

## Spring Conference Offers Information, Networking, Golf and More!!



In April SEFA members joined together in Tampa, FL for their annual conference. The Tampa venue was great with an Opening Reception featuring Jim Tyre, talented cigar roller who learned from his grandmother, rolling cigars on sight.

Attendees had the opportunity to purchase cigars rolled by Jim and learn about his history of cigar rolling. The attendees also enjoyed a captivating performance by Flamenco dancers who perform at the famous Columbia Restaurant. Jim Tyre and the Flamenco dancers brought a taste of the local culture to the event.



Weather was very cooperative to allow golfers to enjoy the annual Golf Outing. Congratulations to our Golf Winners:



### *1st Place Team*

Preston Boyd/Tramec Hill  
Robbie Gilchrist/Capital Marketing  
Bob Neugebauer/Cigar City Fasteners  
Bill Lama/United Screw of Tampa

### *2nd Place Team*

Rob Reynolds/INxSQL Software  
Keith Jones/INxSQL Software  
Lee Parker/Vulcan Threaded Products



### *Closest to the Pin*

Rob Reynolds/INxSQL Software

### *Longest Drive*

Josh Ballard/Sems and Specials

During the award dinner that evening, the Board took the opportunity to thank Joe Pittman/AmeriBolt and Carrie King/Edsco Fasteners for their time on the Board by awarding them plaques. Both have served as Directors, President and Chairperson. Carrie remains, on the Board, as Chairwoman this year.

The last day of the conference included a presentation from Dr. Albert Bates, founder and chairman of the Profit Planning Group. Dr. Bates stressed holding down payroll as the best way to increase profits. More sales dollars do not increase profit as quickly, as there are other costs involved with more sales. Commissions should be based on gross margin, not total sales. Again, all costs must be taken into consideration. A response to requests for raises could be "You don't get a raise, you get to keep your job." After payroll, other factors helping raise profit include: higher sales, higher prices, buying cheaper, selling higher gross margin products. The key is having payroll grow slower than sales.

Following Dr. Bates presentation, a panel discussing the Do's and Don'ts of Improving the Bottom Line discussed what works in their companies. Panel members were:

Jake (Jason) Davis, President of BTM Manufacturing, Craig Penland, President and CEO of Eurolink Fastener Supply Service, and Doug Ruggles, CEO and third-generation co-owner of Martin Inc.

See more Conference photos  
on Insert Page and our website:  
[www.theseffa.com](http://www.theseffa.com)

Photos by Distributor's Link Magazine

*Continued on page 9*

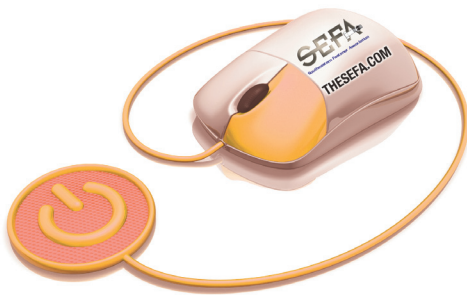
# Plan now for 2017 in New Orleans



The Southeast Fastener Association is pleased to announce their conference will take place in New Orleans, LA next April 19th-22nd. This conference will be a joint conference with the Southwest Fastener Association.

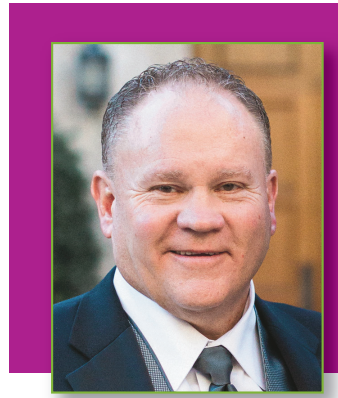
The Astor Crowne Plaza has been selected for their great location at the intersection of Canal and Bourbon St.

Mark your calendars, as this will be an awesome event with great events with added fastener associates.



