

# NFDA TODAY: Your National Fastener News

February 2019



## President's Message

By Kelly Cole

Fellow members,

With the holidays behind us and a new year upon us, I'd like to take this time to reflect on 2018. Last year provided opportunities for our membership to attend (or benefit from) some great events, conferences, and meetings which brought us new or improved best practices, new information, and new perspectives on the economy and our businesses. As we manage and plan for 2019 and beyond, the NFDA Board considers our past events and surveys members with the intention of providing a high level of confidence their dollars are well invested in the association and its upcoming events.

Our marketing efforts are in full gear. Our objective is very clear: grow and retain membership. There are more than 3,000 distributors in North America. While we note that not all distributors might qualify for membership in NFDA, we want to allow anyone interested to attend as guests at our events. In addition to retention, we are highly focused on membership value. This is a moving target and requires input and survey development. We need your feedback. In 2019, we will be reaching out to get informative details about your experiences. Please help us by being responsive to these surveys.

A little personal information: I have been happily married to my wife, Susan Cole, for 30 years. Susan has been in the fastener industry for 40 years! She and I worked together for 25 of those years (without killing each other). We have four children and three nieces (that we accept as our own). Between them, we have 18 grandchildren. Our newest is Waylon, born a few weeks ago. He was nine weeks early, but he is doing miraculously with modern medical practices we enjoy today. And, #19 is due soon. I should start a Toys 4 My Tots program! We really enjoy all of them and go camping, fishing and dirt bike riding as much as we can. Most of you know me as a casual person, family-oriented, and just out to enjoy life. Life is short so make the most of it every day.

Serving on the Board of Directors is a privilege which all of us take very seriously. Volunteering our time for the advancement of NFDA comes with a determined sense of responsibility and emotional connection with our members and an urgent sense of commitment to make the association stronger and better for the future. I encourage all of you to make it a goal to become involved at some point during your membership.

I hope you all enjoyed the holidays and I look forward to seeing ALL of you at the upcoming joint conference right here in sunny San Diego. And, we look forward to having you visit Hayes Bolt & Supply when you're out here.

Kelly

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## NFDA Events

**2019 NFDA/MWFA/Pac-West Joint Meeting**  
**March 13-16, 2019**  
 Omni San Diego Hotel  
 San Diego, California

**2019 Annual Meeting**  
**June 10-11, 2019**  
 Hilton Cincinnati Netherland Plaza  
 Cincinnati, Ohio

## Join Us in Sunny San Diego!

The deadline to register at the early rate for the joint conference is February 19. Join fastener friends and colleagues at this MWFA/NFDA/Pac-West meeting at the Omni San Diego Hotel, March 13-16, 2019.

There will be great educational sessions that include an economic update and a panel discussion on the future of distribution, along with optional activities including golf and craft beer tastings.

Register online at [nfda-fastener.org](http://nfda-fastener.org) and we'll see you there!



## Save the Date - June Annual Meeting!

NFDA's Annual Meeting will take place in Cincinnati, Ohio, June 10-11, 2019, and it is sponsored by the North Coast Fastener Association. Look for details about this meeting on the website soon. Save the date!



## Support Industry Education and Training through the Fastener Education Foundation

The need for fastener education and training is critical for your business.

"Business' number one problem is finding qualified workers. At the current pace of job growth, if sustained, this problem is set to get much worse," according to Mark Zandi, chief economist at Moody's Analytics. "These labor shortages will only intensify across all industries and company sizes."

The fastener industry is no exception and the challenge may even be amplified as we compete with more visible and alluring industries pursuing new talent.

This challenge is not only recruitment, but retention as well. Training and education must be the focus in our mission to recruit, equip, and retain top talent.

"(Main Street firms) don't have the ability to do on-the-job training or run their own training programs in the same way large employers do. They have to take what's available in the marketplace, for the most part," according to Todd McCracken, president of the National Small Business Association.

That's why we are reaching out to you. Would you please consider contributing to the Fastener Education Foundation (FEF)?

Your contribution will help fund the development of both online and live training programs on industry relevant topics.

FEF has supported:

- Development of new classes for the Fastener Training Institute®
- Creation of online, on-demand training for the Fastener Training Institute
- Cold header operator training through Rock Valley College in Rockford, Illinois

The online program development for the Fastener Training Institute, in particular, is a costly and urgent enhancement to keep training delivery affordable and relevant in today's learning environment.

As a registered 501(c)3 charity, your donation could be considered tax deductible. For more specifics, please visit the website at [fastenerfoundation.org](http://fastenerfoundation.org) or pick up the phone and call any member of the FEF Board of Directors.

Thank you.

