

SEFA Spring Conference Success!!



April 24th-26th was a great couple of days for SEFA members gathering at Ross Bridge Resort in Birmingham, AL. Ross Bridge's picturesque location created a very comfortable relaxing atmosphere for attendees. Attendees arrived on the 24th for an opening reception where they met with old friends, some whom they may not have seen since last year's event, as well as meeting new members who joined the group. Between the camaraderie and the food, drinks, casino night, there was plenty of activity for the evening. Those who managed not to lose all their "free gambling money" had the opportunity to win prizes, including free golf at Ross Bridge, at the end of the night.

The next day began with lunch and a golf outing at the famous, on sight, Robert Trent Jones Ross Bridge Golf Course. With this being one of the longest courses in the world, golfers enjoyed the challenges, luckily with perfect weather. After golf, dinner with awards and recognitions proved to be a great finish to a nice day. SEFA took the opportunity to recognize and thank past Chairwoman Carrie King (we missed her last year as she decided to give birth the day before the event) and outgoing Chairman Terry Windham. Both have proven to be great leaders for SEFA and continue to be involved with Terry rejoining the Board for another term. Hayden Gaston, the youngest SEFA President, was recognized for his past year of leading SEFA and being instrumental in assisting with new ideas at the conference.

A silent auction and a 50/50 raffle brought in funds for the scholarship fund thanks to the generosity of the conference participants.

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Congratulations to our golf winners:

First Place Team

Ted Nieman/Stelfast, Fran O'Guin & Mike Jones/Ameribolt, Mickey Matheny/Northstar Sales & Marketing

Second Place Team

Hayden Gaston & Tony Strein/International Fasteners, Michael Robinson/Dyson Corp., Lee Parker/Vulcan Threaded Products

Longest Drive-Josh Ballard/ Sems and Specials

Closest to the Pin-
Mickey Matheny/Northstar Sales & Marketing

Thank you to our Silent Auction items donors:

Dixie Industrial Finishing Co.

Falcon Fastening Solutions

International Fasteners

Kanebridge Corp.

Rodney & Heather Holmes

Ross Bridge Resort

The last day of the conference is always a busy one with the association member business meeting giving SEFA updates and announcing scholarship winners, followed by sessions.



Outgoing President Note

Hayden Gaston

International Fasteners, Inc.

This past year has been an honor to serve you as President. It has truly been great to see this association grow and the future is bright! The spring conference at Ross Bridge was great and I cannot wait until next year when we will be at the beach!

Hopefully the Table Top and enthusiastic speakers will draw a huge crowd! Rodney Holmes will be taking over as President, and I am so ready to watch him lead this association.

*-God Bless
Hayden Gaston*



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Congratulations to our 2018 Scholarship Winners



Kelly Penland



Ariel Graveen



Mackenzie Black



Madeline Bartusch



Alyssa Young



Alexander Cottone

Congratulations to this year's winners:

Slater Jones Memorial Scholarship \$4,000*

Kelly Penland/Eurolink FSS

Em Webb Memorial Scholarship \$1,500

Ariel Graveen/Elgin Fastener

Gilchrist Foundation Scholarship \$1,000

Rachel Edge/Ameribolt

SEFA Scholarship \$2,500

Mackenzie Black/Elgin Fasteners

SEFA Scholarship \$1,500

Madeline Bartusch/XL Screw Corp.

Alyssa Young/Elgin Fasteners

SEFA Scholarship \$500

Kaleb Newton/Falcon Fastening Solutions

Alexander Cottone/Kanebridge Corp.

Robert Austin Mays/Martin Fastening Solutions

Kayla Radel/Solution Industries pic



Kayla Radel

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

Thank you to the Scholarship Committee for all their time in reviewing and scoring the applications! The members include: Don Nowak/Falcon Fastening Solutions, Terry Windham/Dixie Industrial Finishing Co., and Lee Parker/Vulcan Threaded Fasteners.

Member News

EFC Accelerates Growth Into Mexico

ST. LOUIS, MISSOURI – June 15, 2018 - EFC International, a leading supplier of engineered fasteners, with their corporate office in St. Louis, Missouri, continues to expand their global presence with the establishment of their office and warehouse in Mexico, EFC Global, S de RL de CV.

“Our recently established legal entity and operations in Mexico, including a warehouse in Querétaro, outside sales engineers, customer service and support staff in Mexico, enables EFC to enhance our service level in the region. We’re able to respond more quickly and hold inventory in closer proximity to our customer base. We also are positioned to act as a key channel partner into Mexico for our strategic partner suppliers. With our locations in the United States, Mexico, Germany, China and South Korea, EFC truly has become a global leader in the supply of engineered fasteners and components. EFC enables multi-national OEM customers and suppliers to utilize our services on multiple continents, taking advantage of our global network

to mitigate supply chain risks and improve local service,” said Mary Becker, Vice President of North American Sales.