**Members-visit  
[www.theseffa.com](http://www.theseffa.com) to  
view more pics from  
our spring conference**

# Incoming President Note



**Terry Windham**  
Dixie Industrial Finishing Co. Inc.

As the incoming president of SEFA for the 2016-2017 period, I must say that I am both humbled and honored that you have chosen me to represent you. Based on my 3 years serving as a board member and as vice president, I fully realize that I follow some great leaders and have some big shoes to fill. I am excited about the challenges that the next year will bring and I look forward, along with the rest of the board members and officers, to meeting those challenges head on.

As a metal finisher (known to most as a "plater" :), it might seem on the surface that I am kind of the odd man out. My knowledge of the fastener industry is average at best. I am learning every day, and at every event, more and more about the magnitude and importance of the fastener industry, and I can assure you that it is my desire to do everything possible to grow our organization and to look for new ways that we can give our members more value for their membership dollars. As a finisher, I can tell you that our largest customer is a fastener manufacturer (and very active member of SEFA), so it is very important to me to see SEFA grow and take on the challenges that our ever changing market place presents, and to see the fastener industry flourish.

I should say that I am thankful to my company, Dixie Industrial Finishing Co., for allowing me to participate in SEFA in such an involved way. Dixie was one of SEFA's founding member companies, and Jim Jones, who taught me much about the fastener business, served as SEFA's second president. The ownership of Dixie recognizes the importance of the fastener industry and is behind SEFA in its efforts to be a valuable and effective organization.

Now, a little about the upcoming 12 months - once again we plan to hold a technical training conference in September, looking right now like the Birmingham area will be the location. Last year's response to our first ever technical conference was sensational and I look forward to taking that up a notch this year. We also have a great spring conference planned for April 19-21, 2017, in New Orleans. We will hold our event in conjunction with the Southwestern Fastener Association, and the New Orleans event will also be a Table Top conference. Start making plans now to join us for what is sure to be an exciting time together. The board will be working hard in the coming months to put together all of the details to make it a successful conference (well, Nancy will do most of the work, but we will help where we can).

This past conference in Tampa was a great event and I thank you all for attending and making it a success, and for your support of SEFA, its board of directors and officers. I look forward to what the next 12 months have in store and I look forward to working with each of you. Keep an eye out for emails and newsletters that will contain all of the details about our upcoming events. I can't wait to see you all again. April is just around the corner. God bless!



*Join Southeastern  
Fastener Association  
on LinkedIn!*

# Congratulations to This Year's SEFA Scholarship Winners

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*Paulina Borowski*



*Brittany Jackson*



*Jordan Walters*



*Brett Bartsch*



*Katherine Hope Davis*



*Rachel Locke*



*Allison Pittman*

*At the spring conference, 2016 SEFA Scholarship winners were announced:*

**\$4,000 Slater Jones Memorial Scholarship\***

*Paulina Borowski* sponsored by Greenslade & Co.

**\$2,000 SEFA Scholarship**

*Brittany Jackson* sponsored by South Holland Metal Finishing

**\$2,000 SEFA Scholarship**

*Jordan Walters* sponsored by AmeriBolt

**\$1,500 Em Web Memorial Scholarship**

*Brett Bartsch* sponsored by EFC International

**\$1,500 SEFA Scholarship**

*Katherine Hope Davis* sponsored by BTM Manufacturing

**\$1,000 Gilchrist Foundation Scholarship**

*Rachel Locke* sponsored by Pyramid Fasteners

**\$1,000 SEFA Scholarship**

*Allison Pittman* sponsored by AmeriBolt

*\*We thank the Slater Jones Family for funding this scholarship, which will continue for the next few years. Their generosity during a tragic time is amazing.*



## Outgoing President Note

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**Carrie Ann King**

Edsco Fasteners Inc.

It was wonderful seeing everyone at the Tampa show in April. We tried to add a few extras to bring in the local flair and I think it was a great success. From the cigar rolling to the Flamenco dancers and on to the beautiful golf course- there was certainly something for everyone!

