taylor also refers to one of the most exciting features of the ReLok™ system vibration-proof function in that it will endure a wide range of applied torque and clamp load. Most design engineers prefer to achieve 70-75% of bolt preload to maintain a high and consistent clamp load in the joint.

Unfortunately, these perfect conditions just do not always happen in the real world, or are not possible due to soft materials in the joint such as gaskets. In other

words, even when the ReLok™ system is not installed correctly, it is still likely to keep the bolt in the joint and not fail to nut loosening. The chart below demonstrates this point.

For this particular graph, Dionne explains that the blue line represents DuraForce ReLok™ installed at the proper 75% bolt preload level and run through the same Junkers cycle as previously specified. After the first test was complete, ReLok™ was reinstalled at a 35% lower clamp load and rerun as shown by the red line. Then, the same ReLok™ nut and bolt components were disassembled and reassembled to run a third time at only an approximate 25% of the original 75% bolt preload level as found in the green line. Although this exercise is not prescribed by any typical standard or specification, the objective of this test was to demonstrate DuraForce ReLok™ vibration-proof properties at varying clamp loads and its subsequent re-usability.



Proven through enhanced Junkers testing and by the results of live cases referenced above, DuraForce ReLok™ not only delivers vibration-proof performance, but it also provides an easy to install, re-usable and reliable solution to the most essential fastener challenges, even when it is not installed to proper clamp load. Moreover, DuraForce ReLok™ affords significant cost savings by extending hardware life cycle and drastically reducing maintenance expense when compared to most vibration resistant products, including the cold swaged systems. 



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**STAR STAINLESS 2016 NIFMSE HALL OF FAME RECIPIENT - BRUCE WHEELER** from page 142

Lets begin with:

**RELATIONSHIPS** - These play a key role in each of our businesses, a larger role than many of you may realize. Do not underestimate the power of relationships with your customers, suppliers, employees, and for me I will also include my wife Robin. You would be amazed what people are willing to do if you have a truly solid relationship.

**DEBT** - I don't believe in Debt. I don't believe in leveraging. Debt is an anchor holding you down. It forces you to make decisions at times that are not sound for your business. You project out your finances in an elaborate spreadsheet. Everything looks good on paper.

You borrow, that's all great if things actually go as projected. But they rarely ever do. We don't conduct business in a perfect environment. Economies crash, recessions hit, new competition surfaces and your bottom line gets hammered. All of a sudden you are in trouble and game over. Keep your debt low. It enables you to ride out the storms.

In the course of my career I have seen over a half a dozen companies enter into the stainless arena, some of them in a big way. Where are they today? Out of Business!

**INVENTORY** - Star's claim to fame has always been its inventory. People expect us to have the stock and we painstakingly try to keep our stock flush. "You can't sell from an empty wagon."

**DO NOT DO WHAT EVERYONE ELSE IS DOING** - If you follow the trends of the times you become just like everyone else. You become the norm. If you are the norm, the best you can hope to be is average.

**NOT ALL BUSINESS DECISIONS SHOULD BE MADE PURELY ON DOLLRS AND CENTS** - Operating a privately held company has its benefits and not every decision needs to be made solely for the bottom line. Having a successful business doesn't have to be measured on how much money you can squeeze from it. You need to decide if the impact of what you are doing is worth the extra money it yields.

Here is an example: In 2008 when the financial crisis hit, the fastener demand crashed, commodities crashed and Star's sales crashed. Our sales dropped over 35% in one year. I made the decision to not lay anyone off and carry the entire employee base, while most companies began shedding bodies. I doubt this decision would have been a popular course of action. If I had gone to business school, there is no doubt I would have been taught its "Hammer Time."



**STAR STAINLESS AT 2016 NIFMSE  
LEFT TO RIGHT: KEVIN CHAVIS, BILL FIVEHOUSE, BRYAN  
WHEELER, AND BRUCE WHEELER**

As a matter of fact, if I worked for some of you, I would have been fired for this move. This was an investment in our people and the business, unlike inventory, this investment paid big dividends of employee loyalty. Looking back, it was the right move.

**HAVE FUN** - Life moves by pretty fast, you can successfully operate a business and have fun doing it. At Star our approach is far from conventional. Heck, we were operating out of the box before the phrase was even coined. When the parade goes right, we look hard to see if we can go left. Over the years three people have now emerged from Star and been placed in the Hall of Fame - Bernard Golden, Wayne Golden, and now myself.


**WE ARE NOT A GLAMOROUS COMPANY, WE MARCH TO OUR OWN DRUMMER AND THIS HAS BAFFLED PEOPLE FOR YEARS** - During my career I have watched many competitors come and go, but Stars approach no matter how bizarre you may think it is, has stood the test of time and I am perfectly content with our business practices. It makes things interesting, fun and creative.

**THANK YOU** - I would like to thank Sylvia, Wendy and Barrie Golden for allowing me to run Star.

I would like to thank my wife Robin for putting up with me, she is the voice of reason when I get all wound up.

I would like to thank my children for their patience with my workload. I know it wasn't easy at times.

My gratitude and thanks goes out to all the customers, suppliers and employees for making Star the company it is today. Without all of you, I wouldn't be standing here today.

**I THANK YOU ALL.** 

## DISTRIBUTOR NEWS

Leading the way in ERP technology **DDI System** is re-engineering the way distributors are utilizing their business software.

With the release of Inform Version 17, DDI System announces the completion of fully embedded CRM (customer relationship management) tools throughout their Inform ERP Software – putting customer relationships at the forefront of distribution ERP like never before.

Continuously enhancing their successful technology, DDI System adds ready to use calendaring and dashboards to highlight customer purchase patterns, due-to-buy items, and sales correspondence including task and activity tracking. Distributors gain the ability to launch a new quote, sales order or task from any customer screen for quicker, better customer service.

With built in prospect/customer designations and chronicled notes, counter and phone sales teams will service customers with the intimate knowledge they have come to expect, building the relationships needed to develop loyalty in today's world of online buying.

Detailed calendaring empowers managers to view opportunities and connect their teams. Customers are impressed with a sales person's immediate follow up from a linked sales order. Companies eliminate missed sales opportunities, grow with the ability to send proactive marketing and never miss follow up tasks again.

Integrated, real-time e-commerce adds comfort and ease to online buying and provides added value with a customer information portal. Customers can now save shopping lists, pay invoices, review sales history and receive real-time customer specific pricing upon login.

It's time to take control of your customer relationships with enhanced customer intelligence, and bring greater loyalty and increased sales back to your distribution business.

*Distributors can see the benefits of Inform at [www.ddisys.com](http://www.ddisys.com) or by calling DDI for a product demonstration or more information at (Toll-Free) 1-877-599-4334.*



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## MFDA CELEBRATES ITS 21st GOLF OUTING

by Nancy Montesano



The MFDA held its 21st Annual golf outing September 18th at Northern New Jersey's Crystal Springs Golf & Resort Club. Nearly 80 golfers came out on a spectacular fall day to play at Wild Turkey Golf Course. Golf Co-Chairmen, Ken Schneeloch (McCormick Associates), Brian Eakins (ND Industries), and Nancy Montesano (McCormick Associates) were thrilled with this year's turnout.

