

NFDA TODAY: Your National Fastener News

October 2015



President's Message

By Casey McIlhon

Hello NFDA friends,

What a year 2015 is turning out to be. We have seen some very triumphant achievements in the sporting world: a Triple Crown winner, Jordan Spieth asserting himself as the world's best golfer, Serena Williams continuing to win seemingly every major tennis tournament she enters, and our women's soccer team victorious in the World Cup! Heck, even the Chicago Cubs are in the playoff picture as I write this...yes a curse in itself!

In the business world, the climate is not quite so robust. Even as we heard from Dr. Alan Beaulieu of ITR at our Annual Meeting that the U.S. economy is in good shape and should remain strong into 2018, winds of uncertainty hover over our industry. NFDA is poised to keep our members abreast of current conditions so that you are well informed as you navigate your businesses through this volatile time. The Fastener Distribution Index is one tool offered jointly by the FCH Network and NFDA to provide a current snapshot of the industry's position. This index is only as strong as the information received, and therefore I ask each of you to ensure your firm is contributing to the survey at www.fdisurvey.com. The survey literally takes less than 2 minutes to complete and your participation is completely anonymous. The more firms we have contributing nationally, the stronger and more relevant the index is going to be.

One common issue facing not just our industry is the availability of skilled labor. In light of this, October 2nd was Manufacturing Day; several NFDA members participated in this annual event. Both manufacturers and distributors are encouraged to host an open house on the first Friday in October in an effort to recruit the next generation of the workforce into the manufacturing sector. Please visit www.mfgday.com to see photos and information regarding this year's event and consider hosting an event in 2016 if you are able.

In the coming weeks, NFDA will be hosting our 3rd Executive Retreat in Key Biscayne, Florida. The task force organizing this meeting has developed a tremendous lineup of educational sessions that include covering supply chain integration, doing business in Mexico, best practices in CRM, and the importance of culture in your organization. The Executive Retreat provides a great opportunity to conduct some upper level networking as well, so please join us November 8-10 in Key Biscayne. In addition to the Executive Retreat, please mark your calendars to join NFDA and Pac-West in a co-hosted Winter Meeting in San Diego, California, March 1-4, 2016.

NFDA provides excellent opportunities for building and fostering relationships with your fastener industry partners, and with that, I continue to encourage both our regular attendees and especially those who have not been able to make a recent meeting, to carve some time out of your schedule and **"Come to the NFDA!"**

If you would like to reach out to me for any reason, please do so at 630-462-5635 or cmcilhon@assembledproducts.net

My best, Casey McIlhon



Associate Chair's Message

By Kameron Dorsey

Dear Members,

The advancement of technology has changed the way we communicate. We have gone from pagers, fax machines, and writing letters to the age of email, texts, social media networks, and Twitter. It is the digital marketing era with email being the dominant and most widely used method of communication. All these different forms contribute to the way we interact with one another in today's business world. However, even as technology continues to evolve, the one thing that remains true in a B2B relationship is that we conduct business with people who we like and trust.

So in today's digital world how do you truly get to know someone? You certainly cannot develop trust solely through an email or text. Well the answer is networking! Business networking is a valuable tool and is very effective when developing strong long-term partnerships. It is a way to interact with others on a more personal level. Here are just a few of the many benefits:

- Quality leads and referrals
- Great opportunities
- Wonderful group of connections
- Valuable advice and expertise
- Increased confidence by talking to people who you don't know
- Fulfillment in helping other people
- Friendships

Associate Chair's Message continued on page 4

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Engagement Opportunities for NFDA Members

How does it work?