I want to thank all that were able to attend and also our wonderful Board of Directors. It has been a true pleasure working with everyone the past year and being a part of such a wonderful group of people. As I moved out of the Presidents role into Chairperson, I am excited to see all the future holds for SEFA.

## New Members

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*SEFA Welcomes*

**Advance Components/Carrollton, TX**

**Group South Sales/Atlanta, GA**

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# SEFA Announces Their New Board of Directors

## President

*Terry Windham*  
Dixie Industrial Finishing Co.

## Vice President

*Hayden Gaston*  
International Fasteners, Inc.

## Chairman

*Carrie Ann King*  
Edsco Fasteners Inc.

## Directors

*Mike Broome*  
Falcon Fastening Solutions  
*Anthony Crawl*  
Martin Fastening  
*Rodney Holmes*  
Birmingham Fastener  
*Kyle Miller*  
Bamal Fastener  
*Lee Parker*  
Vulcan Steel Products

## Secretary/Treasurer

*Nancy Rich*

## Executive Director

*Nancy Rich*

## Fastener Information Directory Available to SEFA Members

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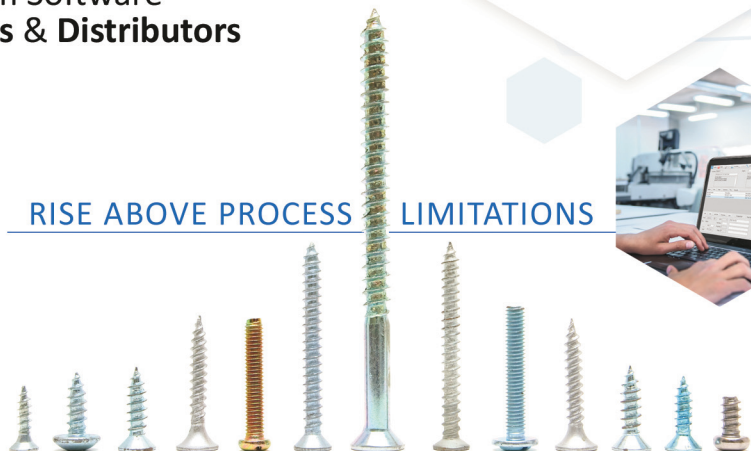
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# SEFA Member News

**Beacon Fasteners and Components** is expanding their thread forming line again by stocking High Salt Spray Full Trilobe Thread Forming Screws! Parts are steel-zinc RoHS with a high salt spray plating of 96 hours to white rust and 120 hours to red rust. Beacon is excited to offer a variety of drives, head styles, and sizes complete off the shelf in bulk and small volume quantities.



Kameron Dorsey, National Sales Manager commented, "We recognize that our customers need Thread Forming screws to meet higher salt spray requirements and available in lower volume quantities. With this new product addition, our customers can rely on Beacon to save them time and costs associated with secondary processing. This is just another way Beacon is able to streamline the procurement process to help customers be more efficient."

Beacon prides itself on providing quality products and exceptional value-added service for their customers. In addition to complete in-house dimensional inspections, each lot is performance tested based on four critical ASME specifications: Drive, Ductility, Torsional Strength, and Hydrogen Embrittlement.

Beacon is the leading supplier of quality driven high performance screws focusing on Thread Forming, DIN 7500 Metric Thread Forming, Thread Cutting, SEMS, High-Low Tapping Screws and complimentary sizes of Sheet Metal Tapping, and Specialty Cold Headed Fasteners.

Beacon Fasteners and Components is located at 198 W Carpenter Avenue in Wheeling, Illinois. To place an order or request a quote, call Beacon's sales team at 1-800-669-2658 or 847-353-2000. You can also email your order to customerservice@beaconfasteners.com or fax to 847-541-1789. Their entire catalog is available online at [www.beaconfasteners.com](http://www.beaconfasteners.com).