### FEF Board of Directors

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## Member Benefit Spotlight Fasteners Clearing House



NFDA partners with the industrial fastener sourcing website FCH Sourcing Network, [fastenersclearinghouse.com](http://fastenersclearinghouse.com), to provide association members access to FCH as well as other important benefits, including a special FCH search page for NFDA members.

Provided at no cost, association members can receive custom access to the FCH Sourcing Network which will provide special filtering tools. Members will be able to search the FCH fastener database and filter search results to locate other NFDA members' inventory. The database currently lists over half a million inventory line items. The program facilitates intra-association business with this simple but powerful approach.

There is no requirement for NFDA members to list inventory with the FCH Sourcing Network to take advantage of the program.

If you'd like to list your company's inventory on the site, this benefit includes a 30-day trial FCH membership. The NFDA logo will be displayed next to any NFDA member inventory listings.

FCH regularly supports NFDA through its industry podcast, Fully Threaded Radio, which is billed as internet radio for the fastener industry. It also produces the monthly Fastener Distributor Index in partnership with NFDA.

"We call Fully Threaded Radio 'the voice of the FCH Sourcing Network,' but it's already obvious that our growing audience is made up of listeners from across the industry and from around the world," FCH partner and co-host Brian Musker said. "This makes it a wonderful communication vehicle for NFDA and we're happy to have them with us."

NFDA members are encouraged to contact Lynn Dempsey, [lynn@fastenersclearinghouse.com](mailto:lynn@fastenersclearinghouse.com), to get your username and password for the FCH Sourcing Network. This is a benefit for NFDA members only!

## NFDA Awards Scholarships for Fastener Training Week

NFDA has approved three 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:

- Patrick Garvey, mechanical design engineer, Shamrock International
- John St. Onge, incoming inspector, Specialty Bolt & Screw
- Carola Zabawa, sales and marketing support, Fuller Fasteners

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)



### Visit us at Fastener Fair USA

Stop by the NFDA booth at the Cobo Center in Detroit, Michigan, May 22-23, 2019.

### Welcome New NFDA Member

Worldwide Fastener Sources  
[worldwidefastenersources.com](http://worldwidefastenersources.com)

## Nominations for Fastener Professional of the Year Award

The National Fastener Distributors Association is now accepting nominations for the 2019 Fastener Professional of the Year award.

Created in 2017, the award recognizes individuals who make exceptional contributions to their companies and to the fastener industry. The inaugural award was presented to Robbie Gilchrist of Capital Marketing (High Point, North Carolina), and the 2018 award recipient is Jim Ruetz of AIS (Franksville, Wisconsin).

Membership in NFDA is not a requirement to be selected for the Fastener Professional of the Year award. Self-nominations are acceptable, or nominations can be submitted by others.

The deadline to submit nominations for the 2019 award is February 28, 2019. The award will be presented at the NFDA Annual Meeting, June 10-11, 2019 at the Hilton Netherland Plaza Hotel in Cincinnati, Ohio.

The nomination form can be found at [nfda-fastener.org](http://nfda-fastener.org)

## NFDA Fastener Standards Activity Update - Q4 2018

By John Medcalf

And just like that, we close out another year, with most reports saying it was a good one for the fastener industry. It is hard to believe that I have been providing these updates for five years already, but the work keeps coming! The ASME B18 committee met in September in Charleston, the ISO fastener committee meetings were hosted by Canada in Montreal in October, and ASTM met in Washington DC in November. A few updates are as follows:

### ASME B18

- The revision to ASME B18.6.3 on inch machine screws and tapping screws is ongoing (as noted last quarter).
- ASME B18.2.6 on structural fasteners is being revised to reflect updates to the ASTM standards. The draft has passed balloting and should proceed to publication after some editorial updates.
- ASME B18.12, a glossary of fastener terms is being updated and going through the balloting process.

### ISO TC2

- The complete revision of ISO 4042 on electroplating has been approved and published. This represents the culmination of many years of work and discussion, and users should get familiar with a number of changes, notably on hydrogen embrittlement risk management.
- The updated ISO 3269 on acceptance inspection that is based on a modified  $c = 0$  approach will proceed to FDIS ballot (one step 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, but is finally nearing a first ballot.
- ISO 898-3, a new standard on mechanical properties of washers has been approved and published.
- ISO 15330, a test method for hydrogen embrittlement, will be revised and coordinated with ASTM as it updates the method in F606/F606M.