Each golfer received a MFDA golf shirt, a sleeve of balls, courtesy of Kanebridge Corp., a golf towel, courtesy of Star Stainless, golf tees, and bags were donated by ND Industries. The format was a scramble, and there were several optional games to play as well. A PINK ball contest, closest to the green, and many mulligans were sold again this year....a free hit!!!

ND Industries sponsored a hole in one contest for a cash prize of \$25,000, along with 5 additional smaller prize opportunities. There were no winners again this year.

### *Congratulations To Our Winners*

#### **First Place:**

Rick Sacco

Ben Sacco

Ed Werner

Jack Prince

#### **Second Place:**

John Conte (Fall River)

Gary Coar (Aluminum Fastener Supply Co.)

Steve Gillmor (Lee S. Johnson Associates)

#### **Closest to the Pin:**

Gretchen Grove (Pilgrim Screw Corp.)

Gary Coar (Alum. Fast.).

#### **Long Drive Men:**

Gary Rhinesmith

#### **Long Drive Women:**

Gretchen Grove (Pilgrim Screw Corp.)

#### **Pink Ball Contest Winner:**

Vic LaPoma (Kanebridge Corp.),

Mike Sutphin (Kanebridge Corp.)

Dennis Shanahan (Mutual Screw & Supply)

Steve Kelly (Mutual Screw).

We attribute the success of this event to the generosity of our hole sponsors and prize/raffle contributors. Thank you to all of you!



GARY COAR, ALUMINUM FASTENER SUPPLY AND JOHN CONTE, FALL RIVER MFG



# MFDA 21st ANNUAL GOLF OUTING & COCKTAIL RECEPTION WILD TURKEY GOLF COURSE, NJ - SEPTEMBER 17-18, 2016





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## DISTRIBUTOR NEWS

### **Fastener Library donated to Rock Valley College Cold Forging Manufacturing Center**

Fastener veteran Mike McGuire became very interested upon hearing about the new vocational training program for the fastener industry.

Mike has stated for several years now that one of the biggest problems or challenges for the American fastener manufacturer was a skilled trained working force. He continued "When I was in high school fifty years ago we had what we called "Industrial Arts" and the girls had "Home Economics", both which are not taught today in our school system. There is now a serious gap with the Baby Boomers having a skilled work force! Rock Valley College along with several local fastener manufacturers are trying to close this gap and return Rockford, Illinois back to being one in the top 10 metropolitan fastener producing area in America.

The fastener library collection includes what Mike believes to be one of the most comprehensive available and covers the fastener industry from standards, dimensions, technical data, engineering and fastening applications.

Leading authors include Jim Speck, Julius Soled, John Bickford, Joseph Shigley, Pat Rapp, Dr. Lou Raymond, Guy Avellon, Thomas Doppke, and Robert Parmley among others and the Industrial Fastener Institute (IFI) standards books.

A complete set of 48 fastener training posters were also included.

The Dean of the Technical & Engineering Program has already commented on how interested several professors are upon receiving the collection and using the books for reference and developing training programs.

Mike, finished with an emotional comment stating "I hope that this donation is just a start and others in the fastener industry can contribute other materials to help build and strengthen this program and our fastener industry."



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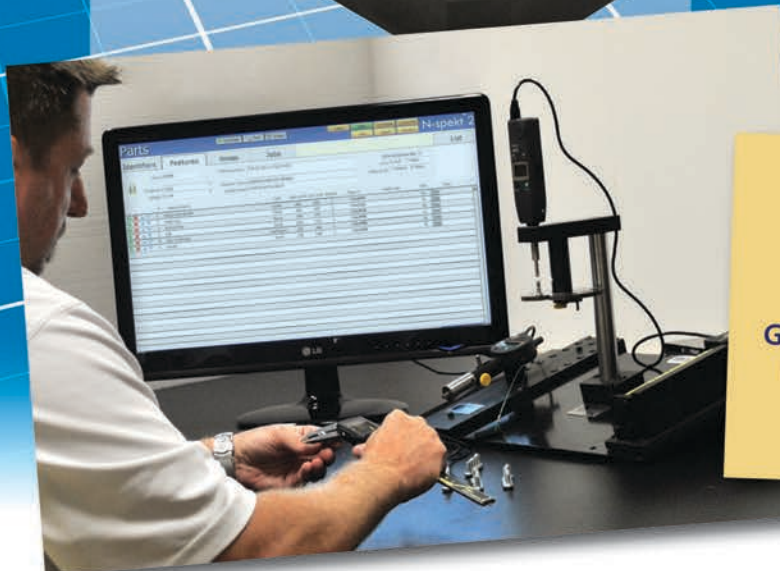


## Bi-Point™ Internal Thread Gauge

A widely adjustable thread measuring instrument. Only two frame sizes are required to measure from #10 through 2-1/2" and the other from 2-5/8" through 5". The measurement resolution is .0001". This gage is available in a bench mounted model or a hand held.

## Tri-Roll™ External Thread Gauge

This gage is ideally suited for thread measuring applications where the gage is to be dedicated to only one thread size or is used to measure a narrow range of sizes. This gage comes in a number of different frame sizes providing a total measurement range of #0-80 (M1.6) through 6" (M150).



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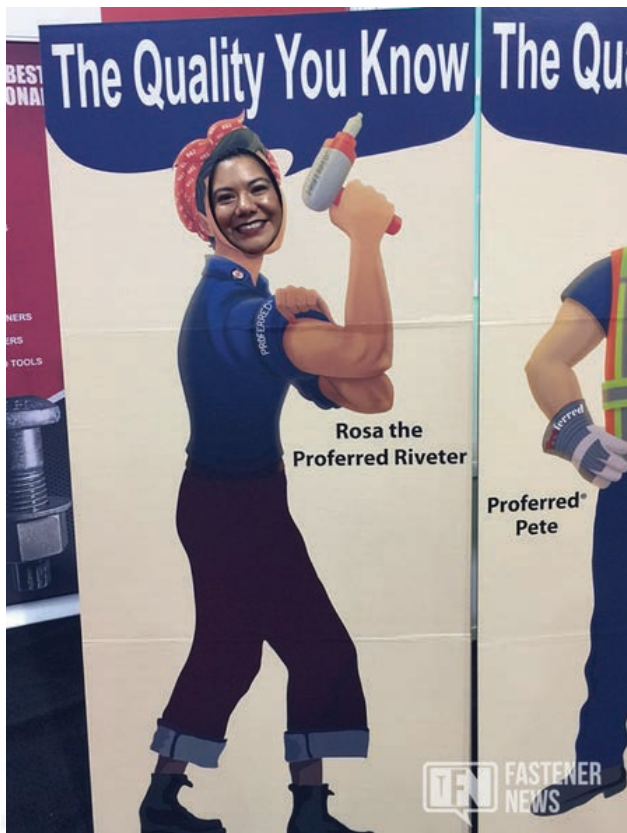


FASTENER NEWS DESK NIFMSE BEST BOOTH AWARDS 2016 from page 144

## Best Character - Brighton Best International

The largest supplier of wholesale fasteners in North America servicing distribution since 1925. With 20 US locations and 31 locations globally, **Brighton Best** is the value-driven, global leader in fastener distribution providing fasteners to all aspects of industry including construction, electrical, industrial and OEM applications. Specialties include: Fasteners, Threaded Rod, Alloy and Stainless products, Inch & Metric products, Socket Products, Hex Cap Products, Nut & Washer Products, Structural Products, Screw Products, Bolt Products, Hand Tools.

