

NEWSLETTER

We need your help! Please save us from the boring "Newsletter" title. HINT: We are hoping to use National in title. Send your suggestions to relech@nfda-fastener.org by February 28.

January 2014

President's Message

By Kevin Reidl



Dear Members,

Happy New Year!

I trust that you all enjoyed the holiday season, and that 2013 was a good year for you and your businesses.

As we embark on a new year with our association, we're going to initiate a quarterly newsletter to keep our membership up to date on activities, events, developments, as well as any pertinent industry information. While you currently receive our bi-weekly email blast with updates and information, this printed newsletter will arrive in your office each quarter. This copy serves as the first quarterly installment, so forgive us if content or layouts aren't yet fully developed – it's a work in progress!

I'll start by stating that our Executive Committee and our Board of Directors all appreciate your involvement in and support of our association. We recognize that this association exists to serve our members, so we take things like member value proposition and member benefits very seriously. We want to (and need to) deliver value to you and your organization regularly. Our Board has been working to do this through content-driven programs, events, and activities.

In February we'll hold our first joint conference with another industry association in a long time. We will partner with Pac-West Fastener Association on a three-day event in Indian Wells (Palm Springs), California on February 12-15 at the Renaissance Esmeralda Resort & Spa. It will be an action-packed event with lots of relevant content for our members, as well as some casual networking opportunities and a golf event. We're expecting a big turnout – so please join us in the warm desert of California! Registration information is available on our website (nfda-fastener.org).

Looking forward to June, we will hold our Annual Meeting and Executive Sales Planning Sessions in New Orleans from June 17-19 at the Embassy Suites Convention Center. This will be our first ESPS event in two years. We look forward to bringing back this popular program that allows our members to meet with their supplier base in a private setting over the course of two-days. More information will be posted on our website soon!

A few other updates that I'd like to share.

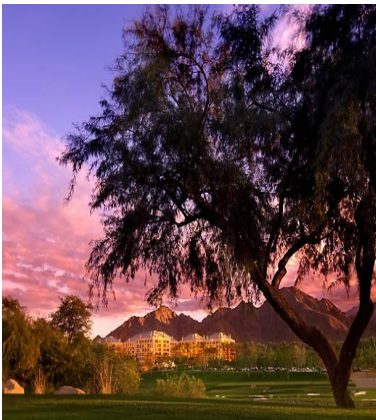
The Fastener Industry Coalition continues to make nice progress. As you might recall, the FIC has been reincarnated recently and now includes all major industry associations, including the NFDA. At their most recent meeting in November 2013, several committees were formed to address programs in the following areas: industry communications, networking, advocacy and government relations as well as education and training. Kameron Dorsey (Beacon Fasteners) is our representative on the FIC Board, along with our Executive VP Vickie Lester. *(continued on page 4)*

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Upcoming Events

- **NFDA/Pac-West Joint Conference**
2/12/2014—2/15/2014
Indian Wells, California
- **Fastener Fair Mexico**
3/12/2014 - 3/13/2014
Mexico City, Mexico
- **Third Taiwan International Fastener Show**
4/14/2014 - 4/15/2014
Kaohsiung, Taiwan
- **NFDA 2014 Annual Meeting & Executive Sales Planning Sessions**
6/17/2014—6/19/2014
New Orleans, Louisiana



“Tell me and I forget. Teach me and I remember. Involve me and I learn.”

Benjamin Franklin

2014 NFDA/Pac-West Joint Conference

With these arctic temperatures upon us, let us take a moment to remember the warm summer days. Ah, the memories. Well, you can make it a reality with the 2014 NFDA/Pac-West Joint Conference, which will take place February 12 - 15, at Renaissance Esmeralda Indian Wells Resort and Spa.

Indian Wells has an average temperature of 75 degrees in February.

NFDA Conferences are great

opportunities to have fun while expanding your relationships and widening your knowledge of the industry.

We have some great events planned for this meeting. As for education, we have brought together some of the best specialists of the industry to enlighten our community's insight of the most recent developments of the industry.

We have a packed some fun into the conference with our optional tours and net-

working events. See you in the desert!

Registration can be found online.

“The main reason we joined the NFDA was for the networking. The business relationships you make are invaluable. The friendships you make are priceless.”

Kelly Lehman (Vice President of Sales, Pacific Warehouse Sales)

Conference Education



Dr. Esmael Adibi (director of the A. Gary Anderson Center for Economic Research and Anderson Chair of Economic Analysis at Chapman University) will give an economic outlook on Saturday, February 15.

Our education begins with a debate, **“Manufacturers are from Mars, Distributors are from Venus, Part 2.”** Our panelists will discuss the relationship between distributors and their suppliers (manufacturers and master distributors).

The panelists will include Jamie Lawrence from AVK industrial Products, Tim Roberto Jr. from Star Stainless Screw, and Jay Queenin from Specialty Bolt and Screw.

“ISO 9001-2008 – What is it good for? Absolutely something!” This session will aim to reveal why a registered Quality Management System is a must in order to dominate in this competitive climate. This is the place to answer all of your questions regarding Quality Management Systems.

The session is presented by Carmen Vertullo, CFS from CarVer Consulting.

The **Business Owners and Business Executives Forums** are like moderated round table discussions. This will be a great opportunity to share exciting experiences and solutions within the community and also address some concerns you may have.

“Conflict Minerals Reporting Requirements” is an informative session that will discuss

- Regulations
- Definitions
- Exclusions and deferrals
- Why non-SEC regulated companies/suppliers should be concerned

- Program approaches for SEC compliance and customer responses
- Available solutions including industry initiatives and IT systems

This session will be presented by Lawrence M. Heim, CPEA, director of the ELM Consulting Group International LLC.

