

NFDA TODAY: Your National Fastener News

July 2014

President's Message

By Paul Tiffany



You are the NFDA. You are the NFDA. You are the NFDA!

During the past year you may have heard a fellow NFDA member, board member, or a task-force chair state this phrase. The meaning is simple: what makes the NFDA valuable are the members themselves. As members, we get to choose our direction, meeting content and educational training, national initiatives, industry perspective, and what relationships we develop.

An important part of achieving this value is member engagement. As a long time member and current president, I have found that participation has provided the greatest return. Whether your involvement is through conferences, a task force, surveys, or just connecting with another member, there are many ways to be engaged.

Our outgoing president, Kevin Reidl, deserves an enormous thank you from all of us for last year's efforts. His leadership and ability to foster the vision has made us a stronger organization. As president, I look forward to serving our membership, and I will work hard at furthering our value to members.

Thank you for supporting the NFDA, and, remember, you are the NFDA!

Kind regards,

Paul Tiffany

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Past President's Message

By Kevin Reidl

Dear Members,

Over the past year I've had the privilege to serve as your president. In doing so, I was able to meet many of you who I hadn't met before. I enjoyed many great conversations with you, and learned even more about the value of this organization to its members. Thanks for the opportunity to serve the organization; it's been a great experience!

We've spent the last year working on membership growth, driving greater member value, working with other associations, and working on behalf of the industry. In all areas, I believe our board of directors, task forces, and membership base have worked hard to make considerable progress. The primary reason we've done so is because many of you have chosen to be engaged and involved. With your help we've accomplished a number of notable initiatives:

- Growth in year-over-year membership for the first time in recent years
- More members involved in task forces and initiatives: a recognition that YOU are the NFDA
- We partnered with the Pacific-West Fastener Association for an event and will continue to partner with regional associations each year
- We participated heavily in the Fastener Industry Coalition initiative
- We brought back a new and improved financial benchmarking tool (at no additional cost to members!)
- We enlisted a representative to support and inform us on international fastener standards and we've focused on education and content that you can use to drive your business forward

Thanks to all of you who continue to support this organization. We're moving in a great direction!

Respectfully yours,

Kevin Reidl

Upcoming Events

November 4-6, 2014
NFDA Executive Retreat
Ritz-Carlton Beach Resort
Naples, Florida

February 25-28, 2015
NFDA Winter Meeting
Francis Marion Hotel
Charleston, South Carolina

June 10-11, 2015
NFDA Annual Meeting
Crowne Plaza Chicago
O'Hare Hotel
Rosemont, Illinois
*In conjunction with
Fastener Tech '15*

Meet the Board of Directors!



President
Paul Tiffany
Copper State Bolt & Nut



Vice President
Casey McIlhon
Assembled Products



Associate Chair
Marty Goeree
Elgin Fastener Group



Immediate Past President
Kevin Reidl
Hodell-Natco Industries



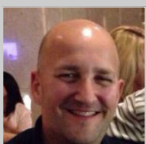
Director
Giovanni Cespedes
Falcon Fastening Solutions



Director
Gary Cravens
Advance Components



Director
Kameron Dorsey
Beacon Fasteners



Director
Jim Lindrup
Great Lakes Fasteners & Supply



Director
Bob Luzum
Accurate Component Sales



Director
Kevin Miller
Bamal Corporation



Director
Marc Strandquist
Wurth Industry Group



2014
Employee
Compensation
Report
Volume 1

An analysis of 2013
compensation practices

Confidentially Prepared by
Profit Planning Group

How does your company's compensation program compare to others in the industry?

NFDA's 2014 Employee Compensation Report now available

The NFDA 2014 Employee Compensation Report presents the results of Profit Planning Group's study of the distribution industry, analyzing 2013 compensation data submitted by 978 U.S. firms for more than 6,000 locations. NFDA co-sponsored this study along with 26 other distribution organizations.

The complete results are presented in two documents. Combined, they provide the most complete source of information available about compensation and benefit practices for distribution industries.

According to Kevin Miller, executive vice president, Bamal Fastener Corporation, "The NFDA compensation survey has been an extremely valuable tool for us. I have it on my desktop and look at it almost daily. Not only is it useful for the hiring process, but also for benchmarking ourselves against the rest of the industry and allowing our employees to see how they stack up with their peers in terms of pay and benefits. You can't put a number on the value it provides."

