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Compiled by Fastener World

National Machinery Introduces Lean Header/Threader for Re-Shoring



National Machinery LLC introduced a new “lean header & threader” to make small screws / fasteners up to M6 sizes. It uses a small footprint and sound enclosure for efficiency, sales & marketing VP Jerry Bupp said. “The machines target industry needs for the re-shoring of small fasteners and replacement of traditional headers,” the company stated.

“While it remains to be seen how much of it is permanent, re-shoring is indeed happening,” Bupp said. Most orders are going to North America, with some headed to Europe. Most of the new header & threader sales are to existing fastener manufacturers, Bupp said. “There have been inquiries from startups, but when they learn the complexity of forming that makes them realize it may not be the right fit,” Bupp finds.

Founded in 1874 by William Anderson, National Machinery has facilities on four continents and is headquartered in Ohio.

FAA Clears Boeing to Resume 787 Dreamliner Deliveries

Boeing could soon resume deliveries of its large 787 airliner, which has been plagued by a series of production issues since late 2020, the Associated Press reports. The Federal Aviation Administration will approve the company’s process for validating fixes to each plane before they are delivered to airline customers. “Approval to resume deliveries would be a boost for Boeing, which collects a big chunk of each plane’s purchase price at delivery,” according to AP. Boeing has accumulated a backlog of about 120 undelivered 787s. The plane, which Boeing calls the Dreamliner, lists at \$248 million to \$338 million depending on size.

Issues with the 787 started in 2020 when small gaps were found between panels of the fuselage that are made of carbon composite material. Inspections that turned up problems with a pressurization bulkhead at the front of the plane. Boeing also had to replace titanium parts including fasteners after it was discovered that the Italian supplier used alloys that did not meet FAA standards. Fasteners played a prominent role in the nearly three-year delay of the Dreamliner as supply disruptions and improper installation plagued its test aircraft fleet.

Boeing had an issue with overtorqued fasteners in some of the first 787s. The aircraft manufacturer discovered hairline cracks in wings “stemmed from fasteners used to connect aluminum shear ties on the wing ribs to the carbon fibre composite wing panel,” according to the Wall Street Journal. “The fasteners were over-tightened without the use of manufacturing fillers, compressing a gap in the structure and in some cases caused hairline cracks of less than an inch: if left unchecked it can cause unintended stress on the jet’s structure and lead to further damage.”

Likewise, an “unusual production mishap” on the 787 assembly line in Everett, WA, revealed a continued problem with incomplete fuselage sections from Boeing’s South Carolina facility, according to the Seattle Times. “During 787 assembly, before the point where all the fuselage sections and wings are joined to make the complete airframe, the fuselage sections are held in place by cradles,” wrote Dominic Gates of the Times. “After the join is made, the cradles are lowered and removed.” However, when mechanics in Everett removed the cradles, “nearly 100 improperly installed fasteners clattered to the factory floor.” “A subsequent inspection found the South Carolina team in Everett had installed hundreds of temporary fasteners near the join between the two aft fuselage sections without the collars needed to hold them in place,” according to the Times.

It is unclear how long it will take Boeing to deliver all 120 backlogged planes, which were built at factories in Washington state and South Carolina. Each one will need to be cleared by the FAA.



LindFast Acquires Star Stainless Screw Co.



LindFast Solutions Group acquired Star Stainless Screw Company for an undisclosed sum. “We believe the combination of LSG and Star will give our collective customers unparalleled ability to meet all of their fastener needs with one company,” said LindFast CEO Bill Niketas. “With Star’s 14 branches and distribution centers across North America and the 16 locations we have, this collective footprint will allow our customers to access product even more efficiently than in the past.”

Together LSG and Star will distribute fasteners ranging from stainless to inch, to metric and provide value-added services. As with other recent LindFast acquisitions “little change is expected in the near term from a customer perspective,” Niketas said. For the foreseeable future, Star will continue to operate out of its existing facilities, will remain on the same ERP system, and will extend the same policies currently in place.

