

AWRF Clingmakers

2020 ISSUE 167

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New Year!



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Jeff, Barb, Emily & Caren



AWRF CALENDAR

2021

January 20 - 22 AWRP Technical Committee
& Board Meeting
Zoom Meeting TBD

April 25 - 28 AWRP General Meeting
45th Anniversary
La Quinta Resort & Club
La Quinta, CA

July 14 - 16 AWRP Technical Committee
& Board Meeting
The Westin Nashville
Nashville, TN

September 26 - 29 AWRP General Meeting
Omni Nashville
Nashville, TN

2022

April 24 - 27 AWRP General Meeting and P.I.E.
Marriott Marquis Houston
Houston, TX

October 16 - 19 AWRP General Meeting
Loews Philadelphia Hotel
Philadelphia, PA

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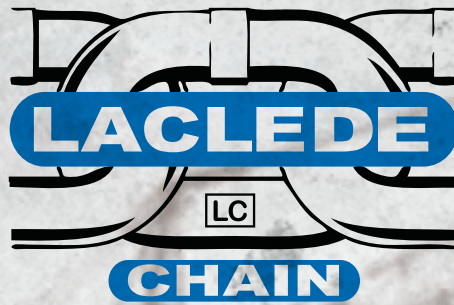
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“Nobody told me there’d be days like these. Strange days indeed.” These lyrics from John Lennon’s 1984 released song titled **“Nobody Told Me”** pretty much sums up how I, and probably many of you, would describe 2020 up to this point. What a topsy-turvy year it’s been! I’m hopeful that you, your families, your employees and their families have been safe and have successfully overcome this year’s many challenges.

I want to recognize the efforts and leadership of AWRP’s most recent Past President, Brett Woodland. Brett, whose term ended in the final days of October, has expertly guided the Association through his unconventional Presidency. Brett, along with your Board of Directors (BOD) working with the JAGwire Management team, have taken decisive actions since the onset of COVID-19 to ensure AWRP emerges from the pandemic in great shape. With Brett’s guidance, the BOD has chosen to look at what is important for our members and consider how best to operate during these uncertain times. In doing so, we have attempted to be sensitive to the changing times and events where we have seen the lives of our friends and colleagues, and their businesses, be impacted and transformed.

Our semi-annual AWRP Conferences are the cornerstone of the Association. Who would have ever imagined that we would go an entire year without gathering? These are strange days indeed! Our Conference meetings enhance our businesses. We are able to share our thoughts and ideas and enjoy social times with our colleagues and friends. The decisions to cancel both Conference meetings during 2020 were not easy ones to make. With both meetings, it ultimately came down to the health and safety of our members. That is something that we were not willing to compromise on. As we get closer to the 2021 Spring Conference, we remain optimistic about this meeting becoming a reality. Again, the health and safety of the membership will once again be the determining factor. With those goals in mind, the BOD made the decision to move the Conference from Hawaii to La Quinta, CA.

In addition, this decision to move the Conference eliminated potential financial risks for the Association.

The utilization of technology is allowing the association to move forward during the pandemic. We are holding virtual Technical Committee meetings, and virtual BOD meetings. Additionally, kudos to the P.I.E. Committee Chairman Justin Brown, who along with Emily Gilbert of JAGwire, made exceptional efforts to implement and conduct their concept of the Virtual P.I.E. It was a huge success! Also, many thanks to the thirty-two (32) member companies that chose to “display” during this event.

Despite these tumultuous times the Association’s financial outlook is solid. We continue to meet all financial obligations and objectives through closely monitoring expenditures and implementing cost control measures. The JAGwire Management team and the BOD continue to monitor the Association finances to make sure we remain on solid footing.

Finally, we welcomed three new Board members during the month of October... Curt Jabben – Associated Wire Rope & Rigging, Keith Shepherd – DCL Mooring & Rigging and Aaron Bohnert – Kennedy Wire Rope & Sling. I want to recognize two individuals whose terms on the Board recently ended. Their service and contributions to the Association are greatly appreciated. Please take the time to thank them for the time that they served on the Association’s BOD. These departing Board members are Jim Stradinger – Holland Name Plate/ InfoChip, and Tom Corall – Mazzella Companies.

The Board of Directors welcomes your ideas, feedback and comments. We want to hear from you. Email awrf@awrf.org, or you can give one of the Board members a call, or just talk with us at an upcoming meeting.

Cordially,
Tom Hudgins
AWRF President 2021

FACT

How to tell your story to 16,656 people

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AWRF Virtual Trade Show 2020

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2020 VIRTUAL PIE

A special THANK YOU to all of our virtual exhibitors who supported this program. Your time and effort was greatly appreciated and we value your support as our member.



02

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Thank You from



AWRF Virtual Trade Show, when we first thought of the concept in the JAGwire Office the conversation revolved around one simple word, HOW. How do we do this? How do we gain traction? How do we get people to exhibit? How do we make it beneficial for exhibitors? How do we make it beneficial for attending participants?

It seemed as though our “HOW” questions revolved around the fact that we as AWRF have NEVER attempted this type of exhibition platform before, nor did we need to. As it became apparent that this type of event was needed in order to service our membership during such strange times, we started tackling those “HOW” questions one at a time.

Once we started to tackle each question, the next one’s answer was almost immediately answered as well. We were able to successfully gain enough interest by our amazing membership base to have 2 full days of “Virtual Exhibit Presentations”. From ten in the morning to five in the afternoon, our vendors put on AMAZING presentations to exhibit their companies, products, and facilities. Each day, we had almost four hundred individual registrants and nearly two hundred concurrent views at any given point throughout the day. From our standpoint, for never holding this type of event before, these Virtual Trade Show days were a HUGE SUCCESS.

We couldn’t have pulled it off without our amazing exhibitors going above and beyond to make sure the execution was on point AND for supporting this program (almost blindly) as we had NO clue how the participation was going to be from attendees.

I would also like to thank the viewers of the Virtual Trade Show for sticking with us throughout the two days! It was amazing to see the support from all of you and participation throughout each presentation – asking questions and providing feedback! The vendors appreciated it.

LASTLY, I would like to thank Board of Director Justin Brown with Uniropo for really pushing this event forward and representing the Association throughout both days of the Virtual Trade Show. Without his insight and involvement, I truly believe this event would not have been as successful.

Thank you again to everyone. We here in the office sincerely appreciate all of your support and dedication to the association throughout this difficult year. We hope to be able to see you all again soon and look forward to all future events. As always please let us know if you ever need anything, we are just a phone call away!

Thank you,

Emily Gilbert

AWRF Executive Staff

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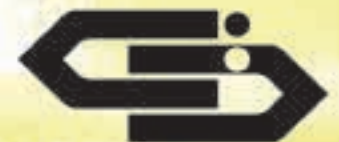
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The Government Affairs Committee

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



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

Lifting The Old Fashioned Way

During the Vietnamese war I was stationed in France with the U.S. Army. Like most Americans I spent some time in Paris gawking at the amazing architecture of the Notre Dame Cathedral—flying buttresses and all. On return trips since that time there has always been something reassuring about the timelessness of the structure. And then came the devastating fire in April 2019 destroying the intricate beams and toppling the spire. It seems that fire has no respect for preservation.

On September 19th, as a special feature of the reconstruction project in celebration of European Heritage Days, a team of carpenters resurrected ancient lifting techniques to raise up, by hand, a three ton oak replacement truss in front of the cathedral before a crowd of observers.

As a prelude to the lift, the audience had been treated to a session involving 800 year old building methods and tools once used to construct the original inventory of triangular frames. The preliminary event, which took place in the church nave, was narrated by General John Louis Georgelin, chief of reconstruction, who described the piece by piece hand fabrication process which shaped raw French oak into finished trusses the old fashioned way.

The actual carpentry phase of the reconstruction will commence in 2022 at which point twenty-five such trusses will be installed in the cathedral nave.

According to Phillippe Gourmain, the lead carpenter, there is no problem finding the wood which is plentiful. The big issue is replacing the supporting stone work which was destroyed in the fire. It seems that similar native stone is in short supply. Notwithstanding this impediment,



President Emmanuel Macron wants the cathedral open in 2024 in time for the Paris Olympic games, but according to some experts, this timetable may be too ambitious.

Meanwhile, the spire is being refurbished while the elevated cathedral vaults are receiving a thorough cleaning by thirty-five specialists suspended on high by rope rigging. At the same time, the 8,000 pipe organ is under repair off site. The tedious jobs of clearing away the melted scaffolding, which had been erected prior to the fire as a separate project to refurbish the spire, was scheduled for completion by October 2020. Exactly what modern methods will ultimately be used to fabricate and install the twenty-five replacement trusses probably will not be disclosed until the integrated carpentry stage in 2022.

Returning to the recent medieval technique exhibition, it seems that all trusses are not created equal. The one used in the demonstration was a copy of truss number seven which was further ahead in the development process than the first six when the sequential set was originally built. So it was a replica of old number seven that some eight centuries later provided the final resting place for a ceremonial oak branch which was delivered to the top and tied to the structure by one of the carpenters from the “Carpenters Without Borders” team as a sign of prosperity. These same woodworkers had shaped the logs with axes by hand and raised the seventh truss replica using the primitive pulley system originally applied.

From the construction team to the cheering spectators to the citizens of the continent, all consider the event as a demonstrative link to an earlier world and a revelation of how much and yet how little has changed.

Background information for this article was provided by Elaine Garley and photographs by Francois Mori, both of the Associated Press.



The AWRP Government Affairs Committee has been following proposed legislation sponsored by Senator Roy Blunt (R-MO) which would extend certain income tax relief provided in the CARES Act through 2021. In particular, because COVID-19 has caused a decline in adjusted taxable income (ATI) for many taxpayers, the CARES Act afforded temporary relief by allowing a greater percentage of ATI (50%) to be deducted and further by permitting affected taxpayers to use their 2019 ATI as a base in 2020.

116TH CONGRESS
2D SESSION

S. _____

To amend the Internal Revenue Code of 1986 to extend the special rule on the limitation on business interest.

IN THE SENATE OF THE UNITED STATES

Mr. BLUNT introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To amend the Internal Revenue Code of 1986 to extend the special rule on the limitation on business interest.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. FINDINGS AND PURPOSE.

(a) FINDINGS.—Congress makes the following findings:

(1) Section 163(j) of the Internal Revenue Code generally limits interest deductions based upon a percentage of adjusted taxable income.

2

(2) COVID-19 has caused adjusted taxable income to decline for many taxpayers across a wide span of industries.

(3) The CARES Act provided temporary relief to such taxpayers by allowing a greater percentage (50 percent) of adjusted taxable income to be deducted and by allowing such taxpayers to use their 2019 adjusted taxable income as a base in 2020.

(b) PURPOSE.—The purpose of this Act is to extend the relief provided under the CARES Act through 2021 for taxpayers adversely affected by COVID-19.

SEC. 2. EXTENSION OF SPECIAL RULE FOR LIMITATION ON BUSINESS INTEREST.

(a) IN GENERAL.—Section 163(j)(10)(A)(i) of the Internal Revenue Code of 1986 is amended by striking “2019 or 2020” and inserting “2019, 2020, or 2021”.

(b) ELECTION TO USE ALTERNATE ADJUSTED TAX-

ABLE INCOME.—Section 163(j)(10)(B)(i) of the Internal Revenue Code of 1986 is amended—

(1) by striking “clause (ii), in the case” and inserting “clause (ii)—

“(I) in the case”,

(2) by striking “year. In the case of a partnership, any such election shall be made by the partnership.” and inserting “year, and”, and

3

(3) by adding at the end the following:

“(II) in the case of any taxable

year beginning in 2021, the taxpayer may elect to apply this subsection by

substituting the adjusted taxable income of the taxpayer for the last taxable

year beginning in 2019 or 2020

(which ever the tax payer elects) for the adjusted taxable income for such taxable

year.
In the case of a partnership, any election under subclause (I) or (II) shall be made by the partnership.”.

(c) CONFORMING AMENDMENTS.—

(1) Section 163(j)(10)(A)(iii) of the Internal Revenue Code of 1986 is amended by inserting “or 2021” after “2020”.

(2) Section 163(j)(10)(B)(ii) of such Code is amended by striking “for the taxpayer’s last taxable year beginning in 2019”.

(3) The heading for paragraph (10) of section 163(j) of such Code is amended by striking “2019 AND 2020” and inserting “2019, 2020, AND 2021”.

(4) The heading for sub paragraph (B) of section 163(j)(10) of such Code is amended by striking

4

“2019 ADJUSTED TAXABLE INCOME FOR TAXABLE YEARS BEGINNING IN 2020” and inserting “PRIOR YEAR ADJUSTED TAXABLE INCOME”.

(d) EFFECTIVE DATE.—The amendments made by this section shall apply to taxable years beginning after December 31, 2020.



