

# NFDA TODAY: Your National Fastener News

February 2018



## President's Message

By Kevin Miller

Happy 2018 NFDA Members!

I hope you all had a wonderful holiday season and are returning to work rested and ready to go! It's always a little bittersweet when fall comes to an end, but that just means a great new year is around the corner!

To kick the year off, the Board of Directors had a strategic planning session in January. We retained the services of Mark Alcorn to lead the discussion. During this meeting, we evaluated the strategies chosen by the past leadership. We retained, modified, and selected new strategies for the future in order to ensure the long-term vitality and viability of the association. The past leadership groups have provided an excellent foundation for us to continue to build on, and we look forward to improving the value proposition we provide to our members!

Between all of the trade shows scheduled for 2018, NFDA has a couple of key events we should all make a point of participating in. Of course, I would be remiss in my duties were I not to mention the 50th Anniversary celebration in Costa Rica. We have a great group of attendees signed up already, so don't miss out on what is shaping up to be a trip for the books!

On the docket in June is our Executive Sales Planning Sessions® and annual meeting in Chicago. This event provides excellent value in terms of getting great face time with your suppliers/customers, and is always well attended.

Lastly, THANK YOU to all who attended the inaugural Leadership Academy in November. We had a great group of people attending, which only enhanced the experience at the event. It was a hit, and we are already discussing timing and content for the next one!

I look forward to seeing all of you at the events throughout the year! As always, if you have any questions or comments I can be reached at [kevinm@bamal.com](mailto:kevinm@bamal.com)

Kevin



## Associate Chair's Message

By Adam Pratt

Happy new year to the NFDA!

It is amazing that this year we celebrate our 50th anniversary as an association representing the fastener industry! While we celebrate this milestone, it is also an opportunity to reflect on where we have come from, and where we are going as an association. I, along with Kevin and the rest of the Board, encourage you to attend our 50th anniversary winter meeting in Costa Rica. In addition to some sunshine and fun activities, there is a great learning schedule with some very informative and interesting speakers. This is an event not to be missed! As you are reading this, we are closing in on the event, but it is not too late to register and attend. If you haven't signed up, please do and join us as we celebrate 50 years, learn from great speakers, and network with our peers in the industry.

As Kevin mentioned, we also look to the future and I am excited to help shape the direction of our association for the next 50 years. I have been scheduling associate member calls periodically so I can hear what needs the associates have, and communicate that to the board. Thank you for your participation and I encourage you to participate in these calls, grab me at the next event, or send me an email ([apratt@sherex.com](mailto:apratt@sherex.com)) so we can discuss the future of NFDA and how we can continue to grow and prosper as an association serving this great industry. This feedback is critical to shaping the strategic planning process to make the NFDA experience more rewarding.

It is important to remember that a growing membership is a core foundation of any association and we intend to grow. If a fellow associate or distributor you work with is not currently a member, please speak with them about the benefits of NFDA membership and let's continue to grow our association.

I look forward to seeing you in Costa Rica and also at our summer meeting in Chicago. Thank you for your support and contributions to the association. Let's make it another great year!

Adam

## In This Issue

- President's Message
- Associate Chair's Message
- Employee Compensation Survey
- New Member Benefit
- Fastener Standards Update
- 50th Anniversary Meeting
- NFDA Scholarships
- Training Opportunities

## NFDA Events

- 2018 50th Anniversary Meeting**  
March 14-16, 2018  
JW Marriott Guanacaste Resort & Spa  
Hacienda Pinilla, Costa Rica
- 2018 Annual Meeting & ESPS®**  
June 5-6, 2018  
Embassy Suites Chicago Downtown  
Magnificent Mile  
Chicago, Illinois
- 2019 Joint Meeting**  
March 13-16, 2019  
Omni San Diego Hotel  
San Diego, California  
*Joint Meeting with the Mid-West Fastener Association and the Pacific-West Fastener Association*



## 2018 Employee Compensation Survey

How does your company's compensation program compare to others? Participate in the survey and you'll get that information for free!

A major challenge facing business owners is offering a fair and adequate employee compensation and benefits package. If the package is not competitive, the business cannot attract and retain qualified personnel. If the package is too generous, profits can suffer.

To maintain competitive compensation plans, managers are continually looking for benchmarks. They want to know what other companies are paying for certain positions. They want to know what fringe benefit packages are being offered. They want a set of benchmarks for executives and separate set of benchmarks for operational employees.

