

# Clingmakers

2018 ISSUE 159

## INSIDE

AWRF Calendar	3
Testing, Research Collaboration	4
The Government Affairs Committee	10
Safety Award Winners	15
New Member Spotlight	16
QHSE Corner Health	17, 22
QHSE Corner Environment	19
CLMI Safety Training	23
In Memoriam	25, 32
Scholarship Fund Donors	27
Profit Improvement Report	28
Lifting Gear Hire/ Straightpoint	45
14 Tips for Success	52
Give Your People C.R.A.P.	59
Peerless	67
San Antonio Golf Winners	74
DLM	76
WireCo WorldGroup	81
Ad Index	82

*Wishing All  
A Happy,  
Healthy  
New Year!*



ASSOCIATED WIRE ROPE FABRICATORS  
"An Association Serving the Lifting,  
Rigging and Load Securement Industry"

P.O. BOX 748 • WALLED LAKE, MI 48390

1-800-444-2973

PHONE: 1-248-994-7753 • FAX: 1-800-666-2973

www.awrf.org • awrf@awrf.org



# CROSBY

## WE'VE GOT YOUR BACK

It is what you get with a trusted partner like Crosby. It starts with the breadth of our product line; then we back it up with technical support, product training and sales lead generation. Crosby distributors are supported by our customer service and experienced field sales teams. Add it all together: an extensive product line, sales support, and quality products to bring more profits to your bottom line.

**More Products + More Support = More Profits!**

*Paul Boeckman, P.E.*  
Vice President,  
Product Management and Training



**Crosby**

[www.thecrosbygroup.com](http://www.thecrosbygroup.com)

Unmatched Quality - More Products - Expert Training - Experienced Sales Team - Trusted Worldwide

## WORDS FROM THE PRESIDENT

It is with joy and humility that I write to you as the new AWRF President for the 2019 term. I follow in the footsteps of several memorable previous presidents who led us to where we are today, and I only hope to be as successful as they were.

For this to happen, I feel it is time for the association to embrace CHANGE, and it is time for AWRF to evolve in order to remain relevant for our membership.

As the new President, I am humbled to be leading the outstanding team of directors during my term. Joining me on the executive committee are Vice President, Brett Woodland, of Yarbrough-A Certex Company, Treasurer, Tom Hudgins, of Bishop Lifting Products and Secretary, Jack Gibbons, of Metro Wire Rope.

My executive board of directors will hold the first ad hoc meeting in early December to address the association's immediate needs and work to establish an outline for long-term growth. This meeting will start to layout and define the new roles and responsibilities for many of the existing committees or, may bring to light that restructuring is required.

We will continue to work to have improved flow and structure for the general meetings and banquets. We are excited about the changes for the upcoming April conference to make it more value-added for each of our members.

For you as a member there are many value-added tools and resources which I encourage you to tap into this coming year:

- **Need technical Help?** AWRF Technical meetings are **ALWAYS** open to **ALL** member companies. Next meeting: January in Longboat Key, FL.
- **What's new in the Industry?** Product Information Exhibition Committee has been working hard to make this upcoming P.I.E. in Cleveland, OH the best we have ever had!
- **Have a new product?** Contact AWRF to apply for a spotlight at the next P.I.E.
- **Safety / Resources?** Take advantage of the AWRF web-site so much information is only a **click** away!
- **Worked on a big project?** Submit your photos to the AWRF office to possibly be featured on the AWRF web-site, Slingmakers and or calendar!

In closing, I would like to thank you for your membership, and support, and I look forward to the exciting year ahead!

**cableworks** INC.

**Nicole Parkerson**  
58 Highland Drive • Putnam, CT. 06260  
860-634-7119  
nicole@cableworksusa.com



## AWRF CALENDAR

### 2019

- January 23 - 24 AWRF Technical Committee  
Zota Beach Resort  
Longboat Key, FL
- January 25 - 26 AWRF Board of Directors  
Zota Beach Resort  
Longboat Key, FL
- March 12 - 15 OIPEEC Conference  
Kurhaus Royal Amerath Hotel  
Den Haag, Netherlands
- April 7 - 10 AWRF General Meeting and P.I.E.  
Hilton Cleveland Downtown  
Cleveland, OH
- October 27 - 30 AWRF General Meeting  
San Diego Westin Gaslamp Quarter  
San Diego, CA

### 2020

- April 19 - 22 AWRF General Meeting  
Boca Raton Resort and Spa  
(Waldorf Astoria)  
Boca Raton, FL
- October 4 - 7 AWRF General Meeting and P.I.E.  
Sheraton Denver Down Town  
Denver, CO

### 2021

- April 25 - 28 AWRF General Meeting  
Grand Wailea (Waldorf Astoria)  
Maui, HI
- September 26 - 29 AWRF General Meeting  
Omni Nashville  
Nashville, TN

# Northeast and Southeast Centers take Testing, Research Collaboration to new Levels

by Peter Hildebrandt



When a product such as wire rope is constructed, along with its accompanying parts and fittings, testing to assure the safety of the product is critical. Lives and continued business dealings or transactions depend on that fact. Test beds make up a vital part of a wire rope business's line up of equipment, even if they don't directly figure in the physical manufacture of the final product.

Companies such as the Pennsylvania firm, Chant Engineering, takes this concept to exceptional levels with their products, making them the largest Test Bed manufacturer in the world. Also known in the industry as ProofTest Machines, Chant Test Beds are used to tension test or proof test, wire rope, fiber rope, chain, lifting slings and other types of lifting gear. These machines are extremely heavy-duty and have proven themselves in years of rugged, real world industrial and military rigging environments.

These machines perform proof load testing, destructive (break) testing, cyclic testing and long-term fatigue testing (depending on options). Each machine is designed for maximum operator safety. ProofTest Machines are enclosed on the sides and ends with fully opening, hydraulically actuated, operator safety guards.

The loading force of the Chant ProofTest machines is provided by hydraulic cylinders, one cylinder is for the main (high) loading force and a smaller one (optional) for the low loading force. Each pulling cylinder has its own heavy-duty electronic load cell for highly accurate (+/- 1%) independent display of the loading force. Load cells are calibrated by the firm to the ASTM-E4 calibration standard and is fully traceable back to the US Government NIST (National Institute of Standards and Technology).

Their Datatest (TM) testing software allows the operator to record and print out a test certificate for each test performed on the machine. This software is fully compatible with both N4 systems and Inforchip Inc., the industry accepted RFID tagging system companies. Chant Datatest testing software also comes in many different

languages and any unit of measure can be displayed to suit any application. Chant Engineering testing equipment meets, or exceeds, all AWRP safe practices and guidelines too.

Just a few states south of the Keystone State, one center has a testing lab integrated with the many other features of this growing educational center. Located on the Charlotte Research Institute campus of UNC Charlotte, the Energy Production and Infrastructure Center (EPIC) serves as a state-of-the-art research center that provides education and applied research opportunities to students with energy related interests. Their industry-education partnerships unite students, faculty and industrial partners to collaborate on interdisciplinary research and learning.

The Charlotte area itself has some 300 companies, all related to energy. Part of the mission of EPIC is to attract more businesses through this great partnership of applied research and training needs. EPIC is trying to meet all the needs of industry while at the same time developing a workforce with undergrads and grad students attached to the center.

EPIC also takes testing to new levels, as work in energy and engineering gets ever more complicated and intricate. The EPIC High Bay Laboratory (EHBL), is an advanced, full-scale testing facility where faculty and students design and test resilient infrastructure systems, both above and below ground, many of which support the power industry.

As energy infrastructure ages, complex repairs are often needed in order to extend its life. Likewise, new technologies, materials and procedures need to be developed to meet future energy infrastructure needs. By researching energy infrastructure improvements and



creating new designs, UNC Charlotte assists the energy industry in building reliable energy infrastructure components and systems.

The lab features equipment to perform full-scale, real-time testing of components and systems using a combination of numerical simulation and experimental testing. Main functions of the EHBL include the testing of large-scale structures and components, verify numerical models, improve/modify structural design, and perform multi-scenario simulations.

In addition to those critical functions, what also evolves is the improvement of industry standards and development new products. Connections are made between computer simulation and experimental testing. In the course of their work, the lab optimizes use of materials in complex designs.

This laboratory addresses key challenges in large infrastructure projects through its testing. Questions typically studied include; how high-performance materials behave under extreme loads, how we may improve energy infrastructure design procedures, and how can testing of energy infrastructure components and systems proceed to obtain more meaningful experimental results.

The EHBL provides critical infrastructure support for a variety of industries: such as those in energy, construction, geotechnical, transportation, materials and manufacturing. Housed in EPIC, the high-bay supports the energy industry by working with companies to improve the nation's energy infrastructure. Students,

faculty and researchers design and test new technologies that lead to innovative and cost-effective solutions.

The EHLB can also be used by industrial partners as a third-party test environment. The labs have capabilities to work with a variety of materials including metals, polymers, timber, composites, masonry, concrete and soils.

Faculty and students, often in direct collaboration with industry partners, perform a variety of evaluations including stress tests, risk assessments, corrosion/deterioration investigations, capacity ratings, deformations/movements monitoring, and failure/fatigue assessments. Results of this work can be obtained by either destructive or non-destructive evaluation. Work can be performed for applied loads that are static or dynamic, immediate or long-term, and exposed to controlled or extreme environmental conditions.

At UNC Charlotte, researchers have the capabilities to work at the molecular level, at the full-scale level and at scaled levels in between. EPIC provides the facilities, research expertise, primary and auxiliary equipment, and test environment necessary to execute advanced research projects and complex tests. Researchers work directly with companies to solve individual problems and collaborate with larger groups and associations to provide industry-wide solutions.

An MBA with an energy concentration is offered through the center, something unique in the U.S.

A smaller business may not have the money to invest in equipment, according to Julia Stuart Martin, Public Communications Specialist with EPIC. "Here at our center, however, they have access to the expertise of faculty and students.

"They, also, might not have industrial access to seed funding but do have access to all of the benefits of this program. UNC Charlotte has an especially outstanding program to get seniors involved in industry. This is all a very symbiotic relationship – great for students, great for the workforce itself."

People don't realize the resources that are available at UNC Charlotte's EPIC Center, explains Martin. All of this is made possible by EPIC's willingness to work with area industry. "We have some fantastic programs and industries coming on board. The lab on site is where they break stuff, so it would be a good fit for a small business and manufacturer such as an area wire rope maker, or one from the surrounding state or region."

The lab has big pits and strong bores. Duke University is currently doing testing on telephone poles, for example. This, so they can better study both how the poles deteriorate, as well as hold up under stress or abuse, and how they break. Testers have the ability to place mud, sand or all sorts of other materials in the bed depending upon what variables are being studied.

The center's new area of interest is in transportation energy, of which they are interested in actually bringing in rail cars and testing them. They are involved, also, with substances such as coal ash, ubiquitous in the rail industry. Work has also been done on power line insulators to observe how much stress and abuse such structures are able to withstand before breaking.

EPIC and the Lee College of Engineering have paired together to create programs, courses and energy concentrations within multiple departments that surpass technical skills and engineering. The curriculum teaches students project management, collaborative teamwork, risk analysis and leadership skills. Our facilities assist the energy industry, training the next generation of engineers who deliver new and creative solutions for the energy industry.

With over 75 faculty members working in energy-related disciplines, EPIC is quickly becoming a national leader in energy research and development. Offering seven Applied Research Clusters, EPIC interdisciplinary researchers collaborate with industry and use state-of-the-art laboratories to work to solve some of today's most difficult energy challenges.

The Energy Production and Infrastructure Center (EPIC) at UNC

Charlotte was formed in response to the need from industry to supply highly trained engineers qualified to meet the demands of the energy industry – through traditional and continuing education and provide sustainable support to the Carolina energy industry by increasing capacity and support for applied research.

The energy industry faces a workforce crisis just as there is a need to build new energy facilities and UNC Charlotte has a history of supplying professional talent to energy and engineering firms. An ample energy supply and well-trained professional workforce are foundations for economic development and the Charlotte Region is an energy expertise hub that can become more vibrant through EPIC.

"EPIC has the mission to enhance the available technical and business workforce, advance energy technology, and facilitate strategic industry-university collaboration for the global energy industry while supporting the Carolinas' economic and energy security development," said Dr. Johan Enslin, director of EPIC and the Duke Energy Distinguished Chair in Power Engineering Systems.

"EPIC is about regional growth and advancement in the energy industry," said Dr. Steve Patterson, a distinguished professor in the Lee College of Engineering. "Clearly one strength of EPIC is the outstanding energy engineering assets of the region in which we live."

With more than 250 regional energy corporations that include Duke Energy, Siemens, AREVA, Westinghouse, the Electric Power Research Institute (EPRI), The Shaw Group, URS Washington Group, STEAG, and several others, that cooperate with EPIC is leading to the expansion of energy engineering studies in our classrooms. Part of what EPIC is doing is developing and implementing energy concentrations based on industry needs.

Industry involvement with EPIC is led through a board of advisers that oversees the center's strategy and helps build industry relations. A separate implementation team is working with the university to align curriculum

to industry needs, assist in student projects and identify research topics.

Keyes Niemer, a project manager for the Nuclear Division of The Shaw Group's Power Group, is a member of the implementation team and has been involved with EPIC since its inception three years ago. Shaw Group employs 27,000 people worldwide in energy engineering, procurement and construction work, 1,400 of those in Charlotte.

"What Shaw would like to see is a core curriculum of power engineering within UNC Charlotte's engineering program," Niemer said. "That means more power emphasis in electrical engineering, and also incorporating power-related projects and examples into existing courses across disciplines." Shaw needs graduates with strong project management, scheduling and budgeting skills, Niemer said. They also want students to see that there are good, exciting jobs building and upgrading power plants.

The EPIC implementation team will also be addressing a number of new research and technical issues, Niemer said. These include equipment reliability, power delivery, sub stations, air quality, emissions reductions, non-destructive evaluation, materials and increasing power plant longevity.

Dhiaa Jamil is Duke Energy's group executive and chief nuclear officer, and chairman of the EPIC advisory board. He is also a UNC Charlotte engineering alumnus. "EPIC will play a significant role in providing engineering students with the fundamentals for supporting power production and infrastructure design and maintenance," Jamil said. "EPIC will train students in power production fundamentals, which will reduce the time needed and costs associated with training new employees. These graduates can start work with an understanding of the industry and associated work."

Additionally, EPIC provides Duke Energy with a local partner for research opportunities, according to Jamil. "This can include solving technology problems, as well as developing and improving existing technology, like a Smarter Grid. EPIC will also have

a key role in expanding emphasis on renewable technology and will serve as a hub for renewable energies research."

Dayna Herrick, the Workforce Development Manager for Duke Energy's Nuclear Generation Department, is a member of the EPIC implementation team. "We're trying to get our arms around what the demand for energy-related talent is in the Carolinas," says Herrick. "We then want to determine what input industry can provide to help craft the electives and core courses that will meet those demands."

Nuclear plants rely on many electrical and mechanical engineering elements such as pumps, valves and heat exchangers, which require very stringent maintenance to insure reliability. For this reason, EPIC would like to see students learn more about preventive and predictive maintenance, and failure analysis, according to Herrick. "I see EPIC as a place I can turn to when I need a new and creative solution."

"This is an energy think tank. EPIC is where theory meets reality," adds Jim Little, former senior vice president of Nuclear Energy Programs with URS Washington Group, and now still a member of the EPIC board of advisers. Little was at one time with URS's Nuclear Center in Fort Mill, South Carolina, which provides engineering, procurement and construction services for the entire life cycle of nuclear facilities.

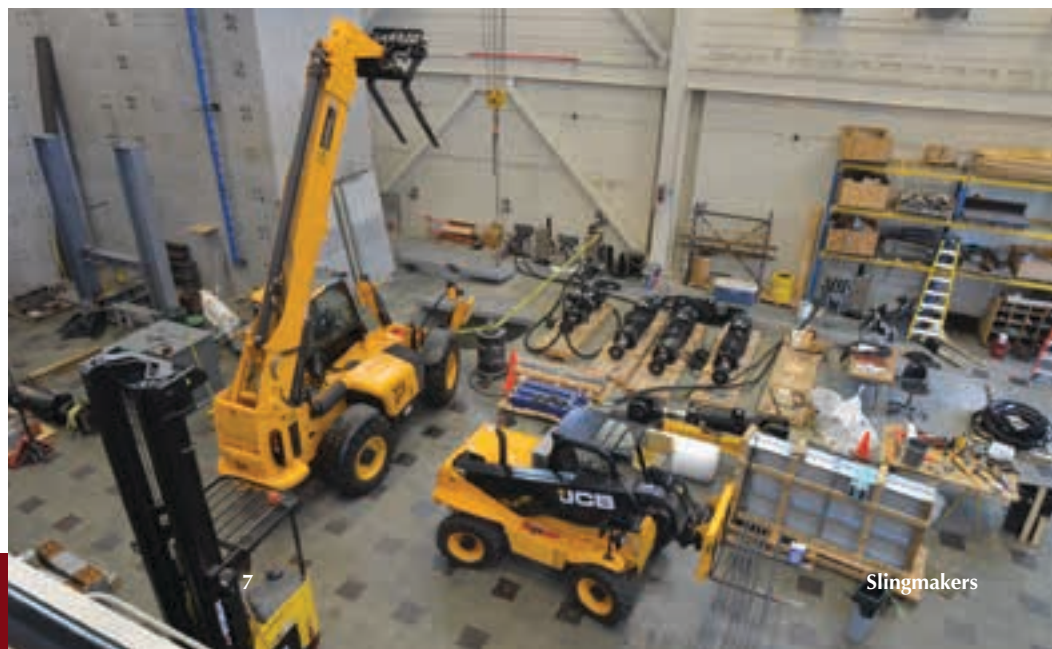
EPIC is part private and part public, a unique partnership, according to

Johan Enslin, EPIC Director and Professor. "We were formed from industry, the university and the state government to provide workforce, applied research, and to provide economic development via a sustainable energy-empowered platform.