**Our Best Character Award goes to Brighton Best International!** It's more like character(s). If you're on social media, there's a good chance you've crossed paths with 'Rosa the Riveter'. This year, Brighton Best featured both Rosa the Riveter and 'Proffered Pete' at its booth. With fun cutouts, you had the chance to take a photo as Rosa or Pete. These characters were entertaining, cute, and clever which is why they are our choice for Best Character.



*Drum Roll please...*

**Our 2016 Overall Best Booth winner is... Lindstrom Fasteners**


Since 1983, **Lindstrom** has been providing distributors with value-added fastener solutions they can depend on — all from a name they can trust. With over 180,000 SKUs, Lindstrom can supply any size, quantity, or finish — even hard-to-find fasteners. Lindstrom can provide it all.



**Lindstrom's booth was so eye-catching, it took our breath away when we first walked into the venue. The size was incredible!**

The overall design of the booth was very high-tech. The design spoke to all the core values of Lindstrom and their products. The professional booth design was unique and highlighted the green and white corporate colors of the Lindstrom brand. The booth was bright and inviting to passersby.

**Having gone (literally) above and beyond, we award the Fastener News Desk: 2016 NIFMSE Best Booth Award to Lindstrom Fasteners.**

Congratulations to all of the honorees and thank you to those who put their heart and soul into their booths! We are already anticipating the booths for 2017. 

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## Drive and Ultimate Failure Torque

The most common and probably second most important qualification of joint quality is the ratio of drive to ultimate failure torque. Understanding this provides how likely the thread forming screw is to have problem free assembly. If the ratio is very small the chances of either not fully driving the screw down or stripping the plastic are quite high. Therefore, the largest separation possible is desirable and the larger this ratio becomes, the more margin one has with installation equipment and process.

The ratio is normally determined by conducting tests to ultimate failure and measuring the maximum driving torque and torque at ultimate failure (see Figure 4). A good test sequence will be conducted over multiple samples and statistics applied so that a statistical maximum driving torque and statistical minimum ultimate failure torque can be determined. The statistically safe window becomes the distance between these two points.

The other factor that comes into play here is the driver. One must not forget that the driver also has variability, which can actually be quite high depending on the type and technology used. Once again, if the ratio between drive and ultimate failure torque is small, it forces the assembler to use more capable equipment or face high scrap rates. Unfortunately, the cost of installation equipment increases exponentially as its

capabilities improve.

Screw designers employ a number of strategies to improve the drive and ultimate failure torque ratio. As we learned in Part 1 of this series, driving torque is a function of the contribution of the thread forming torque and the thread friction torque. The thread friction torque is normally reduced by applying lubrication. With plastics, however, this is a very dangerous strategy. Many plastics, especially amorphous ones, are subject to swelling and deterioration when they come in contact with certain substances such as hydrocarbon based lubricants. Therefore, lubricants should never be used on thread forming screws for plastics, and the screw designer is pretty much relegated to finding ways to lower thread forming torque through design. Today's best performing screws for plastics have "knifelike", very low angled thread profiles which lower the thread forming torque.

A non-round screw is another way to lower thread forming torque, although it also lowers ultimate failure torque so that normally the trade-off isn't worth it. Ultimate failure torque, by stripping, is a function of material shear strength.

The more thread that is engaged the higher the stripping torque. Therefore, once again, threads that are able to engage deeply and fully around the screw's circumference will exhibit improved stripping torque.

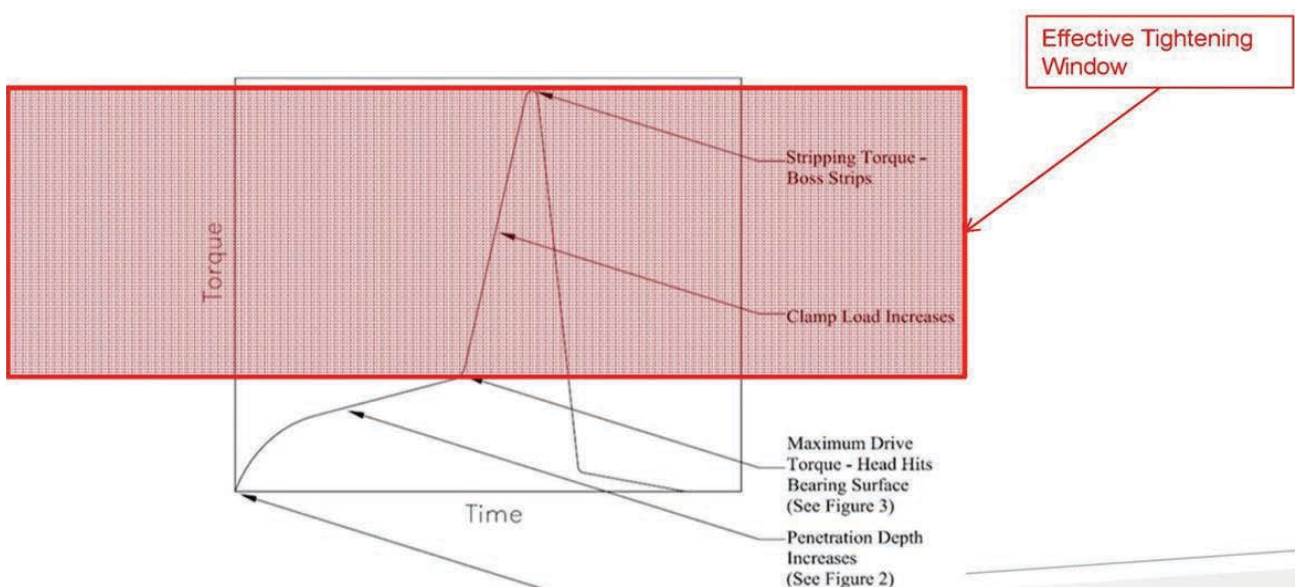
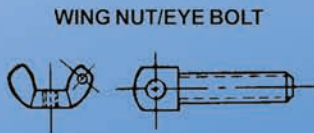
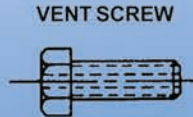
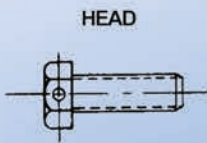
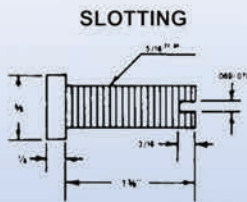
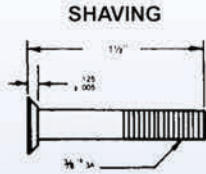


FIGURE 4: EXPLANATION OF DRIVE AND ULTIMATE FAILURE TORQUE RATIOSTASTICS



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## MWFA CELEBRATES IT'S 70th ANNIVERSARY WITH AN ELEGANT AND FUN EVENT by Nancy Rich

The venue for the 70th anniversary celebration was Brookfield Zoo in Brookfield, IL. Cocktail hour was awesome spent in Habitat Africa with the giraffes and native birds. Cocktails and appetizers were served as guests enjoyed the habitat and the company of fastener friends. It was amazing to see many past Board Members as well as past Presidents.

