

# Clingmakers

2021 ISSUE 171



2022

*Wishing all a happy and prosperous new year!  
We look forward to seeing everyone  
as we resume in-person meetings and exhibitions.*



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# 2022 AWRF PRESIDENT

## Jack Gibbons



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AWRF Members,

The last time we were all together in the fall of 2019, was on the USS Midway in San Diego. We watched Past President Nicole Parkerson hand the AWRF Presidential Gavel over to Past President Brett Woodland.

Since then, we have had two past presidents, Brett Woodland and Tom Hudgins, serve out their terms meeting with the Board of Directors using, for the most part, Zoom calls. Now, a third president received the gavel on a Zoom call.

When I joined Metro Wire Rope Corporation 32 years ago, we didn't even have email! Now we've managed to keep the AWRF up and running using our computer screens. While this has proven an efficient way to operate during this unprecedented time, the Board of Directors' meeting which we managed to have in July 2021 in Nashville, proved to me and all that attended that there is no replacement for in-person meetings.

We all tried to have our first general meeting, in two years, this past September. Unfortunately, due to the uptick in the Delta variant, turnout was so low that it did not make financial sense to have the meeting. This last-minute cancellation did not come without risk. The contracted hotel wanted a very large sum of money for damages. JAGwire and their hotel agent negotiated for several weeks with the hotel and were able to get the meeting cancelled without any damages due! JAGwire has managed to avoid any penalties for cancellations during this entire two-year period.

While we haven't had any in-person meetings during this time period, the AWRF Board of Directors has been meeting and working to produce virtual meetings and excellent content for our members. A big AWRF thank you to Terry Driscoll, Programs Chairman and Justin Brown, PIE Chairman for working very diligently with Emily Gilbert and Caren VanZant to make these virtual meetings a reality and a success.

We are looking forward to a very large member turnout for Houston and Philadelphia. Please make every effort to come to the meetings so we can put this virtual thing behind us and get back to business as usual.

As usual, the Technical and Testing Committee, chaired by Paul Boeckman, continued their constant hard work to keep projects moving forward. Make sure to thank Technical Committee members when you see them for all the incredible work they do for us.

I'd also like to thank all the other committees for working to keep their projects moving forward. They will provide some excellent content for our upcoming meetings.

Welcome to incoming Directors Brian Dewey of All-Lifts and John Fireovid of Kentuckiana Wire Rope and Supply/Fulcrum Lifting and congratulations to returning Directors Charlie Jaques of Advantage Sales and Supply and Terry Driscoll of John Sakach Company.

I look forward to seeing you all in Houston.

Best regards,  
Jack Gibbons  
AWRF President 2022





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## FUTURE MEETINGS

### 2022

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

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

### 2023

April 16 - 19 AWRF General Meeting  
 Scottsdale Plaza Resort  
 Scottsdale, AZ

October 15 - 18 AWRF General Meeting and P.I.E.  
 Sheraton Dallas Hotel (PIE)  
 Dallas, TX



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# THIRTY YEARS LATER

(2006)

Originally published for 30 Year History - by Donald A. Sayenga, AWRF Historian

Mike Wallace asked me to conclude my work with AWRF by writing this thirty year history. I was assisted in the project by two close friends, David Bishop and Dick Miller, both of whom had been present at the very first meeting and had attended most of those that followed. I was also helped by corresponding with a majority of the thirty men and women who had been elected President during those three decades. Many other individuals came forward to contribute their memories; in particular Frank Becker, with whom I'd worked very closely on the Technical Committee for fifteen years.

My task was facilitated by hundreds of photographs that had been donated by various members. Many of them (in fact most of them) were taken by Barney Dugan, who has been known as the AWRF unofficial official photographer. I used a collection of those images when I gave an audiovisual presentation about the history project during the general meeting at San Antonio in 2006. I also attempted to select a series of appropriate images to merge into the chapters of this text. At one point Barney Dugan supposedly retired and was honored by the association for his efforts. He didn't retire.

The primary source upon which I relied to trace the evolution of AWRF was the Board of Directors' minutes' book, a perpetual record required by Texas corporation law. The minutes provided me with an accurate sequential record of the important decisions and who made them but as a sourcebook it was a mixed blessing because in some cases it raised more questions than it answered. My attempts to add details from personal correspondence also produced mixed results. Dennis St. Germain Sr., who had attended almost every one of the general meetings, had

a detailed record covering everything during his year as the president, but my friend Bernie Martin, who had also attended the same meetings, did not have a lot of recollections.

Once the task began, it soon became obvious I'd be forced to omit large segments of the AWRF story. These missing pieces represent some of the best parts of what the association has become. For now, they have been shifted to the back burner to await further study. The best thing I can do, perhaps, is to provide AWRF, in this postscript, my list of primary historic topics with a comment explaining why I feel each of them is significant:

## Insurance

I would begin my list with some emphasis upon the first great achievements of the Insurance Committee leading to the creation of S.I.G.N.A.L. This is an important spin-out from the basic concept of a forming a wire rope fabricators' association. Although I have collected some of the details furnished by my friends Duane Kaminski and Pat Obert, the tale remains untold.

## Family Businesses

One thing about AWRF that is quite different from most trade associations is that a majority of the sling shops that banded together thirty years ago

were small, family-owned enterprises led by a husband and wife team who worked together not only for livelihood but also to provide future employment for their children. A recount of the volunteer work done by AWRF's officers and directors would show how effectively the second generation of those families has sustained the original aims of the organization. A glance at the photo of the thirteen men who began it all on Day One causes family names such as Ashley, Bishop, Miller, Rubin, Truitt, and Yarbrough to be recognized. Soon after, they were joined by other family names such as Amick, Bairstow, Gibbons, Kennedy, Knight, Mazzella, Richards, St. Germain and Samsel... and many, many more. These many family businesses are the cornerstones of AWRF.



*The spouse tour by bus at Vancouver*

## Spouse Events

One aspect of a family business that isn't readily apparent to an outside observer was brought to my attention by Nancy Bishop, Betty Becker, and Debbie Miller: very often a trade association meeting is the only vacation a wife and mother gets when she is involved directly in the business. Even the IRS has realized this. Initially, in 1981, there was some talk of creating an AWRF Ladies Auxiliary with Mary Moffett and Brenda Epperson providing leadership but instead an idea arose



*Jim and Phyllis Mazzella are a "poster couple" for family business in America*





*The boat tour in the harbor at San Diego*



*The jeep tour in the desert at Scottsdale*

to offer a tour for the ladies, free of charge, during the meeting. Not every general meeting site has a suitable tour however. Also, there was often a problem with “no shows”, perhaps because AWRP mailings were sent to the member address, not to the home. Because a tour wasn’t always available at every location, other sorts of events were organized; cosmetics lectures, fashion shows, cooking demonstrations, and similar female-oriented events. Gary O’Rourke was the first to point out it would be more proper to change the name to “spouse” events in recognition of the AWRP businesses that are headed by females, who attend the general sessions and send their husbands on the tours. I’ve not been able to locate a list of all the spouse events that were arranged over the years but we ought to take a trip down memory lane and create one.

## The Golf Tournament

At the very first meeting it was obvious Al Kopcie felt the association ought to recognize the value of golf outings which have become well established in the USA at business conferences. He caused the first general meeting to be held at a quality golf resort, establishing a tradition. In recognition of the new tradition, Bernie Martin donated a perpetual trophy to be given to the best golfer at the general

meetings which was won for the first time by Stan Rhodes at Tulsa in 1978. This “Slingmakers Trophy” was in use for about twenty years during which the question of match play, net vs. gross scoring, etc. etc. was debated regularly. The golf tournament in turn spawned other competitive events such as Tennis and the FunRuns. Setting up the tournaments has always been a lot of work. The association has been blessed to have an army of dedicated volunteers like Darwin & Kris Longley and Bruce & Susan Yoder, and a host of other individuals who have handled this wonderful event.



*The Bernie Martin Trophy*



*Shotgun start on the Big Island in 1994*

## The Sixteen Guys

In 1988, as the transition to a new management began, David Bishop hosted past presidents Dufrene, Kaminski, Kopcie, Martin, Tony



*Darwin & Kris Longley*



*Bruce and Susan Yoder*



*Larry Boeckel: We're out of MGD?*

Mazzella, Miller, and St. Germain plus a few others including Jack Alexander, Bruce Hartin, Bob Heavican, Milt Russell, and Jurgen Prohaska for a friendly round of warm weather golf as a tune-up for the Spring meeting in Florida. This gathering, at first known as BLO One, generated a lot of camaraderie. It was repeated annually on a very informal basis over the years and eventually it became known as The Sixteen Guys event, although on occasion there were more than sixteen participants. In recent years The Sixteen Guys have donated to the Scholarship Fund as a way to honor participants such as Larry Boeckel and others who have passed on.



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*The Tennis Players at Quebec in 1997*



*Don Sorbie leads the can-can at Phoenix in 1999*

## The Tennis Tournament

The first spin-out from the golf event was a tennis competition. Dick Miller always credits “the Debbies” (his wife Debbie and Debbie Alexander) as the beautiful blondes who made the tennis gatherings such a great success for a core group of tennis players. Barry and Brenda Epperson have been organizing the pairings for many years, and the special companionship among the tennis players equals that of the golfers. Playing mixed doubles with a group of people who sometimes don’t even know each other by name is a great way to make new friends!



*Start of the FunRun*

## The Fun / Run / Jog / Walk

In 1988, Tennis Chairman Hartmut Schroeder took advantage of the hotel’s beachfront location by setting up a special spin-out event. It was created for males and females of all ages; runners, joggers and walkers. No talent or special skills were mandatory. His first attempt was supported by about a dozen of the delegates, causing it to become repeated ever since as one of the AWRP standard activities. Good weather has favored this event at most of the meetings and a limited amount of folklore (such as the time John Gibbons got “lost”) has emerged. Unfortunately, a list of the winners in the various categories over the years has not been recorded as it perhaps it should have been.

## The Scholarship Winners

This is one of the most successful programs devised so far by the association. The first scholarship was awarded to Alex Edwards who already has taken a place in the industry, and has served as a Director of the association. It would be appropriate, as a history project, to revisit the winners and follow their career paths.

## The Joshua Tree Club Hike

Knut Buschmann is the ‘curator’ of this very important AWRP functional committee, but since the AWRP Directors decided not to hold any more director’s meetings at Palm Springs, the committee is inactive as of 2006. Knut says it can be revitalized at any time in the future “*provided a nasty, greasy, crappy, rundown bar with a name-calling female server can be found*”. Gary O’Rourke has emphasized the only rule of the Joshua Tree Hike is “*there are no rules*”. I’ve participated in a few of these hikes, in honor of founder John Gibbons, including a memorable occasion in the California desert when we were accompanied by Jack Gibbons, and John was with us in spirit. The Joshua Tree hikes awaken an awareness of everything that is good about the AWRP!

