



**NFDA 2020
CALENDAR**

**Joint Conference & Tabletop
Show with the Pacific-West
Fastener Association**

March 4-6, 2020

Westin Long Beach
Long Beach, California

**Annual Meeting & Executive
Sales Planning Sessions**

June 23-25, 2020

Embassy Suites Minneapolis
Downtown Minneapolis, Minnesota



PRESIDENT'S MESSAGE

By Doug Ruggles

I trust everyone who attended the IFE in Las Vegas in September found it to be a success and profitable time for your business. I know I did, and it seemed to be a great turnout.

I do want to mention the well-deserving Hall of Fame inductions which took place during the Las Vegas show. Ed McIlhon was recognized for years of driving his business and all the time he gave back to the industry during some difficult times. If you know Ed but missed his speech, I'm sure you'll understand when I say it was a "one of kind." Ed is truly a one of the most passionate drivers in the fastener business.

Also inducted was Marty Nolan for his many years as a rep agent in the fastener distribution world as well as many, many years helping drive growth with the regional associations. Marty is equally as passionate about our business, and I always enjoy our conversations about how we can make all associations grow together for everyone.

What struck me as I listened to both of these gentlemen talk was the theme of the relationships they've both made over the years. What they've learned from others helped them grow personally and professionally.

Baron Yarborough was recognized as the Young Professional of the Year. He obviously is a talented young man with a bright future. Congratulations to all for being recognized as leaders in our industry and giving back to everyone.

An NFDA past president said to me when I asked for advice when accepting this position, "Remind everyone it's what you make of it." In other words, if you are attending a conference/event like the NFDA Executive Retreat, Pac-West conference, IFE, SEFA or other regional association meeting, what you gain is directly proportional to how much you put into it. If you are engaged in the educational sessions, come with

questions in mind and problems you are facing. Seek out others who are different or larger or perceived to be better. Then you'll learn, grow, and get something out of it. If you don't, that's fine, but don't complain when the event isn't what you want, or you didn't get anything out of it. The NFDA and the regional associations have several opportunities for you to connect and learn from others in 2020. I hope you will look at each of these and join your fellow industry leaders, share your thoughts and best practices and grow - together.

A quick word about membership. NFDA is in the membership business and we need your help finding new members, so I want to remind you of our incentive program: if you suggest a prospective NFDA member, you will get a \$1,000 credit toward your next dues payment when they join!

I also encourage your feedback, suggestions, ideas and/or comments directly to me at doug@martinsupply.com or you can reach me directly at 256-248-0412.

Remember: It's what you make of it!

Doug

**WELCOME NEW
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Unbrako
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Vogelsang Fastener Solutions
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ASSOCIATE CHAIR'S MESSAGE

By Kelly Charles

Welcome to Fall! It was good to see everyone in Las Vegas. I hope the show was good for everyone.

I enjoyed chatting with customers, vendors, and fellow competitors, getting their take on how the rest of the year is going to play out, as well as thoughts on 2020. Getting the chance to hear another point of view is invaluable, and my favorite part of the show.

Hope to see everyone at our upcoming 2020 events:

- 2020 Pac-West and NFDA Joint Conference and Tabletop Show, March 4-6 in Long Beach, CA
- 2020 Annual Meeting and ESPS® (Executive Sales Planning Sessions®) June 23-24 in Minneapolis, MN

These events will provide plenty of networking opportunities, plus relevant and engaging speakers and programming. Watch your emails for details on these events.

Kelly Charles

MEMBER BENEFIT SPOTLIGHT:

NFDA Members Eligible for \$1,000 Discount on Fastener Market Analysis from The Freedonia Group

The Freedonia Group, a market insights firm based in Cleveland, is now offering a special discounted price to NFDA members for the remainder of 2019 on their newly published study.

This Freedonia study analyzes the \$14.4 billion US industrial fasteners market. It presents historical demand data (2008, 2013, 2018) and forecasts for 2023 by product (standard-grade or aerospace-grade), physical design (externally threaded, internally threaded, nonthreaded), and market (OEM, maintenance and repair operations, construction).