- Task forces are specific project-based groups. Think of it as micro-volunteering. It doesn't involve a long time commitment. Once the task is completed, the group is disbanded (and hopefully its members are ready for another engagement opportunity). A task force may appoint a chair or lead person, but the task force itself reports to a committee chair.
- You don't have to be a board member to serve on a task force or a committee, or even be a committee chair. Committees submit reports to the Board before each Board meeting and may at times be invited by the Board to present information or participate in policy discussions.
- Most task force and committee work can be done by conference call and web meetings.
- Strategic objectives for committees and task forces:
 - Enhanced membership value
 - Increased member engagement
 - Increased industry recognition and advocacy
 - Improved membership recruitment and retention

What's in it for you?

- Your ideas and knowledge improve NFDA which, in turn, benefits your business
- The connections you make with your industry peers creates real value for you with these advantages:
 - Get advice
 - Grow through strategic relationships
 - Learn about opportunities
 - Stay on top of trends
 - Create a positive influence on NFDA
 - Make friends

Membership Committee

- Tom Buddenbohn, Technology Components Southwest (Chair)
- Mark Green, Fabyry USA
- Kevin Miller, Bamal Corporation
- Paul Sellers, G.L. Huyett
- Marci Myer, NFDA

Welcome and recruit members by creating a vehicle to connect with the fastener industry by promoting and ultimately increasing their businesses, while retaining their membership.

Conference Planning Committee

- Sarah Mallo, Rotor Clip Company (Chair)
- Jessica Borowy, Owner Resource Group
- Kevin Godin, General Fasteners
- Chuck Halpin, Brighton-Best International
- Mike Hill, Decker Manufacturing
- Dave Monti, Fall River Manufacturing
- Teresa Ramirez, Great Lakes Fasteners & Supply
- Mike Stephens, Brikksen

Establish themes/subjects for future conferences, focusing on business programs that will meet the needs of the members by reviewing trending topics, speakers of interest and events to generate interactions between members.

Welcome New NFDA Members

Aluminum Fastener Supply Company
www.aluminumfastener.com

Valley Fastener Group
www.valleyfastener.com

Wink Fasteners
www.winkfast.com

NFDA Events

2015 Executive Retreat
November 8-10, 2015
Ritz-Carlton Key Biscayne Resort
Key Biscayne, Florida

**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**
March 15-18, 2017
Westin Long Beach
Long Beach, California
*Tabletop show and joint meeting with
the Pacific-West Fastener Association*

Value and Vision Continuity Committee

- Gary Cravens, Advance Components (Chair)
- Sarah Avalos, Nylok
- Giovanni Cespedes, Falcon Fastening Solutions
- Marty Goeree, Elgin Fastener Group
- Kelly Lehman, Pacific Warehouse Sales
- Jim Lindrup, Great Lakes Fasteners & Supply
- Bob Luzum, Accurate Component Sales
- Jennifer Ruetz, All Integrated Solutions
- Ellen Strange, Hodges Fasteners
- Steve Turner, Copper State Bolt & Nut

Ensure there is a high degree of value offered to the membership. Review and update current offerings and programs, and explore new value opportunities (affinity programs, trend research, website articles, surveys and result reporting, etc.). Safeguard that our value propositions to the membership are in line with our vision.

Other engagement opportunities for NFDA Members

- Follow us on Twitter
- Like us on Facebook
- Connect with us on LinkedIn
- Update your profile and add your photo to the NFDA online directory
- Submit articles to our online article archive
- Put the NFDA logo on your email signature block
- Put the NFDA logo on your company website and company printed materials
- Attend NFDA meetings and events and participate in peer-to-peer education

Volunteer today!

Contact Vickie Lester, NFDA's Executive Vice President, at 714-484-7858 or [vl Ester@nfda-fastener.org](mailto:vl Lester@nfda-fastener.org) if you'd like to get involved.



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Ship to Stock Program

Beacon is an extension of your quality department by providing complete documentation for every lot through our extensive in-house product validation procedures. We take full responsibility for our products and inspection process so parts can go directly into your inventory without the need of further inspections.

