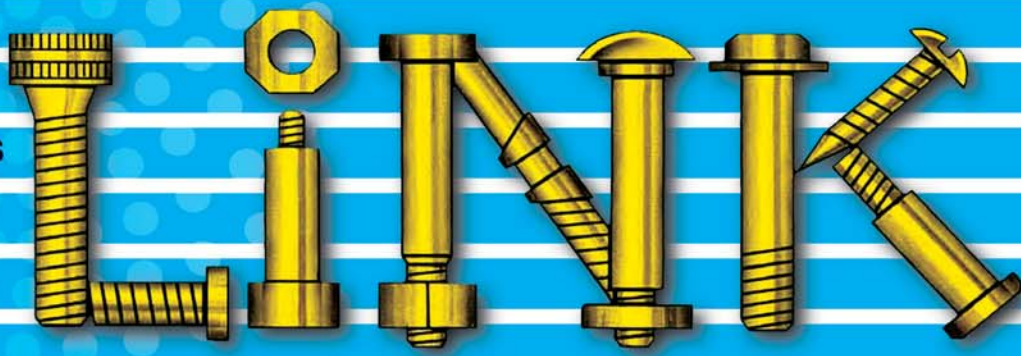


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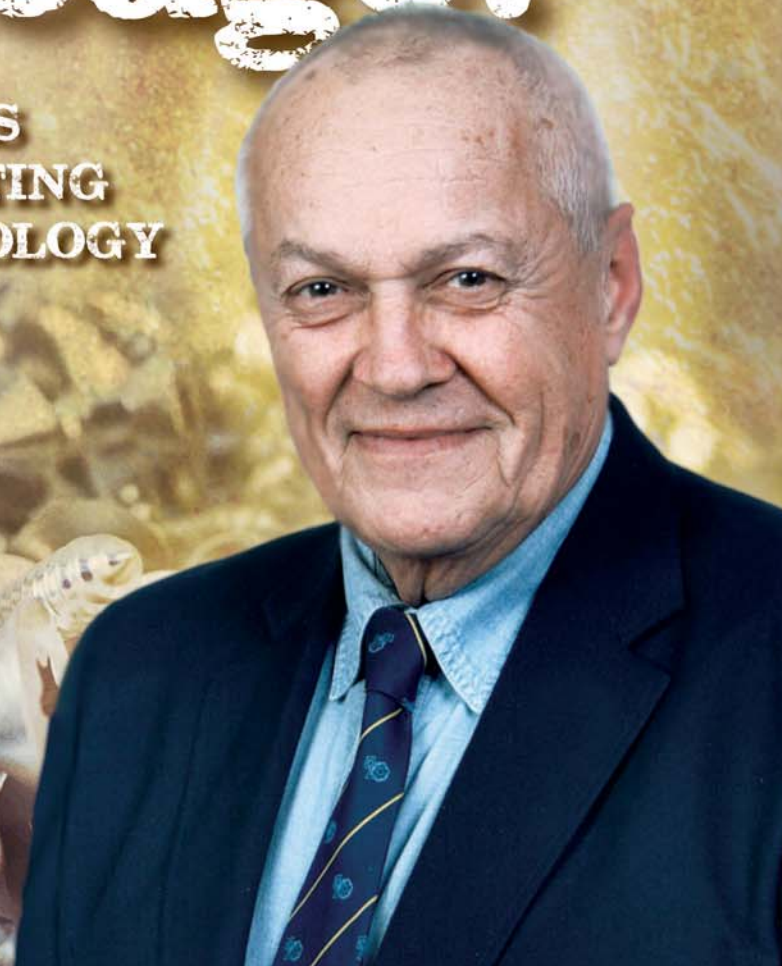


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FULL STORY ON PAGE 16



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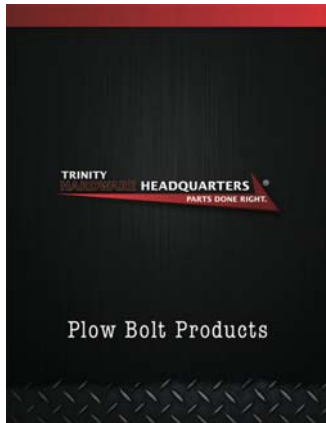


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Pivot Point Incorporated, a manufacturer of fastening solutions and precision machined components, has unveiled a new logo.

The previous logo had been in existence for over 30 years, since Rue Leitzke first started Pivot Point Incorporated. Rue is the grandson of Rein Leitzke, who originally founded Leitzke Specialties, which was later renamed Rein Leitzke Inc.

PIVOTPOINT^{INC.}

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Says company President Dave Zimmermann, "As much as we loved our old logo, we felt it was time to change to a more modern look. What hasn't changed is the same great products, quality, service and value that you've come to know and love from Pivot Point and the Leitzke Family."

The company states that the new logo also serves to remind customers that in addition to the "pins" that they are well known for, they also manufacture various wire rope cable products and many propriety or custom fastener solutions.

For more information, contact Pivot Point at PO Box 488, Hustisford, WI 53034. Call Toll-Free at: 1-800-222-2231, Tel: 920-349-3251 or Fax: 920-349-3253 Visit them online at www.pivotpins.com.

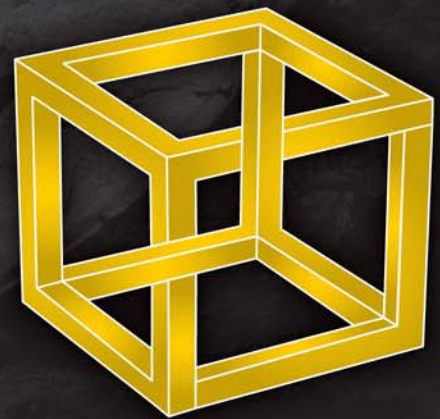
* * * * *

Western Wire Products has bolstered its CNC wire forming capabilities with the addition for a Numalliance FTX multi-axis bending machine. This machine offers added programming flexibility on wire diameters up to 13 millimeter. In addition, the company has enhanced its CNC machining department with a Okuma CNC Lathe.

For more information about Western Wire Products, please contact Tim Parker at 1-800-325-3770 ext 18. Fax: 636-305-1119, Email: sales@westernwireprod.com or visit their websites at www.westernwireprod.com or www.customwireformingnow.com for made to order items.

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Joe Dysart

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

ROGUE CLOUD USE: VULNERABILITY AWAITING PLUNDER FOR FASTENER DISTRIBUTORS

Rogue employees at fastener distributors working with sensitive company data in public cloud services are regularly wreaking havoc at workplaces.

They're triggering the loss of company secrets, the defacement of company Web sites and the loss of control over those cloud accounts to competitors and hackers, according to Web security experts.

And they're engendering an overall state of unease among many IT directors, who are watching all the unauthorized use unfold, but are often unable to fully get the message to employees that such unauthorized uses can put a fastener distributor or other company at grave risk.

"Enterprise IT is rapidly losing control of corporate data," says Andres Rodriguez, CEO, Nasuni, a data storage company. "It's a risky proposition that IT needs to be in front of, and not behind."

Security pros say the problem is rampant at fastener distributors and across corporate America, where employees regularly flaunt company policies against the use of public cloud services like DropBox, Google Docs and Microsoft Office 365.

Those services, which are often very inexpensive and extremely powerful, are very hard to resist for today's on-the-move employee, who is often

juggling an iPhone in one hand a tablet in the other, and lurching for a latte at Starbucks.

But as no matter how tempting, those public cloud services are inherently insecure, say security pros. At best, the public cloud only offers 'consumer grade' security – a watered down version of the 'enterprise grade' security many corporations must maintain to meet compliance regulations, according to Nimmy Reichenberg, vice president of marketing and business development, AlgoSec, a computer security firm.

The result? More than 25% of companies and organizations recently surveyed by computer security firm Symantec said they had lost control over one or more their public cloud accounts, saw their Web sites defaced or experienced the theft of goods or services due to security breaches in the public cloud.

Moreover, 40% of the 3,236 organization surveyed said they had suffered exposure of confidential company information stored in public cloud accounts, according to Symantec's survey.

And more than 75% of those organizations surveyed by Symantec said that their employees had shared or stored critical company data in public cloud services.



ABOVE: IPHONES USED AT THE WORKPLACE ARE OFTEN NOT SECURED FOR COMPANY USE.

BELOW: PUBLIC CLOUD SERVICES LIKE DROPBOX OFTEN LEAVE SENSITIVE COMPANY DATA VULNERABLE, ACCORDING TO MANY SECURITY PROS.





A leader understands that teaching is not micromanaging, and the freedom to think breeds innovation.

– **Joe Volltrauer**

CEO/Founder of Volt Industrial Plastics



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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.

NEW SYSTEM - SUCCESSFUL IMPLEMENTATION

Customers Are Time Starved

In today's business world having up to date technology is almost as important as having the proper product on the shelves. Customers are time starved and hungry for information. This can take the form of the panicky call that they are out of something so you are expected to know exactly what you have on hand or when you can get it. Or it could take the form of demanding a monthly report of inventory turns at their place by bin location. They might even ask you to forecast for them what to expect as far as their usage goes. There is no end to the list of demands that they make. Information is becoming as important as the product itself.

New System Is The Answer

With a new system, particularly one designed for the fastener industry, you can be in a position to answer these types of questions easily. It seems like it would be an easy decision to make a change, but it isn't.



PLANNING AND TEAMWORK ARE IMPORTANT

Change is hard. There are risks associated with changing to a new system (and a new culture). How can you make the change and minimize the risk?

You Need A Plan

In order to make a smooth transition, of course you must start with a thorough review of your needs and then you must match them up with the software package that

best meets them. Once that decision is done, the planning begins.

The senior leadership team should all be on board with the new change. The more that you can have everyone pulling in the same direction, the better off you are.

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		8207	04-09-15	48487	Clarcorp Industrial Sal.		5,000.00	50.00	2,500.00	18.00	900.00	1,600.00
		26471205	05-29-14	4234	AA Manufacturing Co.		500.00	50.00	250.00	18.00	90.00	160.00
		26471176	05-05-14	84825	Clarcorp Industrial Sal.		900.00	90.00	260.00	30.00	100.00	150.00
		26471108	02-23-14	6546	Clarcorp Industrial Sal.		1,000.00	50.00	500.00	18.00	190.00	320.00
		26471107	01-14-14	8484	Clarcorp Industrial Sal.		1,000.00	50.00	500.00	18.00	180.00	320.00
		26471061	12-09-13	2020	AA Manufacturing Co.		500.00	50.00	250.00	18.00	90.00	160.00
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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.

DON'T KNOW IF THIS WORKS, BUT....

Regular readers of these columns are already familiar with the benefits of affinity analysis in the warehouse. Product grouping by families and sub families of related materials is an excellent way to raise the efficiency of any operation. Putting similar characteristics of usage can dictate breaking fasteners into categories by size, materials, head configuration, metallurgy etc. with associated washers, nuts and other products nearby. This saves picking travel and helps insure quality and accuracy. University courses teaching this technique call it "Data Mining."

But using advanced correlations and complex algorithms isn't really necessary. Often you and your staff know the relationships, or your customers might be able to share this information with you...if only you would ask. All too often Fastener Distributors make sales calls on the Buying Department to shake hands, discuss pricing and terms along with other financial information. This is a vital component of doing business, but it bypasses completely the real customers. It's time to try something new, "Synergistic Sales."

Who Is A Candidate For Synergistic Sales?

OK, I just made up the term. A quick on line search shows some companies who have this in their name, but

what does it mean in your context?

Instead of stopping at the front office a Synergistic Sales Call continues out the back door and goes into the warehouse, factory, job site, contractor's field office and other places to ask one simple question: "What can my company do to make your people more efficient?" This



isn't mysterious or complex. It's a statement as much as a question that defines a role for your warehouse and business building on the premise that your warehouse is a sales tool. How you approach this depends on the context of the visit and the marketing philosophies of your company and it will differ greatly based on the type of customer. Let's

examine a few examples.

Original Equipment Manufacturers (OEM's) are a fairly simple case. Somehow a product is designed, a parts list is generated and a production order is sent to the factory floor for manufacturing. Hopefully this results in a sales order for your company that includes pieces, boxes, cartons or pallets of specific line items required to make the product. But have you ever thought about the specifics of how your customer handles this internally? There are numerous value added processes that can enhance your bottom line while simultaneously saving the customer a lot of money and generating loyalty well beyond the balance sheet.



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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 Lclaus@NNiTraining.com. You can learn more about NNI at www.NNiTraining.com.

FASTENER DISTRIBUTORS - ASSESS YOUR TRAINING

I just completed three full days of training in central Mexico. I was extremely proud of the twelve young men that attended this session. Although English was clearly not their first language, they remained more attentive and engaged for three long days than many of the classes I conduct to U.S. audiences. It was obvious that they wanted to be there and to learn. As I consider this experience I am reminded of other recent training experiences and how different companies demonstrate their attitudes toward training. In some cases the training is well received and clearly appreciated while other companies seem to be just going through the motions. Training is too important to take for granted and the following six items are presented for consideration to gage your company's attitudes and training practices against.

Culture

Is training an important and valued part of your company culture or is it just another activity that feels like someone's prerequisite? One of the more interesting elements of being a trainer and consultant is the opportunity to interact with many organizations and people. Every new engagement is a little like the excitement and wonder of a child's first sleep over at a new friend's house. In the same way that something new and intimate is learned about a friend, so every new engagement is an opportunity to learn about what the company values and how they

approach business.

It is readily apparent that companies who value learning and training make it an important part of their DNA. Learning is a critical part of the human experience and comes from a complex combination of instruction, training, and first-hand experience. In fact, training is simply a pathway to learning. It is not and should not be the only method a company embraces to develop its people and encourage learning. It is,

however, an important one and a company's approach and dedication to training will speak volumes about their commitment to developing their people.

So what features in a company demonstrate this commitment? It boils down to two primary indicators. First, is there a companywide attitude that there is always something

new to be learned regardless of tenure, age, or position in the company? It is important for a company to recognize that their new hires and young people require training and education. However, this should extend to all employees and if these are the only candidates considered worthy of training, the company does not value training in its culture. Secondly, do top leaders embrace and participate in training? If the men and women at the "top" are too busy or "knowledgeable" to participate in and endorse opportunities for learning, the example they are setting will clearly be adopted by others lower in the organization and the entire culture will reflect this.



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Where Is The Real Knowledge?

In today's industry, we have a lot of standards and knowledge about what fasteners look like, how they are made and what properties they have to meet. In fact, the United States has always been second to none in that aspect. Just look at how many standard writing organizations we have, ASME, ASTM, SAE, NAS, IFI just to mention a few.

How we use threaded fasteners as machine elements is, however, a much different story. With higher demands on strength, like going from Grade 1 (4.6) to Grade 8 (10.9) or alloy (12.9) obviously require a much different approach when it comes to joint design. The fastener itself is only one part of the bolted or screwed joint and if it is not properly

matched up with the joint geometry and the joint materials we could be in trouble.

Imagine that you just bought a brand new 2016 automobile with a powerful V8 engine and all the "bells and whistles" in terms of electronic systems for the best performance and safety. But, perhaps you never learned how to drive! If you want to use that car you have a couple of choices – learn how drive or have someone to drive it for you.

To lean on somebody else for knowledge is often the most practical solution for many of the fastener using industries faced with difficult joint designs. Most top tier fastener manufacturers have traditionally had a very good staff of engineers that could assist customers in



BENGT BLENDULF TAKES A DEEPER LOOK AT BOLTING AND FASTENING TECHNOLOGY

this area. Unfortunately, in bad economical times the engineering staff has been the first area to be cut by management (thanks to bean-counters). We have lost many of our finest fastener engineers due to budget cuts.

So, who picks up the slack?

If we look at the engineering schools at our universities we are usually out of luck. Having been in that academic environment for a number of years, I can tell you that very few professors in mechanical engineering give a hoot about bolted joint design. There are exceptions, but they are a small minority. Many text books used are old and give very limited insights into the complex design of high strength bolted/screwed joints.

READ MORE ON PAGE 18.

BENGT BLENDULF

President of EduPro US, Inc., educated in Sweden and moved to the United States in 1974 to start a subsidiary for a Swedish fastener manufacturer.

After working as a technical consultant and also eight years on the faculty of the College of Engineering and Science at Clemson University he established EduPro US in 1997 to teach highly rated courses in Fastening Technology in the US, Canada, Mexico, Europe and Asia for engineers and fastener professionals.

Being one of the founders, Bengt served as the chairman of ASTM F16.96 Bolting Technology from 1996 to 2006.

In 2006 he received the Fred F. Weingruber award from ASTM for "his efforts to promote and develop standards for the fastener industry." In 2013 he also received IFI's Soaring Eagle Award for "significant contributions to the technological advancement of the fastener industry."

Bengt is the author of an extensive lecture book, well over 110 articles and "Mechanical Fastening and Joining," a book published in 2013 by the Industrial Fasteners Institute.



Where Is The Real Knowledge?

BENGT BLENDULF TAKES A DEEPER LOOK AT BOLTING AND FASTENING TECHNOLOGY

CONTINUED FROM PAGE 17.

Perhaps this topic is not as exciting as others for academia, some believing that if we give the students a little bit of fundamentals, the engineering societies will fix the rest. Wishful thinking!

How about our engineering societies? Should not ASME, SAE or ASTM provide engineering support in this area? There have been some limited efforts from SAE using one of my former students for some related courses. I have also provided my courses to local chapters of ASME, but there have been no major efforts to educate engineers about general fastening technology.

Now – A big step forward

In 1986, John Bickford (author of “An Introduction to the Design and Behavior of Bolted Joints”) contacted about 15 engineers (me included) who

were professionally involved in the practical use of mechanical fasteners.

We were called to a meeting at the United Engineering Center in New York to discuss the possibility of advancing the understanding of the design of high strength bolted joints. The result of this meeting was the initial formation of the “Bolting Technology Council” (BTC).

The purpose of BTC was to collect and make joint data available to its entire membership, and also to support the research in this field. BTC operated initially with the administrating assistance of the Materials Properties Council in New York. That may have sound great, but the BTC members had to “pass the hat” to pay for meeting space. Bickford served as the BTC chair, I as the vice chair from 1986 to 1996.

READ MORE ON PAGE 20.





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Where Is The Real Knowledge?

BENGT BLENDULF TAKES A DEEPER LOOK AT BOLTING AND FASTENING TECHNOLOGY

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I suggested at the start that we should discuss with the German Engineering Society VDI (Verein Deutscher Ingenieure) if we could simply translate (I did offer my services) their already finished Design Guideline VDI 2230 and use it in the United States. My proposal was met with very little enthusiasm from some BTC members who felt that we could do as good work as the Germans in this area. 30 years later we don't have anything remotely comparable to the VDI work.

John Bickford resigned as chairman in 1996 and I was elected to replace him. For me it was a great honor to follow in John's footsteps. Our organization was still in a tentative state without any real organizational or financial strength.

A few projects were completed, but our meetings were mainly focused on the

technical presentations by BTC members and invited speakers. To gain a better operational platform we contacted ASTM and its F16 committee. That eventually led in 2003 to the inclusion of BTC as subcommittee F16.96 Bolting Technology. We now had, at least, a logic and stable place in a well run US standardization body. After 10 years as chairman I stepped down and in 2006, Joseph Barron from Newport News Shipyard took over.

Up to this point in time our members were a mixture of professionals with backgrounds in general research, fastener manufacturing, assembly systems, tooling and testing. Very few of our members were, however, from the industries that really needed our support, namely the fastener using (and sometimes abusing) manufacturers.

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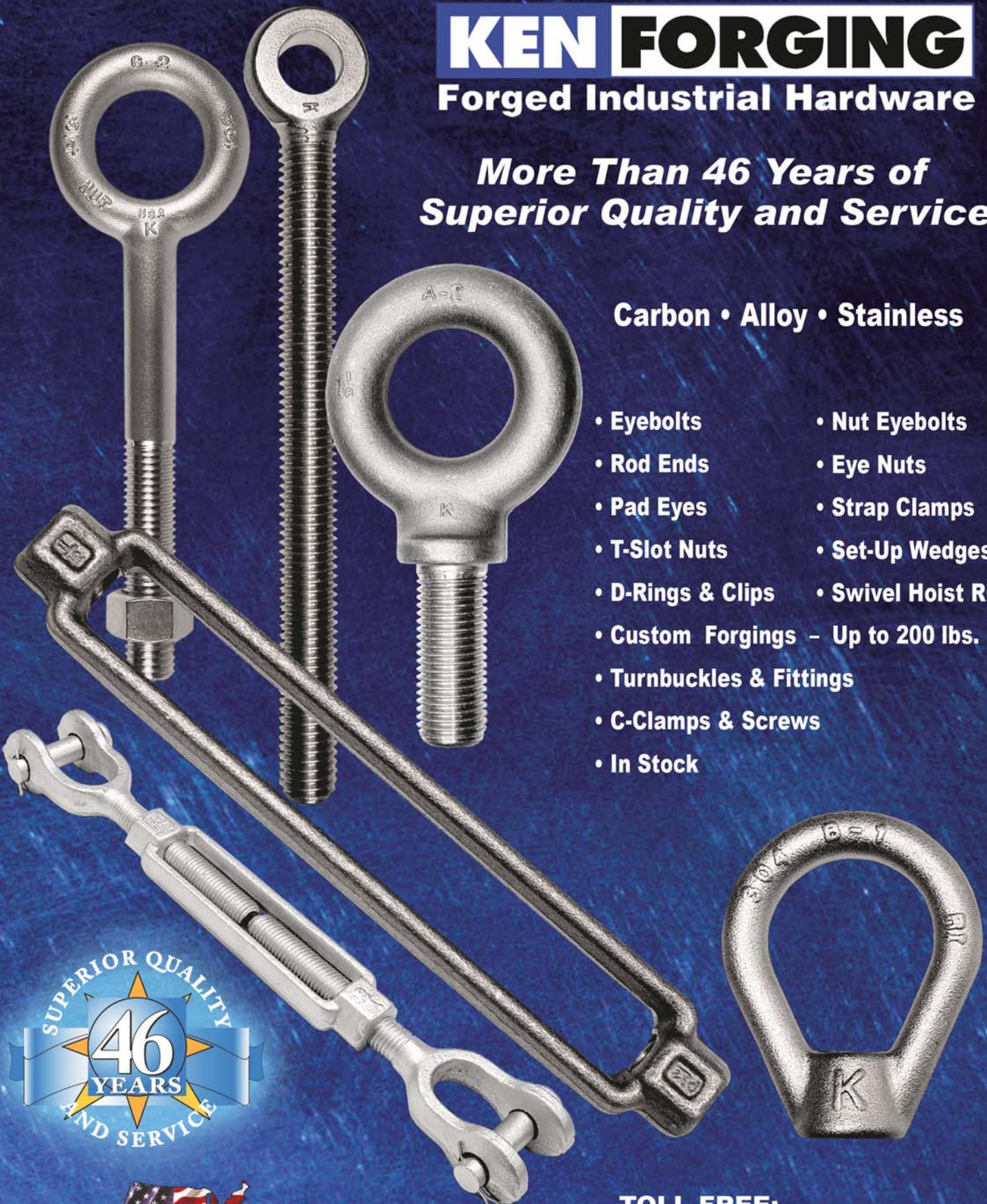
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Where Is The Real Knowledge?

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Our regular F16.96 meetings have so far been held in connection with other major ASTM meetings. Most participants coming to the F16.96 programs have turned out to be those who had to come to the general F16 events anyway, not necessarily fastener people.

Where do we go from here?

The F16 and F16.96 leaders are currently evaluating the best way forward for the sub-committee.

To have "lukewarm" participation at meetings does not move the important purpose of bolting technology forward as it was initially intended. Perhaps it would be better to have separate times from regular ASTM meetings to attract only those individuals who are truly interested in advancing the interests of bolting technology.

I personally believe that a much closer cooperation with the Industrial Fasteners Institute (IFI) would be of great benefit to both organizations. IFI is so much closer to the realities of fastener manufacturing and fastener usage than ASTM in general so the sub-committee and IFI should have a lot in common.

Who delivers knowledge now?

In my opinion, the absolute best source for bolting/fastening technology today comes from the German Engineering Society - VDI, with their guideline VDI 2230.

There are several software programs available today that are based on the VDI 2230 guideline. The guideline is continuously being updated with new data as soon as it becomes ready.

READ MORE ON PAGE 132.





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SUCCESSFUL EXPO FORMULA: BIG CROWDS + BUSY BOOTHS = HAPPY BUYERS AND SELLERS

The “World’s Largest Fastener & Mill Supply Expo” lived up to its name, October 21-23, 2015 at the Sands Expo Center in Las Vegas, Nevada USA, according to figures released by Expo management.

“We had 634 exhibiting companies occupying a 35-year record 82,900 sq.ft. of exhibit space. Exhibiting companies came from throughout the USA and 19 other nations worldwide. There were 110 new companies exhibiting this year, and the fast-growing Machinery & Tooling World area included 49 companies,” reports Susan Hurley, CEM, General Manager. We had 2,040 fastener distributors, sales reps, and other buyers, specifiers and recommenders from all across America plus 37 foreign countries covering the globe in attendance. Our exhibiting companies were well pleased and the buyers were treated to a huge variety of the latest products and services”, adds Ms. Hurley.

A full day Conference program at the Sands Convention Center kicked off the event on Wednesday. Many Expo visitors commented favorably about the value of the educational meetings, programs and workshops presented by the Fastener Training Institute, Manufacturers’ Agents National Association, National Fastener Industry Suppliers Financial Manager Network, Pacific-West Fastener Association, Women in the Fastener Industry and Young Fastener Professionals.

The always popular pre-show Welcoming Reception sponsored by Expo management was a huge hit with everyone. Shawna Clark, President of Big Red Fasteners, Tulsa, OK said, “The meet and greet poolside at Treasure Island was the best one I’ve been to in 15-years. Weather was perfect, atmosphere was awesome and the food was great.”

Looking ahead, Jim Bannister, General Partner, predicts that the Expo will experience exponential future growth with the expansion of exhibit space beginning next year, as well as aggressive marketing to a broader audience of buyers, recommenders, and specifiers of industrial fasteners, fastener production machinery and tooling, inspection/testing/ packaging equipment, hand and power tools, plant maintenance and safety supplies, software, and

many other items of interest in today’s marketplace.

The 36th National Industrial Fastener & Mill Supply Expo is scheduled for October 25-27, 2016 at the Sands Expo Center, Las Vegas, Nevada. For more information, contact Susan Hurley at (614) 895-1279, email info@fastenershow.com, or visit the Expo website at www.fastenershow.com. 



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TO BAKE OR NOT TO BAKE?

Sooner or later most suppliers of electroplated fasteners get around to asking and answering this question. Unfortunately for many the answer comes too late because the question comes too late. They have already experienced a hydrogen embrittlement failure event as the result of a half-baked baking strategy, or they have wasted untold thousands of dollars baking plated fasteners that did not need to be baked.

This article is not about hydrogen embrittlement, so when you finish reading it you will not know all about hydrogen embrittlement. This article is about baking, so what you will know is how to make the best decision about embrittlement relief baking from a risk management perspective - and if you do want to know all about hydrogen embrittlement in fasteners you will have access to the best and most current technical resources available to the fastener supplier, manufacturer, or user. The most current research and experience is not reflective of many older specifications which most platers, users and suppliers are following. However, some standards are up to date and there are some new resources that we all need to be aware of.

Of course there is a little more to the question than just "to bake or not to bake". Some of the more obvious rejoinders are:

- Why do we bake?
- At what temperature?
- What fasteners require baking?
- What fasteners do not require baking?
- Which ones, if any, are borderline?
- What processes require baking?
- What processes do not require baking?
- For how long do we need to bake?
- When in the process sequence should the baking be done?

- Who decides?
- How much does it cost?
- What specifications address baking?
- How do I know if the baking was effective or not?

Before we attack these questions, just to get us all on the same page let's get a basic definition of Hydrogen Embrittlement (HE) as it relates to fasteners:

Hydrogen Embrittlement: *Certain metals, such as carbon steel and alloy steel may absorb atomic hydrogen which is generated in processes such as acid cleaning, pickling, and electroplating. When higher-strength fasteners are placed under a load, (tightened above a certain percentage of their yield strength), the hydrogen migrates in the metal to the areas of high stress, usually at the head-body junction or the first loaded thread. The hydrogen concentration at these high stress locations causes micro-cracks to form. The micro-cracks become larger cracks which eventually (usually in a few hours to a few days' time) leads to catastrophic failure of the fastener. This defines a type of HE that is process induced and it is called Internal Hydrogen Embrittlement (IHE) because the source of hydrogen is internal at the time the fastener is put under a load. Another type of HE is caused when the source of hydrogen is external to the fastener under load, usually caused by corrosion of the fastener, of its coating or of the assembly in the environment. This type of HE is called Environmental Hydrogen Embrittlement (EHE). The mechanisms involved in these two types of HE is the same, only the source of the hydrogen and the timing is different.*

Because this article focuses on the HE relief baking process, only IHE is of concern here and we will refer to it as simply HE.



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Guy Avellon

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

WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT PIPE FITTINGS

I have heard several concerns expressed by veteran people in the industry regarding the quality of the products they have been receiving. We usually espouse about nuts and bolts, but how about other threaded products: pipe fittings?

There are pipe fittings made from brass, stainless steel and carbon steel. The latter two are primarily used for pneumatic and hydraulic hose end fittings. Brass is a very common material used for a variety of low pressure applications.

Brass Fittings

Brass fittings are primarily produced by three different methods; cast, forged and extruded. Since there is a huge difference in performance and safety between these methods, it is necessary to be able to not only identify the method of manufacture, but to use them in their proper applications.

A casting is made by pouring molten metal into a mold, letting it cool, and then finishing it by drilling pathways and tapping threads. This is an extremely inexpensive process and does not provide for accurate wrench pads for proper tightening. Valve bodies, for example, are made from cast iron, cast steel or cast brass.

The grain structure of any cast part is very coarse. Subsequently, this will produce a part that has such a natural porosity that under low pressures will actually permit highly volatile fluids to 'bleed' through the walls of the fitting. If transmitting gasoline under pressure, the bodies of the fittings will 'sweat' from the liquid and

vapors forcing their way through the fitting. Therefore, these fittings are never used in fuel delivery applications.

The brass used in castings is an SAE C85400. The 'as cast' tensile strength is 30,000 PSI and has a yield strength of only 11,000 PSI. Cast fittings have the lowest strength of the three types of production methods and the poorest dimensional consistency.

Forged fittings are formed from oversized blanks of metal that are pounded, or hammered into shape from repeated blows from a heavy press and shaping dies. This hammering process forces the metal grain structure into a tighter and more compact structure, especially on the outer surface.

The forging process increases the tensile strength of the SAE C37700 brass to 50,000 PSI and an increased yield strength of 23,000 PSI. The fittings produced have more accurate body dimensions and wrench pads.

The compacted grain structure offers better thermal expansion properties, thus providing for a longer life in air conditioning and refrigeration systems. The SAE recommends forged fittings for these applications.

The final method is that of extrusion. Similar to extruding wire in preparation for making a bolt, this process is more forceful as the dies are more complex in size and shape. Here, intense pressure forces the metal through a die to form a 'bar stock'. This blank bar stock has an extremely dense and compressed molecular structure. Subsequently, the possibility of porosity and fluid leakage is practically eliminated. Extruded fittings only are recommended for fuel delivery applications.



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NEW WASHER CAN ACCURATELY MEASURE A BOLT'S CLAMPING FORCE by Jim Steele, Research Writer/Editor

A piezoelectric load-sensing washer being developed by a professor and a recent graduate at The University of Alabama in Huntsville (UAH) provides a more accurate way to measure the clamping force exerted by the bolt it is on.

That's a benefit for numerous industries where the clamping force of bolts is critical, including construction, auto assembly, nuclear power, racing, aviation and space.

"Any performance application will have a need for this," says Dr. Gang Wang, assistant professor of mechanical and aerospace engineering who is testing the new washer system with Dr. David (Andy) Hissam, a UAH mechanical and aerospace engineering doctoral graduate who works at NASA's Marshall Space Flight Center (MSFC) and is the team lead for the Propulsion Detailed Design Branch (ER34).

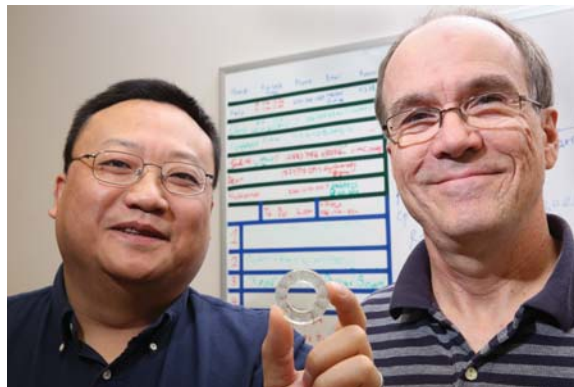
A bolt's clamping force, called preload, is generated as the bolt stretches during tightening. The two most common methods of applying preload are torque control and turn control. In torque control, a specified torque is placed on the fastener, typically with a torque wrench. In turn control, the nut is turned through a specified angle that stretches the bolt the desired amount. Both methods are only approximations of the true preload exerted because friction plays a major role in the readings obtained.

"When you use a torque wrench, you are measuring

torque, not the preload," says Dr. Hissam.

"You can be off the bolt's specified preload by plus or minus 35 percent by using a torque wrench as an indicator because of the amount of friction involved, which is very difficult to quantify," says Dr. Hissam.

"That means," says Dr. Hissam, indicating a drawing of a flange, "that to get 2,000 pounds of preload on each bolt, a different torque value would have to be applied to each one."



DR. GANG WANG, LEFT, AND DR. DAVID (ANDY) HISSAM WITH A PROTOTYPE PIEZOELECTRIC WASHER IN DR. WANG'S HUNTSVILLE ADAPTIVE STRUCTURES LABORATORY. PHOTO COURTESY OF MICHAEL MERCIER/UAH

The washer the pair is developing uses piezoelectric filaments connected to a handheld device that registers the preload value by reading the electrical output of the filaments. Piezoelectric materials have the capacity generate a voltage when they are subjected to mechanical stress.

"When you tighten it up, this directly indicates how much force this washer is experiencing, which is directly related to the bolt's preload," say Dr. Wang. "Instead of a plus or minus 35 percent variance, we are shooting for a closer range, like 5 percent to 10 percent."

The two have filed a NASA Disclosure of Invention and New Technology and have received a 2016 MSFC Center Innovation Fund grant to further test and refine the washer.

"We are continuing to look for additional sources of funding in order to further develop it," Dr. Wang says.



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MACLEAN-FOGG PASSES PRESIDENTIAL TORCH TO NEXT GENERATION

Barry L. MacLean, chief executive officer and chairman of MacLean-Fogg, announced the appointment of Duncan A. L. MacLean to president of MacLean-Fogg effective August 15, 2015. Duncan MacLean will remain president of MacLean-Fogg Component Solutions and, on October 15, 2015, will assume the role of president of MacLean Power Systems. Tom Smith, current president of MacLean Power Systems, will be stepping down on October 15, 2015. Tom Smith will remain a close advisor to the company and will be committing time to support MPS. Additionally, Tom Smith has been appointed to vice chairman of the MacLean-Fogg Board of Directors, where he has served for five years. Barry MacLean stated, "Tom's leadership and knowledge of the utility markets worldwide are critical

to the long-term growth of MacLean-Fogg." Duncan MacLean said, "The many synergies of MacLean Fogg's manufacturing methods and operations represent a strong foundation upon which to continue to invent new products and offer our customers solutions to meet their needs."

Barry MacLean commented that Duncan MacLean is the fourth generation of the MacLean family to lead the MacLean-Fogg company. "Timing is of significance," said Barry MacLean, "since this transition is occurring in the celebratory year of our 90th anniversary of private enterprise." MacLean-Fogg was founded in 1925 by John A. MacLean. With five employees in rented space on Kildare Avenue, the company manufactured one


specialized fastener for the nation's railroads. John A. MacLean, Jr. became president in 1931 and developed the company into a broader supplier for the railroad marketplace.

In 1961, Barry MacLean joined MacLean-Fogg and became president and chief executive officer in 1972. Today, the company operates 35 global manufacturing facilities with annual sales in excess of one billion dollars

and a workforce of over 3,500. MacLean-Fogg manufactures engineered metal and plastic components for the industrial, automotive, truck and military markets, and hardware and devices for use in the transmission and distribution of energy, as well as telephone and cable infrastructures. MacLean Power Systems and MacLean



Fogg Component Solutions are two go-to market identification names. MacLean Power Systems, headquartered in Fort Mill, South Carolina, manufactures patented and trademarked insulation and protection products, connectors and pole line fastening systems. MacLean-Fogg Component Solutions, headquartered in Mundelein, Illinois, manufactures patented and trademarked power train components for automotive transmissions, specialty fasteners, plastic assemblies, and suspension elements.