The study also evaluates company market share and analyzes industry competitors, including Agrati, Arconic, Berkshire Hathaway, Hilti, Illinois Tool Works, LISI, Stanley Black & Decker, and TriMas.

For more information about the report's content, visit <https://www.freedoniagroup.com/industry-study/industrial-fasteners-3759.htm>

The retail price for this comprehensive report is \$4,900, but NFDA members will pay only \$3,900 if ordered before the end of 2019.

To take advantage of this offer or learn more about Freedonia, please email Paul Goehrke (pgoehrke@freedoniagroup.com) and copy Jennifer Neumore (jneumore@freedoniagroup.com) with the subject heading: "NFDA member: Industrial Fasteners #3759".

FASTENER TRAINING OPPORTUNITIES



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

NOVEMBER 22 – Webinar: Compliance for the Fastener Supplier - Online

DECEMBER 2-6 – Fastener Training Week – La Mirada, California

DECEMBER 20 – Webinar: Free IFI Technical Resource – Online

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



SCHOLARSHIPS AVAILABLE FOR FASTENER TRAINING WEEK

Twice 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 evaluating the applications do not know the names or employers of those applying.

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

For more information about Fastener Training Week, visit fastenertraining.org

NFDA'S 2019 PROFIT REPORT: Checking Financial Performance By Asking Three Questions

Many firms are feeling competitive pressure on gross margins and upward pressures on costs, particularly payroll. In this mixed environment, this report helps answer three key questions all NFDA distributors should be asking:



Typical Versus High-Profit

The first two questions are easily answered by examining the figures in the top part of Exhibit 1. These figures present two different measures of profit for both the typical NFDA member and the most profitable members.

Profit Before Taxes % measures pre-tax profit as a percent of revenue. For the typical NFDA member this figure was 5.7%, while the high-profit firms enjoyed a 7.8% PBT.

Return on Assets (ROA) calculates the same pre-tax profit figure as a percent of the total asset investment in the business. Again, there is a striking difference with the typical firm at 11.4% versus 19.5% for the high-profit firms.

The Critical Profit Drivers

The key to moving from typical to high-profit levels of performance is understanding the nature of the CPVs. Namely, which ones are most important and how did they impact performance for the typical and high-profit firms.

Managing the CPVs

The CPV results for the typical firm and high-profit firm in the industry are summarized in the bottom half of the following table. While some other factors can be examined to evaluate performance, these are the ones that really drive performance.

One common misunderstanding regarding the CPVs is that to be in the high-profit group it is necessary to 1) do a lot better than the typical firm and 2) do a lot better in every CPV. But nothing could be further from the truth.

In reality, some of the differences in the CPVs between typical and high-profit are often extremely small. But the small differences tend to multiply to produce major changes in profit margin. In other words, "little things mean a lot".

It is also often surprising to learn that it is not even necessary to do a little better everywhere. No firm produces superior results for every single CPV in either good times or bad. Successful firms manage their CPV performance to maximize overall profitability. This also is great news for the typical

firm. Perfection is not required, only blending the CPVs in a positive way. With such blending, profit rises significantly.

The CPVs that are the most important contributors to enhancing profit are sales growth, gross margin, payroll expenses and non-payroll expenses. Each factor must be planned carefully to ensure adequate profits.

Moving Toward High-Profit Results

The high-profit firms produce great results virtually every year. They also reflect the fact that there are no industry barriers to success. The key to improving performance is developing a specific plan for each CPV and combining them in a positive way. Perfection is not the goal. The goal is to do a little better across the board. It's a goal that's open to every firm.

NFDA members who participated in the Profit Report survey received the results at no charge. Members who did not participate in the survey can purchase the 2019 Profit Report for \$250. The nonmember price is \$500. Visit our website for more information: <https://www.nfda-fastener.org/2019-profit-report>.