Lindstrom was founded in 1983 by Virg Lindstrom. Stelfast traces its founding to 1972 when Surinder Sakhujia started Eses Limited as a manufacturer of industrial gears and screw machine products. The company took the Stelfast name in 1976 and became an importer and master distributor of fasteners.

Lindstrom was a master distributor specializing in metric fasteners when it acquired Stelfast – an imperial fasteners master distributor – in 2018. In 1946 Bernard Golden founded Star Stainless Steel Polishing Co. in New Jersey. In 1950 a few bags of screws found in the employee locker room led to the start of Star Stainless Screw Co. Star Stainless survived a fire which destroyed its building in 1954. When Bernard Golden died in 1984, his son Wayne Golden succeeded him. Bruce Wheeler became president in 2003. Tim Roberto is the current president.

ParkOhio Bolsters Its Fastener Business



ParkOhio acquired two companies to bolster its fastener business. ParkOhio acquired Southern Fasteners & Supply, which will be included in ParkOhio’s Supply Technologies segment. Winston-Salem, NC-based Southern Fasteners provides commercial fasteners and industrial supplies to MRO and OEM customers. The company lists operations in Montgomery, AL; Anaheim, CA; Orlando, FL; Pendergrass, GA; D’Iberville, MS; Greenville, SC; New Johnsonville, TN; Houston, TX; Richmond, VA; and Parkersburg, WV.

Southern Fasteners has annual revenue of US\$25 million. In addition, ParkOhio finalized the acquisition of Charter Automotive (Changzhou) Co. Ltd., which will also be included in ParkOhio’s Supply Technologies segment. Changzhou, China-based Charter “is strategic to our fastener manufacturing business and will accelerate the global growth of its proprietary products to Electric Vehicle and other auto-related platforms,” ParkOhio noted. Charter has annual revenues of approximately US\$15 million.

ParkOhio completed the acquisitions during a strong second quarter performance. Revenue increased 22% to US\$429 million, boosted by strong results from its Supply Technologies and Engineered Products segments. Net income improved to \$1 million from a US\$3.5 million loss in the second quarter of 2021.

Supply Technologies segment sales rose 13% to an all-time quarterly high of US\$175.8 million, breaking the previous record of US\$168.8 million established last quarter. Sales gains were driven by “strong customer demand in the majority of our end markets, with the biggest increases in heavy-duty truck, semiconductor, industrial and agricultural equipment and civilian aerospace.” Average daily sales increased 18%, with operating income up 24% to US\$12.7 million. Q2 operating margins improved to 7.2%, “as profit flow-through from the higher sales levels and the favorable impact of pricing initiatives more than offset higher supply chain costs and general inflation.”

Ohio-based Supply Technologies provides logistics services for 190,000 production components, including fasteners, to OEMs, other manufacturers and distributors. ILS also engineers and manufactures precision cold formed and cold extruded products, including locknuts, SPAC nuts and wheel hardware. The segment employs more than 1,500 at 55 logistics service centers in North America, Scotland, Hungary, Asia and India. Park-Ohio entered the fastener business in 1995 by acquiring RB&W. Subsequent fastener acquisitions included Arden Industrial Products Inc., Arcon Fastener Corp., Delo Screw Products Co., Direct Fasteners, Gateway Industrial Supply and Columbia Nut & Bolt Corp. and Purchased Parts Group Inc.

AFC Industries Acquires TFC Ltd.



AFC Industries acquired UK-based TFC Ltd. Terms of the deal were not disclosed. For over 60 years, TFC has supplied industrial fastening products and services via a network of UK and European locations. TFC offers customized VMI, product solutions, and engineering and design consultation for industrial markets. TFC will continue to be led by Morgan Burgoyne and the current TFC management team as the AFC European business unit.