## Unique People

My own involvement with AWRP caused me to meet a large number of fascinating people. At every meeting I looked forward to chatting with them. It is probable Carlene and I never could have encountered them otherwise if it were not for AWRP and its traditions of casual camaraderie. When the time finally arrives and we can no longer attend those meetings it will make a large vacant space in our lives. In 2006, during my San Antonio history presentation, I named



*Bob & Joan Broge*

Bob Broge and John Kozuk in a tie for the most unusual person I’ve ever met anywhere; at any time, in any circumstances. I added Don Sorbie as the runner-up. Sorbie immediately responded from the audience saying he would “*try to do better in the future*”. Trying to do better in the future is what AWRP is all about.



*John Kozuk*



*Don Sorbie*



# GENERAL MEETING & PIE

April 24-27, 2022

# HOUSTON TEXAS

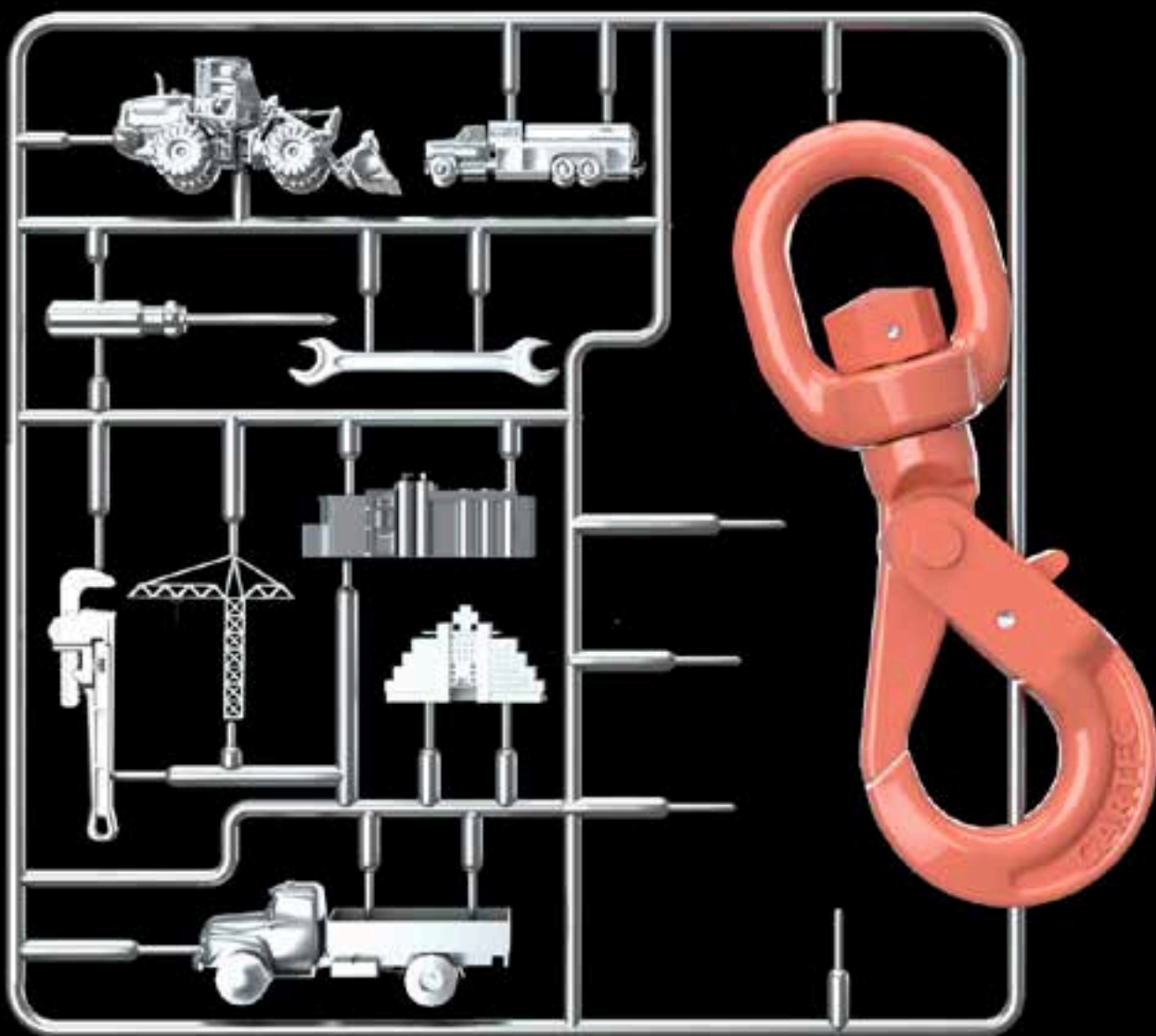
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# The Government Affairs Committee

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



## Infrastructure

On August 10, 2021, the United States Senate passed a bill entitled the Infrastructure Investment and Jobs Act by a margin of 69 to 30, with 19 Republicans joining all 50 Democrats.

The 2700 page document, which would cost over One Trillion Dollars, calls for expenditures of \$540B to \$550B in new spending over five years above previously projected federal levels. \$110B would go to roads or bridges, \$66B to rail traffic, \$40B to public transit, \$55B for water and wastewater infrastructure and additional billions for airports, ports, broadband internet and electric vehicle charging stations. To further compartmentalize, \$65B is scheduled for improving the electrical grid and energy production, \$50B to avert cyber attacks, wildfires and floods and \$75B for replacement of ferries and school buses with more energy efficient vehicles. Gone from the bill are the original administration plans which would have allocated \$400B for elderly home care, \$215B for housing, \$45B to replace lead pipes and \$20B to reconstitute housing conditions divided by highway projects. The legislation instead allocates \$15B for lead pipe replacement and \$1B for neighborhood projects. Also included in the current package is \$17B for coastal restoration, levees and flood prevention.

Although the bill is labeled as a bipartisan initiative, thirty conservative Senators opposed the legislation on the grounds that too much was allocated to marginal

infrastructure projects. A “Senate Republican Document,” created for proponents of supporting the legislation, however, lays out talking points designed to dispel “myths” espoused by opponents. For example, the allegation that the proposed legislation goes beyond traditional infrastructure is countered by the following:

*“The Infrastructure Investment and Jobs Act only funds core infrastructure needs. Of the \$540 billion in new spending, 20 percent of it is for roads and bridges alone (\$110 billion). The remainder of the funding is for core infrastructure such as rail, transit, safety, broadband, airports, ports, water infrastructure, power grids, and ensuring our infrastructure is more resilient against weather events and cyber security threats. Because the bill focuses solely on core infrastructure, it does not include any funding for ‘human infrastructure’ priorities Democrats are attempting to pursue in a separate package.”*

According to a *Wall Street Journal* editorial, the notion that the legislative package would be fully paid for is disputed by the Congressional Budget Office which projects that the bill will add \$256B to the federal deficit over ten years. Supporters, however, calculate that the bill will yield a 33% return on investment, trumping the CBO projections. Others, while accepting some deficit spending, after applying their own cost-benefit analysis, conclude that all things considered, the bipartisan package adopted by the Senate is best for the country as well as the economy.







Looming on the horizon is a \$1.75T “Human Infrastructure” bill that purports, with an extreme lack of clarity, to save us from everything. The Progressive Caucus in the U.S. House of Representatives has, so far, linked the passage of this legislation to the Infrastructure Investment and Jobs Act as outlined above, thus delaying a House vote on the earlier bipartisan bill.

### Public Assistance/Climate

The human infrastructure package, also known as the “Reconciliation Bill,” addresses welfare and atmosphere. Reconciliation is a parliamentary maneuver which allows passage of a bill in the Senate (to the extent that it relates to the budget) by majority vote rather than the normal 60 vote supermajority. The estimated cost of approximately \$1.75T for this package is to be funded primarily from the following new taxes:

A 15% corporate minimum tax levied on large corporations and higher income households, supplemented by an additional 15% minimum tax on foreign income to be paid in each country where the taxpayer does business; a one percent excise tax on corporate stock buy-backs, a 5% surtax on adjusted gross income (AGI) above \$10M and an additional 3% tax on AGI above \$25M. This combination of new taxes would raise the top rates on ordinary income as well as capital gains

### Elder Care

The framework of the reconciliation bill states only that older Americans and people with disabilities will receive additional care through increased Medicaid.

### Housing

\$150B is scheduled for affordable housing subsidies, to include \$65B to repair public housing, \$25B for rental assistance, \$15B for the Housing Trust Fund and down-payment assistance.

### Healthcare

Affordable Care Act subsidies are to continue through 2025 plus healthcare coverage for citizens of the 12 states that did not expand Medicaid. The proposal would include hearing benefits but not dental or vision care.

### Food Aid

The framework calls for expanded free school meals plus \$65 per child benefit to low income families during the summer holiday.

### Education and Child Care

Federally funded preschool for all 3 and 4 year olds in the country heads up the agenda. The proposal also includes a one year extension of the child tax credit as well as an expanded earned income tax credit for childless workers. Pell Grants for college students, workforce development programs and minority learning institutions are also included.

### Immigration

A rather vague set of criteria defines the objectives of a \$100B immigration allocation. There is to be some type of deportation protection known as parole which would permit those entering the country illegally to work in the U.S.—some with green cards. Lawyers may be provided as well as more asylum officers to hasten the entry process. Much depends on the Senate Parliamentarian’s ruling on whether these measures are germane to the national budget, an absolute prerequisite for consideration by reconciliation.

### Climate Change

The new bill sets \$555B for climate-related matters. This figure contains \$320B in expanded tax credits for renewable energy transmission, electric vehicles and “clean energy” manufacturing. \$105B would be used for “resilience to the effects of climate change;” \$110B is scheduled to grow supply claims for renewable energy technology and \$20B to “incentivize” the government to purchase cutting edge energy technologies.

Those who opposed the reconciliation bill, may be reinforced by Senator Susan Collins’ (R-ME) recent remarks. Judging by the positive work ethic which prevails at AWRP, the majority of our members would undoubtedly agree with her assessment delivered to the Senate on September 28, 2021.