- Cut costs and save time by eliminating the need for receiving and duplicate quality inspections
- Product available for immediate use
- Certifications, inspection reports, and performance test results on every shipment including retained samples and test plates are available for a minimum of three years

Price Management Program

Beacon saves you time and resources associated with your procurement process by establishing contract pricing for all our catalog items.

- Price stability for an agreed upon period of time
- Cut time associated with tactical sourcing
- Improve operational efficiencies by removing steps from your procurement practice

Consignment Program

Reduce your costs associated with carrying inventory plus any additional hidden parts management expenses. Beacon allocates inventory at your warehouse until you request a release for parts, giving you the flexibility to meet demand.

- Reduce capital investment tied to your inventory carrying costs
- Decrease your risk of shortages and stock outs and keep inventory moving
- Consistent pricing that is unaffected by fluctuating market conditions

VMI Support Program

Beacon supports your VMI programs by creating an inventory management plan that is specific to your demand through the sharing of information. Your parts will be in stock and available when needed.

- Greater responsiveness to your customers, higher fill rates, and faster inventory turns
- Reduce procurement costs with contract pricing and improved product availability
- Receive the best overall value for our products and services
- A strong and mutually successful partnership



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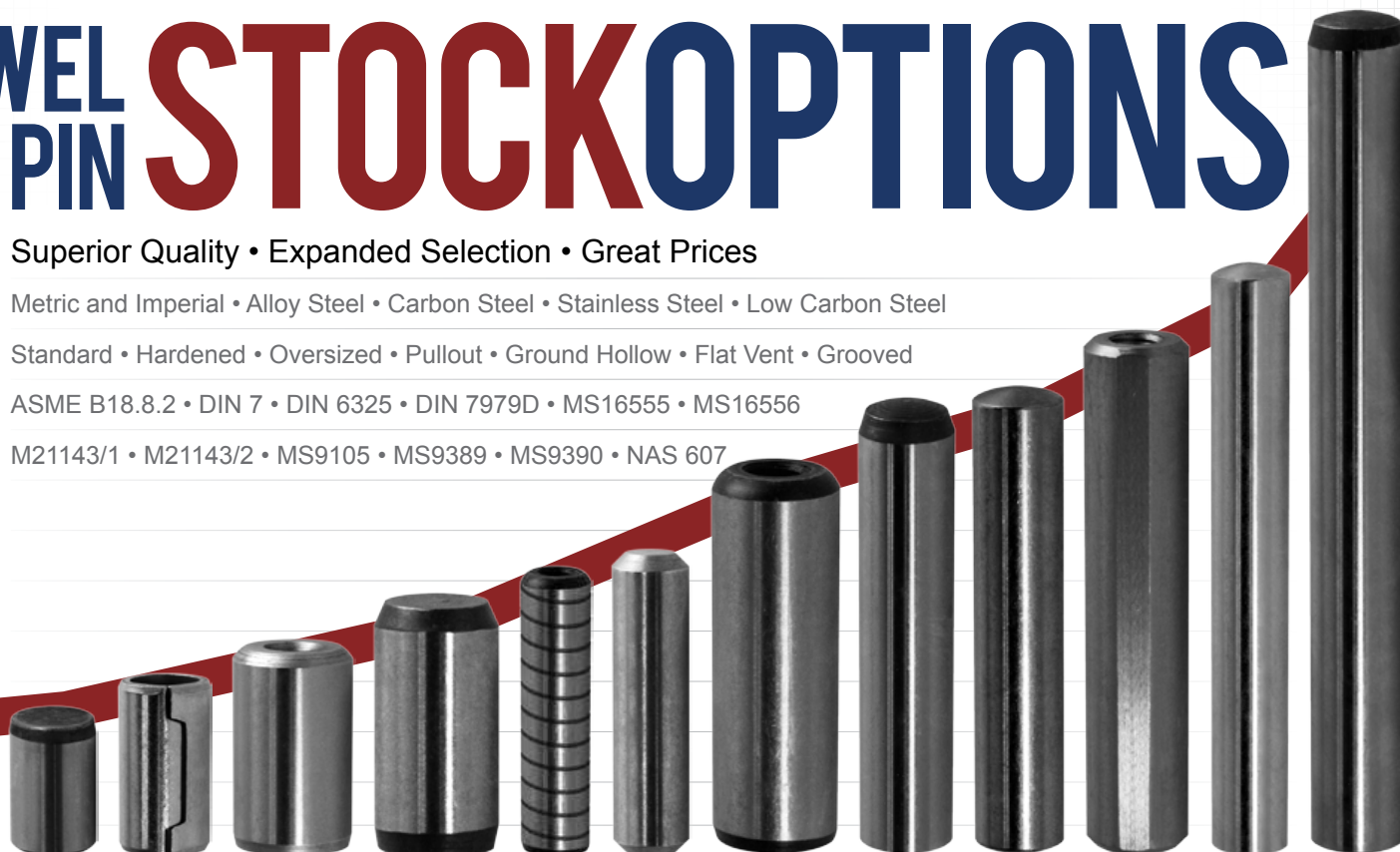
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NFDA Fastener Standards Activity Update - Q3 2015