Expanding its global footprint and investing in key strategic global markets, EFC ensures both supplier and customer needs are met. EFC’s robust international growth is a tribute to the EFC team and to the strong international reputation of the world-class manufacturers who they have partnered with. These partnerships ensure customers receive the high-quality service they’ve come to expect from EFC – anywhere in the world.

EFC International is a leading supplier of specialty engineered metal, plastic, cold-formed, spring steel stampings, electrical and assembled component parts to the OEM and Distribution market places. (6-18)

For more information contact:
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jgerber@efc-intl.com
www.efc-intl.com

Note to SEFA

Thank you so much for the generous scholarship! I really appreciate the scholarship you gave me! It will definitely be put to good use! In the fall of 2018, I plan on attending Ivy Tech to major in Radiology. With the wonderful scholarship, it would help me pay off some of my books and tuition.

Again thank you so much for this scholarship!
Alyssa Young

Thank you for selecting me as a recipient of the Em Webb Scholarship. I greatly appreciate this generous donation, it will be very helpful in off setting my tuition costs.

Thank you,
Ariel Graveen

Fastener Information Directory Available to SEFA Members

The SEFA now offers their members an education tool to assist employees with various facets of the fastener industry. This book will provide basic information on several facets of the industry.



Incoming President Note

Rodney Homes
Birmingham Fastener

Hello All.

I want to first say thank you for allowing me the privilege of holding the title of President of SEFA. It is a true honor to be at the helm of this great organization. Over the last few years I have witnessed the true greatness of SEFA; from the scholarships that we award to the shows we host annually. SEFA is truly an organization that is a cut above the rest.

The reason for this is our strong membership base, deep industry knowledge from our veteran members, and willingness to push forward and achieve new heights from all involved in SEFA. I look forward to the coming year and I hope it brings the best to each and every one of you.

Regards,
Rodney Holmes

**Join us in 2019
at the Beach in
Destin, FL
April 29th-May 1st!!**

**Watch your emails for
more details soon!**

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FBI Discusses Cyber Security

Special Agent Darren Mott of the Birmingham FBI addressed SEFA speaking of the increase in Cyber Threats. The first cyber crime was in 1988 but by 2000 there were Ecommerce attacks. In 2002 due to the increased threats and vulnerability there was a need for cyber squads. The Department of Defense can't use flash drives due to a 2008 hack were flash drives were dropped in parking lots. When put into the computers viruses were spread.

Agent Mott warned the more social media/Wi-Fi you are involved in the more susceptible you are to hackers. 90% of computer intrusions start with a spear phishing email. Be careful what you click on. Clicking bogus emails and sending money overseas will most likely not result in the return of the funds. The key to passwords is the longer the better. The old standard was characters, capitals, symbol, number, but longer is better. It is easy to figure out company emails. When traveling overseas, be aware searches can be done without warrants. Hotel rooms

are sometimes searched or cameras set to watch.

Windows users are more of a target for hackers because 80% of computer users use Windows. You should update your computer every time prompted to. Be aware anti virus programs are only 40% safe. You should have a router, not just a modem. Routers can be set to allow certain devices. Always use a VPN.

Often the FBI knows of intrusions before the company attacked. Cell phones are the most targeted piece of software. Gadgets add vulnerability. Data breaches are getting larger. The average cost to mitigate an intrusion is \$11 million. Companies should invest in Risk Management Framework.

Some key suggestions were:

think before you click, use different passwords, update software, back up everything.

Jack McCall-Closing Speaker

The day closed with motivational humorist Jack McCall. He shared his strategies for breaking through the barriers that holds us back, showing how to tap truest sources of motivation and humoring the audience with his insights through story telling. The audience enjoyed Jack's life stories. He reminded attendees that relationships are very important as life takes so much out of us.

Jack closed with his tips for life:

Exercise, take care of yourself physically, Spend time with people who make you feel good/selective association,

Be sure to step outside the arena and recharge your batters/focus part of your mind by freeing another part,

Read something inspirational every day,

Stay in touch with who you are and where you came from.

While he told many humorist stories, his messages were inspirational.