How does your firm's compensation plan compare with others? To help you evaluate your plan, NFDA is co-sponsoring Profit Planning Group's 2018 Employee Compensation Study.

This study, conducted every other year, draws participants from multiple lines of trade for larger samples and more complete results. The 2016 study analyzed about 1,000 firms and 6,000 locations in over 20 revenue ranges from under \$1 million to over \$1 billion and more than 160 geographic regions and metro areas. NFDA has joined with other distribution organizations to co-sponsor this survey.

NFDA members have already received information about taking the Employee Compensation Survey in an email. **Surveys are due by February 15.**

Submitted data is kept completely confidential. Participants will send surveys directly to Profit Planning Group, an independent research firm specializing in confidential benchmark studies. No other firm, including NFDA, has access to any participant data. Profit Planning Group publishes the results. The results only present aggregated data. Individual company data is not exposed. The final full report is scheduled for delivery in May.

Please support this important study by completing this survey as soon as possible. You can complete the survey even if bonus figures are not final—just report a reasonable estimate. Participants in the survey will receive the study results for free. NFDA members who do not participate can purchase the study at a reduced rate. If you have not received information about the survey, please visit [nfda-fastener.org/2018CompensationSurv](http://nfda-fastener.org/2018CompensationSurv)

Thank you for helping with this study. The results will provide valuable information you need to compete for the best employees and manage your workforce.

## New Member Benefit



NFDA Partners with Caliper Corporation to Support Hiring and Talent Development Efforts

*Transforming Business Through People*

NFDA and Caliper, a firm that helps businesses to select talent and develop their workforces, have announced a business partnership designed to make personnel decisions – from hiring to succession planning – more seamless and precise for association members.

Through the relationship, Caliper will support association members with their hiring and employee-development solutions. Specifically, NFDA members will receive exclusive access to, and discounts on, Caliper's pre-employment assessment tools and other services that have been shown to align talent with strategy, hire better people faster, and develop leaders, teams and mission-critical employees.

Caliper uses a proven science-based approach to evaluate the performance potential of job applicants for sales, customer service, leadership, and technical roles in construction, manufacturing, distribution, retail, and other business segments. They are equipped to serve companies of all sizes, from two-person agencies to global corporations.

"We are excited about our new relationship with NFDA," says Mark Greenberg, President of Caliper. "There's a common issue that members face in growing—and securing the future of—their businesses, and that is hiring, developing, and retaining top performers. This is a great opportunity for us to deliver the talent-management expertise for which we are known."

This is a benefit for NFDA members only! For more information, visit [nfda-fastener.org/benefitsMembersOnly](http://nfda-fastener.org/benefitsMembersOnly)

## 2017 NFDA and YFP Leadership Academy



February 2018

[nfda-fastener.org](http://nfda-fastener.org)

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National Fastener Distributors Association  
2018 Annual Meeting and ESPS®  
(Executive Sales Planning Sessions)

Embassy Suites Chicago Downtown Magnificent Mile



SAVE THE DATE | JUNE 5-6, 2018

The 2018 Annual Meeting & Executive Sales Planning Sessions® (ESPS) will take place June 5-6, 2018 at the Embassy Suites Chicago Downtown Magnificent Mile. At this meeting you'll have lots of opportunities to meet one-on-one with your most valued partners. Nothing beats meeting face-to-face when it comes to establishing and strengthening the partnerships that bring the most benefit to your company. Plan to join us! Save the date!

## Welcome New NFDA Members

Aero-Space Fasteners and Electronics  
[ascs.com](http://ascs.com)

Circle Bolt & Nut Co.  
[circlebolt.com](http://circlebolt.com)

Creative Assembly Systems  
[creativeassembly.com](http://creativeassembly.com)

Fullco Industries  
[fullco.com](http://fullco.com)

MF Supply  
[mfsupply.com](http://mfsupply.com)

Parker Fasteners  
[parkerfasteners.com](http://parkerfasteners.com)



## NFDA Fastener Standards Activity Update - Q4 2017

By John Medcalf

Happy New Year everyone! Now that the distractions of the holidays are behind us, we can get back to everyone's favorite topic: fastener standards! As usual, there are a number of meetings to cover: ASME B18 met in September in Las Vegas, the SAE Fastener committees met in September in Troy, Michigan, the annual ISO meetings took place in Berlin, Germany in October, and ASTM F16 met in Atlanta in November. Also, the ASTM Bolting Technology subcommittee held a meeting at the IFI headquarters in Ohio. A brief summary of activities is as follows:

### ASME B18

- The revision to ASME B18.6.3 on inch machine screws and tapping screws is ongoing.
- At the request of the ASTM bolting subcommittee, ASME B18.2.6 on structural fasteners is being revised to reflect updates to the ASTM standards.
- The revision to ASME B18.18 on quality assurance was published in June of 2017. The major update was clarifying some of the Category 3 inspection requirements. If you aren't already using this standard, I would encourage you to consider doing so as a way to improve product quality, especially on high strength or critical fasteners.