Barry L. MacLean will remain as chief executive officer and chairman of MacLean-Fogg, headquartered in Mundelein, Illinois. 





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NORTH AMERICA'S MOST COMPREHENSIVE FASTENER SOURCING PLATFORM

On July 30th, 2015, a new fastener sourcing & information portal – “Strategize-in.com” was launched which envisions to be North America’s most comprehensive fastener sourcing platform. This platform is aimed at complementing E-procurement decisions by Strategic Sourcing Teams, the idea is for fastener buyers to start strategizing online to optimize costs and identifying the right suppliers.

After making many new connections at the 2015 National Industrial and Mill Supply Expo, it has become clear that one of the main challenges in the industry is buyers finding suppliers who can provide requested materials according to a buyer’s specifications. At Strategize-in we strive to alleviate this problem through providing a way for buyers to post their inquiries with detailed specifications at a single forum that can be accessed by any subscribing suppliers.

This platform is very well timed in the era of social media and eCommerce. With the exponential growth of the internet and next generation of tech savvy owners and professionals in the Industry taking charge, Strategize-in.com has tremendous scope to add value to your businesses. Giving you 24x7 access with increasing global reach and providing another avenue for marketing and advertisement.

As proof of the concept, a similar platform conceptualized by the same team has already been successfully established for the Asian territory for 3 years with a growing number of users and analytics. We have simply taken this platform and ported it into the world’s largest markets in affiliation with a qualified professional team at Information Innovations, Conesville (OH).

As you browse the site (Strategize-in.com), you will


find it to be a comprehensive source of all Fastener related activities. We have an exhaustive directory of North American and other global listings that can be viewed online. Verticals such as raw material, machinery, tooling as well as surplus offers are covered as well. Buyer inquiries can be viewed online with a username & password issued after registration. Inquiries are for standard as well as special parts which can immediately connect buyers with suppliers who can be hard to find.

Raw material consisting of wire rods, wires and bars are a major cost component & sourcing right can be done using E-procurement. Offers by suppliers & requirements by manufacturers can be posted online. Machinery and tooling needs are also addressed where regular offers of used machinery can also be viewed online.

Overstock listings can be posted free wherein the probability of dead stock being converted to cash is far greater with the entire industry viewing the platform regularly.

Lastly, a plethora of information regarding upcoming fairs and events globally, updated industry news, publications and associations related to the Fastener Industry is also available.

Most of the services are free to use permanently except unlimited access to inquiries which currently is on free trial and would have an annual charge once the site reaches optimal value for suppliers. The purpose of the free trial is for companies to ascertain the authenticity and quality of the buyer inquiries and upgrade only on finding confidence in the services.

The key to future growth and success of the platform lies with growing Industry participation. Have a look, browse through the site and try the services to make an informed decision. **Go strategize-in.com.** 

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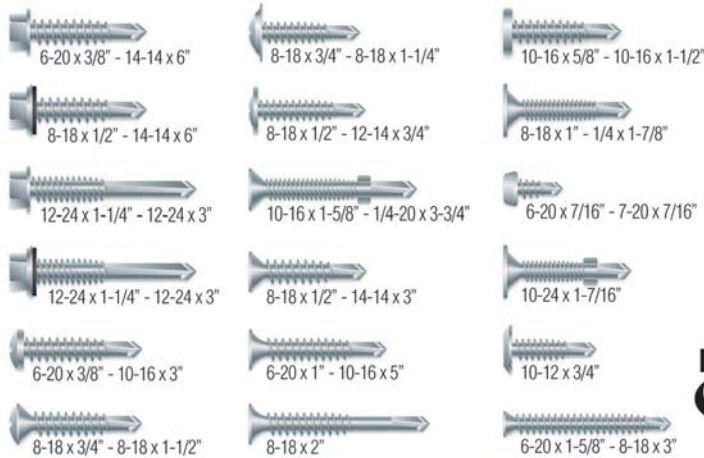


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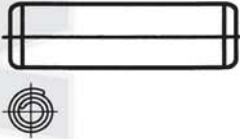
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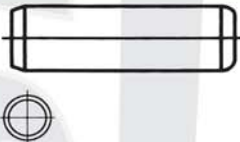
ASME B18.8.2	MS51923
ASME B18.8.3M	MS51987
ISO 8748, 8750, 8751	NAS1407
MS39086	NAS561

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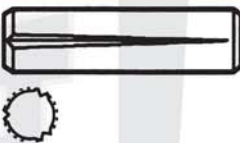
ASME B18.8.2	MS16562
ASME B18.8.4M	ISO 8752
MS171431-171790	NAS561

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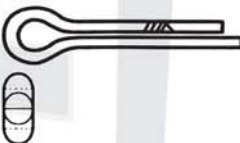
ASME B18.8.2	MS9390
MS16555	M21143/1
MS16556	M21143/2
MS9105	

GROOVED PINS



MS35671	MS35672
MS35674	MS35675
MS35677	MS35678
MS51605	MS51606

COTTER PINS



ASME B18.8.1	MS9245
MS24665	

DISTRIBUTOR NEWS

The DPA Buying Group is pleased to welcome eight new distributor members to its Industrial products division: Blue Water Sales, (Virginia Beach, VA); BMB Fasteners, Inc., (Flanders, NJ); Crest Environmental Products, (Hudson, WI); Fasteners Southeast, (Tampa, FL); MPG Industrial, (Portage, IN); Ocean Industrial Supply, (Chatsworth, CA); Tool Factory Outlet, (Goshen, NY); West Michigan Tool, (Grand Rapids, MI).

The group also recently added eight new preferred suppliers: Alfa Tools, (Morton Grove, IL); Cambridge Resources, (Brooklyn, NY); Eagle Industries, (Harahan, LA); Eklind Tool Company, (Franklin Park, IL); Fein Power Tools, (Pittsburgh, PA); Field Tool Supply Company, (Chicago, IL); Makita USA, Inc., (Mount Prospect, IL); Mayhew Steel Products, Inc., (Turners Falls, MA).

DPA is a North American buying and networking organization of over 600 distributors and 180 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.

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EMERALD EXPOSITIONS ACQUIRES NATIONAL INDUSTRIAL FASTENER & MILL SUPPLY EXPO

Emerald Expositions, LLC (“Emerald”), a leading business-to-business trade show and conference producer, recently announced its acquisition of the National Industrial Fastener & Mill Supply Expo (“Fastener Expo”) from Jim Bannister and Mike McGuire, the show’s co-owners.

From the first Fastener Expo thirty-five years ago, this event has brought together manufacturers and distributors of industrial fasteners, precision formed parts, fastener machinery & tooling, and other related products and services with distributors and sales agents in the distribution chain.

The 2015 event took place recently at the Sands Expo & Convention Center, Las Vegas and featured an all-day conference program presented by endorsing fastener associations, a show floor with more than 600 exhibiting companies from 20 countries, and buyers from 38 nations around the world.

“Fastener Expo is an attractive entry point for us into the industrials sector and broadens our end market exposure and opportunities,” said David Loechner, Chief Executive Officer of Emerald Expositions. “Fastener Expo aligns perfectly with the criteria we look for in acquiring new events – strong underlying market fundamentals, a “must attend” event with a clear leadership position, experienced and high quality management, and an event that will benefit from the management and infrastructure of the Emerald organization.”

“Our recent show was the largest and strongest event ever, with over 100 new exhibiting companies,” noted Mike McGuire. “Emerald’s scale and expertise should help take this show to even greater heights for both exhibitors and attendees.”

To ensure a seamless transition, Jim Bannister, who has operated the show since its inception, will provide consulting services to Emerald and will support Susan



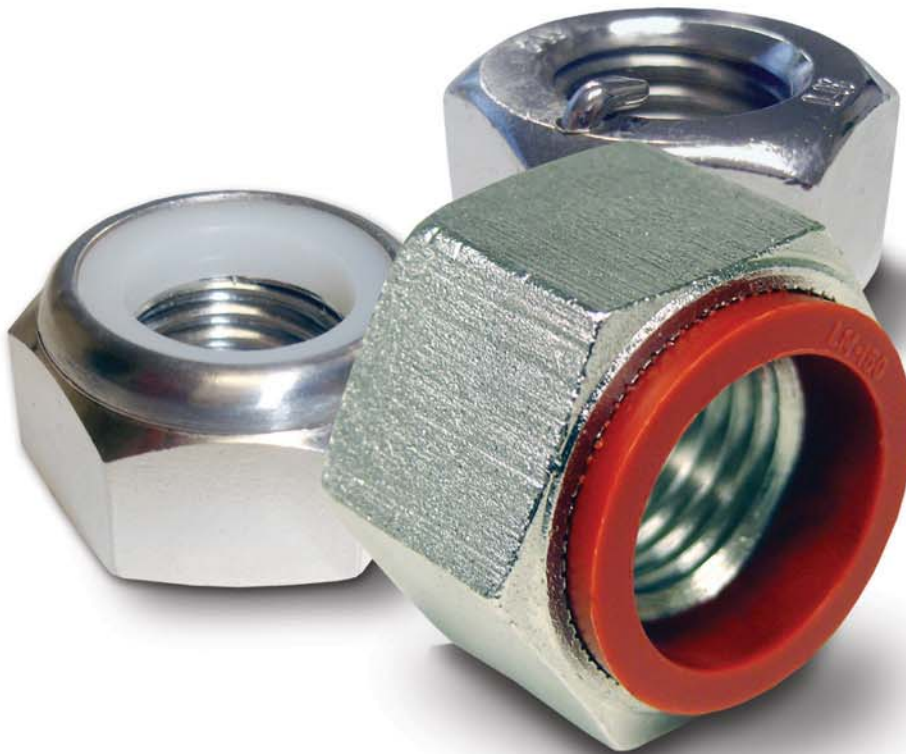
Hurley, who will continue to manage the event from her central Ohio office, now as Show Director for Emerald.

“I’m delighted that the National Industrial Fastener & Mill Supply Expo will continue to grow and thrive under the stewardship of Emerald Expositions,” said Jim. “To see how far this show has evolved over the past three decades has been amazing, and based on recent attendance trends, the future of the event is very bright.”

Corporate Solutions of Westport, Connecticut was the exclusive advisor to the sellers in arranging, structuring and negotiating this transaction. The financial terms of the transaction were not disclosed.

Emerald Expositions is a leading operator of large business-to-business tradeshows in the United States, producing more than 80 tradeshows and conference events per year, connecting hundreds of thousands of buyers and sellers across ten diversified end-markets, including Gift, Home and General Merchandise; Sports & Apparel; Design; Jewelry, Luxury, and Antiques; e-commerce; Creative Services; Healthcare; Military; Licensing; and Food. Emerald is headquartered in San Juan Capistrano, CA. The company’s shows are typically the most prominent and important for exhibitors and attendees within their various industries. 

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EJOT FASTENING SYSTEMS LP GRAND OPENING

EJOT Fastening Systems LP USA recently celebrated the Grand Opening of its North American and Automotive Technical Center in Wixom, Michigan, a suburb of metro Detroit. EJOT Fastening Systems USA is the US operations of EJOT GmbH, the 90+ year old worldwide innovator and manufacturer of automotive, industrial, and building fasteners. EJOT's products are known worldwide and include brands such as Delta PT®, PT®, Altracs Plus®, SHEETtracs®, EasyBoss®, VarioBoss®, FDS®, JT3® and many others. The Grand Opening also served as the introduction of EJOT's newest innovation, EJOWELD®. EJOWELD® is a complete fastening solution for joining thin aluminum sheet to ultra-high strength steel, a capability in high demand by today's automotive OEMS as they seek new ways to make their vehicles lighter.

The 8000+ square foot Technical Center adds to EJOT's footprint in the US, joining its headquarters in Kenosha, Wisconsin. The Wixom Technical Center will house one of America's best equipped fastener application labs, a training center, and the hub of EJOT's

automotive and industrial sales and marketing resources. The Kenosha HQs will continue to support the US with EJOT's building fastener lines, including JT3, other drill screws, and EJOT's fasteners for the solar industry.



The Grand Opening was attended by over two hundred guests, including representatives from the State of Michigan's Governor's Office, Oakland County, the City of Wixom, many of EJOT's customers, suppliers, partner companies and many EJOT VIPs.

The Grand Opening began with a welcoming address from Stephan Weitzel, Vice President of Licensing and New Business Development, and Christian Kocherscheidt, CEO. A short keynote address was given by Dr. Klaus Koglin, retired Head of Technology for Audi. Following the addresses,

the group moved to a ribbon cutting ceremony where owners Hans and Gisela Kocherscheidt snipped the ribbon, officially opening the Technical Center for business. The rest of the afternoon gave guests the chance to see product demonstrations in the new labs and enjoy a traditional German Oktoberfest. 

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What benefit does a private business offer to society? It pays taxes, meets consumer demand in the marketplace, and offers jobs to job-seekers. Is that enough?

Some companies stop there, and some carry the torch much further, with community endeavors that bring public benefit in various ways. And there's no shortage of valid reasons to be one of those companies that makes corporate philanthropy part of your guiding mission.

There's some justification right on the surface – the benefit of a favorable public image. It can't be ignored that businesses engaging in charitable programs are going to find the spotlight and tout their activities. Doing so has a doubly good effect – that of championing a cause and bringing awareness to critical issues, and of elevating the company's own brand. The two happen in lockstep, and there's no shame in it. As the company grows stronger, it allows for more charitability in the future. That's the rationale behind embedding a philanthropic mindset into the very core of your executive strategy. But even when your business is committed to the idea, choosing how to direct these good intentions can often be a stumbling block.

Sometimes you pick a cause, and sometimes a cause picks you. Businesses are approached incessantly to contribute to fundraisers. Sometimes, cold hard cash is the highest good. But while writing a check is effective and laudable, it must be supplemented with communication. Both within the company, to the customer base and the community at large, the messaging around a company's good works is vital to share. Why is this cause important to the founders? Do these actions align with the company's values? Are employees being educated and included in the effort? The answers to those questions form the story behind the cause, and it establishes authenticity.

We're selective in which charitable efforts we throw our weight behind. In October, we proudly sported pink Fridays, showcasing our support of Breast Cancer Awareness Month. That fell in line with other cancer-related activities we've pursued in the past, including a fifty-mile

bike-a-thon raising money for the American Cancer Society. As the subject matter hits home with the founders, that theme runs through Distribution One's charitable activities.

If you don't yet have an organization you actively support, look at what others in your industry are doing. Partnerships are an effective approach to scaling up the magnitude of a campaign – delivering more bang for your philanthropic buck, and doing so with a louder voice. Every year we get behind the Metropolitan Fastener Distributors

Association's (MFDA) Toys for Tots campaign. This program run by the U.S. Marine Corps Reserve puts toys in the hands of the less fortunate – those who would otherwise not experience the joy of the holiday season. Together with the MFDA, we're able to contribute financially, and through a collection drive that includes our customers and employees.

Those kinds of opportunities – where good is done at both the end-point (toys for children in need) and the source (awareness and

education throughout the community) – may be the most effective of all. And remember – if you're participating in community-serving projects, you're leaving the job undone if you're not actively promoting it. Before, during and after the event itself, make it known to your audience – wherever you can find one. Your business is a public platform. You can and should take advantage of that public stage, amplifying your message accordingly. It will drive greater attendance to events, larger contributions to fundraisers, further spread of awareness and education, all the while putting on display your own company values.

Corporate social responsibility is not an empty buzzword – it's a growing trend that is having a massive global impact. Businesses are in an ideal position to grab the megaphone and drive real results. But proceed with caution: if you promote your works with nothing but marketing in mind, the public will see right through it. But if you can successfully mesh honest, society-serving efforts with transparent storytelling, it can be the gift that keeps on giving. ●



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FASTENER INDUSTRY TECHNOLOGY UPDATE FROM THE IFI - AS OF OCTOBER 2015

I. Standards Organizations Activities

[a] Standards Published Recently

ASME B18.15 Forged Lifting Eyes (Inch)

ASTM A193/A193M Standard Specification for Alloy-Steel and Stainless Steel Bolting for High Temperature or High Pressure Service and Other Special Purpose Applications

ASTM A194/A194M Standard Specification for Carbon Steel, Alloy Steel, and Stainless Steel Nuts for Bolts for High Pressure or High Temperature Service, or Both

ASTM A320/A320M 15 Standard Specification for Alloy-Steel and Stainless Steel Bolting for Low-Temperature Service

ASTM A563 Standard Specification for Carbon and Alloy Steel Nuts

ASTM F606/F606M Fastener Testing Standard (inch/metric combined)

ASTM F879 Standard Specification for Stainless Steel Socket Button and Flat Countersunk Head Cap Screws

ASTM F1789 Standard Terminology for F16 Mechanical Fasteners has been revised to F1789-15

IFI-113 Self-drilling Screws (Inch)

ISO 9001 2015 Quality Management Systems Requirements

SAE J2271M-2015 Ship Systems and Equipment, Part Standard for Studs - Continuous and Double End (Metric)

SAE J2655 Fastener Part Standard Washers and Lockwashers (Inch Dimensioned)

[b] Standards withdrawn without replacement:

ISO 8839 - 1986 Mechanical Properties of fasteners made of non-ferrous metals

[c] Standards that have passed committee balloting and have begun the publication process:

ASME B18.2.2 Nuts for General Applications: Machine Screw Nuts, Hex, Square, Hex Flange, and Coupling Nuts (Inch Series)

ASME B18.24 Fastener part identification numbering system.

ASTM F1941/F1941M Electroplating Standard for Fasteners.

[d] Standards in the revision process

ASME B18.2.1 Bolts and Cap Screws (inch series). Sept 2014, work has begun to add a missing Lg/Lb table for hex flange head screws and correct a few other minor issues and add "Tap Bolts". Completion is expected in 2016.

ASME B18.2.6 Structural Fasteners (inch series). Sept 2014, work has begun to revise this standard to incorporate a critical table note currently covered by a Supplement and to make minor revisions to the DTI portion of the standard. Completion is expected in 2016.

B18.6.5M Metric Thread-Forming and Thread-Cutting Tapping Screws. At the September 2015 B18 meetings it was proposed that this standard will be balloted for withdrawal for users to transition to the comparable ISO and DIN standards.

B18.6.7M Metric Machine Screws. At the September 2015 B18 meetings it was proposed that this standard will be balloted for withdrawal for users to transition to the comparable ISO and DIN standards.

ASME B18.13 SEMS (inch series). This standard was last revised in 1996 and will now undergo a complete revision to reflect changes and additions to the metric version B18.13.1M. At the meeting in September 2015 the results of the first ballot were discussed and resolved. A second ballot will be issued before the end of 2015.

ASME B18.16.6 Inch Locking Nuts. The B18.16 sub-committee has started work on a revision to lower the proof load values of thin insert lock nut to 45% of the regular height nuts and to correct the errors in the NTM series of nut heights. At the meeting in September 2015 the results of the last ballot were discussed and resolved. Another ballot will be issued before the end of 2015.

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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".

THE EMPLOYER'S ROLE IN SUPPORTING SUCCESSFUL RETIREMENT PLANS

For many years the traditional private company pension plan for employees has been disappearing.

As a result many Americans are approaching retirement with woefully inadequate nest eggs to fund their golden years. Where retirement had once rested on twin pillars of social security and company pension plans it now looks like an insufficient social security check stands alone for many who have failed to contribute to and build 401K savings balances that were supposed to replace the private pension.

How did this come about? Ironically it was a "do gooder" attempt to protect the working public from inadequately funded pensions that began the move away from those pension entities toward plans resting on employee savings efforts.

The Employee Retirement Income Security Act (ERISA) of 1974 was enacted to protect workers against the problem of fluctuating markets, poor investment decisions, over reliance on the employer's own stock, and malfeasance of plan managers. It came into law in the wake of some high profile plan bankruptcies and widely reported misappropriation of funds in both individual company pensions and union plans. The intent was to strengthen standards for plan trustees and company representatives who incurred new fiduciary liabilities under the law as well as voluminous new reporting

responsibilities. The Pension Benefit Guaranty Corporation sprang into being to provide contingent funding for plans whose funds are not able to deliver on fixed benefits promised. Companies, under the new law, had to pay insurance premiums to fund the PBGCI. They faced required deficiency payments when plans become underfunded even

if, as participants in some multi-employer funds found, there was little a company could do to influence or control the pension plan management or investments.

Companies began to sometimes carry contingent underfunded liabilities on their books as declining interest rates and zigzagging

stock values began to create shortfalls in the money available to meet benefits promised under those pensions were now labeled "Defined Benefit Plans" (so-called because that is what they do -define what a specific pension benefit would be upon a worker's planned retirement). Costs of providing those pensions were continuously climbing as required actuarial testing and needed fiduciary insurance added to the company burden.

The answer sought by many organizations and the alternative which is almost universally in place today is the so-called "defined contribution" plan. This is the plan to allow employee saving for retirement (401K or one of its many variations) whereby the employer provides a tax deferred structural plan to allow employee saving.



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OBITUARY



**Remembering Arthur "Art" Salani, Jr.
February 5, 1946 – October 29, 2015**

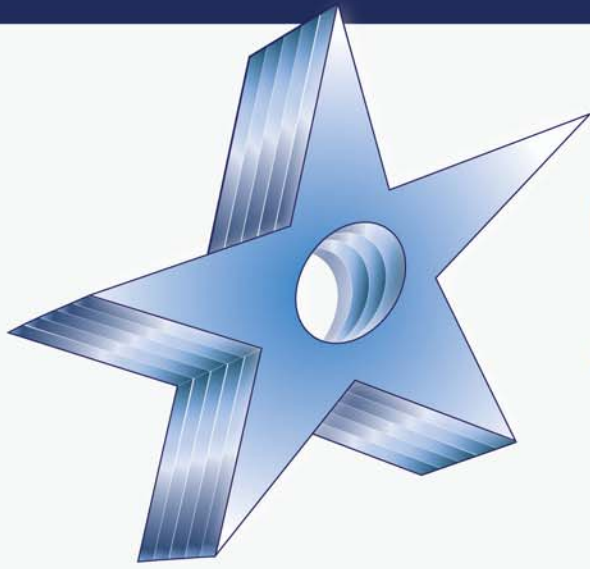
On October 29, 2015 Art landed on the Eternal fairway where every shot is a winner.

Art was the cherished husband and best friend of Susan Salani and the loving father of Christopher Salani. Art will also be lovingly remembered by the Salani family, his business associates and many dear friends.

Art was the President of Global Fastener & Supply Inc and GF&D, Grease Fitting Solutions.

Over the years, Global Fastener & Supply has won numerous awards. The awards Art was most proud of were the Huffy Sports Partner of the Year award and two consecutive years in a row Lifetime Products named Global Supplier of the Year.

Art served on the Board of Directors for the National Fastener Distributors Association from 1995 to 1998. His career was based on many good business principles; especially the one that treated employees with respect and concern. Art truly felt like they were family and they, in turn felt the same.



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DERRY ENTERPRISES ACQUIRES ARCHETYPE JOINT, LLC.

Derry Enterprises, Inc. announced that it has acquired Archetype Joint, LLC located in Orion, Michigan. This strategic acquisition will enhance their position in the marketplace by expanding the services which they provide their customers. With the acquisition, moving forward Archetype Joint will be known as Peak Innovations Engineering, LLC.

Archetype Joint is an engineering services firm specializing in the design, testing, and validation of bolted joints. As a leader in the industry, Archetype has built its reputation on their focus on joint development and testing. "Derry Enterprises' capital, human resources, and infrastructure will significantly enhance our ability to provide additional services to a wider range of customers," says Dave Archer, founder of Archetype Joint.

Derry Enterprises and Archetype Joint have an experienced, cross functional team dedicated to seamlessly integrating the two businesses. The partnering of these companies will provide customer benefits including a broader array of technical services to help drive cost savings, improve quality, and validate designs.


The keys to Derry Enterprises' success are the unique culture and value proposition. The culture is people focused and places a high value on team members, customers, and suppliers. The value proposition is to generate year over year cost reductions for their customers through VMI and technical support services. In 1990 Derry Enterprises

acquired Field Fastener and has averaged 20% growth rate year over year and plans to sustain high growth and reach \$100 Million in revenue in the next few years. "The acquisition of Archetype Joint is another important step in our goal of being the most technically competent fastener company in the world. We are pleased to have Dave Archer and the fastener, fastening and testing capability of his company as a part of Derry Enterprises," states Chairman, Bill Derry, "We are fired up about the future."



Archetype Joint is an engineering services company specializing in the design, testing and validation of bolted joints. Located in Orion, MI, Archetype is an ISO 17025 accredited lab. Archetype is unique in their focus on joint development and testing resulted from twenty-five years of product development and

manufacturing experience. This allows Archetype to better understand their customer's needs and perspectives. To learn more about Archetype and their testing abilities please call 248-377-1147 or visit their website at: www.archetypejoint.com

Derry Enterprises, Inc. acquired Field Fastener in 1990. Field is a global distributor of fasteners and other small components to the OEM market. Over the past 25 years, Field has averaged 20% annual growth each year and for the fifth consecutive year has been recognized by Inc. Magazine as one of the fastest growing privately held companies in America. Field has over 200 VMI systems worldwide. 

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Del Williams

Del Williams is a technical writer based in Torrance, California. He writes about health, business, technology, and educational issues, and has an M.A. in English from C.S.U. Dominguez Hills.

ELIMINATING DEFECTIVE FASTENERS WITH HIGHER RESOLUTION, 3D INSPECTION EQUIPMENT

As Manufacturers look to lightweight materials for improved fuel economy, the associated fastening problems necessitate zero defects through 100% inspection.

From automotive, trucking, and heavy equipment to aerospace, agriculture, and high-volume appliance and electronics, manufacturers looking to reduce weight (or for cost savings) have turned to lightweight materials like aluminum, plastics, zinc and magnesium. The associated fastening issues require zero defects from fastener manufacturers as production speed and quality depends on them.

While fastener manufacturers have long relied on sorting to remove defects before they enter production, the fact is that cold heading, moving, and inscribing metal with threads is not entirely predictable. Each piece must be inspected for visual imperfections like burrs, scratches, thread damage or head cracks to dimensional measurement such as thread parameters, lengths, diameters, tapers, radii, straightness, perpendicularity, recess depth, and head protrusion.

With today's high-volume, auto-feed systems and pass-through parts, fasteners require more integrity than ever. To maximize production uptime, critical part safety, enhance brand, as well as prevent potential rework, recall, or liability, manufacturers expect fasteners today to have zero defects despite the use of lightweight materials on the mating hole/application.

Accordingly, the fastener industry is increasingly relying on higher resolution, 3D inspection of billions of fasteners. Gauging, sorting, and cylindrical part inspection systems incorporating laser, vision, and eddy

current for dimensional measurement and determining metallurgical defects are now used for high-speed inspection of fasteners ranging from bolts, screws, studs, and cylindrical parts to nuts, washers, fittings, and bushings.

Challenging Lightweight Materials

While automotive manufacturers have long required zero defects from suppliers, the introduction of lightweight materials, such as aluminum body panels, engines, and manifolds in companies from Ford and GM to Audi and Jaguar, has made this a particular challenge when the fasteners are still steel.

"With the switch to aluminum bodies, such as in the Ford F-150, you can't weld like with traditional steel," says Mike Nygaard, President of General Inspection, a developer of high-speed measuring and sorting fastener inspection systems. "Instead, there's billions of self-piercing rivets (SPRs) used, and their dimensions, bore size, and other attributes must be exact with no obstructions. It's critical to ensure not only that steel fasteners don't damage the aluminum or lightweight material they're inserted in, but also that they're flush, fastened properly and not loose."

According to Nygaard, in high-speed automotive production lines relying on automatic torquing systems, even a few fasteners that fail to meet dimensional specs out of a million used per hour can cause zero uptime, if they jam and require troubleshooting to get production going again. The wrong sized pitch diameters on threads, burrs on the thread, or similar issues can trigger auto-torque failure, stopping thread insertion.



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COMMUNITY MINDED, CUSTOMER FOCUSED by Stan Lockhart

It comes as no surprise that a company like DACO Precision is a leader in their community for noble causes, one of which is their local chapter of United Way. A few years ago, you may remember, DACO donated two of their wire EDM tooling machines, to two local high schools to help create interest in the manufacturing environment while trying to develop the next generation of tool and die makers. Everyone in manufacturing today knows how hard it is to hire and train these workers that are so vital to a strong manufacturing base in this country.

And, while we all see players in the NFL and other professional sports promoting the many great causes of the United Way, here in the town of Kewaskum, Wisconsin, the owners of DACO and its employees are dedicating their time and resources to raising money in the community by auctioning off various gifts and donations from generous vendors, workers, suppliers and other individuals. Last year in 2014, DACO was one of only four other companies in their county to receive 3-separate United Way awards. Randy

Weber, president of DACO credits the strong leadership of Carla Kachellek, their office manager, for orchestrating all the efforts necessary each year to pull off this remarkable feat.

For those customers that have worked with Carla at one point or another over the last eighteen years of her time at DACO, they have witnessed and benefitted from her unselfish attitude that is so evident in the way she handles her daily customer service related activities. And, if that is not enough, Carla and her sister operate a dog rescue organization caring for and placing homeless dogs with adoptive families. Not one to search out the spotlight, she will be embarrassed by all the accolades. But, the real winners are all those that benefit from the work and dedication of the entire group at DACO Precision.

DACO manufactures special washers, custom stampings and assemblies at their 64,000 square foot facility in Kewaskum, Wisconsin, and is dedicated to working with key distributor partners for Vendor Managed Inventory programs. They are community minded and customer centered in all facets of their work and personal lives! 

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SAVE THE DATE - 2016 MWFA EXPO & GOLF OUTING

by Nancy Rich

2016 marks a year for the biennial MWFA Table Top Show as part of its Fastener Expo. The show will be held at Belvedere Banquets, Elk Grove Village, IL



On June 14th fastener manufacturers, platers, heat treaters, secondary operations and companies providing services for the fastener industry are invited to exhibit.

Exhibitors will be provided with a 6 ft skirted table, two chairs, table sign, luncheon and complimentary passes for their guests. Exhibitors and attendees are invited to attend the Fastener Bash following the show. Exhibit fee is only \$500 for MWFA Members and \$650 for non-members until January 14th. After January 14th the fees are \$600 and \$650. The 2014 show featured over 120 exhibitors. **For an updated floor plan visit www.mwfa.net**

On June 15th, the fun will continue with the 64th Annual MWFA Golf Outing. A shotgun start is set for noon at Schaumburg Golf Club. This course is a great venue for this outing as it has 27 holes allowing more golfers and faster play. The outing will feature several contests as long as the longest drive "Bazooka Shot" hole.

Watch for more details on these events at www.mwfa.net

Golf Registration will be available at www.mwfa.net in early 2016.

First Oktoberfest Well Received By MWFA & NCFCA Members

The MWFA holds at least one meeting a year in conjunction with the North Coast Fastener Association. The original plan of an Oktoberfest grew into a Fall Event Day. The day featured plant tours at Brico Industries, SGS North America Inc. (MSI Metallurgy), DLP Coatings, South Holland Metal Finishing, Allstar Fasteners and SWD Inc. This allowed guests the opportunity to view different aspects of the industry in action.

The evening continued with the sharing of company literature, "Five Minutes of Fame"-allowing attendees to share information about their company and concluded with an Oktoberfest dinner in Rosemont, IL.

Several NCFCA members traveled to Chicago to participate in the MWFA Fall Event. The great networking was well worth the trip!



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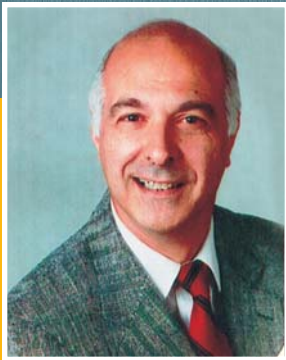
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Bart Basi

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

THE DOMESTIC PRODUCTION ACTIVITIES DEDUCTION: FINALLY, SOME GUIDANCE ON THE LIMITS

Introduction

Manufacturing is and has been the backbone of the American economy for decades. Ford Motor, General Motors, and Chrysler are prime examples of manufacturers that built this economy and arguably this nation into the economic powerhouse it is today. Their survival largely depends on the cost of resources and labor, demand, taxes, and many other factors. Cost of resources, labor, demand, and most of the other factors are dictated by the "invisible hand" of economics and prevailing market conditions. Taxes of course are not; and as such, the federal government has decided to give them a break in light of recent foreign competition, decreased demand, and generally rising costs. Closely-held and even family businesses can also benefit from this new tax law.

Intent

The Manufacturer's Deduction is no longer confined to United States Exporters! Instead it is based on manufacturing items in the United States. With the American Jobs Creation Act of 2004, Congress transformed a little known, little used credit (commonly referred to as FSC and ETI) into a credit that is applicable to anybody manufacturing nearly anything. The old credit was declared illegal by the World Trade Organization. As

such, Congress repealed the credit slowly as not to disrupt manufacturers. The replacement is commonly known as the Domestic Production Activities Deduction (DPAD) or the vernacular - The Manufacturing Deduction. Its scope is substantially wider than the old deduction. Not only does this deduction apply to big manufacturers such as Ford and GM, it applies to many companies not traditionally considered manufacturers.



Manufacturer Defined

Manufacturers are now defined broadly. In fact the definition has been interpreted to be so broad; places which brew coffee could possibly be included as a manufacturer for this deduction. The legislative history also says farmers, miners, lumberjacks, and

anyone else who grows, manufactures, extracts products in the United States qualifies for the deduction. It is safe to say that if you are producing or assembling anything of value, you may qualify for this deduction. More examples of manufacturers (based off of interpretations from the IRS) includes electricity producers, miners, oil pumps, lumber mills, newspapers; even engineering, construction companies and architectural services and the like are eligible for the deduction. To go further, with recent Tax Court and IRS interpretive guidance, a pharmacy that produced photographs was allowed to utilize the DPAD as well.

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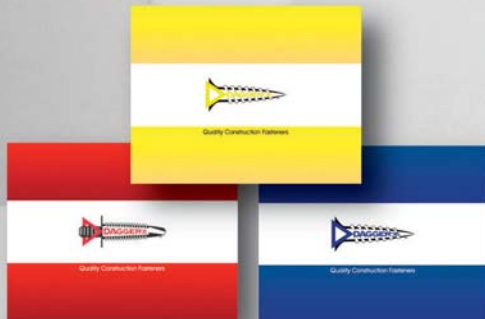






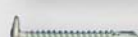
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ALIGNED AND COMBINED - THE NEW LOOK OF ASTM STRUCTURAL BOLT SPECIFICATIONS by Chad Larson

Structural fasteners originated as a practical, high strength replacement for the practice of riveting. Now, these fasteners are used extensively to hold together all types of steel structures.

Hundreds of millions of structural fasteners are produced to ASTM International standards each year. These critical building and infrastructure components are installed by contractors, steel fabricators and steel erectors to various industry requirements.

Until recently, structural fasteners were covered by six different ASTM International standards: A325 and A325M, A490 and A490M, F1852 and F2280. These standards covered steel and alloy steel heavy hex bolts as well as twist-off type structural bolt/nut/washer assemblies.

The six standards were maintained by Subcommittee F16.02 on Steel Bolts, Nuts, Rivets and Washers, part of ASTM Committee F16 on Fasteners. However, it became difficult for F16.02 to effectively maintain continuity across the standards. The subcommittee was spending more time on maintenance than it was on thoughtful and progressive improvement of the standards.

In order to simplify matters, F16.02 initiated a task group to consolidate the standards. The task group would take a top down approach to the consolidation, recrafting a single new standard from the six. The new standard would need to address the requirements covered in the six older specifications, while also adding new information.

After the original combined draft was created, it was proposed as a solution to the F16 executive committee, who gave it a great deal of support. The proposal was also discussed with the leadership of American Institute of Steel Construction and the Research Council on Structural

Connections, which were very helpful in clarifying industry needs and providing relevant feedback. There would need to be compromise by the F16 committee to adopt such a significant change, but also compromise within the standard itself to have a chance of passing a committee vote.



Our task group of well-respected producer, general interest and user members was instrumental in shaping not only a better standard, but also one that had enough committee support to pass a ballot.

The result of the effort of the task group, the committee, and ASTM staff was the approval of F3125, Specification for High Strength Structural Bolts, Steel

and Alloy Steel, Heat Treated, 120 ksi (830 MPa) and 150 ksi (1040 MPa) Minimum Tensile Strength, Inch and Metric Dimensions, a new structural bolt standard that will replace the six current structural fastener standards.