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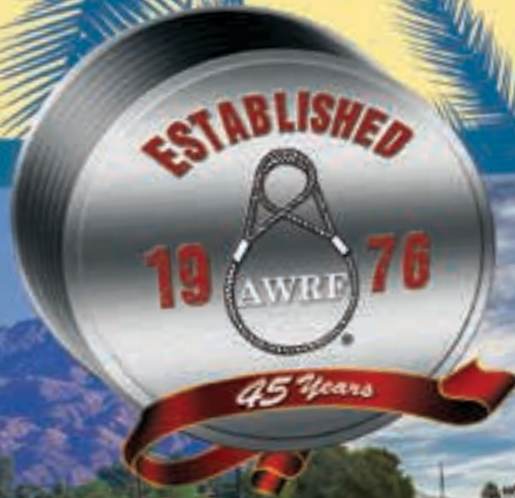


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At this current time we are moving forward with the April General Meeting.
If there are any changes due to COVID-19, we will contact you.

PALM DESERT

AWRF General Meeting
April 25 - 28, 2021
La Quinta, CA
La Quinta Resort & Club



To all AWRF Members,

On behalf of the AWRF Board of Directors and JAGwire Management our hearts go out to all those impacted by the COVID-19 virus including those diagnosed with the virus, their families and the many whose jobs have been affected.

After continuous monitoring of the evolving situation and much deliberation, the AWRF Executive Committee and the Association’s Management Staff is announcing that **the AWRF Spring General Meeting in Maui, Hawaii will be moved to La Quinta, CA.** The dates, April 25th-28th, remain the same. New hotel information will be available on the AWRF website shortly. This decision was made ultimately with the hope that we will be able to move forward with the Spring General Meeting, at a more accessible location for the majority of our membership.

We are continuously monitoring the everchanging landscape of the COVID-19 pandemic. We will make it our top priority to keep you updated with any changes, as soon as we know them.

On behalf of the AWRF Board of Directors, I would like to thank you for your patience throughout this decision-making process and your commitment to your association.

Sincerely,



Jeffrey A. Gilbert
AWRF Chief Executive



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Technical Committee

Load Securement Sub-Committee

Celena Moses
Van Beest
Houston, TX



AWRF Chair for Load Securement:

As we entered 2020 the world was greatly impacted with a shortage of goods and how they would be distributed. Load Cargo Securement of goods has been a mainstream way of getting goods to the public for decades with little acknowledgment from the world of how critical fleets are to the economy. Until now!

At the end of March when the world felt like it was shutting down in front of our eyes truck drivers were still on the road. They are on the frontline every day delivering bigger loads of emergency supplies while maintaining DOT regulations of proper cargo securement. No small task for the new world we live in!

I personally got to see firsthand the impact Covid-19 is having on a truck driver. My nephew is a heavy haul truck driver and seeing the stress, tiredness, and pressure he was under made me question his safety. In many recent articles related to Load Cargo Securement the number one safety concern during this pandemic for truck drivers and commercial vehicles is speed. Truck drivers are under a lot of pressure to stay on the roads and get goods to their destination as quickly and safely as possible. Speed and regular safety cargo securement checks would appear not work well together. My two cents!

While we are all at home safe with our families and are part of an organization who promotes safety for Load Cargo Securement let's pray for the men and women on the roads trying to bring goods to the public's needs.

Cargo Securement Handbook.
<https://www.fmcsa.dot.gov/regulations/cargo-securement/drivers-handbook-cargo-securement>".



Ezekiel Coffelt (Zeek)
Nephew of Celena Moses



Congratulations and welcome to the following new AWRF Members:

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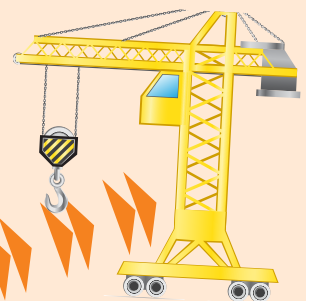
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When will it be time for YOU to heal?

By Nicholas Chase

This will be very much to the point and I think given our current circumstances living under this oppressive pandemic, it should be.

Who does COVID-19 most drastically impact? In my opinion, this virus will wreak havoc on anyone who hasn't been taking care of their wellness over the years. This doesn't have to be an all or nothing approach either, I'm only talking about light movement 3-4 times per week and an emphasis on a "clean" diet.

I wanted to offer my personal services both as a professional athlete, 8-year endurance coach and nutrition consultant. While I cannot claim to rid your life of diabetes or promise anything in terms of medical improvement I can tell you the advice I give to everyone I work with has a lot of cross-over. Your wellness should 100%

on the TOP of your priority list and I want to help you handle the holidays and make a LASTING change in your wellness game. Let's start working on a very successful 2021 right now!!

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necessary that you are committed to our hard work and will be worth this investment of time and energy. I will decide by the end of December.

So, that's it! Are you ready to use the resources AWRP wants to provide in order to do something BIG with your life? Remember, this change takes a village and your friends, family and loved ones need to have your back and be part of this change. You're not alone and I can absolutely help nudge you towards success. Are you ready?



Nicholas Chase



Quality
Carey Hanson
 Bairstow Lifting
 Products Atlanta, GA

chanson@bairstow.com



Health
Celena Moses
 Van Beest
 Houston, TX

c.moses@vanbeest.com



Safety
Hugh Yoder
 Carpenter Rigging
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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.

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Samsel Supply
Samson Rope Company
Southern Wire
Southwest Wire Rope, Inc.
SWOS
U.S. Cargo Control
U.S. Rigging Supply
Wisconsin Lifting Specialists, Inc.

Standard

American Rigging
Bilco Wire Rope & Supply Corp.
Canyon Rigging Inc.
Dakota Riggers & Tool Supply, Inc.
F.D. Lake Company
Fulcrum Lifting - Tri-State Wire Rope
Fulcrum Lifting- Vernon Lifting
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Hoisting Wire Rope & Sling
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Industrial Splicing & Sling Co.
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Loos & Co., Inc.
Marine Rigging, Inc.
Miami Cordage / Fla. Wire & Rigging Works
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Cascade Rigging, Inc.
Chant Engineering Co., Inc.
Hercules SLR, Inc.
John Sakash Co., Inc.
LAMCO Slings & Rigging, Inc.
Mazzella Companies
Memphis Chain & Cable LLC
Mile High Rigging, Inc.
Pacific Industrial Supply Co.
Phoenix Wire Rope & Rigging LLC
Teho International (USA) LLC
The Rigging Box, Inc.
Western Sling & Supply Co.

Gold

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Fulcrum Lifting-Kentuckiana
Kennedy Wire Rope & Sling
Trinity Sling Authority, Inc.



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PHOENIX

Thank you to all the members that participate in the AWRF Safety Program!

By providing detailed injury information on your OSHA 300 sheet, these statistics can be helpful to see trends in injuries. As expected in our industry, fingers, arms and hands are some of the higher percentages. Not surprising are the results of lacerations and strains. However, the information will show where other injuries (perhaps unexpected) are happening. Are your employees consistently wearing safety goggles to keep foreign objects out of their eyes? Over 6.5% of the injuries were due to a foreign object in an employee's eye.

Your accident information is always kept confidential, with only the AWRF office knowing the results. The information is culled so that companies cannot be identified. We thank you for your trust in the process.

The more we learn about the different types of injuries on the job, the more we can work to educate, train and protect our employees.

Year to Year Injury Summary

2016		2017		2018		2019	
Injured Area	% of All Injuries	Injured Area	% of All Injuries	Injured Area	% of All Injuries	Injured Area	% of All Injuries
				Ankle	1.56%	Abdominal	2.50%
		Abdominal	1.16%	Abdominal	0.00%	Ankle	5.00%
Ankle	1.12%			Arm		11.67%	
Arm	7.87%	Arm	19.77%	Arm	7.81%	Back	6.67%
Back	10.11%	Back	10.47%	Back	12.50%	Chest	1.67%
Chest	1.12%	Chest	1.16%	Chest	0.00%	Ear(hearing loss)	3.33%
		Ear(hearing)	5.81%	Ear(hearing)	0.00%	Elbow	1.67%
Elbow	1.12%					Eye	8.33%
Eye	12.36%	Eye	9.30%	Eye	10.94%	Face	1.67%
Face	4.49%	Face	1.16%	Face	1.56%	Finger/Thumb	11.67%
Finger	11.24%	Finger	19.77%	Finger/Thumb	20.31%	Foot	8.33%
Foot	3.37%	Foot	4.65%	Foot	4.69%	Groin	0.83%
Groin	1.12%			Groin	1.56%	Hand	8.33%
Hand	15.73%	Hand	5.81%	Hand	14.06%	Head	4.17%
Head	3.37%	Head	5.81%	Head	1.56%	Hip	0.83%
						Knee	3.33%
Knee	2.25%	Knee	4.65%	Knee	6.25%	Leg	1.67%
Leg	1.12%	Leg	1.16%	Leg	0.00%		
						Mouth	0.83%
				Mouth	1.56%	Neck	3.33%
Neck	2.25%			Neck	3.13%		
		Nose	2.33%				
Shoulder	3.37%	Shoulder	6.98%	Shoulder	4.69%	Shoulder	5.00%
Thumb	2.25%					Thumb	4.17%
Toe	1.12%						
Unknown	8.99%						
Wrist	5.62%			Wrist	4.69%	Wrist	5.00%
				Slip	1.56%		
				Dehydration	1.56%		
	100.0%		100.0%		100.0%		100.0%

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How “The Job” lost its appeal and what you can do about it

With unemployment exceeding 10%, it's interesting that companies still have a hard time finding employees—specifically employees under age 30. But those numbers are not nearly as interesting or disturbing as a recent Gallup study¹ that showed 85% of employees hate their job² and 71% are looking for a new one. Oddly, I have a knack for encountering the 14% who've decided to stay at their job and be miserable. Just last month, one young retail employee pulled her mask down to tell me, “Everything here is so expensive it's ridiculous!”

In the world of COVID-19, with employees being let go every day, surely plenty of people want to work. Perhaps you're thinking that with people receiving unemployment and stimulus checks, maybe they're just not going to work for a while as long as the checks come in. Well, get ready; here's where it gets weird. Even before the coronavirus pandemic, corporations struggled to find employees.³

Companies like Merrill Lynch and UBS desperately scour college campuses to find people who want to work in the financial advisory business. And even as regular labor jobs (warehouse work, construction) bump up the pay to \$18–\$25 an hour, positions remain unfilled. Walmart has even doubled its salary for truck drivers as an enticement. This desperation has spilled over into automation now, with predictive dialing machines making constant calls these days. At times, I receive up to three calls a day with some weird automated voicemail informing me I've already been hired for a job I certainly never applied for.

On the other hand, temporary agencies and placement firms are flush with employees willing to work a week at a time. One well-qualified 24-year-old recently said to me, “So, like, I would never like work three weeks in a row without taking, like ... one week off!” Yes, that's a word-for-word quote, and he *did* say “like” three times in one sentence. And while this particular case is anecdotal, a 2019 Deloitte survey of millennials reinforces the idea that younger workers are not particularly looking for long stints with employers. In the survey, 49% responded that they'd quit their current jobs in the next two years, if they had a choice. A quarter of those respondents had *already* left an employer within the past 24 months, indicating a challenge for companies seeking a stable workforce.⁴

Problems

We are finding that workers under 30 years old desire freedom. It's by far the number one thing they want, with money and a greenish, environmentally fair, sustainable work environment tying for second. And discussions about wage did not yield the kind of answers we expected in a brief in-house poll of 50 random 20-somethings. The issue was not about needing to make rent; 70% of respondents lived at home rent free. It was the bottom-dollar principle: “Here is the dollar figure that gets me respect.” Many felt that taking lower pay would lower the pay for others who needed the money more than they did.

Our random sampling of workers 50 years and older showed some similar, and some dissimilar, issues. Many in this segment felt young people were paid too much starting out. They also felt at a disadvantage when working with bad, slow software that younger workers show more patience with. Many retired because of it—after all, if your job is to dig holes, spending 50% of the day getting your shovel to work is misery! But many workers 50 years and older expressed the same wants as anyone at any age: they wanted to work temporarily, get time off work when they wanted, and work from home with a wage that proved they were valuable.

What changed? How did we go from people feeling grateful to have a job to people dictating the terms of the job?

Historically, a culture that has lots of opportunity can shift priorities. Prior to COVID-19, the United States had a brisk economy with unemployment under 4%. It seems that during that upswing, we decided that “the job” interrupted much of our lives—we wanted more freedom and less work. As a whole, we felt our quality of life did not match what we'd hoped for. We wanted more time with our families. We decided we would take less money and less opportunity in exchange for more flexible time—although in some cases we wanted more money and more flexible time. (Who wouldn't want that?)

1. Gallup Inc., State of the Global Workplace, Gallup Press (New York), 2017. Available at <https://www.gallup.com/workplace/238079/state-global-workplace-2017.aspx>.

2. Sara Burrows, “85% of People Hate Their Jobs, Gallup Poll Says,” ReturnToNow.net (22 Sep 2017). Available at <https://returntonow.net/2017/09/22/85-people-hate-jobs-gallup-poll-says/>.