“US Economic Outlook” aims to answer all the rising questions of the industry and how it is going to affect the industry in the upcoming year.

This session will be presented by Dr. Esmael Adibi is the director of the A. Gary Anderson Center for Economic Research and Anderson Chair of Economic Analysis at Chapman University.

Conference Networking

We plan on providing you excellent company and conversation in our hospitality suite. Come in and relax with your fellow members. Our hospitality suite will be full of beverages, snacks and good company.

Join us for the Welcome Reception where you'll receive food, drink and the camaraderie of NFDA and

Pac-West members. Note to first times: there is a mixer for you right before our Welcome Reception!

The Ignite Luncheon, is an opportunity to get to know one another. You have only a short 5 minutes to discuss your 20 PowerPoint slides. If you want to Ignite, call us. You can submit topics for discussion in advance or jump

in during the session. Don't forget, the Igniters will be rewarded with a complementary bottle of wine at the Friday night dinner!

On Friday, the Reception & Dinner is a must attend; there will be games and fun with a Valentine's Day theme. If you plan on joining in our couple's competition that evening, let us know!



Conference Optional Events

Please take a look at our optional programs planned for this year.

At Indian Wells Golf Club you can test your limits on an exceptional golf course. It is the only facility in California with two courses ranked in the Top 20 "Best Courses You Can Play" in California by Golfweek Magazine.

The ideal event for those looking for a breathtaking

view of the area is the Palm Springs Aerial Tramway Tour. The Mount San Jacinto State Park and wilderness offers 54 miles of hiking trails in Mother Nature's wonders. Plus, a rotating cable car ride offers a 360 degree view of the area.

Discover the desert with a San Andreas Fault Jeep Tour. Jump on the jeep for a fun ride that will take you to some of the richest agricul-

tural areas in the world, grab a seat and discover how the miracle is made possible.

All optional tours are subject to change.

And, we have several events for spouses: a meet and greet, book club, tour of the Sunnylands Annenberg Estate and a visit to the El Paseo Shopping District.



NFDA 2014 Annual Meeting and ESPS

June 17-19, Embassy Suites Convention Center, New Orleans

Save the date now for NFDA's 2014 Annual Meeting and Executive Sales Planning Sessions in the Big Easy.

June 17-19 is the date and the Embassy Suites Convention Center in downtown New Orleans, Louisiana is the place.

ESPS will be the primary

focus at this meeting, with timed appointments for distributors to meet with their key suppliers (and maybe find some new ones) in private settings.

In addition to ESPS, the meeting will feature the very popular annual economic update from the Institute for Trend Research.

Some fun also is in store for the NFDA 2014 Annual Meeting, all with a New Orleans flair.

It's going to be a meeting you won't want to miss.

Details will be posted at www.nfda-fastener.org in March and will be mailed to you as well.





National Fastener Distributors Association

Our core purpose is to help our members thrive in the global marketplace

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How do your company's compensation packages stack up against others?



Hiring and keeping good employees is essential to the profitability of your business, especially in today's economy. To achieve that goal, you must consider your overall employee compensation plan—not just your pay scales, but your benefits program as well—in comparison to other firms in distribution.

How does your firm's employee compensation package stack up in the industry? To help you evaluate your situation, NFDA is co-sponsoring the 2014 Employee Compensation Study conducted by Profit Planning Group. Approximately 1,000 firms in 30 distribution lines of trade will be participating.

The value of this survey is threefold:

- The results help you determine where your compensation plan stands not only within the industry but also compared to other companies in distribution.
- The data will help NFDA respond to legislative proposals regarding government-mandated health and leave benefits for employees.
- The information helps companies that must prove their compensation is "reasonable" within the constraints of the Internal Revenue Code.

To guarantee complete confidentiality of your company's data, all responses will be sent directly to and compiled by Profit Planning Group, an outside organization that specializes in survey research. Only the aggregate results of the survey will be released. To ensure a comprehensive report we need your participation.

Need more information?

Contact the NFDA office for details.

President's Message

(continued from page 1)

After mixed results with the iLumen program in recent years, we've decided to take a simplified approach to a financial benchmarking tool for our members. We will now partner with the Profit Planning Group to conduct these benchmark surveys.

Details will be rolled out shortly, with initial surveys conducted annually. As participation grows, we may conduct the surveys quarterly. Please consider participating in this program. You will have the unique opportunity to measure your organization's performance

against industry peers, while in a fully secured and confidential environment.

Lastly, I'd like to remind each of you that this organization exists because of you. We are an association of members. While Vickie Lester and her team provide administration services for us, our programs, events, networking opportunities, and strategies are all shaped by us as a membership group. Many of you have been involved in our activities for years, and we thank you for the time and effort you've invested. For those of you who have not been involved

as much, why wait to get involved? We welcome your involvement and input! Enclosed with this newsletter is our recently updated Engagement Opportunities document. Please review it and consider joining one of our task forces. I promise, you'll get more out of this association if you do!

Best wishes for a blessed & prosperous 2014!

Respectfully yours

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Business is all about relationships.

Relationships with our customers, our vendors, our employees and coworkers.

Where do you go for advice on challenges you have with your business relationships?

NFDA has hundreds of experienced professionals who share your concerns, your values, and probably some of them have experienced your challenges as well.

Get advice, ideas, and inspiration from people who understand your business.

Participate in NFDA.

You are the NFDA.