

NFDA TODAY: Your National Fastener News

January 2016



President's Message

By Casey McIlhon

Happy New Year to the NFDA!

I hope all of you have enjoyed a safe and happy holiday season and are getting things off to a good start in 2016. I would like to start by thanking Bill Derry, Jim Ruetz, Kevin Queenin, Gary Cravens, and my father Ed McIlhon for organizing the November Executive Retreat in Key Biscayne, Florida. This featured two days of exceptional peer-to-peer learning and sharing of best practices on topics which included doing business in Mexico, culture as a competitive advantage, VMI with your suppliers, and success with CRM. This was the third rendition of the Executive Retreat, and it continues to provide our members with a highly valued networking forum.

Looking ahead to March, NFDA is proud to be co-hosting our second meeting with the Pacific-West Fastener Association. The Joint Conference in San Diego, California will feature educational sessions and round table discussions, along with the acclaimed speaker Tom Reilly who will teach us about value-added selling. Please watch for further information on our Joint Conference in the coming weeks. We'll then be traveling to Louisville, Kentucky at the end of June for our 2016 Annual Meeting with the ever popular ESPS sessions.

One challenge facing all of our members is the need for next generation leadership. To that end, NFDA has partnered with the Young Fastener Professionals (YFP) organization on a mentorship program entitled Advancing Individuals through Mentorship, or AIM. This program seeks to place the leaders of tomorrow together with today's executives. The goal will be to foster learning relationships which will enable the advancement of young professionals. If you are interested in becoming a mentor in the AIM program, please contact Vickie Lester at vlester@nfda-fastener.org.

In closing, I welcome you to reach out to me personally with any questions, comments, or concerns you may have. My e-mail address is cmcilhon@assembledproducts.net. I would also like to ask each member to pay close attention to our meeting schedule and content, and I invite all of you to attend an upcoming NFDA meeting. Come to the NFDA!

My best, Casey

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Associate Chair's Message

By Kameron Dorsey

Now we have put 2015 in the rear view and can look ahead to 2016. I am excited for the upcoming meetings on the calendar; members will experience enjoyable speakers and great content yet again. However, I want to shift the focus away from meetings to another part of NFDA, your membership benefits!

NFDA has a number of programs available to members that can help improve your business and increase the overall value you get as a member of NFDA. As a member, you have access to current economic reports, training opportunities, and discounts on a number of business services.

One of the most popular programs each year is the presentation put on by ITR Economics at the annual meeting. If you have attended the annual meeting, then you already know the information they provide is a useful tool to take back to your business. In addition, ITR also provides NFDA members quarterly economic reports that give a snapshot of current economic conditions and future forecasting for key industries relating to distribution and manufacturing. You'll find those reports in the Article Archive on the website.

One of the newest benefits is access to the *Kiplinger Letter*, which gives a weekly forecast on business and economic trends. For your convenience, you are receiving a copy at the end of each week. In today's economic climate it is very important for businesses to have the best information available. The ITR Economics quarterly reports and the new weekly *Kiplinger Letter* provide NFDA members that information.

In addition to having access to economic data, NFDA members are also eligible for discounts on registration fees for training programs offered by the Fastener Training Institute. And there are discounts available for YRC Freight/Shipping and Office Max, along with special energy rates from APPI Energy.

I encourage everyone to visit NFDA's member benefits page to see all the benefits that are available: <http://nfda-fastener.site-ym.com/?page=BenefitsMembersOnly>. By taking full advantage of these valuable benefits, you will maximize your membership in NFDA.

Best regards, Kameron

NFDA Events

- 2016 NFDA/Pac-West Joint Conference**
March 1-4, 2016
Loews Coronado Bay Resort
San Diego, California
Joint meeting with the Pacific-West Fastener Association
- 2016 Annual Meeting & ESPS**
June 27-28, 2016
Galt House Hotel
Louisville, Kentucky
- 2017 NFDA/Pac-West Joint Conference & Tabletop**
March 15-18, 2017
Westin Long Beach
Long Beach, California
Tabletop show and joint meeting with the Pacific-West Fastener Assoc.

Join Us in Sunny San Diego, California!

NFDA and the Pacific-West Fastener Association will have a joint conference at the Loews Coronado Bay Resort, in San Diego, California, March 1-4, 2016. This will be a great opportunity to have fun while expanding your professional relationships and widening your knowledge of the industry. Join fastener industry distributors and manufacturers, master distributors and service providers in sunny San Diego!