Volume 1: NFDA Detailed Report

The detailed report presents the analysis of participating NFDA firms. Where appropriate, NFDA results are compared with the results of all participants.

This report provides information about both executive and employee compensation including:

- salaries
- bonuses
- commissions
- perks

It also includes details about fringe benefits such as:

- health insurance
- retirement programs
- employee time off

Volume 2: Industry Report

The industry report presents the analysis of all participating firms. Firms were detailed into more than 20 sales volume categories and more than 100 geographic areas.

The report is available to NFDA members for \$250. The nonmember price is \$500.

Visit www.nfda-fastener.org to purchase.

From the home page menu select Resources and then Online Store, or call the NFDA office at 714-484-7858 and we'll take your order over the phone.

Upon purchasing the report, you will be sent links to download both Volumes I and II.



National Fastener Distributors Association
Our core purpose is to help our members thrive in the global marketplace.

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NFDA Fastener Standards Activity Update- Q2 2014

By John Medcalf

The second quarter of 2014 saw meetings of both ASTM and ASME fastener committees in Toronto May 4-8. Presence at meetings is essential to engage and participate in the discussions that influence standards activity. A summary of topics discussed at each meeting follows.

ASTM F16

F16.93 – QUALITY ASSURANCE PROVISIONS FOR FASTENERS

- F1940 – Process Control for Hydrogen Embrittlement: up for reapproval, to be revised at a later date
- F2282 – Quality Assurance of Steel Wire and Rod revision status:
 - » Investigating if IFI grade references are necessary
 - » Spheroidize ratings are incorrectly labeled – to be revised and balloted separately
 - » Inclusions in steels have led to multiple failures, Salim Brahimi would like to see cleanliness “levels” added to the standard – this will need to be developed with steel mill collaboration
- Task group created to review creation of standard for fastener certifications or test reports similar to what is being done in ISO

F16.03 – COATINGS ON FASTENERS

- WK 24410 – New standard in development for Cr free zinc flake coating:
 - » There may be issues in taking this technology from automotive type fasteners to structural fasteners – due to bulk handling of large diameter parts
 - » USCAR study of coating durability during OEM handling may have relevant findings
 - » Guidelines for overlapping based on coating classes may be necessary
- F1941/F1941M Electrodeposited Coatings on Fasteners: combination with revision continues concurrently with ISO 4042
- Specification to be developed to consolidate the three current dip-spin standards
- A caution to those still referencing ASTM B633 for zinc electroplating: this standard requires baking of parts above 31 HRC for durations per ASTM B850. To avoid non-compliance, all references should be updated to ASTM F1941

F16.96 – BOLTING TECHNOLOGY

- Reminder that a library of articles on various topics is available through the IFI Technology Connection
- This subcommittee collects funds for projects that will increase knowledge in industry, call for research proposals:
 - » Study of torque – tension variability of trivalent chromium conversion coatings
 - » Salim Brahimi proposed funding empirical testing of hardness versus bake time, bake temperature, and delay between plating and baking for zinc plated parts and the susceptibility to hydrogen embrittlement. This would be carried out along with current research at McGill University program
- A presentation was given by Bill Evers of Team Industrial Services on their Technical Bolting and Bolt Torquing Services

F16.01 – TEST METHODS

- Concern raised that ASTM F606 on Test Methods cross head speed for proof load is now 8x faster than ISO 898-1
- Task Group in progress to evaluate moving rotational capacity testing from F16.02 to F16.01, whether incorporated into F606 or as a standalone specification
- SAE J429 properties and chemistry have been harmonized with ISO 898-1, and test methods refer to ASTM F606
- F2328 – Decarburization or Carburization Evaluation: optical test method requires 100x magnification with .001” resolution, but Table 1 requirements are .0006”. Magnification may need to be raised to 500x

F16.95 – LONG RANGE PLANNING

- Have engaged in process of withdrawing metric standards with direct ISO equivalents (e.g. F568 due to ISO 898)
- The editorial subcommittee F16.91 has been re-activated in order to assist with the combination of inch and metric versions of standards.
- Drafts will be sent through the editorial subcommittee before ballot to expedite the balloting process