AFC distributes fasteners and assembly components to OEMs, assembly plants and other users. AFC provides supply chain management, VMI, stock and release programs, right assembly, kitting and private labeling to a range of industries. AFC has facilities in Connecticut, Ohio, Minnesota and Nevada plus Mexico and is headquartered in Fairfield, OH. In 2021, AFC Industries was acquired by Foster City, CA-based Bertram Capital.



NFDA on Cybersecurity: The New Normal

Cyber crime is a legitimate business in other countries, Will Snyder of WTC Business Technology Services told National Fastener Distributors Association members. “Plan for a Cyber incident to happen... It is not IF, but WHEN!” Snyder stated. Snyder advocates a “shotgun” approach to system vulnerabilities/breaches. This includes security measures, staff training and cyber liability and business disruption insurance.

The first order of business is security. Measures such as DNS proxy, next-generation firewalls (with automatic system updates), GEO blocking (blocking traffic from countries where you don’t do business), content filtering and IPS/IDS (intrusion prevention systems and intrusion detection systems) are essential to help keep your business safe from hackers. Such measures help “secure the edge,” Snyder explained.

Fastener distributors also need to “secure the endpoint.” This involves next-gen endpoint protection (antivirus) software with 24/7 monitoring, tightening your password policy (complex requirement that changes every six months) and access control, and device updates and patching (using RMM to automate and schedule Windows updates on workstations and laptops). “Perform an internal vulnerability scan yearly to make sure nothing is missed,” Snyder emphasized. Fastener distributors also need to secure their networks. This involves an improved password policy and access control and remote machine management (RMM) to support and monitor all network devices.

It’s a very big risk to have your email hosted locally, Snyder explained. “My brother-in-law has an email server that has worked for the past 20 years: Why do I need to update?” won’t save your business in a cyber attack. Most importantly, businesses must secure their data. “If everything else fails... having a data backup stored securely” can get your business back up and running quickly,” Snyder explained.

To secure company data, put encryption on everything. Likewise, place “smart” cameras on all key areas, such as IT rooms. Use on-premises encrypted server image backups daily. And create documented disaster recovery/business continuity plans to prepare for the worst. Educating staff on security risks is essential as well. Snyder encouraged “user security awareness training” and having staff take various phishing tests (social media, financial ACH, etc). Training should occur every quarter, he noted.

In addition, it’s vital to test your business response to everything. Disaster recovery and incident response test at least yearly and backups tested monthly, with all processes documented and documentation used each year in testing. These solutions are not expensive but they’re essential in the 21st century, he noted. “ALL companies are now at risk. Having simple antivirus software is no longer enough.”

NFDA Panelists: Supply Chain Faces ‘Bumps’

Industry panelists at the National Fastener Distributors Association 2022 spring meeting reported supply chain problems are easing, but are not back to normal. Joe Kochan, COO of the Elgin Fastener Group, said “inbound raw material was stabilizing” before Russia invaded Ukraine. Raw material “continues to be a challenge” for Elgin. The Ohio-based manufacturer is ordering and forecasting further out, Kochan said. There also are delays in outside processing for manufacturers, Kochan added.

Shipping has improved, but Tim Roberto, president of Star Stainless Screw, said “ports can’t handle” the shipping as is and “any little bump down the road” creates larger problems. “Your customers are going through the same problems,” Roberto pointed out. Angela Philippott of AFC Industries, who has 25 years in various purchasing roles, said a key will be “keeping lines of communication open in the supply chain. AFC has relied on “communication and collaboration.” Roberto agreed there is a need to share information. Star Stainless is relying on supply chain relationships, he said. “We are all swimming in the same ocean” panel moderator Eric Dudas summarized.

Recession ahead? “I’m usually the optimist,” Roberto said. But he finds fear of a recession “is driving the narrative.” Kochan pointed out that even if a recession develops that “we serve different markets” and some markets will have a soft landing.” “There is still business during a recession,” Roberto pointed out.