3. David J. Lynch, “‘This Is Super Tight’: Companies Struggle to Find, Retain Workers in a Hot Economy,” Washington Post (12 Jan 2018). Available at https://www.washingtonpost.com/business/economy/this-is-super-tight-companies-struggle-to-find-retain-workers-in-a-hot-economy/2018/01/12/0c1ce97e-f7cf-11e7-b34a-b85626af34ef_story.html.

4. The Deloitte Global Millennial Study 2019, p. 14, published by Deloitte Group and available at <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/deloitte-2019-millennial-survey.pdf>.

We have to manage people based on who they are, not on who we wish them to be.

But before we go blaming a younger generation, ask yourself a question. What would you have done if you had all these options when you were in your 20s? Yes, that's right, you might be unemployed and barefoot at a coffee shop, proclaiming "I choose not to participate in this economy" as you sip your giant coffee-milkshake. So, yes, it's circumstantial. But you would think coronavirus would dramatically change the problem of finding employees. I guess in some instances it has, but some industries are still desperate to find quality workers to employ. So you have people searching for jobs and not finding them, alongside companies searching for people and not finding them... Can this really be happening? Or is one of the groups being less than truthful?

From looking through data, surveys, and my own research, it seems that simply not enough people are looking for full-time jobs. At the same time, employers have made getting hired and onboarding much more difficult and tedious. Some companies claim they are being ghosted after the candidate has agreed to come to work; from surveys and anecdotes, I suspect their own process could be part of the problem.

A misdirection in management

One issue employers might need to address is the idea that criticism is management. Telling employees on a regular basis that they're doing a terrible job (with or without training) is not helping. This approach is creating an entire generation of people who just do not particularly care for working anymore. To illustrate the point, I present a true story, with names changed to protect the guilty.

In a job interview, Danny fields questions he feels uncomfortable answering, such as "Why do you want this job?" and "What are your worst traits?" But he lands the job in manufacturing and reports to orientation, where he meets Bill, his supervisor. Bill's been a supervisor for three years, promoted to the position because he'd done such a great job in his area of expertise.

When Danny and Bill first meet, Bill remarks that he's surprised by the many things Danny doesn't already know. On Danny's second day, Bill tells him that others have picked it up much faster than Danny has. This is Danny's first job, and he starts to wonder if he's capable of doing anything that has value. He was told he was smart and capable but this job experience seems to prove otherwise. After orientation, he takes on the full responsibilities of his job, not believing in himself. Bill lets him know regularly what he's doing wrong. Danny wonders if having a job is what he really wants.

It seems leadership for many younger managers simply means critiquing.

A few years ago, my research partners were fortunate to have access to exit interviews from large and small companies. Of 4,000 respondents, 71% of exiting employees indicated they didn't believe their boss liked them. Those of you in managerial positions might be thinking, "I need to lead; I don't have to be liked." But your behavior betrays your skill. If people don't like the way you behave, they look for reasons to disagree with you. We've all heard someone in authority say, "You don't have to like me; you just have to respect me." Honestly, though, of the people you truly dislike, how many do you respect? I'm pretty sure the answer is zero.

Years ago I worked for a boss who was not terribly competent. He made mistakes, drank too much, and was arrested for driving while intoxicated during his time as department manager. Even so, productivity was good, business was up, and the department flourished under him. Why? He was a friendly, likable person who sat you down and told you what you were doing right before explaining what needed to be corrected. He'd even ask your opinion.

He handled people making mistakes better than anyone I've ever known. He once told me, "We didn't hire you to be some great organizer who's good in the file room... which is good because you're definitely not. Your coworkers are complaining that you've got a problem with alphabetical order, so bring the files back to your desk, put them in order, and then put them back in the file room. I'll be glad to sit at your desk with you and see if I can figure out what the problem is." I said, "That's pretty embarrassing," and he replied, "We can pretend we're having a meeting about something besides your ABCs!"

Competent or not, this man understood something rather important: we have to manage people based on who they are, not on who we wish them to be.

Helping people to develop their own brilliance is much more effective than giving them yours.

Solutions

If time heals all wounds, why then are there so many cranky old people? Notably, we will always remember who and what devalued us. We carry it with us a long time. Leaders, take note. Frequently critiquing performance and emphasizing weaknesses does not attract or create confident, capable, loyal workers.

Continued on page 69

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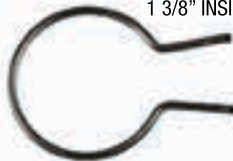
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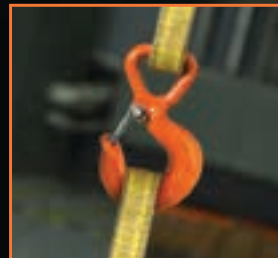
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Slingmakers



by Dave Rosenberg, CPBA/CPDFA, Principal of Locked On Leadership, LLC

As a former Naval Officer and President of several companies, Dave Rosenberg understands the difficulties of managing tasks and personnel. Now he is on a mission to replace TGI Friday with TGI Monday. Dave is the founder and principal at Locked On Leadership, a consulting firm that focuses on practical tactical leadership skills that yield results. He is a Certified Professional Behavioral and Driving Forces Analyst and has worked with over 60 companies in 13 states arming them to achieve sustained and managed growth.

“Too many organizations are using outdated techniques and technology. The most common is post and pray. Basically, posting a boring job description on a job board and praying that great candidates apply. The problem with this approach is job descriptions are boring and lack excitement. They’re rarely focused on what a candidate wants to know. “

Locked on Leaders

Secrets to Successful Hiring

On July 1, 1863, General Richard S. Ewell of the Confederate Army had a golden opportunity that could change the course of history. It's the first day of the Battle of Gettysburg and Union soldiers, under General William Scott Hancock had retreated and dug in on Cemetery Hill. Unfortunately for the south, Ewell did not have the manpower needed and failed to capitalize on the situation. Eventually, the Confederate Army tried to take Cemetery Hill in a doomed action now known as Pickett's Charge. The resulting loss at Gettysburg led to the defeat of the South. Today, business owners are faced with the same dilemma, they don't have enough team members to take advantage of the thriving economy. There is a tendency to throw bodies at the problem by quickly hiring anyone who may be qualified. The long-term effects of this strategy could have the same devastating effect on your company as the loss at Gettysburg had on the Confederacy, degraded service and rising costs.

In my September 2017 post, **Why Resumes Should be the Last Thing You Consider When Hiring**, I talk about interviewing for a cultural fit. Today, I explore best practices for hiring with Author and Consultant Rebecca Barnes-Hogg, author of "The YOLO Principle: The Ultimate Hiring Guide for Small Business".

Q What is the biggest problem you see with the hiring process today?
Too many organizations are using outdated techniques and technology. The most common is post and pray. Basically, posting a boring job description on a job board and praying that great candidates apply. The problem with this approach is job descriptions are boring and lack excitement. They're rarely focused on what a candidate wants to know. It's a tight labor market which means candidates can afford to be selective. To reach candidates who may be interested in a new position but not actively looking, you'll need to stand out from the crowd and be different.

This means you must try new and different ways to reach candidates. Use video, social media, and get creative. Ikea recruited customers by putting "build your career with Ikea" instructions with their product assembly instructions. Think about how you can creatively package your jobs and reach your ideal candidates.

Q Why is it that we can hire new team members, that have been successful in the same position with our competitors, but they don't work out with us?

Often an organization will focus on technical skills and neglect cultural fit. Your business has a personality (or culture) that is unique to you. You'll want to understand your organization's core values and how those are incorporated into daily work activities. This can be a simple exercise of identifying your top three to five values and then giving examples of what those values mean in terms of how work gets done. Words mean different things to different people, so those examples are critical

Q: What is the biggest mistake small business owners do when hiring?
The most frequent mistake I see is hiring fast to relieve pain. Instead, it's better to be short-staffed in the near term to avoid making a bad hire. When you are operating from a place of pain, your goal is to end the pain. That often means choosing the best of the average or subpar employees who apply for an ad on a job board.

More strategic and intentional hiring is actively going out and searching for passive candidates. This could mean hiring an expert recruiter who has access to resume databases and tools to find great candidates. If your budget prevents that, you can try using social media to advertise your job openings by showing realistic images of your business and employees. You want

The most frequent mistake is hiring fast! It's better to be short-staffed in the near term to avoid making a bad hire. If operating from a place of pain, our goal becomes ending the pain and choosing average or subpar applicants.

candidates to see themselves working for you. Use some creativity and try different channels both online and offline. Good old-fashioned networking or calling friends and colleagues and asking for referrals still work.

Q: Can you talk about the cost of a failed hire?
There are so many tangible and intangible costs. Most of us can easily calculate the tangible costs: advertising, training, overtime, or temporary staffing costs. The biggest intangible costs overlooked are lost productivity and lost customers. Other intangible costs are losing great employees because they feel overworked and stressed by the constant turnover caused by bad hires, constant retraining costs, and the time taken from revenue-generating activities to deal with employee issues caused by the bad hire. Or, even worse, there could be lawsuits, damage or theft of expensive equipment, or causing harm to other employees. The costs can quickly reach six figures. If you want to calculate your cost, you can download a complimentary cost of bad hire calculator on my website.

Q: There is a movement towards value-based interviewing, what are your thoughts on the subject.
*I think it's a critical part of any hiring process. Great candidates want to know that their employer shares their values. They want interesting work that makes a difference in some way. It could be in a community, an industry, or the entire world. The point is that aligning values is good for business. Values provide a sense of purpose.
When an employee's values are out of alignment with organizational values, the symptoms are easy to spot. Mild symptoms might be low motivation like lots of small mistakes, being late or constantly wanting to take a day off. More extreme symptoms could be an employee who talks negatively about his job in front of customers, constantly complains to everyone, creates problems and discord on your team, and causes stress for your good employees.*

Q: I advocate using assessments, like my Job Benchmarking service. What are your thoughts on using assessments in hiring?
In terms of assessments during the hiring process, I often recommend a skills assessment instrument especially when the hiring manager may lack the technical expertise to adequately assess an applicant's skill level. This might be

the case if a small business owner is hiring a finance or accounting person and that's not their background. I'm more cautious when it comes to personality assessments. Too often they are used improperly or without having an expert who can assist with understanding and interpret the results. It's also critical to make sure you are using a reputable company who has tested and validated the assessment. Used properly, assessments can be a good tool to have in your hiring toolbox.

Q: If you had 1 piece of advice to a small business owner on how to improve their odds on a successful hire, what would it be?
*The best thing a small business can do is to be more intentional and strategic about how they hire. Read about current labor market conditions, listen to what candidates are saying about their experiences with potential employers, and please stop using a job description as your job posting. That stopped working years ago. Instead, write a compelling job ad that allows a job seeker to visualize themselves working in your company.
An easy way to be more successful is to read my book, *The YOLO Principle: The Ultimate Hiring Guide for Small Business*. It's available on Amazon in paperback and Kindle versions.*

For business owners, the investment in human capital is one of the largest purchases we make. If we hire well, the payback is enormous, hire poorly and the cost could be your entire business. Shouldn't we spend the time and hire correctly? Take your time, hire right, once and move on.

Rebecca Barnes-Hogg, author of *The YOLO Principle: The Ultimate Hiring Guide for Small Business*, is a serial connector of small businesses with their ideal employees. She first discovered this talent as a teenager when she helped her high school classmates find summer jobs. Rebecca recognized early on that at the center of every business is its people. Her passion for hunting purple unicorns (or in real life words, ideal employees) shows in the transformations she helps small businesses achieve. Rebecca's recruiting insights have been featured in *Forbes*, *Inc.com*, *Business News Daily*, *U.S. News & World Report*, *CBS Small Business Pulse*, *MarketWatch*, *Hotel Executive*, and *HR Magazine*. Rebecca is also a coauthor of *Rethinking Human Resources*.

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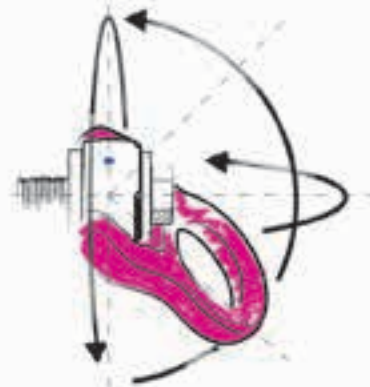
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AWRF/LEEА Accreditation Program Update



As many of you are aware, AWRF embarked on a mission several years ago to find a way to help AWRF member companies differentiate themselves in the market place. The goal was to drive end users to AWRF member companies to help them win more business, ultimately adding value to being an AWRF member. We are getting close to realizing this vision.

The Accreditation Program, as a reminder, will consist of a third party auditing partner which will work with member companies that sign up for the program through the AWRF office. The audit will be based on the latest AWRF Quality Survey, the same survey that became the framework of the RP&G for Rigging Shop Operation. The AWRF Technical Committee and Board of Directors have chosen LEEА as the third party auditing partner to support us in this effort.