### ASTM F16

- The test methods standard, ASTM F606/F606M, has open projects to update the hydrogen embrittlement test method and add a method for Charpy impact testing. Both received negatives during balloting and will continue to be worked on.
- The combined standard for dip spin coatings continues to be worked on but should be nearing completion.
- A project is ongoing that will combine the nut standards ASTM A563 and A563M. Many comments and negatives were received during balloting to be addressed.
- There is also a project attempting to create a combined material standard that would include such specifications as ASTM A307, A354, A574 and more.
- Progress has been made in the work to bring the hydrogen embrittlement baking requirements in ASTM B633 on electroplating back in line with ASTM F1941/F1941M, but the ballot is still going through procedural steps.

### ASTM F16

- The Standards Council of Canada has finally provided a solution to the availability of ISO fastener standards in North America. A subscription may be purchased that includes 218 fastener and thread standards for as low as \$498 CAD annually:
  - <https://scc.isolutions.iso.org/obp/ui/#iso:pub:PUB200006:en>
- The 10th Edition of the IFI Book of Standards is now available. It can be purchased in the traditional hardcover format, or also in an online subscription model. A major benefit of the online subscription is getting all of the included standards in their native format and current revision:
  - [indfast.org/shop](http://indfast.org/shop)

*John Medcalf is Engineering and Business Lead 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)



The importance of effective teamwork has never been more critical than it is now. Why? Simply put, businesses aren't run the way they used to be. In the past, organizations had a clear top-to-bottom hierarchy, departments were self-contained, and neat borders existed between individual roles. Such a set-up may appeal to our sense of order, but, as we all know by now, silos aren't particularly efficient or agile in today's business environment.

Thanks to technological innovations in an ever more global economy, a new world of possibility has opened up regarding how we conceive, develop, and deliver products and services. And it takes a new kind of teamwork to pull it off successfully.

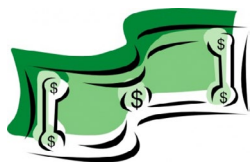
Team members are much more likely to be geographically dispersed these days, and more and more teams include contract specialists, rather than permanent employees, in their ranks. Client's expectations regarding speed of delivery and responsiveness fairly demand a complex array of technology and processes behind the scenes as well. To make these efforts come across as seamlessly as possible, there are a lot of moving parts. Those "moving parts" are team members. Furthermore, projects are typically cross-functional nowadays, with no one taking exclusive ownership. Even the short article you are reading involved the participation of people from three functional areas within our organization.

Next time around, a different ad-hoc group will be making another piece like this come together. The good news is that those dreaded silos are finally coming down. The challenging (not bad!) news is that it takes a mix of good leadership and good data to maximize the new model of teamwork. In other words, team effectiveness doesn't happen by accident. As leaders, we need to guide the process.

Here are six practical steps to get moving in that direction:

1. When forming project-based teams, create a spreadsheet that will allow you to track a wide-range of assets that potential team members can provide. This will allow you to balance the team's capabilities and assign members to roles or tasks that will allow them to play to their strengths. Some assets to consider might include technical skills, functional area of expertise, personality attributes, communication styles, developmental goals, career aspirations, and geographic location.
2. Determine the leadership style to which the team will best respond and then consider how you can deliver it. For example, will they be more motivated to perform if you provide them with strategic direction and coaching and empower them to figure out the execution? Or will they require more detailed coordination and supervision?
3. Facilitate a discussion with the team members to establish rules of engagement, a list of agreed-upon guidelines to guide how you will work together. Some common rules of engagement might include making sure each person has an equal opportunity to share his or her ideas during discussions, starting and ending meetings on time, and following through on agreements made, or proactively communicating to other team members when one will not be able to fulfill a commitment.
4. Consider ways of using technology to support the team's effectiveness. For example, try video conferencing when team members are not all located in the same office, or record meetings to make information available to members who are not able to attend a specific session.
5. Connect various data points stored in your HRIS to make better decisions. For example, you may consider team members' career plans and performance evaluations to provide stretch assignments to high-potentials. This can be a great way to accelerate employee development and concurrently further project-team performance.
6. Weigh both qualitative and quantitative information when making talent-management decisions. In a team context, if an employee is considered to be a ready-now successor but is not able to relocate, you may want to look for other ways to recognize his/her performance other than offering a promotion that would require the employee to take an ex-pat assignment. Team leader or team facilitator roles can be a stepping stone.

NFDA members: To find out more about Caliper and how they can help you develop more effective teams, login in at [nfda-fasteners.org](http://nfda-fasteners.org) and in the Members Only section click on Member Benefits.



### Profit Report

The annual NFDA Profit Report presents a detailed but straightforward analysis of financial and operating characteristics of participating fastener firms. Results are presented in tables and graphs designed to provide a comprehensive guide for analyzing profitability.

The 2019 NFDA Profit Report Survey will be sent to all NFDA members in April.

If you participate in the survey, you will receive the Profit Report for free (normally \$250 for members, \$500 for non-members).