*“It appears that this Administration is moving toward the left’s proposal for a guaranteed minimum income regardless of one’s ability to work. Never forget that the first version of the Green New Deal included a guaranteed income for those ‘unable or unwilling to work’... We will not build a more prosperous, just and equitable society characterized by opportunity, dignity and meaning just by issuing government checks. The time-tested way to achieve those goals for American families is by supporting and rewarding work. It is by recognizing the dignity of work. And that is the tradition that we must continue to embrace.”*

*Note: On November 5, 2021, the U.S. House of Representatives passed the Infrastructure bill by a vote of 228 to 206. 13 Republicans voted for the legislation and 6 Democrats voted against it.*

# AWRF

## 2021 Scholarship Winners



Brandon Simpraphone  
The Sixteen  
Guys Scholarship  
Columbus McKinnon Corp.  
University of Wisconsin-Madison



Griffin Dumont  
AWRF Scholarship  
DCL Mooring & Rigging  
Auburn University



Claire Morgan  
The Bill Franz  
Memorial Scholarship  
Marine Rigging  
Spring Hill College



Hannah Stroble  
The Ronald J. Worswick  
Memorial Scholarship  
Wirerope Works, Inc.  
Millersville University



Cori Cote  
The Robert H. Ashley  
Memorial Scholarship  
Yale Cordage  
Bentley University



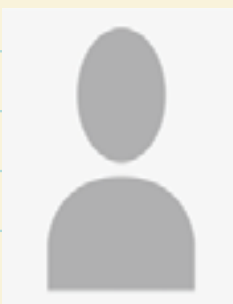
Julia Kronebusch  
AWRF Scholarship  
Peerless Industrial Group  
University of Kansas



Nour Beshir  
The Jurgen Prohaaska  
Memorial Scholarship  
The Crosby Group  
University of Texas at Austin



Trent McPherson  
The Don Sayenga  
Memorial Scholarship  
Laclede Chain  
Maryville University



Connor Byrne  
AWRF Scholarship  
Sponsored by Carolina  
webbing in Memory of  
Mike Jeziorski  
Handling Systems International  
College of DuPage



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Yale Cordage  
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\*Note: Because of COVID-19 and our inability to hold our semi-annual meetings, scholarship donations have been minimal. Any and all support would be appreciated.

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**SCHOLARSHIP FUND**  
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## Happy Holidays!

“The Joy of brightening other lives, bearing each others’ burdens, easing each other’s loads and supplanting empty hearts and lives with generous gifts becomes for us the magic of the holidays.”

—W. C. Jones

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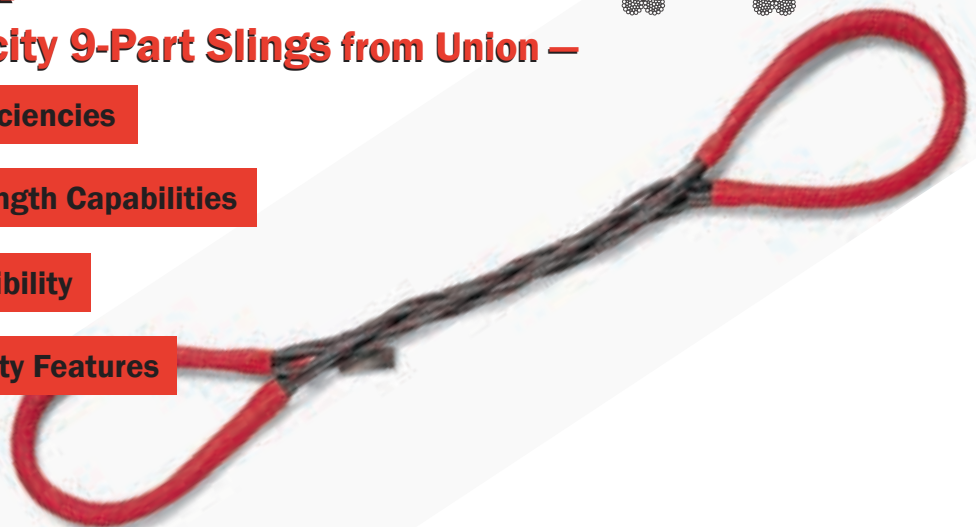
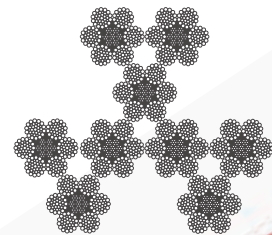
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# The Government Affairs Committee

By: J. Barry Epperson  
General Counsel and  
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## The Fifth Circuit Court of Appeals has temporarily blocked the Biden Administration vaccine rules for private employers (still in effect as of November 23, 2021).



### OSHA National News Release

U.S. Department of Labor

November 4, 2021

#### US Department of Labor issues emergency temporary standard to protect workers from coronavirus *Increases protections for 84M private sector workers*

**WASHINGTON** – The U.S. Department of Labor's Occupational Safety and Health Administration today announced a new [emergency temporary standard to protect more than 84 million workers from the spread of the coronavirus](#) on the job. The nation's unvaccinated workers face grave danger from workplace exposure to coronavirus, and immediate action is necessary to protect them.

Under this standard, covered employers must develop, implement and enforce a mandatory COVID-19 vaccination policy, unless they adopt a policy requiring employees to choose to either be vaccinated or undergo regular COVID-19 testing and wear a face covering at work.

Since 2020, the coronavirus has led to the deaths of 750,000 people in the U.S., and the infection of millions more, making it the deadliest pandemic in the nation's history. Many of the people killed and infected by this virus were workers whose primary exposures occurred at their jobs. OSHA estimates that this rule will save thousands of lives and prevent more than 250,000 hospitalizations due to workplace exposure to COVID-19 over the course of the ETS.

"COVID-19 has had a devastating impact on workers, and we continue to see dangerous levels of cases," said U.S. Labor Secretary Marty Walsh. "We must take action to implement this emergency temporary standard to contain the virus and protect people in the workplace against the grave danger of COVID-19. Many businesses understand the benefits of having their workers vaccinated against COVID-19, and we expect many will be pleased to see this OSHA rule go into effect."

The emergency temporary standard covers employers with 100 or more employees – firm or company-wide – and provides options for compliance. The ETS also requires employers to provide paid time to workers to get vaccinated and to allow for paid leave to recover from any side effects.

The ETS also requires employers to do the following:

- Determine the vaccination status of each employee, obtain acceptable proof of vaccination status from vaccinated employees and maintain records and a roster of each employee's vaccination status.
- Require employees to provide prompt notice when they test positive for COVID-19 or receive a COVID-19 diagnosis. Employers must then remove the employee from the workplace, regardless of vaccination status; employers must not allow them to return to work until they meet required criteria.
- Ensure each worker who is not fully vaccinated is tested for COVID-19 at least weekly (if the worker is in the workplace at least once a week) or within 7 days before returning to work (if the worker is away from the workplace for a week or longer).
- Ensure that, in most circumstances, each employee who has not been fully vaccinated wears a face covering when indoors or when occupying a vehicle with another person for work purposes.

The emergency temporary standard does not require employers to pay for testing. Employers may be required to pay for testing to comply with other laws, regulations, collective bargaining agreements, or other collectively negotiated agreements. Employers are also not required to pay for face coverings.

"While vaccination remains the most effective and efficient defense against COVID-19, this emergency temporary standard will protect all workers, including those who remain unvaccinated, by requiring regular testing and the use of face coverings by unvaccinated workers to prevent the spread of the virus," said Deputy Assistant Secretary of Labor for Occupational Safety and Health Jim Frederick. "As part of OSHA's mission to protect the safety and health of workers, this rule will provide a roadmap to help businesses keep their workers safe."

OSHA is offering robust compliance assistance to help businesses implement the standard, including a [webinar](#), [frequently asked questions](#) and other [compliance materials](#).

The ETS will cover two-thirds of the nation's private-sector workforce. In the 26 states and two territories with [OSHA State Plans](#), the ETS will also cover public sector workers employed by state and local governments, including educators and school staff.

Leading companies, including major airlines, manufacturers and retailers, have taken similar actions in recent months – adopting vaccine requirements or regular testing as necessary measures to protect their workers and customers.

The ETS is effective immediately upon its publication in the Federal Register. Employers must comply with most requirements within 30 days of publication and with testing requirements within 60 days of publication.

The ETS also serves as a proposal for normal rulemaking for a final standard. OSHA is seeking comment on all aspects of this ETS and whether the agency should adopt it as a final standard.

OSHA will continue to monitor the status of COVID-19 infections and deaths, as the number of vaccinated people in workplaces and the general public increases and the pandemic evolves. OSHA will update the ETS should the agency find a grave danger no longer exists for the covered workforce (or some portion thereof), or new information indicates a change in measures is needed.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to help ensure these conditions for America's workers by setting and enforcing standards, and providing training, education and assistance.

[Learn more about OSHA.](#)

##

#### Media Contacts:

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Release Number: 21-1914-NAT

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department's [Reasonable Accommodation Resource Center](#) converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

The background of the entire page is a close-up photograph of heavy-duty chain hardware. Several large orange shackles and a section of blue chain are visible, resting on a silver-colored diamond plate surface. The lighting creates strong highlights and shadows, emphasizing the metallic texture and the industrial nature of the equipment.

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## Food For Thought

by Celena Moses

What an appropriate word for today's times "Health". As humans we have fully relied on the medical industry to manage our health to the fullest. What is not and good to eat, best exercises, best medicine, best everything. Does it ever cross anyone's mind how our ancestors survived so many years without the advice of others telling them how to live a healthy life? Don't get me wrong there is a place for modern medicine but there is also a place for self-responsibility.

One thing individuals worked from sunup to sundown and had pride in providing for their families. The jobs at that time normally required you to be working in heat and at a steady pace which helped individuals sweat out bad toxins and stay in better fitness. I personally can relate to this due to my working in manufacturing jobs while taking myself through college kept me at my fittest.

Food was not on every street corner like it is today. In the past most individuals packed a lunch for work. Not today, today we run to closest fast-food place to

grab a quick meal for our busy lifestyles. As humans we need to take responsibility for what we consume on a daily basis to live healthier lives.

A pill seems to be the quick fix for all of our health issues today. Yes, there are times we do need to take medication to get better. But what if we tried a natural remedy first, such as exercising to lose weight, digesting natural local honey for sinuses, dark chocolate to help a headache and so on. One medication usually leads to another, and all have side effects.

Since most jobs today don't require much movement, exercise is more necessary than ever. This includes myself; I say throughout the day I do not have time to exercise. This is because we believe we have to go to a gym. Take the nature God has provided us all and take a brisk walk at lunch or evening. Ten minutes a day getting your heart pumping will do more for your body than you will ever know. Try It!

Let's take our health back as individuals and not rely on someone else to do it for us.