Once a member company successfully completes the audit, they will then be able to market themselves as AWRF/LEEА Accredited, which includes the use of a combined AWRF/LEEА logo that is being developed. Additionally, many benefits that LEEА members enjoy will be made available to AWRF member companies that enroll in the program. Currently, we have a final draft agreement between AWRF and LEEА that has been approved by the Board and our legal counsel. This draft has also been reviewed and accepted by the LEEА Board and is awaiting final legal review in the UK.

Although this year has been difficult in so many ways, we are pleased to have made progress on this important initiative and hope to roll out this program at the next AWRF General Meeting in April, with signups being accepted shortly thereafter. Feel free to contact the AWRF office for more information on program fees, signup procedures, etc. We believe this program will add tremendous value to your AWRF membership, and help to grow your business!



*Congratulations on
your retirement
Peter Friedrich*



The AWRF Technical Committee would like to thank Peter Friedrich, Industrial Magnetics for his dedicated work on the Below the Hook Lifting Devices Sub-Committee.

I really appreciate your friendship, making myself and Leasa feel welcome at every meeting. I am the lucky one to have spent time with truly professional people like you all are. I will always remember the good work we did together.

Peter Friedrich



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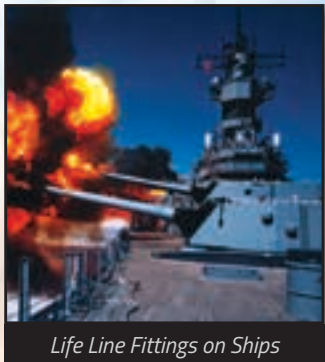
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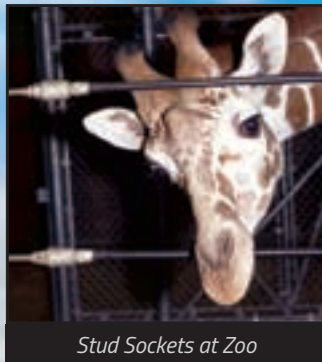
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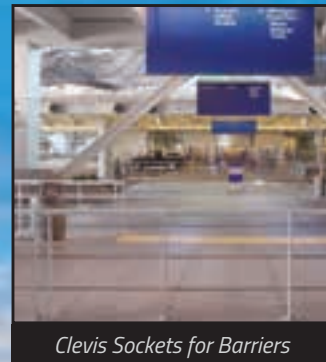
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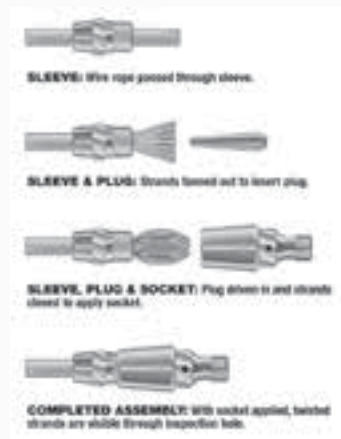
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Hi Friends.

Uncertainty, stress, challenges, opportunities, the world has changed significantly in the past ten months.

It is crucial to recognize that unexpected changes are a natural and imperative part of life. Even though handling change can be challenging and uncomfortable, they lead to new perspectives and growth. With a focused mindset, you can eliminate old habits and patterns that no longer serve you and develop new opportunities to transform your life and business in rewarding ways.

Just like in our personal lives, sometimes we lose focus as organizations. This lack of clarity can negatively impact our purpose and direction. But if workplace systems, processes, and strategies can transition and evolve, businesses can remain competitive and thrive.

Our current climate motivated me to share with you Three Strategies to Redefine Purpose and Direction. I hope you find value from my perspectives.

1. Focus On Your Niche

Focus and embrace what makes you unique. Shift your thinking from wanting to hit a home run every time to being satisfied with a series of singles, realizing that you can still score runs that way!

Before making any changes, allot the time required to execute an internal audit of your organization. Identify where you stand in the competitive market and what you wish to achieve.

Many businesses fail because they do not recognize their strengths and prioritize their goals. Determining your niche allows you to differentiate yourself by clearly defining unmet or underserved specialized needs. Your rare place in the market will set you apart from your competition.

One of the businesses I own is a title insurance company. Before the real estate market crash in 2006, I wanted to start a mortgage company to feed my title business. I brought the idea to my business mentor, Ron Bailey. He listened to my whole plan, and in the end, he said, "Dan,

for some reason, I thought you were in the title business? Maybe you should do that and do it really well!"

I ended up sticking to my niche and was thankful I did not sink millions of dollars into that venture, especially when the market imploded less than twelve months later. I still thank Ron for his excellent advice!

Steps to Take:

- Focus on your business niche by first selecting and researching your customer base.
- Discover their requirements, motivations, and expectations.
- Create your business plan by defining what products and services you will offer or are providing, the needs they will meet, and the pricing model.
- Lastly, research and market your business to your specific target audience to identify gaps in the marketplace, anticipate growth, and excel in your sector.

Having a niche will not only create a steady stream of revenue but will also establish loyal consumers. And by being a thought leader in your field, you will be able to charge appropriate rates for your products and services.

Continue to have regular maintenance checks to reassess your customer base and competition, and strategize for optimal growth. Tie your company culture, values, and personal purpose to create something truly unique to your organization.

2. Recognize That Trends Have Accelerated

Trends accelerated due to our current climate, but they were underway before our lockdown. The market is now in a rapid state of change and evolution. If you were going to fail, you would probably fail quicker; if you are going to succeed, you will achieve success even faster than before.

If you have not already, your organization will likely have to shift to a digital model to remain a key player in the competitive market. Virtual communication has become universalized by the pandemic and is now

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- Dan Quiggle

standard. And even in the future, a hybrid of remote and onsite work will continue.

Another accelerating trend is that businesses are leaning towards a new, independent work approach. Organizations are re-examining their investment in corporate facilities as they shift to convenient and closer-to-home options. And those companies who can adjust their supply chains, learn new virtual skills, and adapt to the needs of customers in their local environment, will expedite their successes.

Your ability to be nimble is crucial. Change is inevitable. Once you decide on your direction or make the changes necessary to thrive, then find your niche and grow once again.

3. Lead with Empathy

Human beings do not progress in isolation. And in this time of heightened stressful conditions and uncertainty, it is even more critical to lead with empathy.

- Create healthy work habits by being a great role model. Your employees are watching every move you make, and they will follow your lead.
- Develop a culture that treats people with respect. Workers are even more vulnerable now, so construct a strategy to learn what you can do in a virtual environment to improve peoples' lives.
- Adopt an attitude of gratitude versus tough love to get teams to function at their best. Your employees may require additional assistance. Support the emotional health of your employees, including psychological help.
- Extreme stress can affect how your employees behave. Genuinely caring about your employees' well-being will help them feel supported and comfortable voicing their concerns regarding work and their personal life.
- Define boundaries with time for both work and family obligations. If at all possible, allow them to have flexible deadlines and time off if needed. Research and know wellness resources and make them available.

- Be transparent with your future intentions, and do not keep employees guessing. Instead, make them feel valued and reassured. Recognize the value they bring to your organization to trigger and motivate your employees to create and innovate. By providing practical training and invigorating people to a more significant company purpose, they will work harder. And by implementing a support structure, you will achieve the desired business results.
- Recognize that some employees have families who require more attention and time at home. Communicate with them about the different roles they play, including home-schooling. Check-in with them and have an open-door policy "virtually," if necessary, for them to talk through any problems. Social support and understanding are keys to helping alleviate stress and adjust to a more work/life balance.

During my speeches to CEOs, I tell a story about a friend with four exceptional employees who loved their company dearly. They had their full-time positions but also took on a second title, "Guardian." They were extraordinarily nurturing and empathetic and were the force behind the well-being of all the employees.

Whenever any employee was struggling or in mental or emotional pain, one of the four guardians would immediately reach out and offer their support and love. These acts of kindness created a close bond and a trusting work-family relationship between all the company employees.

I have told this story for years, and at least twenty companies have created Guardian Programs. Amazing what good things can happen when you genuinely care and exhibit good-will towards others.

How you maintain your workforce's health, well-being, and safety will set you apart from your competition. Your business should make managing risks to your employees a priority and deliver a positive impact on their lives.

Remember, you are the leader; therefore, own it! Be the leader you know you can be, and your employees need you to be. You are here for a unique purpose, to be an inspiring, energizing force that guides strategy and motivates people daily. Shift your organization and thrive by aligning your business and life to your purpose and direction.

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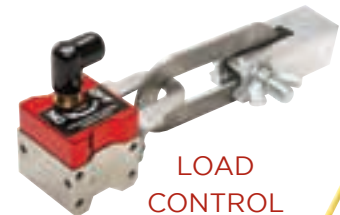
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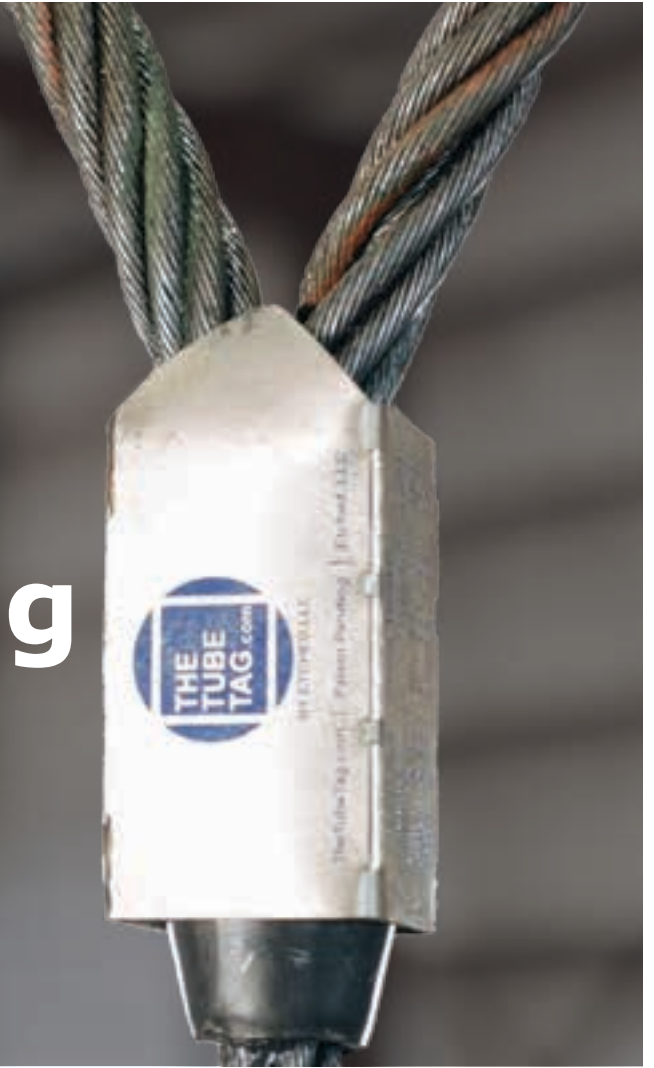


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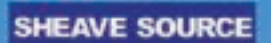
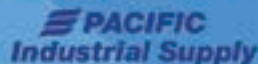
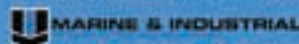
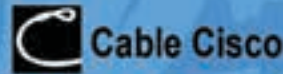
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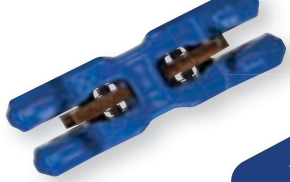
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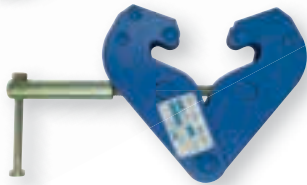
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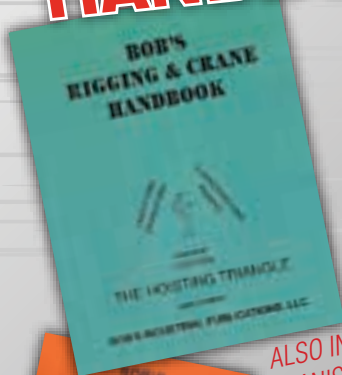


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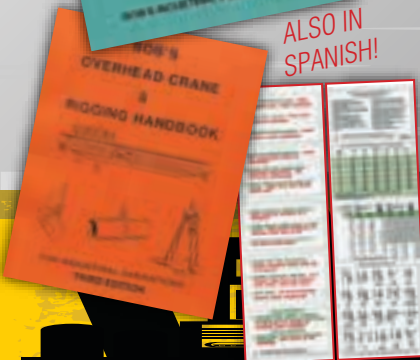
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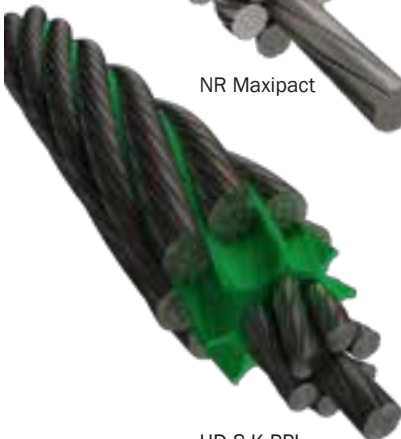


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Potential Fraud In the Economic Injury Disaster Loan (EIDL) Program



Tiffany Pollard, CISA
Risk Services Practice Leader
William Vaughan Company
Tiffany.pollard@wvco.com
419.891.1040

Tiffany has been with the firm since 2017. She is experienced in providing technology- related consulting and assurance services including IT assessments, IT strategy development, and IT auditing and risk management. She also provides guidance on internal auditing, System and Organization Controls (SOC) examinations, information technology controls, and cybersecurity.