Roberto started in the fastener industry with a summer job 31 years ago. He became a branch manager at age 25. All along he has been “building relationships” with Star Stainless people by “sitting down and having a conversation.” When you get to know them you “recognize where their strengths are.” Also be aware that “people evolve,” Roberto added. “Give tools to people who are motivated.”

Philippotts said AFC is ordering further in advance and working with domestic partners for “greater control over the order board.” In buying domestic, AFC is looking “at the total cost of imported product.” Roberto said the import / domestic ratio “comes back to cost.” Roberto asked and answered reshoring questions: “Can we? Yes. Should we? Yes.” Kochan agreed that domestic vs. imported “comes down to cost.” But he noted that “people are talking about it (reshoring) more” and EFG is having “conversations with customers.” He predicts there will be more domestic production. “Price is not the total cost of ownership,” Kochan noted.

Philippotts said remote employees have opened a greater talent pool. She cited a recent search drew 12 applicants to work in the office, but “a thousand-plus to work remotely.” Kochan touted EFG’s internship program and noted he just hired an engineer who had been an intern. He had once been “third shift on the shop floor in Alabama who others had helped along.” Kochan urged management to be engaged with employees. “People need to know they are important” and they “have a future” with the company. Roberto suggested to improve efficiency “go to the person who is doing that job” for suggestions. Philippotts emphasized that managers “need to be leaders. I have to be the leader” and “set the example.”

EFG developed a program of games to get people to look forward to being at work. Referring to the pandemic of 2020, Philippott norms “there was no playbook” and AFC had to “look at alternatives.”





CELO's USA Team Gets Ready for New Carlo Salvi Machines

To cope with the growing business in the USA, members of the CELO USA production team had a training session at CELO's Spanish manufacturing plant, where they learned all about Carlo Salvi machines. CELO reports, "It was great that the teams were able to meet in person and thank you to our Spanish team for being such good teachers!" CELO is a brand dedicated to the design and manufacture of high-precision fixing and fastening solutions for the fields of industry and construction. It has an international presence on three continents: Europe, Asia and America, while staying true to its roots as a family business.

MSC Acquires Tower Fasteners via AIS Subsidiary

MSC industrial Supply Co. has acquired Tower Fasteners, a valued-added distributor of Original Equipment



Manufacturer (OEM) fasteners and components. Under the equity purchase agreement, Tower will continue to operate under its current name after becoming an MSC company. Mark Shannon, President of Tower, will continue to lead the business, which has approximately 100 associates. Tower's revenue in calendar 2021 was approximately \$35 million. MSC's acquisition of Tower, made through its All Integrated Solutions (AIS) subsidiary, expands the company's presence in the OEM fastener market, which it entered in 2018 with the acquisition of AIS, a leading value-added distributor of industrial fasteners and components, MRO supplies and assembly tools based in Wisconsin. Tower's growing footprint complements AIS's existing locations concentrated in the Midwest. The company operates eight distribution centers along the East Coast and in the Southwestern regions of the United States, Mexico and Europe. Tower serves manufacturers in the industrial, electronics, medical equipment, aerospace, military, and security, fire and safety sectors. MSC plans to maintain Tower's operations, providing the company's customer base access to MSC's 2 million-plus product portfolio to support their full metalworking and MRO needs. Similarly, MSC will extend Tower's production fastener solutions to its manufacturing customers.