The resulting document is an example of what can happen when fresh perspective, cooperation and effort combine in the consensus standard process. F3125 maintains virtually all of the previous technical requirements, while adding needed changes and improvements. All of this was accomplished very efficiently.

Users of the new standard will include fastener manufacturers, structural engineers and numerous related steel construction agencies. While there may be some short-term issues with a change of this magnitude to such far-reaching standards, the benefits of a simplified document will be recognized for years to come. From a committee perspective, the ongoing maintenance will be much easier, allowing valuable committee time to be spent identifying and addressing other areas of improvement within Subcommittee F16.02. ○

DISTRIBUTOR NEWS

DDI System, a leading ERP software provider for wholesale distributors, has released the latest version of their Inform ERP Software, Version 14.

According to Jon Schreiberfeder, president of Effective Inventory Management, Inc., "DDI System has successfully implemented much of our inventory management research and up-to-date 'best practices' ideas in their software." Every Inform ERP user receives this free upgrade, which now includes a purchasing system that rivals sophisticated and costly third-party procurement solutions.

Inform ERP's new Advanced Demand Management focuses on identifying and managing exceptions to deliver precisely forecasted purchase orders. Distributors gain more inventory turns and profit-making opportunities, finer control over sporadic and slower-moving items, less overstock & carefully managed branch inventory. Realize greater cash flow & year-over-year profit gains.

Demand Analysis - Inform ERP looks deep into every branches product demand, identifying Unusual, Sporadic, and Recurring demand patterns.

More accurate, reliable forecasts are calculated with automated forecast method assignment. The recommended forecast approach is identified for every product, in every one of your branches.

Inform enables fast purchase order calculations with a continuous reorder quantity update. With every transaction that impacts stock levels, a real-time reorder quantity is recalculated, creating instantaneous vendor replenishment projections.

The new 'Projected Purchase Order' is a powerful, single screen purchasing view, incorporating every detail that goes into crafting the 'Perfect Purchase Order'. Multi-location replenishment quantity, 'branch overstock to transfer' guidance, and hover help reveal every element of an items reorder quantity calculation. DDI System's Inform ERP can replace sophisticated, standalone forecasting and purchasing systems and is more powerful than any standard ERP purchasing module. With DDI's Version 14, Inform can easily master your inventory and purchasing challenges. This feature is changing the way Inform ERP users are stocking their inventories, decreasing overhead costs of inventory investment and achieving higher profitability.

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HELPING FASTENER AND INDUSTRIAL DISTRIBUTORS SUCCEED

The definition of an entrepreneur sounds a lot like an independent distributor in today's economy: "A person who operates a business or businesses, taking on greater than normal financial risks in order to do so." Successful entrepreneurs grow quickly; many of the most recognized companies have had to go back and re-tool their business practices after realizing that they lost touch with the business's core focus. Whether you are a long-time business owner or new to the game, it is critical that you keep your company's goals and objectives aligned with your customer's needs. Once you've met those needs, you have to differentiate your services and provide something that sets you apart from the competition. This is precisely what my father, Dan Judge, an entrepreneur and the Founder of NetPlus Alliance, set out to do in 2002 when he formed the company.

History Of NetPlus Alliance

In 1987, our company, then known as Ward Beals and McCarthy, and five other industrial distributors formed the first "buying group" in this industry, I.D. One. Fears were voiced that I.D. One would take unfair advantage of its group buying power and destroy manufacturer/distributor loyalty.

Dan Judge, took over running I.D. One in 1993. During

the 1990s, I.D. One was recognized as the premier purchasing, marketing and management cooperative for industrial distributors. In 2000, due to unprecedented M&A activity among its members, I.D. One merged into another existing buying group. In 2002, Dan launched NetPlus Alliance to offer a buying group for independent distributors that was affordable and open for anyone to apply. How times had changed! Both distributors and suppliers had come to realize the positive benefits that could arise from working together, and the group grew quickly.



DAN JUDGE, FOUNDER & CHAIRMAN (LEFT) AND JENNIFER (JUDGE) MURPHY, PRESIDENT (RIGHT).

Advantages Of Buying Groups

Buying groups and co-ops all work to support distribution and deliver added value to their membership. Many buying groups provide values that aren't available individually, such as:

- Economic values, including front-end buying advantages and back-end rebates that can help you grow your business and significantly increase overall profitability.
- Services and support to help you carve out time to work on your business rather than in your business.
- Local or national meetings that provide an opportunity to expand and diversify your product offering and network with fellow distributors.
- Mutual growth among suppliers and distributors.



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JOIN US AT THE SEFA ANNUAL CONFERENCE, APRIL 12-14, 2016

Plans are underway for the 2016 SEFA Spring Conference. This event will be held at the InterContinental Hotel Tampa, from April 12-14, 2016.

Dr. Albert D. Bates, Chairman and President, is the founder of the Profit Planning Group, a research and executive education firm headquartered in Boulder, Colorado. The firm works exclusively in the area of corporate financial planning.

Profit Planning Group helps firms maximize profits through education programs, and conducting annual and monthly financial, compensation and operational benchmarking surveys for over 100 major trade associations.

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- [2] What improves profitability fastest?**
- [3] Do we increase sales, raise prices, or cut inventory?**
- [4] How fast can my business grow?**

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If you'd like to get a head start and book your room, the rate is \$145. Call 1-813-286-4050 and mention SEFA.

A link, to book rooms, will soon be available on our website

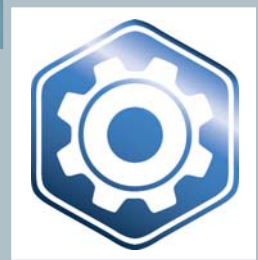
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THE FASTENER SUPPLY CHAIN NETWORK™ ADDS SEARCH TO THE FCH CONNECTION



Denny Cowhey, COB of Computer Insights and Eric Dudas, Managing Partner of FCH Sourcing Network announced several new enhancements that will be added to the next release of the Fastener Supply Chain Network™. Brian Musker, Partner of FCH and Dennis Cowhey, President, of Computer Insights are working out the details and fast-tracking the implementation.

FCH is the popular online marketplace for industrial fasteners, and the process is completed with just a few clicks of the mouse.

In The Business Edge™

In The Business Edge™ it will be even easier to use and submit new products to the FCH Sourcing Network (FCH). Clients will be able to do the following:

- They will be able to flag products for uploading to FCH by selecting a range of products by part number, name or product class. This new capability will enable the uploads to be completed more easily.
- There will be a setting to tell the The Business Edge system to automatically upload updated FCH values every night. Previously parts had to be uploaded by pressing the upload button. Having the availability information updated daily will make it much more valuable to people looking for products.

- There will be a button in Product Inquiry and other screens that pulls live data from the FCH site and displays vendor and availability information inside The Business Edge. Finding a Product has never been easier.

The FCH Sourcing Network

In The Business Edge there will be an option to send an RFQ to the FCH site for FCH to break apart and forward to all related vendors.

Win-Win For Everyone

FCH Managing Partner, Eric Dudas said, 'Fastener Supply Chain Network and The Business Edge interface with the FCH Sourcing Network is a win-win for fastener distributors. With its auto-update feature, distributors have a hassle free way of moving inventory and locating new business, and FCH users are sure that when they see a listing on the network from a Business Edge user, it's on the shelf and available for purchase.'



**BRIAN MUSKER (LEFT) AND ERIC DUDAS (RIGHT)
OF FCH SOURCING NETWORK**

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DISTRIBUTOR NEWS

SPIROL International Corporation is proud to announce reaccreditation by the Performance Review Institute (PRI) for meeting the stringent audit criteria requirements of Nadcap Nonconventional Machining.

SPIROL is certified to the Aerospace standard AS9100. However, many of the most demanding companies in the world, such as those in the Aerospace industry, require Nadcap approval above and beyond AS9100 in order to be a direct supplier. Nadcap (formerly NADCAP, the National Aerospace and Defense Contractors



Accreditation Program) is a global cooperative standards setting program for aerospace engineering, defense and other related industries. This Nadcap accreditation enables SPIROL to use low cost and highly versatile nonconventional machining methods to supply products directly to companies such as BAE Systems, Rolls Royce, GE Aviation and Honeywell. Once accredited, PRI places suppliers on a Qualified Manufacturers List (QML). To maintain accreditation,

annual audits are conducted by PRI personnel using process specific Nadcap checklists – in this case both AC7116 Rev B Nadcap Audit Criteria for Nonconventional Machining (ECM, ECG, EDM, LBM, LPM, SEG) and AC7116/4 Rev C Nadcap Audit Criteria for Laser Beam Machining (LBM) with the scope specific for laser cutting. Manufacturing to these checklists ensures that products are made per the strictest manufacturing disciplines resulting in the highest standard of quality.

As a testament to the prestige of this accreditation, SPIROL is 1 of only 61 suppliers in the United States, and 1 of only 106 suppliers in the world who are accredited for LBM and cutting as of August 11, 2015.

In addition to having Nadcap approval for Nonconventional Machining, SPIROL is also approved for Nadcap Chemical Processing – AS7108 Rev G.

For more information contact Spirol International Corporation at Tel: 1-860-774-8571, Fax: 1-860-774-2048, Email: info@spirol.com or you can visit their website at www.spirol.com.

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OUR MULTI-MILLION DOLLAR WAREHOUSE IS NOW YOUR WAREHOUSE

That's the mantra of Bay Supply, a Division of Bay Fastening Systems, a 50 year old master engineered factory authorized distributor for the top brands your customers demand. Bay Supply prides itself as one of the world's largest engineered fastener warehouse with the most sought after brands of blind rivets, lock bolts, blind bolts, blind sealing plugs, rivet-nut threaded inserts, coil-thread helical inserts, key locking inserts, and installation tools and parts. Bay has also just introduced two new exciting product lines. The big news is the introduction of a comprehensive line of Akron, Ohio USA-made military specification class NAS certified rivet nut inserts with full DFARS and material certification available. Bay also is excited to announce the availability of complete line of Recoil Tangless helical coil thread inserts and installation tools. Bay Supply also offers expert technical support, automation design and complete installation system repairs and setup with their staff of fastening tool and application experts.

Bay Supply serves a broad range of global fastener distributors from local independent distributors to large multi branched VMI partners. Bay has earned a well

deserved reputation for stocking a deep inventory of the brand name parts that your customers demand. Bay's state of the art web based order processing system integrates into the most complex inventory management systems enabling direct blind drop shipments to meet the demands of today's fast paced supply chain requirements. All transactions are easily managed through a customer web based portal that is custom tailored to your requirements.

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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.

WHAT IS THE BEST FINISH FOR A BLIND RIVET?

There are many types of finishes that are applied to blind rivets. Some finishes are determined by the application the blind rivet is being used in. Many blind rivets have a painted surface of the same color as the application.

Years ago, cadmium was the finish used on both components of the blind rivet the blind rivet body and mandrel. Cadmium became a finish that was reduced in use for many reasons and then zinc plating became popular. Both the rivet body and mandrel were zinc plated with a clear dichromate surface.

Zinc plated blind rivets were used for many years, until a problem occurred between the pulling jaws of the setting tool and the zinc plating of the mandrel. When the pulling jaws of the setting tool grip the mandrel to set the blind rivet, the pulling jaws gripping teeth would crack the zinc plating and flake the zinc plating. These flakes of zinc plating would lodge themselves in the gripping teeth of the pulling jaws and cause the pulling jaws not to penetrate the surface of the mandrel thus causing the gripping jaws to slip on the surface of the zinc plated mandrel. This will cause a mal-function of the setting tool and the blind rivet could be set in the work piece. For this reason blind rivet mandrels were not zinc plated but instead were phosphate coated. The mandrel was manufactured from phosphate coated wire thus giving the mandrel surface a phosphate coating. The phosphate coated mandrel would prevent the mandrel from rusting and

the phosphate coating on the mandrel would not cause the pulling jaws of the setting tool to slip on the surface of the mandrel.


Aluminum blind rivet bodies are anodized. This anodizing process would coat the surface of the blind rivet body and prevent oxidization. Also aluminum blind rivets have the rivet body and mandrel coated with a surface protection liquid that is applied when the components are tumbled and washed.

Steel blind rivets bodies are also coated with black oxide that protects the surface of the blind rivet body and prevents rusting.

The finishes mentioned are all good finishes that protect the blind rivet components. In many cases, it is the blind rivet application and the customers or users request that determine which finish will be used for the customer.

Just to recap, the following finishes are used for blind rivets.

- Paint
- Cadmium
- Zinc with clear dichromate.
- Zinc with yellow dichromate.
- Anodize
- Oxide
- Phosphate coated mandrels.

All are good finishes and the most popular for steel blind rivets is zinc with clear dichromate blind rivet body and a phosphate coated mandrel. 

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HIGH SECURITY, HIGH PERFORMANCE FASTENING SYSTEM

Patented REVX® security fastener offered by Bryce Fastener, Inc., Gilbert, AZ uses a “saw tooth” design to optimize both security and performance. Security features include: a large radius on the removal face to repel common tools, 7 fins to reject standard security bit tips, and a removal bit that can only be manufactured by Bryce Fastener.

Performance features include a perpendicular driving face (which optimizes torque), and a tapered socket for stick fit control of the fastener. Improved security and lowered installation costs are both gained.

Fasteners are available in sizes ranging from # 2 (M2 metric) to 5/8-11 (M16 metric), in stainless steel and alloy.

REVX® was designed to overcome faults found in the tamperproof screw industry. Originally patents and trade secrets kept security screw bits difficult to obtain. Patents have lapsed, and unrestricted manufacture of security bit tips has commenced in the Orient.

Security bit tip kits are now distributed in retail hardware stores. At present tamper proof screws can legally only claim they are “tamper resistant.” This affects many public assets including prisons.

REVX® has developed a multi-pronged approach to solve this problem.

[1] LEGAL Trademarks and patents were gained

specifically targeting those countries most likely to manufacture security bit tips. This included many Asian patents.

[2] TRADE SECRETS Bryce fastener has developed trade secrets and specialized machines to make its bits. Once patents have lapsed, these developments will continue to keep REVX® bits secure.

[3] CONTROL OF BITS Only Bryce Fastener manufactures REVX® bits and requires every distributor track their ownership. No retail or internet sales will be allowed.

[4] PERFORMANCE The most popular security screw is Six-lobe and Torx® pin. These use industry standard specifications which diminish their security. Specifications for REVX® have been reengineered, making them both more tamper resistant and efficient to install than the most popular styles.

Bryce fastener Inc was established in 1972. The last 20 years have been dedicated to making security fasteners more secure.

In that time, it has assimilated the widest array of manufacturing machinery, patents, and trade secrets in the industry. They presently produce Key-Rex®, Keyed-lok®, Penta-Plus™, Penta-nut™, Core lock™, and Key-Rex nut™.

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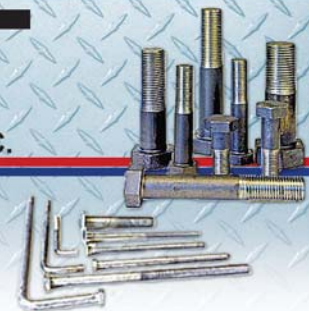
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by **JOHN WOLZ** EDITOR
 editor@globalfastenernews.com

WHY DO CERTAIN MANUFACTURERS GET MORE ATTENTION FROM REPS?

A manufacturer's rep may have 10 lines, but "for some reason one manufacturer gets 20% of the rep's time," a reps' association executive said during a conference in conjunction with the National Industrial Fastener & Mill Supply Expo.

Why? More important than money for manufacturer reps is knowing their manufacturer "cares and feels like you are their prized race horse," said Charles Cohon, CEO of MANA – the Manufacturers' Agents National Association.

A rep may "crawl over broken glass" for the preferred manufacturer," he added. "It's not just business, it's personal," Cohon said of reps favoring certain manufacturers. "It's how they feel about the manufacturer."

Among the reasons reps may favor a company: "Respect" of the agent by the manufacturer, Cohon said. "They make me look good to customers."

The preferred manufacturer will use a "collaborative style. The principals treat us like partners," Cohon explained.

There is a difference between manufacturers who "reinforce" the agent vs. "contradict" the agent with customers. Also the preferred manufacturer develops a personal relationship between principals.

Manufacturers must understand that reps have their own company pride – "especially because they probably started their rep agency," Cohon noted. "Keeping reps happy means a manufacturers get an unfair advantage" over the other lines a rep has, he pointed out.

Of course the basics count too: Make a quality product and ship on time, Cohon summarized. The manufacturer needs to "communicate quickly and accurately with reports, quotes, answers, quality and handling issues."

The preferred manufacturer "takes care of issues quickly," Cohon added. Manufacturers need a good catalog – or website, Cohon said. "That is a selling tool."

"And, oh yes, pay reps on time," Cohon added.

The manufacturer needs to understand the rep needs to make a profit. "They don't expect you to work for free."

Cohon's Advice To Manufacturers Working With Rep Agents

- When communicating with the customer, "keep the rep in the loop."
- "Tell the truth. Don't hide problems such as not being able to meet a shipping date. Be transparent," Cohon advised.
- Don't expect too much bill collecting by reps.
- "Don't have too many 'house accounts' in the rep's territory," Cohon urged. "Some may be necessary, but those should be the 'exceptions'."
- Training is important. "We need to know the products and therefore are comfortable selling them." Training needs to be regular and not just one time.
- Reasonable paperwork. If you require paperwork of reps, "then read it." Cohon cited a rep who month after month inserted the Indiana fight song on the second page and the manufacturer "never noticed. He noticed only when paperwork wasn't submitted."
- Cohon suggested having a "reps' council" of the top four to six reps to "fly in to talk and create a joint report."



**CHARLES COHON, CEO OF MANA -
 THE MANUFACTURERS' AGENTS
 NATIONAL ASSOCIATION.**

What Hurts A Manufacturer With Reps?

"Reps don't want to worry that they'll be replaced with in-house personnel, cutting corners or shrinking their territory," Cohon cited.


Or, "they give my customer better prices or terms than I am empowered to give," he added. "That undercuts the rep."

"They hire a sales manager who doesn't understand the rep business," Cohon warned.

"They don't listen to my input and afford me no respect."

"They don't set realistic goals or have no shared goals or expectations."

Announcing annual sales goals needs to be in January – not November, Cohon said. "Set mutual goals at the beginning of the year vs. surprise goals."

Cohon summarized that what a manufacturer needs to do are "things you want to do anyway – the basics." 

DISTRIBUTOR NEWS

The Gilchrist Foundation

has awarded the final scholarship for 2015.

Afra Khanani was awarded the scholarship via the Mid-West Fastener Association. Afra will join the four previous scholarships from the 2015 applicants.

They are as follows and their sponsoring companies:

Afra Khanani

Chicago Hardware, via Mid-West Fastener Association.

Brendon Young

Elgin Fasteners, via The Southeastern Fastener Association

Jack Nelson

Global Fasteners Engineering

Van Nelson

Global Fasteners Engineering

Pete Nelson

Global Fasteners Engineering

Congratulations to the recipients. We wish them well and are pleased to assist them with their education.

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.

Applications will be accepted January 1 2016 through May 31, 2016.

Applications and additional information can be found by visiting the foundation web site at: www.gilchristfoundation.com.

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SPIROL®

TYPE 316 STAINLESS STEEL COILED SPRING PINS

by Christopher Jeznach, Product Engineer



The versatility of Coiled Spring Pins often times makes them the ideal fastener to meet the specific engineering and economic objectives of pinning applications.

They are available in a wide variety of sizes, duties, finishes, and materials. Amongst the materials used to manufacture Coiled Spring Pins, stainless steel is often required for its high

corrosion resistance. Coiled Spring Pins are most often manufactured from Type 302/304 and Type 420 stainless steel, but Type 316 is also available and is typically selected for its superior corrosion resistance. This paper takes a closer look at how Type 316 compares to Type 302/304, and discusses various applications and environments where it offers an advantage.

Chemical Composition

Even though Type 302 and Type 304 stainless steel are technically two different materials, they closely overlap in their chemical composition and properties. Because of this, steel mills can melt the material such that they meet both Type 302 and Type 304 specifications. Therefore, manufacturers refer to austenitic Spring Pins as Type 302/304 and this naming convention will be used throughout this paper.

Table 1 compares the chemical composition of the austenitic stainless steel types used for Coiled Spring Pins. Austenitic refers to the structure of the metal, and classifies the stainless steel as not heat treatable, non-magnetic at

the fully annealed state, and having the ability to work-harden.

Before going into specifics on Type 316, it will help to first briefly explain how Type 302 and Type 304 are alloyed, and what allows for each one to attain its corrosion resistance.

Each of the 300 series stainless steels shown in Table 1 are alloyed with more nickel than Type 420 stainless steel, and have higher chromium content. (Type 420 stainless has 0.5% max nickel and 12–14% chromium.) This enables 300 series stainless steel to have higher resistance to corrosion, namely pitting and stress corrosion cracking. Additionally, the 300 series stainless steels have less carbon content than some other types of stainless steel, which helps them

	Type 302	Type 304	Type 316
Chemical Composition (%)			
C	0.15	0.08	0.08
Mo	--	--	2 – 3
Cr	17 – 19	18 – 20	16 – 18
Ni	8 – 10	8 – 10.5	10 – 14

*Single values are maximum values

TABLE 1 - CHEMICAL COMPOSITION (%) OF AUSTENITIC STAINLESS STEEL GRADES USED FOR SPIROL COILED SPRING PINS

to have higher corrosion resistance by reducing the ability for carbides to form at grain boundaries and ultimately cause intergranular corrosion (known as sensitization).

The main composition difference between Type 316 and Type 302/304, is that Type 316 is alloyed with 2-3% molybdenum, which increases resistance to pitting corrosion by improving the passive film durability. The passive film, typically an oxide, is a “clear, invisible” layer on the metal surface that improves corrosion protection.

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CRESCENT IS EXPANDING

Crescent Manufacturing is pleased to announce that it recently acquired the major assets including extensive machinery, a broad range of heading and threading tooling, and the customer list and files of Perfection Screw and Rivet. Perfection Screw and Rivet was founded in 1952 and produced thousands of different cold headed parts for a wide range of hundreds of customers.

This acquisition expands Crescent Manufacturing's tooling and manufacturing capability. Crescent will be able to manufacture smaller diameter parts in longer lengths. Crescent's product range is from triple ought (000) to 3/8 inch in diameter and up to three inches long. All of this equipment, tooling, and customer files have been relocated from Perfection's location in Wolcott, Connecticut to Crescent's newly expanded facility in Burlington, Connecticut.

In addition Crescent Manufacturing is excited to announce that three new manufacturing representatives are partnering with Crescent. Adam Reich of Reich Sales based in Westlake, Ohio is covering Ohio, Michigan, Indiana, Western Upstate New York, and Western Pennsylvania. Adam may be reached at 440-463-1202 or by e-mail at adam@reichsales.com

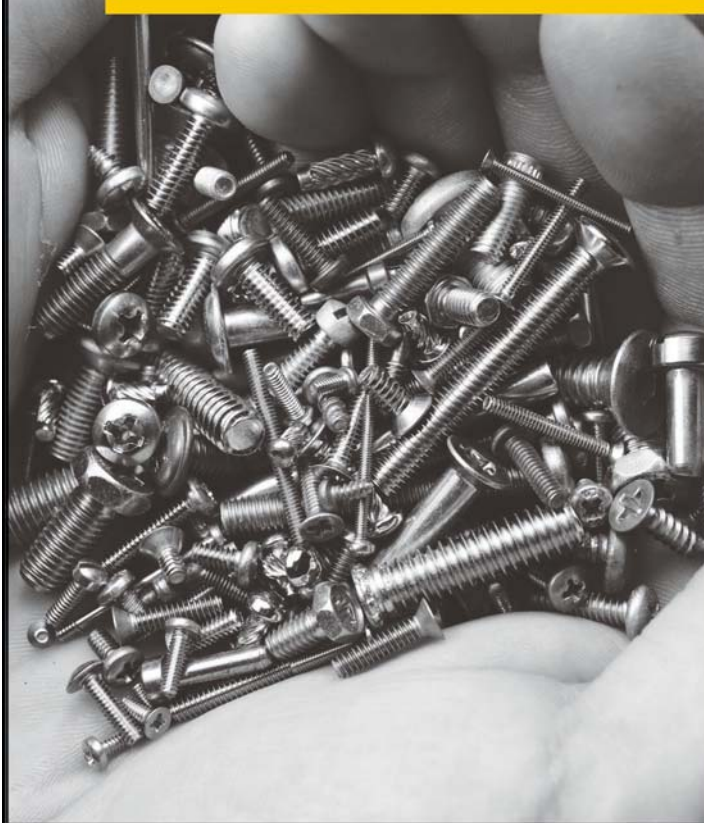
Jerry Keefe of RGS Sales, Inc. is covering Illinois, Iowa, and Nebraska. Jerry is based in East Moline, Illinois and may be reached by at 309-314-5049 or by e-mail at rgsjkeefe@mchsi.com

Craig Cooper of Westerra Marketing Associates, Inc. is based in Portland, Oregon. Craig is covering Oregon, Washington, Idaho, and Western Canada. Craig may be reached by at 916-390-1983 or by e-mail at craig@westerramarketing.com

BUSINESS FOCUS ARTICLE

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VEGAS SHOW'S 2016 EXHIBIT SPACE SALES ARE BOOMING!

Exhibit space sales for the National Industrial Fastener & Mill Supply Expo scheduled for October 25-27, 2016 at the Sands Expo & Convention Center, Las Vegas, Nevada USA are off to a successful start, announced today by Expo management.

"The 2015 exhibitors are being assigned by priority points and log in at appointed times to select their booths. 85% of the companies have met their appointments and selected booths and we already have contracts from several new companies. In addition, nearly 10% of the returning companies are expanding their booth space", informs Susan A. Hurley, CEM, Show Director.


"We are excited about the acquisition of the show by Emerald Expositions on November 12 and are looking forward to the added value their expertise will bring to the show. Emerald's success in marketing and business growth will surely benefit our vendors and attract more buyers and professionals to the event. Our focus this year is to bring more specialty tool and other related

industry suppliers and buyers to the show", adds Ms. Hurley.

The 'World's Largest' Fastener Expo will feature an all-day conference program on Tuesday, October 25, followed by the industry's biggest networking cocktail event that evening.

The Expo will be open from 9:00am to 4:00pm, Wednesday, October 26 and from 9:00am to 1:00pm, Thursday, October 27. Online visitor registration for the Expo is scheduled to open the first week of June at www.fastenershow.com.

For more information about National Industrial Fastener & Mill Supply Expo, or to set up an interview with the show's management, please contact Karalynn Sprouse at (323) 817.2244 or via email at Karalynn.Sprouse@EmeraldExpo.com.

To apply to exhibit at the upcoming event, please contact Susan Hurley Show Director at (614) 895-1279 or email info@fastenershow.com. 

SHOW EVENT ARTICLE

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SOUTHWEST PLATING NAMED "WHITFORD QUALITY APPROVED COATER"

Whitford, makers of the world's largest, most complete line of fluoropolymer coatings, has launched a "Quality Approved Coater" program in the United States that recognizes a limited number of coating applicators who meet strict criteria set by Whitford.

The program was originally tested in the oil industry in Asia, where it met with great success. It consists of a select group of applicators who have proven their capacity to provide coated fasteners that meet a list of strict standards established by Whitford. Its objective is to assure consistently high quality in coated fasteners.

Now it comes to the United States, and Southwestern Plating of Houston, TX, is the first member to qualify for

Whitford's QAC award.

Southwestern Plating is a customer-focused metal finishing and industrial coatings company that has served manufacturers in diverse industries across North America and around the globe for more than 65 years.

Reports Bill Pernice of Whitford, "We've got nothing but praise for the team of dedicated personnel at Southwestern Plating for their continuous improvement in meeting the rigorous QAC requirements that we've set, and doing so in record time."

Says Matt Ferguson of Southwestern Plating, "We thank Whitford for this unique recognition and for the consistently high level of technical support that they have always provided us." 



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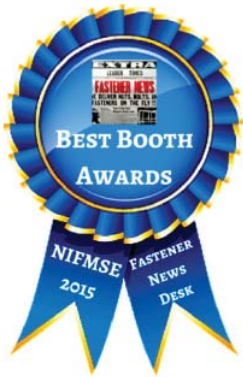
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NIFMSE BEST BOOTH AWARDS 2015



Fastener News Desk had a great time attending the National Industrial Fastener & Mill Supply Expo in Las Vegas. We'd like to give special thanks to the staff and production team of #NIFMSE for their hard work, and for making the show a great success! We had the opportunity to meet a variety of people from our industry. There were 830 booths to visit, and

people from all around the globe displaying their products, offering attendees a chance to learn more about their products and services. We were very impressed with the creativity of some of the booths, and we are super excited to be presenting our **"Fastenating" 2015 #NIFMSE Best Booth Awards!**

Best Booth Award #1 Best Booth Winner – Rotor Clip



We choose Rotor Clip for the Best Booth Award this year! Their booth was extremely well thought out and clever. Their supermarket themed booth was the hit of the show! The giveaways at the booth included t-shirts, key chains, mugs, ice scrapers, a chance to win a gift from Omaha Steaks and more. They incorporated the supermarket theme in their outfits, the graphics, the giveaways, and overall the marketing package was brilliant! 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.

Best Booth Award #2 Best International Booth Winner – Beneri S.p.A



Our Best International Booth goes to Beneri S.p.A!

The Beneri S.p.A booth had true Italian style. The booth was outstanding in design. They displayed their beautiful products in jewelry style cabinetry. The company representatives were very warm and welcoming, we even got a chance to enjoy their elegant meeting room style during a break. Beneri S.p.A boasts the undisputed international leadership for the production of DIN standard serrated lock washers and retaining rings.

Best Booth Award #3 Best New Technology Winner – Partpic



Our Best New Technology Award goes to Partpic!

It was great meeting founders Jewel and Jason. They drew lots of interest throughout the show. By utilizing their technology users can snap a picture and receive the name of the part they are looking for in seconds. Founder Jewel is a former employee of McMaster Carr and recognized a need for a parts identification tool to help customers avoid purchasing incorrect fasteners or parts for a job.

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Eurolink Fastener Supply Service, your supply-chain problem solver, is proud to announce that we have become the very first distributor worldwide, to add a fall-line of DIN 961 Fine-Thread, Full-Thread A2 Stainless Steel Hex Head Cap Screws.

We are now stocking diameters M8-1.0, M10 1.25, M12-1.5, and M16-1.5 in lengths ranging from 16mm up to 100mm all in A2 Stainless Steel.

Finally these screws no longer have to be manufactured per order. So not only does the customer no longer have to wait for the manufactured delivery, they no longer have to pay manufacturing type pricing. These screws are now in stock, ready-to-ship today, at production pricing.

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OBITUARY



Remembering Robert (Bob) Truckey Sr.

We are saddened to report the passing of Robert (Bob) Lee Truckey Sr., age 85, on September 25, 2015.

Bob was born to the late Joseph and Eva Truckey in Three Rivers, Michigan, on March 4, 1930. He was the oldest of six boys and forever will be remembered by his devoted brothers: Joseph, James, Jerry, and John. William preceded him into death.

He left home at the age of 17 to join the Air Force. Later, he moved to California and worked in the transformer industry. In 1975 he started his own company, Cal-Fasteners, Inc. He and his wife, Colleen, worked together to make this a thriving corporation, along with their two sons.

Bob was blessed to have a large family. He married Colleen Vander Haag, on March 1, 1957 in Los Angeles, California. Bob left behind six children: Marilyn Goodwin; Barbara Bonenfant along with husband, Mark; Robert Truckey Jr. and wife, Susan; Joseph Truckey and wife, Jennifer; Michelle Reitmeyer and husband, Darryl; and Laurie Green and husband, Donald.

Robert had 19 grandchildren, 14 great-grandchildren, and two great-great-grandchildren. He was known by his family as a man of strength, wisdom, character, and love.

Bob loved sports and was an avid golfer. He was a Detroit Tiger fan, following Michigan sports his entire life. He also managed little league baseball for a number of years.

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COME TO THE PAC-WEST/NFDA 2016 JOINT CONFERENCE

The 2016 Pac-West/NFDA Joint Conference will be a great opportunity to expand your professional relationships and widen your knowledge of the industry, while having fun in a great location. Join fastener industry distributors, manufacturers, master distributors, and service providers in sunny San Diego, March 1-4, at the Loews Coronado Bay Resort.

Value-Added Selling

Tom Reilly, who literally wrote the book, *Value-Added Selling*, will present two great sessions at this conference. The first presentation, geared specifically to corporate managers and business owners, will show you why value-added selling is a viable go-to market strategy and how to effectively communicate this message to your customers. In addition, you'll learn three ways to change those customer conversations and guide them down a path of value, not price. The focus for this presentation is how to avoid price resistance and communicate value effectively.

Tom Reilly focuses on spreading the value-added philosophy in sales and management. His dedication to and focus on this philosophy has earned Tom the global reputation as the foremost authority on value-added selling. His motto is simple: add value, not cost; sell value, not price!

Crush Price Objections

In Tom Reilly's second conference presentation, he'll provide a tactical approach to handling price resistance. You'll learn how to persist when buyers resist. Tom will demonstrate six proven methods for framing powerful responses to those price objections and with this information you'll be able to hold the line on pricing.

Attracting And Retaining Millennial Employees In The Fastener Industry

Melissa Patel (Field) and Bryan Wheeler (Star

Stainless Screw) will present data from the comprehensive survey conducted by the Young Fastener Professionals association in 2015. Additionally, they will be joined by NFDA president Casey McIlhon (Assembled Products) for an overview of the new mentor program launched by NFDA and YFP: Advancing Individuals through Mentoring (AIM).

Business Owners Forum And Business Executives Forum

Two different sessions: one for business owners and one for your company's key executives. You and your peers will share experiences and solutions in a frank interchange. You can submit topics for discussion in advance or jump in during the session.

How The Intersection Of Technology And Manufacturing Is Driving Innovation And Creating New Challenges

Today's manufacturers are also technology companies. Transformative technology trends, from 3-D printing to the internet, are changing the way these firms and their customers do business. And, this change is impacting large OEMs and their entire supply chain from design to delivery.

Cybersecurity, intellectual property protection, data privacy, and advancements in cloud computing technology have triggered policy debates in Washington that no longer just impact Silicon Valley. At this session you'll learn more about how the decisions made in Washington are impacting the adoption of technology throughout the manufacturing supply chain.

Brian Raymond is Director of Technology and Domestic Economic Policy at the National Association of Manufacturers (NAM). He works with NAM members and Congress to shape and advance pro-manufacturing positions on technology policy issues.

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G.L. HUYETT™ COMPLETES ACQUISITION OF PRECISION SPECIALTIES



G.L. HUYETT CEO, TIM O'KEEFFE (LEFT) AND PRECISION SPECIALTIES' ROGER SZAFRANSKI (RIGHT)

On October 16, 2015, G.L. Huyett completed the acquisition of Precision Specialties™ of Collierville, Tennessee. In announcing the acquisition, Timothy O'Keeffe, CEO of G.L. Huyett, noted, "Precision Specialties is a good strategic fit in that they bring us a definitive presence in prestigious branded product lines, and they have a desirable geographic location to expand our footprint. We have worked hard over the past five years to establish ourselves as a platform-type company with a robust management team supported by an established performance management system that nurtures and develops talent within our Culture of Excellence."

Greg Tabor, Vice President of Marketing and E-Commerce, was named project manager and is implementing a comprehensive integration. "As expected, it has been a lot of work, but we were well prepared and in spite of product data challenges, we plan to be fully integrated by March 1. I am excited at the prospect of leveraging branded fastener lines such as A Raymond Tinnerman™, AVK Industrial®, and Oetiker®, along with Precision Specialties wave washers. We have had excellent success with our current lines such as ITW Shakeproof™ and this presents even more opportunities." Tabor notes that e-commerce now accounts for 16% of G.L. Huyett sales and he plans to deploy content-rich engineering data and product design information to huyett.com in order stimulate more efficient support to customers. On hearing the news, Jamie Lawrence, Director of Sales and Marketing of AVK

Industrial, noted, "G.L. Huyett is one of those firms that aligns itself to best practices, and we are quite pleased at this development."

Roger Szafranski, prior owner of Precision Specialties, commented: "I was impressed with how G.L. Huyett executed. They were forthcoming; they delivered on all promises; and they were fair. We signed a confidential disclosure on September 14 and closed on October 16." O'Keeffe noted, "In my former professional life as a business broker, I learned that the seller is always your best friend. We paid Roger a lot of blue sky but this was a good fit for us, and I want Roger on our side moving forward."

