

FEBRUARY 2024



PRESIDENT'S MESSAGE

Jim Degnan

Another year is in the books, so now it's time to review last year's performance and roll out this year's initiatives. And even though the new year will bring new challenges, one thing will remain the same: the success of your initiatives will be related directly to your skills and those of your team members. Dedicating time to develop those skill sets is always a wise investment. NFDA

provides our members with many resources that can help in their efforts to improve their organizations. So, whether you are planning to land new accounts, develop existing accounts, or launch new programs, your team's performance is the key to your success. With that in mind, I'd like to review the benefits that NFDA offers to all members.

Let's start with the newer members to our industry. Young Fastener Professionals (YFP) is a platform for young professionals, and the businesses employing them, to develop, educate, and enhance their skills. If you are new to our industry, you should join YFP to help you gain more experience. The YFP mentorship program is another great opportunity for professional development. The annual YFP Fastener Training Week scholarship will up your game on fastener technology. To review all YFP offerings and sign up for the YFP mailing list visit www.nfda-fastener.org/young-fastener-professionals.

For the more experienced team members, take advantage of the discounts offered to NFDA members

for all NFDA events, all Fastener Training Institute courses, Sales Professional Training Camps, and the annual University of Innovative Distribution. Attending our virtual roundtables is another opportunity to participate in conversations with industry leaders on the latest topics. There also are discounts on services like Caliper, FastenersClearinghouse.com, National Association of Wholesaler-Distributors publications, Office Max, and more. We are adding a new, upgraded freight discount program with Estes Express Lines (more details to follow).

And for those of you in leadership roles, enjoy free access to quarterly Profit Improvement Reports prepared for NFDA by Dr. Al Bates. The acclaimed weekly Kiplinger Letter provides forecasts on business and economic trends and is free to NFDA members. You also get free Profit Reports and Employee Compensation Reports if your company participates in the surveys. NFDA provides marketing opportunities for your company in our quarterly newsletter, partnership opportunities, sponsorships at the NFDA events, and free press release promotions. Just send them to us and we'll tweet them and include them in the news section of our website. So many tools are available to you and your team. Check out all member benefits here. If you need assistance with your member login, contact Amy Nijjar at amy@nfda-fastener.org.

A new year presents a fresh start. Take advantage of all your membership benefits to increase your performance in 2024. And remember that if your company is a member of NFDA, all of your employees can take advantage of the benefits and should have a login to our website.

I hope that all of you have a happy, healthy, and prosperous New Year!

NFDA CALENDAR

Visit the NFDA website at www.nfda-fastener.org for more information

PLEASE JOIN US FOR THESE UPCOMING EVENTS:

- | | |
|----------------------------|--------------------------------------|
| March 20, 2024 | CEO/Executive Virtual Roundtable |
| May 15, 2024 | Virtual Program |
| June 11-14, 2024 | Annual Meeting / ESPS – Irving, TX |
| October 16-18, 2024 | Executive Summit – San Diego, CA |
| December 5, 2024 | NFDA/YFP Virtual Holiday Celebration |

WELCOME NEW NFDA MEMBERS

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ameristeelfastener.com

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albanycountyfasteners.com



ASSOCIATE CHAIR'S MESSAGE

Mike Robinson

Happy New Year! I hope you enjoyed the holidays and are ready for the opportunities that 2024 has in store for all of us. As we embark on a new year, we know it will be filled with fresh starts, projects, objectives, and exciting surprises.

For NFDA, 2024 signifies the resurgence of our virtual programs, the return of our Executive Sales Planning Sessions (ESPS), the anticipation of the Executive Summit, and so much more. As you organize your schedule and set dates, I encourage you to reserve June 11-14 for our Annual Meeting and ESPS in Irving, TX. This flagship event has grown into one of NFDA's most significant and well-attended gatherings.

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Recognizing its importance, we've decided to make it an annual occurrence going forward. It provides a unique opportunity to schedule meetings with high-level representatives from your customers, vendors, and manufacturers, making it a must-attend for all our members.

Looking ahead, we have our virtual CEO and Executive Roundtables scheduled for March 20. Registration is free, and you can conveniently join from your office or the comfort of your home.

Remember, the more active you are within NFDA, the greater the personal and professional benefits.

As always, if you have any suggestions, questions, or comments regarding the NFDA and our activities please reach out at any time at mrobinson@starstainless.com. I eagerly anticipate seeing familiar faces and welcoming new ones throughout the year.

Here's to a successful and rewarding 2024!

SCHOLARSHIP FOR FASTENER TRAINING WEEK

Each year NFDA awards a scholarship for Fastener Training Week, an advanced technical training program produced by the Fastener Training Institute®.