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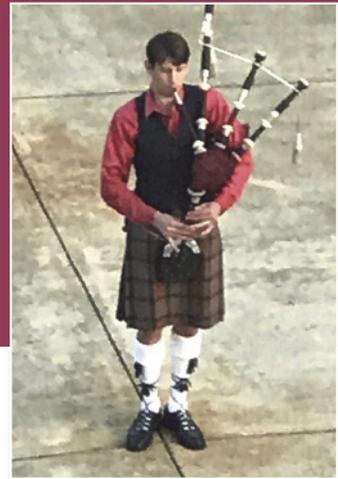
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SEFA Spring Conference Success!!

(continued)



Photos courtesy of Distributor's Link Magazine

Panel Discusses Supply Chain Management Crisis

Sessions following the business meeting proved to be very interesting, informative and entertaining. A panel consisting of Scott Camp (with over 20 years experience in global product management, sourcing, procurement and supply chain disciplines and currently President/Owner of Atlas Distribution Services, Ltd in Taiwan), Don Haggerty (in the fastener business since 1971, currently President of the Commercial Division for Stelfast Inc., Tom Sulek (began working for Star Stainless while in high school and later, after a brief career in Sales with the Hilton returned to Star in 1991 and is now Branch Manager in the Norcross, GA branch) and Mike Veech (after working professional sports with positions in media and public relations decided to change career paths and eventually began working for Nucor Fastener responsible for the sales and marketing for North America).

The panel was addressed with various questions. When asked about strategies being implemented to assist with increasing logistics costs some plans included going back to rail and less trucking, also consolidating shipments so full containers are being shipped.

When asked about supply issues not experienced in the past it was noted China is changing rapidly due to their aggressive EPA standards. The EPA often shuts down factories, or factories move their location and suppliers aren't aware. Some countries do not have the quality of labor that is found in the U.S. resulting in some poor quality parts.

When Nucor was asked how they feel about the steel tariff, Mr. Veech responded that it's not a time to take advantage of customers; they have to service their long-term customers first. Taking care of your customer base is important.

How is quality affected? Some suppliers find quality issues aren't found in China but India is a different story. Some suppliers find that the first two P.O.'s out of some factories in China are great but then the quality slips. While other suppliers agree with this, they have also found that the quality level in China is improving because of the crackdowns.

How are you dealing with longer lead times domestically and from China? While having partnerships with Chinese factories, it is still important to source new ones so lead times won't be affected. Mr. Camp stressed, plan, plan, plan is key for distributors importing. We are too reactionary as an industry. If you know things are coming, you must plan. For the domestic manufacturer, lead times for the long-term customers won't be affected; however, others may see longer lead times.

What other issues are there, that we are not aware of? It is beneficial to overbuy when the price is right but still pay attention to expected needs. The disruptions in the supply chain are here to stay. Upper management needs to be involved. For manufacturers the biggest challenge is skilled labor, there is a shortage. Taiwan changed their labor laws stopping overtime, and if they don't abide by the laws, they can be penalized. Also be

prepared for E-commerce. Mr. Camp noted: Worry about what you can control. Focus on your customers.

When asked about the proposed steel tariffs Mr. Haggerty believes the tariff is likely to go through. There will be better indicators in May. When product clears customs is the date to watch for as far as when a tariff goes into effect. Suppliers need to have an understanding on how logistics and brokers operate. Mr. Sulek noted with exchange rates you could try to negotiate.

How can consumers/distributor better prepare for ever-changing issues in our supply chain? Sales and operation planning should be utilized. To sell right, you must buy right. Upper management needs to be involved in purchasing and sales. What we see is the new model. There will be knee jerk reactions and longer lead times. Mr. Veech noted price is not the issue—it's availability. You need to have relations with your suppliers now or you may not be able to get product later. Relations build value and trust. The days of just expecting product to be on the shelf are gone.

When asked if you would hire a millennial with a college degree or an experienced middle age person, answers went from the "brightest-willing to hustle, to both, to best candidate."

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SEFA Welcomes New Members

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Duraswiss LLC/Matthews, NC
Threaded Fasteners Inc./Mobile, AL

Join us in 2019
 at the Beach in
 Destin, FL
 April 29th-May 1st!!

Watch your emails for
 more details soon!

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 current information and
 photos, visit our website:
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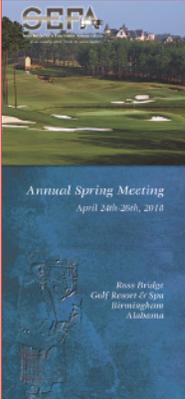
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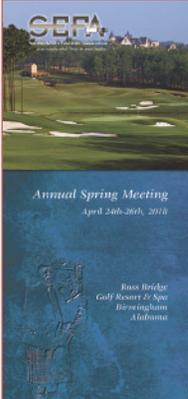
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