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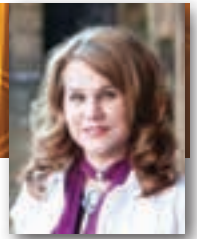


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# Load Securement Technical Committee

Celena Moses  
Van Beest  
Houston, TX



## Knowing the Law to Securing Loads to Save Lives

In the past couple of weeks, it has been in the news that individuals are pleading for the public to get educated on securing loads to save lives. This is from businesses training their employees and individuals and making it a priority to know the law on securing loads.

Close to home a Georgia mom pleads with drivers to secure loads after a winch roller crashes through her windshield. The mom just picked up her children from school where normally her 14-year-old son sits in the passenger seat and the two smaller children in the back. Luckily she did not have to pick up her 14-year-old son that day! Due to a winch roller fairlead, from an SUV's trailer headed in the opposite direction of her, which smashed through her windshield and landed in the passenger seat.

At the time of the report, it was not clear if the winch roller fairlead was a mechanical failure or just lying on the trailer. The mom pleads to the public to not just throw parts on a trailer, back of a truck, etc.. and

to properly secure it to save lives. She asks the public to know the law and no matter what you are hauling to strap it down, secure it down, or put it away to protect from any potential failures to occur.

[https://www.wrcbtv.com/story/45045223/georgia-mom-pleads-with-drivers-to-secure-loads-after-winch-roller-crashes-through-her-windshield?fbclid=IwAR1\\_nt\\_1SOHEfA1IqF\\_LvqT4gbT\\_u7nqJX9MpgRfvE3MFuDi-3EnQV\\_6eyw](https://www.wrcbtv.com/story/45045223/georgia-mom-pleads-with-drivers-to-secure-loads-after-winch-roller-crashes-through-her-windshield?fbclid=IwAR1_nt_1SOHEfA1IqF_LvqT4gbT_u7nqJX9MpgRfvE3MFuDi-3EnQV_6eyw)

As an organization that has members who deal in load securement every day, I believe that it is our responsibility to not only educate our members businesses but also the individuals who work for them on the law and importance of how to properly secure loads and individual parts to prevent tragedies.

We all promote safety everyday so let's make it a requirement in our toolbox or staff meetings to educate our employees on the law of securing loads.

Communication Can Save a Life!

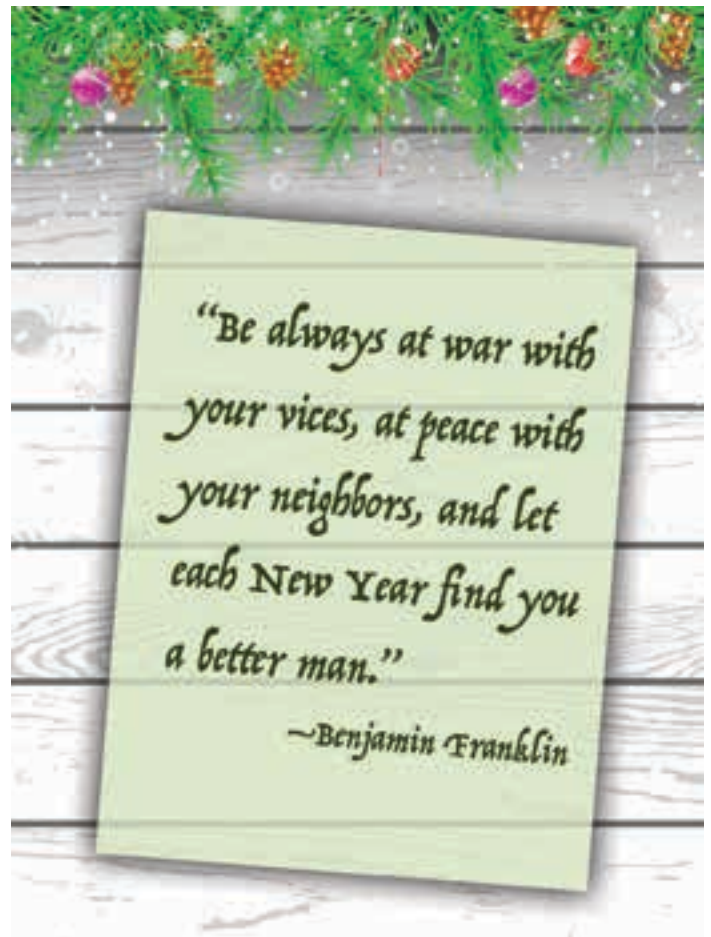
## Search & Find

Find the crane hidden in Slingmakers, take a picture of it and send it to [emily@awrf.org](mailto:emily@awrf.org).

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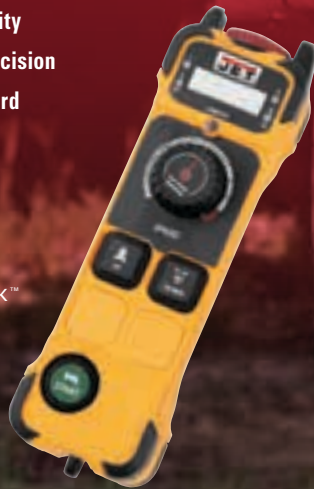
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*Wishing everyone a great holiday season!*

*And here's where we are as the year comes to a close.*

### **We made it!**

AWRF made it through another year of, what's loosely been called, the new normal. Sooo, we were happy with the old normal and hopefully look forward to its return.

We are thankful to have had the support of our membership, directors and committees to make that possible, but MAN, are we looking forward to in-person events like our upcoming PIE in Houston, well...let's just say we have a LOT to look forward to! And we are hearing from many of you that we're not the only ones!

But until we get there, we will keep you up to speed with all of the other programs that happen throughout the year, and we hope you participate!

As always we, here at the AWRF Office (JAGwire Management), wish you all NOTHING but the absolute best as this year comes to an end.

We hope for good health and fortune to all of our companies and very much look forward to seeing you in April.



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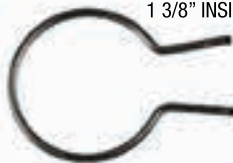
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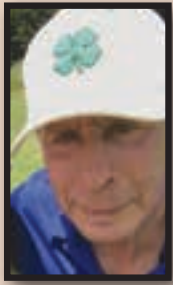


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## Passing Over The Wire Rope Bridge

### *Martin D. Durbin*



**Martin Dennis Durbin (1945-2021)**, born in Saint Louis, MO, went on to his heavenly home September 1st, 2021, after a long bout with lung cancer, fighting a great fight without complaining. He is survived by his wife, Cheri, his daughters Hillary Mathewson and Angela Durbin, son Corey, son-in-law Scott Mathewson, grandson Jack, daughter-in-law Summer Durbin,

and granddaughters Talia and Tatum. He is also survived by three brothers, Alan, Michael, TJ and a sister, Sissy Grote.

He was a fierce competitor at Ladue High School, where he earned All-State honors as a Fullback, going on to letter at Northeast Missouri State, and eventually a brief career in the CFL before injuries

ended his playing career. His Father, V.S. Durbin II founded Durbin-Durco, Inc, a manufacturer of load binders where he worked until the company was sold in 1994. He then founded CherMar Marketing, Inc, a manufacturer's representative company where he worked until his passing. He loved his suppliers and his customers and was very dedicated to them, relentlessly committed to their success. He was the most determined person we ever knew, even working up to his last breath. He was a faithful father and husband and loved his country and his family with all his heart!

In lieu of flowers: he was a faithful patriot and if you like, you can remember him with a donation to Wounded Warrior Project or another charity of your choice.

Fond memories and expressions of sympathy may be shared at [www.kriegshausermortuary.com](http://www.kriegshausermortuary.com) for the Durbin family.

### *Richard W. Boyko*



Belchertown, **Richard W. Boyko**, 75, died peacefully on Saturday, September 18, 2021 at his home surrounded by the love and care of his family. Born in Ware, April 9, 1946, he was the son of Walter J. and Lena (Nikodem) Boyko and has been a lifelong resident. Following graduation from Belchertown High School, he was drafted into the US Marines, serving during the Vietnam War. From an early age, Rich worked for the family business, Mill Valley Splicing in Belchertown, with his father. He later became the co-owner with his brother and continued on in the business until his retirement in 2018.

In his leisure, he enjoyed deep sea fishing, participating in and having success in many tournaments. He and his fishing buddies often placed

in the top 3 or 4 and eventually were invited to compete in a very prestigious tournament. Additionally, he loved trips to the camp in Maine, which he enjoyed with his sons, late brother in law Ned, and many nieces and nephews. An avid skier, he also enjoyed many weekend trips to Vermont with his family. There are many who affectionately referred to him as "Doc" for his ability to diagnose and fix just about anything.

He will be deeply missed by his wife, Elizabeth (Betty) Guyott, whom he married on October 23, 1971. He also leaves his two sons and their families, Gregory R. and his wife Alyssa (Hall), Christopher G. and his wife Andrea (Stephens), and his 5 precious granddaughters Lillian, Eliza, Josephine, Hannah,