The Small Business Association (SBA) issued a report back in July 2020 stating ‘serious concerns of potential fraud related to the EIDL Program. The SBA’s inspector general raised red flags about more than \$78 billion in aid approved for businesses under the agency’s program — about 37% percent of the total amount distributed — and warned billions might have been fraudulently obtained by individuals taking out loans on behalf of companies.

We have received reports of this happening in Northwest Ohio. Fraudsters have taken loans out on behalf of companies and it isn’t until those companies apply for a legitimate new loan or go through a bank review are the fraudulent EIDL loans discovered.

As of today, the Federal Trade Commission has calculated \$170 million in fraud losses related to COVID-19 of which roughly \$2 million has occurred in Ohio and \$3 million in Michigan. Cyber criminals began capitalizing on the ever-changing pandemic from the moment it began. It is unfortunate to hear, but a reality of the world we live into day.

As fraudsters exploit the ongoing pandemic, we wanted to share with you the suggested steps our in-house Risk Services Leader, Tiffany Pollard, CISA, recommends should you find yourself in a similar position:

Work directly with the banking institution which experienced the fraudulent EIDL transaction and inquire if they will provide coverage for credit monitoring; and, review the FTC website with recommendations on what to do when your personally identifiable data has been compromised:

- a. <https://www.identitytheft.gov/Steps>
- b. <https://www.identitytheft.gov/Info-Lost-or-Stolen>

To prevent such fraud, here are some recommendations you can do now:

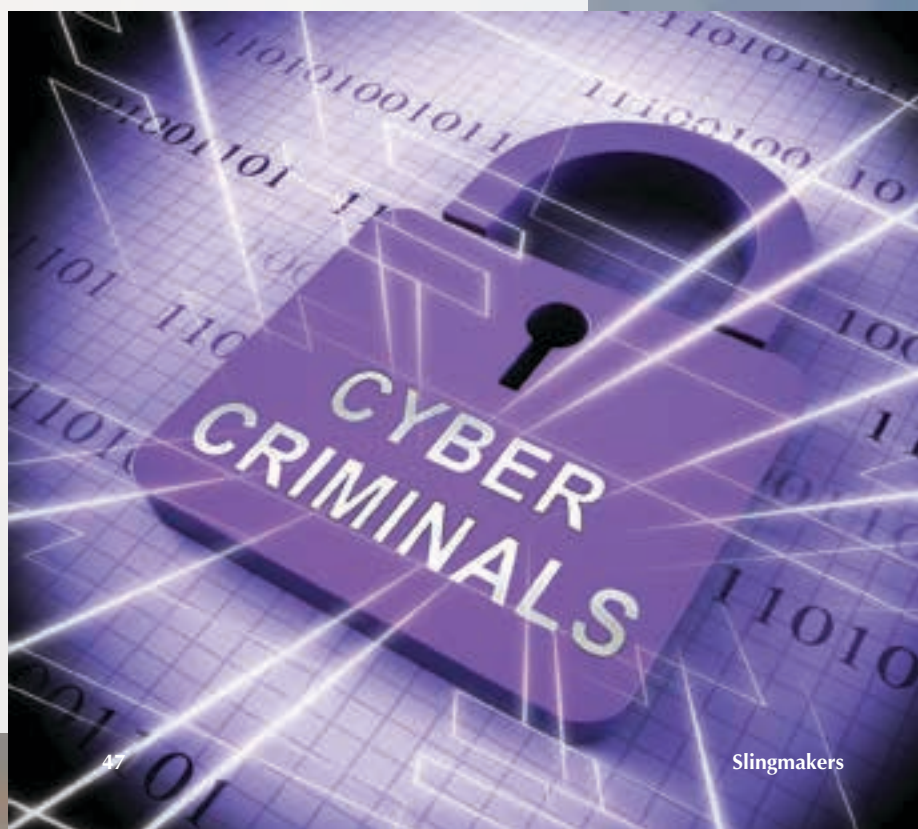
- Activate credit monitoring at the three credit bureaus for your business and personal credit.
- Work with your banking institution to ensure you are using the available financial transaction monitoring available to detect fraud.

- Ensure you have cyber security and identity theft expense reimbursement insurance. Cyber security and identity theft insurance can help you pay for expenses associated with resulting losses and provide tools to reduce the risk of additional fraud.
- Complete a Security Assessment by an independent cyber security team. This evaluates current information technology systems to identify vulnerabilities and review the dark web for possible user name and password loss. Completing a preventative assessment can give you peace-of-mind knowing you have mitigated vulnerabilities within your network.

Having plans in place before such an issue occurs will enable your business to confidently manage such a tense situation.

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Carcano, a story already 60 years old

The Stamperia Carcano Giuseppe SPA was founded in 1960 and then, during the Seventies, enormous technological innovations were introduced, such as fast presses for forging and specific systems for mechanical processes, which led to a significant leap ahead in terms of quality, driving the company towards new foreign markets. This highly positive situation encouraged us to launch the CARTEC trademark in March 2007, with the immediate development of the CARTEC 80 range of lifting accessories. With almost seamless timing, the CARTEC 100 range of accessories was also created, maintaining precisely the same assembly system procedures and a simple, traditionally-accepted form of production and without making any changes in form or dimensions compared to the 80 series. Bolstered by the 25% increase in load capacity over the 80 series and the reduced wear due to the high resistance of the materials, CARTEC 100 earned pride of place among Carcano's MADE IN ITALY products and immediately became the benchmark range for the lifting sector.

Characterised by its easily-identifiable orange colour, CARTEC was very soon awarded all the most important quality certifications, such as "H92". Carcano continues to be the only Italian company whose hot forging process, used to produce lifting accessories and anchor points, can boast accreditation from DGUV, the German safety certification entity, whose standards are equivalent to the American ASTM and ASME. This internationally-recognised accreditation certifies the reliability of the processes and the products offered to the market.

In 2017, to add some additional touches to the already-considerable CARTEC range, we also launched CARTEC 60 INOX giving Carcano customers the chance of competing in various highly-specialised application sectors. Worldwide exports of the CARTEC range means that Carcano SPA is among the most competitive manufacturers in Europe and globally. As regards North America, Carcano SPA is represented by the exclusive agent AMH All Material Handling which has various branches all over the USA and ensures the distribution of CARTEC products through its own network.

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November 19, 2020

The Honorable Mitch McConnell
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Washington, D.C. 20510

The Honorable Nancy Pelosi
Speaker
House of Representatives
H-232 U.S. Capitol
Washington, D.C. 20510

The Honorable Charles Schumer
Democratic Leader
U.S. Senate U.S.
428A Russell Senate Office Building
Washington, D.C. 2051

The Honorable Kevin McCarthy
Minority Leader
House of Representatives
H-204 U.S. Capitol
Washington, D.C. 20515

Dear Majority Leader McConnell, Speaker Pelosi, Democratic Leader Schumer and Minority Leader McCarthy:

We, the undersigned associations representing thousands of banks, credit unions, financial institutions, nonprofits and businesses of all sizes that serve America's consumers, write to urge you to immediately address the overburden some Paycheck Protection Program (PPP) forgiveness process before the end of the year. Congress can solve this problem and inject the equivalent of \$7 billion into our economy by passing bipartisan, common-sense legislation to streamline PPP forgiveness for small businesses on Main Street in communities across the country.

We encourage Congress to quickly consider legislation that will help countless businesses navigate the overly complex forgiveness process. S. 4117, The Paycheck Protection Program Small Business Forgiveness Act, sponsored by Senators Kevin Cramer, Bob Menendez, Thom Tillis and Kyrsten Sinema and H.R. 7777, The Paycheck Protection Small Business Forgiveness Act, sponsored by Reps. Chrissy Houlahan and Fred Upton are bipartisan and bicameral legislation introduced earlier this Congress and would reduce compliance costs by streamlining the forgiveness process for mom-and-pop businesses who received PPP loans during these unprecedented times. Additionally, passing such legislation that would expand the hold harmless protections for lenders will provide financial institutions that originated and currently service PPP loans the opportunity to focus their time and energy on providing much-needed credit and financial services to individuals and businesses by creating regulatory certainty for PPP loans in the future.

The PPP forgiveness process has already begun for banks and will continue for them and for millions of American businesses in the coming months. Businesses have been patiently awaiting for Congress to act, hoping that an improved and streamlined forgiveness process will ensure they can focus their time, energy, and resources back into their business and communities instead of allocating significant time and expense into completing complex forgiveness forms.

America's small businesses, and the millions of men and women who work at them, are the foundations of communities across the country and the economy and in order to assist them, we urge Congress to quickly pass legislation that would forgive PPP loans of less than \$150,000 upon the borrower's completion of a simple, one-page forgiveness document. PPP loans of \$150,000 and under account for 87 percent of total PPP recipients, but less than 28 percent of PPP loan dollars. Expediting the loan forgiveness process for many of these hard-hit businesses would save more than \$7 billion and hours of paperwork.

Data provided in an independent analysis by AQN Strategies (AQN) has shown an estimated benefit of issuing auto-forgiveness for various loan size thresholds.¹ AQN anticipates the combined resource requirements of operators' time and/or third-party expenses to represent an effective cost of \$2,000-\$4,000 for each business that applies for forgiveness, requiring 20-100 hours of focused time from key leaders of these businesses. With an average loan size of less than \$19,000 for the smallest 60% of loans, this estimate would represent 10-20% of the loan amount itself, which is otherwise intended to support payroll, rent, and other obligations necessary to keep businesses alive and ready to restart. In addition, AQN's analysis suggests that the cost to businesses and lenders would be lower than the cost for the government to auto-forgive loans.

On behalf of our members and the millions of small businesses we serve, we urge you to improve the PPP forgiveness process and support streamlined forgiveness efforts. Financial institutions across the country stand ready to service a second round of PPP loans for our small business and nonprofit customers, but Congress must act now in order to ensure a second round of funds reach those most severely impacted expeditiously. Time is of the essence and we look forward to working with you to pass these critical bills. Thank you for your strong, common-sense leadership on such a critical issue.

Sincerely,

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American Land Title Association
American Road & Transportation
Builders Association (ARTBA)
American Staffing Association
America's SBDC
Asian American Hotel Owners Association
Associated General Contractors of America
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Decorative Hardwoods Association
DHI – Door Security + Safety Professionals
Electronic Transactions Association

Continued on page 81

¹Ben Sabloff, Jason Ford, Gaby Garcia, "Is It Easier to Ask for Forgiveness Than Permission? Not for PPP Loans Under \$150K" AQN Strategies, June 1, 2020, <https://www.aqnstrategies.com/aqncentral/forgive-small-ppp>

Passing Over The Wire Rope Bridge



Kenneth and Missy Hix

Dear AWRF Member: It is with great sadness that we inform you of the tragic loss of Kenneth (Kenny) and Missy Hix. Kenny, CEO of Integricert has been an AWRF member for 10 years.

Mr. Kenneth Lloyd Hix and Mrs. Missy Lynn Toups Hix of Lafayette, Louisiana died on September 20, 2020, both at the age of 59.

Survivors include their two sons, Austin J. Hix of Lafayette and Connor J. Hix of Lafayette; Missy Toups Hix parent's, Anson and Ruth Toups, and her siblings, Kitty Toups, Rusty Toups, Kelly and (Kris) Toups, Toby and (Tessie) Toups, and numerous nieces and nephews; Kenny Hix's mother, Jo Condray Hix and sister, Karen Hix-Cherico.

Carlene M. Sayenga

It is with a heavy heart the AWRF office informs you of the passing of Carlene Sayenga.

Carlene M. Sayenga, 78, passed away peacefully in Bethlehem, on October 22, 2020. She was born in Bethlehem, Pennsylvania, on June 18, 1942. Carlene graduated from Liberty High School in 1960, and worked for both the Bethlehem Steel and as a flight attendant for a major airline. Carlene, along with her beloved husband, Donald, were active and integral to the Associated Wire Rope Fabricators (AWRF). Carlene also enjoyed reading, cooking, and gardening.

Survivors: Carlene is survived by her son Mattheu and his wife Michelle (Resetar) of Bethlehem, her grandson, Aaron Enright and son-in-law, Don Enright of Tucson, Arizona; sisters Linda Weaver of Fogelsville and Rusty Sotzing of Delaware, along with many nieces and nephews. She was predeceased in death by her husband Donald and her daughter, Bryn Alison Enright.

A celebration of life will take place at a later date.





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OZ Lifting Launches Stainless Steel Trolley

OZ Lifting Products LLC has launched the second in a new range of stainless steel products—a push beam trolley.