### SAE

- A project has been initiated to revise SAE J174, a standard for torque-tension testing of fasteners.
- As the USCAR fastener committee has been disbanded, the SAE Fastener committee is attempting to take over maintenance of the USCAR documents.

### ISO TC2

- The complete revision of ISO 4042 on electroplating continues to make its way through the ISO balloting process. Up next is an FDIS ballot, which is one step from publication – possibly set for 2019.
- ISO/DTR 20491 – the technical report on hydrogen embrittlement in fasteners has been approved within the fastener committee and is pending publication.
- The updated ISO 3269 on acceptance inspection that is based on a modified  $c = 0$  approach will proceed to DIS ballot (two steps from publication).
- The revision to ISO 898-2 on mechanical properties of nuts that contains an extensive review and adjustments to hardness levels to reduce or eliminate nut stripping as a failure mode continues to be discussed at the subcommittee level.
- ISO 898-3, a new standard on mechanical properties of washers has progressed to the FDIS ballot stage, and a similar document is being worked on for lock washers.
- ISO 16228 is a new standard that sets guidelines for content and formatting of fastener inspection reports (certificates). It was published in late 2017.

### ASTM F16

- The test methods standard, ASTM F606, has open projects to update the hydrogen embrittlement test method and add a method for Charpy impact testing. Both received negatives during initial balloting, and will continue to be worked on.
- The combined standard for dip spin coatings has passed subcommittee balloting, and will proceed to the main committee for review.
- Now that ISO 4042 has progressed, the task group taking on a detailed review of the ASTM F1941/F1941M electroplating standard will proceed.
- The bolting standards ASTM A354, A307, and A449 are being reviewed for combination, much like the combined structural bolting standard, ASTM F3125.
- The proposed updates to bring the ASTM B633 electroplating standard in line with ASTM F1941/F1941M in terms of hydrogen embrittlement and baking continue to be met with negative votes within the ASTM B08 committee. The work there will continue.
- ASTM F16.96, the Bolting Technology subcommittee, met separately at IFI headquarters in Cleveland. With technical presentations from multiple speakers, the intent is to renew interest in the subcommittee at a user level, and to advance fastener and fastening knowledge through research, education and application related standards.

John Medcalf is Principle Engineer for Peak Innovations Engineering and is NFDA's technical representative.

Communication between NFDA members and the NFDA technical standard representative (the "Representative") through email or otherwise is provided by NFDA as a courtesy to its members. NFDA provides no assurance as to the accuracy, completeness, or timeliness of any statement made by the Representative to the member or fastener technical standards organizations. Neither NFDA nor the Representative makes any representation as to whether any statement of the Representative is consistent or compliant with fastener technical standards. Neither NFDA nor the Representative shall be responsible for any loss or damage suffered by the member or any other person as the direct or indirect result of any statement made by the Representative.

**John Medcalf** was appointed as the NFDA technical standards representative to allow the NFDA membership not just visibility of standards activities, but also a voice in the process.

NFDA members are encouraged to express their comments or concerns relating to fastener standards. The only way to influence the process is to stay engaged and participate.

Members can:

- Inquire about changes in drafts noted in the quarterly reports
- Raise suggested revisions or technical updates to standards
- Ask general standards related questions
- Offer feedback to continue refinement of these articles

Please email your standards related comments, concerns or questions to John at [standards@nfda-fastener.org](mailto:standards@nfda-fastener.org)

**Interested in advertising in the NFDA Newsletter? Contact the NFDA office for details!**





## Join us at the 50th Anniversary Meeting in Costa Rica!

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

Although the location is enticing enough, the educational portion of the meeting makes the event even more important to attend. We'll have Paul Reilly, owner of Reilly Sales Training, who will offer tips on "Value-Added Selling."

Also featured on the program is Dirk Beveridge on "How to Create Relevancy in the Age of Disruption." Learn how to unleash the spirit of innovation to create a relevant, stronger, and more profitable future.

And as always, we'll have roundtable discussions where you'll have an opportunity to discover solutions to real-life problems from others who have experienced similar situations.