**Carrollton, TX – April 6, 2016 - Advance Components**, a master stocking distributor of specialty fasteners, welcomes McCormick Associates as Advance's manufacturers' representative for sales in New York, New Jersey and Eastern Pennsylvania.



"Hiring the best people in the industry to serve our customers remains our primary focus," said Gary Cravens, President of Advance Components. "We're thrilled to add Ken Schneeloch and McCormick Associates to our team."

McCormick Associates is a sales and marketing firm providing manufacturers representation and consulting services to distributors as well as supply and catalog houses for over 40 years.

Contact Information:  
McCormick Associates  
Ken Schneeloch, Jr.  
128-3 Bauer Drive, Oakland, NJ 07436

TheSchnee@aol.com  
201-644-7424 office  
201-644-7427 fax  
973-495-3872 cell

## Note to SEFA

Dear Scholarship Committee,  
I would like to thank you for selecting me as the recipient of this year's \$1,000 Gilchrist Foundation Scholarship. This scholarship is going a long way toward my college expenses.

I am very appreciative of the confidence this shows you have in me. Thank you for giving me extra help in furthering my education. It is people like you that make it possible for students to pursue their aspirations.

Thank you,  
Rachel Locke

# LinkedIn

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The logo for Daggerz features a stylized blue and black graphic of a dagger or spearhead pointing upwards and to the right. Below the graphic is the word "DAGGERZ" in a bold, sans-serif font, with a small graphic of a screwdriver tip to the left.

# New Orleans Style

April 19-21, 2017



SEFA/SFA SPRING CONFERENCE



**Requests/  
suggestions for  
the 2017 SEFA  
Conference  
may be sent to  
sefa@thesefa.com**

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P. O. Box 473 • Lake Zurich, IL 60047

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# ISO 9001 – Revision

*Have you upgraded to ISO 9001-2015?*

ISO 9001:2015 was published in September 2015, and organizations have until September 2018 to upgrade their Quality Management System to comply with ISO 9001:2015.

The revised standard asks organizations to pay particular attention to:

- Increased emphasis on top management engagement with ISO9001 (Clause 5)
- Managing change (Clause 6)
- Performance and evaluation (Clause 7)
- Management review (Clause 9)
- Risk-based approach (Clause 4)

Certified organizations recognize that the standard helps them to become a more consistent competitor in the marketplace. By ensuring that they develop a strong focus on quality management, ISO9001 certified organizations are able to more effectively attract and subsequently meet the needs of high value customers.

To support the revision requirements and maintain your ISO 9001 standard certification, IMSM is pleased to introduce a range of additional support options, created to assist with your gradual transition from ISO 9001:2008 to the revised and improved ISO 9001:2015 standard.

For more info visit [www.imsm.com/us/iso-9001-revision](http://www.imsm.com/us/iso-9001-revision)

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Vulcan Threaded Products  
XL Screw Corp.**



# Spring Conference (cont.)

Mr. Davis noted they have to keep close watch on their inventory as well as discontinue business, in some cases, with a customer. The best planning can be off, you have to be prepared to adjust.

Mr. Penland keeps a close eye on Accounts Receivable as well as working hard to minimize lead times. He relies heavily on projections He finds training is very important.

Mr. Ruggles studied the benefit of hiring additional employees. He does not keep employees who do not follow through on their job. The efficiency of employees contributes greatly to success and profit of the company.

An interesting topic that comes up often is Social Media. When asked, by attendees, how they handle employees on their cell phones in the office, the answers varied. No one has a written policy but they are aware of the use of social media and handle issues on an individual basis. Solutions can range from standing near the employee to give them the message, considering if the employee is getting the work completed, or in some cases requiring cell phones be left in the car.

As everyone struggles to improve their bottom line, both Dr. Bates and the panel added a good amount of insight to the attendees. We thank them for their great presentations.

We thank Terry Windham/Dixie Industrial for leading us in an amazing rendition of the National Anthem and leading us in the Pledge of Allegiance during the conference.



See more Conference photos on our website: [www.theseffa.com](http://www.theseffa.com)  
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