### Training Opportunities

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

- February 19 - Product Training Part 1 - Costa Mesa, CA
- March 19 - Product Training Part 2 - Costa Mesa, CA
- April 1-4 - Fastener Training Week - Cleveland, OH
- April 11 - Fastener Basics - Bay Area, CA
- April 16 - Fastener Training Part 3 - Costa Mesa, CA



**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).

If you prefer to receive this newsletter electronically only, please email [JChristensen@nfda-fastener.com](mailto:JChristensen@nfda-fastener.com)



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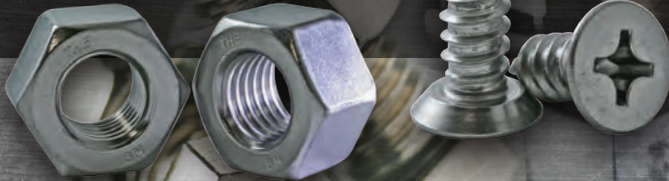


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HEX CAP SCREWS		STANDARD
400	Hex Cap Screws 18-8 Stainless Steel	ASME B18.2.1, ASTM F593
401	Hex Cap Screws 316 Stainless Steel	ASME B18.2.1, ASTM F593
864	Hex Cap Screws 18-8 Stainless Steel - Full Thread	ASME B18.2.1, ASTM F593
W29	Serrated Flange Hex Head Screw with Wax 18-8 Stainless Steel - Full Thread	ASME B18.2.1, ASTM F593
830	Hex Cap Screws A2 Stainless Steel - Partial Thread	DIN 931 / ISO 4014
830	Hex Cap Screws A2 Stainless Steel - Full Thread	DIN 933 / ISO 4017
797	Hex Cap Screws A4 (316) Stainless Steel - Partial Thread	DIN 931 / ISO 4014
798	Hex Cap Screws A4 (316) Stainless Steel - Full Thread	DIN 933 / ISO 4017

NUTS		STANDARD
762	Hex Nuts 18-8 Stainless Steel	ASME B18.2.2, ASTM F594
763	Hex Nuts 316 Stainless Steel	ASME B18.2.2, ASTM F594
766	Hex Jam Nuts 18-8 Stainless Steel	ASME B18.2.2, ASTM F594
V70	Hex Jam Nuts 316 Stainless Steel	ASME B18.2.2, ASTM F594
769	Heavy Hex Nuts 18-8 Stainless Steel	ASME B18.2.2, ASTM F594
746	Heavy Hex Nuts 316 Stainless Steel	ASME B18.2.2, ASTM F594
W71	Grade 8 Heavy Hex Nut 18-8 Stainless Steel	ASME B18.2.2, ASTM A194
W72	Grade 8M Heavy Hex Nut 316 Stainless Steel	ASME B18.2.2, ASTM A194
310	Nylon Insert Locknuts 18-8 Stainless Steel	IFI-100/107-2002
311	Nylon Insert Locknuts 316 Stainless Steel	IFI-100/107-2002
045	Hex Flange Nuts Serrated 18-8 Stainless Steel	IFI-145, ASTM F594
046	Hex Flange Nuts Serrated 316 Stainless Steel	IFI-145, ASTM F594
569	Acorn Nuts 304 Stainless Steel 1 Piece	
767	KEPS-Lock Hex Nuts 18-8 Stainless Steel	
764	Machine Screw Hex Nuts 18-8 Stainless Steel	ASME B18.2.2, ASTM F594
W76	Machine Screw Hex Nuts 316 Stainless Steel	ASME B18.2.2, ASTM F594
048	Hex Coupling Nuts 18-8 Stainless Steel	
056	Hex Coupling Nuts 316 Stainless Steel	
768	Wing Nuts, Cold Forged 18-8 Stainless Steel	ASME B18.6.9
V01	Wing Nuts, Cold Forged 316 Stainless Steel	ASME B18.6.9
V06	Tee Nuts, 18-8 Stainless Steel	
V07	Hex Weld Nuts, 3 Projections, 18-8 Stainless Steel	
834	Hex Nuts A2 Stainless Steel	DIN 934
560	Hex Nuts A4-70 Stainless Steel	DIN 934
559	Hex Nuts A4-80 Stainless Steel	DIN 934
V71	Hex Thin Nuts A2 Stainless Steel	DIN 439

NUTS		STANDARD
562	Hex Thin Nuts A4 Stainless Steel	DIN 439
561	Nylon Insert Locknuts A2 Stainless Steel	DIN 985
563	Nylon Insert Locknuts A4-70 Stainless Steel	DIN 985
524	Nylon Insert Locknuts A4-80 Stainless Steel	DIN 985
043	Hex Coupling Nuts A2 Stainless Steel	DIN 6334