We'll take advantage of all the resort setting has to offer, with a dinner on the beach, a snorkeling excursion, golf on the Hacienda Pinilla course which winds through tropical forest and along the Pacific Ocean, plus NFDA's legendary Flotilla.

And, we will commemorate NFDA's 50th anniversary in style at our Legacy Luncheon.

You'd be surprised how easy it is to travel to Costa Rica, with flights to Liberia's Daniel Oduber Quirós International Airport from most major U.S. cities on most major U.S. carriers. And, fares have been dropping in recent weeks.

Costa Rica is known for pura vida. Simply translated, it means pure life, but in Costa Rica it is more than just a saying; it is a way of life. Costa Ricans use this term to say hello, goodbye, everything's great, and everything's cool. Not surprisingly, Costa Rica has been named one of the happiest countries in the world. Once you've visited Costa Rica, you will understand the true meaning of pura vida.

Register online now at [nfda-fastener.org](http://nfda-fastener.org)



## NFDA Awards Scholarships for Fastener Training Week



Danette Gralfs



Megan Somers

As of this printing, NFDA has approved two scholarships for Fastener Training Week, an advanced fastener technical training program produced by the Fastener Training Institute®. The association is pleased to announce the following winners:

- Danette Gralfs, quality control, material handler, Empire Bolt & Screw
- Megan Somers, inside sales, Mid-States Bolt & Screw

Applicants were evaluated based on the recommendation from their employer, personal achievements, work experience, and an essay. Identifying information was redacted, so that the team evaluating the applications did not know the names or employers of those applying.

This is a benefit for NFDA members only! The next deadline to apply for a Fastener Training Week scholarship is **June 1**. The application can be found at [nfda-fastener.org/FTIScholarship](http://nfda-fastener.org/FTIScholarship)

For more information about Fastener Training Week, visit [FastenerTraining.org](http://FastenerTraining.org)

## Training Opportunities

The Fastener Training Institute® has the following upcoming opportunities to increase your fastener knowledge:

- February 12-16 – Fastener Training Week – Los Angeles, California
- February 27 – Non-Threaded Fasteners & Assembly Components – Los Angeles, California
- March 27 – Fastener Basics – Union City, California
- April 2-6 – Fastener Training Week – Cleveland, Ohio
- April 10 – Fastening 101 – Cleveland, Ohio
- April 10 – Understanding the Bolted Joint – Cleveland, Ohio
- April 17 – Manufacturing Tours – Los Angeles, California
- April 30-May 1 – Automotive Fastener Technology – Troy, Michigan
- May 2-4 – Understanding Hydrogen Embrittlement – Wixom, Michigan
- May 15 – Secondary Process Tour – Los Angeles, California



FASTENER  
TRAINING  
INSTITUTE

NFDA members receive discounted registration on FTI seminars and webinars. For more information and a list of all FTI events visit [FastenerTraining.org](http://FastenerTraining.org)

## Join NFDA at Fastener Fair USA in Cleveland, Ohio April 11-12, 2018



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New Address and Phone Number!**



3020 Old Ranch Parkway Suite 300  
Seal Beach, CA 90740  
562-799-5519  
[www.nfda-fastener.org](http://www.nfda-fastener.org)

**Vickie Lester**  
Executive Vice President  
[vlester@nfda-fastener.org](mailto:vlester@nfda-fastener.org)

**Marci Myer**  
Community Manager  
[marci@nfda-fastener.org](mailto:marci@nfda-fastener.org)

**Jeannine Christensen**  
Meetings/Events Director  
[jchristensen@nfda-fastener.org](mailto:jchristensen@nfda-fastener.org)

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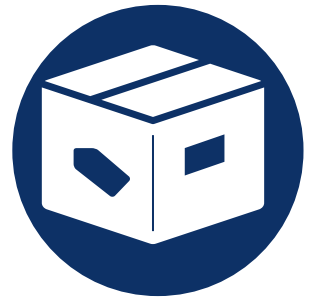
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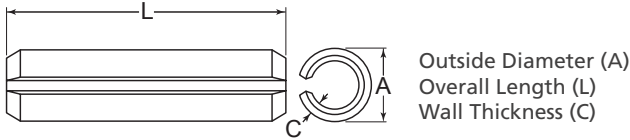
# **LARGE DIAMETER SPRING PINS**

*Quality without Compromise*



## Large Diameter Metric Slotted Spring Pins (ISO 8752)

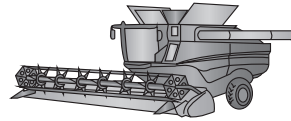
Slotted spring pins are a single-turn, formed pin with one straight parallel slot. Because they can be installed in a single operation, they are economical and save time. The hollow design and slot give them their unique self-locking capabilities.