The launch of the trolley, available in 1 ton and 2 ton capacities, follows the Winona, Minnesota-based manufacturer's recent unveiling of a stainless steel chain hoist, designed for lifting and pulling. The products will commonly be purchased together as part of an overall system. Both items are in stock and available for delivery to OZ Lifting's network of regional dealers. The fact that the product is only available in stainless steel finish further accelerates shipment lead times.

Steve Napieralski, president at OZ Lifting, said: "Much fanfare greeted the launch of our [stainless steel] hoist and our distributors have welcomed rapid expansion of the range. The benefits of Grade 304 stainless steel are well known in and out of industry, and we anticipate interest in individual units, hoists and trolleys, and multiples thereof, depending on the application."

The push beam trolleys (they weigh 26.5 lbs. and 43 lbs. respectively) fit most common I-, S- and W-beams; end users have different types of beams depending on the construction requirements of the building or structure where the lifting equipment will be installed and employed. Each beam offers unique properties that ensures an appropriate level of support in each

instance. The trolley is accordingly adjusted using washers that are supplied with each shipment, in addition to an owner's manual and test certificate.

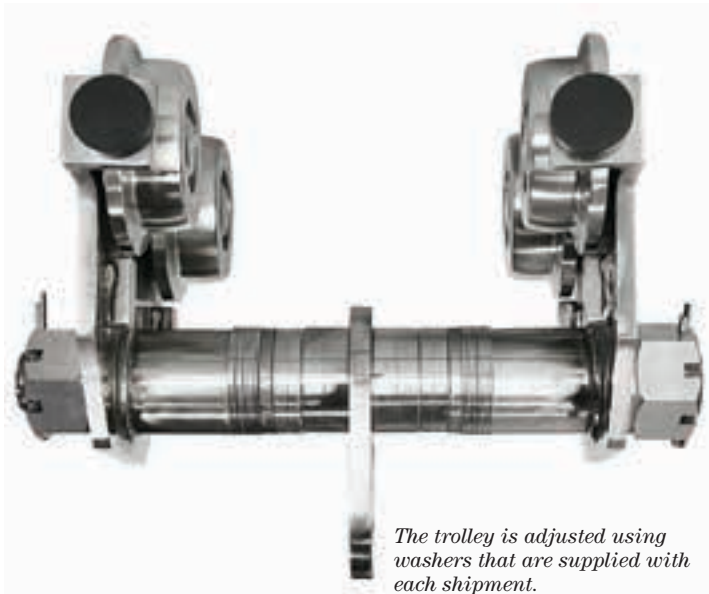
Napieralski suggested that all users adhere to a strict inspection and maintenance program, especially given that the product range is likely to be utilized in corrosive environments. However, the stainless steel trolley, like the hoist, does not require maintaining beyond that of a traditional steel product and will prove more durable owing to its inherent properties.

Additional features of the product, which is suited to use with manual or powered hoists, include an individual test certificate and serial number; stainless steel identity tag; anti-drop plate; and precision ball bearing trolley wheels. Again, the product meets a range of standards, including those of the American Society of Mechanical Engineers (ASME).

The trolley is designed for use in corrosive environments where the properties of stainless steel make it a preferred material. Napieralski revealed in conclusion that a third and final product in the stainless steel range—a beam clamp—will be put to market in due course.



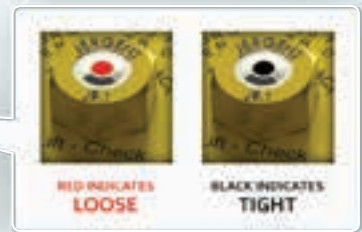
A 1 ton capacity version of OZ Lifting's new stainless steel push beam trolley.



The trolley is adjusted using washers that are supplied with each shipment.



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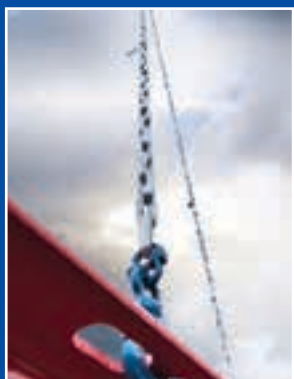
Jergens Lift-Check™ hoist rings quickly assure that an application is secure and ready to lift. Lift-Check™ uses a patent-pending bolt that clearly shows whether the bolted joint is loose or tight, providing fast and hands-free inspection for reduced installation time. No torque wrench or calibration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



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Reel Power Introduces New RIM Drive Shaftless Take Up (RD-10)

- Revolutionary design with Permanent Magnet AC motor delivers new levels of take-up efficiency
- Offers a smaller footprint with fast and economical performance

Oklahoma City, OK (October 26, 2020)... As demand for copper wire and other cable products grows, distributors continue to look for ways to improve efficiencies, reduce costs and maximize space in their facilities. In response to industry trends, Reel Power Industrial, a leading manufacturer of reel and coiling solutions, recently added a new rim drive shaftless take-up to its popular RD line. The units are typically used by wire and cable distribution facilities where large spools of copper wire are transferred down to smaller reels for contractor use.

The new Rim Drive Shaftless Take-up's (RD10) reels are "rim driven" allowing for quick change out and loading of large wire and cable spools. The machine uses a geared motor to drive a roller which rotates the cable reel as it coils. The output shaft of the geared motor is coupled, via chain and sprocket, to the drive roller. A smaller motor/gearbox drives two threaded rods which, in turn, move the ejection roller up and down the frame. This allows the operator to accommodate various size reels while maintaining consistent winding torque through all speed ranges which is critical to ensure proper spooling.

"Manufactured for over 30 years, the RD line has been periodically updated to take advantage of innovative technology as it became available," said Joe Crosley, Sr. Electrical Engineer at Reel Power Industrial. "Initially, RD Series take-ups were offered within a range of mechanical variable drive systems that provided high-torque but were cumbersome and expensive to maintain. Then, as VFD motors and controls became available, we upgraded but had to increase horsepower to maintain low-end torque."

The goal was to design a new roller drive system that would fit in a smaller footprint while providing superior efficiency. The only way to meet the reduced size requirement was to utilize a more power-dense, right-angle geared motor vs. the in-line drive used on previous versions of the machine.

The RD unit requires a variable speed control to allow the operators to control the rewind process. "Switching to permanent magnet (PM) motors proved to be the best solution." Crosley added. The PMAC motors reduces heat losses from the rotor by 100% and total losses by approximately 25%, while increasing total efficiency by 10% or more. This improved performance translates into lower total cost of ownership, a reduction in CO2 emissions, and ongoing savings that buffer against future increases in energy costs.

The new RD10 units provide smoother acceleration and deceleration with no "cable popping", reducing the risk of damaging strands. A footswitch, and central operator controls with handheld speed pendant allow the operator to wind material onto a reel or onto a coiling head. The footswitch can be "jogged" without tripping the drive – allowing for easy packaging of the spooled material. Dynamic reel braking reduces "over spin". RD10 units generate lower ambient noise compared to mechanically driven units.



The new RD10 rim drive shaftless take-up utilizes a new economical roller drive system that fits in a smaller footprint while providing superior efficiency.

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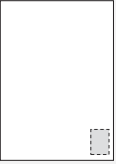
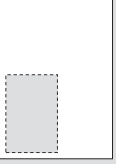
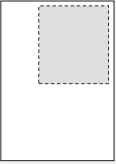
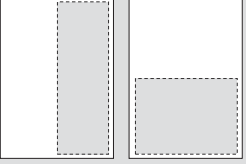

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Issue #s & Content Closing Dates

ISSUE	CLOSING	STREET DATE (See Note Below)
#168	February 19th	March
#169	May 21st	June
#170	August 13th	September
#171	November 12th	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.

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Bishop Lifting and SENAR announce Revolutionary AR Rigging Training

Houston, TX -- November 2, 2020 – Bishop Lifting Products (BLP) and SENAR are proud to announce the release of a revolutionary Augmented Reality (AR) Sling and Rigging Hardware Inspection and Lifting Training App for Mobile Devices.

In January 2020, BLP partnered with SENAR to build the first Augmented Reality (AR) rigging simulator for Apple and Android devices. Now that over 1 billion devices are AR compatible, a phone or tablet can bring 3D immersive scenes to life in the classroom or at home.

The AR simulator offers interactive safety inspection training on both individual pieces of rigging equipment and on proper use and attachment of rigging to various load types. In one of the four scenarios, trainees walk around a life-size digital rack loaded with more than 2,000 lbs. of rigging equipment, and they must identify the 40 flaws that could cause an accident. In another scenario, trainees inspect previously assembled rigging attached to a load before giving their sign-off for lifting.

“Without AR it would be impossible to replicate those scenarios. They are too dangerous or too costly to reproduce and too heavy to carry when I travel! Now, everything is available on an iPad. We’re excited about the training tool and can’t wait to use it in our training classes” says Dan Rose, Training Manager at BLP.

For more information or to download the app go to <https://download.senar.io/rigging/>





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Press Release



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Jeff Doerge Joins cromox US

cromox US, announces the addition of Jeff Doerge as National Sales Manager. Jeff comes to cromox US with more than 12 years of sales and management experience with a US chain manufacturer specializing in the Rigging and Marine markets.

Ketten Walder cromox has been a world leader in stainless steel chain and components for over 70 years. Their core business is the design and manufacture of some of the world's highest performing stainless steel chains and components used in the harshest conditions with exceptional results. To learn more visit www.cromox-us.com.



Press Release



401 West End Ave. • Manheim, PA 17545
800-233-3010 • www.harring

1 Ton Mini Hand Chain Hoist

Manheim, PA – Harrington Hoists, Inc. has introduced their new CX010 mini hand chain hoist designed for use in high or difficult to reach areas. This hoist has a rated capacity of 1 Ton and is the third model in Harrington's line of smallest and most lightweight hand chain hoists in the world. This hoist is available with 10 or 20 foot of lift and features a Twist Detector that visually identifies if the bottom hook has been capsized which alerts users to correct the resulting twisted chain before use.

Standard features of the CX series hoist include a load limiter to prevent the hoist from being used to lift damaging loads beyond rated capacity, a metal chain guide for durability and smooth operation, an aluminum body with steel frame for strength and grade 100 nickel-plated load chain.

Harrington Hoists, Inc. is a KITO Group Company located in Manheim, PA, Elizabethtown, PA, South Holland, IL and Corona, CA. and is a leading manufacturer of electric and air powered chain hoists, electric wire rope hoists, lever hoists, manual hand chain hoists, push and geared trolleys, overhead cranes, crane accessories, below-the-hook and material handling equipment.



“Every year about this time they put in an indoor bathroom.”



Press Release

Modulift
working between the hook and the load

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*Sarah Spivey, managing
director of Modulift*



Out of the darkness there is light

With the global events of 2020, Sarah Spivey, Managing Director for Modulift, reflects on how the business quickly adapted to the changes and how its strategy is clear going forward.

As February turned to March, we all became aware of the global pandemic that is COVID-19. As the warmer weather started to appear, our minds normally turn to summer holidays – where we'll be going, what clothes we'll be taking, as well as looking forward to the food we'll be eating when we get there. But the summer of 2020 was very different, and as we head towards the end of the year, it may be for quite some time ahead. Our thoughts no longer turn to holiday plans, Summer or Winter, but on how to keep our friends and family safe and well. Our minds also turn to work, and how we continue to keep our businesses working, whilst ensuring the safety of our staff.

The summer of 2020

Watching the news closely as developments unfolded, our initial thoughts were towards the business. It was becoming clear that soon there would be a lockdown and we needed to be prepared for that.

With robust structured processes and procedures already in place, we weren't single man dependant. However, we put together a working committee and planned through home working. We added in some new processes and procedures to support the team through the uncharted territory of working from home. This included having access to all the resources needed to be able to manage work effectively in a different environment. Being able to communicate with colleagues and teams to ensure people didn't feel lonely or isolated was key too. Microsoft teams was and still is a god send and the Trello platform for managing team workloads is another.

As our factory has stayed operational, we implemented a number of additional safety procedures. Social distancing, enhanced cleaning operations, additional PPE requirements, staggered breaks to reduce gatherings and so on.

The harder element, as always, is the unseen. We have been working with Mind UK for some time now, developing our mental health strategy and providing a positive inclusive environment for everyone. The most important aspect of any business is the people that work within it and our ultimate goal is their wellbeing.

Health, safety and wellbeing are at the forefront of everyone's minds right now. We had our safety procedures in place, but we also needed to look after wellbeing and understand how everyone was feeling in this very stressful situation.

Whilst all of our staff are now back working, over the summer we made the decision to furlough our office staff and keep a skeleton team. This was one of the hardest decisions we have ever had to make. The biggest factor being how we could ensure we supported the team without burdening them with additional financial stresses through an already worrying time. We worked through the cashflows and made the decision to top up salaries to 100%. We also gave everyone training programmes to help them stay mentally alert and help with their wellbeing - we are big believers in the 5 Steps to Wellbeing. Providing some normality to them in an abnormal world.