THREADED ROD		STANDARD
886	All Thread Rod 304 Stainless Steel	ASME B18.31.3, ASTM F593
887	All Thread Rod 316 Stainless Steel	ASME B18.31.3, ASTM F593
890	All Thread Rod B8 Stainless Steel Class 1	ASME B18.31.3, ASTM A193
891	All Thread Rod B8M Stainless Steel Class 1	ASME B18.31.3, ASTM A193
871	All Thread Rod A2 Stainless Steel	DIN 975

PINS		STANDARD
242	Dowel Pins 18-8 Stainless Steel	ASME B18.8.2
245	Dowel Pins 316 Stainless Steel	ASME B18.8.2
243	Dowel Pins 416 Stainless Steel	ASME B18.8.2
551	Dowel Pins A4 Stainless Steel	DIN 7

SOCKET PRODUCTS		STANDARD
012/592	Socket Head Cap Screws 18-8 Stainless Steel	ASME B18.3
014	Socket Head Cap Screws 316 Stainless Steel	ASME B18.3
202/702	Button Socket Cap Screws 18-8 Stainless Steel	ASME B18.3
062	Button Socket Cap Screws 316 Stainless Steel	ASME B18.3
212/712	Flat Socket Cap Screws 18-8 Stainless Steel	ASME B18.3
063	Flat Socket Cap Screws 316 Stainless Steel	ASME B18.3
102/602	Cup Point Set Screws 18-8 Stainless Steel	ASME B18.3
104	Cup Point Set Screws 316 Stainless Steel	ASME B18.3
704	Cone Point Set Screws 18-8 Stainless Steel	ASME B18.3
703	Flat Point Set Screws 18-8 Stainless Steel	ASME B18.3
706	Half Dog Point Set Screws 18-8 Stainless Steel	ASME B18.3
705	Oval Point Set Screws 18-8 Stainless Steel	ASME B18.3
710	Socket Shoulder Screws 18-8 Stainless Steel	ASME B18.3
230	Pipe Plugs 3/4 Taper (DRY SEAL) Brass	ASME B18.20.3
232	Pipe Plugs 3/4 Taper (DRY SEAL) 18-8 Stainless Steel	ASME B18.20.3
538	Socket Head Cap Screws A2 Stainless Steel	DIN 912 / ISO 4762
549	Socket Head Cap Screws A4 Stainless Steel	DIN 912 / ISO 4762
544	Low Head Socket Cap Screws A2 Stainless Steel	DIN 7984

SOCKET PRODUCTS		STANDARD
824	Button Socket Cap Screws A2 Stainless Steel	ISO 7380
861	Button Socket Cap Screws A4 Stainless Steel	ISO 7380
823	Flat Socket Cap Screws A2 Stainless Steel	DIN 7991 / ISO 10642
862	Flat Socket Cap Screws A4 Stainless Steel	DIN 7991 / ISO 10642
539	Cup Point Set Screws A2 Stainless Steel	DIN 916 / ISO 4029

WASHERS		STANDARD
390	Flat Washers Brighton-Best Standard 18-8 Stainless Steel	BBI STANDARD
391	Flat Washers Commercial Standard 18-8 Stainless Steel	COMMERCIAL STANDARD
398	Flat Washers Commercial Standard 316 Stainless Steel	COMMERCIAL STANDARD
392	Fender Washers 18-8 Stainless Steel	FENDER STANDARD
394	MS15795 Flat Washers 18-8 Stainless Steel	DIMENSIONS TO MS15795
754	Split Lockwashers 18-8 Stainless Steel	ASME B18.21.1
755	Split Lockwashers 316 Stainless Steel	ASME B18.21.1
223	Countersunk Finishing Washers 18-8 Stainless Steel	
369	Flat Washers A2 Stainless Steel	DIN 125A / ISO 7089
836	Split Lockwashers A2 Stainless Steel	DIN 127B

SQUARE HEAD SET SCREWS		STANDARD
408	Cup Point Square Head Set Screws 18-8 Stainless Steel	ASME B18.6.2

MACHINE SCREWS		STANDARD
773	Phillips Pan Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W55	Phillips Pan Head Machine Screws 316 Stainless Steel	ASME B18.6.3
771	Phillips Flat Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W57	Phillips Flat Head Machine Screws 316 Stainless Steel	ASME B18.6.3
772	Phillips Oval Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W59	Phillips Oval Head Machine Screws 316 Stainless Steel	ASME B18.6.3
774	Phillips Truss Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W58	Phillips Truss Head Machine Screws 316 Stainless Steel	ASME B18.6.3
W54	Phillips Fillister Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W51	6-Lobe Pan Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W50	6-Lobe Flat Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W96	6-Lobe Truss Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
V08	6-Lobe Pin-In Flat Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
V09	6-Lobe Pin-In Button Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3