Precision Specialties' employees were elated at the development. "I have the opportunity to get free health insurance," noted one employee, while other employees were impressed with G.L. Huyett's Performance Management System. "They actually put job descriptions and pay grades on the wall for all to see," while another said, "Management is so transparent." Matt Wallace was named Branch Manager of the TN location, and noted, "G.L. Huyett brings us a lot. I am excited about the website and am encouraged to have engineering and inventory support." Wallace notes that G.L. Huyett intends to ramp up inventory in support of its value proposition of having a wide array of difficult-to-procure parts in stock. Lindsay Hamilton, G.L. Huyett Human Resources Manager, was deployed on-site to facilitate a cultural transition and noted, "The people in Tennessee are so nice, which aligns to our culture in Kansas."

O'Keeffe later announced that Dan Harriger was appointed Vice President of Sales and Paul Sellers was named Corporate Business Development Director. O'Keeffe: "Dan was National Sales Manager of Tinnerman for sixteen years and brings a wealth of knowledge in this very important and strategic product line. Paul's former tenure as Vice President of Sales at Reliance Worldwide USA overseeing brands such as Sharkbite® provided extensive experience that will assist in aligning our sales canvass to the industrial distribution channel's unique business practices." Harriger adds, "It is easy to get excited and the opportunities here are unprecedented. I look forward to our support of the fastener industry with exciting products and an ease of doing business." 



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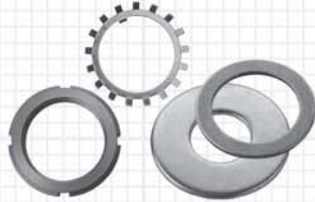
Snap Rings, Circlips, Lock Washers, & Push-On Rings



Shims & Spacers



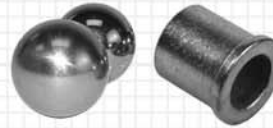
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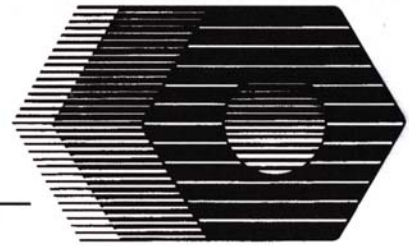
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NCFA 2015 SCREW OPEN GOLF OUTING

by Dave Audia, Trustee

The 2015 NCFA Screw Open returned to Valleaire Golf Club for the second year in a row and the event was again a great success. The weather was warm, the beer was cold, and the Winking Lizard provided a delicious lunch and dinner for the 58 golfers that spent an after-noon drenched in sun rather than rain, for the first time in several years of this event!

The American Ring and Buckeye Fastener Teams went head to head all afternoon vying for the first place cash prize and trophies donated by Solution Industries. Both teams finished with a score of 49, so it went to the handicap hole tiebreakers to declare the winner – and it was American Ring taking home the hardware!

The Buckeye Fasteners Team finished as the runner up. This was the second consecutive year that these talented teams finished first and second in this event!


There were several individuals awarded for their skill shots during the afternoon round as well. Andy Nagy from Solution Industries belted out the longest drive on Hole #12 and chose the cash prize. This left Larry Kelly from

Buckeye Fasteners to take home the Louisville Slugger-style bat, again donated by Solution Industries, for striking the 2nd longest drive . Jim Costello stuck his shot on Hole

#8 closest to the pin to take home that prize. Jim was also the only golfer to sink the 50 foot qualifier putt, which afforded him a chance to try a 100 foot putt for \$10,000! Although that putt did not find the hole, he gave it a good run and did not leave it short. Finally, there were 3 skins awarded at the end of the round – American Ring took 2 of those and the team of Gary & Andy Graham (National Threaded), Tim Roach (EFC), and Scott Faidiga (K-J Fasteners) took the other.

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 finish off the keg of beer as well.

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! 



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THE IMPORTANCE OF BEING CONNECTED

In today's business environment being connected is a necessity. Often when we think of being connected, Facebook, Twitter or other forms of social media come to mind, and these tools certainly have a place in our modern business culture. For many businesses though, being connected may be as simple as making it easier to serve their customers or link to their vendors in a meaningful and time saving way. Today's fastener supply chain is evolving from an environment of phone calls, faxes and email to one of direct connectivity between distributor and supplier.

INxSQL Software and Porteous Fastener, now part of Brighton Best International, envisioned this wave several years ago. The two companies successfully pioneered the first link between INxSQL and the ERP system at PFC. This link, called the INxSQL Direct Connect, has expanded today to include AFIXX, Beacon Fasteners, BBI, Stelfast and by the end of the year, Metric and Multistandard Components will join the growing list of "connected" master distributors. The INxSQL Direct Connect gives users the capability to check pricing and stock availability in real time as well as release purchase orders electronically with all of the Direct Connect partners.

With tools like the INxSQL Direct Connect, INxSQL users can source and procure the products that they sell faster, easier and with fewer errors. "One of our goals is to help our users be more productive" said Bob Reynolds, President of INxSQL Software. "By directly connecting INxSQL users to master distributors, we have created a

tool to help achieve that goal."


"Linking customers and suppliers directly from within the INxSQL ERP system is a natural and logical extension of a modern distribution system," said Keith Jones, Vice President of Sales for INxSQL. "In today's business environment why should someone have to break their work routine to call or email for pricing? Having to recreate or communicate information already contained in

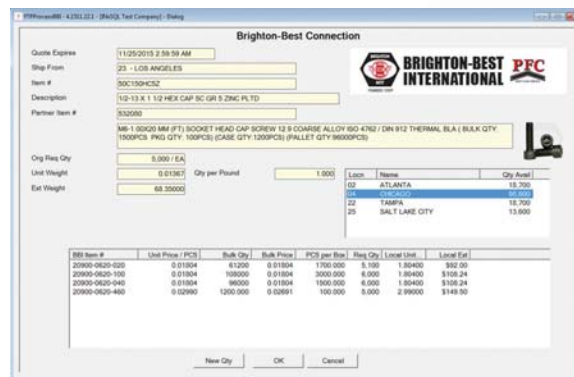
a purchase worksheet via phone or email takes time, it can create errors and it disrupts the workflow for everyone involved."

In the fairly recent past, connections were built with tools via printed media like the Yellow Pages, catalogs or mass mailings. While these were, and still are in some cases effective,

clearly some of them are no longer viable. While many questioned the value of the fax, mobile phones, email and the internet itself, the technology that we have available today has allowed those who have embraced it to realize significant gains in productivity and cost savings. And, the thought of being without the internet and connections like the INxSQL Direct Connect today is daunting.

The following quote from the Secretary-General of the International Telecommunications Union, Dr. Hamadoun Touré sums it up best when considering how invaluable connectivity and tools like the Direct Connect are in today's business environment:

"In the 21st century, affordable, ubiquitous networks will be as critical to social and economic prosperity as networks like transport, water and power." 





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INxSQL Software offers an integrated connection to seven different master distributors. INxSQL users can see up-to-date customer-specific pricing and stock availability from directly within their INxSQL Software, as well as update PO's to these vendors with real-time costs at the time of order entry.

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Beacon Fasteners Item Builder

Item # X

Item Family

TYPE

DIAMETER

THREAD

LENGTH

HEAD STYLE

DRIVE STYLE

SCREW MATERIAL

FINISH

Item	Description	TYPE	DIAMETER	THREAD	LENGTH	HEAD STYLE	DRIVE STY...	SCREW MA...	FINISH
0204PPIZ	2-56 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#2	56	1/4	Pan	Phillips	Steel	Zinc Clear R...
0204PPSZ	2-56 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock ...	#2	56	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPEZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	External To...	#4	40	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPIZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#4	40	1/4	Pan	Phillips	Steel	Zinc Clear R...
0404PPSQZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Square Coni...	#4	40			Phillips	Steel	Zinc Clear R...
0404PPSZ	4-40 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock...	#4	40			Phillips	Steel	Zinc Clear R...
0404SPEZ	4-40 X 1/4 SLOTTED PAN HEAD MA...	External To...	#4	40			Slotted	Steel	Zinc Clear R...
0404SPIZ	4-40 X 1/4 SLOTTED PAN HEAD MA...	Internal Too...	#4	40			Slotted	Steel	Zinc Clear R...
0404ZPEZ	4-40 X 1/4 6 LOBE (T10) PAN HEAD...	External To...	#4	40	1/4	Pan	6-Lobe	Steel	Zinc Clear R...
0604PPEZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	External To...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0604PPIZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Internal Too...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0604PPSQZ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Square Coni...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0604PPSQ	6-32 X 1/4 PHILLIPS PAN HEAD MA...	Split Lock ...	#6	32	1/4	Pan	Phillips	Steel	Zinc Clear R...
0604SPEZ	6-32 X 1/4 SLOTTED PAN HEAD MA...	External To...	#6	32	1/4	Pan	Slotted	Steel	Zinc Clear R...



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"The INxSQL Direct Connect feature is a valuable asset by streamlining the purchasing process for our customers. This automated system delivers fast and reliable inventory information and easy order processing. Direct Connect saves our customers valuable time and is an important resource while our commitment to exceptional quality, service, and delivery always remains our top priority."

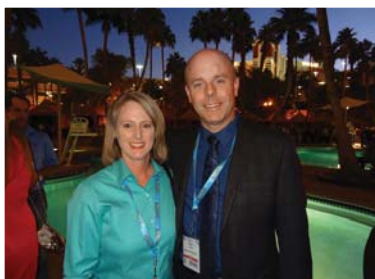
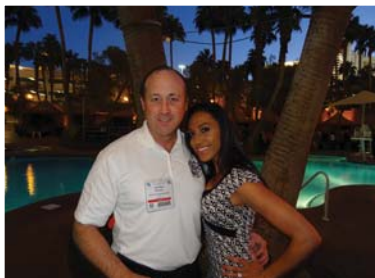
-Kameron Dorsey, National Sales Manager, Beacon Fasteners and Components

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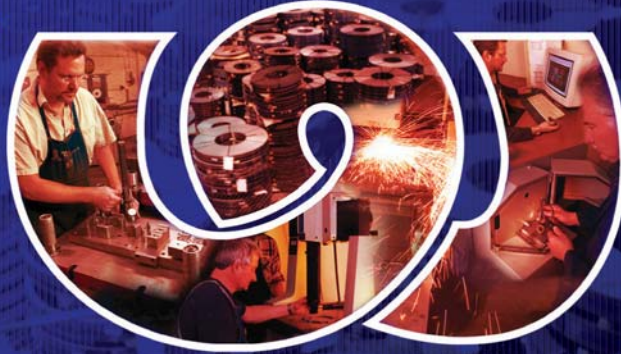
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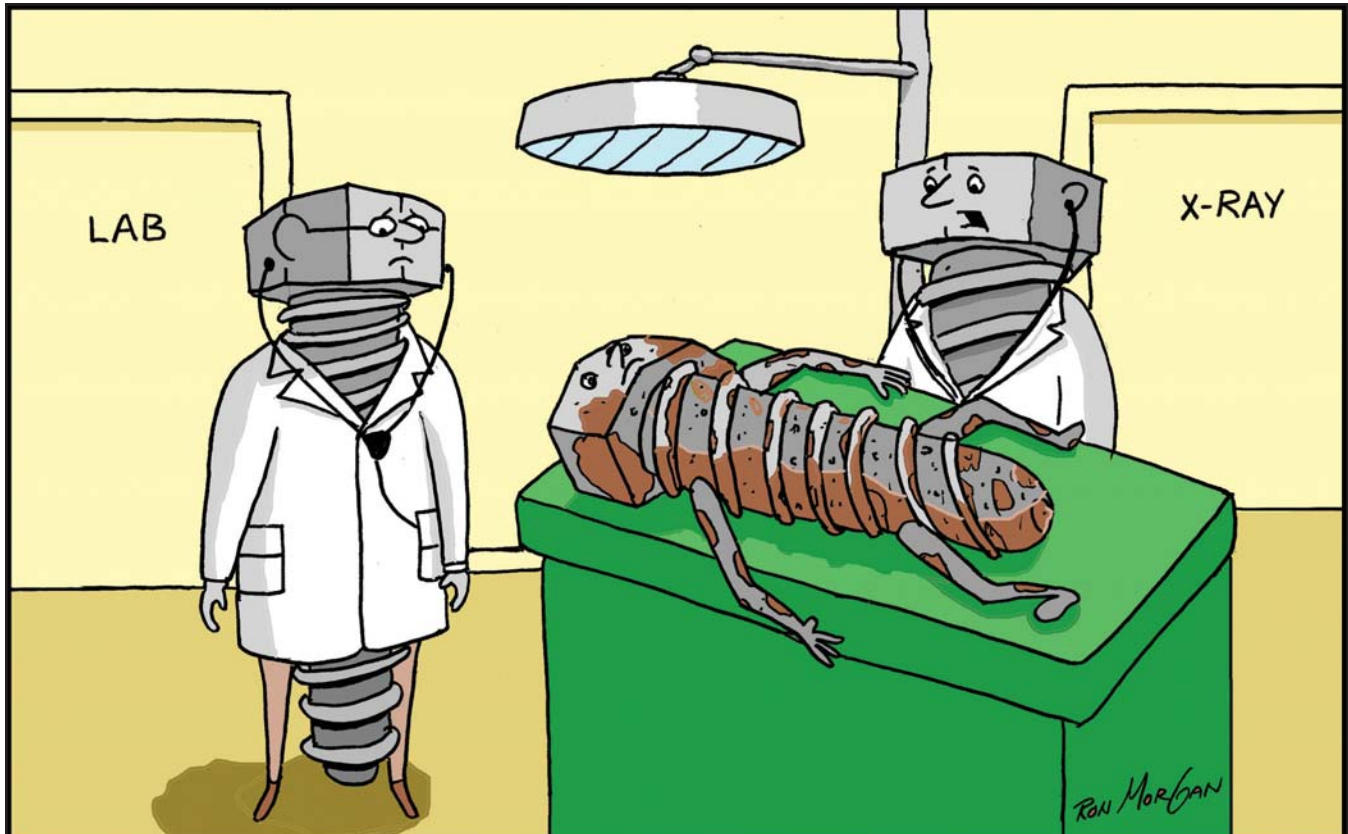
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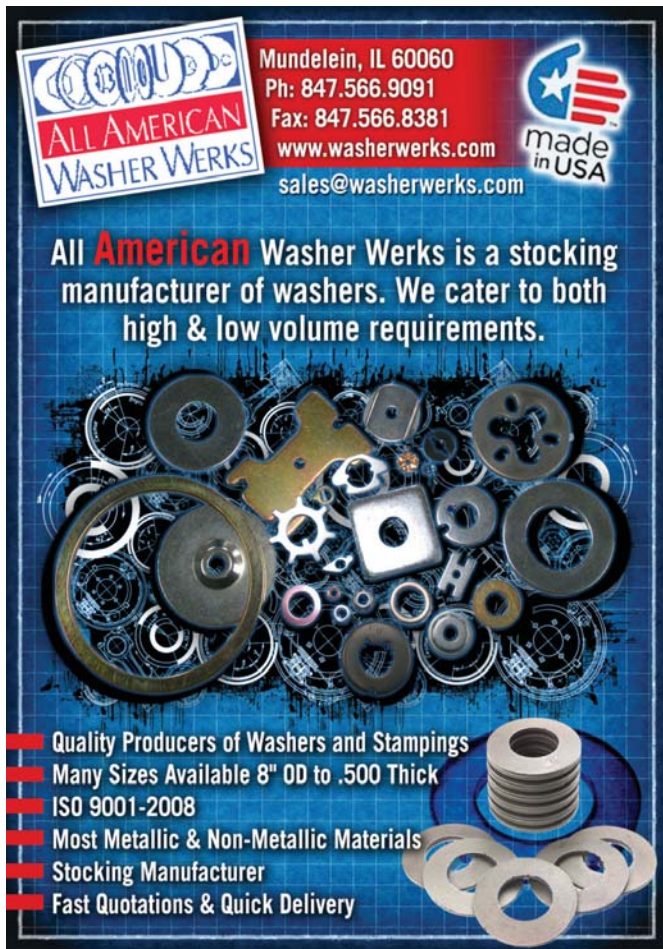
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DISTRIBUTOR NEWS

The winner of the 2015 **FTR/FTI Fastener Training Week** scholarship was named as Michael Cleaveland, of LM Products. The announcement was made during the "Bourbon Room" afterhours event at this year's national fastener show in Las Vegas.

This award allows the winner to sit for the coveted Certified Fastener Specialist certification exam.

The announcement was made by Eric Dudas, of FCH Sourcing Network and Fully Threaded Radio, and the award was presented by Jo Morris of the Fastener Training Institute. Anita Conant and Carri Koehler, owners of LM Products, were on hand to accept the award on behalf of Mr. Cleaveland.

"We were very glad to receive so many great entries this year, and our judges had a challenging time selecting just one from the bunch," the podcast co-host said. "But in the end, I think they chose a very worthy candidate."

Cleaveland will have his choice of any of several CFS classes being offered next year by the FTI. In addition, all scholarship entrants will receive a voucher to participate in an FTI webinar training session.

Plans are underway to offer the scholarship again in 2016.

The FCH Sourcing Network serves the industrial and commercial fastener industry, providing online services related to inventory sales and fastener sourcing on the Internet, as well as the online fastener industry talk show, Fully Threaded Radio. FCH was founded in October, 2006, and is based in Naperville, IL.

FTI's purpose is to enhance fastener use, reliability and safety by providing the highest quality fastener product and technical training at all levels through classes held throughout the country and via online webinars. Based in Long Beach, CA, class schedules and details can be found at www.fastenertraininginstitute.org.

For more information contact Eric Dudas by email: eric@fastenersclearinghouse.com or phone 1-877-332-7836. You can visit Fastener Clearing House online at www.fastenersclearinghouse.com.

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MWFA SCHOLARSHIP AWARDS & MEETING

by Nancy Rich

On November 5th, the MWFA held their 32nd awarding of MWFA scholarships. They take great pride in this meeting as they work very hard all year to build on their scholarship fund, to continue to award scholarships annually. It is mainly the MWFA shows and membership donations, which provide the funds for this outstanding program. MWFA takes their motto: "Where education is a priority" very seriously.

The guest speaker was Ryan Chiaverini. Ryan Chiaverini is co-host of ABC 7's news, talk and entertainment show, *Windy City LIVE*, which airs weekday mornings at 11 AM.

Ryan's quick wit, work ethic and reputation as someone you can't help but like, has made him the perfect choice for ABC 7's new local show. Chiaverini came to ABC 7 from KUSA-TV in Denver, Colorado, where he had been the station's sports reporter since 2002. During his tenure there, Chiaverini covered the Denver Broncos and other sports teams for KUSA's newscasts.

Chiaverini attended college at the University of Colorado at Boulder, where he majored in Broadcast/Journalism and played strong safety for the Buffalo football team. One of Ryan's fondest memories is being able to play football with his twin brother in both high school and college. A native of Corona, California, Chiaverini's hobbies include playing hockey and guitar.

Ryan was very motivational to students and adults alike reminding them to build on their strengths and

pursue what they enjoy. He didn't have an easy childhood nor did he find he could be a professional football player like his twin brother. He looked at what he enjoyed and did well to pursue his career rather than continue to try to play football professionally. Ryan reminded attendees we all strive for achievements in life whether it be in our college or professional careers. The presentation, given by Ryan, was entertaining as well as inspirational.



XL Screw Corp. **Scholarship - \$4,000.00**

Thank you to XL Screw for donating a full scholarship for the 17th year, which is unprecedented. XL has been a great proponent of our motto: MWFA where education is a priority. Their support has allowed many students additional assistance to their college education. One of their employees was instrumental, many years ago, in developing the MWFA Scholarship Program. We thank XL for being one of our many members to help keep this program alive.

This year the XL Screw Corp Scholarship award went to Rachel Bohrer, daughter of Keli Bohrer of EFC International. Rachel is a College Freshman at Missouri State University pursuing her Bachelor of Science in Psychology. She has an extensive list of High School Activities as well as Community Service. Her volunteer work with Lakota Sioux people of the Cheyenne River Indian Reservation in South Dakota confirmed her desire to become a counselor.

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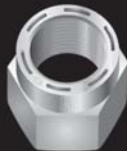


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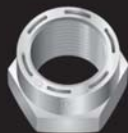
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DISTRIBUTOR NEWS

Buckeye Fasteners, a leading supplier of fastener, announces the addition arc studs and JIS weld nuts to their diverse fastener catalogue. Buckeye Fasteners Company, a division of Fastener Industries Inc., has been helping



customers anchor their products since 1905. The sole factory direct source of the Ohio Nut and Bolt Company,

Buckeye Fasteners supplies fasteners for the automotive, appliance, food equipment, metalworking, medical and furniture industries.

Arc stud welding allows for nearly any size or type of weld stud to be welded. Arc Studs are manufactured using material conducive to support the welding process and are designed with a flux loaded tip, which allows materials to coalesce resulting in a permanent bond stronger than the stud itself. Arc stud welding is applicable to mild steel, stainless steel and aluminum.

The JIS weld nut series is a non-piloted square nut with four uniform projections. The JIS weld nut is easily applied for rapid welding by a locator pin in the electrode. Typically, these parts are used in automotive applications. Other fasteners Buckeye Fasteners carries includes weld fasteners, adjusting screws, nuts, pressed nuts, stand-offs, cap, acorn, thumb nuts, rivet nuts, grease fittings, clevis pins, appliance levers, furniture glides, and custom manufactured fasteners.

For more information contact Buckeye Fasteners Company at 5250 West 164th St. Brook Park, OH 44142. Call Toll-Free 1-800-437-1689 or local 216-267-2240 or visit www.buckeyefasteners.com.



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VOLT: MAKING CHANGES FOR THE FUTURE



A family owned company, Volt Industrial Plastics is located in beautiful northern Arkansas in an area called the Ozarks. The last couple of years have been a time of change and growth for our company. We relocated from our original location to a much larger facility in 2012, revamped and updated our website, and are in the process of replacing and adding to our production capacity.

This extra room has allowed us to purchase new equipment, including new Arburg molding machines. We are currently replacing molding machines with newer technology, and updating the production floor is streamlining our processes. That alone has allowed Volt to increase production and ability to supply customers, keeping lead times to a minimum. The extra room also gave us the capacity to mold larger parts, thus increasing our versatility in serving our customers.

Our current facility is nearly three times the size of the old, going from about 25,000 square feet to 68,000 square feet. This new building has not only given Volt plenty of room for expansion but more room for inventory. Increasing inventory has allowed us to fill customer orders quickly, offer same day shipping, and reduce lead times down to days if the product is not in inventory.

Our new tool lead times have also been on the decline

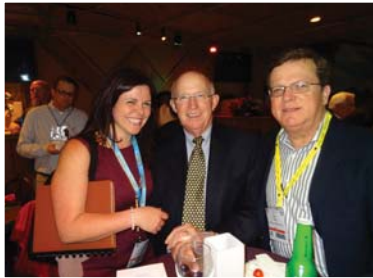
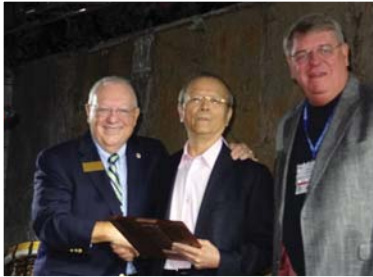
thanks to adding new equipment. Depending on the difficulty of the part, the lead times are as little as one to two weeks.

Our new website has a more modern look and features a responsive design, making it compatible with mobile devices like smart phones and tablets. New products are added to the site on a regular basis, and we have added links to our Facebook and Twitter pages. We also take advantage of Facebook and Twitter to connect with our employees and customers, keeping touch in a more personal way. To keep our employees up-to-date about what is happening with Volt and each other, we instituted a monthly company newsletter, VIP Nuts & Bolts, to which employees regularly contribute content about children and family members.

Volt Industrial Plastics was founded on old-fashioned values like customer service and quality. We have not only continued to maintain those values, but we are moving forward with new technology so we can serve our customers in an efficient manner that allows us to maintain high standards of quality. Here at Volt we are excited about what the future brings and we are looking forward to the challenges that new technology will present. We feel that we can combine Innovation with our high standards of quality to present customers with the service they have come to expect. 



NIFMSE HALL OF FAME RECEPTION TREASURE ISLAND HOTEL, LAS VEGAS - OCTOBER 21, 2015



FASTENER TRAINING INSTITUTE®27943 Seco Canyon Rd #508, Santa Clarita CA 91350 TEL 562-473-5373 EMAIL info@fastenertraining.org WEB www.fastenertraining.org**MWFA TO HOST FASTENER TRAINING WEEK IN AUGUST**


The MWFA will host the industry acclaimed Fastener Training Week beginning August 22, 2016. The Fastener Training Institute (FTI) and the Industrial Fasteners Institute (IFI) will co-produce the event. This full-week fastener training class offers advanced technical education for fastener professionals and end users.

Fastener Training Week features learning labs taught by leading industry experts, Carmen Vertullo CFS (Carver Consulting), Salim Brahimi (IBECA Technologies) and Laurence Claus (NNi Training and Consulting), along with interactive exercises, quizzes to reinforce learning, and plant tours of manufacturing, secondary processes and testing facilities.

Fastener Training Week is a five-day intensive

version of FTI's acclaimed Certified Fastener Specialist™ advanced technical training program. Upon completion of this training and passing a final exam, attendees will be eligible to receive the Certified Fastener Specialist™ (CFS) designation.

The FTI and IFI will now produce four Fastener Training Week sessions in 2016. Two at the IFI headquarters near Cleveland plus one in Los Angeles and now Chicago. There are currently over 450 graduates with CFS certification.

We are pleased to have the support of the MWFA Board of Directors and Nancy Rich, their Executive Director, in bringing this great class to Chicago. Registration details will be posted on both the MWFA and FTI websites soon. 

ASSOCIATION ARTICLE

FASTENER TRAINING INSTITUTE®

NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATIONPO Box 151, Lake Zurich, IL 60047 TEL 847-370-9022 FAX 847-516-6728 EMAIL nancy@nefda.com WEB www.nefda.com**ITR ECONOMICS ADDRESS NEFDA**

The NEFDA held an economic forecast summit on November 5, 2015 at the Salem Cross Inn in West Brookfield Massachusetts. NEFDA members were treated to an outstanding dinner at the historic Inn in West Brookfield. Following dinner, Connor Lokar from ITR Economics gave a lively and informed presentation on the state of the economy at present and a forecast of the economy going forward. Connor covered a variety of topics including short and long term global economic forecasts, regional economic updates, an outlook on inflation as well as the relationship of political events on economic growth.


After the presentation, NEFDA members engaged in an

**CONNOR LOKAR OF ITR ECONOMICS**

energetic discussion with Connor on the state of the economy, the impact the upcoming Presidential elections may have on the economy going forward as well as issues ranging from stocking strategies to employment levels as well as investment ideas for the future.

ITR Economics was founded in 1948 and is the oldest, privately-held, continuously operating economic research and consulting firm in the United States. With a long-term 94.7% accuracy rating, ITR Economics

provides reliable industry and company forecasts tailored to the client's needs.

Located in Manchester, NH they can be found on the internet at <https://itreconomics.com>. 

ASSOCIATION ARTICLE

NEW ENGLAND FASTENER DISTRIBUTORS ASSOCIATION

WOMEN IN THE FASTENER INDUSTRY

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WIFI + VEGAS = GREAT CONNECTIONS

Women in the Fastener Industry held its 6th annual Speaker Series and Networking Event at the NIFMS Expo 2015 in Las Vegas in October. A big “thank you” goes out to our fabulous sponsors this year: the Olander Company, Big Red Fasteners, InxSql, Brighton Best, the Aderman Company and Advance Components.


Featured speaker Tom Payne entertained and educated the crowd with tips on how diversity in the workplace, and diverse ways of thinking, can bring success to your business and personal life. “Tom’s presentation was great and so were the attendees. We were able to connect with many of our existing members and introduce ourselves to new members. I’m already looking forward to next year’s show,” said WIFI president Cris Young.

WIFI raised more than \$600 during its very popular raffle, which featured an Apple Watch and other great prizes. Laura Poletti of General Inspection took home the watch,

while other winners included Vanessa O’Rourke of Beacon, Gail Freidberg of Zago Manufacturing, Suzy Cravens of Advance Components, Donna Ward of Distribution One, Pamela Thornton of Best Built and Mary Chambers of Assembly Products.

Lending a hand during the event and at the WIFI booth was Nora Hluz of Brighton Best, who was the recipient of the 2015 Edith Cameron Scholarship.

“This experience has changed me in so many ways that it’s hard to describe. I encourage all women in this industry to apply for the wonderful WIFI scholarships and to take advantage of the mentoring available”, said Hluz.

The WIFI board re-elected Cris Young to serve another year as president and other board members will continue in their current roles. WIFI committees are gearing up for another year of valuable connections, mentoring and education. All WIFI members are eligible for scholarships and positions on the board and various committees. 



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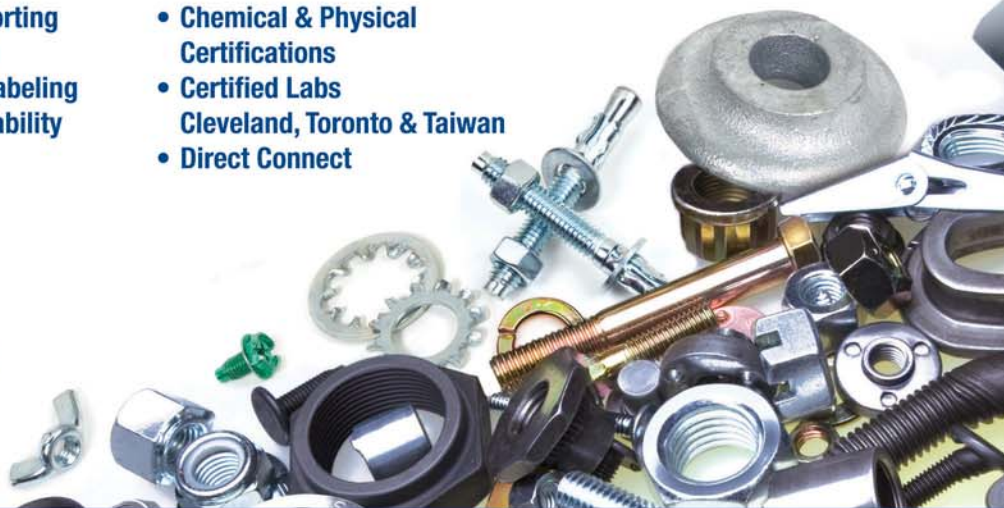
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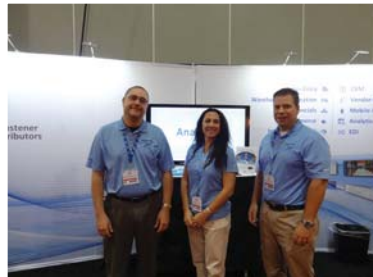
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DISTRIBUTOR NEWS

The Olander Company, Inc. is proud to announce the launch of its new website which can be found at www.olander.com.

The new website was built from scratch with new and existing customers in mind.

"We wanted to provide our customers a website that had a fresh new look and feel as well as user-friendly features," said Annie Olander, Chief Operations Officer.

These new user-friendly features include:

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The Olander Company carries an extensive in-house inventory with over 40,000 SKUs in stock, including a broad inventory of Heli-Coil products, notably Nitronic-60 inserts.

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The Olander Company, Inc. is a full line distributor of commercial and specialty fasteners, precision hardware, electro-mechanical components, tools, adhesives, and wire management products, offered in standard and metric sizes. They have been proudly serving the Silicon Valley since 1962 and are proud to serve over 45 different countries.

"We provide what you want when you need it," said Erin Olander Hurd, General Manager.

For more information contact The Olander Company, Inc. at 144 Commercial Street, Sunnyvale, CA 94086. Tel: 408-735-1850, Email: rfq@olander.com or visit the "new and improved" website at www.olander.com.

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SFA 2016 SPRING CONFERENCE & EXPO APRIL 6-8, HOUSTON, TEXAS

2016 Spring Conference & Expo

Marriott Westchase Hotel is the location and Houston, Texas is the host city for the 2016 SFA Spring Conference and EXPO. The Expo rotates every other year between the DFW Metroplex and Houston, Texas. 2016 will feature a different format than previous years. All activities have been moved up one day.

The Conference will begin on Wednesday, April 6, with an Opening Reception for full conference registrants. Thursday, April 7 will feature the Annual Business meeting and a morning seminar moderated by Matt Flajnik, SFA President and General Manager of American Anchor Bolt.

Golf outing participants will have the opportunity to play one of the most challenging courses in the Houston area on Thursday afternoon. Tour 18 features replicas of 18 of the greatest golf holes from around the United States and will challenge the skills of all golf participants. An additional activity is planned for non-golfers for Thursday afternoon. Details will be announced with the conference registration information in early January.

Thursday evening, SFA will host a rewards and recognition reception and dinner for full conference attendees.

Friday morning will feature two seminars prior to the opening of the Expo at 12 Noon. One seminar will feature Michael Rodriguez, The Fastener Connection and founder of AWATT. He will conduct an interactive seminar on recognizing and controlling violence in the workplace. The second seminar has not been finalized at this time.

The Expo will open at 12 Noon in the Marriott




Westchase Pavilion and will conclude at 4:00 P.M. Exhibit space can be reserved on the SFA web site at www.sfa-fastener.org. All events for the Spring Conference and Expo have been moved up one day from the traditional format. The change was made at the many requests of both exhibitors and attendees who want to be home with their families on the week-ends.

The 2016 Expo will again feature an AR-15 rifle as the grand prize of the Will Rodriguez scholarship fund raffle. Additional prizes will be included in the drawing. The drawing will be at the conclusion of the Expo on Friday afternoon at 4:00 P.M. Raffle tickets may be purchased on the SFA web site. Tickets are \$5 each or 5 tickets for \$20.

The raffle is a major source of funding for SFA scholarships. Scholarship applications and guide-lines for 2016 are available on the SFA web site. Deadline for applications to be received in the SFA office is April 1, 2016. SFA scholarships are awarded to Members of SFA, their employees and members of their immediate families.

Board Elections

SFA conducted elections of 2016 Officers during their September Board Meeting. Ron Garrett, SBS Industries, replaces Michael Rodriguez as SFA Chairman, Matt Flajnik, American Anchor Bolt, is SFA President, Tony Gross, Greenslade and Company, Vice President, Jason Looft, Winzer Corp, Treasurer and Chris Bell, G.L. Huyett Co., Assistant Treasurer. Joining the Officers on the SFA Board of Directors are Mike Bailey, Nucor Fasteners, Suzy Cravens, Advance Components, Craig McDaniel, ND Industries, John Kulasa, Nedcorp Industrial Fasteners and Billy Rackley, LTR Fastener and Supply. 



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JOE DYSART ROGUE CLOUD USE: VULNERABILITY AWAITING PLUNDER FOR FASTENER DISTRIBUTORS *from page 8*

Similar studies are uncovering similar devil-may-care attitudes towards the public cloud. A Nasuni report, for example, found that 20% of the 1,300 of management and staff surveyed regularly used DropBox to share and store work-related documents. And more than half of those surveyed did so even though they knew the practice directly violated company policy.

Plus, a study released by NetIQ, an enterprise software firm, found that 70% of IT execs believe public cloud services pose a serious risk to sensitive company data.

Besides risk off-site, public cloud use can also result in major security breaches within the walls of a company, according to security pros, since hackers can easily insert malware into the files of a public cloud account that they've breached, according to Jacob Williams, principal consultant, CSRgroup Computer Security.

Essentially, that malware is immediately downloaded to a company's network or employee's hard drive the next time that public cloud account sync's with the employee's computer. Often, that happens the very next time that employee logs into his/her public cloud account after it has been breached.

All that auto-syncing can also create additional risk for a fastener distributor if an employee is working with multiple devices. Subscribers to Apple's iWork for iCloud, for example – a suite of apps for the creation of documents, presentations and spreadsheets – are treated to auto-syncing of that iCloud data with every Apple device they own, according to Richard Walters, CTO, SaaSID, a Web application security provider.

In such scenarios, company IT may not even be aware that company data has been breached, since that data may walk out the door on an employee's iPhone that has not been secured for use on the company network.

Security pros also worry that unsecured storage of critical

company data in the public cloud represents a severe risk when an employee moves onto another company or organization – especially with an employee who is unhappy at work, and is planning an unannounced departure.

“Specifically, how do you know if malicious insiders are forwarding sensitive information to themselves, where it will remain available even if they're fired?” says Dan Ring, director of global communications, Sophos, a computer security firm.

Not surprisingly, public cloud services – as well as third party security providers – are the first to counter that they're on the job, and working to make public cloud apps more secure.


But security pros are skeptical. They cite a major security breach at Dropbox in 2012, when scores of IDs and passwords were stolen at other Web sites, and then used – with some success – to break into the Dropbox accounts of the victims.