Highlights will include:

Introduction to Value-Added Selling

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

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

Crush Price Objections

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

Attracting and Retaining Millennial Employees in the Fastener Industry

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

Business Owners Forum and Business Executives Forum

Two different sessions: one for business owners and one for your company's key executives. You and your peers will share experiences and solutions in a frank interchange.

How the Intersection of Technology and Manufacturing is Driving Innovation and Creating New Challenges

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

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

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

Value-Added Technical Services: The Illustrated Fastener

Today's fastener users want to see what your product looks like and how your solutions work. In this program you'll learn what is available for producing computer generated graphics, animations, drawings and models of your fasteners and assembly solutions. These value-added capabilities will distinguish you and your products from every other fastener supplier. This workshop is presented by the Fastener Training Institute® and requires a separate registration fee.

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

Conference Networking and Fun

We'll kick off the meeting on Wednesday evening with the now traditional Welcome Reception; mingle with fastener friends and meet new ones!

The hospitality suite will be a great meeting place; stop in for a beverage, a snack and good company.

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

And of course we'll have tee times booked at a local course, Riverwalk Golf Club.

Also, since it is the perfect time of year, we will offer a whale watching excursion. Each year approximately 20,000 gray whales migrate from the Bering Sea to the lagoons of Baja California on their annual 10,000-mile round trip journey. You'll board a boat which will take you anywhere from 3 to 9 miles off the coast to view these magnificent creatures. A truly memorable experience!

For more information visit www.nfda-fastener.org or give us a call at 714-484-7858.

See you there!

Member Benefit Spotlight

The Kiplinger Letter consistently provides accurate forecasts of industries, businesses, companies and technologies poised for rapid growth and profit -- before share prices begin to take off. And that's your key to profiting along with them.

For more than 90 years *The Kiplinger Letter's* accurate business and economic forecasts and unbiased advice have helped millions of readers boost profits from their investments and businesses. NFDA members can now read this weekly newsletter simply by logging in to their member account.

Now Stocking



Advance Components and Davies Molding have teamed up to bring our customers the largest selection of knobs, handles, levelers and custom components in the industry.

Contact Advance for Davies Molding products, value-added engineering solutions and specialty fastening products.



3-4 ARM KNOBS



BAR KNOBS



LEVELERS



LEVER KNOBS



2-POINT HANDLES



HINGE HANDLES



INSTRUMENT CONTROLS



RACHET HANDLES



SEVEN LOBE KNOBS

MARKETS SERVED

Automotive/Motorcycle
Packaging Equipment
Medical/Dental
Appliances/Household
Recreation Equipment
Valves/Fittings

Food Processing Equipment
Oil & Gas
RV/Marine
Electrical/Electronics
Catalog Distributors

Heavy Equipment
Instrument Controls
Industrial Machinery
Lighting/Construction
HVAC/Heating & Cooling

Government/Defense
Power Tools
Lawn & Garden
Fastener/VMI Distributors
Aviation



NFDA Fastener Standards Activity Update - Q4 2015

By John Medcalf

The months since the last standards update have seen meetings of all of the major fastener standards organizations, and have coincidentally been the final standards meetings for Joe Greenslade. In recognition of Joe's tireless work and dedication to advancing the state of fastener standards, he was presented an ASME Certificate of Acclimation and the Fred F. Weingruber Award, ASTM F16's highest honor. While Joe's active participation will surely be missed, his influence will be felt for years to come as committee members he has mentored take the lead. I am one of those members, and want to personally thank Joe for his guidance. A summary of significant activities is as follows:

ASME B18

- The revision of B18.2.2 on inch non locking nuts is complete and has been published at: [https://www.asme.org/products/codes-standards/b1822-2015-nuts-general-applications-machine-\(1\)](https://www.asme.org/products/codes-standards/b1822-2015-nuts-general-applications-machine-(1))
- The revision of B18.16.6 on inch prevailing torque locknuts has passed balloting, and will proceed to review and publication, however it was decided that stainless steel locknuts should not be addressed at this time, but added in a future revision.
- Initial balloting on the complete revision to B18.13 on SEMS generated many comments. These comments are being incorporated, with the updated standard expected to be approved in 2016.
- Standards B18.6.5M and B18.6.7M on metric machine and tapping screws are being balloted for withdrawal and users should refer to the relevant ISO standards.

SAE

- SAE J78 on self drilling screws is being revised.
- A number of standards will be balloted for stabilization or cancellation.