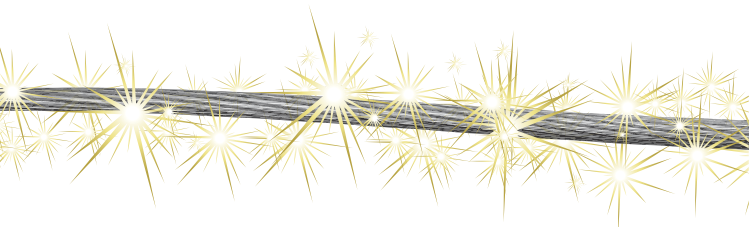
A reduction in staff without the reduction in service

During this somewhat strange time, we have found a shift in products being requested. Whilst sales of our standard stock of spreader beams, spreader frames and lifting beams for next day delivery (we maintained stock levels, so our customers didn't struggle) stay buoyant, we have seen a substantial growth in two other key areas.

Firstly, sales of our latest product innovations. Products like our Trunnion End Unit, where it requires only one top shackle, not two, enabling a safer and quicker sling attachment. As well as our load monitoring spreader beam, the Active Link, that replaces the standard drop link increase like never before. Both products save time and money – which, in today's economic climate, is even more important for businesses right now.

But secondly, not surprisingly for us, the major shift this whole time has been for our custom design lifting solutions – and it's not showing signs slowing down, with September already achieving our highest revenue growth since 2016.

Our team of engineers and our factory specialists, all whom are well known for their technical knowledge, have been kept very busy designing and building a large number of complex custom lifting solutions. Many of them have been designed, manufactured and



delivered in less than a month, including the initial detailed discussion to fully understand the lifting requirements. This is made possible as all of our technical experts including our Sales team are under one roof, since we moved to our new state of the art manufacturing facility last summer.

And onwards we go

We have learnt a lot over the past 6 months, and we continue to do so as the pandemic keeps a grip of us all.

We are fortunate to have a business that's been built on a strong foundation of teamwork, with everyone across all specialist departments working together to build robust processes. It is this spirit and determination to look at opportunities and to go that extra mile for our customers that we continue with now.

Regular strategy meetings continue to take place. These help us to determine the necessary adjustments we need to make to ensure our staff stay safe, whilst continuing to meet and support the needs of our customers with whatever challenges they may face.

What happens next may be uncertain. I think this will change the business landscape forever as we have all learned very quickly how to work from home and communicate effectively from remote locations. We've also learnt new skills. Whether that's taking on additional roles, becoming multi-skilled, or by taking the time for training - which is a gift we never would normally see.

Whilst we continue to adapt to the changing environment around us, this is the biggest challenge anyone has ever seen and certainly at Modulift. I am proud of how everyone has managed through such a fast paced and unseen change.

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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, call 1-888-849-9559 or e-mail Gary directly at Gary@Castle3.com.

2020 The Year for Tax Savings



Currently in the internal revenue code there are many ideas outlined for saving income taxes, but in 2020 some of the old rules have been loosened up and some new provisions have been added.

Some of our clients across the country are having a high profit year, and some are struggling. This is obviously the year for everyone to take advantage of every tax provision available to you to save income taxes, recapture taxes paid and control the amount of taxable income that you will have this year.

The CARES Act was passed by Congress in March and it loosened up some of the old tax rules and created new money saving tax ideas for business owners and individual taxpayers. Many of those ideas are outlined in this article.

I. Tax Ideas for Taxpayers

1. IRA Decisions

- Because of the CARES Act, you are not required to take the required minimum distribution (RMD) for 2020. If you do not need the income, you could leave the cash in the IRA account and let it continue to grow until you take your RMD next year.
- If you normally make large gifts to charities each year, you should consider using the funds in your IRA

rather than using your personal cash. The money that you put into your IRA was tax deductible. You can transfer a combined total of \$100,000 to one or more charities in 2020 from your IRA without having to pay income tax on the distribution. This is financially better for you than using cash from your checking account. This idea is for individuals over the age of 70½.

2. “Bunch” Charitable Gifting

Because of the CARES Act, you can now make a large contribution to one or more charities and potentially drive your taxable income to zero. Normally in the past, you could reduce 60% of your taxes through charitable deductions. In 2020, you can eliminate up to 100% of your income taxes. One way of doing this is to establish a Donor Advised Fund (DAF) through a large custodian and then contribute a large amount of cash, or appreciated stock to that DAF in 2020. This will give you a large tax deduction in 2020, and then you can instruct the DAF to distribute the money in that account over the next two or three years or longer. By bunching several years of charitable contributions into one, you can get a larger tax deduction for this year. To go into more detail, call Castle Wealth Advisors.

3. Offset Gains Against Losses in 4th Quarter

Look at your investment statements, and if you have any stocks or equity mutual funds that are showing an excellent profit, consider taking those in the fourth quarter if you think these assets have reached a high point. At the same time, look at your investment statements and possibly take some of the losses that are showing up on those statements so the losses offset some of the gains. Saving taxes and keeping your cash is usually a good idea. If you have a financial advisory firm, be sure to work with them in October and November and decide if any of your personal holdings should be sold to capture some of your gains and capture some of the losses to help save taxes.



4. Maximize Contributions to Qualified Retirement Accounts

In good years and bad, try to contribute the maximum to any retirement account that you have established. If you have an IRA, Simple IRA, 403b, 401k, SEP, or other retirement accounts, contribute as much as possible, or the maximum limit to these accounts and this should be done every year during your 30 to 40-year business career. These accounts are tax deductible and the funds in these accounts accumulate every year tax-deferred. By putting money in these accounts every year you are diversifying yourself away from having all of your assets in the business.

This year, in January, Congress passed a law called the SECURE Act, and it changed one important rule pertaining to the beneficiaries of these qualified retirement plans. You should talk with your accountant, financial advisor, or Castle Wealth Advisors, about the primary beneficiary and the contingent beneficiary of these accounts. For example, if I made my children the beneficiary of my retirement account, under the old law, they could take money from the retirement account over their lifetime. Under the new SECURE Act provisions, they are now required to take all of the distributions over a maximum of 10 years. This increases the annual amount that my children would have to take and it may increase their tax bracket and increase the amount of taxes that they pay. This rule does not apply to my spouse, and a few other special provisions, but you should talk with your financial advisors about the provisions in the Secure Act and how it may affect your retirement account.

5. Gift Appreciated Stock to Children and Grandchildren

Here in the fourth quarter of 2020, you may have stock or equity mutual funds that have appreciated this year. If you are also thinking about gifting some money to children or grandchildren who are in a much lower tax bracket, consider gifting a few shares of your appreciated assets. For example, if you bought an equity investment several years ago for \$25,000 and it is now worth \$50,000, that is a good candidate for possibly gifting part of it to children or grandchildren.

If you set up a custodian account for each beneficiary, then you can gift shares of that appreciated asset to them.

Since they are probably in a much lower tax bracket, they can immediately sell the stock and pay a very low capital gains tax of 15%, or possibly zero.

Gift them highly appreciated stock or equity mutual funds is a better idea than gifting cash.

6. Use Lifetime Tax Exemption

If your personal net worth is between \$6 million and \$10 million or higher, talk with your personal financial advisors and/or tax attorneys about gifting some assets to children or other beneficiaries in order to use some of the current \$11,580,000 lifetime tax exemption. This exemption is set to expire at the end of 2025. There is a chance that this exemption may be reduced to \$3.5 million or \$5.0 million each in 2026.

There are many ways to gift part of your net worth to your beneficiaries, but still maintain control of the asset. For example, married couples could establish a new Family Limited Partnership or a Limited Liability Company and then transfer a \$1 million asset into the new entity. The new entity could be set up where 2% of the shares are considered voting interests and the remaining 98% would be considered non-voting interests. The parents would start by owning all of the voting and non-voting interests, but then gift/transfer some or all of the 98% non-voting interest to children or grandchildren over time. This way, the parents can maintain their 2% voting interest, but move or transfer out the non-voting interests from their taxable estate.

Every time we meet with a new client we talk about their wills, revocable living trusts, how their property is titled, and beneficiaries of different assets in order to completely understand how any changes in this lifetime or estate tax exemption will affect our clients and their families. If you have a high net worth, this is something you should think about.

II. Tax Ideas for Business Owners

1. Qualified Business Income (QBI)

Since 2017 pass-through entities such as S corporations and limited liability companies can use the special rules for qualified business income which allows them to deduct potentially up to 20% of the business income on the tax return. There are rules pertaining to income limits for specific service trades or businesses so be sure to discuss with your accountant whether or not you qualify.

If you are in an industry that is having an excellent year then start talking to your accountants in October about how to maximize the QBI for 2020.

2. PPP Loan Forgiveness

Make sure that you and your business accountant have provided all the documentation necessary to your bank lending officer, if you received earlier this year, a PPP loan. The rules from the SBA about how these loans will be forgiven have changed many times since March and April. Be sure to keep in touch with your banker about documenting how your loan funds were spent and make sure that you qualify for 100% forgiveness of that loan. These PPP loans have helped

Why Nobody Wants to Work!

Continued from page 27

millions of businesses over the last six to eight months keep their doors open and continue to pay their well-trained and important employees.

3. Maximum Depreciation/Write-offs

Start talking with your business accounting firm in October about depreciation, bonus depreciation, section 179, and other types of write-offs. Your CPA can advise you whether you should finalize new capital purchases before December 31.

If you are in an industry that is having an excellent year, you want to work with your accountant and come up with all the deductions possible in 2020. All of these ideas will help save taxes on your profits this year.

If you are in an industry that is struggling, then also spend time with your accountants and make your operating loss for 2020 as large as possible. Under the provisions in the CARES Act you can have a big loss in 2020 and use that loss to go back several years and pick up the taxes that were paid by your business over the last three to five years. Getting some of those taxes paid back into your checking account will help you tremendously as you prepare your budget for the new year.

4. Net Operating Losses (NOL) in 2020

The NOL rules were loosened by the CARES Act for 2020. I also briefly mentioned this idea in #3 above. If you think that your business is going to have a loss in 2020, talk with your accountants about how to take advantage of the NOL and make the loss large enough to recapture some of the taxes paid in the past.

5. Cost Segregation

Cost segregation is an old idea that has come back around again. Talk with your accountants and financial advisors about different ways to depreciate a new building that you bought this year, or you are going to buy in the near future. You can depreciate a building that you purchased over 39 years, however, the cost segregation idea allows you to separate the purchase price of a building and allocate part of the purchase price to heating and air conditioning items, plumbing items, electrical items, and other items in the building that usually do not have a depreciable life of 39 years. By dividing up the purchase price into different elements you can depreciate some of the purchase price at a faster pace.

Fortunately, the opposite also holds true. People who feel valued will give you loyalty and performance in return. Don't miss this pivotal shift in focus! If you want loyalty and performance, you need people who feel valued and are willing to never stop getting better.

To keep and retain an engaged workforce that is motivated to improve performance, be realistic about modern employees (older and younger) who are not as teachable as people may have been in the past. Today's workers are much more likely to follow ideas that are of their own creation.

When it comes to actually eliciting performance from people, helping people to develop their own brilliance is much more effective than giving them yours.

Therefore, when a leader has a coaching conversation or performance review with an employee, it's important for the leader to guide the employee to develop his or her own thinking, ability, and instincts. Don't just tell people how something has to be done; show them what a good job looks like when it's finished. If you can do that, and you establish some guidelines or framework for employees to work within, they may be able to develop their own steps that create innovation.

In short, focus on strengths (not criticism), and give your workers the flexibility to think their way through a situation. The outcome? You foster in your team the kind of value they desire, and you produce the kind of loyalty and employee engagement you need to keep those workers on board and pressing toward their best performance.

I think we can restore "job appeal" if we're willing to get real about how we may have killed it. I've always believed that people are as loyal as their options. The key is to make sure you are one of their options.



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Peerless Industrial Group, Inc. Introduces Model SDSB Standard Duty Spreader Beam

Winona, MN – Peerless Industrial Group, Inc. recently introduced their SDSB Standard Duty Spreader Beam which can be used where headroom is not limited such as in outdoor construction applications. It is available in 2 through 40 Ton capacities with outside spreads from 4 to 24 feet.

This style of spreader beam utilizes an upper rigging spread between two lift points which adds extra stability to the lift. It is supplied with a pair of heavy-duty swivel hooks. Additional lift points and hardware are available as options.

The SDSB is engineered and manufactured to ASME B30.20 & BTH-1 Design Category B Service Class 2 and has a specified fatigue life of 100,001 to 500,000 load cycles. All SDSB, Standard Duty Spreader Beams are proof-tested to 125% capacity.