Moreover, tech lifestyle magazine The Verge recently exposed a gaping hole in Apple iCloud security. It enabled anyone with access to a user's email address and birthday – easily available on the Web – to reset the password to that user's account, and then gain access to their iCloud account.

Apple quickly plugged the vulnerability. But one wonders how long the breach-waiting-to-happen would have persisted without a spotlight from a third party.

Someday, the rising concern over the vulnerability of the public cloud may produce security safeguards that rival those found on enterprise-grade networks.

But in the meantime, security pros advise fastener distributors to get the word out to employees, and to bone up on state-of-the-art best practices of working in the cloud.

A good place to start is the Cloud Security Alliance's “Security Guidance for Critical Areas of Focus in Cloud Computing – one of a slew of cloud security primers in CSA's research domain (www.cloudsecurityalliance.org/research). 



ABOVE: GOOGLE DOCS IS ANOTHER CLOUD CONVENIENCE THAT WORRIES SOME IT SECURITY DIRECTORS.






BELOW: MICROSOFT'S OFFICE 365, BASED IN THE CLOUD, COULD PRESENT SECURITY CONCERNS FOR SOME FASTENER DISTRIBUTORS.










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System Administrator

The System Administrator and his or her assistant should be chosen before the new system arrives. This person will be responsible for overseeing the physical installation or the Cloud implementation. They will also be responsible for supervising any data transfer or data entry that is required to begin the setup of the new system. Finally, they will supervise the step by step implementation and training on the software. This person does not need to be a technical expert, but they should have a detailed understanding of the company and a direct line to the President or CEO so that they can speak with authority. Some people are going to have to change their ways. They may have to do more in certain cases, so that other departments can have the information that they need. The System Administrator is the one who irons out all these issues.

Timeline And Goals

A timeline for training and testing should be established. This timeline is critical because the new system will affect every part of the business. All the people involved need to know when their part is going to happen so that they can plan for it. The timeline can be flexible, but if it changes, those changes must be communicated to all concerned.

Training And Sample Company

The training should take place in a small Sample Company. This company should have all the actual data that has been converted from the old system, but it should be in a "safe" area on the server so that people can experiment and learn the new system without the fear of corrupting data. The training should be scheduled in 2 hour time segments because studies have proven that is the way adults learn. An ideal arrangement is two hours of training and a week of part time practice. A follow up meeting a week later should be scheduled to answer any questions that have come up. We conduct all of these meetings online with our instructor explaining what to do and the client actually doing the work.

Real Situations

An important distinction between using a Sample Company as described and using a "Sandbox" to "play" with the system is the fact that in Sample Company, you use real data and you experiment with real examples of the way that you want your company to work. This method is so effective that our clients never run "dual systems" and they are able to go directly from Sample Company to a live system on the cut over date.

Regular Review

The System Administrator should have regular meetings with the staff and the software vendor to review progress and determine where you are on the timeline. The timeline is an important guiding document, but it should remain flexible and be revised as the implementation moves along. If the go live date is a month later but everything is done correctly; it is way better than hitting your proposed go live date and having so many loose ends that it takes three months to work out the kinks. Those should all be dealt with during the training and initial implementation.


System Output

As the training is in process, the System Administrator or a designated subject matter expert should be given the task of specifying and approving the design of each of the forms that will be produced by the system. The way your employees, customers and vendors perceive the system will be greatly affected by the forms that the system produces. If they are easy to read and a modern format, everyone will like it. If they are confusing and full of unneeded information, the system will be judged to be poor. Be sure that all the forms are reviewed and approved prior to going live on the system.



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Communication

Communication among your key people and just as important, communication with your software vendor, are critical to the success of the project. With the proper system, proper management attention and proper cooperation from you vendor you too can have a successful transition to your new system. 

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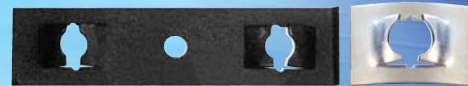
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- Extensive inventory of STI taps, drills & installation tools
- Prepackaged kits and assortments

For Plastic & Wood:

Press Inserts

- Flush, flanged & reverse slot designs
- Unified: 0-80 to 3/8-16; Metric: M3 to M6

Ultrasonic

- Tapered design in single & double vane
- Straight design in flush and flanged

Knife Thread

- Superior holding power in hard woods

Hex Drive

- Inexpensive solution for soft woods

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ROBERT FOOTLIK NOT SURE IF THIS WORKS, BUT.... from page 12

Combining a group of parts into one prepackaged kit can benefit everyone. Working backwards, a kit will help the assembler control their workspace and if properly designed insure that nothing is omitted. If there are 22 washers in the kit then there better be zero left over. With an ergonomically designed presentation method those parts can simplify the workstation and enhance productivity. Along the way there are fewer receiving, storage and picking steps for the customer's stockroom and less handling for your warehouse. How the kit is assembled will be covered later in this article. If a properly designed reusable container/tote/pallet is incorporated there are even environmental benefits.

Repair and Maintenance customers are somewhat more complex, but even here standard kits for common operations make sense. This is especially true for industries where removed fasteners are never reused. Aircraft and life safety related operations come immediately to mind. Pre-kitting the products will help insure that nothing is omitted or irresponsibly incorporated. In your warehouse items that are placed into a standardized shippable container means that slow periods during the day can be utilized to save time during peak operations.

Construction projects that are on tight sites, with limited budgets and strict schedules are another ripe candidate for pre-kitting the parts, with an added time dimension. Typically "J-bolts" are shipped and installed days or even weeks before anything is installed. Then washers and nuts are used to fasten structural components to the foundations. Creating job specific kits and shipping them for just in time use has real value on the construction site because this reduces storage and hunting time for the crews. An added advantage is that it also helps insure that the washers are actually used to prevent catastrophic failure at a later date.

Smaller contractors and tradesmen are harder to pin down and often need the most help. Trying to reach them individually is a waste of time and effort, but there are still avenues available for Synergistic Sales. Focus groups, customer advisory boards or just sitting down with the more creative and open minded people should generate valuable input.

With this background it should be clear that the Synergistic Sales concept has merit. And if you still doubt whether affinity sales and pre-kitting makes sense just go shopping on Amazon. Any item that you click on will bring up a list of other items that people, or you, also purchased on the same order.

Making Synergistic Sales Work In Your Context

If you have followed this logic so far then the next question is how to actually get the customers involved. The same Purchasing Agent you are currently working with might be your best ally. Ask them to set up a meeting with the production/assembly/crew chief and others who directly supervise the work of the company. Don't try to corner them on the phone or on the job. Offer to buy the lunch, dinner or even just coffee and get their attention by asking, "How can my company help you?" The essence is that you are there for them and are sincerely looking for ways to save them time, money, manpower and aggravation. This should get some attention once the initial shock passes.

Bring with a catalog of solutions to initiate the discussions and prime the creativity pump. This could be some of your own thoughts or an actual catalog from U-Line (www.u-line.com) or a materials handling and storage equipment source. Bend down the pages that you think might have merit and pass the book around asking for opinions and alternatives. This is a departure point for additional inspirations and ultimately even experimental products, tools and techniques.

A good place to start is with some alternatives to the traditional cardboard shipping carton. A reusable, returnable tote might make sense in any context. It's environmentally sound and can shift tons of cardboard to recycling instead of landfills. The automakers have done this for years and so can you. There are plenty of ways to do this using a variety of materials. Starting with a cheap corrugated tote and graduating to plastic corrugated (think Postal tray) or heavy duty plastic totes is an easy progression for experimentation before financial commitment.

Within these totes separators, dividers and reusable dunnage can complete a solution. For example, "Zip Lock" bags are more expensive than just thin plastic produce bags, but with multiple use and reuse the pricing actually will reverse. Plus there are other benefits that will be discussed later.

Standardized packaging also provides opportunities for enhancing the plant floor or job site. The psychological and morale benefits alone may make this into a winner, especially with a customer who is working against an ISO or other certification. Being more organized is definitely going to save the customer time and effort. This translates to loyalty that goes beyond pricing.

DISTRIBUTOR NEWS

International Fasteners

Inc. is pleased to announce that Joanne Bialas has been named Vice President of Sales and Marketing.

Joanne's expertise and knowledge of International Fasteners, Inc. has helped take IFI to greater levels.

Joanne has relocated back to corporate headquarters in Tampa, Florida.

For more information contact *International Fasteners Inc.* by phone at 1-888-241-0203, by fax: 1-888-241-2096, by email: sales@daggerz.com or visit them online at www.daggerz.com.

OBITUARY

Remembering Jim Marshall

Jim Marshall, founder of J&E Supply, Oklahoma City, Okla. passed away November 16 after several years fighting various health issues.

Founded in 1970, J&E Supply celebrated their 45th anniversary this past August.

The service as held at on November 19 at Oakcrest Church of Christ in Oklahoma City.

To make any further remembrances please visit www.tiptonchildrenshome.com.



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OBITUARY



Remembering Mary Ann Langholz

Mary Ann Langholz, 83, executive director of the National Fastener Distributors Association from 1976 to 1990, died October 24, 2015.

Survivors include her husband, Armin Langholz; son and daughter, Kevin and Lori; and grandchildren.

The family suggests memorial donations to the Armin P. Langholz Scholarship in Radio/TV/Film or charity of choice.

Messages to the family may be sent c/o Evans Funeral Home. Details can be found online at www.evansfuneralhome.net.

To illustrate these points, earlier this year I conducted some basic fastener training for a new client. They are a large organization with many moving pieces so that their executives are clearly busy people. On the first day of the training the president arrived in the classroom twenty minutes before the class and engaged me in conversation. He stated how appreciative they were to have me there to do this training for them. He then got up and spent about twenty minutes introducing me and explaining to his team why this and future training was so important to the organization.

Although I am perfectly capable of acting as a surrogate for my client's leaders, I also know that the impact of my explanation on these matters is far less than if one of their leaders had made it. Clearly, the first company has a culture dedicated to learning and training.

In another example, I've encountered companies where the leaders have told me that they either don't have time for training or don't need to learn anything new. Unfortunately, they do not realize the opportunity they lose by holding this attitude. Not only do they short change themselves from learning something new but they hurt their company. In the same way that a child looks up to his mom or dad and follows their example, so the attitude of the boss rubs off on their direct reports and permeates itself throughout the organization.

Learning starts with a company culture that embraces it. The desire to learn and the recognition that it makes the organization better and stronger must imbue the entire organization from the top all the way down.

Learning Is Strategic

In 2015 the Millennial Generation overtook the Baby Boomers and X-Generation by having the most participants in the work force. By 2025 nearly three quarters of the global workforce will be Millennials. At the same time Baby Boomers are retiring at a rate of about 10000 individuals a day. This generational shift is going to have a significant impact on what our companies look like in years to come. Companies that prepare for this change and recognize that it is a strategic issue will be far ahead of their competition.

Michael Porter, perhaps the world's most renowned expert on strategy, related in a Harvard Business Review article the idea of "Strategic Fit. This is basically the concept that knitting single, often ordinary activities together creates

a powerful strategic advantage that is hard or even impossible to copy. The classic proof of this concept is Southwest Airlines. Southwest Airline's model has been studied by many and their fundamental activities identified. Even though their activities have been parsed to the nth degree, and emulated by many other airlines, all attempts have been without success. This is one example that validates Porter's theory that strategic fit can prove a powerful differentiator.

In a similar manner, savvy fastener distributors can develop a model not easily copied by others. One of the elements of the model, however, will likely have to include how individuals are trained and developed. It would be imprudent to underestimate the strategic nature of these activities.

How Inclusive Is The Organization

Who does your company include in training? A company with a true culture for learning includes, perhaps even demands, participation by all employees, not just a select few. Companies often do a good job with select employee groups such as engineering, sales, or human resources, but not with all departments or employees. In fact, most companies seem reluctant to include non-office types or office clerical help any more than they absolutely have to, and top leadership almost always excludes themselves. Ironically, the value gained by having these two groups knowledgeable about the product and organization is equally valuable to the company as the more commonly selected groups.

Training sales should be an area of specific focus for organizations and will pay some of the greatest dividends. This should include both inside and outside sales. Sales people should have a good understanding of their company's products and be able to clearly explain these to customers. I once recall a salesman telling a potential customer about a new thread forming screw. During his discussion he claimed that the new screw allowed you to reduce the material in the mating boss by 100%. Whether a careless remark or just an overzealous slip, this super "airboss" claim ended up turning off the potential buyer, an engineer, who knew such a claim could not be true. Sales are lost in very similar ways every day of the week because sales people are not appropriately knowledgeable about their products.

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CARMEN VERTULLO TO BAKE OR NOT TO BAKE? *from page 26*

Taking it from the top, let's answer some of those questions.

Why Do We Bake?

Applying heat to any material causes greater mobility of its constituent atoms and molecules, especially those that are not bonded to others, such as atomic hydrogen. When heat is applied the hydrogen becomes highly mobile in the metal matrix and eventually finds its way to the surface or some other area in the matrix where it becomes trapped. The trapped hydrogen is no longer available to become a cause of HE. The hydrogen that reaches the surface will escape to the atmosphere. Basically, baking removes the hydrogen that is produced in the plating process and renders the otherwise HE susceptible fasteners safe to use.

At What Temperature?

When you think of HE relief baking temperatures think of baking a cake or bread. It is not a very high temperature compared to the heat treating process. The higher the temperature the faster the HE will get out, but just like we don't want to burn the bread, we don't want to damage the material or the coating of the fastener. Baking for HE relief is not a heat treatment and does not in any way change the mechanical properties of the material in terms of strength or hardness. We must not heat the material above the tempering temperature of its heat treatment and we must not risk degrading the plating metal, with a reasonable safety margin. As an example zinc melts at 419°C and cadmium melts at 321°C. With that in mind, specification established baking temperatures vary but are generally 190-220°C (375-430°F) with cadmium on the lower side due to its lower service temperature. Most platers use 375-400°F.

What Fasteners Require Baking?

This is the question that brings the most concern and confusion. When I first came into the industry about 25 years ago it was SAE J429 Grade 8, ASTM Alloy Steel Socket Screws, ISO 898-1 PC (property class) 10 .9 and 12.9 bolts and screws, tapping screws with a high hardness and anything hard and springy like roll pins and lock washers. This was based on the belief that steel with a core hardness of about HRC 36 and above was where HE susceptibility becomes an issue. We now know that HRC 39 and below products have very low susceptibility to HE so grade 8 and PC 10.9 that are in accordance with their specifications do not require baking. We also know that core hardness is the controlling factor and fasteners with high surface hardness but controlled core hardness are less susceptible. This is reflected in current plating specifications such as ASTM F1941/F1941M.

In terms of where the most risk is, without question it is with ASTM A574 and ISO 898-1 PC 12.9 Socket Head Cap Screws. These are the products where we see the highest incidence of HE. Other socket screw configurations in this strength range such as button heads and flat heads are equally susceptible and certainly should be baked. However, we see fewer HE failures with these screws because they are most often not used in high stress applications. The same is true of some tapping screws which may be incapable of achieving the stress necessary to activate the HE process before stripping. A baking decision based on the application if the application is well understood may also be part of an effective and economical HE risk management strategy.

It is important to know what the hardness of the actual fastener material is. Just because the specification says the product is supposed to be HRC 39 maximum does not mean that the particular lot of fasteners you are plating, or every fastener in that lot is HRC 39 maximum.

What Fasteners Do Not Require Baking?

Take the list of all fasteners and subtract those that require baking and you have the list of those that do not, except for those that do. This means that there are some fasteners that do not require baking normally, but because of an obsolete specification or an uninformed customer, baking is specified. Some OEM's and some plating specifications may require baking non-susceptible products and even those with much lower hardness. The supplier should not deviate from these requirements without first consulting the customer. There are also customers and suppliers who simply do not want to risk any chance of HE so they bake everything that gets plated, or they bake Grade 8 and PC 10.9 and above. Strangely, these same customers are unaware of the proper way to manage HE risk and they think just throwing money at the problem will make it go away. They apply a half-measure to all fasteners and fail to apply a full measure when it really matters.

Which Ones, If Any, Are Borderline?

There are a few fasteners where the answer to the HE risk question is "it depends", and so a decision has to be made. An example would be Grade 8 bolts where the supplier does not have confidence that the product is fully within the specification limitation of HRC 39 maximum for Grade 8 (you might ask why are they selling this product in which they do not have confidence? – that's the topic of a future article). Another is self-drilling screws, which depending on the material and the coating may or may not present a risk of HE.



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Let's face it, our Sales Force is old, but "experienced and knowledgeable." Not knowledge that comes from electronic seminars, not from books, this is knowledge that comes from years of crawling around jobsites and manufacturing plants, asking questions, solving problems and sometimes being "Chewed Out" by customers. The "Dumb Rookie" mistakes we made fade from memory and our daily experiences become part of our "Bank of Knowledge."

Why did I pick this subject? Who cares about old salesmen and older stories? Any user who has called an importer with a problem call cares. In my years of selling I have never encountered an overseas manufacturer making "house calls." Only Domestic Producers care enough to problem solve, to make the end user feel important.

Experience and Customer Service has a cost. Unlike some

importing distributors, domestic manufacturers employ a trained sales staff. A properly trained sales staff benefits employer and customer alike. This comes at a cost that is ultimately passed on to the end user. Did it really cost, or did the customer receive a benefit. Recently, one of our Salesmen learned that a customer was switching to an import product because of the cost of our domestic fasteners. We were too expensive in his eyes. Our man asked, "How many screws would be used to erect the building being discussed?" The answer, at least 2,000 screws, the extra cost, \$20.00. One Penny per screw extra to erect a 40' x 60' structure with 12' sidewalls. The cost of the complete building, more than \$30,000. Twenty Dollars extra to avoid chipped, peeling paint on the fastener heads. Powder Coating, considered by the customer to be an extra expense, became a positive selling feature after the salesman pointed out the advantages, including no call backs for peeling, fading fastener heads.

The next time you see an old guy with something to sell, give him a listen, he may know more about your needs than you do. 

BUSINESS FOCUS ARTICLE

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MFDA CELEBRATES ITS 20th GOLF OUTING

The MFDA held its 20th Annual golf outing September 20, 2015 at Northern New Jersey's Crystal Springs Golf & Resort Club. Nearly 90 golfers came out on a spectacular fall day to play at Wild Turkey Golf Course.

Golf Chairman, Ken Schneeloch (McCormick Associates.) was thrilled with this year's turnout.

Each golfer received a 20th Anniversary 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!!! Eco-friendly golf company, Dixon Golf came to run 2 additional contests, one involving hula hoops. There was certainly a lot of action out on this premier golf course. And, 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.

Congratulations To Our Winners

First Place

Wolke Chiropractic Team: Anthony Wolke, Dave Fano, & Lou Mizraji.



FROM LEFT TO RIGHT: RICK YANNI, GARY COAR, JOHN CONTE AND RICK LUBKER



FROM LEFT TO RIGHT: NANCY MONTESANO, KEN SCHNEELOCH JR., DAVE SCHUSTER, AND BRIAN EAKINS

Second Place

John Conte (Fall River), Gary Coar (Aluminum Fastener Supply Co.), Rick Yanni (Yanni & Associates) & Rick Lubker (Lubker Distribution).

Closest to the Pin

Dave Fano

Long Drive Men

Pat Shea (North East Fasteners)

Long Drive Women

Tammy Work (Advance Components)

Pink Ball Contest Winner

Team Kanebridge: Vic LaPoma (Kanebridge Corp.), Mike Sutphin (Kanebridge Corp.) & Dennis Shanahan (Mutual Screw & Supply)

We attribute the success of this event to the generosity of our hole sponsors and prize and raffle contributors.

Thank you to all of you!

MFDA 20th ANNUAL GOLF OUTING & COCKTAIL PARTY WILD TURKEY GOLF COURSE - SEPTEMBER 20, 2015





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DISTRIBUTOR NEWS

Prospect Fastener,

announced that it will now distribute Davies Molding Knobs and Handles – giving Davies' customers access to their products in specific quantities and packages.

"It is our goal to get products to our customers how they want them and when they want them," said Rich Pratt, Jr., V.P. Quality Assurance for Prospect Fastener. "We inventory Davies products so our customers don't have to – and they have faster access."

"We provide a transparent gateway to branded, American-made products," said Ryan Pratt, V.P. Operations for Prospect Fastener. "Davies is another example of a great American manufacturer for whom we can distribute value. High quality manufacturers like KMC and Rotor Clip depend on us to deliver for the - and we do."

Davies Molding was founded in 1933 in Chicago, IL. Today, Davies operates out of a 99,000 square foot facility and is the largest manufacturer of plastic knobs and handles in the world.

Located in Wauconda, IL, Prospect Fastener is a Master Distributor of Value. Nationally known and respected distributor of retaining rings, clips, clamps, pins, assortment kits and more.

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SEFA OFFERS FASTENER BASICS PROGRAM

SEFA's first training program- Fastener Basics was held on September 2nd and 3rd in Marietta, GA.

Our goal was to have 20 attendees for the initial program and we had eighteen students. This program covered subjects such as materials, manufacturing processes, and part identification.

Participants were shown the difference in head markings and how to recognize various parts. Other areas covered were blue print/ specifications, product quality, secondary processes as well as how to order correct items.

The presenters used sample parts, demonstration videos and other avenues to educate all that attended.

SEFA Thanks The Presenters

SEFA was very fortunate for the presenters who donated their time and shared their knowledge:

Mike Broome

Falcon Fastening Systems

Gary Todd

Vertex Distribution,

Ed Self

Birmingham Fastener

Paul Sellers


G.L. Huyett,

Bill LaRock

Bamal

Terry Windham

Dixie Industrial Finishing

There was something new for everyone, even myself. We extend a big thank you to all who attended and especially the multiple companies that helped make it happen. Stay tuned for more educational material to come. 

After the shape of the bar stock is completed, the bar is then cut into small sections that will represent the body of the fitting. The ends are machined to form male threads or ports, then drilled and tapped or threaded and chamfered where necessary.

Typically, the type of brass used is a high grade SAE C36000 brass which provides a tensile strength of 58,000 PSI and a yield strength of 50,000 PSI. Since brass is a soft and malleable material, its yield strength becomes extremely important. Even though the tensile strengths of the forged fittings and the extruded fittings are very close, the yield strength of the forging is only 23,000 PSI compared with 50,000 PSI for the extruded fittings. This difference results in product dependability, reduced chance of thread failure and leaking and provides total optimum performance.

Pipes

Pipes are used for long runs, usually in a straight line. It is a rigid connection for large flow volumes and where disassembly is infrequent or not expected. There are three types of pipe; galvanized steel, black steel and brass pipe.

Galvanized steel pipe is used of air and water systems. Due to the coating, it cannot be used for hydraulic fluid flow. Pipes conforming to ASTM A120 may be used for air brake lines as per SAE J1149 Type 2.

Black steel pipe is used for gas and hydraulic systems.

Brass pipes are used for water lines and low pressure oil and air systems.

Pipe Threads

A pipe thread is the most commonly used thread form in manufacturing brass fittings as well as many hydraulic hose end fittings. Although common, pipe threads are rather confusing. Misuse of this thread form can result in leakage in a system which can cause catastrophic damage to equipment.

When attempting to measure pipe threads, it appears that there is no relationship between pipe size and the actual measurement of the pipe itself. This is when pipes and pipe fittings were first introduced in the late 1800's, pipe size was originally determined by the inside diameter. The original pipes were made of cast

iron: a very easy and available process then. When the mating thread sizes were established, the cast iron had to have a thick wall section to provide adequate strength, since cast iron is not that strong.

As methods improved for producing stronger pipe, it was no longer necessary to retain the thicker walls because the welded seam or seamless pipes were much stronger. However, it was necessary to retain the original outside diameter (OD) of the pipe and thread dimensions of the newer pipes and fittings to be compatible with the pipes already in service. Therefore, the manufacturers increased the inside diameter (ID) of the pipes to make up for the thinner walls. To make sure that all pipes and pipe fittings mated, all pipe sizes are now measured by the OD.

When trying to measure a tapered pipe fitting at the very end of its taper, it is easy to see a 3/4" fitting does not measure 3/4" anywhere. To determine the pipe size for all NPT and NPTF fittings, take a measurement of the thread diameter at approximately the third thread from the end of the fitting, and then subtract 1/4". That will determine the pipe size.

Pipe Thread Design

Most pipe threads are tapered. There are some permanent crimp hydraulic fittings that are tapered and some that are straight. Know the difference to avoid damage. The taper is necessary since the sealing occurs in the threads themselves. When installing a fitting into a port (tapped pipe threads into a body), the threads of the fitting are becoming wider. If improperly installed, hair line cracks around the port thread will occur because the fitting was installed too far and was overtightened.

The taper thread form helps to create a seal but the major sealing effect is due to the threads being crushed together. The first type of thread design was the NPT, National Pipe Thread Tapered and is still in use.

The NPT threads are similar to the mating threads of a nut and bolt inasmuch as there is a gap tolerance between the thread roots and crests. When the threads engage, the thread flanks may provide an interference fit, but there is that small area at the crests and thread roots where there is no metal-to-metal contact and spiral leaking occurs. This can only be prevented by using some type of pipe sealant.

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JIM STEELE A NEW WASHER CAN ACCURATELY MEASURE A BOLT'S CLAMPING FORCE *from page 30*

Tests getting underway now will involve determining an appropriate low-cost material in which to embed the piezoelectric filaments, vibration and temperature testing and trials to accumulate the data necessary to provide accurate preload readings.

"Two things we are after are accuracy and to keep the costs down," says Dr. Wang. "We want to test so that we can be sure that when a technician tightens a bolt he gets that specific value he is looking for every time."

Because a piezoelectric load cell is ceramic and fragile, the tests will also provide information about optimizing washer design to avoid breaking the sensing elements.

"You don't want a force directly applied to the piezo matter; you will break it," Dr. Wang says. Since that renders the washer's measuring capability useless, the washer's metallic elements must be designed to carry the majority of the load.

"We are also looking at what type of material we should use to surround the piezo material that will protect it best," he says. "That way we can be sure the piezo element will provide an accurate reading and not break."

If the elements can be preserved, the washer could be used many times.

"There should be no reason," Dr. Hissam says, "that it can't be reused."

About Dr. Gang Wang


Dr. Gang Wang, Assistant Professor, Department of Mechanical and Aerospace Engineering (MAE) at the University of Alabama in Huntsville (UAH) –Dr. Wang received MS and PhD degrees from the University of Maryland, College Park, in Aerospace Engineering from the Alfred Gessow Rotorcraft Center in 1998 and 2001, respectively. His areas of research include: Solid Mechanics; Adaptive Structures; Rotorcraft and Emerging Technologies. Before joining UAH in August 2010, Dr. Wang was employed with Techno-Sciences Inc. as a Principal Engineer. He directed and performed research

development focused on rotorcraft systems technologies, smart materials, advanced actuators and controls for vehicle performance enhancement, vibration and shock control, mechanical and dynamic analysis, and test and evaluation of prototype aerospace systems. He has authored 24 archival journals and presented more than 35 technical papers in professional conferences related to smart structures and structural dynamics research. Due to his exceptional contribution, Dr. Wang received the American Institute of Aeronautics and Astronautics (AIAA) National Capital Section's prestigious Young Engineer/Scientist of the Year Award in 2006.

Dr. Wang is Technical Committee member of the Adaptive Structures & Material Systems Committee (ASMS) under Aerospace Division of the ASME. He is a co-inventor of three US Patents. Dr. Wang is an Associate Fellow of the AIAA (elected in 2013) and a member of the ASME and AHS.

About Dr. Andy Hissam

Dr. Andy Hissam, the Team Lead for the Propulsion Detailed Design Branch (ER34) at the Marshall Space Flight Center (MSFC). Dr. Hissam earned his PhD and MS degrees in mechanical engineering from the University of Alabama in Huntsville and his BS degree in mechanical engineering from the University of Kentucky. In addition, Dr. Hissam has a BS degree in geology, also from the University of Kentucky. He has been a registered Professional Engineer (PE) in the state of Alabama since 1998.

His interest in threaded fasteners started as a co-op student in the late 1980's. Working at a small research and development firm, he learned about fastener preload and its importance in the safety and reliability of joints. Since then, he has worked on hundreds of mechanical designs that rely on fastener preload to operate properly. Dr. Hissam currently has over 25 years of experience in functional and detailed mechanical design, working at the MSFC since 1991. Over this time, he has supported a wide range of projects involving both traditional and advanced propulsion systems. In almost all cases, these systems relied on preloaded fasteners. 



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MWFA SAVE THE DATE - 2016 MWFA EXPO & GOLF OUTING from page 54

Print Reading Seminar

The MWFA first Print Reading Seminar attracted students from one to fifteen years experience in the fastener industry. Mike Henry of MKH Sales & Associates, with 37 years fastener manufacturing experience, conducted this seminar sharing his engineering skills. Mike has worked all the facets of the industry; He started as a Tool & Die maker, progressed to Engineering then Manufacturing Management and finally VP of Sales. This career progression prepared him to start his own Sales Agency.

This seminar taught students the importance of print reading knowledge especially to avoid costly errors. Hands on identifying product to print-to-print problems and creating their own prints added an easier understanding of prints. Thank you to Mike for sharing his expertise.

MWFA Welcomes New Members

Adams Magnetic Products

Elmhurst, IL

Distribution One

Mount Laurel, NJ

Eurolink FSS

Greer, SC

Greenslade & Company

Fort Worth, TX

New MWFA Directors Elected

On November 5th, the Annual Board of Directors elections were held. The three newly elected Board Members are:


David Gawlik

All-Tech Hardware LLC/Autocraft USA

Jeff Adams

Wing-Hamlin Co. Inc.

Tim Wiedmeyer

Matenaer Corp. 

[d] Standards in the revision process**continued....**

ASTM A354 Standard Specification for Quenched and Tempered Alloy Steel Bolts, Studs, and Other Externally Threaded Fasteners. Some weaknesses in the standard were discovered as a result of the threaded rod failures on the Bay Bridge. The committee is proposing that a higher grade of alloy steel be required for sizes over 2-1/4 inches to assure better hardenability plus Charpy testing and cross-sectional hardness testing for sizes over 2-1/4 in. The second ballot was closed in July with a few negatives which were resolved and agreed on in web conferences. A third ballot opened on October 2, 2015.

ASTM F606/F606M Standard Test Methods for Determining the Mechanical Properties of Externally and Internally Threaded Fasteners, Washers, Direct Tension Indicators, and Rivets. A ballot opened October 2, 2015 to clarify that a single bolt or screw cannot be tested for both yield strength and then wedge tensile testing.

ASTM F2282 CHQ Rod and Wire Requirement. A working Group coordinated by IFI staff:

Working Group Objective: The objection of the F2282 steel cleanliness working group is to define a means of measurement and establish an unacceptable level of abnormally large exogenous inclusions that contribute to non-classical fastener failures (i.e. torsion, tensile, fatigue, or intergranular).

Rationale for revision of ASTM F2282: There are infrequent failures of fasteners that cannot be explained by the classical failure modes of torsion, tensile, fatigue, or intergranular that can be at least partially contributed to the presence of abnormally large inclusions. The purpose of this proposal is to establish a means of measurement and limits for the detrimental, unacceptable size of exogenous inclusions in fastener materials.

There were two web conferences in September and another is set for October 9. Periodic conferences will continue until the standard is revised to reflect the results of this working group.

ISO 4042 Electroplating finishes for fasteners was discussed at the ISO TC 2 meetings in Paris during the third week of October. The majority of the work was on Appendix B which addressed hydrogen failures and how to manage process variables to decrease its potential effects of hydrogen. Work is also under way on Appendix D dealing with the effects of plating on threads and how pre-plate threads may need to be adjusted to provide

adequate room for plating and coating buildup. At the ad hoc working group meeting in June 2015 in Paris it was decided that ISO 4042 is now ready to be presented for first ballot before the end of 2015. This will be discussed at the October 11 – 17 ISO TC2 meeting in New Orleans.

ISO 898-2 Mechanical properties of fasteners made of carbon steel and alloy steel - Part 2: Nuts with specified property classes - Coarse thread and fine pitch thread – work is under way to adjust minimum hardness values of various styles and grades of nuts to meet the published proof load values in the current draft. At the ad hoc working group meeting in June 2015 in Paris it was decided that ISO 898-2 is now ready to be presented for first ballot before the end of 2015. This will be discussed at the October 11 – 17 ISO TC2 meeting in New Orleans.

ISO 3269 Fastener acceptance. At the ad hoc meeting in Paris in June, 2014, it was agreed to use the c=0 plan (similar to ASTM F1470 and ASME B18.18) as a receiving inspection plan at the purchaser's option. At the ad hoc working group meeting in June 2015 in Paris it was decided that ISO 3269 will be revised once more by the working group. This will be discussed at the October 11 – 17 ISO TC2 meeting in New Orleans.

ISO 6157 Fastener surface discontinuities was discussed in Paris in October 2013. Work will continue in the working group in 2016.

ISO 2320 Locking nut performance – Work progressed on this during the October 2014 meeting in Milan. This will be worked out during the balloting process. A ballot was issued in July. The results of the ballot will be reviewed at the annual ISO TC2 meeting in New Orleans in October 2015.

ISO 1891-4 Terms and terminology related to quality assurance. This is being balloted for approval to begin the formal balloting process in the near future. This is likely to be approved and the first content ballot should be voted on before the end of 2016.

SAE J1237 Metric Thread Rolling Screws. At the meeting in September 2015 the negatives from the previous ballot were resolved and a final ballot was approved for processing before the end of 2015.

2. Standards Organizations Meetings

ASTM F16 Fastener Committee will meet in Tampa, Florida on November 15 through 17, 2015.

For more information contact techinfo@indfast.org. 

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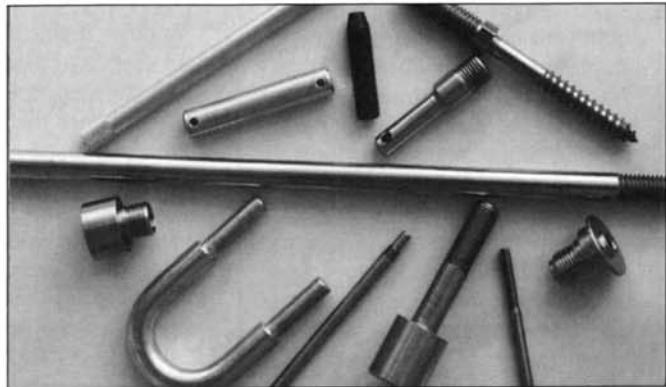
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The company makes no promise of specific benefits and turns over to the worker the decision of how much to set aside in savings and, subject to a menu of investment choices, just how these funds will be put to work. In lieu of what was once the funding of premiums, employers often provide the equivalent of profit sharing which may be in the form of discretionary contributions to the 401K balance or a matching of the employer contributions up to a certain amount.

So, since the 401K's were intended to take the place of the once widespread private pension plans, why are so many workers approaching retirement with little or nothing saved? There are quite a few reasons.

[1] Since the basic impetus for savings growth must come from employee savings, if workers do not, or cannot afford to contribute then they will not amass savings. Even if companies match contributions there will be none if the employee does not get things going by starting to make elective contributions.

[2] Fluctuating stock markets have not only hit accumulated employee balances hard, but market “crashes” in 1987, 2001 and 2008 have scared off many small investors from balancing their portfolios with the equity stock funds that give a chance at long-term appreciation.

[3] Years of unexpected near “0” interest rates have limited the growth of those with very conservative bond and fixed income portfolios.

[4] A healthier population expects to live longer, thus making what might have been an adequate retirement next egg insufficient for projected needs.

[5] As companies have sought to hold down expenses in an increasingly lean and mean business environment, their profit sharing contributions have not kept pace with what would otherwise probably have been an “indexed to inflation” rise in benefits had the private pension plans not ended.

As the defined benefit pension plan has disappeared from the world of private for-profit companies it still remains a staple of public employee compensation programs. Negotiated by public employee unions with political leaders who would not be around to see the plans fail in later years (or whose constituent base included affected union members and public employees) these public plans are beginning to place unbearable burdens on government


budgets. The political will is usually not there to do what private businesses en masse did during the 1990's and early 2000's— that is convert their retirement plans to defined contribution programs in the form of 401K's.

So, what are companies (and in particular small distribution firms like ours) to do as they see their workers failing to amass adequate retirement savings?

Companies can and should increase their education efforts to encourage employees to begin saving, and the earlier in a career the better. Communication programs should emphasize the company's profit sharing component, matching if it exists (or consider adding that feature), and the power of long-term compounding on savings.