"This also happens to be an incredible opportunity for students who want to move into energy as well as to be a great asset in leadership – the need is so great. EPIC also does a lot of service for industry. Our students learn the basics of power systems and come out of this program with a far better sense of the cross-disciplinary nature of the energy business, something which is absolutely vital to understand."

EPIC is growing the number of students in the program and these students are highly sought after as soon as they graduate, first heading into engineering, typically, and then on up into management. The MBA in Energy program is the only such program relative to the power industry in the country.

"Whether in our testing laboratory, in our research clusters, Smart Grid Lab, or our group involved in metrology and manufacturing research – perhaps the largest such group in the U.S. – there is never a dull moment at EPIC," adds Enslin. "In addition to all this exciting collaborative, energy-related work being done at our center, this also just happens to be a great time to be a graduate student starting out to work on a future which appears to know no boundaries."



# SLINGMAX<sup>®</sup>

RIGGING SOLUTIONS

Safety • Reliability • Efficiency



K-Spec<sup>®</sup> Core Yarn is the only roundsling fiber to receive a DNV-GL Approval of Manufacturer Certificate for a Loadbearing Yarn for Offshore Lifting Lines in Deepwater Deployment and Recovery Systems.

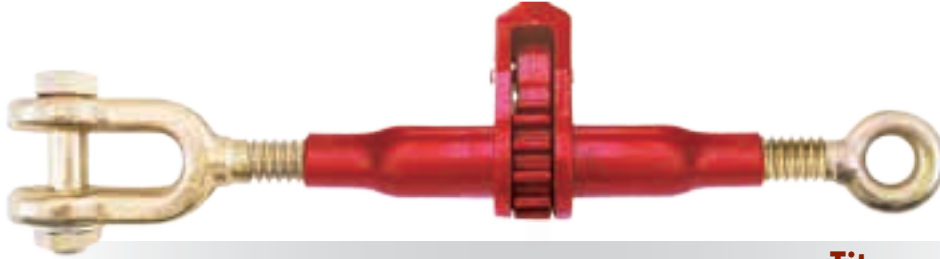
[www.slingmax.com](http://www.slingmax.com) • [info@slingmax.com](mailto:info@slingmax.com)

**QUALITY HAS BUT ONE NAME...**



**DURABILT by DURBIN**

**Securing America's Cargo Since 1938**



When Heavy Haul Requirements are Needed

**Titan Series**



**Truck-Tight Series**



Specialized Open Handle and Spring Design

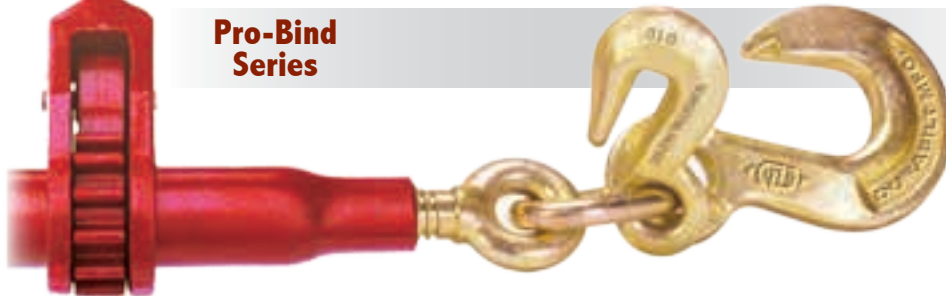


The Pro's Workhorse

**Pro-Bind Series**



**Pro-Bind Series**



**ANYTHING ELSE IS A POOR IMITATION!**



**[durabiltusa.com](http://durabiltusa.com)**

**Sales:**  
Tel: 708-223-0258  
Fax: 708-938-5374  
Email: [info@durabiltusa.com](mailto:info@durabiltusa.com)

# The Government Affairs Committee

By: J. Barry Epperson  
General Counsel and  
Chairman of the  
Government Affairs Committee



*NOTE: New address for J. Barry Epperson; 4512 South Atlanta Avenue;  
Tulsa, OK 74105 (Phone: 918.640.5773 or 918.633.4065)*

## TARIFFS ROUND THREE

*This article represents the third installment of reports involving global tariff posturing and its affect on AWRF members and their international trading relationships.*

The first report of the AWRF Government Affairs Committee (GAC) on the subject of tariffs was at the spring convention in Scottsdale, Arizona. This report was followed by an article in *Slingmakers* in early summer. Then, at the close of the Board of Directors' meeting in Denver, Colorado in July, notice with instructions was emailed to all Association members inviting comments on the proposed wave of US duties to be levied on \$200B worth of Chinese imports. Shortly thereafter, the GAC published a sequel in the fall edition of *Slingmakers*. Copies of this article were placed on the tables at the San Antonio, Texas meeting and are available on the Association website as well as in hard copy. In August, the GAC reached out to Dr. Al Bates with a proposal to conduct an analysis of the economic impact of tariffs on AWRF members, but so far there has been no response on that front.

Moving forward, based on our daily analysis of global trade activity, we will continue to keep AWRF members informed with respect to tariff activity through written and oral reports as well as commentary from other reliable sources.

## CHINA

In the spring of this year, the US imposed tariffs of 25% on \$34B worth of Chinese imports. This was quickly followed with another \$16B in August. Trade hearings on another \$200B ended in August with 6,000 written comments, 300 live witnesses and 300 revisions to the original tariff list. On September 17th, the US announced that these duties would take effect on September 24 at the rate of 10%, to escalate to 25% at year end. The Chinese government immediately retaliated with \$60B in new tariffs to be added to their original \$50B, prompting President Trump to order the US trade leadership to "pursue" new tariffs on an additional \$267B worth of Chinese goods. Presumably, this final round will take place in the near future unless an acceptable commercial deal can be reached.

China had previously reciprocated in kind against the first \$50B in US tariffs, hitting the



American heartland the hardest in areas where Trump supporters are concentrated. The duties cover primarily intermediate materials, then capital goods and finally consumer products.

While trade talks with China had yielded no concrete points of agreement at the end of October, there have been some conceptual understandings as well as overtures on the part of China to purchase more US products. We are told that these promises are carefully recorded on excel spreadsheets by the US Department of Treasury. China's reticence to forge ahead with firm commitments may have been partially due to the uncertainty of the US mid-term elections as well as to the potential for challenges to the American President's authority to enter these kinds of international commercial transactions absent Congressional approval.

The following are a few important factors in these complicated negotiations with China:

If the US follows up on its threat to add \$267B in tariffs to the currently existing \$250B, almost every Chinese product coming into this country will be subject to some level of penalty.

Because Americans cannot easily find substitutes for many of these imported products, the first three months of the \$200B wave will be taxed at 10%, then increased to 25% on December 31st.

From April through July of this year, the Chinese yuan slid 9% against the US dollar, causing the Central Bank of China to ramp up its intervention to slow the devaluation.



Since American companies obviously buy more Chinese goods as their currency weakens, the trade gap naturally widens. For example, the US trade deficit with China increased from \$28.09B to \$31.05B between July and August, 2018 while China's worldwide trade surplus declined from \$28.05B to \$27.09B during the same period.

On September 12th, China backed off its previous trade threats, with the apparent hope of luring more foreign investors. They suggested more meetings with the US before year end and President Trump responded with a conference invitation for late September. However, in light of the recent imposition of the \$200B and the corresponding \$60B by China, they pulled back from any scheduled talks. But in the meantime, a strong commerce between the two countries continues. In fact, US companies account for about 2% of direct foreign investment in China and Exxon Mobil is planning a \$10B petrochemical project in the south of that country.

Overall, China seems willing to talk, sometimes on their terms and sometimes with concessions, such as their recent declaration to buy more American products. At the same time, they remain strong militarily, building more and more combat infrastructure and moving steadily into what was heretofore considered international territory in the South China Sea in a proprietary manner. But the US is not the lone defender of these waters. In mid-September, Japan sent a submarine to joint is three destroyers in the region.

On Sunday, September 30th, the USS Decatur, a guided missile destroyer, executed a ten hour patrol, coming within 12 nautical miles of the disputed Spratly Islands in the South China Sea. US B52s have made occasional fly overs and last May the USS Antietam & Higgins each navigated through the Paracel Islands. It is also notable that China has built two artificial islands for defense purposes on barrier reefs in the South China Sea.

Then in early October, a Chinese warship approached a US naval vessel there in a menacing manner, and on October 14th, in a Fox News interview of the Chinese ambassador to the US, Mr. Tiankai argued that the incident took place on the doorstep of his country—not off the coast of the USA. You have probably noticed also that the US defense budget has increased significantly, further rounding out this enormous game of chicken we are playing.

There have also been several confrontations on the diplomatic front. At a UN meeting in New York the last week of September, Foreign Minister Wang Yi of China, accused the US of “brazenly preaching unilateralism,

protectionism and economic hegemony.” President trump countered by charging China with meddling in US elections. Continuing the diplo-spat, on October 8th at a bilateral meeting in Beijing, Secretary of State, Mike Pompeo and Mr. Yi exchanged more testy accusations over North Korea and trade parity. Moreover, Mr. Pompeo was not invited to meet with President Jinping. But, notwithstanding these reciprocal shows of strength and the constant bickering, plus the new rounds of tariffs, Chinese foreign policy leaders appear cautiously optimistic yet always inscrutable.

## NAFTA

At a meeting on September 7th between the US and Canadian trade representatives, Canada agreed to boost US access to Canadian dairy markets as a prelude to additional trilateral discussions. The US had already negotiated a preliminary trade agreement with Mexico whose new populist regime was scheduled to take over on December 1st. There is a thorough discussion of this subject in my last *Slingmakers* article.

In an unusual confluence of business and labor groups, each had urged President Trump to include Canada in a revised NAFTA. These organizations further mutually advocated the absence of a sunset clause, which would automatically end the Agreement after a prescribed period of time as well as the elimination of language allowing new vehicle tariffs.

Talks with Canada in mid-September ended without conclusions, but Foreign Minister Crystia Freeland came to Washington, DC the following week to keep the discussions on track. Then negotiations broke down



# Miller Swivel Products

Largest, most comprehensive inventory for  
immediate shipment in North America



## **Miller SOLID-BALL<sup>®</sup> Overhaul Ball Assemblies**

- Models for every lift height – including API, DNV, ABS compliant
- 54 standard models up to 1,450 lbs. for loads to 35 tons
- Feature Miller Y-Link angular contact ball bearing swivels for long life
- Top and bottom swiveling – custom fittings and extra-heavy available
- Available with integrated wedge socket for direct connection
- Next day shipment on standard models



High Quality Lifting Products  
since 1935

[www.millerproducts.net](http://www.millerproducts.net)  
800.733.7071

Ask for Miller Products by name

**MILLER<sup>™</sup>**  
LIFTING PRODUCTS



again at the termination of the week ending September 21st. On September 27th, the US Trade Representative disclosed that a draft of a new North American Trade Agreement would be published by the US without the inclusion of Canada. Mexico wanted a trade pact by November 30th, which was to be the last day for the current administration. The new regime had previously declared its preference for a three party agreement.

Fortuitously, on the last day of September, just four days after a Canadian accord appeared hopeless, it was announced that the US had reached an accommodation with Canada, setting the stage for a tri-party pact to be called the US-Mexico-Canada Agreement or USMCA. Final execution will follow congressional approval where there will likely be some opposition in the US. It is expected, however, that the deal will clear the Canadian and Mexican legislatures without excessive resistance.

The biggest change to the old 1994 NAFTA arrangement is the requirement that a greater portion of the content of vehicles be manufactured in North America with high wage labor.

### **Other major changes include:**

1. New rules for the digital and financial sectors
2. Better access to Canadian dairy markets
3. Retention of the NAFTA Courts to resolve disputes
4. Better security for North American supply chains
5. Opportunity to divert negotiators to the Chinese, Japanese and EU talks
6. Better protection of US intellectual property
7. Elimination of the threatened 25% import tariff on cars coming to the US from Mexico and Canada
8. Formulation of a model for trade deals with Japan and the EU

### **European Union**

One of the principal reasons the US hopes to garner mutually satisfactory trade arrangements with the European Union is to leverage our alliances against China. To that end, on July 25th, the US and the EU agreed to work toward a zero tariff and zero subsidy arrangement. However, at the end of a conference in Brussels on September 9th, there was no progress. But because there is One Trillion dollars in trade at stake, both parties have pursued additional negotiations, apparently believing that they must work until some type of solution is reached.

Besides vehicles, agriculture is a major point of contention. Although the EU has agreed to purchase more soybeans from the US, they have not been willing to

import other farm products without protective tariffs. Meanwhile, President Trump has shown a willingness to deal simultaneously with the collective European nations as well as with the individual countries within the group.

On October 5th, at a meeting in Innsbruck, Austria, the 28 nation Union made it clear that its size allows it to go head to head with the US. The EU has \$17T gross domestic product, second only to America's \$19.4T economy. Relying on their economic strength, they have largely withstood pressure from Mr. Trump to reverse the US trade deficit with Europe.

### **G-20**

The G-20 is made up of 19 countries plus the EU. Some countries are both individual members plus members of the EU such as France, Germany and Italy.

On September 24th, the US signed a new trade pact with South Korea allowing US carmakers to ship double the number of cars to be sold there annually from 25,000 to 50,000 per manufacturer. The US also is allowed to retain a 25% tariff on light trucks imported from South Korea into the US until 2041. It is unclear when this agreement will take effect.

A bilateral agreement with Japan is also in the works. The G-20 has a scheduled meeting in Buenos Aires, Argentina in November.

### **Conclusion**

Many believe that it is the objective of the current US administration to use the carrot and the stick in order to achieve a fair and manageable global trade solution—ideally with minimal tariff barriers. While AWRP members have expressed a variety of ideas and opinions regarding international commerce, the Association's Board of Directors is acutely aware that our companies are experiencing the pain of disrupted supply chains and higher material costs.

Your Governmental Affairs Committee has made these grievances known in Washington, DC along with the divided views of AWRP members. This is being done with the hope that long-term trade parity is an attainable goal, albeit not without short term hardships. But there must also be room for healthy skepticism if the policy does not yield the intended benefits within a reasonable time.

Meanwhile, we will continued to monitor global trade events on a daily basis in order to help posture the rigging business in the best possible balance to deal with these formidable challenges to our members' businesses.



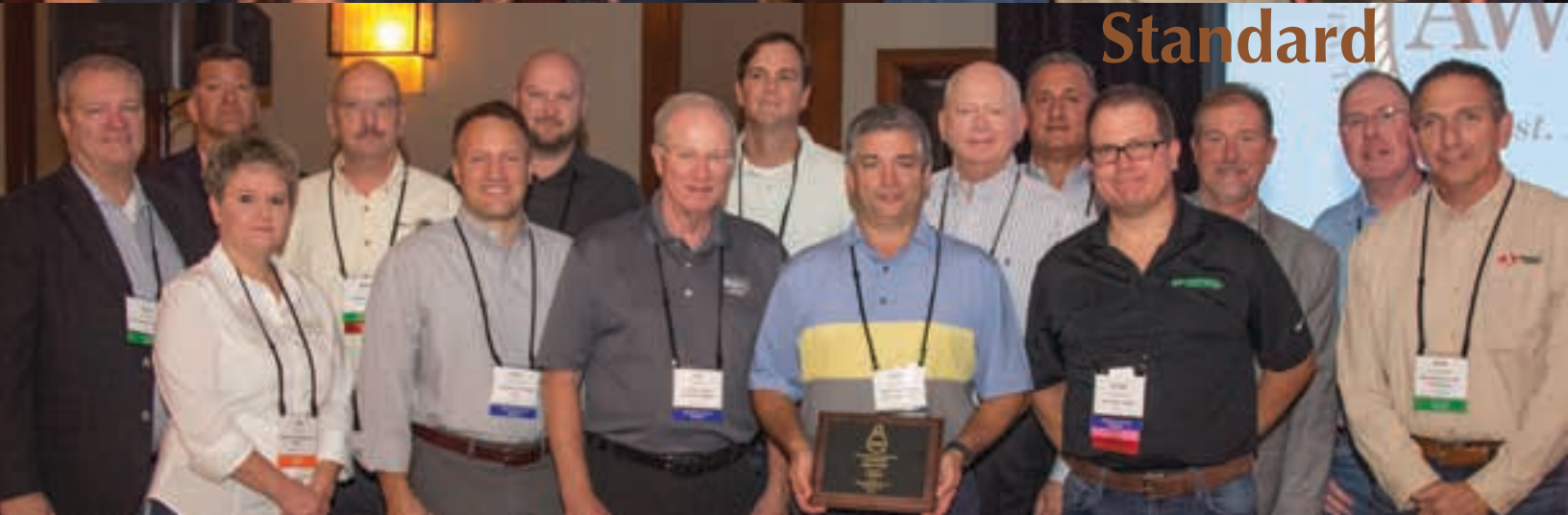
**Platinum**



**Gold**



**Silver**



**Standard**

# 2018 Safety Award Winners

## Platinum

Alliance Industries, LLC  
Bairstow Lifting Products Co.  
Brown & Perkins, Inc.  
Cascade Rigging, Inc.  
Chant Engineering Co., Inc.  
Dakota Riggers & Tool Supply, Inc.  
Hercules SLR, Inc.  
John Sakash Co., Inc.  
Mile High Rigging, Inc.  
The Rigging Box, Inc.  
Western Sling and Supply

## Gold

All-Way Wire Rope & Splicing, Inc.  
LAMCO Slings & Rigging, Inc.  
Mazzella Companies  
Memphis Chain & Cable LLC  
Pacific Industrial Supply Co., Inc.  
Phoenix Rope & Rigging LLC  
Safety Sling Company  
Superior LMS, Inc.  
Woodward Wire Rope & Slingline, LLC

## Silver

American Wire Rope & Sling  
Bishop Lifting Products, Inc.  
Cable Cisco  
Cableco  
Carpenter Group  
Carpenter Rigging-Bakersfield/Hood  
I & I Sling  
Industrial Magnetics, Inc.  
Kennedy Wire Rope and Sling Company  
Kentuckiana Wire Rope/ Fulcrum Lifting  
Marine Rigging Inc.  
Suncor Stainless, Inc.  
Trinity Sling Authority, Inc.