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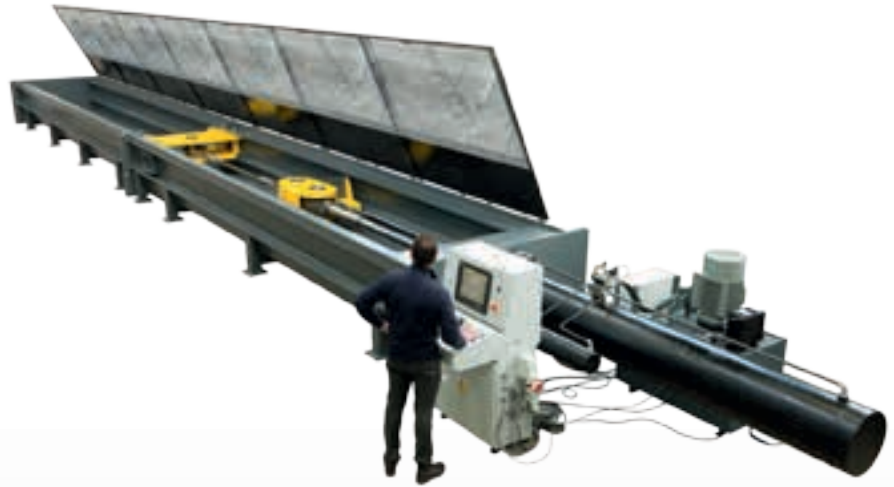
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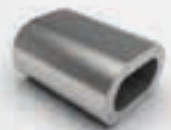


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Crosby | Straightpoint Launches Multi-Function INSIGHT Software

Crosby|Straightpoint has launched its multifaceted INSIGHT software that allows users to monitor up to 126 load cells from up to 700m (2,300 ft.) away, before and during a lift.

The INSIGHT system is a revolutionary centre of gravity tool, presented as an all-round load monitoring product offering state-of-the-art technology in four main areas: multi-channel display and data logging; load visualisation; proof load testing; and centre of gravity. Included is an SW-D USB wireless dongle; the product can be used with a laptop, tablet or other device using Windows.

Using the multi-channel display and data logging mode, users can view and log load data from connected individual and multiple load cells, live on screen and directly into a .csv file for later analysis at speeds of up to 200Hz. The visualisation mode is designed for more complicated lifts and allows import of a photo of the lift in addition to drag and drop load cell displays. In other words, it makes the screen look like the lift. Proof load testing capability allows real-time graphing of load tests and auto-generates test certificates. Finally, INSIGHT can be used to weigh and calculate the centre of gravity of large items and structures.

David Mullard, business development manager at Crosby|Straightpoint, said: “Each of INSIGHT’s main features represents cutting-edge load monitoring technology in their own right, but what really distinguishes the system is its ability to perform all of those tasks—from multi-channel data logging to centre of gravity—with one single software purchase and wireless dongle. Compared to alternative solutions

on the market, INSIGHT offers superior functionality and user-friendliness. What we’re delivering is therefore unprecedented.”

Mullard explained that INSIGHT is used to scan for wireless load cells within a 700m (2,300 ft.) area, which allows an entire site to be monitored, or a select number of load monitoring products on a planned critical lift. Users can select load cells within the system based on their serial numbers. “You can remotely wake-up load cells that are already rigged in the application, get the signal, and start monitoring to keep equipment, loads, and people safe.”

INSIGHT utilises Crosby|Straightpoint’s Proof Test plus software to record data gathered by a Radiolink plus load cell, load shackle or compression load cell, for example. It can create a pass or fail certificate that includes test data and graphs charting data from the load versus time throughout a test.

Another INSIGHT feature is a visual and audible alarm that indicates overload, underload, low battery and communications errors. “The user might want to know when a 1t capacity hoist is at or approaching capacity, and / or a 5t capacity crane is nearing its working load limit. All data can be captured and presented in a report or verified on a certificate, giving users and their customers complete insight and traceability,” added Mullard.

INSIGHT is separate from Crosby|Straightpoint’s Handheld plus device and Bluetooth app. Mullard said that the transition to INSIGHT will typically happen when more than four load cells are being employed and monitored.

More information on INSIGHT software is available here: <https://www.straightpoint.com/insight-software.html>

INSIGHT software allows users to monitor up to 126 load cells from up to 700m (2,300 ft.) away.



INSIGHT is supplied with an SW-D USB wireless dongle and can be used with a laptop, tablet or other device using Windows.

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SC&RA Members Partner Together for Innovation

Nov. 5, 2020 (Springfield, Ohio) Released on October 20th, 2020, the Jack and Roll Block was created through a partnership between Specialized Carriers & Rigging Association (SC&RA) members GKS Lifting and Moving Solutions and DICA USA. The Jack and Roll Block is an engineered block that replaces scrap wood to block heavy machinery.

“In partnership with GKS, DICA is pleased to have the opportunity to manufacture a safer, more durable blocking solution for the industrial market. Made from DICA’s engineered thermoplastic material, the new Jack and Roll Blocks are a highly durable and dependable solution guaranteed to never crack, splinter or rot,” stated Joy Johnson, DICA’s VP Sales & Marketing.

The partnership allowed for the two companies to come together and create a safer solution for blocking. “Naturally, we looked to partner with an SC&RA member since they tend to have more expertise in the rigging marketplace. DICA USA has been replacing wood outrigger pads for years, so they were a natural choice to partner when creating a solution to replace wood blocking technology,” said GKS Program Manager, Benjamin Dobrowolski.

This partnership helps tie various sections of the industry together, combining different assets and skill sets to introduce products such as the Jack and Roll Block. Dobrowolski mentions the importance of helping advance the industry. “At GKS, we’re always looking for ways to help people improve their machinery moving process.”

The 7-pound Jack and Roll Block has a rated capacity of 20 tons per block and features DICA’s patented TuffGrip® handles for easy transportation.

Thanks to the teamwork between the two SC&RA members, machinery moves with wood are a thing of the past.



The Jack and Roll Block, manufactured by DICA, is made of an engineered thermoplastic and has a rated capacity of 20 tons each.

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Modulift Spreader Beam supports Iceland's oldest company

A Modulift spreader beam was key to the successful lift of four new storage tanks for fishing and processing company, Ísfélag Vestmannaeyja hf, recently.

Supporting the economy

The new tanks, each at a height of 17 metres and weighing 25t, will help increase the freezing and storage of capelin fish so that the company's vessels can return to fishing as soon as possible. Capelin fish is the most ecologically important fish in Iceland's waters, as well as an important contributor to the Icelandic economy. With no quotas on what can be caught this year, prices for capelin products still in storage are likely to rise. Hence getting the tanks fitted safely and quickly is vital in helping the company's vessels returning to fishing quickly, keeping the company's production running smoothly and the economy buoyant.

Ísfélag Vestmannaeyja hf was established in 1901 as an icehouse to store bait that supported the Icelandic fishermen. They now own a number of fishing vessels, and operates fish processing and fishmeal plants in both the Westman Islands, located south off the mainland, and at Thorshofn, which is situated in northeast Iceland.

Whilst JÁVERK ehf. were the main contractor for the project, they asked Heimir og Larus ehf, who have been providing lifting equipment to the Icelandic lifting industry since 1973, to source the Modulift spreader beam for the lift.

With two cranes on site, a Grove GMK 5130 and a Grove GMK 5100, a Modulift MOD 50 spreader beam was the perfect partnership for the four lifts that took place. The Modulift MOD 50 at its maximum span of 13 metres, has a lifting capacity of 18t. However, on this occasion a span of 8 metres, which has a lifting capacity of 50t, was required.

High level of documentation

'Each lift took less than an hour to complete, but the key to any lift is the preparation, and we have worked with Modulift on a number of occasions. With their dedication to customer service and truly understanding how vital speed of delivery is, especially getting a product delivered to us here in Iceland, without compromising on safety, is what makes us choose them time and time again. They also provide a high level of documentation, which our insurers insist upon', said Lárus Lárusson, Owner of Heimir og Larus ehf.

One of the four tanks being placed into position



Tank being prepared for lifting



Side view of tank being prepared for lifting



Investigation is key

Sarah Spivey, Managing Director of Modulift said "Working closely with our customers to understand their lifting requirements helps to ensure they receive the right product for their lift. A customer may ask for a particular product by name, but it's only when we talk through the lift in more detail are we able to offer the most suitable product for their specific requirements. On most occasions it's also more cost effective for them too. As well as cost, we also understand that delivering the right product on time has a huge impact to the overall success of a project too. Like this one for Lárus".

In this business, experience carries a lot of weight

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SBP Holdings Completes Refinancing Transaction

SBP Holding L.P. (“SBP” or the “Company”), a leading industrial distribution platform offering a diverse portfolio of highly engineered products and services to a broad range of customers and end markets, together with certain of its subsidiaries, is pleased to announce that it has completed a refinancing transaction co-led by Atlantic Park Strategic Capital Fund, L.P. (“Atlantic Park”) and The Carlyle Group’s Global Credit platform (“Carlyle”). Carlyle acted as administrative agent. Concurrent with the closing of the transaction, the Company also extended the maturity of its existing revolving credit facility to October 2025. Proceeds from the transaction will be used to fully refinance the Company’s existing indebtedness and provide the Company with capital to support future growth and acquisitions.

The Company was formed in 2012 in conjunction with Singer Equities’ acquisition of Bishop Lifting

Products. Since 2012, SBP has completed over 25 acquisitions and has transformed into a national platform.

“We’re extremely excited to partner with Atlantic Park and Carlyle during this next chapter of growth,” said Michael Geist, Chief Financial Officer. “The facility supports our strong balance sheet and financial position. Importantly, the structure also provides additional flexibility and, with the further support of our majority owner AEA Investors, enables SBP to be well-positioned to continue executing our growth strategies as global economies recover.”

Jefferies LLC acted as sole financial advisor to SBP and Fried, Frank, Harris, Shriver & Jacobson LLP as its legal advisor. Davis Polk & Wardwell LLP and Kirkland & Ellis LLP served as legal advisors to Atlantic Park and Carlyle, respectively.

Financial details were not disclosed.

Letter to the Congressional Leadership Calling for Simplification

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Caldwell Launches Overhang Lifting Beam

Rockford, Illinois, U.S.-based The Caldwell Group Inc. has launched a custom lifting beam for applications where a crane cannot be positioned over a load due to limited travel or obstructions. The manufacturer's auto-leveler technology is a standout feature.

Caldwell was initially approached by an automotive manufacturer that had a requirement to lift a load during periodic maintenance that couldn't be reached by its overhead crane. However, subsequent inquiries indicated that there was a wider necessity for the concept, which was reinforced by feedback from a digital Associated Wire Rope Fabricators (AWRF) audience earlier this year.

Dan Mongan, senior sales engineer at Caldwell, said: "Originally we were unsure as to the extent to which such a product would be required but there are actually a multitude of applications, such as lifting components during equipment maintenance; placing a load, say, onto the third floor of a building in a construction environment; or lifting a partial width roll of material where a monorail crane is centered for full rolls. We anticipate finding other uses for the beam once word spreads."

Integral to the overhang lifting beam is a counterweight system that can move or be held in a fixed position; movement is powered or manual. A powered trolley should be specified if several lifts per day are made, the lifter cannot be rested on the floor during adjustment, or the adjustment must be made quickly. The manual trolley is a cost effective option if the lifter can rest on the floor, there is adequate time to make the adjustment, and lifts are occasional.

Each system is manufactured for a specific application; the largest to date has been 10,000 lbs. capacity. Customers can request the popular auto-leveler feature, taken from Caldwell's Posi-Turner, which is designed to rotate bulky and hard to handle objects during manufacture or assembly processes.

Mongan said: "In the simplest example, if you have 100 lbs. of weight 4ft. to the left, you need 100 lbs. of counterweight 4ft. to the right to balance the load. We can provide a beam where the operator has to achieve that balance, or the more favorable [patent-pending] auto-leveler version,



The custom lifting beam is for applications where a crane cannot be positioned over a load due to limited travel or obstructions.

which senses when a load is out of level, informs the control system and energizes the motor to move the trolley. With this option, the operator can focus on operation of the crane. Of course, the auto-leveler can be turned off if preferred for a particular usage."

Caldwell provides customers with a detailed application form with blanks that can be filled in to create the product specifications. Important details include the maximum and minimum weight; the length of the overhang or how far away the load is from the center of the crane hook; the environment; and the duty cycle.

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Dura-Mod

Modular Spreader Beam



In an effort to add to our large range of below-the-hook lifting devices, Caldwell is proud to introduce the Dura-Mod Modular Spreader Beam. Our new product will come in a variety of sizes that allow the user to configure a spreader beam suitable for different projects and applications depending on the desired capacity and spread.

- ☐ Lightweight in comparison to fixed/multiple point beams.
- ☐ Easy to transport & store; single longest component is only 20'!
- ☐ Two end units, drop links, and spreader sections make it fully customizable.
- ☐ Distributors are able to keep them stocked, offering customers quick ship access to certified spreaders.
- ☐ World-renowned Caldwell brand name on a modular spreader system.
- ☐ Components can be added and bought separately; take what you need now, add later!
- ☐ Dura-Mod can be used with corner fittings to create box and rectangular configurations
- ☐ All of the Dura-Mod spreaders conform to ASME B30.20, BTH-1, DESIGN CATEGORY B, CLASS 0.



Malcolm Peacock, Dura-Mod Expert

For additional Dura-Mod information, email Malcolm at: mpeacock@caldwellinc.com or scan the QR code below!





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