After Habitat Africa, guests were treated to a shuttle via Zoo trams to the Bocaditos Room where they followed the red carpet stopping to have their pictures taken in front of the MWFA 70th year Zoo themed backdrop. Guests were pleased to receive complimentary photos of this special moment. The MWFA held a 50/50 raffle for the scholarship fund and this year's winner was one of our scholarship recipients, Migel Santos, who was fortunate enough to win \$700!

Following an elegant dinner the guests enjoyed a presentation from Ed Rensi, former CEO of McDonald's Corporation. Ed told of his hard work, including working 100 hours a week at .85¢ an hour to make ends meet. He was instrumental in starting the Ronald McDonald Houses, which he is very proud of, as they have grown to assist so many families. He spent 31 year's helping establish McDonalds but has many other adventures including auto racing where he was instrumental in the development of Team Rensi Motorsports. He is a huge fan and supporter of NASCAR. He has served on several Boards, received many awards, and continues to be very active with his many special interests. His interests include antique trucks, fishing, aviation, photography and motorsports.

Today Ed Rensi serves on the boards of directors for Snap On Tools, Ronald McDonald House Charities, The National Italian American Foundation and the International Speedway Corporation.

A man this motivated had many great stories and motivational messages for the students. He acknowledged that the scholarship recipients are the future of the USA and recommended that while in school they learn to make commitments to themselves, family and life at large. He believes inflation/earnings is relative to past years. He advised students that when they go to work



for a company, the company will pay what they think the employee will do. Give a full day's work for a full day's pay, said Ed.

Young students were told they should create a strategic plan considering who are you-what do you want to do? Having a mission statement in life is important. What contribution do you want to make? One attribute you can't give away, lend or sell is your integrity.

Ed admitted the young people are inheriting the mess of our society. Often people confuse fair play with good judgment. He warned the students, it is a complex world-so study well. They should realize that they will be competing in a global world whether they want to or not.

He is grateful he worked for visionaries. No one dies from hard work. He admitted to painting a somewhat gloomy picture but the students can change it. As he said to the students, "Challenge smartly, read all the newspapers and magazines you can get your hands on." And Mr. Rensi has a favorite fastener .... pop rivets!! He loves pop rivets and stated he can fix anything with them! Everyone enjoyed Mr. Rensi's presentation and we are grateful he was gracious enough to take time out of his busy schedule to address our group.

Ed has a very lengthy and interesting biography, which we suggest you read at [http://premierespeakers.com/ed\\_rensi/bio](http://premierespeakers.com/ed_rensi/bio).

## DISTRIBUTOR NEWS

**Intercorp.**, an importer and master distributor of high-performance construction fasteners under the Strong-Point® brand, is pleased to announce the opening of a new branch in Fairfield, New Jersey. This new branch will service the Northeastern United States and Canada.



“The demand for our products in the Northeast has increased exponentially over the past few years and because of this, we have opened a new branch in New Jersey to better serve our customers.” said National Sales Manager, Law Winchester. “From this strategic location, we can offer same day pickup for the New Jersey/New York area, as well as one day shipping throughout the Northeast on over 500 different types of construction fasteners. This new location will complement our existing footprint of eight other branches/warehouses, giving us the ability to ship anywhere in the U.S. in a very short time frame.”

The branch will support Intercorp’s commitment to the Northeast market and help streamline distribution to that geographical area.

The new branch is located at: 18 Madison Road, Fairfield, NJ 07004. Phone: (973) 227-0111 – Fax: (973) 227-0511 – Toll Free: (888) 322-2262.

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. With an outstanding reputation for customer service, quick delivery, and superior support, Intercorp is unmatched when it comes to high-quality fasteners.

For more information on Intercorp and their Strong-Point® brand of fasteners, contact them by phone at 1-800-762-2004 or visit them on the web at [www.strong-point.net](http://www.strong-point.net).





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**MFDA MFDA CELEBRATES ITS 21st GOLF OUTING** from page 156**MIKE SUTPHIN AND VIC LAPOMA OF KANEBRIDGE CORP.*****Our Generous Hole Sponsors***

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The table of prizes/silent auction items was in abundance. Raffles were sold for the silent auction, and a 50/50 Cash Pot. Congratulations to all winners!!

**MARK WARNER, MUTUAL SCREW & SUPPLY WITH DAVE SCHUSTER**

# MFDA 21st ANNUAL GOLF OUTING & COCKTAIL RECEPTION WILD TURKEY GOLF COURSE, NJ - SEPTEMBER 17-18, 2016



more photos on page 190

## MFDA MFDA CELEBRATES ITS 21st GOLF OUTING *from page 166*

A pre-golf cocktail party was held Saturday evening. Over 75 guests attended this popular event, sponsored by MFDA Members & associated companies.

Thank you to the companies that made this popular event possible

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This year's golf event was an amazing success. While it raised funds for the 2017 Scholarship Fund, it also provided fabulous networking opportunities. Golf Chairman, Ken Schneeloch would like to thank EVERYONE for their support. Whether a player, a hole sponsor, a photographer, a prize contributor....you all made this event the most successful ever. 

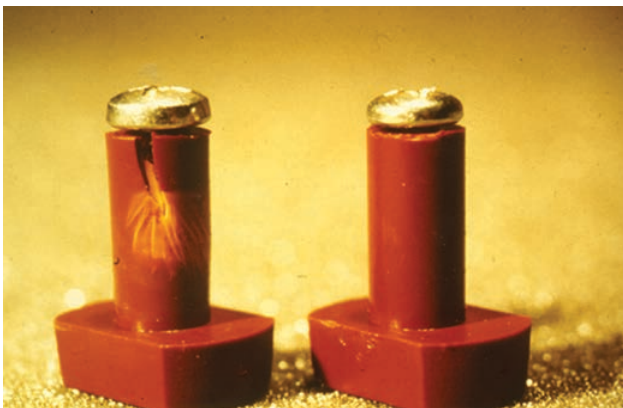


## Hoop Stress

A common design goal today is to have as thin a wall in the boss as possible. This is advantageous because it represents lower weight, less material, and lower cost. Unfortunately, some screws (the more traditional design) exert a great deal of radial (or hoop) stress on the boss. Figure 5 illustrates a traditional 60° flank thread tapping screw on the left and a state-of-the-art EJOT Delta PT® on the right. The screw diameters and bosses are identical. This picture clearly illustrates the impact of thread profile on hoop stress generation with the Delta PT® imposing only half of what the other screw does and, thereby, successfully navigating a thinner wall without cracking the boss. In this example, the boss wall is too thin for the boss to withstand the hoop stress generated by the left screw and the boss cracks. Once again, amorphous plastics are more prone to this than crystalline plastics. Occasionally bosses don't form well during molding and end up with what is called a knit line. This is a weak spot and will open up if there is too much radial stress exerted by the screw. Therefore, for thin walled bosses or ones prone to knit lines the lower the angle profile of the screw thread the lower the radial force component and the less likely the screw will cause boss cracking problems.