## Standard

Actek Manufacturing & Engineering  
ALPS Wire Rope Corporation  
American Rigging  
APEX Tool Group  
Cable Moore, Inc.  
Cortland Company  
Delta Rigging & Tools  
Eriez Manufacturing Co.  
Esmet, Inc. - Electroline  
F.D. Lake Company  
Handling Systems Int'l (HSI)  
Harrington Hoists, Inc.  
Hoisting Wire Rope & Sling  
Jergens, Inc.  
Kulkoni, Inc.  
Laclede Chain Manufacturing  
Metro Wire Rope Corporation  
Northern Metallic Sales (FSJ) LTD  
Northern Strands  
Peck & Hale LLC  
Roberts Calibration, Inc.  
Samsel Supply Co.  
Samson Rope Company  
Service Thread  
Southern Wire  
Southwest Wire Rope, Inc.  
SWOS  
Tandemloc, Inc.  
The James Walker Company  
Tri-State Wire Rope / Fulcrum Lifting  
U.S. Cargo Control  
U.S. Rigging Supply  
Voto Manufacturers Sales Co.  
Wisconsin Lifting Specialists, Inc.



The latest great Value by  
**ALL MATERIAL HANDLING**  
 Lifting Equipment

**Universal Plate Lifting Clamps**



**ONE STOP SHOP**

**HOISTS**

**RIGGING  
 HARDWARE**

**SLINGS**

**877-LIFT AMH**

[allmaterialhandling.com](http://allmaterialhandling.com)



**Pacific Rigging Loft, Inc.**

1694 Main Street  
 San Diego CA 92113  
 (619)239-7685  
 (619)239-0103

**Pacific Rigging Loft** has been doing business for eighty-five years, since 1933, from our current location. Milton Maccree founded the company, he was a Ship Captain, Diver and Salvager. In the Nineteen Fifty's Milton Maccree Jr. took over and operated the company until 2007. In the early days the company mainly serviced the Tuna fleet here in San Diego. The company is now owned by Gary Lickert, Grandson of Milton Maccree. Gary is a California Contractor, C13 License, who took the helm of Pacific Rigging Loft in 2007 after a career in Federal Law Enforcement as a Helicopter pilot and DHS Director of Air Operations.

We have a full-service rigging shop with load test and certification capability up to 200,000 lbs. (100 tons). The scope of our work ranges from small custom rig fabrications to large construction projects.

**Sales Manager Jesus Gomez** has over twenty-five years of customer service experience in industrial sales and project management.

Our **Shop Supervisor Mr. Robert Winfield** and **Field Project Manager Mr. Richard Patino** have been employed here for thirty and forty years respectively. They are assisted by our riggers and support personnel.

Pacific Rigging Loft maintains stock of high use items such as cable, rope and rigging hardware and, due to our excellent relationship with vendors, can deliver most special-request items within a day or two.





### Chicken Noodle and Vegetable Soup

#### INGREDIENTS

- 1 tablespoon corn starch
- 6 cups chicken broth
- 6 ounces chicken breast, boneless, skinless, uncooked
- 1 cup celery, small dice
- 3/4 cup yellow onion, small dice
- 3/4 cup carrots, small dice
- 1/8 teaspoon ground bay leaf
- 1/8 teaspoon cayenne
- 1/2 teaspoon kosher salt
- 1 1/2 cups egg noodles
- 1/4 cup fresh parsley, chopped

#### DIRECTIONS

In a medium pot sweat vegetables and spices in a 1/2 cup of water or broth. After onions are getting translucent place the dice chicken and sear. Add the broth and bring to a rapid simmer, fold in the noodles. Fold the cornstarch into the soup and simmer for 15 to 20 minutes.



### Ease Holiday Stress

With the pressures of gift shopping, avoiding weight gain and mood changes that can accompany the change of seasons, holiday-time stress is normal and expected. However, stress does not have to run your life – during the holidays or any other time of year. By incorporating small steps to improve your well-being you can ease tension and stress. Most of the time, it's our outlook on a situation or decision made that affects our stress levels. Remember that even during the most stressful situations, a positive outlook can help you stay focused on your overall goals and the bigger picture.

#### Ease holiday stress with these helpful tips:

1. Keep your expectations balanced. You won't get everything you want, things will go wrong, and you won't feel like Bing Crosby singing White Christmas. Remember that everything doesn't have to be perfect and don't worry about things that are out of your control.
2. Don't try to do too much. Fatigue, over scheduling, and taking on too many tasks can dampen your spirits. Learn to say no, delegate as much as possible and manage your time wisely. If you choose to do less you will have more energy to enjoy the most important part of the season - friends and family.
3. Don't isolate. If you're feeling left out, then get out of the house and find some way to join in. There are hundreds of places you can go to hear music, enjoy the sights or help those less fortunate.
4. Don't overspend. Create a reasonable budget and stick to it. Remember it's not about the presents, it's about the presence.
5. It's appropriate to mourn if you're separated from or have lost loved ones. If you can't be with those you love make plans to celebrate again when you can all be together.
6. Many people suffer depression due to a lack of sunlight because of shorter days and bad weather. Using a full spectrum lamp for twenty minutes a day can lessen this type of depression called SAD (seasonal affectiveness disorder).
7. Watch your diet and remember to exercise. It's normal to eat more during the holidays, but be aware of how certain foods affect your mood. If you eat fats and sweets, you will have less energy, which can make you feel more stressed and run down. It can be very helpful to take a walk before and/or after a big holiday meal.
8. Be aware of the Post-Holiday Syndrome. When all the hustle and bustle suddenly stops and you have to get back to the daily grind it can be a real let down. Ease out of all the fun by planning a rest day toward the end of the season.
9. Plan ahead. Many people don't go to the mall after Thanksgiving to avoid shopping stress and others do much of their party prep in advance.
10. Learn forgiveness and acceptance. If some of your relatives have always acted out or made you feel bad, chances are that won't change. If you know what you're getting into, it will be easier to not let them push your buttons. If things get uncomfortable go to a movie or for a drive and adjust your attitude.

Source: *Psychology Today*

The Stress Recovery Effect is a six-week interactive course grounded in science that incorporates a whole-person approach to managing stress.

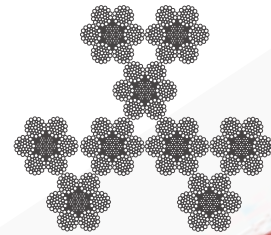
This behavior-based program utilizes multiple theories of stress and stress management to provide your employees with the proper resources and tools to transform stress into positive energy. During this program, your employees will:

- Learn and identify their distinctive stress coping style
- Acquire the tools to recover and refocus
- Find out why avoidance of stress is not a long-term strategy

Managing stress from a whole-person approach equips you with strategies to decrease stress, and can give you the energy you need to optimize stress when it occurs.

To learn more about The Stress Recovery Effect, visit [FloridaHospital.com/HPS](http://FloridaHospital.com/HPS).

FH.Health.Performance.Strategies@FLHosp.org • (407) 303-9910



# **SUPER-FLEX**<sup>®</sup>

**Enhanced Large Capacity 9-Part Slings from Union –**

**Now offering: Better Efficiencies**

**Longer Length Capabilities**

**More Flexibility**

**More Safety Features**



WireCo's 9-Part Super-Flex slings have improved efficiencies providing the industry's maximum-rated capacity lifting slings per diameter for wire rope. The improved efficiency is backed with a proven design that provides internal adjustment to distribute the load equally among all nine parts of the sling body.

<http://www.unionrope.com/product-catalog/Nine-Part-Body> • +1.816.270.4815

## **SP** | Making the lifting industry a safer place

### **Tension and Compression Load Monitoring**



From hoist to heavy lift - all products in stock and ready to ship up to 1100,000lbs, larger capacities available with unrivalled lead times.

ATEX and Bluetooth<sup>®</sup> options available  
Wireless transmission up to 2300ft

All products include:

- Proof test and calibration certificate
- 2 year warranty
- Free technical support

**805-246-1462**  
Camarillo CA | Houston TX | Minneapolis MN



**straightpoint.com**



### Carbon Monoxide – The Silent Killer

Carbon Monoxide (CO) is a poisonous gas resulting from the incomplete burning of carbon based fuels. Because it can take lives quickly without victims even knowing they are at risk, CO is often referred to as the “Silent Killer”. It is colorless, tasteless, odorless, and undetectable to humans. Because high enough concentrations deprive the blood stream of oxygen, it causes suffocation and can kill within minutes. Even low concentrations can pose long-term health problems if one is exposed to it for long periods of time on a regular basis.

Regular exposure can occur both at home and in the workplace. Carbon monoxide is produced from gas or propane based engines including items such as gas-powered furnaces, water heaters, and blocked fireplaces or chimneys. CO comes from incomplete burning of gasoline, wood, coal, oil, propane gas, or anything else that contains carbon. The poisonous gas consists of carbon and oxygen, and readily mixes with air.

Every year, several thousand workers in America are killed from exposure to high carbon monoxide. It is the most dangerous and widespread industrial hazard. Workplace sources include internal combustion engines such as forklift engines that are powered by gasoline, liquefied petroleum gas (LPG/propane), or diesel. Although other shop equipment sources include gas or propane powered engines found in items such as area heaters, pressure washers, compressors, generators, and floor buffers, the balance of this article will focus primarily on CO poisoning related to forklifts.

The forklift is a vital piece of equipment in most rigging shops. Persons most susceptible to CO exposure from forklifts are those working near or within enclosed areas such as shops, garages, warehouses or loading docks. During the cold winter months, shops and warehouses are sealed off from the cold. This can create insufficient ventilation that results in higher levels of carbon monoxide. In addition to seasonal temperatures, mechanical conditions like tune-ups, worn out engines, and leaking exhaust systems can affect the incomplete burning of propane fuel which then leads to elevated CO levels.



Measuring levels of CO concentration is critical to knowing how much – if any – carbon monoxide is present in your shop or warehouse at any given time. While there are various types of CO detectors on the market, some may protect from only high level leaks, while others measure low-levels and the actual concentration which is measured in Parts Per Million (PPM). Some proponents even advocate having forklift operators wear a calibrated single-gas CO monitor during their shift. In addition to the PPM, another measurement is the Time-Weighted Average (TWA) which measures average CO exposure over time, and also measures the PPM. Carbon monoxide affects people differently depending on the concentration.

While various government organizations may have different limits, here are a few PPM levels to be aware of.

- Zero (0) PPM is normal, fresh air.
- At a range of 10-24 PPM, there are possible health effects with long term exposure.
- OSHA’s maximum permissible exposure in the workplace is 50 PPM.

Based on research conducted by the National Institute for Occupational Safety and Health (NIOSH), it recommends that the OSHA standard be changed to 35 PPM, and that exposure beyond 200 PPM be strictly forbidden. The reasoning behind the recommendations is that standards are usually written for healthy young males without consideration for personal health problems

*Continued on page 74*



**Quality**  
Mike Poroo  
SWOS  
Houston, TX

mike@swos.net



**Health**  
Celena Moses  
Van Beest  
Houston, TX

c.moses@vanbeest.com



**Safety**  
Debra Cushman  
Cascade Rigging Inc.  
Clackamas, Oregon

dcushman@qwestoffice.net



**Environmental**  
Tom Corall  
Mazzella Companies  
Cleveland, OH

tcorall@mazzellacompanies.com

# GOLD TIP BINDERS

BY  ADVANTAGE

## PREMIUM CARGO CONTROL



**GOLD TIP BINDERS** BY  **ADVANTAGE**

**ADVANTAGE SALES & SUPPLY, INC.**

99 Servidea Drive

Ridgway, PA 15853

**PHONE:** (814) 772-4766

**FAX:** (814) 772-4767

**TOLL FREE:** 800-216-2183

[www.advantagesales.biz](http://www.advantagesales.biz)



**STAMPERIA  
CARCANO  
GIUSEPPE spa**

SINCE  
**1960**

...your load is our load



TOP QUALITY PROGRAM

**GARTEG**

MADE IN ITALY

WWW.CARCANO.IT





## Planning Your Healthy 2019

Honesty and health don't always go hand in hand. We know we need to be honest with ourselves when it comes to how we feel and what we eat but life has a way of creating too many obstacles and crossroads where we can easily become lost. Do you still live in the past? Thinking on how thin you used to be or how great your past routine was doesn't help you now. My point is, why not start now and write down three physical or mental ailments you have right now. Examples can include sleep, pain, fatigue, and stress.

**Take a few minutes and think...**

**Now go ahead and write them down....**

The first step in being honest with yourself is to simply identify your problem, right? Personally, that part isn't easy for me either because, in our own minds, we've usually got it all figured out. What if I told you that no matter your ailment, you can help yourself to feel better by moving. I'm not talking about getting into a car and driving to Target, I'm talking about willing yourself to move, one foot in front of the other. You can head over to a gym, walk on a trail, ride a bike or work in some light calisthenics, as long as you start to move.

It's no secret that our bodies are incredibly adaptable and often times we didn't know how bad we felt until we are on the other side, asking "how did I even live like that"? Things like depression are something that can also cause a huge influx of mixed emotions and can dull your ability to properly take care of yourself. Often times the first step you can take in order to better help yourself is to schedule a physical so you can see the "report card" from your body. Also, simply talking to a medical professional on ways you can deal with stress or depression can help – trust me these issues can drastically limit your ability to chase that American dream.

Now, if you're just looking to get moving again there are some great challenges you can add to your 2019 roster. So, below the 3 things you've already identified that bother you let's write down 3 things you can do START now and continue in 2019. Some examples



could be to hire a personal trainer or coach. You could also visit a dietician or you could just talk to your spouse about what's been bothering you and maybe earn a teammate on your journey.

**The big takeaway from this little article is that:**

### You Don't Have to Do This Alone

As a matter of fact, why would you want to? Achieving goals can be fun and all but when you can take on a challenge with some support, the probability of failure is so much smaller. You need to build accountability into your daily routine, even if that means that type of honesty might be tough to face but I promise it will make you stronger. After all, crisis precipitates change in nature just as it does in our daily lives. So – if you need to cut down your drinking, smoking or add a few cardio or yoga classes into your life it's really just a moment away. You can't keep working on "hope" and "want" because only those who act will improve their life. These changes make seem like a tax on your life but once you start earning more and feeling better, it'll be like you've won the lottery.

Now put your 6-item list where you can see it every day and in 1 month if you haven't changed anything, make a new list and make it more honest. This process takes time and as much as we're enticed by an instant-fix – that thought process won't help your diabetes, a smokers cough or weight problems – be honest and you might surprise yourself and end up changing others in the process.



**CLMI**  
ClixStream™



Time to take advantage of the **NEW**  
CLMI Safety Training program

Train your employees to be safe and avoid injuries by creating  
your **OWN** safety program

What a great opportunity you have to take advantage of the online safety video program that has been set up for AWRF members. With **24/7** access to over **250** safety videos, you can help keep your employees safe. By using the free tokens, you can access the videos from any computer, anywhere! 90% of the videos are available in both English and Spanish with a downloadable quiz. Ask us how to use your free tokens.

**YOU SHOULD NOT PASS ON THIS PROGRAM!**

The QHSE committee and the Board of Directors urges that your safety manager/team takes advantage of this **important** resource. With 2.9 million non-fatal workplace injuries and illnesses reported by private industry, we need to do our part in reducing these numbers.

**Need to access your 4 FREE tokens or have any questions?**  
Contact Emily Gilbert at [emily@awrf.org](mailto:emily@awrf.org) or call 313-608-3884  
<http://www.clmi-training.com/awrfstreaming>

**QHSE Corner**  
Quality, Health, Safety and Environmental Committee

Safety  
Debra Cushman  
Cascade Rigging Inc.  
Clackamas, Oregon



**Safety & Health Resources**

**Government Resources**

**OSHA:** <http://www.osha.gov/>  
Contact the OSHA Office nearest you or contact the toll free number: 1-800-321-OSHA (6742)

**NIOSH:** <http://www.cdc.gov/niosh/>  
Phone NIOSH at 1-800-CDC-INFO (1 -800 - 232- 4636) or Email at: [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov)

NIOSH is a part of the Centers for Disease Control and Prevention (<http://www.cdc.gov/>) . CDC has extensive information on health and safety topics.