THE CRITICAL PROFIT VARIABLES		
Performance Results	Typical	High Profit
Profit Margin (pre-tax)	5.7%	7.8%
Return on Assets	11.4%	19.5%
The Critical Profit Variables		
Sales Change	9.0%	8.8%
Gross Margin	36.2%	34.6%
Payroll Expense	20.7%	17.7%
Non-Payroll Expenses	9.8%	9.1%



NFDA FASTENER STANDARDS ACTIVITY UPDATE – Q3 2019

By John Medcalf

Since the last update, ISO ad hoc meetings took place in Montreal, and the SAE and ASME fastener committees met at the IFI Headquarters in Independence, Ohio. Some of the relevant activities there are as follows:

ISO TC2 – Technical Committee on Fasteners

The week of ad hoc group meetings focused on a mainly editorial revision to ISO 4042 on electroplating, generating a list of topics to be updated during a revision of ISO 898-1 on mechanical properties for externally threaded fasteners, topics for revision within the ISO 16047 torque-tension testing specification, and further work on the revision to ISO 898-2 on mechanical properties of internally threaded fasteners. While the 898-1 and 16047 projects are just getting started, a draft of the ISO 898-2 revision has been circulated, and the balloting process should begin shortly. The ISO TC2 plenary meetings will be held in Lyon, France the week of October 14th.

SAE Fasteners Committee

The activity within the SAE committee is limited, however a revision to SAE J1237 on metric thread rolling screws is ongoing. There is also a potential for review of SAE J429 on mechanical properties of externally threaded fasteners.

ASME B18 Standardization of Bolts, Nuts, Rivets, Screws, Washers and Similar Fasteners

Within the ASME fastener committee there is a fair amount of activity. ASME B18.3 on socket head screws is being revised to reintroduce spline sockets and the associated tooling. The revision to ASME B18.6.3 on machine screws and tapping screws is nearing ballot once thread length measurement updates are finalized. The revisions to ASME B18.6.1 on wood screws and B18.6.2 on square and slotted set screws are being revitalized. A revision to the ASME B18.12 glossary of terms was approved, and after public review should proceed to publication. A fairly major review of ASME B18.2.1 hex, hex flange, and square bolts and cap screws is also in the works.

ASTM F16 on Fasteners

Ballot activity within the ASTM fastener committee has been light over the summer. The next meetings will take place November 4th and 5th in Houston, Texas.

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.

MEMBERS CAN:

- Inquire about changes to drafts noted in 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

John Medcalf is Principle Engineer 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.

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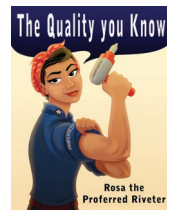
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Application Data for Countersunk Head Style Break Mandrel Blind Rivets

Rivet Series No.	Nom Rivet Size		Recommended Drill Size	Recommended Hole Size	Rivet No.	Grip Range	Rivet Body Length, L
				Max			Ref
3	3/32	0.0938	#41	0.100	32	0.079-0.125	0.225
4	1/8	0.1250	#30	0.133	42	0.092-0.125	0.250
					43	0.126-0.187	0.313
					44	0.188-0.250	0.375
					45	0.251-0.312	0.438
					46	0.313-0.375	0.500
					48	0.376-0.500	0.625
5	5/32	0.1562	#20	0.164	53	0.120-0.187	0.337
					54	0.188-0.250	0.400
					56	0.251-0.375	0.525
					58	0.376-0.500	0.650
6	3/16	0.1875	#11	0.196	63	0.151-0.187	0.387
					64	0.188-0.250	0.425
					66	0.251-0.375	0.555
					68	0.376-0.500	0.675
					610	0.501-0.625	0.825

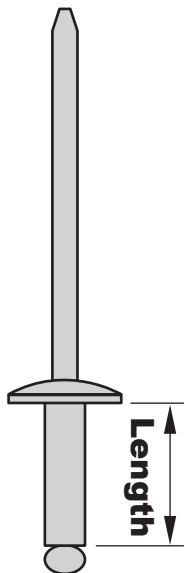
Dome Head Style. Open Ended Rivet. Sizes 4-2 thru 8-12. As per IFI 114.