Industrial Fasteners Institute (IFI) Announces New IFI Standard: IFI-171

Industrial Fasteners Institute (IFI) has announced the publication of a new IFI standard, IFI-171, thread dimensions for sizes 1-5/8 – 5-1/2 and 1-7/8 UNS for Assembly of Bolts, Studs and Nuts in the Steel Construction Industry. The new standard specifies thread dimensions and tolerances for two sizes of coarse threads, 1-5/8 – 5-1/2 and 1-7/8—5, that are commonly used in the steel construction industry. The standard resolves slight differences that commonly resulted from varied interpretations of ASME B1.1 (2019), which does not explicitly list sizes. IFI standards are developed by industry experts that volunteer at the request of IFI members and industry stakeholders. Many of these experts are also engaged in the production of the IFI Book of Fastener Standards, a compilation of nearly 100 standards from ASTM, ASME, SAE and the IFI. "I am very appreciative for the contribution of the task group members, beginning with Mike Friel from Haydon Bolts who identified the gap and pushed for a standard to be published," said Salim Brahimi, Director of Engineering and Technology for IFI. "I am also grateful for the expertise and guidance of Al Barrows, chair of ASME Committee B1 on Threads. His support was essential to validate the accuracy of the dimensions and to ensure we did the work correctly and in concert with ASME B1.1. This standard will be added the Online Book of Fastener Standards and to future publications of the hardcover Book of Fastener Standards."

Lawson Products Changes Name to Distribution Solutions Group

The specialty distribution company includes MRO c-parts distributor Lawson Products, OEM supply chain services provider Gexpro Services, and TestEquity, an electronic test & measurement solutions provider. "We are excited to reach this next step in the evolution and transformation of these businesses, and believe that Distribution Solutions Group, tagline Powerful Solutions. Proven Results., exemplifies our strong leadership position," stated chairman and CEO J. Bryan King.



Powerful Solutions. Proven Results.

Founded in 1952, Chicago-based Lawson Products distributes MRO products and services from facilities in all 50 states, as well as Puerto Rico, Canada, Mexico and the Caribbean. Lawson's Bolt Supply House serves customers in Western Canada and the Kent Automotive brand supplies collision and mechanical repair products to the automotive aftermarket.

In the first quarter of 2022, Lawson Products reported sales, including fasteners, rose 13.8% to US\$117.9 million. Average daily sales grew 12% to US\$1.84 million. The integrated Lawson/Partsmaster sales grew 12.1% through price, volume and sales rep productivity. Realization of price increases instituted during 2021 and the first quarter of 2022 led to higher sales on a sequential basis and compared to the prior year quarter. The Bolt Supply House sales improved 26.9% from continued strength in branch location sales and a recovery of direct sales to oil and gas customers. Q1 gross profit increased US\$5.9 million to US\$60.5 million, driven by higher sales. As a percentage of sales, reported gross margin decreased to 51.3%. Net income nearly tripled to US\$9 million.

DSG serves 120,000 customers supported by more than 3,000 employees. DSG ships from distribution and service centers to customers in North America, Europe, Asia, South America and the Middle East.



Henkel Decarbonizing Supply Chain



Adhesives manufacturer Henkel has set a corporate goal to be climate-positive by 2030. The company has partnered with energy and sustainability firm Schneider Electric to halve their operation's CO2 emissions by 2025.

"Decarbonization is a fundamental part of meeting our ambitious sustainability targets," said Ulla Hüppe, director of sustainability for Henkel's Adhesive Technologies business unit. "We are fully committed to the Schneider Electric program, and we're honored to have been asked to share our expertise to help other suppliers get started. Together, we can advance our positive environmental impact."

As of 2021, Henkel's CO2 emissions per ton of product have been reduced by 50% (vs. base year 2010), offering a model of success in sustainability.

"The catastrophic challenge that climate change presents cannot be overcome by a company's actions alone," said Christophe Quiquempoix, VP, Sustainable Procurement & External Manufacturing for Schneider Electric. "A company's supply chain accounts for a much larger proportion of emissions, so engaging supplier partners is a critical step towards climate action. Energy is a major source of greenhouse gas emissions, and while we recognize that decarbonization is not easy, it's necessary."

Hilti Group Sales Rise in 2021

In the first four months of 2022, the Hilti Group achieved a 5.6% sales increase to CHF 2.03 billion (US\$2.04 billion). In local currencies, growth reached 9%. "The global supply bottlenecks, combined with massive price increases for raw materials and for energy and transportation, have been further exacerbated by the war in Ukraine and the current lockdowns in China," stated CEO Christoph Loos.