**Unions**

The following is a sample list of unions with links to useful health and safety information.

**AFL-CIO:** <http://www.aflcio.org/issues/safety/>

**AFSCME:** <http://www.afscme.org/issues/73.cfm>

**eLCOSH** - The Electronic Library of Construction Safety and Health is a collection of information on construction safety and health developed by CPWR - Center for Construction Research and Training, with funding by NIOSH: <http://www.e-lcosh.org/>

**SEIU** (Service Employees International Union) Health and Safety Department:  
<http://www.seiu.org/affiliates/safety-and-health.php>

**UAW** Health and Safety Department: <http://www.uaw.org/hs/>

**CHICAGO**  
Since 1972  
chicagohardware.com

**Chicago Hardware & Fixture Co.**  
American Made    Family Owned    Superior Quality

ISO 9001 CERTIFICATION  
DNV

MGMT. SYS.  
RVA C024

**milo**  
DIGITAL 313  
WWW.MILODETROIT.COM

**WE'LL LIFT  
YOUR  
DIGITAL  
PRESENCE**

CONNECT WITH US TODAY AT 313.556.1700

# Passing Over The Wire Rope Bridge

Additional Memorials on page 32



## *Rollin Hill Stirman*

It was with great sorrow to announce that Rollin Hill Stirman passed away peacefully in Miami, FL on September 20th, 2018. Rollin lived

an incredibly rich life filled with joy, love and passion that he shared with everyone he met. He discovered paradise in 1954 at the age of 13 when he moved to Miami, FL from Bucks County, PA with his dad Rollin, mother Corabel, brother Charles and sister Corabel. Rollin was born in San Diego when his father was proudly serving in the U.S. Navy. After moving to Miami, he immediately fell in love with the city and all it had to offer, no offers of work in other parts of the U.S. could pull him away from his beloved city.

Rollin graduated from North Miami High School (Class of '59) and then went on to study at both Miami Dade Junior College and University of Miami. He initially studied chemistry and mathematics. When faced with continued education or military service he reenlisted at UofM and started his lifelong love affair with art.

Rollin worked his way through 9 years of college by learning the craft of trimming trees, which remained a passion of his throughout his lifetime. After finishing college he started his first company, Yardbirds, specializing in landscaping, working often with renown landscape architect John Seymour.

By 1975, the recession had hit and during this tough times his business began to struggle. Jim McLamore, a client and founder of Burger King gave Rollin some advise: "You're a brilliant landscape artist but you need a Jewish business partner to be successful". As fate would have it, later that summer he met and instantly fell in love with Kandi Kaplan, it has been said to be the greatest love story ever told. Kandi was working at her family's business, Miami Cordage, but was interested in branching out and together the two started a side business, Ceylon Bamboo. He culled bamboo from a job removal site at Deering Estates and together, with Kandi's knowledge of macrame and cords from Miami Cordage, they created their first Bamboo Macrame Planter Kit and sold them through the Burdines stores.

Rollin started work at Miami Cordage in the late '70's, it was shortly thereafter that the business burned to the ground in the McDuffy riots of 1980. The business relocated and began to thrive once more and in 1989 Rollin and Kandi owned the majority of shares in the company and decided to start manufacturing fiber rope. At the same time they acquired Florida Wire & Rigging Works and moved into the current location where the company still thrives.

In 2000 Rollin went through heart failure due to contracting rheumatic fever as an infant. He had a triple bypass but was told he would need a new heart in 5 years. 2006 he got his new heart at the University of FL Shands Hospital.

For the past 18 years you could usually find Rollin at concerts, parties, restaurants and bars happily sketching people and their environment in his black manuscript book. In all he filled 150 manuscript books with these lively drawings and stories. His talent as an artist had a broad scope including many mediums, paint, sculpture, metal, ceramics, etching and wood.

Rollin is Survived by his wife Kandi, children Jason Hoffman, Edwin Stirman, Katie Stirman & beloved daughter in law, Fran Hoffman.



## *Chris Hughes*

Chris Hughes, 75, passed away on October 5th, 2018 surrounded by his loving daughters in Mission, Kansas. Thomas Christopher Hughes was born in Council Bluffs, Iowa to Alma and Dan Hughes.

Chris' parents, Inez Harrill, Patty Hughes, Brian Godden, Matthew Nielsen, and Greg Bichel preceded him in death. Chris is survived by his two daughters, Jennifer Hughes Davis, and Teresa Hughes; his sisters, Rosanne Nielsen, Patty Godden, and Deb Bichel; and grandson, Alec DeHerrera.

Chris' love of life was evident in his laughter and social interaction. His pursuit of enjoyment and success was noticed by all. Driving fast cars, having

a pilot's license, northern fishing, skiing, golfing, boating, baseball, and tennis were amongst his hobbies. Meanwhile, those activities did not deter him from spending copious amounts of time with his family and friends.

In the late 1960's, Chris moved from Council Bluffs to Kansas City to open a rigging shop. American Rigger's Supply opened in 1969. In addition to the above mentioned family and hobbies, Chris built this company from the ground up. For nearly 50 years, American Rigger's has stayed a family owned corporation and prides itself on the principles set by Chris Hughes. Quality customer service and happy employees were his business goals.

Chris enjoyed retirement in Sanibel, Florida where he socialized with good friends, played tennis, enjoyed boating, music, biking and travel.

FOR 55 YEARS  
THIS IS THE SYMBOL  
OF OUR DEDICATION TO MANUFACTURE  
EVEN BETTER WIRE ROPES

Only European based Raw Material

Wide range of wire ropes including compacted and swaged ropes  
and soon to be plastic impregnated as well as 35x7 ropes

Follows Federal Spec (RR-W-410) and is also certified by API, Lloyd's

Meets high quality standards

Serves its customers in North America and European markets by its own employees



CERTIFICATES



Address:

Ertuğrul Gazi Mahallesi Sağlık Cad. No:2  
41180 Kartepe / KOCAELİ / TURKEY  
Phone: +90 (262) 371 12 80 (Pbx)  
Fax: +90 (262) 371 51 15  
E-Mail: info@celikhalat.com.tr

For Enquiries from US & Canada please contact  
Said Baydar (Key Accounts Manager - North America)  
Gsm: +1 (902) 489 41 95  
E-Mail: sbaydar@celikhalat.com.tr

# Thank You!

## 2019 Scholarship Fund Donors

16 GUYS  
RONALD J. WORSWICK  
JUERGAN PROHASKA  
ADB HOIST RINGS  
ADVANTAGE SALES CO.  
ALASKA RUBBER & RIGGING SUPPLY  
ALL MATERIAL HANDLING  
ALP INDUSTRIES, INC.  
ALPS WIRE ROPE CORPORATION  
APEX TOOL GROUP  
ASHLEY SLING, INC.  
ASSOCIATED WIRE ROPE & RIGGING  
BELT-TECH PRODUCTS  
BRIDON BEKAERT - THE ROPES GROUP  
CABLE MOORE  
CABLEWORKS  
THE CALDWELL GROUP, INC.  
CARGO CONTROL USA  
CAROLINA WEBBING - A BURLAND  
COMPANY  
CHANT ENGINEERING CO., INC.  
THE CROSBY GROUP  
DAKOTA RIGGERS & TOOL SUPPLY  
F.D. LAKE COMPANY  
BILL AND LYNN FRANZ  
HARRINGTON HOISTS  
I & I SLINGMAX  
INDUSTRIAL MAGNETICS, INC.  
HOLLAND NAMEPLATE / INFOCHIP  
INDUSTRIAL MAGNETICS, INC.

JORDAN WIRE ROPE  
KEN FORGING, INC.  
KENNEDY WIRE ROPE  
KULKONI, INC.  
LANDMANN WIRE ROPE PRODUCTS  
LOOS & CO. - POMFRET  
MAZZELLA COMPANIES  
MUNCY INDUSTRIES, LLC.  
PACIFIC INDUSTRIAL SUPPLY  
PACIFIC WEST WIRE ROPE  
PECK & HALE  
PEERLESS INDUSTRIAL GROUP  
PELLOW ENGINEERING SERVICES  
PEWAG / TERRIER LIFTING CLAMPS  
ROCKFORD RIGGING, INC.  
JOHN SAKACH COMPANY OF ST. LOUIS  
SAMSEL SUPPLY COMPANY  
SHARROW LIFTING  
SOUTHERN WIRE  
SWOS  
TRI-STATE WIRE ROPE SUPPLY-FULCRUM  
LIFTING  
TRINITY SLING AUTHORITY  
UNIROPE LIMITED  
VAN BEEST USA LLC.  
WEST COAST WIRE ROPE & RIGGING, INC.  
WIRE ROPE EXCHANGE  
WIRECO WORLDGROUP  
WIREROPE WORKS  
YARBROUGH CABLE - A CERTEX COMPANY



# Profit Improvement Report



By Dr. Albert D. Bates  
Principal, Distribution Performance Project

## Breaking Out of The Four Percent Box

AWRF members have enjoyed slow, but steady growth during the last twenty years or so. In 2000, the typical firm generated around \$5.0 million in revenue. By 2017 the typical revenue figure had reached \$10.0 million.

Despite the sales success, there has been no real improvement in profitability. Profit margin (profit before taxes as a percent of net sales) has risen and fallen with economic conditions. However, over time profit margin has been fairly constant at 4.0% of sales. The 4.0% figure represents something of a rut. It is a nice, comfortable rut, but a rut nonetheless.

This report will examine how AWRF members can break out of the profit rut on a permanent basis. It does so from two perspectives:

- **Understanding What Increases Profit**—A review of the results of the PROFIT reports for the last twenty years to identify the real profit drivers.
- **The Elements of an Improvement Plan**—An analysis of how much of an improvement can be made and how it can be achieved.

### Understanding What Increases Profit

Before profitability can be improved, it is first essential to understand exactly what factors influence profit results. **Exhibit 1** does this by looking at financial information from the PROFIT Report. As mentioned earlier, annual results have gone up and down. The exhibit looks at the most common set of results.

Both the typical firm and the high-profit firm are shown in the exhibit. The typical firm is the mid-range operation. That is, half of the firms do better than what is shown in the exhibit, while half do worse. The high-profit numbers reflect the performance of the most successful 20% of the AWRF members.

In the exhibit, both the typical and high-profit firm have been assigned the same sales figure of \$10.0 million. Clearly, this is not exactly true every year. However, in most years the sales numbers are close. Using the exact same figures makes the profit impact easier to follow.

The differences between typical and high-profit firm are immediately obvious. They drive from two factors. The high-profit firm generates superior performance on both the gross margin percentage and the operating expense percentage. The key factor is that it does better on both factors at the same time.

First, the typical firm has a gross margin (after shop costs) of 30.0% of sales, while the high-profit firm has a gross margin of 32.0%. This is an immediate profit benefit of 2.0%.

At the same time, the typical firm has operating costs of 26.0% of sales, compared to 24.0% for the high-profit firm. Again, there is a 2.0% gain on the bottom line. It is worth noting that all of the expense improvement is centered in the area of payroll and fringe benefits.

The combination of gross margin and payroll results in a bottom-line enhancement of 4.0%. What is most important about the figure is that 4.0% represents a doubling of dollar profit.

At this point, it is tempting to suggest that the results are not only obvious, they arise automatically. Of course, firms with a higher margin and lower expenses will generate more profit. Nothing else could be expected from margin and expense control.

However, the situation is far from obvious. Within the firms in the AWRF PROFIT report there

### Long-Term Financial Results For AWRF Members

	Typical	High Profit
Income Statement--\$		
Net Sales	\$10,000,000	\$10,000,000
Cost of Goods	<u>7,000,000</u>	<u>6,800,000</u>
Gross Margin	3,000,000	3,200,000
Payroll and Fringe Benefits	1,800,000	1,600,000
All Other Expenses	<u>800,000</u>	<u>800,000</u>
Total Expenses	<u>2,600,000</u>	<u>2,400,000</u>
Profit Before Taxes	\$400,000	\$800,000
Income Statement--% of Sales		
Net Sales	100.0	100.0
Cost of Goods	<u>70.0</u>	<u>68.0</u>
Gross Margin	30.0	32.0
Payroll and Fringe Benefits	18.0	16.0
All Other Expenses	<u>8.0</u>	<u>8.0</u>
Total Expenses	<u>26.0</u>	<u>24.0</u>
Profit Before Taxes	4.0	8.0



are wide variations in both gross margin and operating expenses. What is most important is that the variations tend to move in tandem.

That is, some firms have developed programs resulting in higher gross margin percentages. However, in doing so, they incur higher expenses, especially payroll, required to generate the higher margins. The net result is that their overall profit results tend to be close to 4.0% despite the margin advantage.

At the other extreme, some firms have made great strides in lowering operating expenses. However, in order to gain an advantage in the market for that expense control, they tend to be more price aggressive. This results in a lower gross margin percentage. Again, the net result is a 4.0% bottom line.

Finally, most firms are near typical on both gross margin and operating expenses. This once again leaves them with a 4.0% bottom line. None of the three groups—high margin, low expenses, or near typical—have been able to break out of the 4.0% profit box. Something else needs to be done.

### **The Elements of an Improvement Plan**

In generating a doubling of the bottom line, firms need to bring three components into their planning process. These involve setting a specific profit target, focusing on the key drivers of profit, and monitoring performance on an on-going basis to ensure target results are met.

**Setting a Profit Target**—Traditional planning inevitably starts with a sales forecast, built largely upon the input of those involved in the sales process. That is then followed up by input on expenses and pricing from operating personnel.

The problem with this traditional approach is that profit ends up being a residual. That is, it is whatever is left over after sales and expenses are planned. It does not support increased profit.

A much more effective—albeit controversial—approach is to plan profit first. That is, start with a profit goal and then plan the sales and expenses required to achieve that goal. For the typical AWRP members a realistic goal, based

upon the PROFIT Report, is to increase the bottom line by 1.0% to 1.5% every year.

**Focusing on the Key Drivers**—In a company where everything appears to be important, it is easy to lose sight of the profit drivers covered in the first section—gross margin and expenses (especially payroll).

In order to reach the profit goal, it is necessary to have sub-goals for these factors and to have specific plans in place for their achievement. Using the 1.0% improvement in the bottom line as a start, it seems appropriate to try to improve both margin and expenses by about .5%. It is a small, but critical undertaking.

Setting the goal is not enough, though. Detailed ideas about pricing, operations and the like must stand behind the plan. The ways the plan will be met must be articulated to all managers.

**Periodic Review**—After planning, most plans are put in the desk drawer for safe keeping. They are never looked at again until the end of the year. Probably not a real surprise that firms stay in a 4.0% rut.

The plan must be reviewed periodically. For small firms, such as AWRP members, quarterly is probably the right frequency. Whatever the frequency, the tough questions must be asked about what went right, what went wrong and why.

Firms that follow these three guidelines are not guaranteed success. However, they greatly increase their likelihood of success. They at least have the potential to break out of the 4.0% box.

### **About the Author:**

Dr. Albert D. Bates is Principal of the Distribution Performance Project. His book, *Triple Your Profit* is available from both Amazon and Barnes & Noble.

©2018 Distribution Performance Project. AWRP has unlimited duplication rights for this manuscript. Further, members may duplicate this report for their internal use in any way desired. Duplication by any other organization in any manner is strictly prohibited.

# EXPERIENCE THE **CM**<sup>®</sup> ADVANTAGE



The patent-pending CM<sup>®</sup> Tornado 360<sup>™</sup> ratchet lever hoist, featuring the Sidewinder<sup>™</sup> lever handle.

With unparalleled engineering and manufacturing capabilities, Columbus McKinnon delivers intelligent hoists and rigging products that make good on our company's promise – to help our customers lift, position and secure materials easily and safely.

Over 140 years of experience, deep customer intimacy and forward-thinking vision, drive our development of innovative products for tomorrow's workforce – from innovative manual hoists and rigging to best-in-class shank hooks.

**CALL TO SCHEDULE  
A DEMONSTRATION OF  
THE CM ADVANTAGE.**



Series 602 Ratchet Lever Hoist



Super Strong Shackles



Hurricane 360<sup>®</sup> Hand Chain Hoist



Shank Hooks with Suspension



COLUMBUS MCKINNON  
CORPORATION

800.888.0985 • [www.cmworks.com](http://www.cmworks.com)



**TRADITION IN DYNAMIC INNOVATION**

# Passing Over The Wire Rope Bridge



## Barney Dugan

It is with great sadness that we inform you of the passing of Barney Dugan. Barney was a long time

AWRF member, known to many as “Mr. Wire Rope”. If you have been a member of the association for more than 10 years, Barney more than likely took your photo at one of the meetings; he was the Official Photographer of AWRF for many years.

D. Bernard Dugan Barney Dugan was quietly and constantly a champion to his family. His wife’s and children’s well-being and happiness were his first priority for over 63 years. He was exceptionally generous, hardworking and well-respected. Barney retired from Armco Union Wire Rope, WireCo, and F&M Mafco. Barney passed away peacefully at home surrounded by family on Oct. 23, 2018. Barney was preceded in death by his parents, Lucy and Tom Dugan, his brothers and sisters, Fr. Gerald Dugan, Gerald Dugan, Sr. Rita Claire Dugan, Sr. Marcella Dugan, Sr. Anne-Jane Dugan and Helen Howard. Barney is survived by Helengrace, their children, Ellen and Troy Ross, Marietta and Jim Hartley, Susan and Doug Dickerson, Tom and Morita Dugan, and Bernie and Lindsay Dugan, 11 grandchildren and 17 great-grandchildren. The family wishes to thank Catholic Hospice for their wonderful care and support.