Steel / Steel: Plated Carbon Steel Rivet / Steel Mandrel / Grade 30

Aluminum / Aluminum: 5052 Aluminum Rivet / Aluminum Mandrel / Grade 11

Aluminum / Steel: 5056 Aluminum Rivet / Carbon Steel Mandrel / Grade 19

Stainless Steel / Stainless Steel: 304 Stainless Steel Rivet / 304 Stainless Steel Mandrel / Grade 51



Ultimate Shear and Tensile Strengths

Nominal Rivet Size (Inch)	Minimum Ultimate Shear Strength (lbs)				Minimum Ultimate Tensile Strength (lbs)			
	Grade 11	Grade 19	Grade 30	Grade 51	Grade 11	Grade 19	Grade 30	Grade 51
3/32 0.0938	70	90	130	360	80	120	170	280
1/8 0.1250	120	170	260	420	150	220	310	530
5/32 0.1562	190	260	370	650	230	350	470	820
3/16 0.1875	260	380	540	950	320	500	680	1200
1/4 0.2500	460	700	1000	1700	560	920	1240	2100

DISCLAIMER *Countersunk rivet not shown

Application Data

Rivet Series No.	Nominal Rivet Size	Recommended Drill Size	Recommended Hole Size	Rivet No.	Grip Range	Rivet Body Length
			Max			Max
3	3/32 0.0938	#41	0.100	32	0.031-0.125	0.250
				34	0.126-0.250	0.375
				36	0.251-0.375	0.500
				38	0.376-0.500	0.625
4	1/8 0.1250	#30	0.133	310	0.501-0.625	0.750
				41	0.031-0.062	0.212
				42	0.063-0.125	0.275
				43	0.126-0.187	0.337
				44	0.188-0.250	0.400
				45	0.251-0.312	0.462
				46	0.313-0.375	0.525
				48	0.376-0.500	0.650
				410	0.501-0.625	0.775
				412	0.626-0.750	0.900
5	5/32 0.1562	#20	0.164	414	0.751-0.875	1.025
				52	0.031-0.125	0.300
				53	0.126-0.187	0.362
				54	0.188-0.250	0.425
				56	0.251-0.375	0.550
				58	0.376-0.500	0.675
				510	0.501-0.625	0.800
				512	0.626-0.750	0.925
				514	0.751-0.875	1.050
				516	0.876-1.000	1.175
6	3/16 0.1875	#11	0.196	518	1.001-1.125	1.300
				62	0.031-0.125	0.325
				63	0.126-0.187	0.387
				64	0.188-0.250	0.450
				66	0.251-0.375	0.575
				68	0.376-0.500	0.700
				610	0.501-0.625	0.825
				612	0.626-0.750	0.950
				614	0.751-0.875	1.075
				616	0.876-1.000	1.200
				618	1.001-1.125	1.325
				620	1.126-1.250	1.450
				622	1.251-1.375	1.575
				8	1/4 0.2500	F
84	0.126-0.250	0.500				
86	0.251-0.375	0.625				
88	0.376-0.500	0.750				
810	0.501-0.625	0.875				
812	0.626-0.750	1.000				
814	0.751-0.875	1.125				
816	0.876-1.000	1.250				
818	1.001-1.125	1.375				
820	1.126-1.250	1.500				
822	1.251-1.375	1.625				
824	1.376-1.500	1.750				