## Other Design Concerns

Other performance concerns include pull-out, repeat assembly, and vibration resistance. Pull-out is how much load is required to pull the screw clean of the boss. Naturally, the more thread engagement either



**FIGURE 5: SCREW ON LEFT IS A TRADITIONAL 60° FLANK PROFILE AND SCREW ON RIGHT IS AN EJOT DELTA PT® WITH APPROXIMATE 30° FLANK PROFILE**

axially or radially will influence this value. However, a good joint design will minimize the required axial engagement because that equates to longer screws which unnecessarily increase weight, assembly time, and cost. Repeat assembly refers to whether the screw can be disassembled and reassembled multiple times. This is especially important for applications that require occasional or frequent servicing. Properly designed joints, good screw selection, and careful reinstallation will result in many repeat assemblies before ultimate failure. Vibration resistance is about keeping the screw from backing out when exposed to vibration or fluctuating loads. Vibration resistance is highly dependent on the steepness of the thread's helix angle (the angle each thread rises on the screw shaft). Thread forming screws that have a double lead (two threads on one shaft) will have a steeper helix angle and be more prone to vibrational loosening.

## Screw Design

In addition to the threads a couple of important characteristics of the screw design are commonly employed with today's thread forming screws for plastics. These are:

- Increased bearing surfaces - either oversized heads or integrated washers are used to provide larger underhead bearing areas. The larger underhead bearing area results in a larger distribution of load. This will better distribute stress throughout the boss, result in less head embedment, and ultimately result in less relaxation and loss of clamp load.

- Screw strength - many of today's designs have balanced thread minor diameters with sharp angled thread profiles to optimize performance and strength. Torsional strength is important as many of today's plastics are either higher flexural modulus varieties or with certain filling.

- Heat treat - all early thread forming screws were case hardened to provide strength on the outside shell and threads. Case hardening, however, has some serious drawbacks. As a result, most of the newer thread forming screws for plastics are neutral hardened to the same strength throughout. Although this strategy would not work for steel it generally is not an issue with plastics because of the strength differential between the plastic and the hardened steel screw.

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## LAURENCE CLAUS FUNDAMENTALS OF THREAD FORMING SCREWS - PART 2 from page 168

- Recess in the thread root - At least one modern thread forming screw for plastics has a relief or recess in the thread root rather than being a flat surface between threads. This is particularly advantageous with softer plastics that are easily displaced during thread forming. This relief area allows the plastic to flow unhindered and, thus, undamaged, resulting in less stress relaxation than their flat counterparts.

### Boss Design Considerations


Just as important to the success of the joint as choosing the right screw, one must have the right boss design. This includes a properly sized outer diameter and pilot hole. If the outer diameter is too small for the chosen screw the boss is at risk of cracking. If it is too large it might create unsightly "sink marks" or is simply a waste of material. The pilot hole is important because if it is too small or too large it can have a dramatic impact on the drive and failure torque behavior.

Additionally, bosses should have a counterbore as opposed to a countersink. A counterbore will provide

helpful lead-in for the screw but more importantly shifts the first engagement of the thread lower into the boss. This is advantageous because it shifts the first incidence of stress further into the boss where it is better able to compensate for it.

### Summary

The common threaded plastic screw joint is not as simple as it appears. There are many puzzle pieces that must be combined correctly to provide optimum performance and avoid problems. This article has touched on several of the higher profile items, but much more detail exists. It starts, however, by gaining an understanding of plastic behavior and then the advantages and disadvantages of the screw that is being used.

For distributors it is important to have either someone on staff or a channel to a technical resource that is knowledgeable of such things. Doing so will open up many opportunities with customers and prevent poorly designed joints creating problems at customers. 



# PACIFIC-WEST FASTENER ASSOCIATION

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## KEVIN CHAVIS RE-ELECTED AS PRESIDENT

Kevin Chavis of Star Stainless Screw (Commerce, California) was elected to serve a second term as president of the Pacific-West Fastener Association at a recent meeting of the Pac-West Board of Directors.

Chris McCaffrey of R&D Fasteners (Rancho Cucamonga, California) was elected as the association's vice president, and Ron Stanley of Empire Bolt & Screw (Spokane, Washington) was elected secretary/treasurer. Rick Peterson of All-West Components & Fasteners (Seattle, Washington) stays on the Board as immediate past president.

Gigi Calfee of Copper State Bolt & Nut (Phoenix, Arizona), Steve Kendall of Portland Screw Company (Portland, Oregon), Beth Van Zandt of Desert Distribution (Santa Clarita, California), and Doug Weiland of Stelfast (Milpitas, California) were elected by the Pac-West membership to serve three-year terms on the Board of Directors.

Other members of the Pac-West Board are Corey Bell of THB Inc. (Salt Lake City, Utah), Hans Fuller of Fuller (Surrey, British Columbia), Alison Hubbard of North State Fastener (Sunnyvale, California), and Clay Weaver of Industrial Threaded Products (Brea, California)

At the association's recent fall conference, tribute was paid to retiring Board members MaryEllen Dinicola of The Socket Source (Cerritos, California), Dallas Puckett of Valley Nut and Bolt (Olympia, Washington), Tim Roberto Jr. of Star Stainless Screw (Union City, California), and John Wachman of Desert Distribution (Scottsdale, Arizona)

Pac-West also recognized its two newest honorary members, Larry Stanley (Empire Bolt & Screw, Spokane, Washington) and Dave Kendall (Portland Screw Company,

Portland, Oregon).

Pac-West's 2016 Fall Conference took place September 28-October 1 at the Embassy Suites Downtown in Portland, Oregon. The conference featured the perfect mix of stimulating educational programs and fun events.


Education offerings at the Pac-West 2016 Fall Conference included:

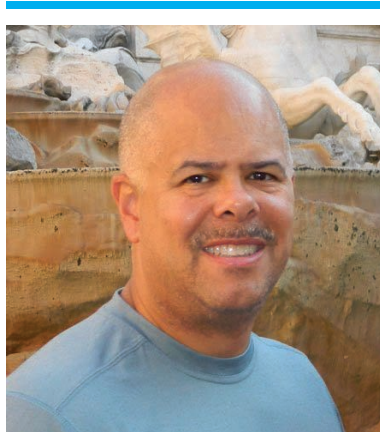
- Carmen Vertullo's insightful presentation on "What Distributors Need to Know about Plating," followed by a plant tour of East Side Plating.
- Facility tour of Brighton-Best International in Portland.
- Business Executives roundtable discussions.
- Business Owners roundtable discussions.
- "Turning Buyers into Investors" by Jason Bader of The Distribution Team
- "State of the Fastener Industry" presented by Tim Roberto of Star Stainless Screw and Simmi Sakhuja of Stelfast.

Conference social events included a brewcycle tour of some of the city's craft brew pubs. The next day included a tour of Multnomah Falls with lunch at Edgefield, a historic property and gardens, and a dinner cruise on the Willamette River.

Pac-West's next conference will take place March 15-18 at the Westin Hotel in Long Beach, California. Cosponsored by the National Fastener Distributors Association, the conference will feature a tabletop show on March 16.

Also on the schedule for 2017 is the Pac-West Fall Conference, August 23-26 at the Fairmont Chateau Whistler in Whistler, British Columbia.

For more information about the Pacific-West Fastener Association visit [www.pac-west.org](http://www.pac-west.org). 