## Susan Richards

It is with shattered hearts that the family of Susan (Sue) Chick Richards, of Troy, announces her untimely passing on Friday, October 26, 2018 at the age of 75 years old, after an unexpected six week long battle she, her critical care team and medical ICU staff at Troy Beaumont worked so hard to reverse. She earned the respect and awe of everyone who met her along the way, earning superhero status and a mantra of “Strong like Sue”.

Sue’s great love of her life was her husband Kent, having celebrated 42 years of marriage together. Raising their two daughters, Holly (Brock) Haffner of Sterling Heights, and Betsy (Michael) Pilon of West Bloomfield, was everything to her. Her favorite title of all was being named “Grammy” to Iain, Isabella, Max and Emily. There has been no prouder grandmother. She also loved her westie Thistle.

She loved all family fiercely, and was incredibly proud of her little brother Jim, her Herbst, Jones, and Chick cousins, her brother-in-law Eric Hoagland, her great aunt Rachel Herbst, and her many nieces and nephews and their children.

Susan was born in Detroit, Mich. to the late Brig. Gen. John Holiday Chick and Dorothy Herbst Chick. She spent her early years with her parents and two brothers, the late John Holiday Chick, Jr. (Carla) and James Clay Chick (Susan) of Memphis, Tenn., traveling the world with the various assignments her father had in the Air Force. Greenville, Miss. had a special place in her heart. She loved magnolia flowers, pecans and Southern hospitality.

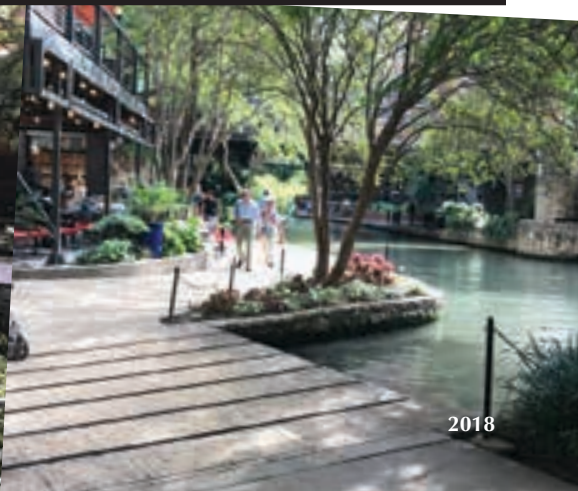
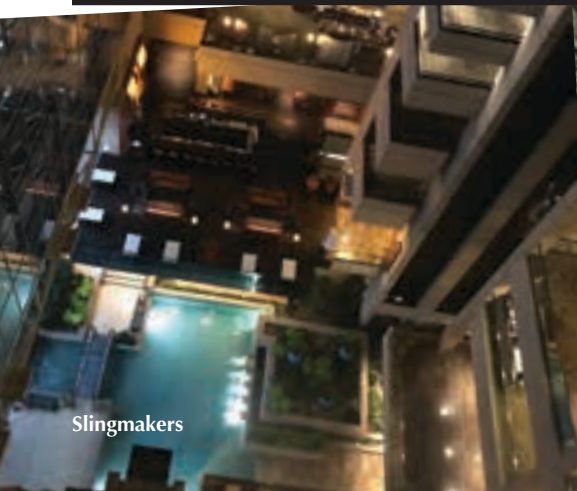
Susan was a graduate of Southern Seminary and Junior College where she studied equine sciences and barn management. She spent several years teaching hunter seat equitation to students throughout Florida, Virginia, Texas and Mississippi. She was a lifelong equestrian, sharing her love of horses with everyone.

More recently, she was an active member of First Presbyterian Church of Birmingham, where she played in the hand bell choir for many years, and enjoyed hosting “dinners for eight”, the St. Andrew’s Society of Detroit where she volunteered her time with the “wee bairns”, and enjoyed friendships through social events at the Detroit Athletic Club. She had many close friends whom she treasured spending time with.

To know Sue was to know deep, unending, selfless and unconditional love and kindness. She was everyone’s cheerleader. And so, her legacy is deeply rooted in love for all.

Memorial contributions can be made, in honor of her “Miracle Max”, to Hope for HIE Foundation at [hopeforhie.org/donate](http://hopeforhie.org/donate).

~ Lovingly written by her family ~



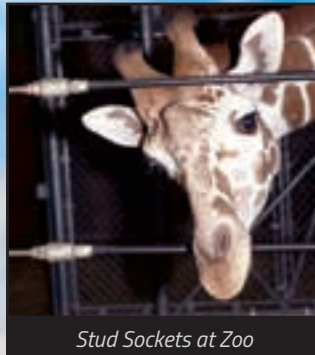


# ELECTROLINE®

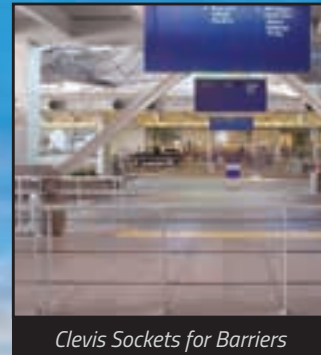
End Fittings and Swivels For Wire & Synthetic Rope



Life Line Fittings on Ships



Stud Sockets at Zoo



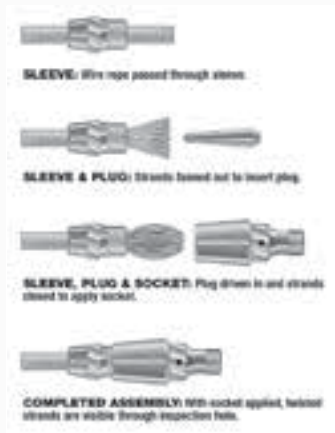
Clevis Sockets for Barriers

**Trusted by the U.S. military and used in the maritime, construction, architectural, utility, rigging industries and more.**

Electroline Fittings are remarkably easy to install in **three simple steps:**

- 1 **THE SLEEVE** slips over the end of the rope.
- 2 **PLUG** inserted to separate and hold the rope strands in the sleeve.
- 3 The covering **SOCKET**.

See an animated demo of this at [ElectrolineUSA.com](http://ElectrolineUSA.com)!



## The Electroline Difference

### ■ QUICK & EASY

Onsite assembly in minutes

### ■ RELIABLE

Over 75 years of proven performance in many applications

### ■ STRONG

Exceeds rated breaking strength of most ropes

### ■ VERSATILE

Many rope sizes in a variety of platings and finishes



Check out our **NEW** website

[ElectrolineUSA.com](http://ElectrolineUSA.com)



1406 Fifth St. SW  
Canton, OH 44702

**800-321-0870**

# ELEPHANT

LIFTING PRODUCTS™

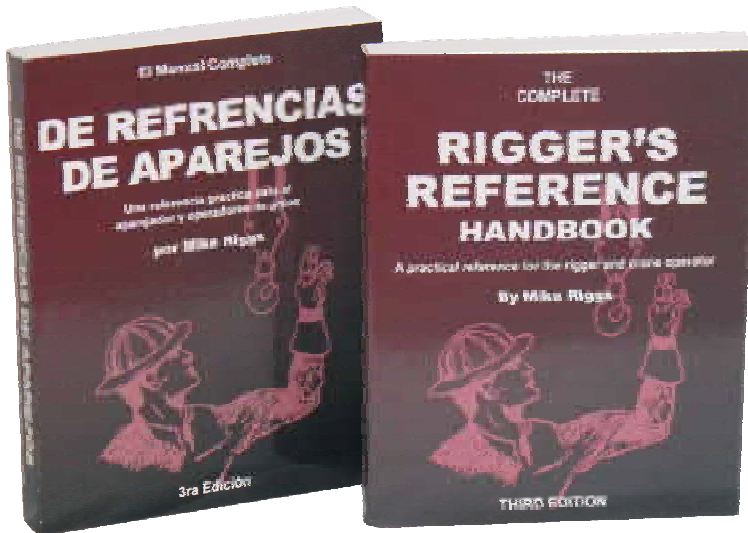
- Premium Japanese lifting equipment
- Family owned & operated
- Join our distribution network and become a part of the team



[WWW.ELEPHANTLIFTING.COM](http://WWW.ELEPHANTLIFTING.COM)

## Rigger's Reference Handbook

Available in **SPANISH**



The Complete RIGGER'S REFERENCE Handbook (Size: 4-1/4" x 5-1/2") is a practical, well-illustrated guide designed as a quick reference tool for the beginning and professional rigger, crane operator, supervisor and others responsible for the safe and proper use of rigging. This handbook is specifically designed to be used in the instruction of crane and rigging activity. It is the product of over 40 years of the author's personal experience in construction and maintenance rigging, design, development and presentation of crane and rigging training.

Also Available:

- Rigger's Field Guide Card
- Load Angle Indicator
- Mobile Crane Signal Cards
- Mobile Crane Signal Posters
- Overhead Crane Signal Posters
- Mobile Crane Signal Decals

**RIGGS** **SAFE**  
SOLUTIONS, INC

[www.riggsafe.com](http://www.riggsafe.com)

(888) 315-1325



**YOKE**<sup>®</sup>

*Safety is our first priority*<sup>™</sup>

YOKE Industrial Corp.  
info@mail.yoke.net  
www.yoke.net



MASTER LINK  
PRODUCTION VIDEO

Quality Type Approval by






# OLIVER NORTH





# **RIGGING INSTITUTE LLC**



**Knowledge + Skill = Success**

**Offering A Variety Of Courses To Meet Your Training Goals**

**Rigging Courses  
Signalperson Courses  
NCCCO Certification Prep Training  
Inspection Courses  
Overhead Crane Operators**



**Rigging Institute LLC  
205 Bridgewater Rd.  
Aston, PA 19014  
888-416-1965  
[www.rigginginstitute.com](http://www.rigginginstitute.com)  
[training@rigginginstitute.com](mailto:training@rigginginstitute.com)**

**"Making Worksites Safer, One Rigger At A Time"**





GENERAL MEETING & P.I.E.

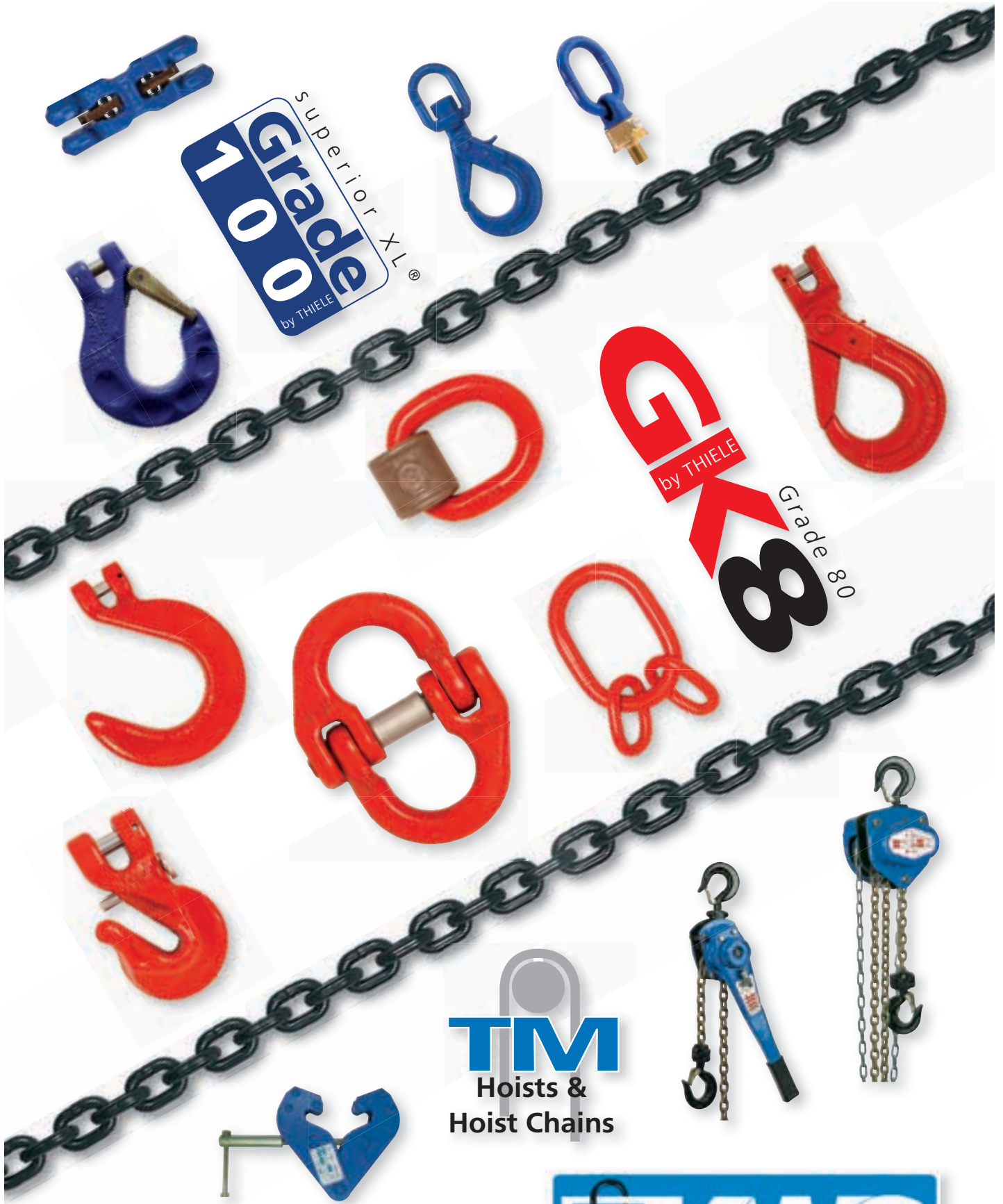
APRIL 2019

CLEVELAND

OHIO

BANQUET AT  
THE ROCK AND ROLL HALL OF FAME

LONG LIVE ROCK



100 Grade Superior XL<sup>®</sup>  
by THIELE

80 Grade 80  
by THIELE

**TMM**  
Hoists &  
Hoist Chains

P.O. Box 470487  
Tulsa, OK 74147 [www.kwschain.com](http://www.kwschain.com)  
1-800-872-9313 [sales@kwschain.com](mailto:sales@kwschain.com)



**Atkins&Pearce**

# SEO | Optimized Sling Yarns®

*Leveraging decades of*



*Dyneema® know-how.*

## **LIFT YOUR PRODUCTIVITY. SEO OPTIMIZED SLING YARNS® MADE WITH DYNEEMA.®**



**DURABLE**



**STRONG**



**LIGHTWEIGHT**

SEO SLING YARNS® STAND FOR STRENGTH & EFFICIENCY OPTIMIZED YARNS FOR HIGH PERFORMANCE SLINGS.

With nearly 25 years of experience processing Dyneema®, Atkins & Pearce is dedicated to developing and producing innovative products that customers can rely on and trust. It is through this mindset, that our SEO SLING YARNS® were developed. Bringing you a lighter, stronger and more durable alternative for all of your lifting needs.

Atkins & Pearce, Inc. | One Braid Way | Covington, KY 41017 | Toll Free (800) 837-7477 | [www.atkinsandpearce.com/SEO](http://www.atkinsandpearce.com/SEO)



# Wrong Tools? No Problem

## pewag TOOL-FREE winner profilift gamma supreme eyebolt



model PLGW

- Our patented spring allows tool-free installation, reducing both time and labor
- Hand tighten only, no tool or torque value required
- Designed for frequent tool-free assembly and disassembly
- Eye bolt is rotatable by 360°, self-aligning when unlocked
- Available in UNC thread up to 1 3/4" and Metric thread up to M48

**pewag**



**800.526.3924**

sales@pewagchain.com  
pewagchain.com



Unit 9, Dakota Park, Downley Rd. Havant, Hampshire P09 2NJ · UK  
Tel: + (0)2392 484891 • Fax: + (0)2392 472211  
www.straightpoint.com



9925 S. Industrial Drive  
Bridgeview, IL 60455  
800-878-7305 • <http://lgh-usa.com>

## Lifting Gear Hire Upgrades Load Cell Fleet with Straightpoint

U.S. lifting equipment rental specialist Lifting Gear Hire (LGH) has initiated a major overhaul of its load cell fleet and placed a landmark order for manufacturer Straightpoint's (SP) Radiolink plus units up to 220,000 lbs. in capacity.

The order, the value of which is not disclosed, will be delivered in a piecemeal fashion over a two-to-three-year period and will result in 23 LGH rental facilities in the U.S. and Canada stocking exclusively SP product. The Radiolink plus, which is the UK manufacturer's top selling load cell, is capable of both weighing and dynamic load monitoring and is suited to a myriad of applications.

LGH will take a variety of models, including standard long-range (2,300 ft. or 700m) wireless versions and a number of Bluetooth units, predominantly for internal use. SP only recently updated its Bluetooth capability and launched an enhanced version of its popular app. The upgrade from Bluetooth 4.1 to 4.2 facilitated two standout improvements over the original version, namely increased range and the volume of smart devices that can be connected to a load cell.

Tony Fiscelli, president at LGH, said: "We always look for the best and most reliable product manufacturers; we feel SP falls directly in line with those high standards. Put simply, we feel they are the leader in the business sector they perform in. We look at both our vendors and customers as true partners. We value and cherish the relationships at all levels of our supply chain."