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

The Fastener Training Week scholarship is a benefit for NFDA members only. The deadline to apply for a scholarship is June 1. The application can be found at www.nfda-fastener.org/fastener-training-week-scholarship. Apply today!

For more information about Fastener Training Week, visit www.FastenerTraining.org

TRAINING OPPORTUNITIES

The Fastener Training Institute® offers the following opportunities to increase your fastener knowledge: **FASTENER TRAINING WEEK®:**

- **April 8-12, 2024** – Cleveland
- **August 19-23, 2024** – Chicago
- **November 18-22, 2024** – Cleveland

NFDA members receive discounted registration on all FTI classroom seminars. For more information and a list of all upcoming FTI events visit www.FastenerTraining.org

**ADVERTISE
WITH NFDA**

Interested in having an ad in the next issue of NFDA Today? Contact Amy Nijjar to make the arrangements: amy@nfda-fastener.org or 562-799-5519. You also can view information on our website. Click on Advertising in the menu.

NFDA STANDARDS ACTIVITY UPDATE Q4 2023 — John Medcalf

As 2023 has come to an end, the fastener standards committees have finally settled into their post-pandemic operating procedures. ISO TC 2 has returned to principally in-person annual meetings with ad hoc web meetings keeping projects moving, and ASTM F16 has embraced the possibility of hybrid participation to semi-annual meetings going forward. As expected, in-person meetings offer the best opportunity for in-depth technical discussions and networking, but remote participation adds an element of flexibility to keep interested parties engaged and bridge the gap between face-to-face meetings. The following is a summary of activities since the last update.

ISO

After three years of postponement, TC 2 on Fasteners and the related subcommittees were able to meet in person in Tokyo, Japan. As has been discussed previously, there are several major projects, which are still far from being published standards or revisions. These include revisions to ISO 16047 on torque/clamp force testing (not yet balloted), ISO 10684 on hot dip galvanizing (not yet balloted), and ISO 898-1 on mechanical properties of externally threaded fasteners (process just being initiated), and the creation of new standards such as ISO 898-11/12 on mechanical properties for fasteners greater than M39 in diameter (ballot expected early 2025), and for surface discontinuities of washers (process just being initiated).

ASTM

There are several open projects, but the highlights include a revision to ASTM F3125/F3125M on structural bolts to include 144 ksi heavy hex assemblies (currently in ASTM F3148) and some clean-up to ASTM F3393 on zinc flake coatings which will pave the way for withdrawal of the individual standards covering the individual proprietary coatings (F1136, F2833, F3019). A project to improve various sections of ASTM F1137/F1137M on phosphate coatings such as thread fit requirements, hydrogen embrittlement relief, and timing/conditions of salt spray testing will continue within a task group to address comments received.

SAE

While the major revision to SAE J429 continues through the process of balloting and resolving negatives, a small task group has started a major revision to SAE J1701 and J1701M on torque tension tightening. In addition to combining the inch and metric versions of the documents, the revision intends to create an educational guide that can inform readers on topics including the K factor, coefficient of friction,

many of the variables that affect the torque-tension relationship, and how to account for these variables when establishing torque specifications for fastener applications.

IFI

A couple of articles ago I highlighted the re-establishment of the IFI Technical Committee. While the first couple of meetings focused on establishing a purpose, scope, and procedures, in December the technical work of the committee was initiated. Five task groups were established, with the first three reviewing current IFI standards on self-drilling screws (IFI 113), break mandrel blind rivets (IFI 114), and flanged 12-point screws (IFI 115). The task groups will determine if revisions are needed, or if the products are sufficiently covered by other standards and the IFI standards can be withdrawn. Another task group was established to review the creation of a new standard for rivet nuts, and a final task group was formed to investigate the topic of tensile stress area being discussed in ISO TC 2.

Please email your standards related comments, concerns, or questions to John at standards@nfda-fastener.org

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's appointment as the NFDA technical standards representative allows 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. Please email your standards related comments, concerns or questions to John at standards@nfda-fastener.org

MEMBERS CAN:

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

NOMINATIONS FOR FASTENER PROFESSIONAL OF THE YEAR AWARD

The National Fastener Distributors Association is accepting nominations for the 2024 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. 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 2024 award is February 12, 2024. The award will be presented at the NFDA Annual Meeting / ESPS, June 11-14, 2024 at the Omni Las Colinas Hotel in Irving, Texas.

The nomination form can be found here or at www.nfda-fastener.org



YFP PRESIDENT'S MESSAGE

Craig Beaty

Hello, and welcome to the new year! Now that the holiday season is behind us and the treats have left the break room, we can all look forward to an exciting and productive year ahead of us.