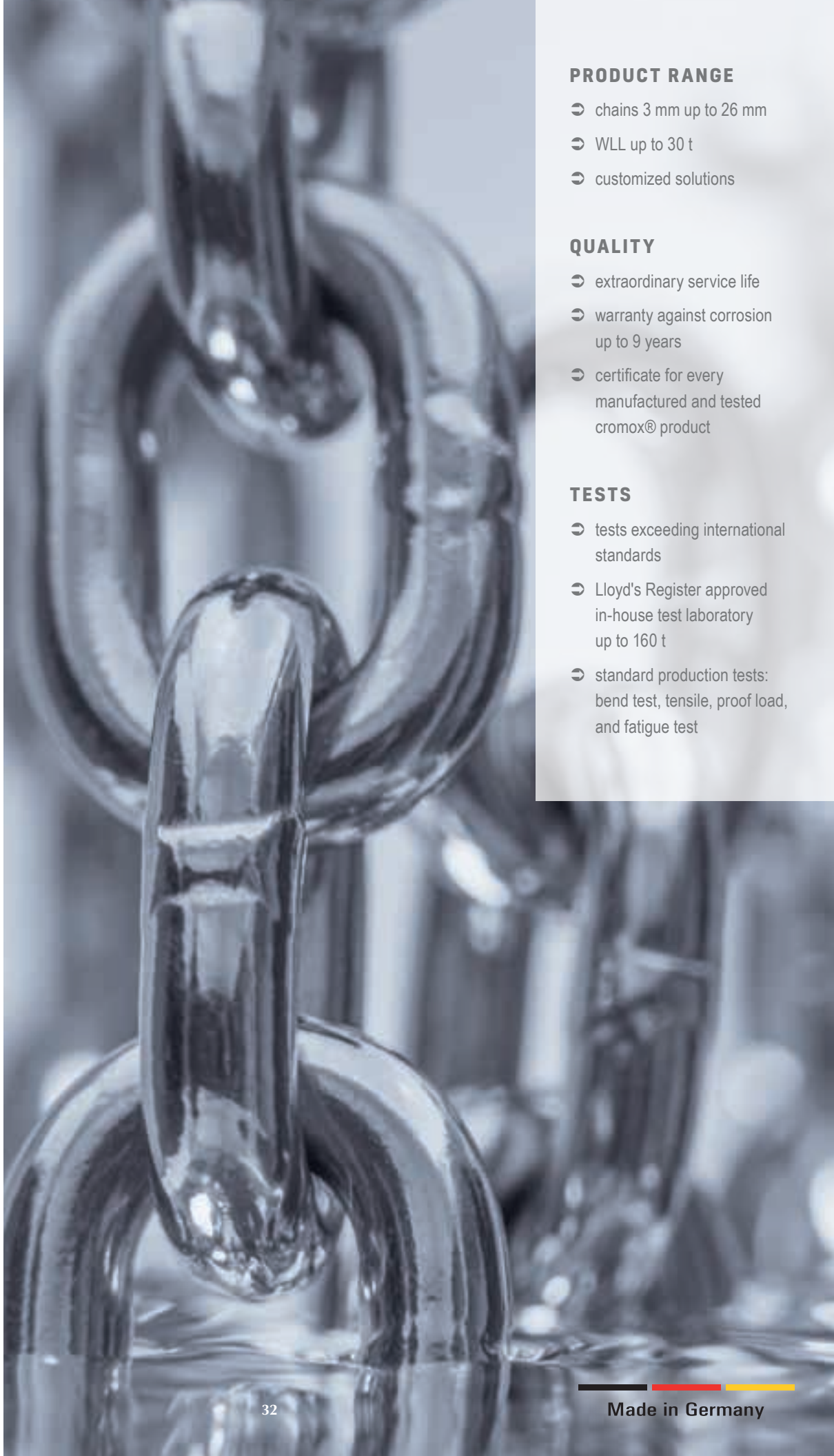
and Lucy, all of Belchertown. He also leaves his brother James and his wife Donna of Belchertown and a step brother Paul Bartak and wife Jackie of Kentucky, along with many nieces and nephews. Besides his parents, he was predeceased by his stepmother Josie (Wysk) who died in 1986, his sister Barbara Cohrs, and stepbrother Gerry Bartak.

To further honor Rich's memory, the family suggests that in lieu of flowers, donations may be made to either Dana Farber Cancer Institute, 44 Binney St., Boston, 02115-6084 or to the Helping Hands Cupboard Food Pantry at BUCC, 18 Park St., Belchertown, MA 01007. Please denote the donation is in memory of Richard W. Boyko. There will also be a basket at the visitation procession so that guests may leave cards for the family.

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# Employee Exodus

## And how to stop it



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As we witness one waitress working 10 busy tables in a crowded cafe while wearing the distant stare of a disillusioned war vet, it becomes clear that working, for many, is officially off the menu! The same goes for the heavily perspiring lone man on the manufacturing floor, that you're pretty-sure 20 minutes ago, was doing a completely different job on the other side of the plant.

Before we sling any generational blame or point to parenting or company leadership failures (rest assured, some of that's coming), let's look at what has dramatically changed about people and business in the past five years. This exploration is not just about COVID or the fickle desires of the next generation; it's about the future of work itself.

For starters, when talking to HR professionals and others back in 2016, I began to notice three circumstances on the rise in relation to the hiring of young adults.

1. The most common questions were about vacation days and time off.
2. Increasingly, candidates either insisted on a quick leap into management or expressed no interest whatsoever in being on a leadership track.
3. Young adults voiced a strong desire for unfettered usage of cell phones at work.

This, combined with an observable pattern of parents actually making the call to set up the interviews, led me to suspect that working a job might not be the favorite choice of many millennials.

Now, before you over-45ers start up your judgment machines (or go all Liam Neeson on young people), let's take a close look at the circumstances we live in pre- and (hopefully) post-COVID.

1. People in their 20s are buying fewer houses, cars and clothes than past generations did.
2. Living at home at age 29 no longer carries a social stigma. (Many parents seem to want to keep a spare kid or two at home...just to make sure they know where one is?)

3. Boomers have complained to their kids about how tough it is to work all day, whereas previous generations preached the virtues of hard work.

So let's think this through. If you're not branded a loser because you live at home at 29, and you've learned not to be a mass consumer of goods and services, and you grew up with parents who complained about work and who also like having you around, what kind of decisions might you make about entering the work force? Circumstances might not create our destiny, but they do affect how we weigh our options.

Parenting and education have also played a part in what we're seeing among young adults in the work force. Collectively, we wanted our kids to have things we did not. As a result, we indulged them, told them life was fair, didn't teach them history, and implied that if they didn't do well on the test the school could lose its funding. We also told them they could be themselves when in fact we may not have been very sure of who we were.

So, people over 45, it may be largely our fault. We've done our young friends a huge disservice. In stark contrast to our unfortunate everyone's-a-winner philosophy, the truth is that every generation has some losers. The biggest lie in parenting is "I have four successful kids." *No one* has four good kids (unless maybe you have 10 kids, in which case one's typically in prison).

So some of the younger set's flagging sentiment toward work may rest on our shoulders. But the best thing about something being your fault is that you're always the most qualified to fix it. So let's talk about solutions.

***We have to deal with people for who they are and not who we wish they were!*** Rather than just hoping we can find young workers who nostalgically want the job their parents had, we'll need to connect to evolving employee values. For example, it's common in 2021 to hear people under 30 saying in anonymous employee surveys that two days off each week is not enough! To stay fully staffed, the willingness to attract top performers through job sharing and alternative scheduling may be required.

***Leadership qualities count—  
if you have no followers,  
chances are you're not a leader!***



*Historically, an exodus is about  
running from those who  
refuse to even begin to  
meet our basic needs.*

**Leadership qualities count—if you have no followers, chances are you're not a leader!** We can't promote Jimmy and Caitlin simply because we think they're smart or good at their job. We need to start looking at leadership traits and abilities and promote those who have them, regardless of tenure and other skills. Wanting to be the boss and actually being good at it seem to have nothing in common!

**Take measures to stop onboarders from jumping overboard!** With many industries reporting 50% attrition rates during the onboarding process, it's time to examine the process for problems easily fixed and tone-deaf messages that can be rewritten. How about a training video that you can actually pause? (No, Dylan will not watch all 14 minutes in one viewing.) Can you shift your messaging to focus on how your company actually helps the world and not just stockholders? A few easily implemented solutions like these can simultaneously reduce your bail factor and improve your employer brand.

It's very easy for Barb the Boomer and, with slightly more disgust, Justin the GenX'er to say that Morgan the Millennial (yes, I am labeling and stereotyping on purpose—sorry, Morgan!) just does not want to work and will prevent civilization from reaching its goals. However, the truth is that these young adults want more personal time and more freedom. And I'm pretty sure that's been a major goal of humanity for a very long time. Historically, an exodus is about running from those who refuse to even begin to meet our basic needs. Accountability and willingness are the foundations of change.

What can we do immediately to stop or at least slow the exodus? We need to create a new future of work. We can start with a few foundational things that any organization can do right now.

- Create employee engagement by making jobs better. Example: Stop adding work to people who have

not finished what they're working on now. It is a top complaint on anonymous employee surveys across the country.

- Select leaders by leadership ability, not by how well they do a non-leadership job. The mediocre engineer who is well trusted by his coworkers and communicates clearly, may very well be the best natural leader you have in the group. Example: The call center rep who couldn't talk and type at the same time may be your best motivator and decision maker.
- Make sure your technology fits the job and the people who use it. Ancient software drives young people away. Similarly, new software that requires trial-and-error learning and comes with no tutorials will drive your top senior people into retirement.

Typically, if these three foundational things are not in place, working for your company sucks. And if that's offensive, it means you completely understand my point!

We know that COVID may have caused people to rethink their lives and decide that being at home is more important than having their "at the office" dream job. (What's not to like about working from your bedroom in your underwear as you explain global marketing campaigns to your 5-year-old?) So, sure, there's a pandemic factor to consider in this work-attitude shift. Yet, surveys and casual conversations with workers in multiple industries seem to point toward a primary reason why young people and older people alike aren't thrilled with work these days. It appears that they want to work from home, or part time, or not at all, because working doesn't *work* for them anymore.

Even with this shift in work attitude, many of the complex problems that create employee shortages will shrink or even vanish if we implement a few relatively simple solutions, as stated above. Sometimes we forget the basics and then wonder why the specifics do not work!

*Make sure your technology  
fits the job and the  
people that use it.*

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*Press Release*

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## The Crosby Group Announces Ownership Participation Program to All Employees

All Team Members to have a meaningful stake at  
The Crosby Group

Richardson, Texas, USA – The Crosby Group (“Crosby”), a global leader in lifting, rigging, and load securement hardware, announced that all global team members will now participate in the equity growth of the business.

This program, designed and supported by KKR who acquired Crosby in 2013, provides every team member employed at the time of a future sale or liquidity event, regardless of location or role, with a meaningful financial stake in Crosby’s growth. KKR and Crosby firmly believe that broad based employee ownership is a key pillar in driving employee engagement and, in turn, building a stronger business.

Robert Desel, CEO of Crosby, said: “All 1,400 of our global team members impact the value of the business and should see the benefit from the value they help to create. This innovative program does exactly that and will fuel the legendary passion and dedication that has made The Crosby Group what it is today.”

Desel continued: “This program provides incredible alignment across the entire team, right through to KKR, elevating employee engagement and furthering our shared commitment to our core values of safety, reliability and innovation. Our dedicated team members, together with our valued channel partners, will continue the delivery of best-in-class lifting and rigging solutions and support of end users around the world.”

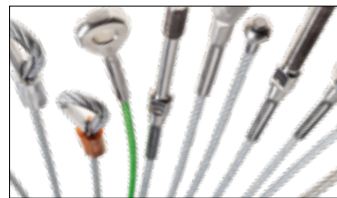
Pete Stavros, Co-Head of Americas Private Equity at KKR, added: “Crosby has a long, rich heritage of market leadership and innovation fueled by the dedication of its employees, many of whom have been part of The Crosby Group team for decades. We, alongside The Crosby Group management team, are thrilled to bring this program in order to commemorate these contributions and align every employee through ownership in Crosby’s equity appreciation.”