By John Medcalf

The ASME B18, SAE Fastener, and SAE Ship Systems Fastener committees met at the IFI Headquarters in Independence, Ohio, September 15-16, 2015. The ISO TC2 plenary meetings will take place in New Orleans, Louisiana, October 12-16. A summary of relevant activities is as follows:

ASME B18

B18.2 – Externally Driven Fasteners

- B18.2.6 on inch structural fasteners is being revised to incorporate information currently contained in a supplement as well as revisions to DTI information.
- B18.2.6M on metric structural bolts is being revised to increase the covered sizes from M36 up to M100 as well as revising DTI information.

B18.6 – Slotted and Recessed Head Screws

- The revision to B18.13 on inch SEMS products is currently being balloted. The complete standard is being revised for the first time since 1996, and updates will be similar to those made to the metric standard, B18.13M.

B18.16 – Nuts

- The revision of B18.2.2 on inch non-locking nuts passed balloting, and should move to publication. Updates include corrections and expansion of sizes for small pattern machine screw nuts, a revised procedure for gaging jam nuts, and a procedure for measuring bearing surface run-out.
- Balloting has begun on the revision of B18.16.6 on inch prevailing torque locknuts. Comments are being addressed as to the inclusion of additional materials and the lowering of proof loads to correspond to SAE J995 values. Additional balloting is expected.

ISO TC2

- The complete revision of ISO 4042 on electroplated finishes for fasteners is moving forward as an active work item. The draft has been sent to ballot for all participating countries to vote on support of the work item, with the opportunity to submit comments.
- ISO 898-2 on mechanical properties of steel internally threaded products has gone through an extensive review of the appropriate strength levels to prevent thread stripping and meet proof loads. As a result, updates to hardness levels on certain property class and diameter combinations have been recommended.
- The revision of ISO 3269 on fastener acceptance inspection has finally reached a point where the majority supports utilizing a c=0 sampling plan rather than an AQL plan. A modified draft incorporating much discussion at ad hoc meetings is under development, being led by the U.S.

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

NFDA 2015 Profit Report

Every analysis of distributor profitability comes to the same conclusions: Three key factors drive profitability. Those factors are (1) the ability to increase sales a little faster than inflation, (2) the ability to maintain an adequate gross margin in the face of competitive pressures and (3) maintaining control of expenses, especially payroll, despite an upward trend in expenses associated with an improved economy.

The reality is that very few companies generate outstanding performance in all three of these areas. In general, most of the more profitable firms manage the profit drivers just a little bit better than the typical firm in the industry. This small delta in performance is enough to generate dramatically higher profit.