ISO TC2

- The significant project on ISO 4042 on electroplated finishes continues to move forward. Adjustments to the hardness thresholds and minor wording updates will be discussed in an ad-hoc group, with a committee ballot expected in 2016.
- ISO 15330 on hydrogen embrittlement testing will be revised, starting with discussion at the ad-hoc level.
- With minor editorial revisions, Salim Brahimi's paper – "Fundamentals of hydrogen embrittlement in steel fasteners" - will be published as an ISO Technical Report.
- A specification for fastener inspection documents, ISO 16228, will proceed to the final stage of balloting. While it cannot be used in place of EN 10204, it provides much useful guidance on standardizing what information is presented in fastener certifications.
- The revision of ISO 3269 on acceptance inspection continues to evolve, and has currently removed all references to AQL sampling. The draft currently begins with c=0 inspection, with different acceptance procedures based on the characteristic being inspected. Work will continue at the ad-hoc level.

ASTM F16

- The significantly updated standard on electroplated finishes, ASTM F1941/F1941M has been published and is available here: <http://www.astm.org/Standards/F1941.htm>
- Work on a combined standard for dip spin coatings continues, with an initial ballot expected in 2016.
- Specifications F836M, F837M, F879M, and F880M on metric stainless steel nuts and socket products will be balloted for withdrawal in favor of the relevant ISO standards.
- The hydrogen embrittlement test contained within F606/F606M will be reviewed, with attention paid to the updates to ISO 15330.
- A specification or guide for fastener test reports is being developed within ASTM. It is expected to take some of the concepts and content from ISO 16228, but not expected to be equivalent.
- ASTM F1554, a complete revision of the specification on anchor bolts, has passed balloting and will proceed to publication.

John Medcalf is an applications engineer for Field and is NFDA's technical representative.

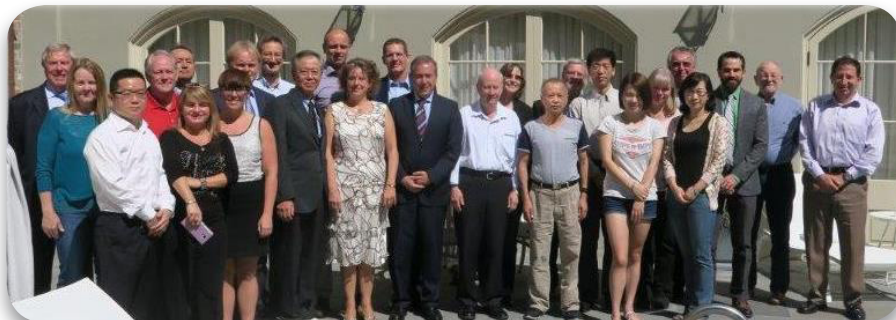
John Medcalf was appointed as the NFDA technical standards representative to allow the NFDA membership not just visibility of standards activities, but also a voice in the process.

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



NFDA proudly cosponsored the October International ISO TC2 meeting in New Orleans.

John Medcalf from Field was there to represent distribution on behalf of NFDA. ISO TC/2 is a technical committee that is organized similarly to ASME B18 and ASTM F16. The group is of 20 participating countries and 28 observing countries. These countries and their experts work together to develop and maintain the ISO metric fastener standards. They are responsible for 193 published standards today.

Employee Compensation Survey

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

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 2016 Employee Compensation Study conducted by the Profit Planning Group. Approximately 1,000 firms in 30 distribution lines of trade will participate.

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 helps 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 the 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. The 2016 Employee Compensation Study questionnaire will be emailed to all NFDA members the first week of January. If you have not received the questionnaire by mid-January, please contact the NFDA office at vlester@nfda-fastener.org.

Thank you for your participation in this important study. It will provide you with valuable information that could result in increasing your company's profitability.



Save the Date!

The 2016 Annual Meeting and Executive Sales Planning Sessions (ESPS) will take place June 27-28 at the Galt House Hotel in Louisville, Kentucky. 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 in Louisville!

NFDA 2015 Executive Retreat



Training Opportunities

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

- Webinar: Metrics 2 Part Series – January 8, 15, 2016 – Online
- Product Training Program Part #2 – February 2, 2016 – Pico Rivera, California
- Fastener Training Week – February 15-19, 2016, La Mirada, California
- Webinar: Anchors Away – February 19, 2016 – Online
- Product Training Program Part #3 – March 1, 2016 – Pico Rivera, California
- Understanding Hydrogen Embrittlement in Fasteners – March 16-17 – Wood Dale, Illinois
- Webinar: Inserts – March 18, 2016 – Online

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



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Welcome New NFDA Members

All American Systems
www.allamericansystems.com

Eurolink Fastener Supply Service
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Manufacturers Supply Company
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Spring Bolt & Nut Manufacturing
www.springboltandnut.com



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

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