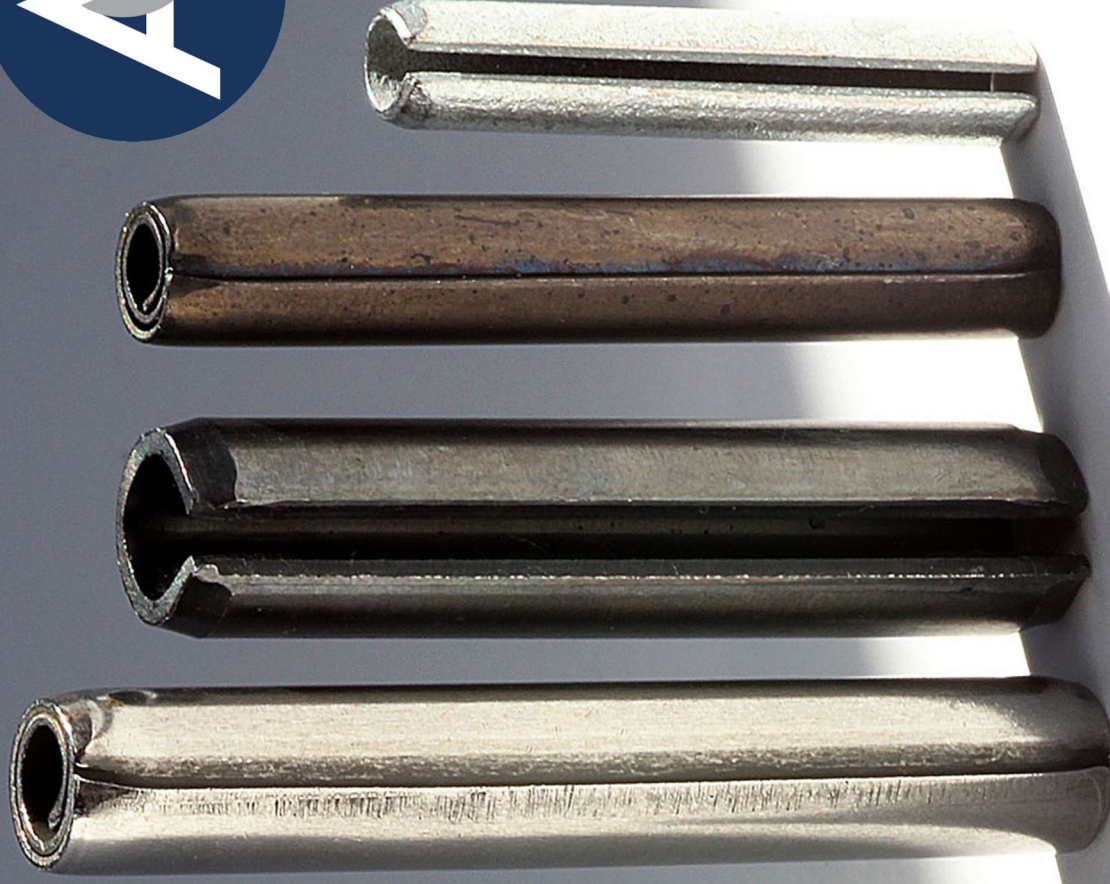
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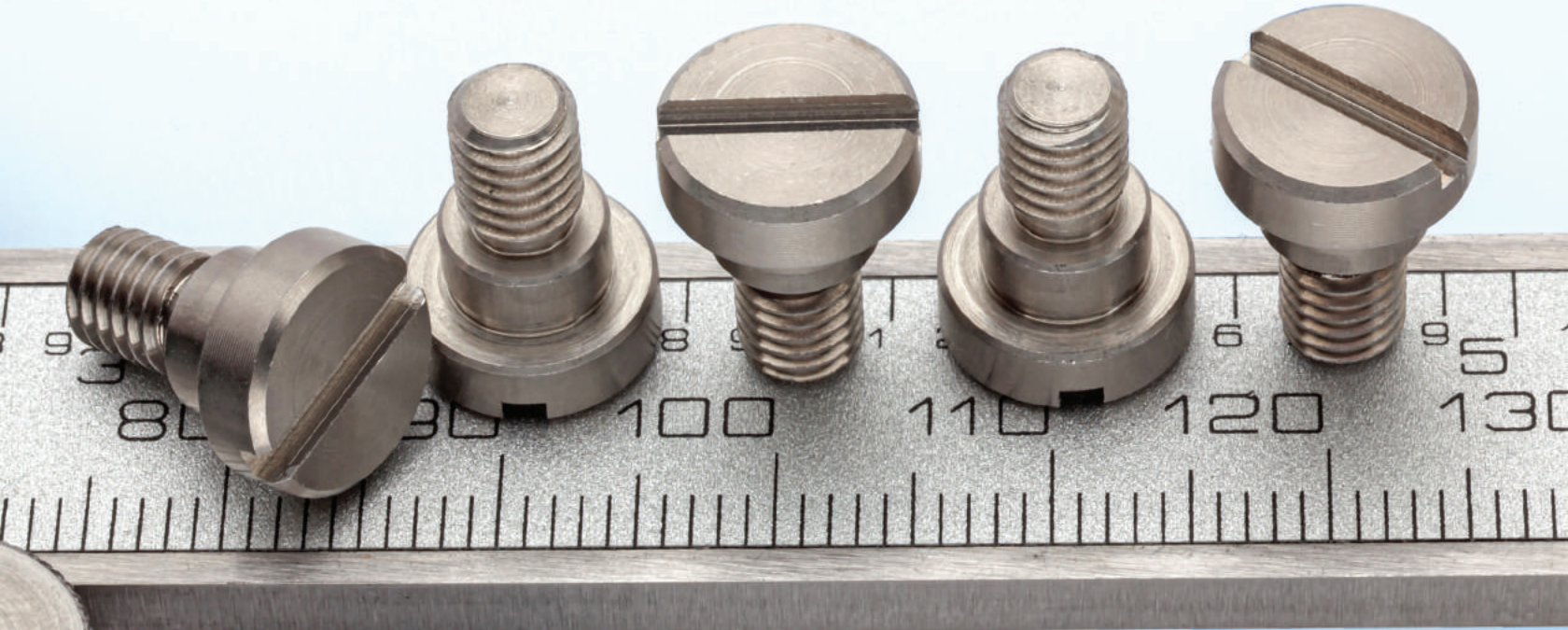
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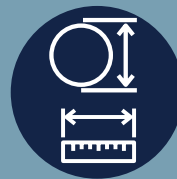