The NFDA financial benchmarking study provides some key insights into exactly how the high-profit firms generate better profit numbers. It focuses intently on the three profit drivers—growth, gross margin and expenses. The report provides clear evidence as to how small differences in those few areas translate directly into higher levels of profitability.

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 improved performance is to develop a specific plan for each of the critical profit variables (CPVs) and combine them in a positive way. The goal is not perfection. The goal is to do a little better across the board. It is an opportunity that is open to every firm.

The 2015 Profit Report is free to NFDA members who participated in the survey or it can be purchased for \$250.

The non-member price is \$500.

To purchase a copy of the report, go to: www.nfda-fastener.org. Click on the Online Store, which can be found under the Resources tab.

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

Member Benefit Spotlight

APPI Energy provides their Powerful Solutions Program that assists companies in managing and reducing their energy expenses. They'll navigate the maze of energy deregulation by negotiating favorable "real-time" pricing and contract terms and conditions with competitive energy suppliers across the country. And APPI Energy provides these services with a minimal time commitment and no upfront cost. Visit www.appienergy.com or call 1-800-520-6685 for more information.

NFDA has several meeting opportunities, conferences, and social events every year with great speakers and open discussions about relevant industry topics. Whether you attend this year's Executive Retreat or next year's Joint Conference or Annual Meeting, each event has plenty of opportunities to network with your peers, suppliers, and customers. Networking is and will remain an important element to individual development and to strengthen business relationships. NFDA President Casey McIlhon encourages everyone to "Come to the NFDA." So get out from behind those desks and join us in networking with your fellow industry colleagues. We hope to see you at our next event!

Best Regards, Kameron



NFDA 2015 Executive Retreat

Don't forget to register for the Executive Retreat taking place in Key Biscayne, Florida November 8-10. The program for the 2015 retreat is designed to allow plenty of time for interaction with the presenters and with fellow attendees. Learn about best practices in fastener distribution from people you trust. Join us for this premier event of peer-to-peer learning in a relaxed atmosphere.

Visit www.nfda-fastener.org to register.



Save the Date!

The 2016 Winter Meeting will take place March 1-4 at the Loews Coronado Bay Resort in San Diego, California. This joint meeting with the Pacific-West Fastener Association will include great opportunities for networking along with educational sessions and fun in the California sun. Join us!

Training Opportunities

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



**FASTENER
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- Fastener Basics – October 13, 2015 – Pico Rivera, California
- Fastener Technology Workshop – October 21, 2015 – Las Vegas, Nevada
- Fastener Training Week-Cleveland – November 2-6, 2015 – Independence, Ohio
- Metric Fasteners: There's More to Know Than You Think – December 8, 2015 – La Mirada, California

NFDA members receive discounted registration on FTI seminars.

For more information and a list of all FTI seminars visit www.FastenerTraining.org

Scholarships for Fastener Training

NFDA awards two scholarships each year for Fastener Training Week. This is an advanced technical training program offered by the Fastener Training Institute. The deadline to apply for a 2016 scholarship is December 1. This is a benefit for NFDA members only. For an application form go to www.nfda-fastener.org and from the Members Only tab click on Fastener Training Week Scholarship.

Recent scholarship winner Mark Jacobs, Fast-Rite International, thanks NFDA for his scholarship, "Just finished my training and completed my (CFS) exam and passed. Just wanted to take the time to thank the NFDA for selecting me for their scholarship. The designation will take me far in my job!"

Advertising Opportunities

By advertising in NFDA Today your company's marketing message will reach:

- 1,100 fastener industry professionals throughout North America
- Readers who make purchasing decisions for their companies

It's easy! You provide your printed promotional pieces or we can print them for you.

	You provide inserts	We print (single-sided)	We print (double-sided)
One time	\$350	\$850	\$1,250
Four times	\$1,200	\$3,200	\$4,800



Contact the NFDA office at 714-484-7858 or email vl Lester@nfda-fastener.org for details.



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

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