F16.02 – STEEL BOLTS, NUTS, RIVETS AND WASHERS

- New standard for 200ksi twist off bolts
 - » Need language to exclude phosphate lube or require de-phosphating
 - » Current draft uses term “thread grade” – will be updated to indicate only “Grade 1” or “Grade 2” with corresponding thread styles and strengths
- Work on new standard combining structural bolt standards continues, with a goal of approval by early 2015 to make it into next revision of RCSC standards
- F2482 Load Indicating Externally Threaded Fasteners – incorporation of “SmartBolts” as new “optical type” met resistance as drafted – negative based on temperature limitations found persuasive
- Geomet (F1136) tested for use on A490 bolts

F16.04 – NONFERROUS FASTENERS

- F738M – Stainless Metric Bolts, Screws and Studs to be withdrawn, negatives on ballot were addressed

F16 MAIN

- 2014 marks the 40th anniversary of committee F16 on fasteners
- It was announced that a website is making standards, including ASTM standards, available for free. ASTM is fighting this copyright theft
- Next meetings will be in New Orleans November 9-12

(continued next page)

ASME B18

B18.18 – INSPECTION AND QUALITY CONTROL OF FASTENERS

- Creation of referee method for dimensional measurements will proceed
- B18.18 – Quality Assurance for Fasteners: to be reviewed for revision

B18.31- STUDS, LIFTING EYES, AND BENT BOLTS

- B18.15 on forged eyebolts under revision to include stainless steel among other updates
- B18.31.2 on continuous and double-end studs has been approved with the addition of flange studs and revisions to length measurements
- B18.31.3 on threaded rod is receiving clarification on the use of terms A36 and Grade 36 during material designation

B18.4 – US TAG TO ISO/TC 2

- Work continues on conversion of ISO 3269 on fastener acceptance inspection to c = 0
- One new concept introduced in ISO 4042 on electrodeposited coatings is “white haze” found on zinc black finishes – not white rust
- US prefers to keep phos & oil test bolt as standard test method in ISO 2320 on prevailing torque nuts

B18 MAIN

- Rationale will be provided for withdrawal of some 5 – 10 year anniversary standards
- Update to B18 policy on metric standards will be written to indicate withdrawal where ISO equivalent exists
- IFI Update
 - » Created IFI-199 to address tap bolts, may be incorporated into B18.2
 - » IFI 9th Edition Book & PDF version to be published in July
 - » Torque Book has been published as reference guide for torque calculations
- B18.16.6 on prevailing torque locknuts published in April, IFI will withdraw IFI-100/107
- Next meetings will be at the IFI on September 10

Once again, members of the NFDA are encouraged to bring forward any comments or concerns relating to fastener standards. The only way to influence the process is to stay engaged and participate