**KEVIN CHAVIS - PWFA'S PRESIDENT ELECTED FOR A SECOND TERM**

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# NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO THE SANDS, LAS VEGAS, NV - OCTOBER 26-27, 2016





## DISTRIBUTOR NEWS

Crain's Cleveland Business has named **Talan Products** to its 2016 class of the 52 fastest-growing companies in Northeast Ohio, adding to a long list of honors it has earned over its 30 years in the metal stamping industry.

"We've received lots of recognition, but we never get complacent," said CEO Steve Peplin, who co-founded Talan Products with one order from one customer in 1986. "We've built a high-performance team, and I'm very proud of them, but no matter how well we do, we have to raise the bar every year and continuously improve."

Crain's award recognizes this entrepreneurial spirit, innovation and growth based on a combination of revenue growth and total revenue. Talan's sales growth of 35 percent from 2014 to 2015, with annual revenue totaling between \$40 million and \$50 million, earned it a place on this prestigious list. Employee count grew by about the same rate, bringing the total to 70.

Talan's core business - stamping metal parts for the building products industry - accounts for two-thirds of its production, and this segment continues to grow. However, much of Talan's recent growth comes from newer niche market segments, such as solar energy and LED lighting.

"We've been fortunate that we chose target markets that are doing very well, but we chose those industries because we knew they'd see high growth," Peplin said. "We knew solar would be a natural extension of our core competency in building products, because it's often installed on buildings. We knew there'd be a need for the processes we employ, so we began focusing on the solar energy industry 10 years ago, and it has doubled every year."

Talan manufactures mounting components for solar collector panels, serving residential, commercial and utility-scale installations. Solar energy is "easily our fastest-growing segment," Peplin said, accounting for 35 percent of Talan's business.

For more details about Crain's 52 fastest-growing companies in North America, visit <http://www.crainscleveland.com/crains52>.

For more information about Talan Products, visit them online at [www.talanproducts.com](http://www.talanproducts.com).

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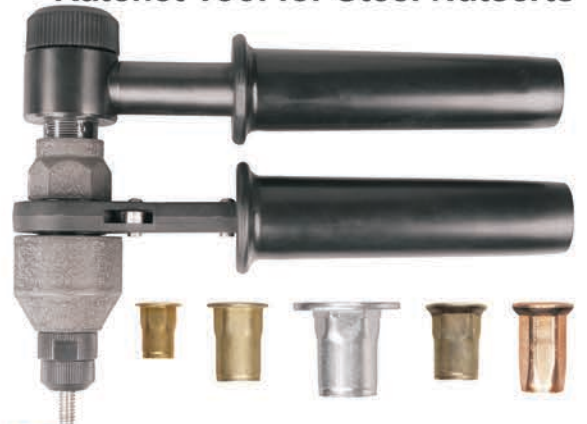
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## MWFA 33rd SCHOLARSHIP AWARDS from page 150

**\$1,500 MWFA Scholarships**

**Clayton Allen**, son of Clayton Allen of Buckeye Fasteners. Clayton is a student at Rochester Institute of Technology and is pursuing a degree in Mechanical Engineering. He is also enrolled in their Co-op Program in hopes to become involved in Engineers Without Borders, an organization involved in helping the needy and underprivileged.



**Marieth Barahona Jimenez**, of Innovative Components. Marieth currently attends the Costa Rica Institute of Technology. She is pursuing a degree in Engineering Mechatronics. Her dream is to become a skilled Engineer.

**Mackenzie Black**, daughter of Greg Huntington of Elgin Fastener Group. Mackenzie is a high school senior and plans on pursuing a Musical Theatre Degree. She aspires to be an actress, writer or stage manager.



**Rosemary Booth**, daughter of Kevin and Barbara Booth of Kevin Booth Sales. Rosemary is currently working on a Masters of Nursing at the University of Minnesota. She will begin a Doctorate of Nursing Practice in Midwifery at the University of Minnesota in the fall of 2017. Her dream is to work in service to low income women and children.



**William Booth**, son of Kevin and Barbara Booth of Kevin Booth Sales. William is currently is a student at College of Dupage. He graduated from the University of Nebraska in 2015 with a Bachelor's Degree in Advertising and Public Relations.

William returned to school to study Web Design and Layout. He plans to pursue a career in Web Development.

**Alexander Cottone**, son of Brian Cottone of Kanebridge Corp. Alexander is currently a student at Millsaps College. He is attending college with an Army ROTC Scholarship. Alexander will commission as an Officer in the Army as either an Engineer Officer or Chemical Core Officer.



**Jaime Gates**, daughter of Steven Gates of Sems and Specials. Jaime will be pursuing her nursing degree with a minor in Psychology at Southern Illinois University at Edwardsville. After graduation she plans on working for the Red Bird Mission in Beverly, Ky.



**Katherine Davis**, daughter of Jason Davis of Issco Inc. is currently a student at the University of Arkansas. Katherine aspires to be a Certified Social Worker and Psychologist. She also plans to take courses for a second language.



**Monica Hauschild**, daughter of William Hauschild of Acme Industrial Co. Monica is currently a student at McHenry County College and plans to obtain an Associates of Arts degree. Her goal is to become a high school English teacher.



**Daniel Heski**, son of Krzysztof Heski of Abbott-Interfast Corp. Daniel is currently a student at the College of Lake County and is pursuing a career in Architecture.



**Sara Kupperschmid**, daughter of Pam Kupperschmid of Unytite Inc. Sara is pursuing an English degree and will be attending Illinois Valley Community College. She will then furthering her education at Upper Iowa University so she can become a Journalist with a career in Public Relations or Human Resources.



**Shelby Loock**, daughter of Brenda Loock of R.K. Precision Products. Shelby is a junior at Edgewood College. She is pursuing a double major in English and Music with the hopes of becoming a teacher.



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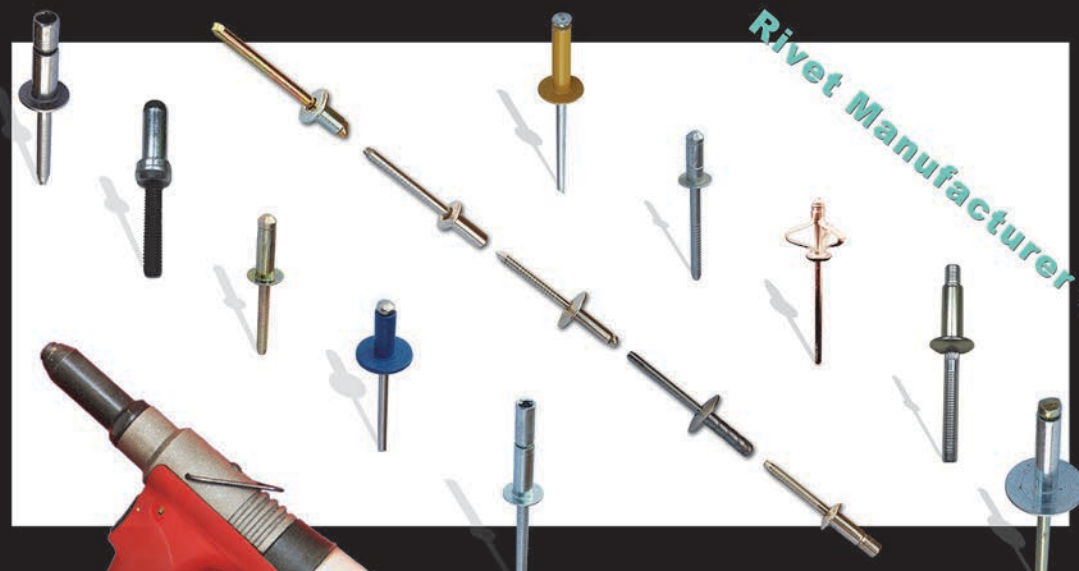
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## DISTRIBUTOR NEWS

**Falcon Fastening Solutions**, a distributor of specialty fasteners and other Class C production components used in high-volume manufacturing assembly, is pleased to offer the new Actylus™ smart bin system, a product of Apex Supply Chain Technologies®. This cloud-based intelligent Kanban system replaces the need for manual counting, flags, labels and cards.