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William Hackett issues technical guidance on the effects of Hydrogen Embrittlement for materials used in topside and subsea lifts, to help minimise risk to human life and improve operational integrity.

Report calls for greater scrutiny on material suitability rather than a reliance in onshore standards for offshore lifting applications:

1. Reduce the risk of **operational failures** and their frequencies to improve safety.
2. Reduce downtime and **increase productivity** to ensure better operating margins are achieved.
3. Reduce **corrosion rates** to extend life-time use, safely and sustainably.
4. Improve confidence offshore by reducing the risk of **incorrect material** selection.

William Hackett, world-leaders and pioneers of offshore lifting hoists and chains announced late last year the release of its industry report to help minimise the risk of Hydrogen Embrittlement (HE) and Hydrogen Assisted Stress Cracking (HASC). Since release Ben Burgess, Director and author has presented and published further peer reviewed papers on the topic within:

**Australian Petroleum Production & Exploration Association (APPEA)** conference and Journal Volume 61.

**Offshore Technology Conference (OTC)** and their upcoming journal.

Following on from this he will be presenting further at the **American Petroleum Institute (API)** in September.

The report includes guidance on material choices used in topside and subsea lifts and is seen as a major step forward in increasing awareness for offshore operators of the risks associated with, HE and HASC.

Ben Burgess, Director of William Hackett Lifting Products, says: "There is a real concern across industry regarding the risks posed by HE and HASC on chains and links used in lift and hoist projects across offshore environments."

Peer-reviewed by a number of organisations and authorities, the report – which can be downloaded at <https://williamhackett.co.uk/H-embrittlement> – takes a major step forward to explain the critical impact of HE.







Dr Emilio Martínez-Pañeda, Assistant Professor at Imperial College London and a world-recognised expert in hydrogen embrittlement, welcomed the report. While not directly involved in the report's

findings, Dr Martínez-Pañeda emphasised the challenging nature of hydrogen embrittlement and its important implications: "Hydrogen is famed for causing notorious structural integrity problems that are difficult to predict, and there is a need for new guidelines and solutions."

"Based on our own experiences of how our products perform offshore, combined with the manufacturing expertise of McKinnon Chain and outcomes of detailed technical analysis by industry partners, we have identified that as material hardness exceeds 39-40 HRC, the risk of HE and HASC increases as the hardness values rise," says Burgess.

But the issue of HE is not limited to just one type of activity. Examples include the failure of G10 welded chain slings in a container fleet in Norway, to the USA where a global oil company had to withdraw a number of lifting appliances and promptly introduced an inspection regime before any future lift work was carried out.

The report also highlights that whilst products may be fully compliant with relevant International Standards, the reality is that when it comes to an offshore environment, they may be wholly unsuitable.

"Meeting the specific International Standards should not be seen as a guarantee that specific equipment is fit for purpose in an offshore environment," highlights Burgess. "Specific environmental and performance considerations for equipment used offshore needs to be a key part of the material specification and selection process."

"To put this into context," says Burgess, "a Grade 8 master link and chain, when correctly heat treated, will provide toughness, tensile strength and resistance to shock absorption in loading, and at hardness levels that enable the steel in the product to withstand extreme conditions of the offshore environment."

Correct materials selection is critical, especially when it comes to problems such as HE. Operators need to ensure that despite commercial pressures, the products used in the offshore environment are fully appropriate for their

intended use, and that the environmental conditions, mechanical stresses and material susceptibility have all been assessed rigorously.

Dr Martínez-Pañeda noted that while the scientific community has achieved great progress in using simulation tools to predict the behaviour of components exposed to hydrogen, challenges remain and "the materials to be used and the manufacturing process has to be tested and assessed to minimise the risks as much as possible."

The report looks at key areas around HE includes causal factors, best practice methods to reduce risk and recommendations around specific product groups and key performance requirements.

"Managing the risks of HE and HASC requires a change of mindset," says Burgess. "The advancement towards higher and higher grades of steel should be treated with caution. In an offshore environment, procurement and quality assurance policies should include comprehensive details of the material's properties, as well as standard compliance. Without the proper understanding of the material and its use offshore, the end result is increased risk to operations," he added.

The company has taken further steps to help minimise the risks of HE and extend the lifespan of master links with the introduction of Zinc-Tough™ – an innovation that applies a zinc layer to the product which significantly reduces the speed at which corrosion occurs. It extends the product lifespan and reduces the risk of HE in comparison to other coating processes such as galvanising and electroplating.

William Hackett first began production of its master links in 2004, and to date has delivered more than 550,000 master links.

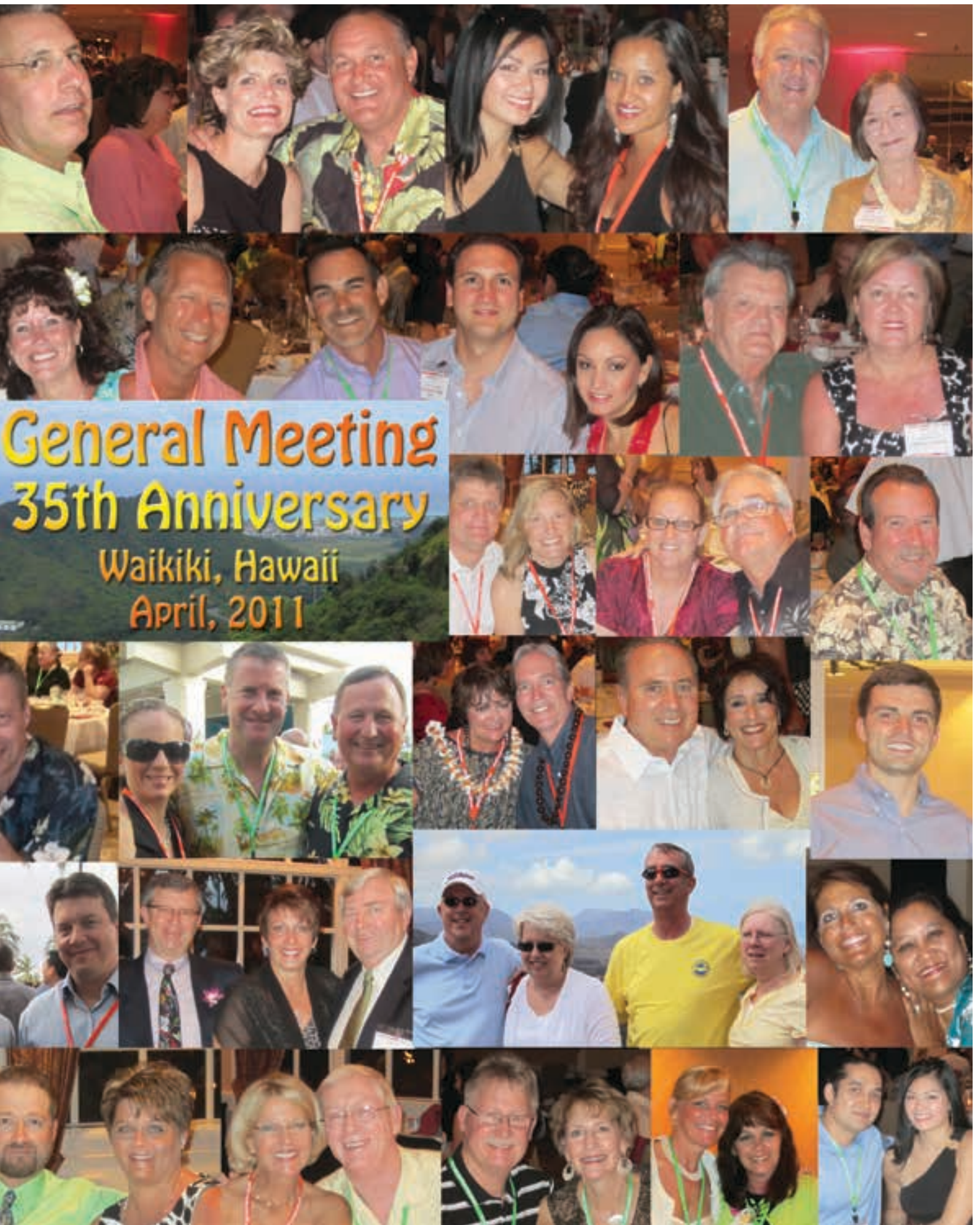
Burgess says, "We are immensely proud of our track record in the supply of HA links to Shell, BP, TechnipFMC, Saipem, Subsea 7, Oceaneering and every other major offshore operator. We have not had one suspected case of HE to-date, which reinforces the quality approach we take in how our products are manufactured."







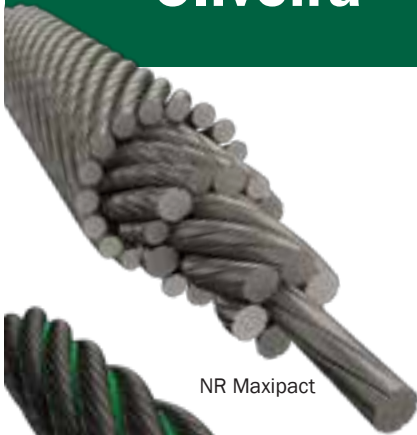




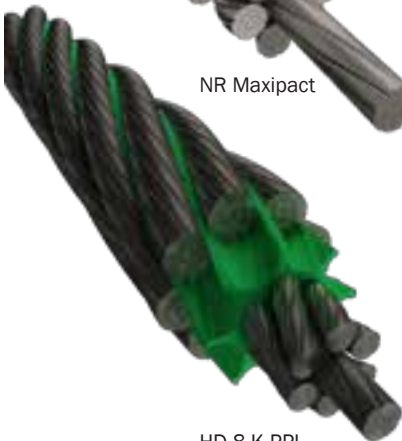




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## Caldwell Provides Beam for Balancing Rolls

The Caldwell Group has provided a 1,500-lb. capacity roll lifting beam and leveling system for a company that manufactures various types of hygienic wipes. A major advantage is that one operator can now complete the application instead of two.

The beam, which is 86 in. between the j-style hooks and 95.75 in. from end-to-end, is designed for unbalanced loads. In the end user's application, it is common for a roll to be slightly off-center and the operator would previously have to handle the load or below-the-hook equipment to straighten it.

These substrate rolls must be lifted into place during an important phase of the production process. The method employed by this end user is unique, not because of its utilization of the beam, but in its incorporation of Caldwell's load leveler product. The concept, which balances the roll before a worker performs the next operation, is operated by two pendant push-buttons.