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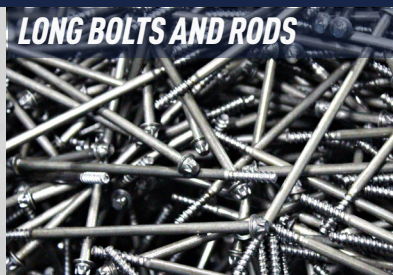
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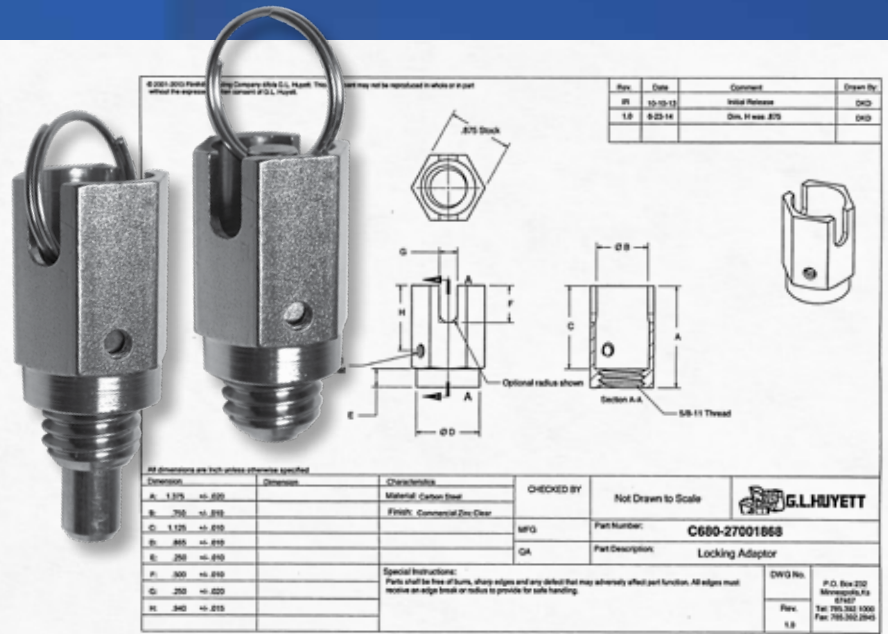
* Some Exclusions Apply