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

2014 Annual Meeting & ESPS Highlights

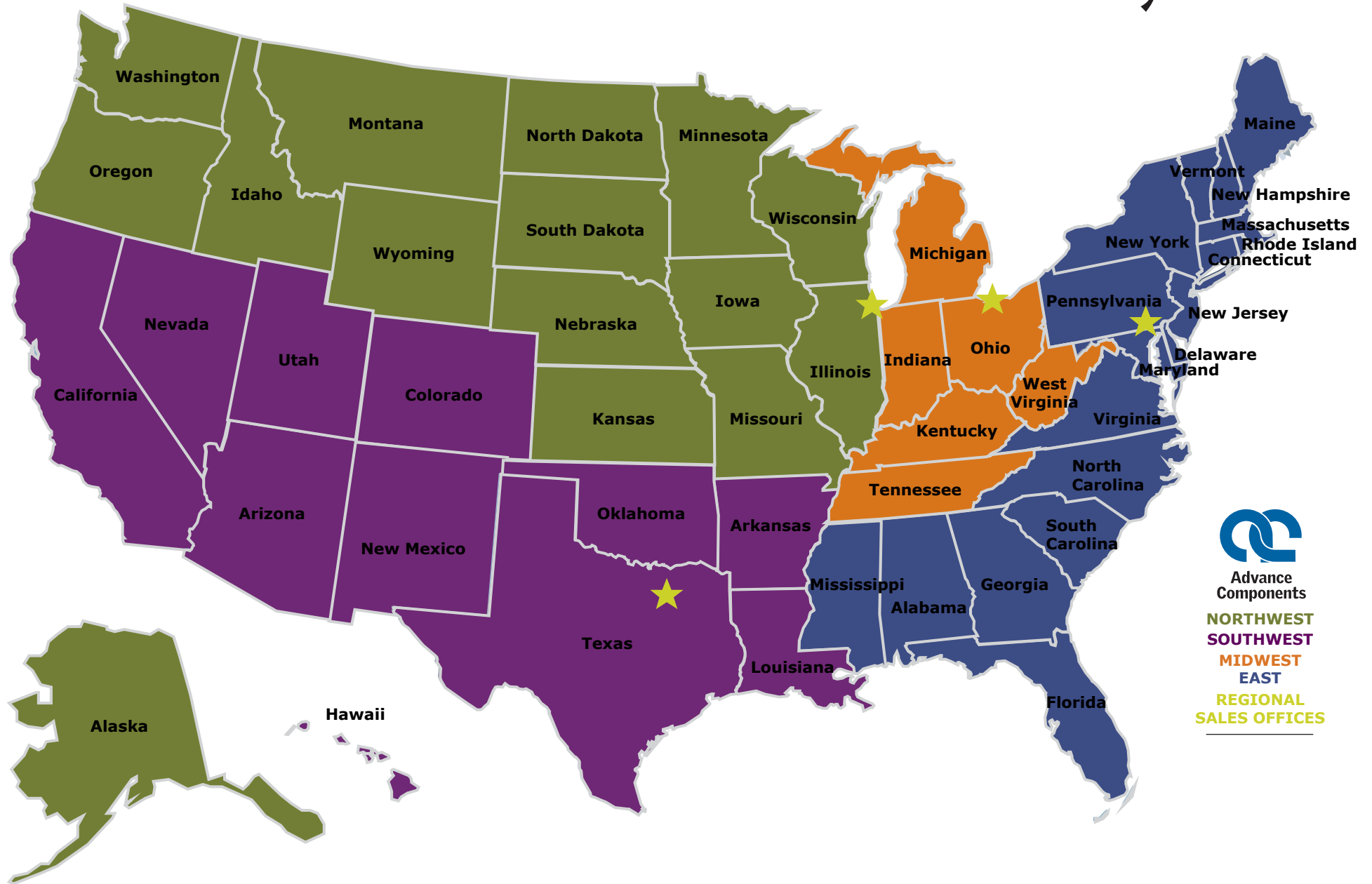


**June 18-20
New Orleans, Louisiana**



See more photos at: bit.ly/Uo2aKW

Advance covers the country



Partnership for success



Engineering and
application support

Manufacturer's lead times
reduced or eliminated

Master stocking
for distributors

Delivering the
quantity you need

40+ years of
purchasing
the right stock

Superior product
knowledge



advancecomponents.com 972 446 5500



Check us out - Same focus and commitment with a brand new logo!

40 YEARS OF EXCELLENCE!
Customer Focus....Quality Commitment

This year marks a tremendous milestone for Liberty Fastener – our 40th anniversary! It's hard to imagine that we began as a one person operation in a tiny warehouse and that we have grown into the company we are today. Today, with over 5,000 satisfied customers, 35,000 stock items, and a state-of-the-art warehouse facility, we are a strong thriving company with an outstanding reputation for SUPERIOR CUSTOMER SERVICE AND QUALITY PRODUCTS.

In fasteners, experience counts, and we have plenty of it. With over 200 years of combined fastener experience, we have the expertise to source all of your fastener needs. It's quite clear that over the last four decades we have mastered what it takes to be a successful fastener distributor. With fastener technology and industry practices evolving over the years, one thing has remained the same: Our commitment to superior customer service and quality fastener products. We are incredibly blessed to have outstanding employees whose hard work has made our customer commitment possible and are thankful to our customers who have shown us their support and loyalty.

Each day we strive to live up to a promise we made 40 years ago: To provide fastener solutions to our customers through honesty, integrity and respect. We are excited for the future and look forward to continuing Liberty Fastener's legacy of SUPERIOR CUSTOMER SERVICE AND QUALITY PRODUCTS.

An ISO 9001:2008 Registered Company
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