Investment options can be increased to provide desirable options for employees in all various circumstances. The ability to easily access and interact with investment choices with few restrictions is helpful. Time restrictions and frequency limits of trading by participants on-line should be kept to a minimum so participants feel fully in control of their money. The ability to access funds through loans and hardship withdrawals should be fully explained so people do not feel they are “trapped” in the 401K until the magic permitted withdrawal age of 59 1/2 arrives.

The concept of automatic enrollment might be considered whereby a set percentage of employee paychecks will be contributed unless the employee specifically “opts out” of contributing. Apparently studies have shown that the majority of employees will just let it ride, and thus they start on the road to building retirement savings.

If employees are encouraged to make earlier and larger contributions to their retirement plan it will lead to increased satisfaction with the benefits their company is offering. It will allow them to move steadily to a retirement at reasonable expected ages without many of them being forced to “hang over” for years of limited work productivity which might impede upward mobility for younger staff seeking to move up within the organization through promotions. Further, it helps you as the employer to truly help meet the social obligation which the nation expects companies to fulfill in providing a counterpoint to Social Security as a financial foundation of a successful post-professional life for our citizens! 

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KATO Fastening Systems, the original inventor and manufacturer of the bi-directional Tangless® CoilThread® insert, is introducing the next version of the most powerful product search App for helical coil screw thread inserts and tools.



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Quality control is critical because even small defects can cause big problems in working with lightweight materials, such as having to rework engine blocks if male threaded fasteners strip out of threaded holes. If there's an obstruction in the SPR bore or the dimension is wrong, the rivet may also fall out or not sit flush, which can become a potentially serious, visible quality issue.

Higher Resolution, 3D Inspection

To address these production and quality issues, the increasing use of lightweight materials is requiring high-speed 100% fastener sorting as well as more inspection capability from fastener sorting machines.

"While in the past it was ok to look at a fastener's silhouette to see if it had a thread or gross thread damage, now sorting machines need the ability to find any defect," says Nygaard. "Thread damage can be anywhere, and if you're not looking at it from 360 degrees, that burr will get you."

Today laser and vision-based machines can provide 100% high-speed 3D fastener inspection. Some use 3D information from multiple laser beams to detect defects that may only be on one side of the part such as damaged threads. Laser topography, in fact, can provide a detailed 3D image of the part, detecting dents, flatness, chips, and dimensional characteristics.

Other measuring machines use a series of advanced vision systems to detect defects. Such a multi-view system can provide images from all around the part for greater than 360° coverage, plus an ability to measure all dimensions and find visual defects such as cracks, scratches, porosity, and laminations.

Some advanced optional sensors can also provide an



Fastener manufacturers must inspect each piece for small visual imperfections like burrs, scratches, thread damage or head cracks to dimensional measurement such as thread parameters, lengths, diameters, tapers, radii, straightness, perpendicularity, recess depth, and head protrusion.

axial view vision, so the camera can "see" the side of the fastener head or flange to detect cracks or recess defects. In addition, an internal viewer lens can expand the view inside the part, providing complete detail of ID threads for a full 360 degree view of the entire length, to detect very small defects.

Eddy current sensors can also detect metallurgical defects such as in plating or heat treatment, which can help to prevent premature fastener rusting as well as cosmetic defects. This can be vital in safety critical parts such as a wheel bolt, which may be subject to constant vibration or weather exposure.

While the most precise high resolution, fastener inspection machines can measure with as little as 2 microns of total error, typical equipment can be several orders of magnitude less precise.

"Eliminating defective parts is all about precision and repeatability," says Nygaard, whose company General Inspection has over 40 patents or patent pending for high-speed measuring and sorting fastener inspection systems.

WOMEN IN THE FASTENER INDUSTRY

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WIFI SCHOLARSHIP RECIPIENTS

The Women In the Fastener Industry (WIFI) scholarship committee is happy to announce the 2015 recipients of the Ann Bisgyer Wolz Scholarship and the Edith Cameron Scholarship.

Gloria Medina of Interstate Threaded Products, will attend classes at the Fastener Training Institute as the recipient of the Ann Bisgyer Wolz Scholarship.

Nora Hluz, of Brighton Best International, is the recipient of the Edith Cameron Scholarship and has attended the 2015 National Industrial Fastener & Mill Supply Expo in Las Vegas.

“This year’s applicants were all outstanding women in

the industry, making it a difficult decision,” said Cris A. Young, president of WIFI. “We believe that Nora and Gloria will gain valuable experience and knowledge of the industry through this opportunity and then use it to advance their careers.”

WIFI is a non-profit organization that provides mentoring, networking and educational opportunities for women employed in the industrial fastener industry. We welcome corporate sponsorships for events and scholarships.

For more information about WIFI membership, scholarships, and events, please visit www.fastenerwomen.com.



ASSOCIATION ARTICLE

WOMEN IN THE FASTENER INDUSTRY

WOMEN IN THE FASTENER INDUSTRY NETWORKING EVENT, NIFMSE - OCTOBER 21, 2015



Where Is The Real Knowledge?

BENGT BLENDULF TAKES A DEEPER LOOK AT BOLTING AND FASTENING TECHNOLOGY

CONTINUED FROM PAGE 22.

The work with the original VDI 2230 started in the 1970's and is an ongoing process. No country, maybe except for Sweden, has put so much work into the understanding of fastening technologies as the Germans. The US has always been the world leader when it comes to the development of fastener products and fastening systems, but we are still lagging in basic joint technology. That is why the BTC was formed in the first place.

Education

Our current college education in this area is not impressive. I find a proof of that every time I teach my engineering course "Fastening Technology and Bolted/Screwed Joint Design" for graduated engineers. My teaching is based on my many years of experience in the fastener business and I have augmented that with the calculation methods and the recommendations from VDI.

All technical people in our business are not design engineers, but need to have some solid, basic understanding of fastening technology. In cooperation with IFI I authored the book "Mechanical Fastening and Joining" which should give the reader a broad and practical knowledge on a relatively easy to digest level. The book is priced at \$125 and would be a great investment to all distributor personnel. Why not give all new employees a good start in the business with that book. Contact IFI at www.indfast.org for more information. **BB**

Useful contacts for fastener education

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Fastener Training Institute (FTI)

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EduPro US, Inc.

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DISTRIBUTOR NEWS

SC Fastening Systems, LLC, has been recognized as one of Crain's Cleveland Business' 52 Fastest Growing Companies for 2015. Chosen for demonstrating an entrepreneurial spirit, innovative business tactics and skyrocketing revenue growth, SC Fastening Systems is proud to be among this year's 52 honorees.

In nearly 20 years of operation, SC Fastening Systems has grown to become a preferred industrial distributor and sourcing specialist for many OEMs. Primary product lines include fasteners, concrete anchors, cutting tools, abrasives, hydraulics/pneumatics, welding supplies, janitorial and safety supplies, specialized packaging as well as specialty fasteners and hardware. Helping them operate more efficiently was their move in 2013 to a new 23,000 square-foot facility in Macedonia, Ohio. It is four-times the size of their previous facility and has a convenient retail showroom where customers can purchase a wide selection of products from friendly, knowledgeable staff without the hassle of navigating a big-box store.

"We started this business with only three employees and the vision that the relationships we build with our customers are just as important as the quality products we provide," notes Chuck Domonkos, CEO. "We pride ourselves in knowing that as we've grown, our customers have come to count on us as a reliable, honest and innovative partner within their supply chains," adds Scott Filips, President.

An awards reception honoring the 52 companies took place on November 4, 2015 at the Near West Side Theatre in Cleveland, Ohio. Formerly known as Crain's Fast 50, the Crain's 52 Fastest Growing Companies list reflects the spirit of Cleveland's most iconic structure - the historic Terminal Tower Building, which is 52 stories tall. Crain's 52 will tell the accomplishments of Greater Cleveland's future "skyscrapers of business" — the 52 fastest-growing companies in the region. Both Filips and Domonkos will be present at the event to receive this exciting recognition.

For more information contact SC Fastening at 8531 South Freeway Drive, Macedonia, OH 44056. Tel: 1-800 232-2659, Fax: 330-468-3302 or online at www.scfastening.com.

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And Finally Some Limits!

It's been over 10 years since The American Jobs Creation Act of 2004 was enacted, altering the Manufacturing Deduction. Since then, practitioners have been working hard to find limits on where Section 199 of the Internal Revenue Code stops with not a lot of guidance regarding where that might be. In the pharmacy case mentioned above, that same pharmacy that was allowed the deduction for the photographs was not allowed the deduction for transferring images to CD's and DVDs. This is significant in two ways: 1) the case shows that two separate products, though connected in origin and following a similar process, are not necessarily qualifying activity or non-qualifying activity when the final sale is made. And 2) the ruling shows and distinguishes what is a manufactured item and when a sale is actually a service.


In a directive (published in March of 2015) the IRS distinguished the activities that do not qualify: Cutting blank keys to customer specification, Mixing paint and paint coloring agents, Applying garnishments to a cake that is not baked where it is sold, Sorting agricultural products in a controlled environment to extend shelf life, and Maintaining plants and seedlings.

The Deduction

The deduction is equal to a phased in percentage of the lesser of the following amounts: 1) Taxable Income or 2) Qualified Production Activities Income. Taxable income is self-explanatory, no adjustment must be made. Qualified Production Activities Income (QPAI) has been defined as being a manufacturer's domestic gross receipts reduced by A) cost of goods sold allocable to QPAI receipts, B) other deductions, and expenses allocable to QPAI receipts, and C) Indirect costs associated with QPAI.

Initially, the deduction started at 3% for 2005 and 2006. For 2007, 2008, and 2009, the deduction percentage was doubled to 6%. In 2010 AND THEREAFTER, the deduction percentage is 9%.

Conclusion

You will notice that this deduction does not sunset as many other tax credits and deductions have. This law provides for uninterrupted, low taxes in future years. If you think you have an operation that may qualify or would like to save on taxes, contact the professionals at The Center for a determination and strategy. 

BART BASI

YOUNG FASTENER PROFESSIONALS - SPEED NETWORKING EVENT, NIFMSE - OCTOBER 21, 2015



more photos on page 164

BAY SUPPLY LET BAY SUPPLY BECOME YOUR INVENTORY MANAGEMENT PARTNER *from page 65*



All the top brands available in stock, 24 hour order shipment with blind delivery with your logo, and all at the lowest possible price. That's the Bay experience with a click of a button on the most advanced order management processing system in the industry.

The cost to become a distributor of Bay Supply is free. Distributors receive all the ordering services, technical support staff, access to our multi-million dollar warehouse of top brands, free shipping services to domestic customers and quantity discount pricing. International shipping is also made easy with instant pricing and processing upon checkout.



Bay Supply's philosophy is summed up in a recent talk with Cliff Bernard, Bay's CEO. "Any distributor in business today has to face the challenge of warehouse and inventory management. Too much inventory ties up critical operating capital and too little results in losing a customer to the competition. As we move into the next few years our industry is going to become more and more transparent and competition will become more intense.


Distributors will need to leverage inventories that are not located in their proprietary warehouses. They will need to leverage partner warehouse inventories to reduce costs and remain competitive to preserve their customer base."

Bay recently moved into a modern 25,000 sq.ft. facility and stocked the shelves with millions of dollars of the leading brands of specialty rivets, lockbolts, threaded inserts and engineered fasteners. In addition, we have also reached out to foreign manufacturers and brought their products into our doors. Some of these products are lower

in cost and Bay can now offer them to those distributors where price is their main consideration. Just ask about our growing line of BayFast brand products.

Mike Eichinger, Bay's COO has led the way in creating the first electronic warehousing marketplace to serve the wholesale fastener distributors with complete order management processing and tracking. "We offer our customers same day free domestic shipping on orders received by 3:00pm EST and international shipping on checkout. Our advanced system maintains a ship-to address book and customer re-order list so distributors can quickly process repeat orders. Our system accepts future delivery dates and back order items with clear acknowledgement to the buyer of their requested shipping schedule and instructions. Tracking numbers, order information, order history and accounting are all just a click away from your computer screen". Cliff Bernard and Mike Eichinger have spent the last five years creating and perfecting a state-of-the-art internet, e-commerce and online educational resource for all engineered distributors.

They see the future of the fastener industry and will be providing support to the leading vendor managed inventory programs to meet the speed and efficiency demanded by the marketplace.

Ready to become a Bay distributor? Just sign into our website www.baysupply.com and you will have instant access to our inventory, pricing and order management. You will be given a secure login and password. Processing orders is immediate. 



Unique Advantages Of NetPlus Alliance

Like all buying groups, NetPlus Alliance leverages the combined volume of our distributor purchases to negotiate rebate programs and other benefits with our supplier partners, but we allow our distributors, as entrepreneurs, to run their businesses the way they want to, without interference. We build our goals around core values and adapt those goals to the changing needs of our distributor members and supplier partners. Over the past few years, we noticed a need to bring people together at both a national and local level, so we initiated a national meeting and smaller regional meetings with our distributors and suppliers in cities across the country.

A distinguishing element of our business model is the focus on engagement. NetPlus offers Continuing Education and sales planning opportunities for our distributor members to grow their businesses and increase their product knowledge. These initiatives allow members to get

to know the key decision makers among our supplier partners, as well as their fellow distributor members. We host manufacturer-specific product trainings at the manufacturer's facility and centralized multi-supplier product seminars through manufacturer's rep agencies, as well as a series of business operations webinars.

NetPlus Alliance leverages technology and its rapidly evolving presence in our members' day-to-day businesses to deliver content, social sharing, data and benchmarking. Our Member Portal keeps our members connected and aware of all of our engagement opportunities. This unique platform allows our members to engage in sales opportunities and will serve as a means for mutual follow-up from the face-to-face interactions at our national and regional meetings.

Not all buying groups are the same. NetPlus Alliance was founded on the basic principles: keep it simple, cost effective, and beneficial for the member's business. We link our members to others with similar values and provide them

with learning (via training), networking with other members, and relationship building opportunities with 175 supplier partners, representing over 375 brands. In the past year, NetPlus Alliance facilitated over 3,000 planning meetings between our distributor and supplier members. In addition, we also provide them with the economic values that they seek to achieve as entrepreneurs. These economic values


not only increase their profitability, but also allow them more time to focus on growing their businesses.

Join Today

Dan's original goal for NetPlus Alliance was to create a streamlined business model that would appeal to distributors and suppliers of all sizes. Today, we have 390 industrial and construction supplies distributor members, 154 product suppliers and 23 business service suppliers. The benefits and opportunities we offer are designed to make our distributors more profitable and better business partners for

their suppliers and their customers.

If your business plan calls for increased sales and profit, and you don't belong to a buying group today, please review the values NetPlus Alliance provides to its membership. We bring distributors of all categories and sizes together, sharing information that helps each achieve and earn more. Our competitive rebate programs can improve a distributor's product line profitability by up to 200%. To achieve the greatest reward, you will need to participate as much as possible in all elements of the group. However, we make it easy for you to do business with us. The key to getting the most out of your membership is being happy with the value you receive, in addition to the freedom to remain, and even enhance, who you are individually.

As we move into the exciting, unknown future, we will look back from time to time, explore new initiatives and work to ensure lasting relationships and sustained growth for our members. 

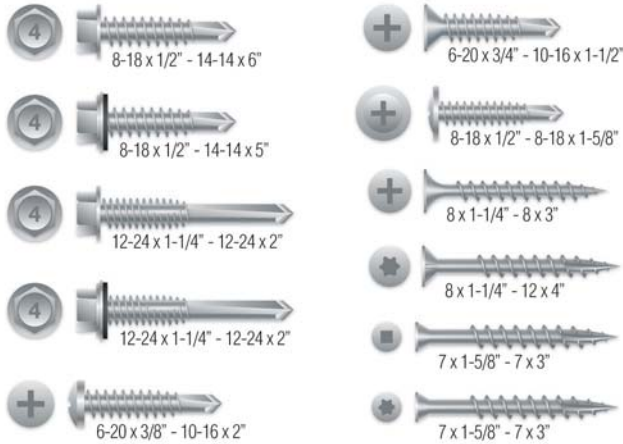


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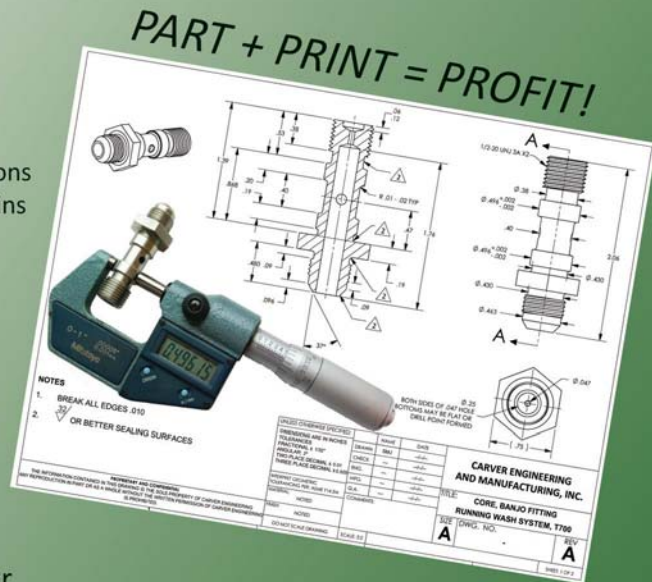
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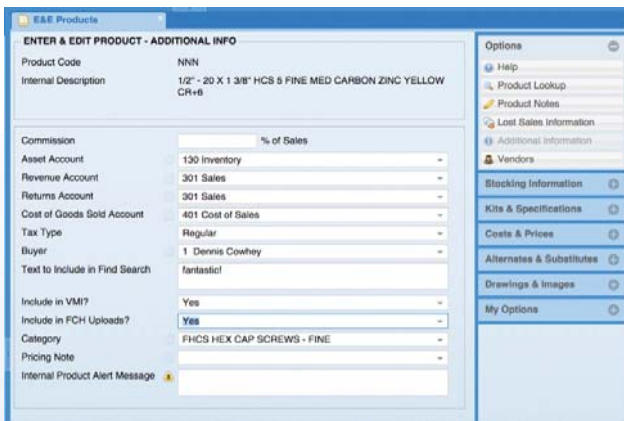
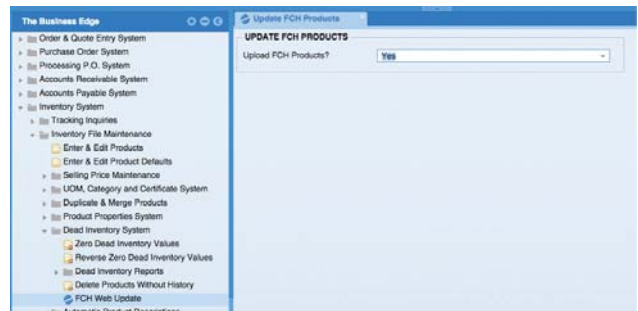
1920 Cordell Ct. Ste. 101 El Cajon, CA 92020

COMPUTER INSIGHTS INC. THE FASTENER SUPPLY CHAIN NETWORK ADD SEARCH TO FCH CONNECTION from page 62

Supplier	Quantity	UOM	Updated	Material	Finish	Size	Description	Supplier Contact	Supplier E-mail	Supplier Phone
Stellfast Inc.	10,000	M	09-15-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	1/4-20X1/2 Hex Head Cap Screw Grade-8 Zy USA	Stellfast Sales	sales@stellfast.com	(972) 522-5999
Stellfast Inc.	10,000	M	09-15-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	1/4-20X1/2 Hex Head Cap Screw Grade-8 Zy	Stellfast Sales	sales@stellfast.com	(972) 522-5999
Stellfast Inc.	10,000	M	09-15-15	Grade 8	Plain	1/4-20 x 1/2	1/4-20X1/2 Hex Head Cap Screw Grade-8 USA	Stellfast Sales	sales@stellfast.com	(972) 522-5999
Stellfast Inc.	10,000	M	09-15-15	Grade 8	Plain	1/4-20 x 1/2	1/4-20X1/2 Hex Head Cap Screw Grade-8	Stellfast Sales	sales@stellfast.com	(972) 522-5999
Boltz Plus Inc.	6,350	M	11-12-15	Grade 8	Zinc/Clear	1/4-20 x 1/2	PHC	Anthony Lutz	sales@boltzplus.ca	(905) 673-3331
Empire Bolt & Screw Inc.	2,400	M	11-12-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex C/Sp Dom.	Bethany Medina; Sean...	bethanym@empirebolt.com...	(509) 534-0636
Empire Bolt & Screw Inc.	800	M	11-12-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex C/Sp Import	Bethany Medina; Sean...	bethanym@empirebolt.com...	(509) 534-0636
House of Threads	3,600	M	11-03-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex Cap Grade 8 Bulk	Birmingham Sales Office	bham@houseofthreads.com	(205) 916-2512
RC Fasteners and Components	200	M	02-26-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex Cap	Rick Johnson	rickj@rcfastener.com	(623) 516-1551
Accurate Industrial Supply Co.	2,350	M	10-14-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Coarse Hex C/Sr Grade 8	JAMES SARACINI	jsaracini@yahoo.com	(708) 422-7050
Fastenal - Stores	2,653	M	10-14-15	Grade 8	Fluoropolymer (Xyl...	1/4-20 x 1/2 8	Hex 1/4-20X1/2 GB Magni 575 B18.2.1	Jeff Kammerer	jkammerer@fastenal.com	(507) 453-8505
Fastenal - Distribution Center	0	M	10-11-15	Grade 8	Plain	1/4-20 x 1/2	Finish Hex C/S-Taa Certified B18.2.1	Jeff Kammerer	jkammerer@fastenal.com	(507) 453-8505
Trinity Hardware Headquarters	189,689	M	10-09-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	C/S SAE J429 Znyel	Dan Zehnder	dzehnder@trinitylogisticsgro...	(563) 459-6341
Trinity Hardware Headquarters	500	M	10-09-15	Grade 8	Plain	1/4-20 x 1/2	C/S SAE J429	Dan Zehnder	dzehnder@trinitylogisticsgro...	(563) 459-6341
Global Supply	4,300	M	09-23-15	Grade 8	Plain	1/4-20 x 1/2	Hex C/S	Lance Archer	larcher@gp-llc.com	(408) 978-4180
Cal Fasteners, Inc.	500	M	09-09-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	1/4-20 X 1/2 Hex C/S - Do- II Hex Cap See /C/D	Joseph Truckey	joe@cfi1.com	(714) 854-1715
Assembly Fasteners, Inc.	1,500	M	09-02-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Cs GB St Zd	Distributor Sales	sales@afll.com	(800) 488-4777
Kanebridge Corporation	83	M	08-27-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Coarse Hex C/Sr Grade 8	Sales	sales@kanebridge.com	(800) 222-8221
Magnolia Bolt, Inc.	0	M	08-20-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex C/S Zy	jeff janett	jeffj@magnoliabolt.com	(800) 479-0877
Victory Bolt & Specialty	1,858	M	08-12-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	HHCS Grade 8	Jimie Phares; Renee B...	jimie@victorybolt.com; rene...	(704) 882-8030
Solution Industries	72	M	07-21-15	Grade 8	Plain	1/4-20 x 1/2	Grade 8 Hex C/S	Andy Nagy; DON SHAN	andy@solutionind.com; don...	(440) 818-9500
Fastener Service Inc.	6,500	M	06-11-09	Grade 8	Zinc/Yellow	1/4-20 x 1/2	1/4-20 X 1/2 Grade 8 Hex Cap Screw Zinc-Yellow J4...	Terrell Burtram	terrell@fastenerserv.net	(334) 793-2330
Fastener Service Corporation	300	M	07-17-15	Grade 8	Plain	1/4-20 x 1/2	C/S	FSC SALES	sales@fastenerservice.com	(800) 599-3278
Fastener Service Corporation	250	M	07-17-15	Grade 8	Zinc/Clear	1/4-20 x 1/2	C/S	FSC SALES	sales@fastenerservice.com	(800) 599-3278
Fastener Specialties Manufacturing	21	M	07-11-15	Grade 8	Plain	1/4-20 x 1/2	Hex Cap F1 Ft	Rick Parkaus	rick@fastenerspecialties.com	(561) 582-7022
Atlantic Fasteners	3,000	M	07-11-15	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex Cap Zy	Tony Orvis	tonvis@atlanticfasteners.com	(800) 800-2658
Wurth Service Supply	2,700	M	06-17-15	Grade 8	Phosphate & Oil	1/4-20 x 1/2	Hex Phos/Oil	Galen Gillenwater	gillenwater@servicesupply...	(989) 752-0505
Sunrise Fasteners, Inc.	1,220	M	05-15-14	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex C/S	Conn Wright	cwright@sunrisefasteners.c...	(713) 467-6524
Sunrise Fasteners, Inc.	2,844	M	05-15-14	Grade 8	Plain	1/4-20 x 1/2	Hex C/S Dom.	Conn Wright	cwright@sunrisefasteners.c...	(713) 467-6524
Birmingham Fastener & Supply, Inc.	3,200	M	03-30-14	Grade 8	Plain	1/4-20 x 1/2	Hex C/S Dom.	Jerry Warren	jerry.warren@bhamfast.com	(205) 595-3511
Chicago Industrial Fasteners	2,834	M	10-10-13	Grade 8	Plain	1/4-20 x 1/2	Hex C/S, .	John Price	john@cifboots.com	(630) 301-7300
Chicago Industrial Fasteners	3,000	M	10-10-13	Grade 8	Zinc/Yellow	1/4-20 x 1/2	Hex C/S, .	John Price	john@cifboots.com	(630) 301-7300
Bris Industrial, Inc	197	M	05-15-15	Grade 8	Plain	1/4-20 x 1/2	Grade 8 Hex Cap Nylon Patch	Bob Shroba	brisindustrial@sboglobal.net	(815) 744-2044
Bris Industrial, Inc	3,193	M	05-15-15	Grade 8	Plain	1/4-20 x 1/2	Grade 8 Hex Cap	Bob Shroba	brisindustrial@sboglobal.net	(815) 744-2044

The FCH Connection will enable The Business Edge™ to update the FCH website with flagged products. It currently uploads the following information:

- Product Code
- Product Selling Description
- Branch Code (when applicable)
- Quantity On Hand
(On Hand less Allocated less Committed)



The user just selects the product that needs to be uploaded and pushes a button. It's that simple..

Uploading products to FCH couldn't be easier. Using The Business Edge and its automated interface with the FCH Sourcing Network enables The Business Edge users upload their fastener inventory directly to FCH.

New Sales Channel

This brings Business Edge users the benefit of an entirely new sales channel, in addition to providing them the platform's wide array of ERP and inventory management benefits.

Descriptions Are Scrubbed

Inventory listings pass through a piece of FCH software, known as "The Scrubber", which cleans the descriptions and makes them easy to find by users searching the network, and also by search engines like Google.

No Additional Cost

The FCH Connection is provided at no additional expense to Business Edge users who have an FCH account. It is part of Computer Insights growing Fastener Supply Chain Network. The future of the fastener business will be much more connected and you should be a part of that.

NATIONAL INDUSTRIAL FASTENER AND MILL SUPPLY EXPO SANDS CONVENTION CENTER, LAS VEGAS - OCTOBER 22-23, 2015



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NEW VENUE A SUCCESS FOR NEFDA TABLE TOP SHOW

The New England Fastener Distributors Association held their 4th biennial Table Top Show on Wednesday, September 16th at the Foxwoods Resort Casino. This year's show featured a new venue in Foxwoods and was best show yet! Over 60 exhibitors took advantage of this year's show to meet with current customers as well as searching out new prospects. The air was filled with energy at the show as the event hosts from Foxwoods went above and beyond to make the show attendees feel at home.

Prior to the opening of the Table Top portion of the show 3 Technical seminars were presented to attendees. The seminars were presented by Sherex Fastening Systems, Element Materials Technology and Chrislynn Threaded Inserts. There was also a panel discussion entitled "Succeeding as an Independent Company." Each of the Technical seminars as well as the panel discussion was well attended. At each presentation, members were able to engage in energetic discussions with the presenters. The panel discussion featured Jon Queenin from Specialty Bolt & Screw, Jack Sullivan from Accurate Fasteners and Don Shan from Solution Industries. Each of the panel members discussed their ideas for being successful within the fastener industry and answered questions from the audience. Several members who attended the presentations commented on how valuable they felt these seminars were to them.

The Table Top show kicked off at 1pm. The show floor was lively and exhibitors were able to spend time in discussions with current and prospective customers. Over the course of the next 4 hours, attendees wandered the aisles meeting with their suppliers. The event hosts provided several tables where exhibitors could sit and meet with customers or for attendees to take a few moments to rest and gather their thoughts. NEFDA member company, Distribution One provided a refreshment station for the comfort of the show participants.

Following the show, the NEFDA held a cocktail hour reception hosted by Premium Sponsor Kanebridge and several others including: Aerospace Nylok, Allegheny

Coatings, All-Tech Specialty Fasteners, B&B electro-Mechanical Components, Beacon Fasteners and Components, Fall River Mf., Ford Fasteners, International Fasteners Inc., JM Lawson Associates, ND Industries, North East Fasteners Corp., Rick Rudolph Associates, Smith Associates, Spirol, Star Stainless Screw, Stelfast, and Superior Washer. Attendees were able to mingle together and enjoy one another's company while dinner was being prepared. There was much laughter and all that participated seemed to be having a wonderful time. At 6pm, the Foxwoods banquet staff threw open the doors for dinner and everyone enjoyed a cowboy barbeque. The food was outstanding and plentiful.

This year's NEFDA Table Top show was made possible by the efforts of the NEFDA Board members who worked tirelessly to make this event an outstanding success. Nancy Rich and her staff did a wonderful job of putting the event together and organizing everything in order for the day to flow smoothly and the show to come off without a hitch. Finally, the event staff at Foxwoods Resort Casino was exceptional. They did everything in their power to make the NEFDA feel welcome and to take care of any requests we made of them. Plans are already in the works for the next NEFDA Table Top Show to be held in the spring of 2017. If you missed this year's show, be sure to mark your calendar for our next one. It will be well worth your time to come out and participate in our signature event!

NEFDA Welcomes New Members

The following companies have recently joined the NEFDA

Allegheny Coatings - Ridgway, PA

American Pride Fasteners, LLC - Bay Shore, NY

B&B Electro-Mechanical Components Inc. - West Babylon, NY

Bay Fastening Systems - Farmingdale, NY

Buckeye Fasteners Company - Cleveland, OH

Thompson Aerospace LLC dba Precision Threaded Products - Bristol, CT

Wanho Manufacturing, LLC - Waterbury, CT 

NEFDA TABLE TOP SHOW FOXWOODS RESORT & CASINO - SEPTEMBER 16, 2015



SPIROL TYPE 316 STAINLESS STEEL COILED SPRING PINS from page 72

The addition of molybdenum also increases the strain on the crystalline lattice structure, forcing the molecules closer together, and thus increasing the energy required for iron atoms to dissolve out and reach the surface. Molybdenum has a similar effect as chrome does on the microstructure, which is why Type 316 does not need as much chrome as Type 302/304. In order to maintain the austenitic structure in stainless steels containing molybdenum, the nickel content must be increased. As seen in Table 1, the nickel content range for Type 316 is 10–14% versus 8–10.5% for Type 304 and 8–10% for Type 302.

Corrosion Resistance


While the 300 series austenitic stainless steels have physical and strength properties that make them suitable for many applications, their ability to resist many different corrosive environments, both chemical and atmospheric, is usually considered the most important and main reason for their selection. All 300 series stainless steels are considered to have high corrosion resistance, but Type 316 is known to be one of the most corrosion resistant. While Type 302/304's corrosion resistance meets most application requirements, they tend to corrode in more severe environments where Type 316 does not, such as in seawater and petrochemical environments. There are multiple types of corrosion and it is important to understand each type and how Type 316 may offer an advantage.

Galvanic Corrosion

This type of corrosion occurs between two dissimilar metals when they are in contact and immersed in an environment where the metals react electrically and chemically to each other. It is important to consider the galvanic series (see Table 2) to ensure that the material does not corrode when exposed to the mating material. For example, when two alloys are touching in seawater, corrosion will occur in the alloy lower in the series. The further the two metals are away from each other in the galvanic series chart, the more likely they are to corrode when immersed in an electrolyte.

Pitting Corrosion

Pitting corrosion is a very localized type of corrosion that leads to the creation of small spots and eventually holes in the material. Any type of crack or even a small scratch can cause the onset of pitting corrosion and lead to failure (See Figure 1) Pitting can readily occur in seawater for Type 302/304, which is why Type 316 is often used. The addition of molybdenum significantly enhances the resistance to pitting corrosion.



Platinum
Gold
Graphite
Titanium
316 Stainless steel (passive)
304 Stainless steel (passive)
Inconel (80Ni-13Cr-7Fe) (passive)
Nickel (passive)
Monel (70Ni-30Cu)
Copper-nickel alloys
Bronzes (Cu-Sn alloys)
Copper
Brasses (Cu-Zn alloys)
Inconel (active)
Nickel (active)
Tin
Lead
316 Stainless steel (active)
304 Stainless steel (active)
Cast Iron
Iron and steel
Aluminum alloys
Cadmium
Commercially pure aluminum
Zinc
Magnesium and magnesium alloys

TABLE 2 - THE GALVANIC SERIES

M.G. FONTANA, CORROSION ENGINEERING, 3RD EDITION, COPYRIGHT 1986 BY MCGRAW-HILL BOOK COMPANY.

Type 316 is typically known for having advantages over Type 302/304 in chloride rich environments such as seawater, which is why it is also referred to as marine grade stainless steel. There are also several caustic environments detailed in Table 3 where Type 316 can offer enhanced corrosion resistance.

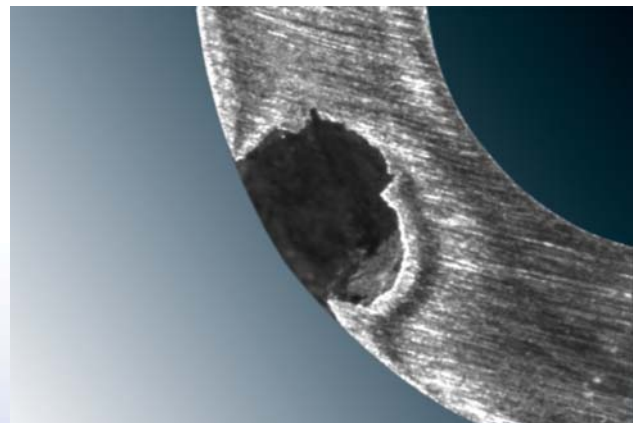
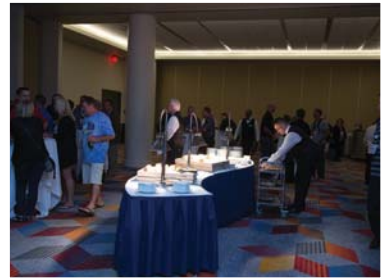


FIGURE 1 - CROSS SECTION OF PIT DEMONSTRATING IMPACT ON CROSS-SECTIONAL AREA AND REDUCTION IN STRENGTH

BRIGHTON-BEST INTERNATIONAL COCKTAIL PARTY SANDS CONVENTION CENTER, NIFMSE - OCTOBER 22, 2015



FASTENER NEWS DESK NIFMSE BEST BOOTH AWARDS 2015 from page 76

Best Booth Award #4 Most Fun Winner – Sems and Specials



Our Most Fun Best Booth Award goes to Sems and Specials! Their caricature artist, Celestia, was so fun and creative. Within just minutes she was creating cartoon likenesses of attendees willing to get off of their feet for a few minutes of fun! Our own show tweeter, blogger and social media extraordinaire was happy to come home with a giveaway that will be kept forever. Sems and Specials serves many of the top fastener distributors in the U.S., producing around 1.7 million fasteners a day and 400 million fasteners per year.

Best Booth Award #5 Best Giveaway Winner – Kanebridge



Our Best Giveaway Booth goes to Kanebridge Corporation! Their hospitality was off the charts. They had waiters that served food and drinks throughout the day. Their giveaways included Nut and Bolt Pens, Apple watches and iPads! Their open bar get-together at the Bellini Bar after the show was such a treat! The Kanebridge Corporation showed the fastener industry lots of love with their non-stop attention, a level of service we've all come to know from the company and its employees.


Best Booth Award #6 Best Character Costume Winner – Solution Industries



Our Best Character Costume Award goes to Solution Industries! The folks at Solution Industries always seem to wow the industry with their superhero character inspired marketing. Their live Transformer character was very cool! Transformers tell stories of robots that are more than meets the eye, and we can be sure to expect the same from this great company and the people that work at Solution Industries. Their giveaways included a set of superhero themed pins, including a breast cancer awareness inspired pin.

Best Booth Award #7 Best Group Winner – OSG Tap & Die



Our Best Group Award goes to OSG Tap & Die! We had a great time visiting with the OSG Tap & Die booth. They shared with us the story of the new concept for their booth design. The design showed the thought process behind the manufacturing of their products. 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. 