The switch to SP follows LGH's use of its wireless compression load cells,

which offer the same range and cable-less benefits as the aforementioned Radiolink plus products. Additionally, LGH operations in mainland Europe and the UK have recently committed to SP's range of force measurement products and reported on their robustness and suitability to rental applications.

Dan Pittman, business sales manager at LGH, acknowledged that constant evolution of the SP range was a key factor in partnering with the manufacturer. David Ayling, director at SP, said: "Recognition of our commitment to innovation and customer-driven improvement from a rental powerhouse such as LGH is testament to our ongoing success in providing load cells that make end user applications safer, more efficient, and as accurate and technologically advanced as possible."

Pittman pointed to favorable market conditions as the first shipments arrive on U.S. soil. He said: "Business is good and the economy is growing. The forecast for the next several years gives us much cause for optimism. Heavy commercial and industrial construction are certainly marketplaces to note, and U.S. infrastructure projects will continue to require accurate information about the varied loads they lift on a daily basis."

SP will continue to supply load cells through its existing and extensive North American distribution network.



*The order will result in 23 LGH rental facilities in the U.S. and Canada stocking exclusively SP load cells. This is LGH's Bridgeview, IL rental center.*



**Hoist Rings** Mfg.



*only*  
**SAFETY IS OUR  $\wedge$  BUSINESS**

**When you choose to distribute a hoist ring,  
choose the **ORIGINATOR****



**www.adbhoiststrings.com — sales@adbhoiststrings.com — (800) 423-4425**  
5740 Hunt Rd, Valdosta, GA 31606

# WANT TO IMPROVE YOUR BUSINESS?

**GET RESULTS OR YOUR MONEY BACK**



**Hi, I'm KP Persaud...**

I help businesses improve through coaching and training. As a former CEO in the lifting and rigging industry, I understand some of your biggest challenges. Together, we can make immediate and long-term improvements to your company--*guaranteed* or your money back.

**ActionCOACH**  
business coaching

- ✓ BUSINESS STRATEGY
- ✓ PROFITABILITY
- ✓ CASH FLOW
- ✓ OPERATIONAL EFFICIENCY
- ✓ SALES & MARKETING
- ✓ SUPPLY CHAIN
- ✓ LEADERSHIP
- ✓ EMPLOYEE PERFORMANCE
- ✓ VENDOR MANAGEMENT
- ✓ SUCCESSION PLANNING
- ✓ EXECUTIVE TRAINING
- ✓ ENGINEERING & SAFETY

**CONTACT ME FOR A FREE STRATEGY SESSION**

(319) 721-3175

kppersaud.com

kp@kppersaud.com



## Make the strong choice. Campbell hooks.

Campbell has been the trusted name in hooks for 99 years. Now, our sling, swivel hoist, and eye hoist hooks are even stronger with a new latch and spring assembly designed for exceptional durability. A heavy gauge steel latch with reinforcing rib provides ultimate rigidity and bending resistance and a double-strength spring keeps everything secure. For added durability, dual forged support bosses provide lateral support for precise latch engagement. They're going to be the toughest, strongest, made in the U.S.A. hooks on any jobsite.

See for yourself — call your supplier today.

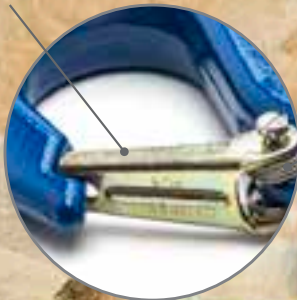


Latch marking forged into hook



Dual boss latch/spring support

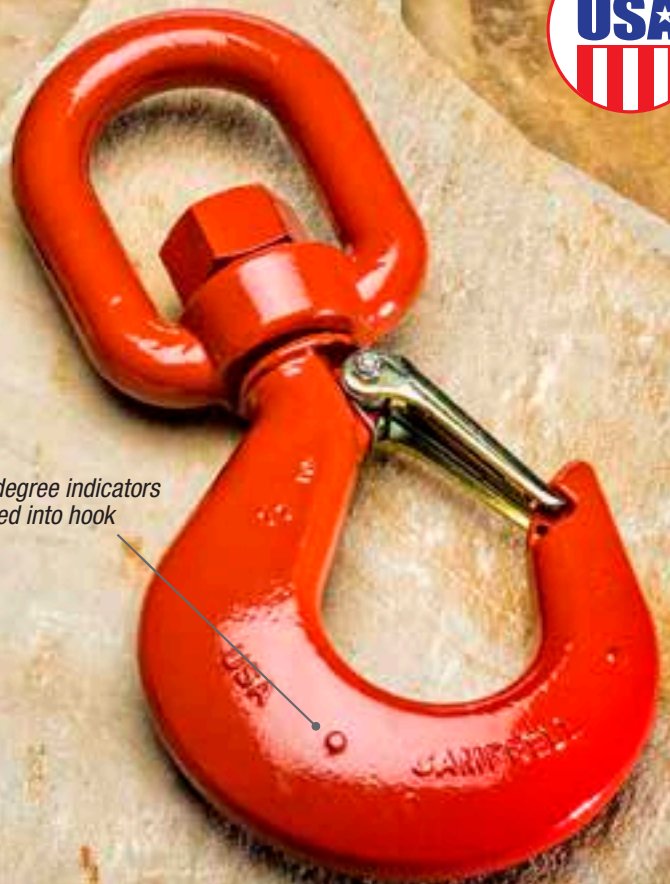
Heavy-gauge high strength latch



2X stronger spring



45-degree indicators forged into hook





Are Your Tags As **TOUGH**  
As Your Slings?

**SYNTHETIC SLING IDENTIFICATION SYSTEM**

**High Performance ID Tags**



THE MOST EFFICIENT.

THE MOST DURABLE.

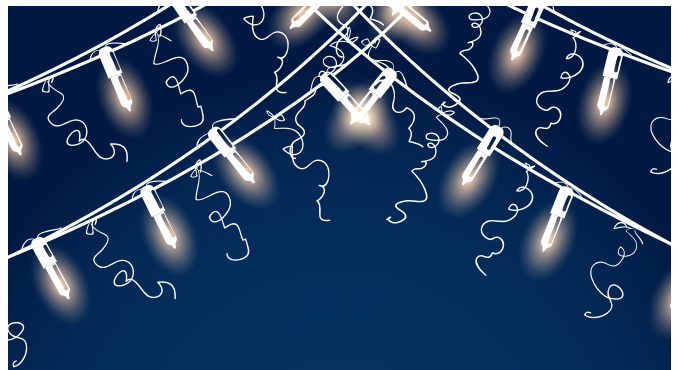
THE MOST PROFESSIONAL.



**THE TAG**  
**YOU'VE BEEN LOOKING FOR.**

405-324-1777 TOLL FREE US 877-45F-IRST (3-4778) info@firstslings.com

For more information visit us at [www.firstslings.com](http://www.firstslings.com)



*Merry Christmas  
&  
Happy New Year*



# SERVICE SLING

***A full service synthetic sling manufacturer to the lifting and rigging industry***

**Capable to produce high volume ERS endless round slings**

**Capable to produce FWS flat web slings of all configurations**

**Producing high performance Endless Round Slings**

**Producing standard and high performance rope assemblies**

**Proof testing to 500,000 lbs. in house**

**Lifting gear and fabrication services**

**E74 certified calibrations for load cells to 400,000 lbs**

## **SERVICE SLING**

8237 Lockheed Ave.  
Houston, TX. 77061

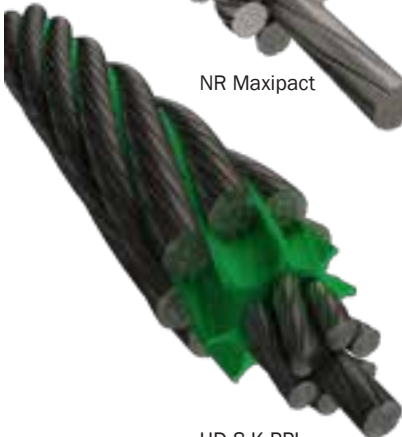
Ph. 713-643-5565  
Fax. 713-643-5745

[www.servicesling.com](http://www.servicesling.com)  
[info@servicesling.com](mailto:info@servicesling.com)

## Oliveira – WireCo’s Crane Rope Advantage



NR Maxipact



HD 8 K PPI

- ▶ Galvanized
- ▶ Corrosion-Resistant
- ▶ Higher Breaking Strength
- ▶ Longer Service Life

European manufactured and serviced by WireCo WorldGroup, our Oliveira crane ropes are kept in stock in the U.S. Galvanized, corrosion-resistant, longer lasting and a better value than the competition. WireCo has the best engineering, technical and sales support in the industry.

**Performance and Availability.** That’s the advantage of Oliveira crane ropes. Contact your local distributor or call +1.816.270.4761 to learn more.

 **OLIVEIRA**

A WireCo® WorldGroup Brand

[www.oliveirasa.com](http://www.oliveirasa.com) • [info@wirecoworldgroup.com](mailto:info@wirecoworldgroup.com)

**TANDEMLOC**  
Lifting • Securing • Mobilizing



Manufactured  
in the USA

Promo Code for  
5% off: **AWRF18**

• **LIGHTWEIGHT** • **STRONG** • **PORTABLE**

# ALUMINUM

## SPREADER BEAMS

- Working Loads Up To 62,000 LBS. • Flexible
- Ease of Assembly • Compact • Low Shipping Cost



[www.TANDEMLOC.com](http://www.TANDEMLOC.com)

• Toll-Free Tel: 1-800-258-7324 • International Tel: (252) 447-7155

• [info@tandemloc.com](mailto:info@tandemloc.com) • 824 Fontana Blvd., Havelock, NC 28532 USA



By Gary Pittsford, CFP®  
President and CEO, Castle  
Wealth Advisors, LLC

Gary Pittsford, CFP®, is President and CEO of Castle Wealth Advisors, LLC. Castle specializes in helping families and closely held business owners with valuations, succession planning, estate and income tax analysis and retirement income security. Castle's senior partners work with clients throughout the country in making logical decisions that help them fulfill their personal and business financial goals. For more information visit [www.Castle3.com](http://www.Castle3.com), call 1-888-849-9559 or e-mail Gary directly at [Gary@Castle3.com](mailto:Gary@Castle3.com).



## 14 Tips for Success

Last Saturday I attended the graduation ceremony for my two oldest children and 91 others who have completed their high school education. As you would expect, there was the pomp and circumstance, the caps & gowns, the tearful exchange of hugs and the celebratory shouts.

Also was the commencement speaker. If you have attended many graduation ceremonies, you have probably heard some very good commencement speakers, some not-so-good speakers and some that you can't remember anything that they said.

That made me think – if I was given the opportunity, what would I pass along to a group of graduates, heading out into the big new world of college, military service or employment? Would it be inspirational & uplifting? Of course, but if you know me, it would have a heavy dose of practicality as well.

So, for the graduating class of 2014, here are 14 things to do/think about/live by:

- **Be confident in your beliefs, but be open and willing to learn. Never stop learning.**
- 80% of the battle is won just by showing up. Go to class, get to work on time and focus at the job at hand.
- **Hard work is necessary, but perseverance is the key to success.** “You, me, or nobody is gonna hit as hard as life. But it ain't about how hard you hit. It's about how hard you can get

hit and keep moving forward. How much you can take and keep moving forward. That's how winning is done!”  
– Sylvester Stallone as Rocky Balboa

Sidebar - Do 2014 graduates know who Rocky Balboa is? Rocky came out in 1976; high school grads were born in 1996; college grads in 1992.

- **Past success doesn't always equal future success, but it sure helps.** A Harvard study showed that successful entrepreneurs had a 34% chance of being successful with their next firm, vs. 22% of first timers.
- **Past failure doesn't always equal future failure.** The same study showed that of entrepreneurs who failed at their last venture, 23% succeeded on their next venture. Some people just need a second chance.
- **Learn from your mistakes. Better yet, learn from other people's mistakes.**
- **Chase your dream, but give yourself the best chance of success.** I recently flew home from a conference and sat next to a 40 year old black belt in Jiu-Jitsu, who is a talent scout for the UFC. He always wanted to start his own dojo and teach children self-defense. I told him to do it while he is still young (insert laugh from 18 - 22 year olds here), but to create a business plan to make sure he had things such as insurance, financing, rent and marketing ready before opening his doors.
- **It's not how much you make, it's how much you save.** Don't get a new job and then go out and spend your entire annual income on a new car, house, bike, boat



and/or clothing. Remember, it takes a whole year to earn that paycheck and it only takes a short amount of time to spend it all (and then some).

- **Shop around for the best price.** This is especially useful for services such as home remodeling, landscaping and tree trimming, and is 1,000 times easier in the age of the internet. If you can spend 2 hours on research and save \$300 on a big job, you just “earned” \$150 per hour (tax free!).
- **Invest with better returns than Warren Buffett.** Your first “real” job will probably offer a 401k plan with matching contributions: you put in 1 – 3% of your pay, the company will match it, dollar for dollar. That means you are guaranteed a 100% return on your investment just by participating (see #2).
- **Invest based on your time horizon, not fear/feelings.** The following chart shows what you would have if you needed money in 12 months, but invested \$10,000 in the worst possible year. Then, if your parents would have invested the same amount when you were born, and held on for 20 years. Here is how much you would have today:

	After 1 Year	After 20 years
Bank Account	\$ 10,001 (2013)	\$ 15,600
Bonds	\$ 9,798 (2013)	\$ 27,790
Stocks	\$ 6,300 (2008)	\$ 38,470
Apple stock	\$ 4,309 (2008)	\$ 888,900

- **What is the lesson?** If you have a long time horizon, stocks should be the majority of your investment portfolio. If you have a short time horizon (i.e. you need to pay tuition next semester, or rent next month), bonds or just a simple bank account is the way to go.
- **Get financial advice from people who are smart, wealthy and have your best interest at heart.** A good place to start would be your parents! Be wary of advice from strangers (i.e. the internet), those just starting out (your college roommate) and those who work on commission (used car dealers, life insurance salesmen and investment brokers). Seek out a fee-only, independent advisor who has fiduciary responsibility to you.
- **Cut your taxes to boost your income, now and in the future.** Many graduates can find themselves paying upwards of 25% - 30% on their last dollar of earnings. Taking advantage of 401k plans at work (see #10) cuts taxes now, while a ROTH IRA can cut your taxes in the future. Ideally you can take advantage of both.
- **Love life.** The best advice I’ve ever heard was in the refrain of a great song:  
 So love your neighbor as yourself,  
 Don’t use money to measure wealth,  
 Trust in God, but lock your door,  
 Buy low, sell high, and slow dance  
 more. - “Slow Dance” by Kenny Rogers

# *A True Revolution*



Harrington Hoists, Inc. has been a market leader in the technology, design and manufacture of hoist and crane equipment for over 150 years. From the development of the first electric hoist to the first single phase dual speed VFD hoist in the industry, Harrington continues to blaze the trail in product innovation. Our goal has always been to create revolutionary, top quality products that are capable of handling the toughest and most rugged jobs.

Today, our unique commitment to our customers and our full-featured, dependable product lines have made Harrington the first choice for material handling equipment around the world. Harrington hoists – often imitated, never duplicated.

**Global Dedication**

**Relentless Innovation**

**Superior Quality**

**First-Class Customer Service**

**Trusted Every Place**

**Proven Everywhere**



Toll Free: 800-233-3010 Phone: 717-665-2000 [www.harringtonhoists.com](http://www.harringtonhoists.com)



**WIROP**  
**INDUSTRIAL**  
 COMPANY LIMITED  
[HTTP://WWW.WIROP.COM.TW](http://www.wirop.com.tw)



Wire Rope  
 Fabricators Specialists

*Zero Defect  
 Service Guarantee*



6000MT Hydraulic Swaging Machine



3000MT Test Bed



Ferrules, Sleeves and Swaging Products



**Machine products available:**

- Annealing and tapering machines
- Measuring and cutting machines
- Winding machines
- Recoiling machines
- Portable equipment

WIROP INDUSTRIAL CO., LTD. NO.606,FENGPING 1ST ROAD,DALIAO DIST.,KAOHSIUNG CITY 83141,TAIWAN  
[www.wirop.com.tw](http://www.wirop.com.tw) TEL : +886-7-7019388 FAX : +886-7-7019623 E-MAIL : [wirop@wirop.com.tw](mailto:wirop@wirop.com.tw)



**NOW OFFERING:**

**G120 HI-VIZ HOOKS**

made right here

**IN THE USA**

MADE IN THE



CONTACT US AT **800-325-2699**

OR **LACLEDECHAIN.COM/HIVIZ**



**CASTLE®**  
WEALTH ADVISORS  
FINANCIAL ✦ INVESTMENT ✦ VALUATION

*Castle Wealth Advisors is a fee-only financial advisory firm that helps families and closely-held business owners with business valuations, transition strategies, and retirement income planning.*

*Our services include:*

- **Succession/exit planning**
  - **Business valuations** for selling or gifting of stock
- **Minimizing taxes** for the sale of your business
  - **Retirement income strategies**
- **Protecting your future net worth**
  - **Reviewing business and estate documents**
  - **Retirement asset allocation** for your protection
  - **Financial ideas for the next generation**

CASTLE WEALTH ADVISORS, LLC

9820 WESTPOINT DRIVE ✦ SUITE 200 ✦ INDIANAPOLIS, IN 46256.3363

317.849.9559 ✦ FAX 317.577.8575 ✦ WWW.CASTLE3.COM

# Associated Wire Rope Fabricators Slingmakers Rates

AWRF Phone: 248.994.7753

Fax: 248.994.7754

Email: barbara@awrf.org

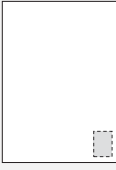
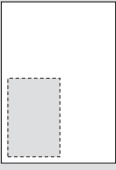
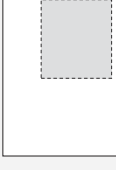
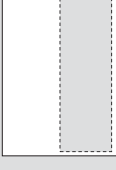
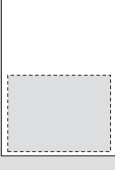

Cell: 313.909.1749

Link your company's website to the electronic version of your ad in SM which is posted on www.awrf.org.