MACHINE SCREWS		STANDARD
727	Slotted Pan Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
726	Slotted Flat Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
728	Slotted Round Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
V60	Slotted Indented Hex Washer Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W52	Square Drive Pan Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W97	Square Drive Flat Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W53	Trimmed Hex Head Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W56	Trimmed Hex Head Machine Screws 316 Stainless Steel	ASME B18.6.3
W12	Regular Thumb Screws, Type B without Shoulder, 18-8 Stainless Steel	ASME B18.6.3
W98	Phillips Pan Head SEMS Machine Screws 18-8 Stainless Steel	ASME B18.6.3
W99	Phillips Pan Head SEMS Machine Screws A2 Stainless Steel	DIN 7985
676	Phillips Pan Head Machine Screws A2 Stainless Steel	DIN 7985
674	Phillips Flat Head Machine Screws A2 Stainless Steel	DIN 965
V95	Slotted Pan Head Machine Screws A2 Stainless Steel	DIN 85
516	Slotted Flat Head Machine Screws A2 Stainless Steel	DIN 963
093	Slotted Cheese Head Machine Screws A2 Stainless Steel	DIN 84

SELF TAPPING SCREWS - TYPE A		STANDARD
792	Phillips Pan Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W67	Phillips Pan Head Self Tapping Screws 316 Stainless Steel	ASME B18.6.3
790	Phillips Flat Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W66	Phillips Flat Head Self Tapping Screws 316 Stainless Steel	ASME B18.6.3
791	Phillips Oval Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W64	Phillips Oval Head Self Tapping Screws 316 Stainless Steel	ASME B18.6.3
793	Phillips Truss Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W65	Phillips Truss Head Self Tapping Screws 316 Stainless Steel	ASME B18.6.3
673	Indented Hex Washer Head 18-8 Stainless Steel	ASME B18.6.3
W63	Slotted Indented Hex Washer Head 316 Stainless Steel	ASME B18.6.3
W60	Square Drive Pan Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W62	Square Drive Flat Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3
W61	Square Drive Truss Head Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3

SELF TAPPING SCREWS - TYPE AB THREAD		STANDARD
182	Phillips Flat & Phillips Oval Undercut Self Tapping Screws 18-8 Stainless Steel	ASME B18.6.3

SELF DRILLING SCREWS		STANDARD
040	Self Drilling Screws 410 Stainless Steel	ASME B18.6.3
R03	Self Drilling Screws Indent HWH Unslot 410 Stainless Steel W/ 18-8 Bonded Washer	ASME B18.6.3

CARRIAGE BOLTS		STANDARD
781	Carriage Bolts 18-8 Stainless Steel	ASME B18.5, ASTM F593
W69	Carriage Bolts 316 Stainless Steel	ASME B18.5, ASTM F593

LAG SCREWS		STANDARD
782	Hex Lag Screws 18-8 Stainless Steel	ASME B18.2.1, ASTM F593
W70	Hex Lag Screws 316 Stainless Steel	ASME B18.2.1, ASTM F593

ANCHORS		STANDARD
616	PROFERRED UltraWedge™ Anchor 304 Stainless	
617	PROFERRED UltraWedge™ Anchor 316 Stainless	
618	Sleeve Anchor & Hex Nut 304 Stainless	
619	Drop-In Anchor 304 Stainless	

RIVETS		STANDARD
186	PROFERRED Rivets™ Stainless 304 / Stainless 304 Dome Head	IFI-114
037	PROFERRED Rivets™ Stainless 304 / Stainless 304 Large Flange Dome Head	IFI-114
136	PROFERRED Rivets™ Stainless 304 / Stainless 304 Countersunk	IFI-114
137	PROFERRED Rivets™ Stainless 304 / Steel Countersunk	IFI-114
W33	PROFERRED Rivets™ Stainless 304 / Stainless 420 Grooved Dome Closed End	IFI-126

CONSTRUCTION SCREWS		STANDARD
V03	Phillips Drive Bugle Head Deck Screw, Type 17, 18-8 Stainless Steel	
V02	Square Drive Bugle Head Deck Screw, Type 17, 18-8 Stainless Steel	
V05	Square Drive Bugle Head Deck Screw, Type 17, 316 Stainless Steel	
V04	Square Drive Flat Head Deck Screw, Type 17, 4 Nibs, 18-8 Stainless Steel	