In Europe, Hilti increased sales in local currencies by 8.8% with a positive development in Northern and Southern Europe. In the Americas, the increase amounted to 10.9%, supported by strong growth in Latin America. Influenced by the COVID-19 restrictions, sales in Asia achieved only slight growth of 1.1%. The Eastern Europe / Middle East / Africa region recorded double-digit sales growth (+15.4%) "as the effects of the war in Ukraine and the associated sanctions against Russia will only become visible in the business results in the coming months."

The challenging market environment and rising interest rates increase the likelihood of an economic slowdown in the construction industry. "Nevertheless, the Hilti Group continues to expect double-digit sales growth in local currencies for the full year, driven primarily by price increases."

The Hilti Group supplies the global construction and energy industries with products, systems, software and services. With about 31,000 team members in over 120 countries, the company generated sales of nearly CHF 6 billion in 2021. Headquartered in Schaan, Liechtenstein, since its founding in 1941, Hilti is privately owned by the Martin Hilti Family Trust.

Soft Sales Slow FDI Growth

The seasonally adjusted April Fastener Distributor Index declined to 52.6 from 57.2 in March, driven by a decline in the sales index from a general market slowdown, limited material availability for specialty fasteners, lower "panic buying" and Spring Break-related softness. "Pricing continues to march higher – particularly on stainless steel – as evidenced by further improvement in the year-to-year pricing index," according to R.W. Baird analyst David Manthey. "Overall, growth/market conditions remain nicely positive but slowing relative to recent months."

The seasonally adjusted Forward Looking Index dropped to 55.1 from 65.4 the previous month, hurt by a weaker employment reading and lower six-month outlook. "Overall, with demand still in a healthy place and supply chain challenges leading to very extended backlogs, we believe the FDI should remain in growth mode ahead," Manthey writes.

The most common theme in April was slowing growth. One respondent said they were "seeing some market slowing, however other parts of our business are still growing." "Business is starting to taper, panic buying is over and product is [slowly] arriving," another respondent noted. Availability of products and extended lead times continue to plague respondents.

"Incoming orders continue to be very strong," Manthey explained. "Material pricing still on the rise, especially stainless steel but at least we are getting regular deliveries again. Lead times on new orders are stretching out to 4-6 months depending on material." Despite supply chain challenges, many participants' sales are still exceeding expectations.

Fastenal's 20.3% overall April daily sales growth was a touch below our 22.2% estimate. Fastener sales were very strong at 25.5% y/y (essentially consistent with last month's 25.2% growth).

Rotor Clip & LISI Automotive Partnership

Rotor Clip and LISI Automotive NOMEL have partnered to serve the industrial market. With over 200 years of combined manufacturing excellence serving industries like automotive, aerospace, medical and more, Rotor Clip and LISI are the global leaders in Application Driven Solutions™.



As the global leader in the manufacture and design of circlips, retaining rings and wave springs, Rotor Clip now expands its reach of products, engineering and service to the market through LISI Automotive, and the two companies have synergy with their established manufacturing and distribution facilities in the EU marketplace. "The two brands, both well known and well established in Europe, will offer advice and technical expertise to their customers as well as a wide range of locally manufactured products," says Christophe Martin, General Manager of Business Development at LISI Automotive. "This collaboration will guarantee increased stability of the supply chain to a European market undergoing a profound change."



STAFDA: Employee Retention About More Than Money



A company's culture is what can keep stand-out employees from quitting to go down the street for 50 cents more an hour, a "chief appreciation strategist" told participants of a Specialty Tools & Fasteners Distributors Association webinar. Lisa Ryan recalled intrigue with the welding consumables industry drawing her into a job with Lawson Products where she was the only woman in the orientation class. She "fell in" by learning about metal preparation, joining assemblies and the "smell of welding." But it was the culture of the company led by the boss that "kept me there" for seven years, Ryan recalled.