Caldwell was initially given the nature of the material handling problem, in addition to the weight, width, height of rolls, and distance between the cradle support. Based on this, it was decided that a combination roll lifting beam and leveler would best suit the user's requirements. The attachment works beneath the hook of Harrington Hoists' equipment, to which it is attached by a hook and latch system. The lifter's bottom hooks are not designed for side-loading, but they can pivot laterally. These j-hooks extend approx. 50 in. in length and are designed to handle a specific mandrel diameter.

*These substrate rolls must be lifted into place during an important phase of the production process.*



Darrin Noe, director of sales at Caldwell, said: "A red / green indicator light notifies the operator that the leveler has engaged and which direction the bail is adjusting to accommodate for the load's center of gravity location. The leveler can be used to adjust the lifter bail as needed to find the center of gravity. Once the leveler indicates a level lift, the operator can continue to move, rotate, and position the load as needed."

Caldwell's leveler, originally used strictly for the Posi-Turner product, is now used in multiple applications where it is beneficial to have a control system that senses when a load is out of level and automatically activates the leveling adjustment on the lifter to level the load. Besides added speed and efficiency, the leveling option brings added safety to many types of lifting requirements by allowing the operator to stand a safe distance from the suspended load."

New Orleans, 2016





## Talurit Group gears up on marketing

*As a well-known name in the industry, Talurit Group develops, manufactures, markets and maintains equipment and systems for mechanical splicing of wire and wire rope under the Talurit® brand. With a new recruitment they aim to further strengthen the company's branding strategies and improve its overall digital presence.*

Talurit Group strengthens the workforce in Sweden, where they welcome Torbjörn Hillberg as their market communicator for the Group. Torbjörn has previously run a design agency, where he offered complete solutions around marketing and design. For the past three years, he has been positioned as marketing manager at an international general agency in the lifting industry. The experience of working long-term with branding and communication forms a strong foundation for the role at Talurit Group. With a wide range of skills, Torbjörn will have overall responsibility for brand work and communication to the market. He will administrate the entire chain from planning and executing the marketing plan, operating and creating content for digital and analogue channels and developing the Group's visual identity.

Torbjörn Hillberg comments:

"It feels fantastic to be part of the team at Talurit Group. Talurit has a sterling history and a strong brand based on a clear vision to create the market's leading products in terms of safety and efficiency. Here, I look forward to continuing to grow with competent colleagues, drive the development of marketing forward and strengthen the continued brand building."

Victor Andersson, Vice President of Talurit AB comments:

"Talurit operates in a constantly evolving industry where we have been at the forefront since the start in 1948. We continue to find new and more efficient solutions for our customers. Talurit Group has a progressive vision for the future and we need to strengthen our market functions, partly to increase customer focus and partly to better communicate our offering to the market. With his broad expertise, we welcome Torbjörn as a strong addition to the business."

Torbjörn Hillberg adds:

"Being able to work with great responsibility in a quality-assured international group like this feels inspiring and rewarding. Talurit already has great recognition in the segment, now we will take it to the next level and increase brand awareness further on more exciting markets."



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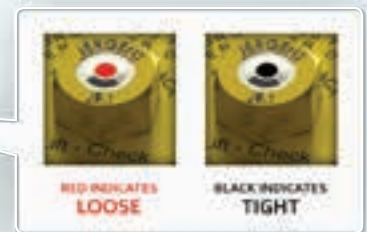
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Press Release

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## The Crosby Group wins LEEA Best Innovation Award for Crosby BlokCam

### Innovative camera system increases workplace safety for lifting personnel

The Crosby Group won the prestigious LEEA Best Innovation Award 2021 for its Crosby BlokCam crane camera system.

The Lifting Equipment Engineers Association (LEEAA) is a global trade association with company membership representing all those involved in all aspects of lifting operations and equipment in the lifting industry worldwide. The 2021 Best Innovation Award recognizes a product or service that is truly innovative, providing a unique value proposition and tangible benefits to the lifting equipment industry.

The Crosby BlokCam range of camera systems is steeped in innovation and technology that directly improves the lift of heavy and oversize loads. These products have delivered clear enhancement of load handling in a number of sectors, most notably construction and renewable energy.

Crosby BlokCam solutions are built on a belief that the crane is at the heart of the construction site and an



understanding of the value in keeping the lifting crew and all site personnel safe and operational. Crosby BlokCam modular cameras, and other safety systems, improve communication and overall awareness during lifting operations using advanced audio-visual technology. The end-product is a high quality, purpose-built, hook-mounted safety system.

Peter Hird, business development director for Crosby BlokCam products, said: "We are delighted to be recognized by LEEA and to win the Best Innovation Award 2021. When we started, we had to overcome traditional practices in certain sectors as well as past issues that some operators experienced with other generic cameras systems. I am proud that our fit-for-purpose camera solutions have contributed to, and at times led, cultural change in construction, renewables and other industries. This incredible journey would not have been possible without our visionary customers who have supported us – they are really the reason why we have won this award! We are grateful for their partnership and look forward to delivering further innovation to jobsites globally."

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## Mazzella Companies

CLEVELAND, OH – Mazzella Companies is pleased to announce the acquisition of Pope Rigging Loft, Inc. This acquisition further strengthens Mazzella's footprint west of the Mississippi River and reinforces Mazzella's commitment to be a one-stop resource for lifting and rigging services and solutions.

Pope Rigging Loft, Inc. has been in business since 1946 and serves a variety of industries including Construction, Industrial, Marine, Municipal, Railroad, and Towing out of their location in Portland, OR. Pope Rigging Loft, Inc. is a full-service rigging supplier including custom lifting slings, rigging hardware, pull-testing, inspections, training, and splicing and socketing services. Effective immediately, Pope Rigging Loft, Inc. will operate as Mazzella Pope Rigging Loft. Terms of the transaction are not being disclosed.

"Pope Rigging Loft will complement the wide range of lifting products and services that Mazzella Companies offers. We are dedicated to being a single-source provider for overhead lifting and rigging products, rigging inspection services, and rigging training. Both companies commit to delivering a high level of expertise, knowledge, and take pride in our exemplary reputation and service we provide to our customers," says Tony Mazzella, CEO of Mazzella Companies.

This acquisition will provide Mazzella with a strategic location in the Pacific Northwest that allows

them to grow and expand their reach past the Oklahoma City and Denver markets.

"We at Pope Rigging Loft are excited to join the Mazzella team. We weren't willing to sell to just anyone because above all, we required a buyer with integrity and a buyer that would provide a good future for our employees and repeat customers. Our commitment will not change since our beginning 75 years ago. Our customers will find more resources and diversified lifting products and services available to them. We have developed a caring, supportive, and empowering culture with our employees of many years, and it was our goal to find a buyer that would carry on the same culture and legacy that has been established. That goal was truly achieved with Mazzella," says Steven and William Pope, Co-Owners of Pope Rigging.

"We're excited to bring on this family-run business and the great reputation that the Pope family has earned during their 75 years in business. The Pope family has always prided themselves on exceptional service and delivering solutions designed to their customers' exact specifications. We intend to continue to deliver that high level of service their customers have come to expect. We welcome the Pope family and the team at Pope Rigging Loft, Inc. into the Mazzella organization," says Mazzella.

New Orleans, 2016





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### Issue #s & Content Closing Dates

**ISSUE**      **CLOSING**      **STREET DATE (See Note Below)**

#172	February 18th	March
#173	May 20th	June
#174	August 12th	September
#175	November 11th	December

**NEXT ISSUE**

**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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## Automation-Ready Below-the-Hook Grab for Steel, Aluminum

Airpes has led the collaborative design of a grab for handling steel or aluminum coils in semi- and fully-automated electric overhead traveling (EOT) crane applications.

The automation-ready grab, which will typically be utilized to lift 25- to 60-ton coils, is a standard product but can be adapted to suit end users' requirements. Currently, two 30-ton and two 25-ton grabs are in production, but numerous others are under offer. Compatible with any crane in the steel and aluminum sectors, it can be installed as a retrofit or part of a new-build.

The system meets Crane Manufacturers Association of America (CMAA) duty classification D, E, or F. CMAA Class F, for example, covers continuous severe service cranes, capable of handling loads approaching rated capacity throughout their life. In semi-automatic applications, some features assist the operator but allow more manual control; fully-automated cranes, useful in demanding environments like metals, are programmed to repeat lifting process without manual input.

Tad Dunville, general manager at Airpes Americas, said: "The automation system is like the brain, the hoist is the heart, and our grab is the hands. They act in concert to position the crane within millimeters of the load, engage the grab to the load, and carry it to a destination based on the work to be performed on the coil, the type of steel, and the size.

"In the past it was often up to the crane builder to agree with the automation integrator and come up with a custom package for the end user. This model involved a lot of silos and throwing designs over the wall for rework. It was time consuming and less repeatable. About a year ago, we were presented with a few potential projects and decided to collaborate."

One of these partners, Edgardo La Bruna, of Janus Automation, notes that the steel and aluminum handling marketplace has reached an automation tipping point, and he used the latest show, staged by the leading association body for mill cranes, as a barometer.

He said: "It was the first show where an important portion of the activity was related to automation. The percentage of new crane installations that require automation is of course growing all the time, but we're seeing more demand for retrofits—and requests for

*A specific hook and lower block package can be retrofitted to the existing crane or built new.*



cranes to be able to be easily converted for more automation in future. The automation-ready grab is designed to be a standard product that meets most of the needs of any automated crane with easily serviceable components."

Dunville added: "The concept of automation-ready is here to stay. Below-the-hook equipment is a critical component in any semi- or fully-automated material handling system; problems in this area will dramatically impact a project or production process. Previously, there was no steel coil grab formally designed for automation applications—most were modified after delivery by the next person in the value chain. By realizing that designing for automation and involving engineers from various stakeholders, we came up with something that presents a product that easily meets expectations and, importantly, cuts down significantly on re-engineering and modification by the integrators and crane builders."

The automation-ready grab can be adapted—to a rigid mast crane, a wire rope hoist, an existing crane, in various capacities and duty cycles—but users get the same package of components that ensure repeatability and serviceability. A specific hook and lower block package can be retrofitted to the existing crane or built new. This contributes to stability, accuracy of positioning, and anti-sway design.

Dunville said: "We can land a coil not just in a fixed point like a storage rack or a de-coiler, but also on a truck or railcar. That's a big deal because trucks and railcars have different configurations, wheelbases, deck heights, and are positioned differently every time. We can account for that and still land the coil perfectly. The computer knows the most optimal path, never takes a smoke break, and never calls in sick.

"Safety is enhanced because it is now possible to completely process and ship a coil without touching it. Some of our customers have found that safety really pays. In other words, by eliminating hand contact with coils, they have literally stopped injuries to hands and fingers that were costing millions."