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Attend this program to get up to speed on this essential technology and find out how a stunning graphic can help get you in the door, get the business, and most importantly, add the kind of value that helps you keep the business. This workshop is presented by the Fastener Training Institute® and requires a separate registration fee.

Carmen Vertullo is a manufacturing engineer and a trainer for the Fastener Training Institute. He is the founder of Carver Consulting and the Carver FACT (Fastening Applications Consulting and Training) Center in San Diego, California.

Conference Networking And Fun

We plan on providing excellent company and conversation in our hospitality suite. Come in and relax with fellow members and guests. There are always beverages, snacks, and good company!

Kick off the meeting on Wednesday evening by mingling with your fastener friends at the traditional Welcome Reception.

At Thursday's banquet you'll have fun while getting to know fastener colleagues.

And, of course, we'll have tee times booked at a local course. Riverwalk Golf Club is distinctive in character but consistent in quality. Designed by both Ted Robinson, Sr. and Jr., the course boasts mature stands of palm, oak and eucalyptus trees framing undulating fairways and manicured greens. While challenging for low handicappers, Riverwalk Golf Club offers multiple tees on each hole, ensuring an enjoyable experience for golfers of all abilities.

Since it is the perfect time of year, we will offer a whale watching excursion. Each year approximately 20,000 gray whales migrate from the Bering Sea to the

lagoons of Baja California on their annual 10,000-mile round trip journey. You'll board a boat which will take you anywhere from three to nine miles off the coast to view these magnificent creatures. A truly memorable experience!

Schedule Of Events

Tuesday, March 1

2.00 - 6.00pm	Registration and Hospitality
2.30 - 6.30pm	NFDA Board of Directors Meeting

Wednesday, March 2

7.00am	Golf at Riverwalk Golf Club
8.15am - 2.30pm	Whale Watching Excursion
12.00 - 6.00pm	Registration and Hospitality
1.00 - 5.00pm	Value-Added Technical Services: The Illustrated Fastener
3.00 - 6.30pm	Pac-West Board of Directors Meeting
7.00 - 7.30pm	President's Reception (By Invitation)
7.30 - 9.00pm	Welcome Reception

Thursday, March 3

9.00 - 10.45am	Introduction to Value-Added Selling
11.00 - 11.45am	Attracting and Retaining Millennial Employees in the Fastener Industry
12.00 - 1.00pm	Lunch with Ignite Sessions
12.30 - 3.30pm	Spouse/Guest Lunch at Il Fornaio
2.30 - 4.30pm	Business Owners Forum
2.30 - 4.30pm	Business Executives Forum
6.00 - 10.00pm	Reception and Banquet

Friday, March 4

9.00 - 10.45am	How the Intersection of Technology and Manufacturing is Driving Innovation and Creating New Challenges
11.00am - 12.00pm	Crush Price Objections

Information

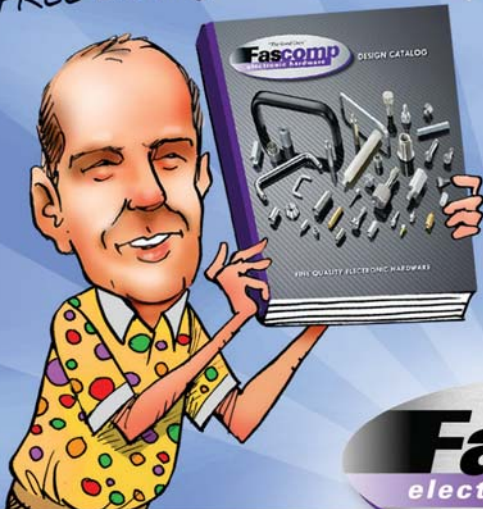
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Can you find and circle in the grid above, the terms listed below?

- | | |
|------------------|-----------------|
| Ball head | Mandrel |
| Blank | Nicks |
| Blind-pop rivet | Plain point |
| Bows | Plow bolt |
| Burst | Sems |
| Clevis pin | Sliver |
| Cotter pin | Slotted nut |
| Coupling nut | Square bolt |
| Crest | Tinnerman clips |
| Double end stud | |
| Fender washer | |
| Fin | |
| Flat nut | |
| Gouge | |
| Grooved pin | |
| Hex jam nut | |
| Lag screw | |
| Left-hand thread | |

SOLUTION ON PAGE 179

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ROBERT FOOTLIK **NOT SURE IF THIS WORKS, BUT....** from page 110

Who Is Going To Pay For Synergistic Implementation?

If your first thought is “the customer” think again. Synergy implies sharing so you too have to put some money into this...maybe. A better place to look for some financial support is the advertising budget of your vendors. Imagine a standard tote for delivery straight from the order picker's cart to the actual point of usage. Along the way it is seen by dozens, if not hundreds of people. This is a great opportunity for getting your name in front of potential new customers, and the names and logos of the vendors you offer. Co-Op advertising costing only \$100 per vendor times the number of vendors represented can generate a sizable fund. The beauty of this is that while the same money might buy 4 jackets for 4 customers this investment in Synergy can reach a far larger audience.

Other ways to finance this can include actual “gain sharing” where you and the customer calculate the potential savings and proportion the expense accordingly. There are also ways to treat the reusable products on either a direct or memo bill basis. This is commonly used for expensive heavy duty totes, pallets, pallet boxes, milk crates, etc. This also places the responsibility squarely on the customer to get the packaging back to you. Given that anything that disappears is likely to be on their end it is a fair way to insure control and policing in the plant or job site.

Revenue can even be raised by selling the customer a continuing supply of the Synergistic Solution. This works by becoming their source for materials that will ultimately be shipped elsewhere. In a controlled situation you, the Distributor, would purchase customer packaging for them, pack the orders in these boxes and ship them to a customer who will ultimately ship their finished products in the same box. The assumption is that everyone in the system treats the packaging with respect so the final customer is unaware that they are receiving a repurposed pack. A simple example of this would be those “Zip Lock” bags. With some imagination many other opportunities can be identified

Similarly adding a line of tackle boxes, small parts boxes, totes and other organizers with your name and logo might help customers become more organized in their workspace, truck or job site. Couple this with pre-kitting and the possibilities are endless. This can be beneficial even in the counter area where a drill, holster and tool box can be sold as a single unit without the

individual packaging. Realistically the customer is going to throw away the packaging anyway so why not do this for them? Pricing discounts could be applied, but if the unit is attractive the cost is no longer a factor. In this manner pre-kitting requires only a small investment of effort to create a new SKU but save everyone all the work previously involved elsewhere in the purchase system.

And Who Will Be Performing This Synergy?

Excellent question. One simple expedient is setting aside a small area in the warehouse for pre-kitting, packaging and labeling. Initially this might not take much space and could even be accomplished in a lightly used existing area such as the return goods aisle. The actual labor would be performed by the warehouse staff on a fill in basis. Professor C. Northcote Parkinson's law that “Work Expands to fill the Time Available” means that with proper scheduling one can create the time during the day.

If the personnel are not going to do this why not use part timers working on a flexible schedule? One obvious source for this team would be employee family members or even retirees who still want to come in. With a workday suited to their needs and your labor requirements the expense is minimized, plus the money goes to benefit your staff and their family which builds loyalty. It also makes it easier to always have the help you need for peak momentary throughput situations.

Looking outside one could hire firemen...or a firehouse. This is especially advantageous for stations that are partially volunteer. Often the space is available and here too family members could be involved. Building community relationships is an intangible, but very real benefit.

Similarly there are sheltered care workshops that can handle even complex packaging jobs using people who really need the work. Often with local, state and Federal aid the net cost for their labor can range from free to less than \$5.00 per hour, including the supervisor. The actual work can be done in their shop or on your premises. Either way since you are subcontracting this service your financial support can be multiplied in the community and there is a personal satisfaction in helping others. In addition if your customer is involved in this decision it's a great PR item for them. And if this relationship appears in their corporate annual report it's going to be really hard for a competitor to take away the business.

NATIONAL INDUSTRIAL FASTENER AND MILL SUPPLY EXPO SANDS CONVENTION CENTER, LAS VEGAS - OCTOBER 22-23, 2015



more photos on page 183

ROBERT FOOTLIK NOT SURE IF THIS WORKS, BUT..... from page 156

Taking this to a totally different level would mean going to the vendors to seek changes to benefit your customers. This could take the form of a private label package with a customized quantity that is more suitable for your market. It might cost a little more up front but with your name on the inner packaging it's a great advertising tool. Perhaps the ultimate would be for the vendor to actually ship to you in packaging that can then be shipped to your customer who ultimately ships the same materials to the final customer. This actually works for a greeting card company that receives the cards and envelopes from the printer in a standardized, cardboard tray that is stocked as is, emptied by the pickers who then reuse it for shipping to customers who fill their displays directly from the same packaging medium.

Sharing Synergy


Please go back to the title of this article. Elements mentioned in this article have been proven in other industries. The concepts are sound, the rationale works and there are some successful distributors out there who have built their business using similar methods. But to my knowledge no Fastener Distributors have embraced

Synergistic Sales...yet.

This means that early adopters can easily get the jump on their competition by implementing similar or more advanced marketing methods. It also might mean that I am just unaware of such programs in this industry.

So here's a challenge and an opportunity. Take a few moments and write down your thoughts, additional concepts, programs, etc. and send them to me care of this magazine. Photos might be nice, but not necessary and don't worry too much about the grammar, format or spelling. Leo Coar and his able staff can edit your submission and perhaps put into a future issue of the magazine. Think of it as sharing synergy and having bragging rights about your name in print with a minimum of effort.

One last point.

Why all this focus on Synergistic Sales from a warehouse consultant? Because ultimately the warehouse has to fulfill the promises you are making. Changing the rules of the game externally can have some major ramifications internally. This set the stage for future improvements in morale, productivity and quality. With your Synergy and input this will be the subject of a future article. 

ROBERT FOOTLIK

Upgrading Skills

Is the training being conducted actually upgrading the skill base of the company? Training for the sake of training or to be able to check off a box is a waste of precious time and resources. As part of the Quality Management System, many companies have identified basic skills and training that individual team members should possess. Although some skills require static training, such as that received for certification in CPR, most skills should be progressive in nature.

This means that time and experience enable an individual to go deeper and reach a greater level of expertise and the training these individuals receive should reflect this progression. If training for these types of skills remain static, it will be of little value to the individual or the organization seeking to progress to the higher level.

For example, I conduct selected annual operator training for several organizations. The challenge with this training is to convince the organization to structure it so that individuals returning for retraining don't get a dose of the same material as the previous year, but something new and challenging. Again, training that isn't approached as an opportunity to upgrade skills is likely wasting everyone's time.

As A Retention Tool


Many organizations are posing the question about where and how to find good, talented individuals. Although this is an important and serious question, I believe a more critical one is how does the modern fastener distributor retain talent after hiring them? The costs of replacing a team member generally far outweigh the costs of recruiting an individual to a new position. One study suggested that it costs employers between \$15000 and \$25000 to replace every Millennial that leaves the company.

As the Millennial Generation takes root in the workplace, the workplace will increasingly be shifting to adapt to the changes this transition brings. One of the characteristics of Millennials is their openness to change. This includes an openness previously unseen in other generations to moving positions or changing jobs. Companies will, therefore, need to adapt new policies and methods of encouraging individuals to stay and

develop with them. One of the proven methods of achieving this is with training. Inclusion in training and development sends a strong signal to individuals, regardless of generation, that they are valued members of the team, trusted, and worth spending the resources on to improve their skill levels. I teach a couple of classes in combination with other instructors. In one case, every time we kick off this one class, one of my colleagues always tells the participants to go back after the class is done and thank whoever sent them, as their presence is testimony to a company invested in making them more knowledgeable.

Effectiveness

How effective is your training? Like any other activity you expend resources doing, there should be some way to assess and measure whether your training is being effective. Perhaps even more important than just measuring effectiveness is being creative to improve on effectiveness when the way you're doing it isn't providing the best results. Take for example, the training of a warehouse employee. Most likely this individual will be subject to on-the-job training (OJT) of one sort or another. If a company places this individual in a conference room, hands them a thick manual, and says read it and then go to work, chances are the individual will not be fully prepared for the job. On the other hand, if you usher this individual into the care of your longest tenured warehouse employee and tell them to shadow and learn, the chances are high that the new employee will pick-up bad habits or potentially miss some of the finer details of the job. Neither method would be as effective as desired. Yet every day, we limit our organizations by conducting just such ineffective training. Companies need to recognize this and creatively seek solutions to make their training more effective.

Training and development is one of the most important activities that a company can engage in. Amongst other reasons, a company's survival demands it. The fastener industry is always in a state of flux. New products are developed and customers have new needs and requirements. If the industry doesn't adapt to these changes, including training and preparing our people for them, it will eventually go extinct. Certainly the answer isn't solely training, but this is a good starting point. 



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CARMEN VERTULLO TO BAKE OR NOT TO BAKE? *from page 114*

Nuts are generally immune to HE as there are no commercial nuts with specified core hardness at the susceptible level, however I have seen HE failure of zinc plated nuts which have been improperly heat treated. While nuts are not technically tensile loaded fasteners, there are very high radial tensile loads throughout the nut cross section. Some nuts, such as clinch nuts, have no specified hardness but need to be hard in order to function and the specification (e.g. NASM 45938) requires baking if hardness is above HRC 39.

Socket set screws are certainly at the hardness level where they are HE susceptible if plated, but they are strictly compression fasteners and should not experience the type of loading that leads to HE. Once again though, I have seen HE failures in plated socket set screws.

ASTM F436 hardened flat washers have a specification hardness of HRC 38-45, and even though they are always in compression, in some applications (uneven surfaces or across a slot) they may be put into bending stress which is severe loading, so unless there is good knowledge and control of the application which does not include bending stress, these washers should be baked. It would be impractical to try to control the hardness below HRC 40, but depending on the application a hard washer that is not so hard, say HRC 36 may be suitable for a specific application and that could be chosen instead of the F436 hardened flat washer.

What Processes Require Baking?

It will be the product that determines if baking is necessary before the process comes into play. Once we have susceptible product (HRC 39 and above) then we ask if the process generates hydrogen and if it does, does the hydrogen enter the product and if it does enter the product can it get out on its own or is it constrained in the material by the coating? Assuming we have a susceptible part, at the top of this list are electroplated coatings such as zinc and cadmium because they generate hydrogen, it gets in the steel and it cannot get back out through these coatings. Electroplated zinc is a particularly impermeable coating. Coatings such as zinc-nickel are more permeable and while HE susceptible fasteners with this coating may still be baked, they are far less likely to hold the hydrogen in.

What Processes Do Not Require Baking?

Much effort and research has been spent on developing new coatings for high strength fasteners that do not induce HE, and in determining which standard coatings and processes do not cause HE. Any process that does not

produce hydrogen or prevents it from entering the steel is a safe bet. Unfortunately the literature and the specifications are not clear on which is which. At the top of the list of non-HE inducing coatings are mechanical zinc, dip-spin coatings, black oxide, phosphate coatings, and electroless nickel - which does not generate hydrogen. Even if the coating or cleaning process exposes the fastener to hydrogen and it gets into the steel it will diffuse out of the product on its own in a short time without the need for baking because the coatings (except for electroless nickel) are very permeable to hydrogen. That is why some processors require that fasteners with these processes be held for 24 hours after coating before shipping or use. HE risk can be further reduced with the use of plating and cleaning processes that generate less hydrogen. A combination of strategies can provide an overall process that proves to be non-HE inducing thus precluding the need for baking.

For How Long Do We Need To Bake?

Right next to "bake or not to bake" this is the money question. The answer is - however long it takes to get enough of the hydrogen out of the product to eliminate the HE risk. We have seen requirements of from 2 hours to 48 hours, usually based on the hardness of the product. The permeability of the coating is also an important factor - possibly the most important factor in the baking time, and relates directly to the coating thickness. Most specifications only use material hardness or tensile strength as a baking time criteria and do not consider coating thickness, but their requirements will usually accommodate the thicker coatings. Thinner coatings may allow for a shorter baking time but must be qualified by testing (more on that later). Current electroplating specifications ASTM 1941/F1941M-15 require a minimum of 14 hours for products with a specified hardness of over HRC 39 and up to HRC 44, and 24 hours minimum for fasteners with a specified hardness over HRC 44. In the absence of specification guidance the requirements for baking must be agreed upon by the customer and the supplier, or the supplier is responsible for determining baking times.

The size and configuration of the fastener may also affect baking times, but there is no verifiable research at this time to indicate which way to go. Small fasteners with very thin coatings (e.g. smaller than .25" or 6 mm, .0001" thick coatings) may be effectively baked at lower times if verified by testing. Very low baking times such as 4 hours are not effective and are a waste of time and money. It is not difficult with some thought to develop a comprehensive baking time strategy based on the product and the coating process.

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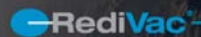
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DISTRIBUTOR NEWS

Starborn Industries, Inc., a leading fastener manufacturer and distributor, has introduced a new two-inch fastener option for the Pro Plug® System for PVC Trim. The Pro Plug System for PVC currently features a broad range of fasteners, including epoxy coated carbon steel and grades 305 and 316 stainless steel fasteners in various lengths (2-1/2", 2-3/4", 3"). The addition of the new two-inch fastener option gives builders an even greater ability to select the right fastener for a given application. The two-inch fastener is specifically designed for plug fastening 5/8" to 5/4" thick PVC trim board.

"The advantages of the Pro Plug System for PVC are not only its superior performance and ease of use," said Starborn's Vice President, Larry Crossley. "The System also has the most comprehensive fastening options, in terms of sizes and materials, so that builders have the flexibility they need for different types of projects and applications."

The Pro Plug System for PVC features star drive fasteners available in both stainless steel (grades 305 and 316) and epoxy coated steel. The System features plugs made of the actual brand name PVC trim material, so the color and grain match perfectly. Plugs are available for AZEK® Trim, Kleer® Trim, Koma® Trim, Royal S4S Trimboard™, Trex® Trim, TUFboard® Trim, Versatex® Trim, and Wolf® Trim. Plugs for leading decking products are also available.

Additionally, the Pro Plug System for PVC features a specially designed PVC Tool that consistently drives fasteners to the correct depth below the board surface. The PVC Tool features a No-Cam-Out Auto-Stop™ mechanism that prevents the screw recess from stripping and a free-spinning stop collar that protects the board surface.

The Pro Plug System for PVC is a part of the comprehensive Deckfast® line of deck fastening products offered by Starborn Industries.

For more information contact Starborn Industries at 45 Mayfield Avenue, Edison, NJ 08837. Tel: 1-800-596-7747, Fax: 732-381-9830 or online at www.starbornindustries.com.

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ANOTHER GREAT YEAR PLANNED FOR THE NCFA!

by Marty Nolan, NCFA President

Happy New Year!

By the time you read this, we will have turned the page on 2015 and hopefully we will have recovered from all our Christmas and New Year's parties. Budgets for 2016 are in place and we are off and running. Luckily, the NCFA board never rests and we worked tirelessly in 2015 to prepare a schedule of events for 2016 that includes a little bit of everything.

Upcoming Events

January 28, 2016

Open House - Dunham Products

February 11, 2016

Cleveland Cavaliers Dinner Meeting with guest speaker Michael "Campy" Russell

March 31, 2016

Comedy Night at the Hard Rock

May 12, 2016

DISTRIBUTOR SOCIAL

May 23 - 27, 2016

FTI - Fastener Training Week CLEVELAND

August 18, 2016

NCFA/MWFA Night at the Ballpark - Cleveland vs. Chicago

September 8, 2016

Screw Open Golf Outing

September 22, 2016

MWFA Oktoberfest

November 7 - 11, 2016

FTI - Fastener Training Week CLEVELAND

December 8, 2016

Holiday Bash/Elections



Make sure to mark your calendar for these NCFA Events listed above. Especially, our annual Distributor Social (May 12th), one of the largest and best networking events in the fastener industry.

As we say every year, if you do business in Ohio, your sales managers should not miss this event!

Also at the end of 2015 we elected new officers and added several new board members for 2016.

2016 Board Members


President: Larry Kelly, Buckeye Fasteners

Vice President: Jackie Ventura, Ventura Industrial Prod.

Treasurer: Ken Graham, National Threaded Fast.

Rec. Secretary: Dave Audia, Advance Components

Trustees: Steve Abbott (Earnest Machine), Eric Dudas (Fasteners Clearing House), Corey Facemire (NSK Industries), Andy Graham (National Threaded Fasteners), Kristen Kessler (NSK Industries), Ryan Long (Branam Fastening), Marty Nolan (R.L. English Co.), Kurt Triptow (Branam Fastening), Laura Vath (Solution Industries)

We appreciate the continued support of our members. We sincerely hope to see you at many of our upcoming events. 

GUY AVELLON WHAT FASTENER DISTRIBUTORS NEED TO KNOW ABOUT PIPE FITTINGS *from page 120*

The second type of pipe threads, which are more commonly used, is the NPTF, National Pipe Thread Fuel, or also known as Dryseal Pipe Thread. The primary difference between the NPT and NPTF is a change in truncating the thread crest to match the truncated thread root. This change allows contact between the roots and crests before the thread flanks engage. Therefore, when the fitting is tightened, the flanks of the threads are crushed producing a metal-to-metal joint.


No thread sealant compound is necessary when the Dryseal joints are used for the first time in a low pressure application. Once the connection is broken, the threads remain in their new form and will not be able to produce the same interference fit as before. Therefore, if the fitting is to be reused, a sealant is recommended.

Most all brass and hydraulic fittings with pipe threads have the NPTF thread design. However, some black iron pipe, galvanized pipe and pipe ports on older equipment may contain the NPT thread design. Therefore, when the NPT and NPTF are mated together, it is always wise to use a pipe thread sealant.

In Closing;

At the beginning, I mentioned concerns of quality issues. It appears that some manufacturers have produced a forged fitting that looks as good as an extruded fitting. This can have disastrous results if used in a fuel application. If in doubt, cut or break the fitting. A forged fitting will exhibit a coarse grain structure on the inside whereas the extruded fitting will be much denser. It was also reported that the wall thicknesses on some fittings were thinner. In a competitive world economy, this is an obvious attempt to save a little in cost but it can only create problems during assembly and in use.

Lastly; brass fittings always had the ANSI/ASME required manufacturer's marking. Since importers are using ISO specifications, there are no marking requirements. That can lead to warranty issues and claim responsibilities when manufacturers are not identified.

So, the "buyer beware" saying now applies to the distributor as well. 

GUY AVELLON

YOUNG FASTENER PROFESSIONALS - SPEED NETWORKING EVENT, NIFMSE - OCTOBER 21, 2015



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DEL WILLIAMS ELIMINATING DEFECTIVE FASTENERS WITH HIGHER RESOLUTION, 3D INSPECTION EQUIPMENT *from page 130*

“A typical part today might have 10-30 dimensions checked, all important to how it assembles and functions,” adds Nygaard. “Any error in measurement increases the odds of falsely failing the part or falsely passing it, either of which is bad for profitability and quality control.”

According to Nygaard, to minimize error and gain precision in fastener inspection equipment it is important to ask questions like: How well is the part positioned in the mechanical handling apparatus? How flat is the surface that part riding on? Is there any vibration distorting the image? Is the part aligned with the optics properly?

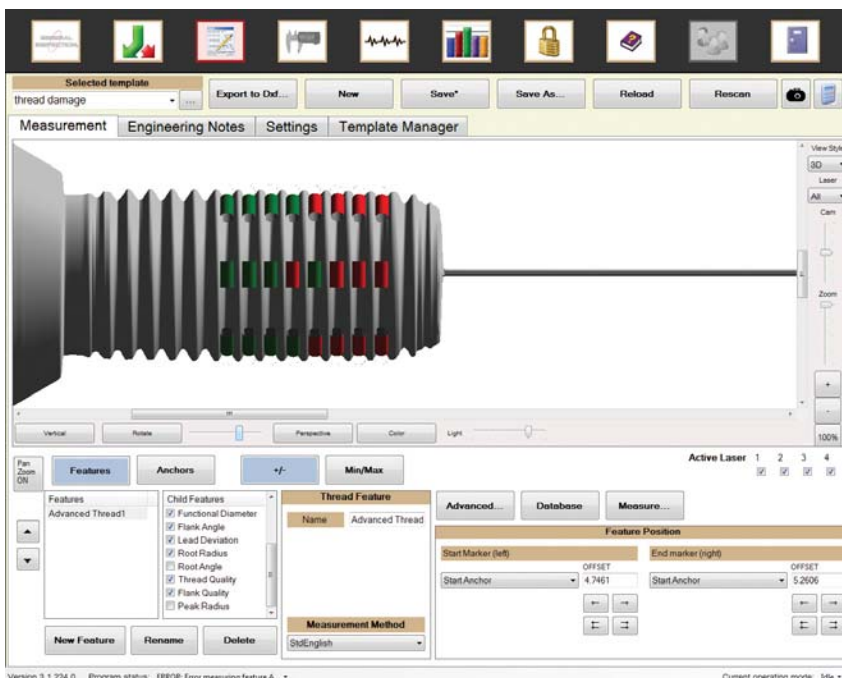
But he says this is the most important question to ask: “Is the sorting machine National Institute of Standards and Technology (NIST) traceable?”

Since many companies are ISO 17025 accredited, their quality manual, in fact, requires any gauging system they use to comply with NIST traceability. Calibration and NIST traceability are actually mandatory, even though many fastener companies do not realize this requirement.

“A sorting machine is a gauge when you’re using it to check dimensions on a part, but the dirty little secret in the sorting industry is that most machines are not traceable to NIST,” says Nygaard. “That can wreak havoc on your production and quality control because what you think you’re sorting for isn’t really what you’re sorting for. It can be like using a mis-marked 13” ruler to measure and sort for 12” parts.”

According to Nygaard, selecting a fastener sorting system with intelligent software is also important in eliminating defective parts.

“If the parts aren’t uniform, the algorithm needs enough artificial intelligence to properly place fastener feature start/stop positions,” says Nygaard. “To improve lean manufacturing and process control, you want to find and reject only the defects, and then use that data to prevent defects, reduce scrap and variability to increase yield.”



Laser topography can provide a detailed 3D image of the part, detecting dents, flatness, chips, and dimensional characteristics.

Despite the increased precision of today’s high-resolution fastener inspection equipment, they can be as fast as or faster than traditional sorting machines.

“Fastener companies can expect to sort about 300-1,000 parts per minute with the best fastener inspection machines, but with better precision and coverage of the part than typical sorting machines,” says Nygaard. “The machine should be flexible enough to accommodate thousands of different part numbers, but there’s a tradeoff in flexibility and speed.”

While the cost of these fastener inspection systems is higher than traditional sorting machines or cut-rate overseas made equipment, over the course of a typical 5-7 year lifespan, the net cost is often just 1/10 a penny or less per fastener in high-volume operations.

“If you’re making safety critical, lightweight parts or will be functionally checked by auto-torquing mechanisms, why roll the dice and play Russian roulette with your company’s good name? Would you pay 50% less for a life insurance policy that covered everything, with the exception of cancer and heart attack?” asks Nygaard. “Relying on the most precise 3D fastener inspection systems for 100% sorting will help ensure that fastener companies remain profitable, top-tier suppliers.”

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FASTENER WORD SCRAMBLE

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 All 5 terms relate to fasteners.

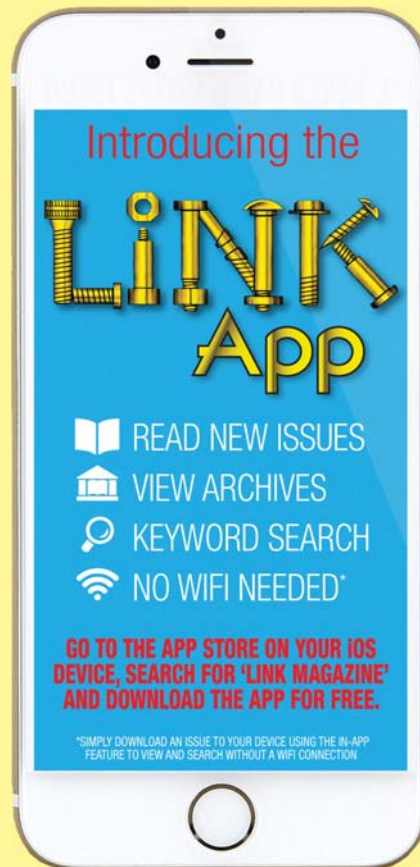
E U G G O
 O B L T U
 M J A U T N
 V E R I T
 V I P S C L E I N

Place the circled letters here:

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

□ □ □ □ □ □ □ □ □ □ □ □

SOLUTION ON PAGE 179



SPIROL TYPE 316 STAINLESS STEEL COILED SPRING PINS *from page 142*

Marine water	Sulfurous acid
Tap water	Tartaric acid
Mine waters	Acetic acid
Boiler water	Formic acid
Alkaline chlorides	Lactic acid
Acid salts	Misc. organic acids
Halogen salts	Corrosion by foods
Phosphoric acid	

TABLE 3 - ENVIRONMENTS WHERE TYPE 316 OFFERS ENHANCED CORROSION RESISTANCE OVER TYPE 302 AND 304

Stress Corrosion Cracking

Stress corrosion cracking (SCC) is a cracking process that can only occur if the material is in a corrosive environment and under sustained stress. Without one of the two conditions, SCC cannot occur. For 300 series stainless steels, chloride stress corrosion cracking is one of the more common types and known to influence the structural integrity of the material. There are many factors that can impact SCC, including applied and residual stress, temperature, and cyclic conditions of the application.

There are many reports and studies that have been completed to analyze the impact of SCC on austenitic stainless steels, but because of the many variables and factors, such as stresses, chemical composition, and environmental conditions, it is difficult to apply a "one size fits all" correlation amongst the various types of stainless steel and how they will react. Therefore; it is important to perform testing for the specific application requirements.

Here is a list of a few chloride solutions that may cause SCC of 300 series stainless steel:

- Ammonium chloride
- Calcium chloride
- Cobalt chloride
- Lithium chloride
- Magnesium chloride
- Mercuric chloride
- Sodium chloride
- Zinc chloride

Courtesy of The International Nickel Company, Inc. 1963. "Corrosion Resistance of the Austenitic Chromium-Nickel Stainless Steels in Chemical Environments."

Intergranular Corrosion

This type of corrosion is not typically a concern for 300 series stainless steel since it involves holding the pins to high temperature (beyond 800°F/430°C) for extended periods of time. 300 series stainless steel Coiled Pins can be used in temperatures as low as -300°F (-185°C) and as high as 750°F (400°C).

Mechanical Properties

Since 300 series (and all austenitic) stainless steels can become hardened by cold working, they exhibit a wide range of mechanical properties. Cold working the material changes the hardness, and magnetism of 300 series stainless steels. Table 4 below displays mechanical properties for austenitic Types 302, 304 and 316 stainless steels in the annealed state.

	Type 302	Type 304	Type 316
Tensile Strength, MPa (ksi)	515 (75)	515 (75)	515 (75)
Yield Strength, MPa (ksi)	205 (30)	205 (30)	205 (30)
Hardness, max (HRB)	88	88	95

TABLE 4. MINIMUM ROOM-TEMPERATURE PROPERTIES, ANNEALED STATE
METALS HANDBOOK, DESK EDITION, 2ND EDITION, 1998, ASM INTERNATIONAL

Magnetism

When any of the 300 series stainless steels are fully annealed, they are non-magnetic, and increase in magnetism as they are work hardened. Type 302/304 exhibits stronger magnetic permeability as a result of work hardening.

Cost and Availability

For Spring Pins, Type 302/304 is the most widely used austenitic stainless steel and for that reason, they are typically procured in larger quantities as compared to Type 316. Thus, Type 302/304 stainless steel Spring Pins typically cost less and are readily available.

Applications

Assemblies exposed to marine environment
Boat fittings
Exhaust manifolds
Jet engine parts
Pharmaceutical equipment
Furnace parts
Photographic equipment
Pulp & paper processing equipment
Screens for mining, and water filtration
Heat exchangers
Assemblies in chemical treatment plants
Medical equipment

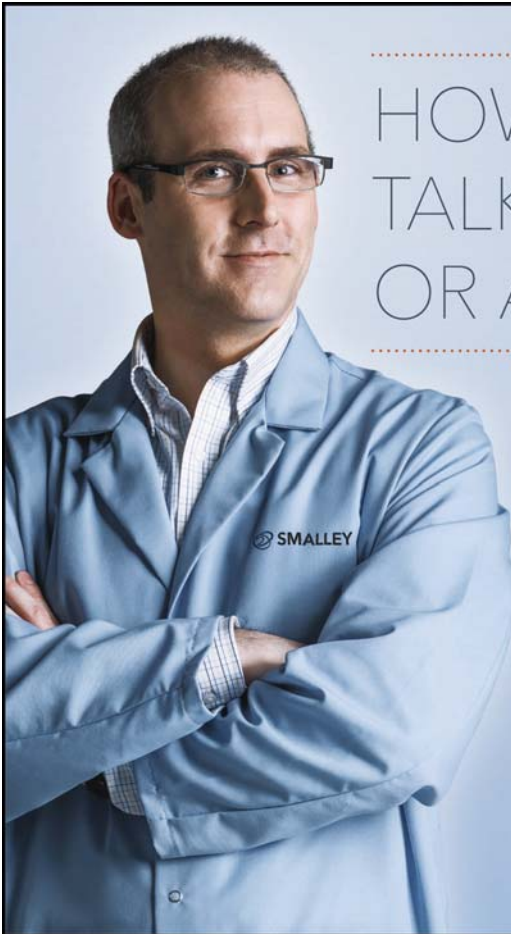
Industries

Chemical, pharmaceutical industry
Paper industry digesters, evaporators and handling equipment
Medical Industry
Textile refining equipment
Photographic film
Petroleum refining equipment

TABLE 5. APPLICATIONS AND INDUSTRIES THAT USE TYPE 316 STAINLESS STEEL COILED SPRING PINS
(NOTE: TYPE 302/304 MAY BE SUFFICIENT)

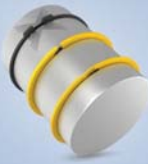
Applications

There are many applications that may require higher corrosion resistance than Type 302/304 provides. Some of them are detailed in Table 5. Type 316 stainless steel Coiled Spring Pins reduce the pitting corrosion that occurs in these applications since they are subjected to various harsh chemicals (see Table 3).




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SPIROL TYPE 316 STAINLESS STEEL COILED SPRING PINS *from page 168*


Conclusion

Coiled Spring Pins can be manufactured out of many types of materials, including multiple grades of stainless steels. Type 302/304 stainless steels are common choices for their high corrosion resistance. In environments where the corrosion resistance of Type 302/304 may not be sufficient, such as in a marine environment where the pin is exposed to chlorides, Type 316 may be a better choice since pitting corrosion does not occur as readily. Type 316 is typically higher in price than Type 302/304, but the added corrosion resistance helps ensure that critical components stay intact and do not cause additional damage to surrounding parts. For many engineering teams, the added security is worth the higher component cost, especially when dealing with hazardous and dangerous chemicals.

Because of the complexity and many variables that characterize corrosive environments, such as the type of chemicals and concentration, stress on the material, atmospheric conditions, and time and temperature, it is always important to conduct testing when making material selections for fasteners such as Coiled Spring Pins to ensure the material will yield the desired results.



316 COILED SPRING PIN IN STAINLESS STEEL LOCKING BOAT LATCH

Proper material selection is one of the most important design criteria for engineers because it dictates final cost, field life, and performance of the end product. There are many types of materials to choose from, and when it comes to selecting fastener materials, companies that are experienced in fastener design can help determine the most appropriate material. 

Raul Torres Memorial Scholarship - \$4,000

Raul recently passed away, a couple of years ago, 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 Stainless and Fall River for continuing to fund this scholarship.

The Raul Torres Memorial Scholarship was awarded to Riley Lynch, daughter of Richard Lynch of Enthone. Riley is senior at Belchertown High School in MA. She plans to pursue a Bachelor's degree in Actuarial Science at an East Cost University. She challenged herself through High School with the most difficult honors classes striving to be at the top of her classes. She was able to achieve this while playing several sports. She looks forward to an actuarial career.

Richard S. Piskoty Memorial Scholarship - \$3,500

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

This scholarship was awarded to Megin Budacki, daughter of Robert Budacki of Abbott-Interfast Corp. Megin is a H.S. senior looking into various college choices. She has spent her H.S. time participating in more than 10 activities and/or volunteer positions each year. She continues to enjoy her trifecta of academic excellence, involvement in music and sports. She found she prefers music but began considering her math interests. Her music and Math talents have led her to plan on a major in Mechanical Engineering and a minor in Auto/Sound Engineering in college.