Item #	Diameter (A)	Overall Length (L)	Wall Thickness (C)
SPM-140-030-I	14 mm	30.00 mm	3.00 mm
SPM-140-036-I		36.00 mm	3.00 mm
SPM-140-040-I		40.00 mm	3.00 mm
SPM-140-050-I		50.00 mm	3.00 mm
SPM-140-060-I		60.00 mm	3.00 mm
SPM-140-070-I		70.00 mm	3.00 mm
SPM-140-080-I		80.00 mm	3.00 mm
SPM-140-090-I		90.00 mm	3.00 mm
SPM-140-100-I		100.00 mm	3.00 mm
SPM-160-026-I		16 mm	26.00 mm
SPM-160-032-I	32.00 mm		3.00 mm
SPM-160-036-I	36.00 mm		3.00 mm
SPM-160-040-I	40.00 mm		3.00 mm
SPM-160-045-I	45.00 mm		3.00 mm
SPM-160-050-I	50.00 mm		3.00 mm
SPM-160-055-I	55.00 mm		3.00 mm
SPM-160-060-I	60.00 mm		3.00 mm
SPM-160-065-I	65.00 mm		3.00 mm
SPM-160-070-I	70.00 mm		3.00 mm
SPM-160-080-I	80.00 mm	3.00 mm	
SPM-160-090-I	90.00 mm	3.00 mm	
SPM-160-100-I	100.00 mm	3.00 mm	
SPM-160-120-I	120.00 mm	3.00 mm	
SPM-160-140-I	140.00 mm	3.00 mm	
SPM-200-030-I	20 mm	30.00 mm	4.00 mm
SPM-200-040-I		40.00 mm	4.00 mm
SPM-200-045-I		45.00 mm	4.00 mm
SPM-200-050-I		50.00 mm	4.00 mm
SPM-200-060-I		60.00 mm	4.00 mm
SPM-200-070-I		70.00 mm	4.00 mm
SPM-200-080-I		80.00 mm	4.00 mm
SPM-200-090-I		90.00 mm	4.00 mm
SPM-200-100-I		100.00 mm	4.00 mm
SPM-200-120-I		120.00 mm	4.00 mm
SPM-200-140-I	140.00 mm	4.00 mm	
SPM-200-160-I	160.00 mm	4.00 mm	
SPM-250-050-I	25 mm	50.00 mm	5.00 mm
SPM-250-060-I		60.00 mm	5.00 mm
SPM-250-080-I		80.00 mm	5.00 mm
SPM-250-100-I		100.00 mm	5.00 mm
SPM-250-140-I		140.00 mm	5.00 mm

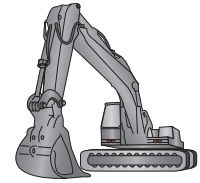
Additional sizes available upon request for special orders

## Big Pins for Big Equipment



### Agriculture

Tractors, Combines, and Tillers



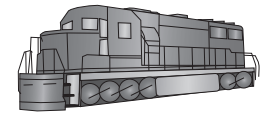
### Construction

Arms, Buckets, Cylinder Attachments, Joints Booms, Hitch Joints, and Slow Rotation Pivot Points



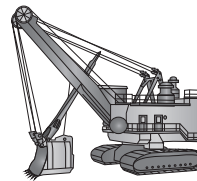
### Wind Power

Turbines, Towers, and Inverters



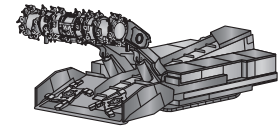
### Railroad

Railroad Maintenance Equipment, Engines, and Cars



### Surface Mining

Surface and Subsurface Mining Equipment

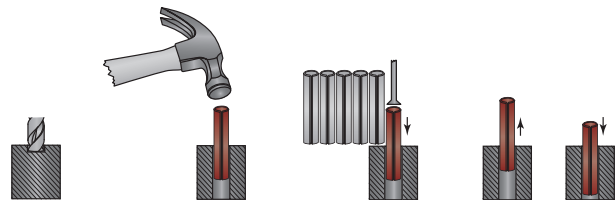


### Underground Mining

Underground Mining Equipment

## Benefits of Slotted Spring Pins

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