(Please inquire for Black & White pricing)

**Fee is \$35.00 per year.**

**For Bleed: +\$100.00**

	1X	2X	4X
 <p><b>1/9th Page - (2-3/8" x 2-3/8")</b> BLACK &amp; WHITE ONLY Note: 1/9th can be used for want-ad</p>	\$ 238.00	\$ 376.00	\$ 552.00
 <p><b>1/4 Page - (3-13/16" x 5")</b></p>	\$ 398.00	\$ 696.00	\$ 1192.00
 <p><b>1/3 Page Vertical - (2-1/2" x 10-1/8")</b></p>	\$ 438.00	\$ 776.00	\$ 1352.00
  <p><b>1/2 Page Vertical - (3-13/16" x 10-1/8")</b> <b>1/2 Page Horizontal - (7-3/4" x 5")</b></p>	\$ 508.00	\$ 916.00	\$ 1632.00
 <p><b>Full Page - (7-3/4" x 10-1/8")</b> <b>Full Page w/Bleed (+ \$100.00) (8-1/2" x 11" with 1/8" Bleed)</b> Same Image Space as Full Page Size Above</p>	\$ 681.00	\$ 1262.00	\$ 2324.00

## Issue #s & Content Closing Dates

ISSUE	CLOSING	STREET DATE (See Note Below)
#160	February 21st	March
#161	May 23rd	June
#162	August 15th	September
#163	November 14th	December

**NOTE: Street date is discretionary and may be adjusted to coordinate with OR around an event to provide timely, pertinent information for our readers.**

## Mechanical Requirements

**Electronic Files Only** — Please supply high resolution (min 300 dpi) camera ready files in pdf, eps, tif, or jpg formats. We will accept either Mac or PC files. We work in Quark, InDesign, Illustrator and Photoshop.

(No spot colors) (Process Colors Only)






**A.W.R.F.**

**MEDIA KIT**

P.O. Box 748 Walled Lake, MI 48390 www.awrf.org BARBARA@AWRF.ORG

COMPANY & POC NAME: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

EMAIL: \_\_\_\_\_

AD SIZE: \_\_\_\_\_ NO. OF ISSUES: ALL: \_\_\_\_\_ OR SPRING: \_\_\_\_\_ SUMMER: \_\_\_\_\_ FALL: \_\_\_\_\_ WINTER: \_\_\_\_\_

COLOR: \_\_\_\_\_ BLACK & WHITE: \_\_\_\_\_ WEB LINK(\$35): \_\_\_\_\_ BLEED(\$100): \_\_\_\_\_

CREDIT CARD NUMBER: \_\_\_\_\_ EXPIRATION DATE: \_\_\_\_\_

**For Invoicing and Payment Detail please email: emily@awrf.org or call 313.608.3884**



# Give Your People C.R.A.P... if you want Great Employee Retention

Early in my career I worked for an incredible general manager that taught me a lot of C.R.A.P... Caring, respect, appreciation and praise. He also taught me that giving people C.R.A.P. was at the heart of driving employee loyalty and retention. He never told me it was about caring, respect, appreciation and praise. He just showed me and, as my mentor, I listened and applied the philosophy. As time went on, I added some other key elements to truly be able to solve employee retention problems in organizations that I worked in. The four elements of C.R.A.P. are simple. I said simple...not easy. Here they are.

- **Caring.** People know if you care about them or not. They simply do. There is a vibe that is given off if you don't care. I'm not so sure you can fake it but the good thing is that most leaders do care about their people. They are there for their people when they need them and stand by them when times are tough. They are available to listen and to talk to their people when their people need to talk. When your people need you, they need you right away. If you put them off in their time of need the likelihood they will come to you in the future drops off considerably. Make time for them so you can understand their problems and help to solve them. Your people will love you for it.
- **Respect.** Everyone wants it. Everyone deserves it; at least until they show that they are not worthy of that respect. Micromanaging people is one of the greatest signs that you respect them. It sends the message you don't trust them or their ability to get the job done. Micromanaging is the biggest reasons people quit their job. It is frustrating and in your heart you know your boss does not trust you if you are being micromanaged. Another element of respect is wanting the best for your people. It means you are in it for them; not just you. The best bosses know that if their people grow that they might ultimately leave but they know that it is the right thing to do and that their role is to help you succeed.
- **Appreciation.** I have heard the statistic that 50% of the people in the workforce do not feel appreciated. That is a scary statistic. It's not hard to thank people for the work they do and the results they deliver. Maybe we didn't lead that way in the past. It is how we have to lead today and into the future, however. I don't think it's a bad thing that things have changed. You can't get the most out of your people if they never hear when they do things right. With the mantra of continuous improvement, we certainly hear when we need to do

## Jeff Kortez

(414) 421-9626  
[www.jeffkortez.com](http://www.jeffkortez.com)



Jeff Kortez didn't become an employee retention speaker, author and expert by accident. His early career spanned 25 years as a human resources professional, trainer, and consultant. He has held leadership roles in companies such as ConAgra, Midas International, SPX, and Regal Ware, Inc.

During that quarter-century, Jeff saw countless employees come and go. The reasons rarely varied. The employers always suffered, though. Good people are hard to replace. Over time, Jeff devised a plan of inventive, common-sense employee retention strategies to help businesses keep their best talent.

After three facility closures, a strike and a corporate buyout, Jeff put all his experience together and started Human Asset Management, LLC, a multi-segment HR services firm. He has helped hundreds of first-line supervisors, managers, and executives with training in employee retention and engagement.

Jeff speaks and conducts workshops nationwide as an employee retention trainer. He draws on his experiences as a human resources professional, father, coach, martial artist and U.S. Army veteran to provide thought-provoking programs that yield results.

things better or have done things wrong. Without appreciation, people get beaten down and don't want to come to work. A little appreciation goes a long way towards keeping people fired up and energized about what they do. How hard is to say "nice job" when someone gets you that report on time?

- **Praise.** I like to call praise "positive affirmation on steroids." Praise takes appreciation to the next level. Growing up, praise was not something I received and, frankly, it stunk not getting any! Unfortunately, we went the other way with the millennial generation and gushed praise every time they did anything right. They became praise addicts. They got praised for simply showing up and finishing...even if it was in 12th place. Praise is designed for when someone exceeds expectations; not just does their job. When someone does a good job, they do need appreciation. When they exceed expectations they need to hear that it was a big deal, they hit it out of the park and that they made a huge difference to the organization. Is that going to offend some of the average performers? Perhaps, it will but that's just the way it is. We need people to realize that when they do great things, we will take note of those great things and make a big deal out of it.

This is simple stuff but it is not easy to do for some reason. It takes time and hard work on the part of a leader to give people C.R.A.P. But, if you do it, your people will be loyal, follow you anywhere and want to stay working for you. Giving your people C.R.A.P. will also give you a feeling of accomplishment and the impact on the organization will be something that goes beyond the bottom line. Remember...C.R.A.P. Works!



Hoisting | Pulling | Jacking | Rigging | Material Handling | Safety

# rent safety.

LIFTING EQUIPMENT RENTAL SPECIALISTS



### Stop leaving things to chance:

Start renting your tools from the single largest organization devoted exclusively to the rental of hoisting and lifting equipment – LGH.

### At LGH, we promise to provide:

- ✓ Safe & Ready-to-Use Equipment
- ✓ A Fully Stocked Warehouse Near Your Job-Site
- ✓ Local Rental Representatives To Guide You
- ✓ A Variety of Equipment With Over 50,000 Pieces Available

**You can rent safety:** Limit your liability and reduce worries about costly equipment failure...because at LGH, we put safety first.

**For a FREE quote, call us at (800) 878-7305.**



### Lifting Gear Hire

Lifting Equipment Rental Specialists

(800) 878-7305 | [www.lgh-usa.com/awrf](http://www.lgh-usa.com/awrf)  
[rentals@lgh-usa.com](mailto:rentals@lgh-usa.com)



# Chain of evolution



## Evolve your safety and efficiency with Green Pin Tycan® Chains

Welcome to the fibre age: a new era of safer and more efficient lashing and lifting. An era that is powered by Green Pin Tycan® Chains, made with Dyneema® fibre™. Green Pin Tycan® is up to eight times lighter than steel – yet just as strong. Join leading heavy-lifting companies in experiencing the superiority of our award-winning Green Pin Tycan® Chain.



sales.us@vanbeest.com  
+1 713 674 5753

**LEARN MORE AT TYCAN.COM**



# Huskie TOOLS.

A SPARTACO COMPANY

800-860-6170

SpartacoGroup.com



## DON'T CUT ON SAFETY!



### Huskie Tools Handheld Hydraulic & Battery Cutters & Crimpers



## Holland knows Lifting and Rigging



### Sling and Chain Tags



Stainless steel and aluminum Sling Tags, Chain Tags, Data Plates and Inspection Tags

Many standard options available as well as customized options to meet your requirements

5 Day Standard Lead Time

On-time percentage over 99%



### Gravograph Tag Engravers

Holland Nameplate is now a distributor for Gravograph Engraving Systems



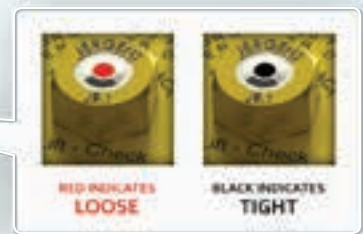
### Synthetic Sling Tag Printer

Print your own vinyl tags in house with the flexibility to print as many or as few as you want, including the ability to print serialized numbers.

[www.holland1916.com](http://www.holland1916.com)  
(816) 421-4553



# RED MEANS NO / BLACK MEANS GO



## Jergens **LIFT-CHECK**™ HOIST RINGS

### Lift-Check™ with Visual Tension Indication System

Jergens Lift-Check™ hoist rings quickly assure that an application is secure and ready to lift. Lift-Check™ uses a patent-pending bolt that clearly shows whether the bolted joint is loose or tight, providing fast and hands-free inspection for reduced installation time. No torque wrench or calibration required. Proof tested to 200% of rated load capacity.



# Jergens

MANUFACTURING EFFICIENCY

15700 S. WATERLOO ROAD, CLEVELAND, OH 44110-3898

☎ 877.440.LIFT (5438) | 🌐 JERGENSINC.COM/LIFTING | ✉ LIFTING@JERGENSINC.COM



ALL MATERIAL HANDLING  
Lifting Equipment

**CARTEC**



**ONE STOP SHOP**

**HOISTS**

**RIGGING  
HARDWARE**

**SLINGS**

**877-LIFT AMH**

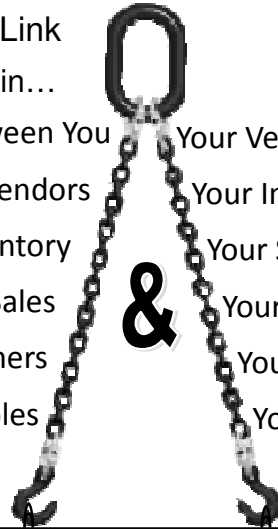
[allmaterialhandling.com](http://allmaterialhandling.com)

**SUCCESS is** ≡

*SUCCESS Integrated Solutions for your Industry!*

The Master Link  
in your chain...

Between You Your Vendors,  
Your Vendors Your Inventory,  
Your Inventory Your Sales,  
Your Sales Your Customers,  
Your Customers Your Receivables,  
Your Receivables Your Cash!



**Lifting** your software **Load** so that you can **Secure** More Money!  
We bring it all together into one software Package designed for your industry!

**Distributor Computer Systems Inc.**

Phone: (856) 298-4810

Fax : (877) 830-0793

Email: [Sales@dcs-success.com](mailto:Sales@dcs-success.com)

[www.Dcs-successis.com](http://www.Dcs-successis.com)



*New*  
**BOB'S RIGGING & CRANE  
HANDBOOKS & REFERENCE CARDS**



*Also in Spanish!*

**NEW 9<sup>TH</sup> EDITION**

- Training - Rigging & Cranes
- Rigging & Crane Safety Rules
- Rigging Training Program Example
- Horizontally Moving Loads
- Wire Rope Tables
- Working Load Limits  
- Slings & Hardware
- ASME Safety Standards
- OSHA Regulations



**Bob's Industrial Publications, LLC**

*Crane & Rigging Industry Publications*

[info@bobsindustrialpublications.com](mailto:info@bobsindustrialpublications.com)

877-473-5569

[www.BobsIndustrialPublications.com](http://www.BobsIndustrialPublications.com)



**DON FELLOW**  
Engineering Consultant



# CHANT



## Heavy-Duty Reeling Machinery



### Re-Reevers

- Available in any size
- Tension controlled pay-out and respooling
- Customized torque capabilities
- Durable for Industrial/Military environments
- For any reeling application
- Designed to your specifications

**Reeling Machinery for the Wire Rope & Rigging Industry**

**Call 215.230.4260 for a quote or more information**

Chant Engineering Co. Inc. . 59 Industrial Drive . New Britain, PA 18901 . [www.chantengineering.com](http://www.chantengineering.com) . [sales@chantengineering.com](mailto:sales@chantengineering.com)

## RELIABLE ONE PILLAR SWAGERS

**TALURIT™**  
[sales@talurit.se](mailto:sales@talurit.se) | [www.talurit.com](http://www.talurit.com)



130T



250T



600T

SWAGERS | DIES | FERRULES | CUTTING MACHINES | HAND TOOLS  
COILING MACHINES | ANNEALING MACHINES | TEST BEDS

**SWEDISH  
MADE**

Chant Engineering is the North American Distributor for TALURIT™



1416 East Sanborn St. • Winona, MN 55987  
Ph: (800) 873-1916 • www.peerlesschain.com

### Peerless Industrial Group receives 2018 Industrial Water Quality Achievement Award

[WINONA, MN, October 24, 2018] Peerless Industrial Group, Inc., worldwide leader in lifting solutions and the largest chain manufacturer in North America is pleased to announce that they have been selected as winner of the 2018 Industrial Water Quality Achievement Award from the Minnesota section of the Central States Water Environment Association (CSWEA).

Peerless was nominated for this award in recognition of outstanding contributions to waste minimization, pollution prevention, environmental compliance and environmental stewardship by Eden Willcox, the City of Winona Industrial Pretreatment Coordinator. The nomination demonstrates the consistent decline of bio solids in the waste water system from 1982 – 2017. Waste water treatment is an important process of Peerless’ operation and it is critical to comply with regulation when discharging it.

The CSWEA will present Peerless an award at the Conference on the Environment (COE) on November 7, 2018, at the Minneapolis Convention Center, and Peerless will be nominated to the overall Central States organization to compete against the state section winners from Illinois and Wisconsin.

“This is an incredible recognition of the waste water treatment program and the partnership between the City of Winona and Peerless Team,” said George Kosidowski, President of Peerless Industrial Group.

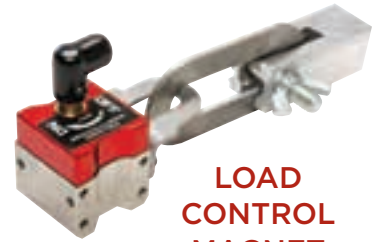
Peerless Industrial Group, Inc., has been innovating successful products for over 100 years. Today, as a worldwide provider of lifting solutions, utilizing exceptional design, engineering, manufacturing, and quality teams, Peerless continues to develop crucial products for the wide variety of markets they serve. Peerless is part of KITO Corporation’s global network providing our customers access to overhead lifting, below-the-hook and material handling, cargo control, hardware, marine and traction products.



“Cut back on the Ho-Ho’s.”