YFP is well positioned for our most ambitious year yet, and we can't wait for our different programs to roll out or continue as they have been. We will have our biggest year yet thanks to the great team and

support staff behind the scenes. Specifically, I want to thank our past president Mallory Nichols, Jake Glaser, Christian Georgievski (our newest vice president), and Zech Williams for their consistency in creating and providing a valuable program for our industry.

In January, the second rollout of our mentorship program began, and we are happy to say we have seventeen matches. If you're unaware, at the end of each year, we match mentors and mentees based on a variety of factors that will lead to their professional and personal development. The factors vary but are primarily based on areas that the mentee wants to develop and on the experience and skill specialization that the mentor possesses. In intervals scheduled between the matches, the two work together to build fruitful working relationships and help each other grow, both as leaders and as young professionals.

A new program that we will launch this year will be our regional coordinator program. The goal of this will be to have a contact in different regions of the U.S., so that YFP members will have a contact that they can rely on to keep them updated on virtual and in-person events for their geographical region. You will see a YFP regional coordinator at the following events, among others:

- Pac-West After Hours (San Diego, Vancouver, Denver, Bay Area)
- Pac-West Spring Conference and Tabletop Show (Anaheim, CA)
- NFDA Annual Meeting/ESPS (Irving, TX)
- Fastener Fair (Cleveland, OH)
- IFE (Las Vegas, NV)
- Other regional shows and events

Our newest offering, brought to us by Mike White with Brighton Best International, will be the YFP Book Club! Every six months, we will announce a book for all YFP members to read on their own. We will host a Zoom meeting to discuss the book and the value it did (or didn't) deliver. At live events, we will raffle off copies of the book to encourage new members to join in. As the events are evenly spread out over the course of the year, this will allow everyone to have adequate time to read the book.

It's been a long road, but our hard work is starting to pay off, and we are elated to see all of you this year and to experience our new and existing programs together!



Amy Nijjar
Executive Vice President
amy@nfda-fastener.org

3020 Old Ranch Parkway Suite 300
Seal Beach CA 90740
562-799-5519

www.nfda-fastener.org

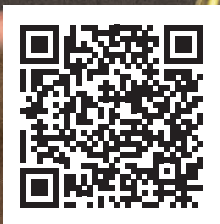


**WELDING
CONSUMABLES**

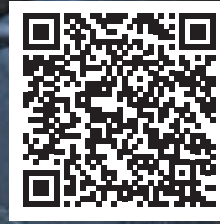


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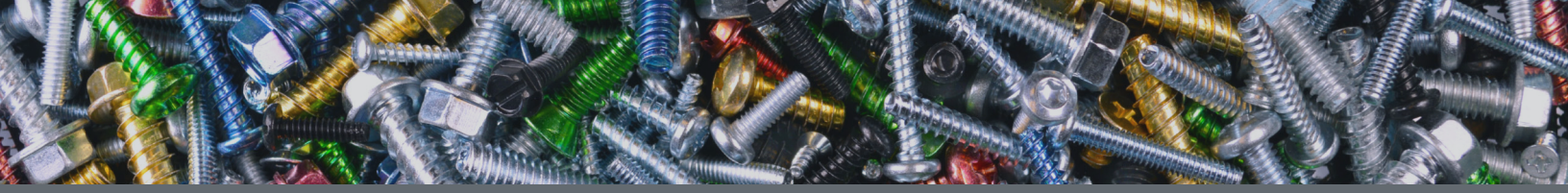


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BEACON'S INVENTORY SOLUTIONS

It can be difficult finding inventory balance without shortage issues or carrying too much stock. Let our custom designed programs be your solution! We create inventory management plans that are specific to your demand ensuring your parts are in stock and available when you need them. As an extension of your procurement team we will streamline your supply chain, lower your overall inventory investments, and improve product availability so you can better support your customers' needs.

Blanket Orders

This flexible program allows customers to place an order and then schedule releases as needed for up to a 12-month period. This reduces the administrative expense of having to place multiple purchase orders while improving product availability.

Consignment Inventory

We allocate our inventory at your warehouse and payment is not due until parts are sold. Utilizing this program reduces your carrying costs while providing immediate access to inventory.

Blanket Consignment

This is a hybrid of our blanket order and consignment program. We ship the full quantity of a blanket purchase order but will only invoice on predetermined dates for up to 12 months for the agreed upon release quantities. This gives you immediate access to inventory allowing you to pay for it over time without tying up cash flow.

VMI Support Program

Our strategic management solution provides customers inventory balance without sacrificing product availability. We maintain six to eight months of product in our supply chain ensuring your parts will be in stock and available when you need them.

We streamline your procurement process by taking over the responsibilities of sourcing, stocking and replenishments. This plan alleviates you of these daily activities so you can focus your time, money and resources on other value-added tasks thereby reducing your total cost of ownership.