The smart bin technology has been designed to provide a solution to stock replenishment issues, sending automated stock alerts and re-order notifications. The system eliminates the need for counting trips, safety stock and emergency orders. It aims to keep lines up and running, boost supply chain productivity and grow bottom-line revenues.

Powered by Trajectory Cloud™, a secure business intelligence platform that integrates and connects to existing systems, the Actylus™ smart bin system improves productivity, visibility, reliability and accessibility throughout a business operation. The cloud is able to monitor the smart bin solution to see when items need restocking, simultaneously tracking usage patterns and trends through a reporting system. Stock levels can even be checked via phone or email anytime and anywhere.

The Actylus™ automated replenishment system is available in a range of system configurations, and is capable of storing and monitoring any item traditionally stored in bins, from electrical components to healthcare supplies. It is fast and easy to set-up, and interior lights keep bin contents visible to ensure swift selection.

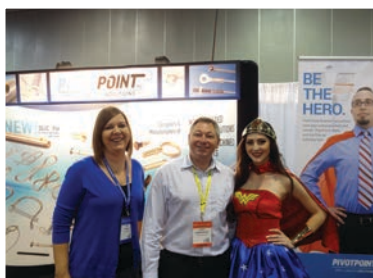
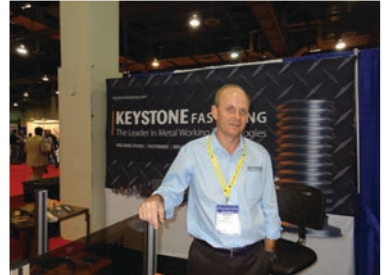
Giovanni Cespedes, VP at Falcon Fastening Solutions, commented: "Falcon is committed to providing US manufacturers with the latest value-added technology to increase efficiency in their supply chain. The Actylus™ system supports our commitment by automating replenishment processes and reducing the cost and time to stock bins by 30 percent or more, significantly improving productivity and efficiency in a business."

For more information about Falcon Fastening Solutions, Inc. and the Actylus™ smart bin system, please visit <http://falconfastening.com/actylus-smart-bin-sytem/>, email [info@falconfastening.com](mailto:info@falconfastening.com) or call 1-800-438-0332.

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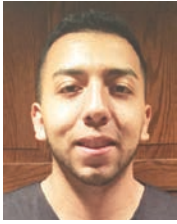


# NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO THE SANDS, LAS VEGAS, NV - OCTOBER 26-27, 2016





## MWFA 33rd SCHOLARSHIP AWARDS from page 174

**\$1,500 MWFA Scholarships continued...**

**Juan Maldonado**, an employee of Innovative Components. Juan is currently a student at Harper College and plans on furthering his education in Precision Machining. His hope is to make a career in Machining and Production for the Fastener Industry.



**Crystal Marinelli**, employee of SWD Inc. Crystal is a student at Elmhurst College and is pursuing a Nursing degree. She has obtained a minor in Psychology and hopes to obtain another minor in a foreign language or another medical field.



**Kaitlyn Nedza**, daughter of Mary Kay Nedza of Alfa Tools. Kaitlyn is currently a student at Illinois State University. She is pursuing a Bachelors Degree in Marketing.

**John O'Brien**, son of Bob O'Brien of Certified Fasteners & Industrial Supply. John is H.S. senior planning on majoring in Civil Engineering with a dual degree in Construction Management.

**Abigail Paskey**, daughter of Maria Paskey of Ken Forging Inc. Abigail is currently a sophomore at Kent State University. She is pursuing a degree in nursing. Abigail's dream is to become a Labor and Delivery nurse.



**Migel Santos**, son of Ariel Santos of Brighton Best Int'l. Migel is currently a student at the Illinois Institute of Technology and is pursuing a bachelor's degree in Architecture and will continue furthering his education and achieving his Master's degree.

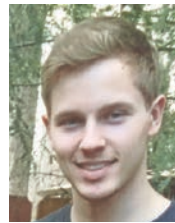


**Paula Skowron**, daughter of Kazimierz Skowron of SWD Inc. Paula is currently a student at Loyola University Chicago. She is majoring in Chemistry with a minor in Photography. Her dream is to one day work in a laboratory and

focus on making and bettering medicine for people with all types of illness.



**Steven Sutphin**, son of Michael Sutphin of Kanebridge Corp. Steven is currently a student at the University of Delaware. He is completing his four-year undergraduate studies within the Health Sciences and plans on furthering his education by attending a two-year PA graduate program.



**Samuel Wiatr**, son of Bill Lang of Certified Fasteners & Industrial Supply. Samuel is currently a student at Loyola University Chicago and is obtaining a Business degree with an emphasis on Entrepreneurship and either Marketing or Information Systems.

**A Big Thank You**

There are so many to thank for the success of the MWFA and the 70th Anniversary/Scholarship Event.

**We would like to thank our Scholarship Committee:**

Glen Brin - Innovative Components  
Wayne Wishnew - XL Screw Corp.  
Matt Delawder - SWD Inc.


We thank them for their endless hours of reviewing applications to make the best selections.

**We would like to thank our Company Sponsors** for making the larger scholarships possible **and our Supporters** all year for allowing us to award the amount of scholarships we do.

**We would like to thank our 70th Event Sponsors:**

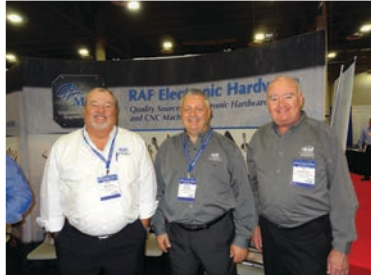
Abbott-Interfast Inc.  
Metric & Multistandard Components  
SWD Inc.  
XL Screw Corp.

We thank them for allowing us to enhancing the event.

**And finally**, thank you to Glen Brin, our 70th Anniversary Chairman for organizing the event. 



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## MANY ENJOY NEFDA HOLIDAY PARTY - NEW EVENT, GREAT VENUE by Nancy Rich

Fun was the theme of the night as members of the New England Fastener Distributors Association got together to kick off the holiday season. Members enjoyed a night of raucous fun at the Foxwoods Resort Casino as the Board hosted a Holiday Bowling party. Each member company received one free ticket to the event with deeply discounted rates for additional attendees.

Everyone that attended raved about the venue as they shared complimentary beer and wine, appetizers, pizza, bowling and best of all the opportunity to enjoy each other's company. There were plenty of smiles and laughter as NEFDA members and guests had a fantastic time at what was a new event for the NEFDA. Plans are already in the works to make next year's event even bigger!