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A medical supply company challenged us to assist them in creating a small quantity of locking mechanisms that would allow a threaded ring pull pin to be locked in an open or closed position.

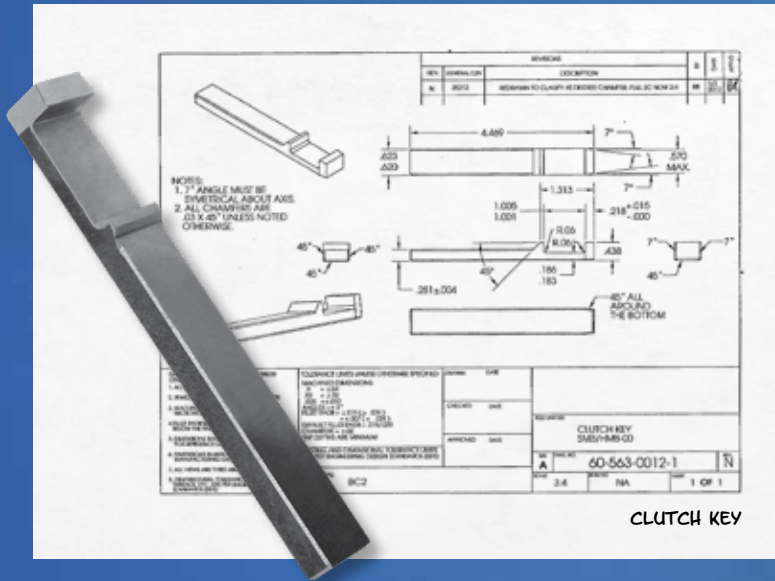
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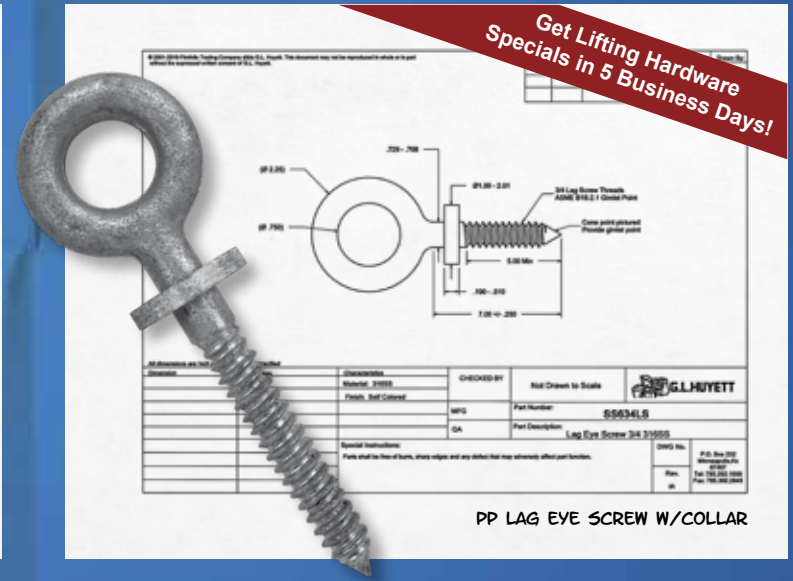


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OTHER CHALLENGES AND SOLUTIONS:



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PP LAG EYE SCREW W/COLLAR

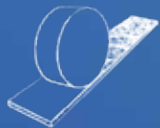
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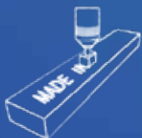
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Laser Cutting



Marking



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Wire Forming



Tumbling



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