Bill Lang Sr. Memorial Scholarship - \$2,000

Years ago, the MWFA lost a former MWFA President and several term board member-Bill Lang Sr. of Certified Products. Bill Lang Sr. was a one of a kind person in our industry who will always be remembered for his "great

ideas," support of the association, his humor and his assistance whenever needed. Bill's family has graciously made a very generous donation to continue this scholarship in Bill's name.

This year's Bill Lang Memorial Scholarship went to Brittany Jackson, daughter of Debbie and Paul Jackson of South Holland Metal Finishing. Brittany is a H.S. senior looking into colleges where she will pursue a nursing degree. Giving back to those around her is a big part of Brittany. All of the clubs and activities she is involved in strive to improve the lives of others. She plans to pursue a career in pediatric nursing where she can give her all every day knowing she did everything to improve the circumstance of each child she treats.

\$2,000 Robbie & Gina Gilchrist Scholarship

Robbie & Gina Gilchrist have extended their scholarship opportunity generosity to MWFA members. They have awarded scholarships, over the years, through other associations and through their fund and the MWFA is honored that they have added the MWFA to their recipient list.

This scholarship was awarded to Afra Khanani, daughter of Mohammed Khanani of Chicago Hardware & Fixture Co. Afra is a senior at Illinois State University pursuing a degree in Marketing. Afra is an Illinois State Scholar as well as involved in many activities including basketball, her sorority, and marketing groups. She has spent her entire education being an A student. She has been involved in her college business club and has plans to pursue marketing and advertising agencies to work in the marketing and ad industry.

\$2,000 Innovative Components Inc. Scholarship

In addition to Innovative Components apprenticeship program for High School seniors, bot bec0me Production Warehouse employees, leading to guaranteed Supervisor position, with full tuition paid, ICI has added this year's MWFA Scholarship for qualified applicants.

This scholarship is awarded to Megan Fleischmann, daughter of Tara Jacob of Darling Bolt Co. Megan is a college freshman in Michigan. She plans to get into the medical field and will work towards this in college, not just through classes, but working on research projects and getting personal experience in the medical field. Her work in a senior living home gave her insight into the medical world. Megan really enjoys making peoples' day better. Her plan is to flourish during her college career into an exceptional doctor.

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CARMEN VERTULLO TO BAKE OR NOT TO BAKE? *from page 160*

How the processor controls, monitors and reports the baking time is very important. Time starts when the fasteners reach the baking temperature, not when they go into the oven. The processor should be able to report on the start time, finish time, hours at temperature and baking temperature, all relatable to the specific lot or lots of fasteners, in a clear and concise fashion. The baking oven should have good controls, good instrumentation capable of measuring the temperature of the fasteners, and a recording system. It must be in current calibration at all times. The plater should have adequate oven capacity and a good understanding of the equipment capability and characteristics. Baking records with lot traceability should be easily and quickly retrievable.

When In The Process Sequence Should The Baking Be Done?

Older specifications usually say that baking should be done as soon as possible after plating, such as within one hour or not longer than 4 hours after plating. It has been shown that this is not critical to removing hydrogen, but it is a good practice to bake without delay for the sake of variable control and lead time. It is important that the product be kept clean and dry between plating and baking. Baking must be done before any other process such as chromate conversion coatings or other top coats as they may be damaged by heat. Some major industrial processors have in-line baking ovens which accomplish baking with no delay. In any case, if there are issues with the efficacy of the baking process, time between plating and baking should not be considered a factor. Some processors have found that HE risk can be lowered by baking certain materials prior to plating, or baking as an intermediate step after a very thin coating is applied and then completing the process with additional coating thickness.

Who Decides?

The fastener supplier or user should be making post plating HE relief baking decisions directly, even if they rely on specifications, drawings or contract requirements to make those decisions. Some specifications such as ASTM F1941/F1941M require the supplier and user to come to an agreement regarding baking and testing. Too often the decision is left to the plating vendor who probably looks at the fastener head mark and makes a judgement based on the fastener's specification maximum hardness and ASTM B850, which can cause confusion when used for fasteners. Purchase orders to the plater should not say simply "zinc and bake". Even being "explicit" by saying "plate and bake

per ASTM F1941" still leaves the plater with an interpretation decision. Plating Purchase Orders should clearly state the plating specification, baking temperature and time, and if baking is not required when it normally might be.

How Much Does It Cost?

The important thing to know is there is a cost and it is not only the additional charge but also the lead time and the certification checking and maintenance, which if done properly will take someone's time. The cost for baking will add at least 10 to 30 percent to the plating cost and could easily double it depending on the baking time. This can be a significant part of the cost of the product, especially for small lots. To remain competitive it is important to not bake parts that do not need baked. For example, some major suppliers of zinc plated grade 8 and PC 10.9 bolts bake and some do not. Those who do not bake have realized the benefit of controlling hardness in the mid or low range of the requirements so there is no risk of the odd lot or parts within a lot being in the susceptible hardness range. These suppliers obviously enjoy a competitive advantage compared to those who do bake.

What Specifications Address Baking?

The plating specification and/or the fastener specification will govern if baking is required or not. For most fasteners that are zinc plated, cadmium plated or zinc-nickel plated that specification will be ASTM F1941/F1941M or ISO 4042. All suppliers and users of plated fasteners should be thoroughly familiar with the plating specifications they use; this is especially critical for HE susceptible fasteners. Often it will be the fastener specification that requires baking such as ISO 898-1 for metric fasteners, or ASTM A574 for inch socket head cap screws which refers to the plating specification for baking requirements.

Beware of inappropriate or obsolete specification call-outs. The most current version of the specification should be used unless otherwise directed by the contract or order. ASTM F1941/F1941M has just recently undergone significant revisions. Be sure you have the 2015 version. A common zinc plating specification that we see on drawings for fasteners is ASTM B633. This is not the recommended specification for fasteners and requires unnecessary baking of some fasteners. It does refer users to ASTM F1941/F1941M for fasteners, so when you see ASTM B633 you should strongly direct your customer to ASTM F1941/F1941M and tell them not to use ASTM B633 for fasteners.

DISTRIBUTOR NEWS

Southwest Fastener

is pleased to announce that Chuck Laverdure has joined their team as Sales Manager. In his new role, Chuck will be managing the Outside Sales force for the three Southwest Fastener locations; Phoenix, Tucson, and Albuquerque.



Chuck comes to SW Fastener with over 28 years of sales and training experience, ranging from direct sales to MRO sales. His fastener career started with Snap-on Tools in Washington, which eventually led to a successful position as Regional Sales Manager of Kimball Midwest and then District Sales Manager with Matco Tools. Before his tool adventure, Chuck spent several years on the football field coaching, training, and teaching high school students.

With Chuck's extensive sales training and experience, Southwest Fastener is excited about what he brings to their organization and is confident he will be a valuable asset to their team.

Southwest Fastener is always looking for entry level and experienced people to join their team. Contact Human Resources to discuss what positions are available at 602-272-2658.

Southwest Fastener is a full line distributor of fasteners, hardware, and tools servicing the industrial, construction, solar, and waterworks industries.

To get in touch with Chuck, email him at claverdure@swfastener.com, or call 602-272-2658.

For more information contact Southwest Fastener at 242 East University Drive, Phoenix, AZ 85004. Tel: 602-272-268, Fax: 602-272-2789 or visit them online at www.swfastener.com.

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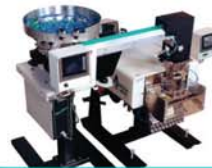
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The Awards Luncheon was emceed by Golf Co-Chair, Brian Eakins & Dave Schuster (Leo Coar Associates). The first order of business was to present Ken with a magnificent plaque in appreciation for his 20 years of dedication and commitment as the Golf Chairman.

A green jacket - similar in style to the Masters' was presented to Ken, adorned with a MFDA/Masters Pin and a 20TH Ribbon! Needless to say the crowd cheered!

The table of prizes and silent auction items was in abundance. Raffles were sold for the silent auction.

50/50 Cash Pot Winner MFDA Ex-Officio, Dennis Shanahan (Mutual Screw).

Congratulations to all winners!!

This 20th Anniversary event was successful not only in creating great business networking and social atmosphere, but it raised funds for the 2016 Scholarship Fund. Ken wrapped up the awards luncheon, with a sincere, "Thank you to everyone for the support you have shown for the past 20 years; We are truly grateful, see you next year!"

Mark your calendar: 21st Annual MFDA Golf Outing: September 18, 2016.

2016 Calendar of Events

February 18th	Webinar
April 21st	ITR Economic Update
June 16th	Scholarship Awards Dinner
September 18th	21st Annual Golf Outing
September 19th	17th Table Top Show
October 20th	Social Outing
December 8th	Holiday Party

MFDA Welcomes New Member

Eurolink FSS LLC-Greer, SC 

MFDA 20th ANNUAL GOLF OUTING & COCKTAIL PARTY WILD TURKEY GOLF COURSE - SEPTEMBER 20, 2015



CARMEN VERTULLO TO BAKE OR NOT TO BAKE? from page 172

ASTM B850 is the most commonly referred to specification for baking times of electroplated parts. It does present information for baking of some parts that should not normally be susceptible to HE and has classifications for baking based on tensile strength that overlap. Additionally, it states that steels of actual tensile strengths of less than 1000 MPa (HRC 31) do not require baking. Conventional wisdom would say this is much too low for this recommendation and leads to unnecessary baking.

How Do I Know If The Baking Was Effective Or Not?

Post plating testing is a critical quality assurance step for HE susceptible fasteners that are exposed to hydrogen which cannot escape from the material on its own. This is the only effective way to know if a lot of fasteners have HE. Fortunately, HE testing as it relates to the fastener supplier and user is relatively simple.

HE Testing Falls Into Three Broad Categories

[1] Product testing to ensure that a given lot of fasteners is free from HE. This is the most common and simplest type of testing and all suppliers of HE susceptible products should be familiar with it. Specifications which cover this kind of testing are ASTM F606/F606M, ISO 15330, and NASM 1312-5. This test can be done by a qualified test lab, but it is certainly within the capability of any fastener supplier, user or plating shop that recognizes a need to know the effectiveness of their post-process baking strategy. It involves putting the fasteners under a controlled load in a test plate, waiting for some period of time (24 – 48 hours) and seeing if they fail or develop cracks. Not all fasteners lend themselves well to specification testing and occasionally the supplier and the user will need to agree on a test method.

[2] Testing to determine if a fastener failure is attributable to HE. This can be as simple as the product testing mentioned above, or it could involve complex and expensive laboratory failure analysis work. Laboratory failure analysis results can be controversial and it is very important that the requesting party know exactly what they are asking for when they send the samples in for test. Sometimes only the broken fastener is available and not much can be determined for certain

but an opinion is rendered that may or may not be accurate. Often the supplier is confronted with an end-user's lab report after the fact. This is one reason why it is very important for the supplier to act promptly and be well informed when confronted with a potential HE failure report.

[3] Testing to determine if a particular material, condition, process or combination thereof would create or prevent HE. This kind of testing is called HE susceptibility testing and involves test coupons called notch bars, and an elaborate test rig called a Rising Step Load Tester. This type of testing would be used to qualify a particular coating or material, and once passed would preclude the need for baking or post-process testing, or to determine the minimum required baking time for a process. It is also used to monitor a process to ensure it stays in control. Specifications ASTM F1940 and ASTM F519 are examples of this kind of testing. HE Susceptibility testing should be conducted only by qualified laboratories.

Even after reading this long article you probably have more questions about HE relief baking and HE in general, and there certainly is a lot more to know about HE. For example, you may be wondering:

- Who is responsible for the fastener if the baking is not effective?
- Can fasteners that have not been baked be baked later on?
- Can fasteners that have hydrogen embrittlement be baked again to relieve the embrittlement?
- How can I know for sure that my plated fastener have been properly baked?
- Specs say that even if I do everything right HE might still occur –what's the deal?
- What should fastener suppliers do to properly make decisions regarding baking and to manage the risks associated with electroplating fasteners?
- What should we know about environmental hydrogen embrittlement?

Our next article will answer these questions and go into detail on the kinds of HE testing that suppliers and end-users can conduct, HE failure investigation, and the do's and don'ts of using test labs for HE testing.

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CARMEN VERTULLO TO BAKE OR NOT TO BAKE? *from page 176*

If you have made it this far you probably have more than a passing interest in the topic of Hydrogen Embrittlement in Fasteners. Don't stop now. Some essential references you should have on hand are listed at the end of this article. Much of the information in this article is cited from one or more of them. If you use this article to help in developing your HE risk management strategy, or to advise a customer be sure and cite from one of these resources. This author will be happy to assist you finding these citations if needed.

[1] Fundamentals of Hydrogen Embrittlement in Steel Fasteners, Salim Brahimi

Available from the Industrial Fasteners Institute, www.indfast.org. This document is in process of becoming an ISO Technical Paper and should be the best available authority on HE in fasteners.

[2] ASTM A574, Alloy Steel Socket Head Cap Screws; ASTM F1941/F1941M, Electrodeposited Coatings in Mechanical Fasteners, Inch and Metric; ASTM F606/F606M, Standard Test Methods for Determining the Mechanical Properties of Externally and Internally Threaded Fasteners, Washers, Direct Tension Indicators, and Rivets

All are found in the Industrial Fasteners Institute Inch Fasteners Handbook, 9th Edition, available from the Industrial Fasteners Institute, www.indfast.org, or as individual specifications from ASTM at www.astm.org. All suppliers and users of fasteners should have this handbook. It is the most economical and authoritative source of fastener technical data for inch fasteners.


[3] ISO 898-1 Mechanical Properties of Fasteners Made of Carbon Steel and Alloy Steel and ISO 4042 Fasteners — Electroplated Coatings

Available from the Industrial Fasteners Institute, www.indfast.org or from ISO directly as individual standards or in the ISO Metric Screw Thread and Fastener Handbook. The IFI website will provide the direct link to ISO for obtaining these standards. All suppliers and users of fasteners should have the ISO handbook. It is the most economical and authoritative

source of fastener technical data for metric fasteners.

[4] Various Technical Bulletins on the subject of hydrogen embrittlement in fasteners.

Available from the Industrial Fasteners Institute, www.indfast.org (Some of these are in process of being updated with the latest technical information as found in Fundamentals of Hydrogen Embrittlement in Steel Fasteners, Salim Brahimi). The best source for obtaining these technical bulletins is by subscription to the IFI Technology Connection (ITC).

The IFI website at www.indfast.org/technology will provide you with a demonstration and free test ride of the ITC. 

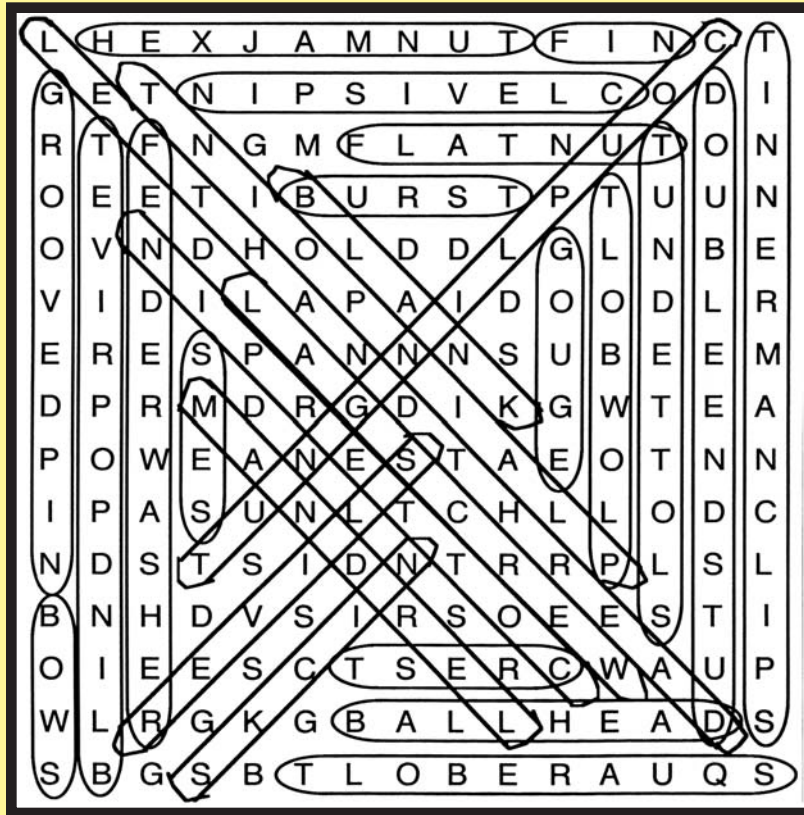
This author is available to consult with your HE risk management strategy team and we will be presenting a hands-on training program on Hydrogen Embrittlement Testing for Fasteners at the Carver FACT (Fastening Applications, Consulting and Training) Center in San Diego, CA Feb 29-March 30, 2016. This program will thoroughly equip your quality department personnel in understanding how to prevent, recognize, and test for HE in fasteners.

They will study several real life HE cases, conduct several HE tests on HE affected fasteners, conduct Rockwell Hardness testing to determine lot susceptibility, they will find out how to specify and procure the equipment needed to test your specific product mix, they will write HE Risk Management Policies for your specific market and products, and study in detail all of the specifications and standards that speak to the issue of HE in fasteners. They will return to the job ready to execute on an effective HE Risk Management Strategy that fits your company.

Please contact the author or visit www.carverem/fasteners.com for more details on this training if you are interested. The class will be limited in size to give each student maximum individual attention, so do not delay in expressing your interest.

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THE 2015 ALL AMERICAN FASTENER SHOW IS OVER BUT NOT FORGOTTEN


Exhibitors and attendees have travelled safely to and from. Nashville proved to be an exciting location with plenty of places to visit while exhibitors and attendees were not at the Fastener Bash, Golf Scramble, or the show itself.

Our golfers enjoyed the Two-Man Golf Scramble Wednesday morning. Ted Grove from JJJ Fastener and his friend, Scott Broyles came away with first place. First-time fastener show exhibitor, Craig Penland, owner of Eurolink Fastener Supply Service, and fastener rep, Ken Schneeloch won second place. Vic LaPoma and Nick Peles from Kanebridge played through to third place. Thanks to all of you!

The Fastener Bash, held Wednesday evening, September 9, at the Sheraton Nashville Downtown, offered an excellent chance for exhibitors and attendees to mingle and make connections. The Fastener Bash featured a host bar and a wide variety of food. The room was booming with conversations from old fastener friends and those making new friends. Everyone enjoyed renewing acquaintances and making new ones.

The All American Fastener Show started Thursday morning, opening with the National Anthem. Most notable this year was the fact that just over 25% of our attendees were walk-ins boosting attendance higher than any past year. We had quite a few returning exhibitors and several new exhibitors. Many of both the attendees and exhibitors remarked that the smaller show made it easier to connect on a more personal level, giving them more time to converse and get to know people they are currently doing business with as well as prospects for future business.

All American Fastener Show is currently looking for our next location. To keep in contact, we welcome you to follow us on Twitter @AllAmericanFS and like our Facebook page, All American Fastener Show. We will be posting regular updates on the next show along with photos from this show. Our web site will be updated with dates, time and place as soon as we decide on a location.

Thank you to everyone for a great show. It was the best yet! We are looking forward to our next All American Fastener Show and Meeting in the Middle again with all of the wonderful fastener people. 



PETER ANDERSON, SUPERIOR WASHER AND STEVE ROGALLA, THE BRADLEY GROUP AT THE AAFS COCKTAIL PARTY



TED GROVE, JJJ FASTENER DRILLING



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DISTRIBUTOR NEWS

The DPA Buying Group

a member-driven marketing & networking organization, is pleased to announce its 2015 Industrial Distributor and Supplier of the Year



recipients. Congratulations to DPA Supplier of the Year, International Fasteners, Inc. (Tampa, FL). The award was presented at the 2015 STAFDA Convention in Phoenix, AZ.

They recognize sales growth and exemplary support of the DPA Buying Group.

DPA Industrial Supplier of the Year, International Fasteners, Inc., who goes by DAGGERZ, has created customized programs for DPA distributors to help grow their business.

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.

DISTRIBUTOR NEWS

J.W. Winco, Inc., a leading supplier of standard industrial machine components, announced it now offers No. 6312 V Crocodile Clamps with Adjustable Holders, with or without Clamping Bolt or Stud Bolt, in metric sizes.



These new RoHS-compliant Crocodile Clamps are infinitely adjustable and easily expanded for every clamping height. They are used for a variety of clamping applications including those using T-grooves and threaded holes. Compression piece and adjustable holders are connected permanently to the clamp body, so the crocodile clamp can be used quickly. The clamp body is equipped with two varied clamping surfaces and can be easily turned to use one side or the other. Due to the fully assembled construction, this makes for easy set-up and handling on equipment. Crocodile clamps are especially suitable for use on injection molding machines and various presses.

Clamp body, compression piece and back support are tempered steel with galvanized finish. Clamping bolt is DIN 787; stud bolt is DIN 6379; washer is DIN 6340; nut is DIN 6330B. All these components are made of tempered steel with a blackened finish.

J.W. Winco offers an extensive selection of inch and metric size adjustable levers, cabinet U-handles, plastic and steel hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, inch and metric construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, metric casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries.

J.W. Winco's website catalog, with 3D CAD and online buying, is viewable on the J.W. Winco website.

For more information, contact J.W. Winco at 1-800-877-8351, by fax at 800-472-0670, on the web at www.jwwinco.com, and via e-mail at sales@jwwinco.com.

NATIONAL INDUSTRIAL FASTENER AND MILL SUPPLY EXPO SANDS CONVENTION CENTER, LAS VEGAS - OCTOBER 22-23, 2015



\$2,000 Innovative Components Inc. Scholarship

In addition to Innovative Components apprenticeship program for High School seniors, bot bec0me Production Warehouse employees, leading to guaranteed Supervisor position, with full tuition paid, ICI has added this year's MWFA Scholarship for qualified applicants.

This scholarship is awarded to Megan Fleischmann, daughter of Tara Jacob of Darling Bolt Co. Megan is a college freshman in Michigan. She plans to get into the medical field and will work towards this in college, not just through classes, but working on research projects and getting personal experience in the medical field. Her work in a senior living home gave her insight into the medical world. Megan really enjoys making peoples' day better. Her plan is to flourish during her college career into an exceptional doctor.

\$1500 Scholarships

Kaitlyn Amoresano, daughter of Patricia Amoresano of Kanebridge Corporation. Kaitlyn is a freshman at Marist College. She is studying Business Administration with a concentration in Finance. After graduation she plans to pursue her MBA.

Samantha Blank, daughter of Diane Blank of Alfa Tools. Samantha is a senior at Northern Illinois University majoring in Psychology. She plans to further her education with a PH.D in Clinical Psychology with an emphasis in Forensics.

Logan Dieter, son of Sheila Blaesner of 3Q Inc. Logan is pursuing a nursing degree through Chamberlain University and hopes to become a Nurse Practitioner.

Ariel Graveen, daughter of Randall Graveen of Elgin Fastener Group. Ariel is a H.S. senior. She plans to study Veterinary Medicine in college and eventually would like to own her own Veterinary practice.

Mary Holler, daughter of Chip Holler of SWD Inc. Mary is a H.S. senior exploring her future majors as either a Middle School Physical Education major or an Occupational Therapist where she can utilize her love for helping other people.

Justin Miller, son of Ann Miller of Gaffney Bolt. Justin is a college freshman at the University of Minnesota. He plans to pursue a degree in Biology specifically either Biochemistry or Conservation Biology with hopes of one day restoring and protecting important nature areas in the

United States.

Dariusz Obrochta, son of Piotr Obrochta of CSM Fastener Products. Dariusz is junior at Graceland University majoring in Business Administration and Accounting with plans on pursuing his Masters Degree and becoming an Investment Banker.

Stephen Oelhafen, an employee of Clarcorp Industrial Sales. Stephen is a 2015 graduate of Luther Prep School. He will further his education with 4 years at the Martin Luther College and then attend an additional 4 years at the Wisconsin Lutheran Seminary as he pursues his dream of becoming a Pastor.

Chase Samples, son of Brian Samples of Elgin Fastener. Chase is a college freshman at Ivy Tech majoring in Business with a focus on computer programming. This foundation will help him determine his future goals.

George Swedie, son of George Swedie of Metric & Multistandard Corp. George is a college freshman at University of Wisconsin Milwaukee working on his degree in Biomedical Science and Microbiology.


Alexis Valdez, daughter of Rey Valdez of Okabe Co. Inc. Alexis is a H.S. senior planning on majoring in Biology and pursuing a career as a Physician Assistant.

Erin Strock, daughter of Dana Strock of Nucor Fastener. Erin is a college freshman at Goshen College working on her degree in Psychology and will continue furthering her education and achieving her Ph.D.

Lisa Krueger, daughter of Beth Krueger of Elgin Fastener. Lisa is a H.S. senior scouting out the best Engineering schools in order to achieve a degree in Mechanical or Civil Engineering.

Alexander Holler, son of Chip Holler of SWD Inc. Alexander is in his last semester at the College of DuPage and will receive his Associates degree in the Automotive Program. He will then go on to pursue his bachelor's degree in Automotive Management at Ferris State University.

Bradley Reibel, son of Robert Reibel of SWD Inc. Bradley is currently a student at Eckerd College pursuing a Business Administration degree with a concentration in Sports Management with the hopes of one day opening up a basketball training gym.

Isabelle Larson, daughter of Edward Larson of Certified Products. Isabelle is a freshman at Iowa State University working on her degree in Business and Hospitality Management. 

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DISTRIBUTOR NEWS

J.W. Winco, Inc., a leading supplier of standard industrial machine components, announced it now offers GN 6319.1 Steel and Stainless Steel Spherical Washers, Seat and Dished Combined Type, in metric sizes.



These RoHS-compliant spherical washers provide an “und detachable” combination of male and female spherical washers similar to DIN 6319. This simplifies storage and allows for fast and efficient installation.

The stainless steel versions are used for clamping in corrosion-free environments.

Steel washers are case hardened all round, depth .2 to .4 mm, hardness (550 + 100) HV 10. Stainless steel washers are European standard 1.4305 (American standard 303 series). Both types are offered to fit bolt thread sizes M6 to M20.

J.W. Winco offers an extensive selection of inch and metric size adjustable levers, cabinet U-handles, plastic and steel hinges and locking mechanisms, revolving and retractable handles, hand wheels, hand cranks, tube connection and conveyor components, inch and metric construction tubing, shock absorption mounts, leveling mounts, hand knobs, spring, ball and indexing plungers, jig, fixture and fastening components, retaining magnet assemblies, toggle clamps, metric casters and wheels, universal joints, oil sight glasses, and metric tools for the industrial and commercial equipment industries.

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NIFMSE POOLSIDE WELCOME RECEPTION TREASURE ISLAND HOTEL, LAS VEGAS - OCTOBER 21, 2015





Carl Potter CSP, CMC

Through his efforts as a keynote speaker, consultant, and author, Carl Potter has helped many workers go home every day without injury. He is the author and facilitator of the hazard recognition and control workshop, delivered to thousands of people in hundreds of workplaces in the United States and Canada. He has authored eight books. Information on his work and presentations can be found at www.carlpotter.com and more information about the company he leads is at www.safetyinstitute.com.

GETTING TO ZERO: ONE TASK AT A TIME

The Vision Of ZERO

American industry continues to come to grips with hitting ZERO injuries in the workplace. More than 10 years ago I began a campaign of keynote speeches and leadership seminars and workshops feeling like Don Quixote. Continually running headlong at the windmills of the ZERO injury safety culture. Leaders and workers pushed back making statements like:

- “It can’t be done!”
- “This is a dangerous business and injuries just happen.”
- “People are going to make mistakes!”
- “Leaders are only interested in getting a bonus!”
- “Isn’t safety someone else’s responsibility?”
- “How can you make a workplace that safe?”
- “Do you really think it’s possible to have zero injuries?”

ZERO is a goal, target, benchmark, ideal, or whatever you want to call it. Achieving zero injuries requires vision, a process, effort, and the commitment of everyone in the organization. The target does not have to be berated and talked about 24/7, but it does have to become a simply seamless part of the business. Safety is a big job that happens when we establish deliberate steps to accomplish the desired result.

Nothing is particularly hard if you divide it into small jobs
~ Henry Ford

Make It More Difficult To Get Hurt


Anything that seems to be impossible or just plain difficult must be broken down into steps. Learning the process of recognizing and controlling hazards takes time mitigate hazards. Some clients understand what we are trying to accomplish and deliberate focus to make sure everyone is not just seeing and reporting hazards but also

taking steps to mitigate the hazard to a lower level of risk. What we are attempting to do is create a workplace where it is more difficult to get hurt. Effort is required to hit ZERO; it does not happen just because we say it will.

Eight Concepts To Achieve ZERO

- [1] Break the job of hitting ZERO injuries down to macro and micro work areas
- [2] Look at your overall location (think macro: big picture) and see it as a workplace
- [3] Identify what is in your workplace that can cause injury. (identify hazards in the form of: material, conditions, or activity)
- [4] Take action to mitigate the hazards in the workplace to a lower level of risk, then
- [5] Take a look at your worksite (think micro: local or where you are completing tasks)
- [6] What is in your worksite that can cause injury? (this is a close-up, focused look)
- [7] What controls can be employed to mitigate the risk of injury (decrease the exposure or impact of the hazard), and remember
- [8] Ask yourself, “Do we want to reach ZERO injuries in our workplace and are we willing to put out the necessary effort?”

A Personal Call To Action

A more appropriate may question may be, “Do I want to reach ZERO injuries in my worksite and am I willing to put out the effort?” Zero is a desired state that must become a personal target, and commit to expending the effort. Effort is only expended when we are trying to accomplish something we want. So today, ask yourself if you want to hit ZERO injuries and create a workplace/worksites where nobody gets hurt. 



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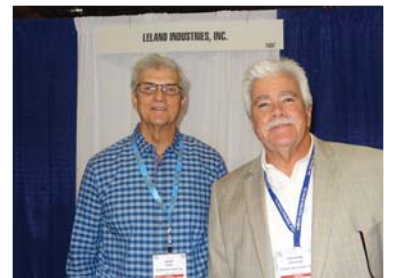


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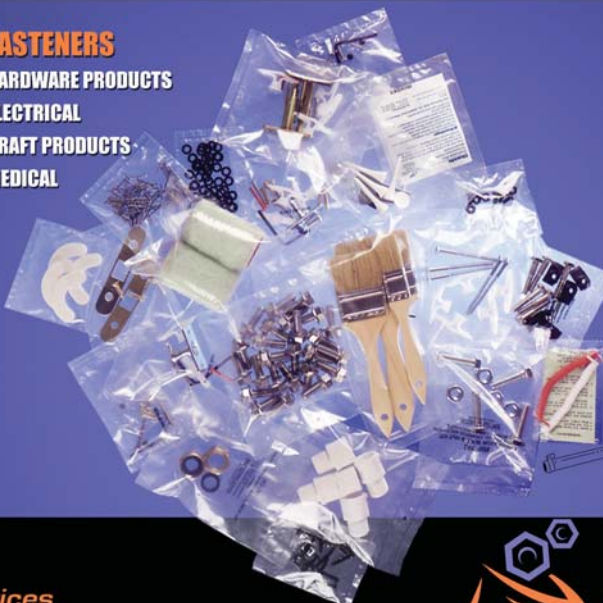
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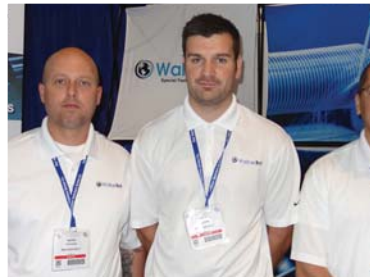


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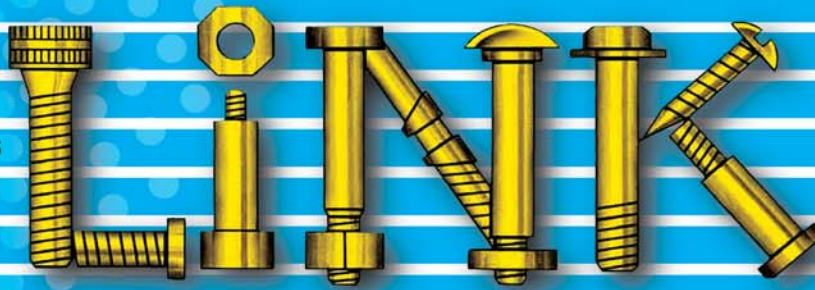
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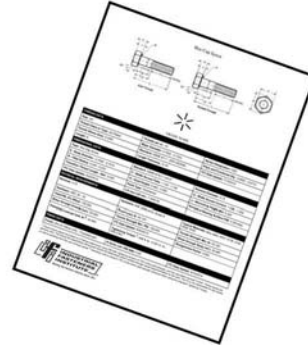
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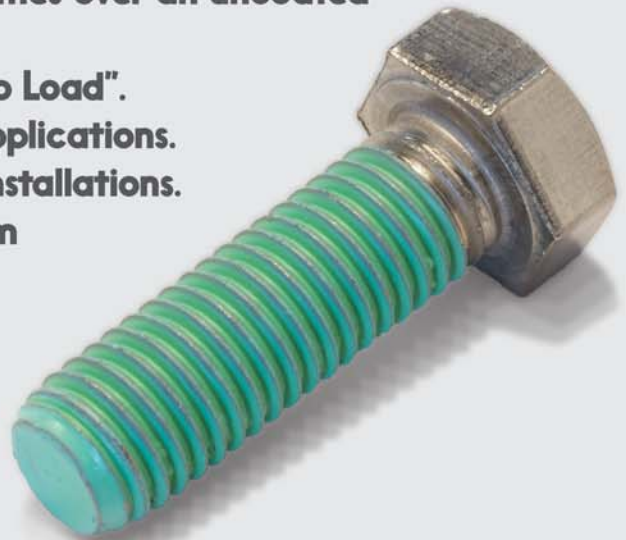
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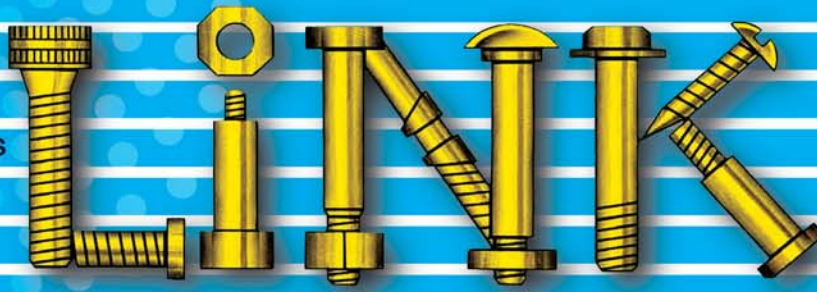
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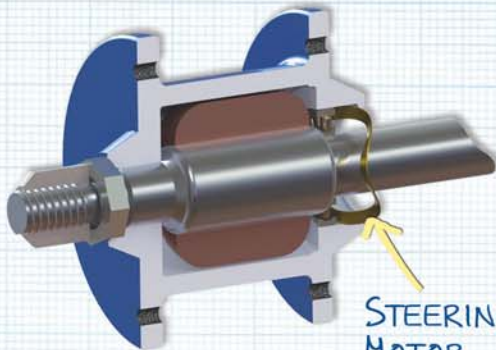
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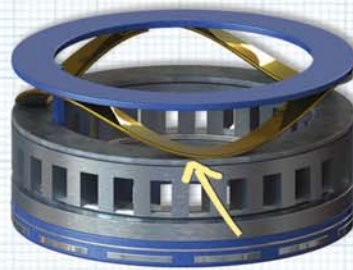
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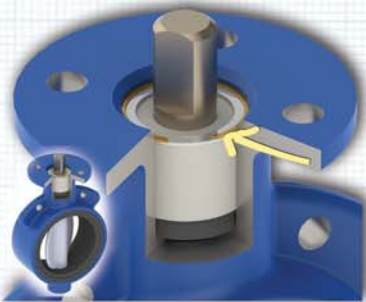
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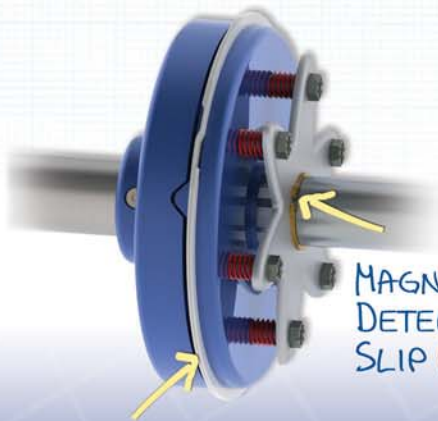
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