Of course none of this could have been possible without the assistance of our very generous sponsors who helped us to create an outstanding evening for our members.

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**June 1st** 29th Annual Golf Outing  
Oak Ridge Golf Club

**JUNE 19th** Table Top Show  
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**June 20th-21st** NEFDA/NFDA Joint Meeting  
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**DISTRIBUTOR NEWS**

**Alfa Tools**, a prime supplier to the fastener industry for industrial quality cutting tools, fastener drive tools, and abrasives, celebrates a milestone 40th anniversary in 2017.

The company was started in 1977 in Chicago as the brainchild of the Ahluwalia family. It has remained a family-owned and operated business, with a primary focus on metal cutting, although wood cutting and concrete cutting products were also always in the offering. With the formation of National Abrasives in 1987, a full selection of bonded and coated abrasives were added to the program.

Alfa's loyal customers and their extensive line of more than 22,000 SKU's has greatly contributed to their successful growth. Along with a reputation for outstanding product development over the past 40 years, Alfa also has a seasoned inside team, including in-house technical support, and knowledgeable sales representatives to help their customers with any orders, and product or industry questions.

As an ongoing commitment of helping customer's grow their business, Alfa has expanded to include 8 other locations across the country, and in the near future they plan to launch an eCommerce website to make order placing as quick and seamless as possible for distributors. Stay tuned for more details!

For more information, contact Alfa Tools by calling toll free 800-253-2532 or visiting [www.alfatools.com](http://www.alfatools.com).

# PUZZLE SOLUTIONS

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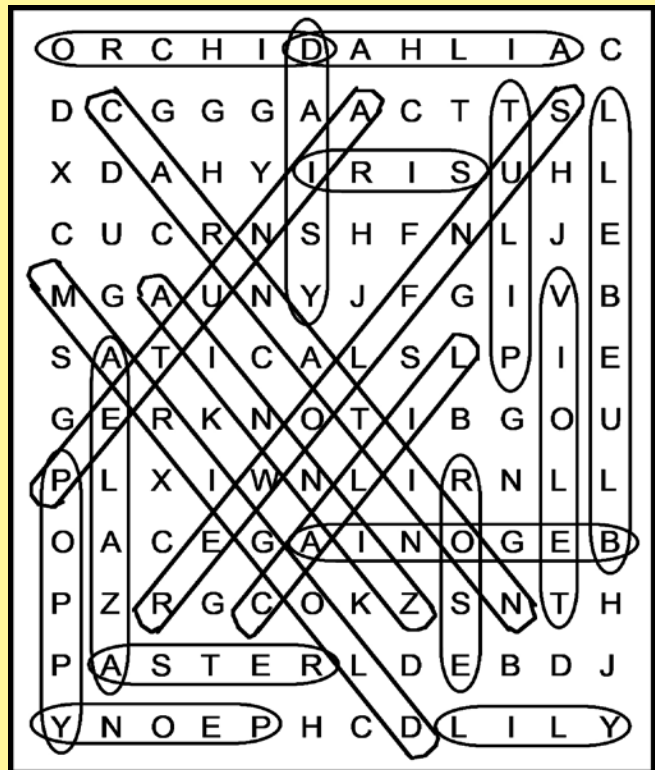
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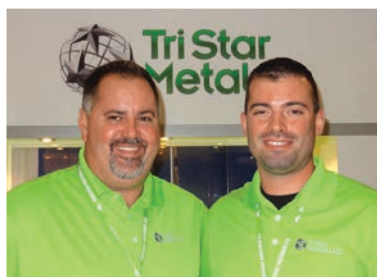
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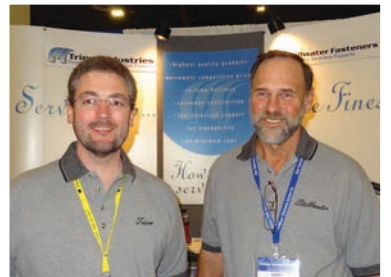
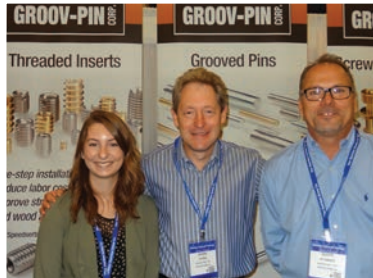
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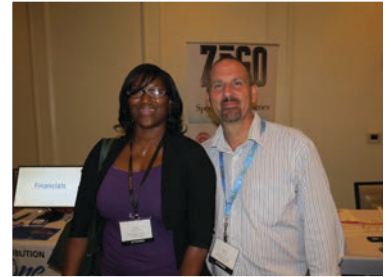


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## THE SANDS, LAS VEGAS, NV - OCTOBER 26-27, 2016





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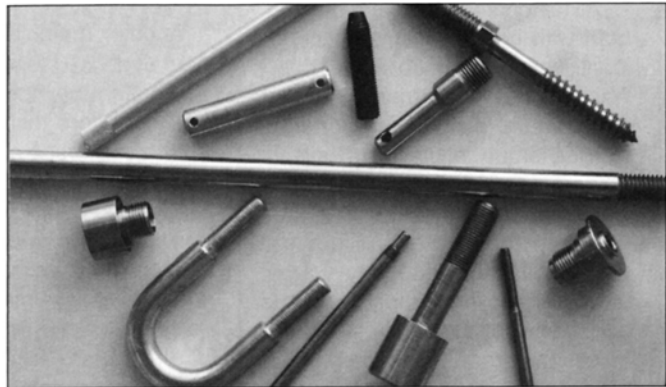
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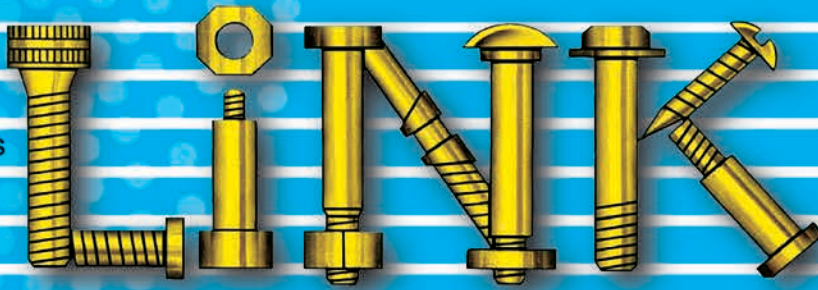
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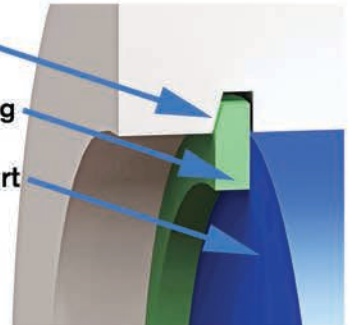
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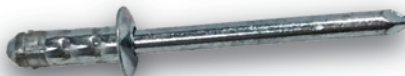
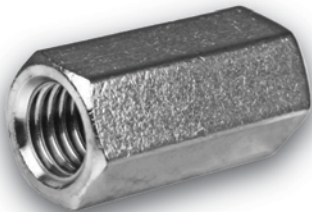
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