**BREAKAWAY  
LIFT MAGNET  
TEST STAND**



**LOAD  
CONTROL  
MAGNET**

# MORE THAN JUST MAGNETS



**LARGEST SELECTION OF  
READY-TO-SHIP LIFT MAGNETS**



**CUSTOM MAGNETIC  
LIFTING SPECIALISTS**



**ENGINEERED - CERTIFIED  
WELD-ON PADEYES**



**Making Things Better®**

**Industrial Magnetics, Inc. | Call: 888.582.0822**

**www.magnetics.com**

**PURE MICHIGAN®**

Scan QR  
code with  
your smart  
device



# **KEN FORGING**

Forged Industrial Hardware

***Superior Quality and Service***

**Carbon • Alloy • Stainless**

- Eyebolts
- Rod Ends
- Pad Eyes
- T-Slot Nuts
- D-Rings & Clips
- Custom Forgings – Up to 200 lbs.
- Turnbuckles & Fittings
- C-Clamps & Screws
- In Stock
- Nut Eyebolts
- Eye Nuts
- Strap Clamps
- Set-Up Wedges
- Swivel Hoist Rings



**All Products Proudly  
Made in the USA  
Since 1970**

**TOLL-FREE:**

888-KEN-FORGING (536-3674)

Phone: 440-993-8091 Fax: 440-992-0360

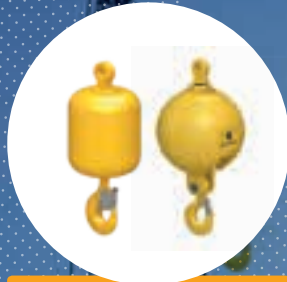
[www.KenForging.com](http://www.KenForging.com) E-mail: [sales@kenforging.com](mailto:sales@kenforging.com)

# HIGH QUALITY LIFTING PRODUCTS

- ✓ WHENEVER YOU NEED THEM
- ✓ WHEREVER YOU NEED THEM



FAST REEVE CRANE BLOCKS  
STANDARD REEVE CRANE BLOCKS



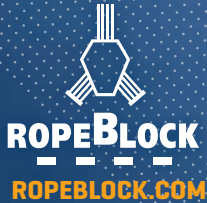
OVERHAUL BALLS  
ROUND OVERHAUL BALLS



HIGH CAPACITY LIGHT WEIGHT BLOCKS  
SNATCH BLOCKS



SUPER REEVE CONNECTOR SOCKETS  
TAILGRIP OPEN WEDGE SOCKETS



8125 Saran Drive  
Playa del Rey, CA 90293  
310-448-5444  
sales@awrrinc.com  
associatedwirerope.com



910 Mahar Avenue  
Wilmington, CA 90744  
310-522-9698  
sales@watermansupply.com  
watermansupply.com

API CERTIFIED

FACTORY PROOF TEST CERTIFICATION

IMMEDIATE DELIVERY

# SEALINK

Quality Rigging Products

**Blocks for your most Demanding Applications**



- ✓ **Construction**
- ✓ **Marine**
- ✓ **Wood Shell**
- ✓ **Steel Shell**
- ✓ **Cargo Hoist**
- ✓ **Special Applications**



**NEW!**

**400 Series Steel Shell Snatch Blocks**



- ✓ **Shackle, Hook or Tailboard Configuration**
- ✓ **4t - 22t WLL**
- ✓ **Individually Proof Tested & Serialized**
- ✓ **Top Dead End style available upon request**



(310) 448-5444  
sales@awrrinc.com  
associatedwirerope.com



(310) 522-9698  
sales@watermansupply.com  
watermansupply.com





**SAHM SPLICE**



# NEW SWAGER 800 metric tons

In stock, NATIONAL and ESCO die pocket available  
Max. Flemish Eye Sleeves 2"

FERRULES

SWAGING MACHINES

ANNEALING MACHINES

TEST BEDS



SAHM SPLICE GmbH  
Bremerhaven  
Germany

info@sahm-splice.com  
www.sahm-splice.com  
Telephone: +49 471 - 931 590



MADE  
IN  
GERMANY

# 2018 San Antonio Fun Run

First place winner JIM BAILEY FILTEC PRECISE

Second place winner ADAM BALLESTER MAGNA LIFTING PRODUCTS



## Carbon Monoxide – The Silent Killer

*Continued from page 19*

such as heart trouble, asthma, or emphysema. People who suffer from those types of health issues can be at high risk at even low CO levels,

Depending on the concentration and length of exposure, people exposed to CO may experience symptoms similar to food poisoning or the flu. Symptoms such as headache, dizziness, weakness, clumsiness, nausea, and vomiting can occur. Although most people may experience these symptoms at some time or another, it does not mean they are due to CO poisoning. On the other hand, regular occurrence and always in the same place, could be a result from exposure to CO. Low level exposure at long periods of time can cause health related issues – especially for people who suffer from heart disease or respiratory disorders. They could experience chest pain or experience a reduced ability to exercise.

If CO is detected and before onset of serious side effects:

- Without exposing anyone to danger, turn off source of CO.
- Move to fresh air.
- If already outdoors, move far away from CO source.
- Call 911 if anyone experiencing symptoms of CO poisoning.

With regard to forklifts, CO prevention can take a couple different paths. One option is to use electric forklifts, which do not require CO control measures.

However, if you have fuel-driven forklifts, be proactive to control and manage the CO produced. You can do this by implementing an engine maintenance program, assuring proper building ventilation, and instituting administrative controls such as promoting CO alarms and training employees about CO hazards. Forklift mechanics, operators, supervisors, and employees who work near forklifts should all be trained in this silent killer known as carbon monoxide.

Although you cannot see, taste, or smell carbon monoxide, you can take measures to prevent CO poisoning. Implementing an audit procedure for inspection and maintenance of your forklifts and other gas-powered equipment is a practical way to protect shop employees. Ensuring that your equipment is properly maintained, and that your employees have the appropriate training can go a long way toward reducing the risk of exposure to carbon monoxide.

## San Antonio Golf Winners October 2018

### 1st place

**Leslie Bathe**-Service Thread  
**Chris Giannou**-Hercules SLR, INC  
**Mark Floyd**-Ceca, LLC.  
**Teri Giannou**-Hercules SLR, INC

### 2nd place

**Chris Johnson**-Ribbon Webbing Corp  
**Mike Stamm**-Chicago Hardware  
**Andrew Grimm**-Peerless Industrial Group  
**Richard Money**-Sahm Splicing

### 3rd place

**Keith Sheppard**-Cortland Company  
**Dan Perkins**-Ribbon Webbing Corp  
**Dale Kreinkamp**-Pacific West Wire Rope  
**Monty Myers**-Silver State Wire Rope

**Long Drive Women-** Geraldine Brown-Unirope Limited

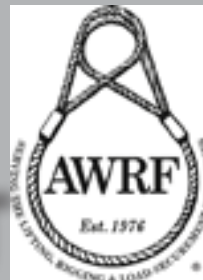
**Long Drive Men-** Phil Patterson-Magna Lifting

**Closest to Pin Women-** Geraldine Brown-Unirope Limited

**Closest to Pin Men-** Bruce Holt-  
Peerless Industrial Group  
Philip Snead-Service Thread



# WHAT YOU SPEC IS WHAT YOU GET



Loos and Company stocks stainless steel, galvanized, and specialty alloy wire rope in sizes from .006" to 1-1/4". With such a wide range of sizes available, we have a product for almost any application. Let us know what we can build for you, because with Loos and Company, what you spec is what you get.



(800) 533-5667

SALES@LOOSCO.COM

WWW.LOOSCO.COM



## Press Release



DLM House,  
Bridgers Farm, Nursling Street  
Southampton, SO16 0YA  
Phone: +44 (0) 2380 741700  
www.dlm-uk.com



### DLM become full members of LEAA

Dynamic Load Monitoring, load cell manufacturers based on the south coast of England have been awarded full membership of Lifting Equipment Engineers Association (LEEA) earlier this month.

LEEA is an internationally recognised body for all those involved in the lifting industry. LEEA members work in a wide range of lifting industry from design, manufacture, repair, hire, and supply of lifting equipment. The association plays a key role and has done for over seventy years improving competency with in the industry, training and setting high standards throughout the industry as well as offering technical and legal advice, to all its members.

DLM have been working with LEEA for numerous years, working their way up from Associate members, through to development members and now becoming full members. This title means a company must engage for profit in the verification of lifting equipment and in the opinion of directors is competent and can give an adequate service.

Martin Halford, Managing Director for DLM comments 'We have been working alongside LEEA for several years so it is a great achievement to be awarded full members by LEEA. The company has worked hard to achieve this status and will continue to adhere to standards set by LEEA'

Jim Donelan, Operations Manager at DLM comments 'Being part of LEEA is and always has been important to us, and to become full members illustrates to our customers the standard that we work to within the lifting industry and shows our commitment to making the lifting industry safer. We are appreciative for the support we received from Bernie Winter, our representative at LEEA and look forward to future visits working with LEEA.'





# 100 YEARS STRONG

**Peerless is an industry leader and innovator in alloy chain.** Our 100 years of experience provides customers with products they trust.



- Heat-treated alloy steel
- Highest strength to weight ratio
- Minimum elongation factor of 20%
- Meets or exceeds NACM & ASTM specifications
- Embossed USA and stamped P10 or P8 for fast identification
- Date coded for easy traceability
- Custom chain slings available.

**P8**  
**GRADE 80**  
(9/32" - 1")

**P10**  
**GRADE 100**  
(9/32" - 1")



**800.873.1916**  
**WWW.PEERLESSCHAIN.COM**

# GET THE **JOB DONE** WITH **CALDWELL**



## Caldwell Quality. Guaranteed.

Caldwell provides the broadest range of ASME compliant lifting solutions in the industry. Our large range of equipment satisfies many different lifting applications, all with the economy of a standard product. At the same time our engineers offer innovative, custom designed solutions to meet your specific lifting challenges.

[www.caldwellinc.com](http://www.caldwellinc.com) or 800-628-4263



# Caldwell



The Caldwell Group • 4080 Logistics Parkway Rockford, IL 61109 • 815.229.5667 • [caldwellinc.com](http://caldwellinc.com)



**YOKE INDUSTRIAL CORP.**

T:+886-4-2350-8088 | F:+886-4-2350-1001



DISCOVERY CHANNEL'S  
TAIWAN MADE for YOKE HOOK



[www.yoke.net](http://www.yoke.net)  
[info@mail.yoke.net](mailto:info@mail.yoke.net)

# Modulift®

working between the hook and the load

## Your partner for standard and custom designed manufactured lifting equipment

- Modular Spreader Beams up to 400t in stock and available worldwide for distribution
- Modular Spreader Beams for 2–5000t and spans up to 100m/330ft
- Adjustable Lifting/Spreader beams stocked as a boxed product for immediate shipping
- Experts in custom designed and manufactured lifting equipment and projects requiring high QA standards
- All spreader beams are fully tested and certified with DNV Type approval as standard

For details of your local distributors in North America please visit our website



### Spreader Beams



### Adjustable Lifting/ Spreader Beams



### Trunnion Spreader Beams



### Spreader & Lifting Frames

For more information contact  
**Head Office:** +44 (0) 1202 621511  
**Email:** sales@modulift.com  
**www.modulift.com**

# EF Etiflex®

FROM SYNTHETIC ROPE TO CHAIN SLINGS...  
 Etiflex makes the ORIGINAL molded tags and the most DURABLE tags for all types of lifting products

PROPRIETARY MATERIAL - Made in House, NOT generic or Chinese.

PATENTED INSPECTION TAGS - No one else can duplicate.

Our Proprietary Material Offers:

- EF REINFORCED STRENGTH
- EF ABRASION RESISTANT
- EF UV STABLE
- EF COLOR CODING
- EF LASER ENGRAVABLE
- EF CHEMICAL RESISTANT
- EF STRETCHABLE FOR PROOF TESTING



for more information please call: **1-866-ETIFLEX** or visit us at: **etiflex.com**



## Press Release



**WireCo®**  
WorldGroup

2400 W 75th St.  
Prairie Village, KS 66208  
P: +1 (816) 270-4911  
www.wirecoworldgroup.com

### WireCo WorldGroup Opens New West Coast Distribution Center

WireCo WorldGroup has announced the opening of a distribution center in Portland, Oregon. The new facility is strategically located to handle the wire rope needs of our customers across the northwestern United States. The Portland center maintains inventory to improve availability and reduce delivery time throughout the service area.

Alisa Glazier is the Manager of this new location. She previously worked for WireCo at our Beaverton, Oregon facility, and was the Assistant Manager of our Houston Distribution Center.

John Embray, Vice President Sales – Western Region, states, “We are excited to return to servicing our customers from a WireCo-managed facility. This new distribution center will allow us to service our West Coast customers in a more timely and efficient manner.”

Aluminum & Stainless Steel  
**CHAIN SLING TAGS & WIRE ROPE TAGS**

New Split Ring Also Available!

**10% OFF\***  
YOUR NEXT ORDER  
WITH COUPON CODE:  
**SLING2018**  
\*UP TO \$100

**CUSTOM STAMPED**

LET US STAMP YOUR WLL FOR YOUR HIGH VOLUME DIAMETERS. NO EXTRA FEE!



**National Band & Tag Company**  
INTERNATIONAL IDENTIFICATION INC.  
*Family Operated Since 1902*

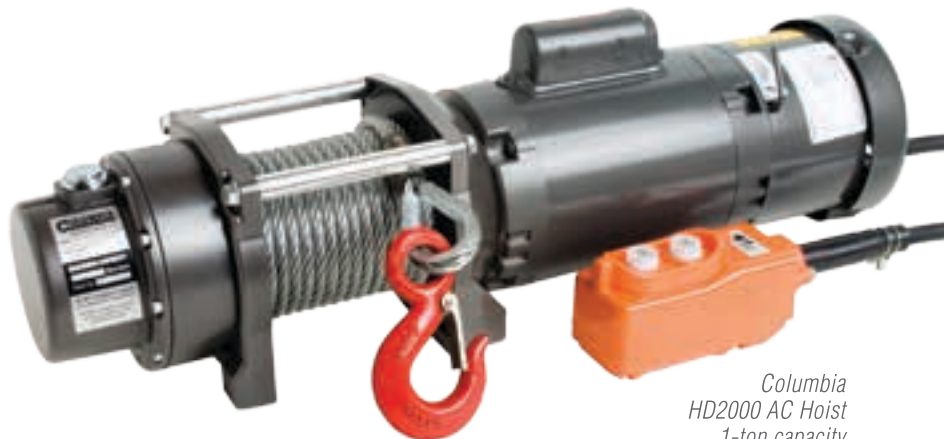


phone: 859-261-2035 • fax: 859-261-TAGS  
www.slingtags.com • tags@nationalband.com

# More pull. Less bull.

It weighs less and pulls more. It's more efficient and requires less maintenance. It's priced to make you money, and it's available immediately.

Best of all, it's one of hundreds of hoists and winches we have available to solve any lifting or pulling application you may have.



Columbia  
HD2000 AC Hoist  
1-ton capacity

**503.626.0654**  
**alliedpower.com**

**ALLIED POWER PRODUCTS, INC.**  
**THE WINCH & HOIST SPECIALISTS**

# – Ad Index –

## A

ADB Hoist Rings ..... 46  
 Advantage Sale & Supply, Inc. .... 20  
 All Material Handling ..... 16, 64  
 Allied Power ..... 81  
 Apex Tool  
 Group-Campbell Chain ..... 48  
 Associated Wire Rope & Rigging .... 70  
 Atkins & Pearce ..... 43

## B

Bob's Industrial Publications ..... 64

## C

Caldwell Group ..... 78  
 Castle Wealth Advisors ..... 56  
 Celik Halat ..... 26  
 Chant ..... 66  
 Chicago Hardware & Fixture Co. ... 24  
 Columbus McKinnon ..... 30  
 Crosby Group ..... 2

## D

Distributor Computer Systems, Inc. . 64  
 Durabilt USA ..... 9

## E

Elephant Lifting Products ..... 35  
 Esmet-Electroline ..... 34  
 Etiflex ..... 80

## F

FIRST® Sling Technology ..... 49

## H

Harrington Hoist ..... 54  
 Holland 1916 ..... 62  
 Huskie Tools ..... 62

## I

Industrial Magnetics ..... 68

## J

Jergens ..... 63

## K

Ken Forging ..... 69  
 KP Persaud - Action Coach ..... 47  
 KWS ..... 42

## L

Laclede ..... 56  
 Lifting Gear Hire Corp. .... 60  
 Loos and Company ..... 75

## M

Miller ..... 12  
 Milo ..... 24  
 Modulift ..... 80

## N

National Band & Tag Company ..... 81

## P

Peerless ..... 77  
 Pewag/Terrier ..... 44

## R

J.C. Renfroe ..... 83  
 Rigging Institute ..... 38  
 RiggSafe ..... 35  
 Rud Chain ..... 31

## S

Sahm Splice ..... 72  
 Service Sling ..... 50  
 Slingmax ..... 8  
 Stamperia Carcano  
 Giuseppe S.p.a. .... 21  
 Straightpoint ..... 18

## T

Talurit ..... 66  
 Tandemloc ..... 51

## V

Van Beest International ..... 61

## W

WireCo WorldGroup ..... 18, 50  
 Wirop Industrial ..... 55

## Y

Yoke ..... 36, 79

**Visit us on **  
**ALWAYS On The Web**  
 Go Digital:  
 Slingmakers is available online at  
**www.awrf.org**  
 ASSOCIATED WIRE ROPE FABRICATORS 




Barbara Gilbert  
 Editor  
 barbara@awrf.org  
 800-444-2973 • 248-994-7753

# J.C. RENFROE'S ON TIME



## SHIPPING GUARANTEE

### *Our commitment to you....*

once your order is placed the order will ship from our manufacturing plant in Rockford, IL or from one of our 4 warehouse locations. Your order ships **On Time** as stated on your order acknowledgment or you will receive a \*5% discount on that late order.

**Lifetime warranty on  
all Renfro clamps.**

### 5 Warehouse Locations



Los Angeles, CA • Rockford, IL  
New Orleans, LA • Columbus, OH  
Toronto, ON



Scan the code for  
further details or go to  
[www.jcrenfroe.com](http://www.jcrenfroe.com)

\*Applies to all J. C. Renfro lifting products.

**Renfro the right  
tool for the job!**



**RENFROE**  
IT'LL TAKE A LOAD OFF YOUR MIND

J.C. Renfro & Sons, Rockford, IL 61109 USA • Toll Free 800.874.8454 • Fax 904.354.7865 • [www.jcrenfroe.com](http://www.jcrenfroe.com)