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Cross-Industry Compensation Survey

Gain an unprecedented level of information about your company's compensation and benefits, matched with your industry peers and 1,000+ distributors.

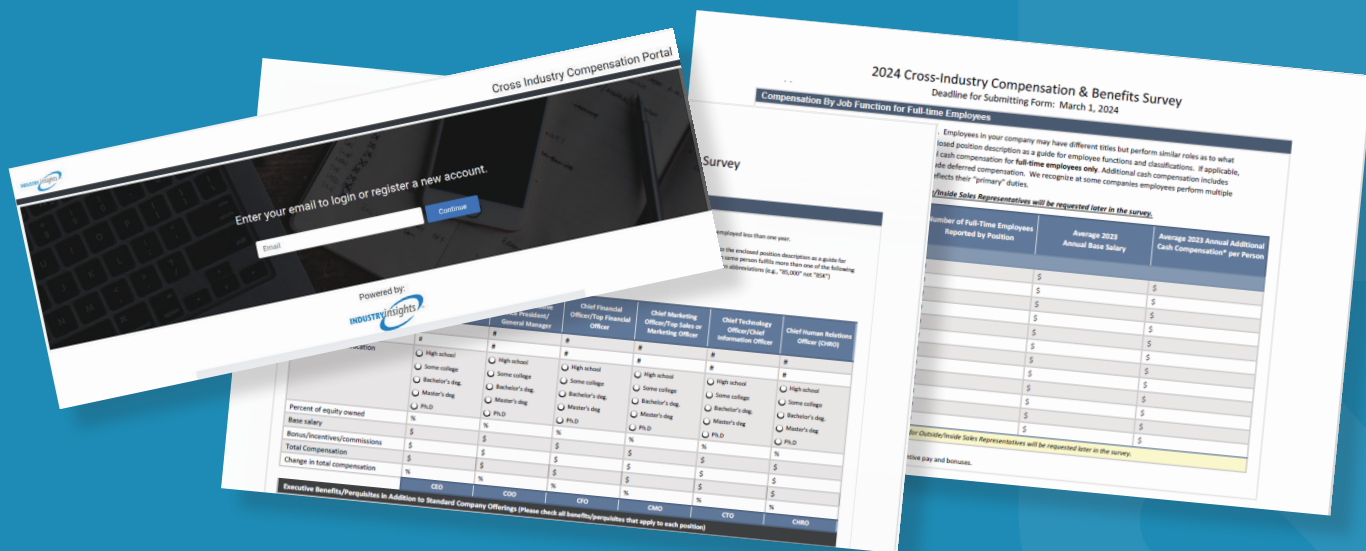
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Results will provide executive pay statistics for CEOs, COOs, CFOs, etc., as well as compensation levels of the 35 most common distributor staff positions.

SURVEY

Use the Online Form - or complete with an Excel or PDF version and upload into the site



RESULTS



- Complete your survey before March 1 – www.compensationbenchmarking.com/NFDA
- Receive:
 - * Comparison report for your industry, as well as comparisons with thousands of other distributors
 - * Your own personalized Company Compensation Report
 - * An Excel file of key aggregates
 - * Access to an interactive online Searchable Results application

Note: all data are confidentially maintained by Industry Insights, Inc., an independent research firm.



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Cross-Industry Compensation Survey

DATA SECURITY

- A third-party fiduciary manages the web-application and database
- Individual company data remains confidential and secure; only industry data is reported
- Web and data services reside on a private network protected by a robust hardware firewall
- All web connections are encrypted with SSL security, similar to major e-commerce sites, banks, etc.

POSITIONS

General & Administrative

- Accountant
- AR/Credit Manager
- Accounting Clerk
- Controller
- Human Resources Manager
- Office Manager
- Office/Clerical Personnel
- Purchasing/Procurement Manager
- Purchasing Agent/Buyer
- Training Coordinator

Sales & Marketing

- Director of Sales
- National Accounts Manager
- Sales Manager
- Showroom Manager
- Sales Assistant
- Counter Salesperson
- Customer Service Representative
- Advertising/Marketing Manager

Operations/Warehouse

- Operations/Warehouse Manager
- Inventory Manager
- Warehouse Supervisor—1st Shift
- Warehouse Supervisor—2nd Shift
- Warehouse Supervisor—3rd Shift
- Warehouse Employee
- Driver/Delivery Personnel
- Freight Manager
- Transportation/Traffic Manager
- Service/Fleet Manager
- Quality Assurance Manager
- Safety Manager

Information Technology

- IT/MIS Manager
- IT Clerk
- Database Administrator (DBA)
- Network/Systems Administrator
- Data Analyst
- Data Scientist

**Other positions specific to Association*

For more information, please contact: comp@industryinsights.com
614.389.2100