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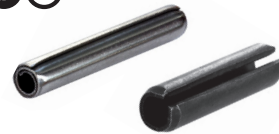
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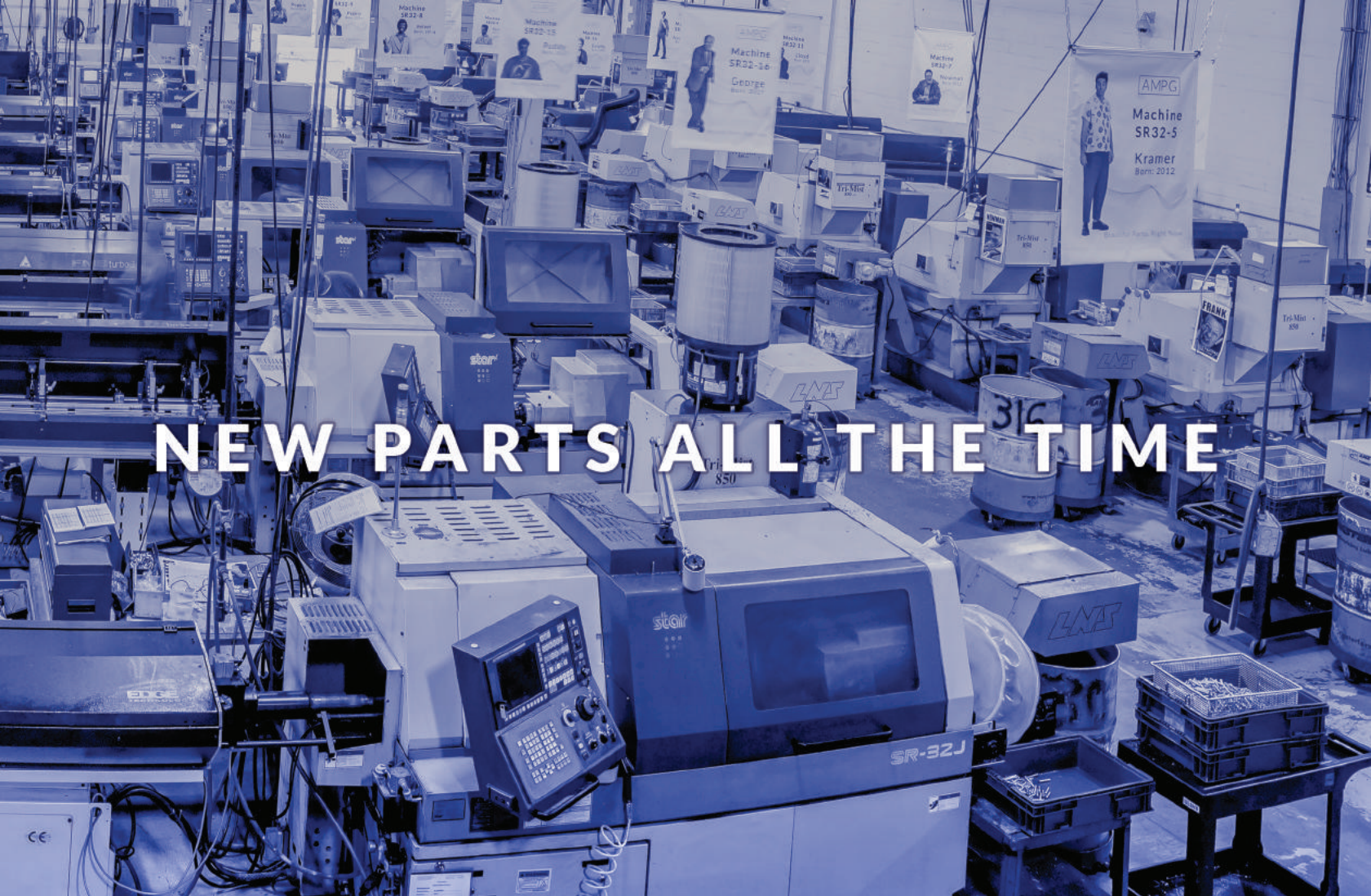
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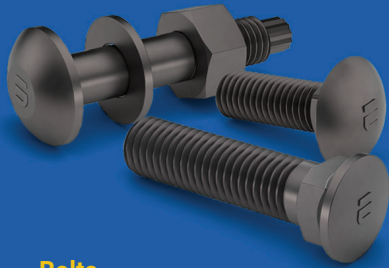
2018 distribution performance average of parts accuracy, order entry accuracy, quantity accuracy and on-time delivery as of December 4, 2018.