At a Premier Automotive Supply Co. picnic, new employee Ryan approached CEO Mort Mandel. He took interest in meeting her and in doing so created a fan. Traditionally it could be layers of management asking "if it is 'okay' if Lisa says 'hello' to Mr. Mandel," she said. Such personal contact can be lost in remote jobs. Particularly with working remotely during the pandemic the personal connection of "hallway conversations" are missed, Ryan found. To retain "human connections" with remote employees, Ryan suggested "keep the camera on" during remote meetings.

Often an employee departing is "not about the money. They are leaving you, they are leaving your culture," Ryan said. A positive company culture means the chance of employees leaving "goes down substantially." Ryan said she has known employees who have taken wage decreases – even 20% less money – for a better work culture.

Ryan recommends a seven-point program for employee relations:

1. Acknowledge excellence.
2. Be accessible. Employees want access to company leadership – particularly younger ones, Ryan said.
3. Express empathy. Your other employees will see and realize "they will have my back" in time of need. If you show empathy, a certain number of employees will take advantage of you, but 97% will appreciate that you will assist them.
4. Flexibility. Does every job have to be 8-to-5 or can working hours be adjusted for an employee due to babysitter availability or other situation?
5. Conduct 'Stay' interviews. Employers traditionally conduct "Exit" interviews, but should add "Stay" interviews, too. Start by asking for three things the employees like. Then instead of asking the negative of what they "don't like," ask the positive of "If you were me, what changes would you make?" Ryan said in the first round of "Stay" interviews, employees tend to "tell exactly what they think you want to hear," but in subsequent sessions many tell more.
6. Invest in training. Many are reluctant to pay for training because the employee leaves. But Ryan asks: "What if you don't train them and they stay?" She suggested offering US\$1,500 to employees for a variety of training programs. That can be lunch and learn, sending an employee to a trade show or even participating in a group such as Toastmasters. The 3% to 5% who take advantage of the training "are your future leaders," Ryan predicted.
7. Thank your people. Ryan recalled that while a salesperson in the welding division of Lawson Products, the boss hand wrote a compliment on her commission statement.

Field Announces Leadership Succession



Rockford, IL, USA-based Field Fastener, a family owned, global supplier of inventory management, technical support services and complete supply chain solutions for fasteners and other "C" class items, has announced the company's leadership succession plan. Jim Derry, President/CEO of Field, has announced that Adam Derry will be promoted to succeed him as President. In addition, Chris Pauli will be promoted to Executive Vice-President and Chief Financial Officer (CFO). Jim Derry will remain the company's CEO.

In 1990, Jim and Bill Derry acquired Field from Dick Field. Since that time, Field has seen aggressive growth, achieving an 18% average growth rate per year due to its world-class culture and staying customer centric. Field currently has operations in Rockford, IL, USA; Tyler, TX, USA; Florence, SC, USA; Troy, IL, USA; Monterrey and Monclova, Mexico; and Kaohsiung, Taiwan. As Field CEO, Jim Derry will focus on key customer relationships, acquisitions and strategic planning. As Field President, Adam Derry will provide strategic direction for the entire organization, ensuring Field achieves its financial and organizational objectives. Adam will have overall accountability towards Field's operating plan, and ten-year strategic plan, as well as protecting and enhancing the Field culture as it continues to grow.

Copper State Bolt & Nut Celebrates 50 Years



Copper State Bolt & Nut is celebrating 50 years as a distributor/manufacturer providing quality products, great service and strong relationships with customers in construction, mining, manufacturing and renewable energy. Martin Calfee began the business in 1972 in Phoenix, AZ, USA, with six employees and a 6000 ft² warehouse, and he knew building a foundation of quality customer service was key.

"My goal from the start has been to be the best distributor in the USA," said Calfee. "I wanted to provide the best customer service around town, and I wanted my suppliers to think of me as their best customer." To achieve this, Copper State focuses on ensuring all employees, customers and vendors know they are part of the family. This emphasis on putting relationships first is why the company has been able to expand to 500 employees in 30 sites across 10 western states serving more than 20,000 customers. □

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