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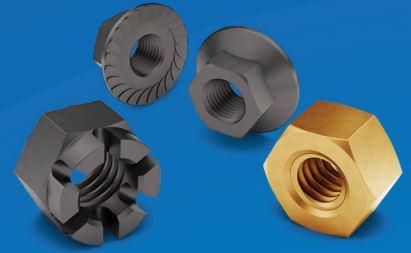
### Bolts

- Carriage Bolts
- Coil Bolts
- Hex Head Bolts
- Heavy Hex Head Bolts
- Hook Bolts
- Place Bolts
- Plow Bolts
- Track Shoe Bolts
- Square Head Bolts
- T Head Bolts
- Tension Control Bolts
- A325 Structural Bolts



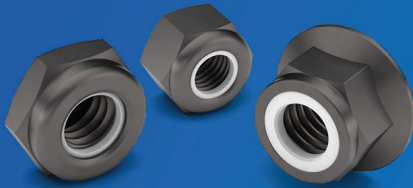
### Screws

- 12 Point Flange Screw
- Slotted Flat Head Cap Screw
- Heavy Hex Cap Screw
- Hex Flange Screw
- Hex Serrated Flange Screw
- Hex Head Cap Screw (Inch, ISO, DIN)



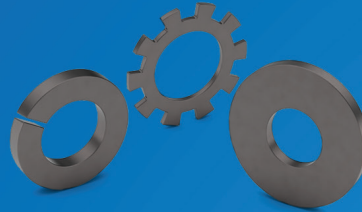
### Nuts

- Domestic Hex Nuts
- 2-Way Lock Nut
- Slotted Nuts
- Left Handed Nuts
- Drake Lock Nut
- Hex Flange Lock Nut
- All-Metal Lock Nut
- Hex Castle Nuts
- Hex Jam Nuts
- Hex Hi Nut
- Hex Flange Nut
- Hex Coupling Nut
- Square Nuts
- Heavy Hex Slotted Nut



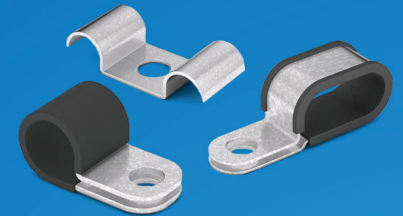
### Nylon Insert Lock Nuts

- Heavy Hex Nylon Insert - NU
- Nylon Insert Lock Nut w/Nylon Cap
- Nylon Insert Hex Flange
- Nylon Insert Hex Nut - NE
- Nylon Insert Hex Nut - NM
- Nylon Insert Hex Thick Nut - N1268
- Nylon Insert Hex Thin Nut - NTE
- Nylon Insert Hex Thin Heavy Nut - NTU



### Washers

- Hardened Washers
- SAE Flat Washers
- USS Flat Washers
- External Tooth Lockwashers
- Helical Spring Lockwashers
- Internal Tooth Lockwashers
- Bevel Washers



### Clips & Clamps

- Tube Clamps
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- Half Clips
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- Hose Clamps

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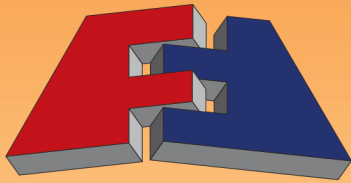


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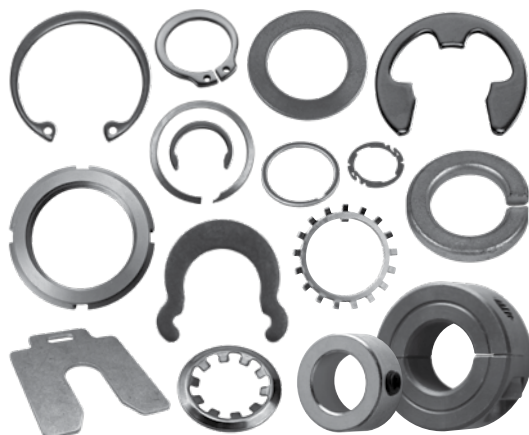
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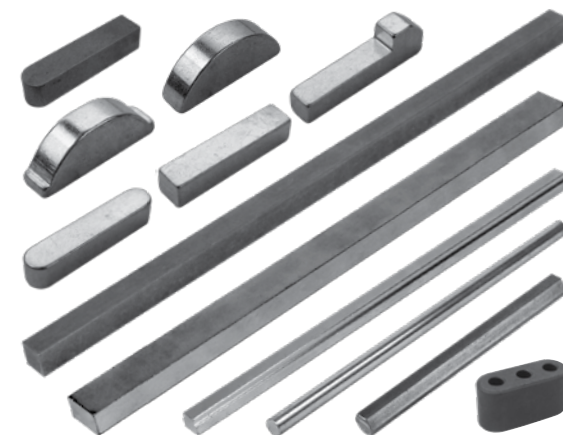
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