The automation-ready grab will be provided and serviced by Airpes's existing channel partners and dealer representatives.



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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.*

**“If you don’t  
want your team  
to do it, don’t  
do it yourself.”**

## Locked on Leaders

### Vacation is Good for the...

What does this have to do with leadership you might be thinking? Everything. As I’ve written before, our goal as leaders is to help our team members grow into self-actualized individuals. There are two conditions that need to exist in order for this transformation to take place.

First, we need to ensure a team members’ “survival” ala Maslow’s Hierarchy. I discuss this in the Vlog, *Becoming a Locked On Leader*. However, satisfying Maslow’s lower-level needs only opens the door to self-actualization. To obtain self-actualization, the second condition must be met, that of being aware of what it is we were put on this planet to do. In other words, you need to know your superpower and that requires a degree of self-awareness.

In my blog post *It’s the Little Things that Matter*, **I point out “If you don’t want your team to do it, don’t do it yourself.”** The converse is also true, **Leaders Model the Behaviors we want from our team.** If you want your team members to grow as individuals, then you must grow as well. I discovered this for myself in 2011 when I was hired as VP at Priority Moving. Bryan, the owner at that time, has his MBA and has worked for some amazing thought leaders in his career.

He was and still is a consumer of business books. He started introducing me to some concepts and then gave me the audiobooks so I could learn them. My business horizons soared as a result. From there I graduated to personal improvement books. My life has been deeply enriched ever since.

Along the way I discovered a fundamental truth, effective leaders make time for personal improvement. It’s the ultimate triple win. As we grow as individuals, discover our true values and worth; uncover our superpower and purpose in this world, we interact with our team and others in a more powerful, positive, and passionate way. You will notice your team improve their response to your leadership. Some will even emulate your behaviors on their own. Others will respond positively to your gentle nudges. As your team transforms, your company will benefit. Customer satisfaction, production, profitability will all be positively impacted. Your customers and your vendors will also benefit. The ripple effect is enormous.

What are you doing to improve yourself? How are you modeling this for your team? Need someone to discuss this with? Reach out to me or, better yet, just get on my schedule for a free Accountability Action Call and we can explore this together.

For more articles by Dave Rosenberg visit <https://lockedonleadership.com>



*This was the first assembly of the interlocks. Here, the parts are being moved manually to test and inspect the assembly.*

## Casper, Phillips & Associates Inc. Interlock System for Automated Bridge Cranes

Casper, Phillips & Associates Inc. (CPA) has designed a custom interlock system for two 10-ton capacity bridge cranes at a facility where composite aircraft parts are made.

CPA was contracted by a large commercial airplane manufacturer to design a system to allow parts to be carried between bridge cranes and workstations. The bridge cranes pick up the parts from a workstation and takes them to the next workstation on the assembly line. The automated manufacturing process was for a new-build facility, but a requirement for a system to prevent trolleys driving off an improperly positioned bridge was only realized during the design process.

The single-girder Demag bridge cranes, which span 124 ft., are equipped with special purpose trolleys that tow airplane parts. There is no hoist—just a powered drive trolley that tows a linked set of idler trolleys. A bridge crane pulls up to a workstation, locks in place, and the trolley travels off the bridge and onto the workstation. From there the parts are positioned in place for the next stage of manufacturing. The parts are then picked up and moved across the interlock to the bridge crane which takes the parts to the next workstation.

The monorail alignment forces are 2,500 lbs. vertical, and 500 lbs. horizontal; alignment tolerance is 1/16 in.—for horizontal and vertical. The alignment forces and tolerances are essentially the working capabilities of the interlock system. For example, the interlocks can transfer up to 2,500 lbs. between the bridge and the workstation to align the rails vertically within 1/16 in. Conversely the interlocks can transfer 500 lbs. between the bridge and the workstation to align the rails horizontally to the same tolerance.

### Customized solution

Richard Phillips, mechanical engineer at CPA, said: “The project was already underway before the end user got us involved. The crane and the workstations were being designed and manufactured by several different companies, but there wasn’t an off-the-shelf solution for the interlocks. For reasons unknown to us, it was not in the scope of work for the design teams already on the job and none of the other teams wanted to design a custom interlock system. Once our design was completed, the end user partnered with a local machine shop to build it. This is what we call a design-bid-build project structure.”

Importantly, CPA—the company offers a wide variety of services, including procurement, specification, design, manufacturing review, modification, and accident investigation—designed a system whereby electrical power did not need to be supplied at each workstation. Phillips explained that this simplified the process because there was already electrical power available on the bridge but not at the workstations, so an alternative solution would have required a design change. This might have involved running conduit and building an electrical panel to power electrical components. In other similar cases, power has been available to both sides of the interlocks.

The CPA system prevents the trolley from traveling off the bridge or workstation if they are not interlocked and it transfers load between bridges to maintain the rail elevation across the joint. Interlocks are common on cranes, but this was a highly-customized build and, as such, design through commissioning spanned a full year.

The interlocks have now been deployed on the full set of bridge cranes and the end user is satisfied with their performance.

### What is an interlock system?

We can use a bascule bridge (sometimes called a lifting bridge) as an analogy. When the bridge is up, the gate stops cars from attempting to drive across it. If there was no gate and the bridge was up, the cars could drive into the water or space below. Think of the interlock system as the gate; the interlock system prevents the trolley from driving off the end of the bridge crane when it is not safe. The interlock system also aligns the bridge and workstation rails within a tight tolerance to ensure a smooth transition for the trolley as it crosses the interface between rail systems. The trolley is allowed to cross onto the workstation when the bridge and workstation are aligned and securely locked together.

*The interlocks have now been deployed on the full set of bridge cranes and the end user is satisfied with their performance.*





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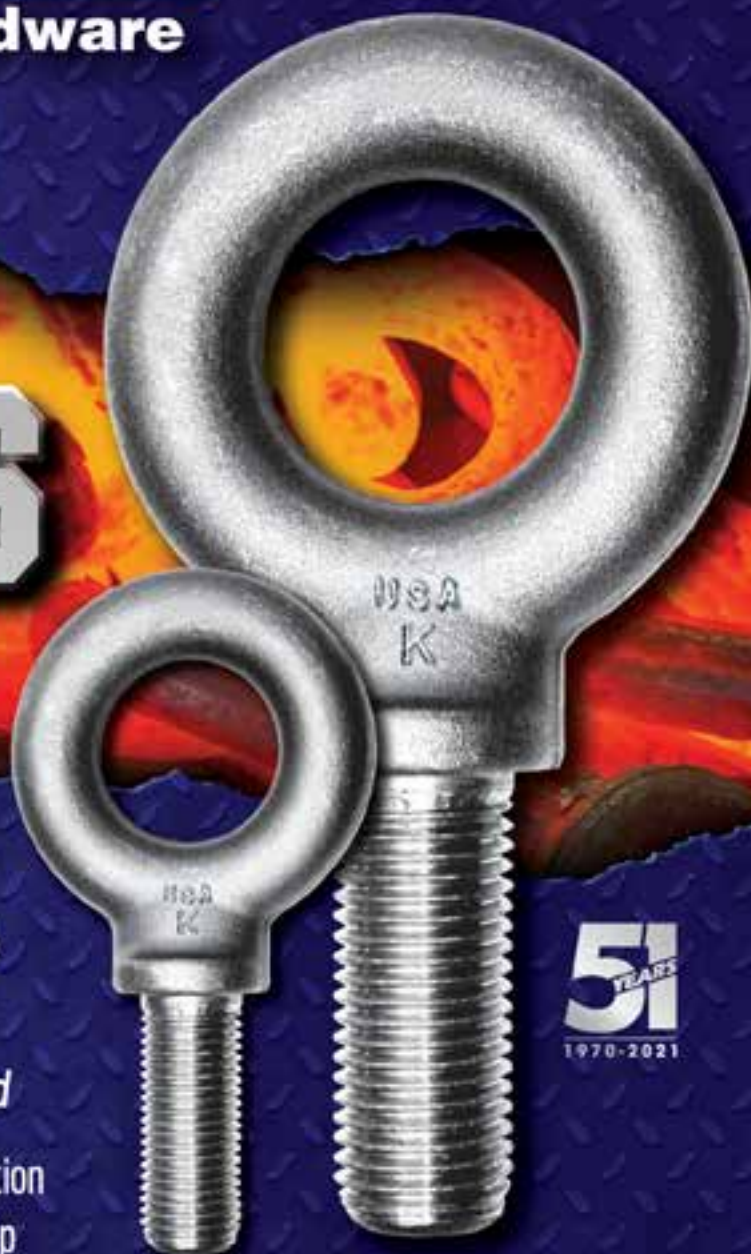
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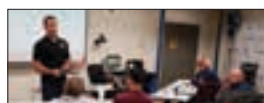
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### Learning Path Example - Overhead Crane Technician-in-Training

#### STEP 1 Screening & Evaluation



- ☒ Online Job Application and Personality Assessment
- ☒ Online Written Exams: Mechanical Aptitude and Basic Electrical
- ☒ VR Simulation: Experience At-Height, Basic E&M Maintenance Work
- ☒ Interviews & Hiring Decision

1

#### STEP 2 Online & VR Training



- ☒ In-Person Overhead Crane Technician-in-Training Course
- ☐ Online Basic Wiring and Components Course
- ☒ VR Simulation: 20 Maintenance Events for OHCT-IT

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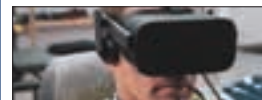
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- ☐ Log 500 hours of service tickets

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#### STEP 4 Assessments & Credentials



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## Mazzella and ITI Deepen 30-Year Relationship with a Robust Partnership

CLEVELAND, OH – Mazzella Companies and Industrial Training International (ITI) have formed a robust partnership that aims to significantly advance and accelerate learning and workforce development initiatives of Mazzella and its customers.

The partnership entails several initiatives, including:

- The establishment of Mazzella as a channel partner of ITI, enabling Mazzella to market and sell several ITI learning solutions directly to its customers. This includes instructor-led courses, online learning subscriptions, and VR simulator packages.
- Mazzella trainers will be trained and outfitted to deliver ITI's Basic Rigging & Inspection and Overhead Crane Operator courses to their customers.
- Lifting U®, Mazzella's training business unit, will be powered by the ITI Learning Hub learning management system. This allows Mazzella to provide over 2,000 industrial and construction related learning titles to their customers, including content from ITI, ClickSafety, Liebherr, Crosby, and dozens of other training content providers. In addition to online content, Lifting U® will publish and handle registration for live training events hosted at ITI and Mazzella locations, as well as virtually.
- MazzU, Mazzella's department for the lifelong learning of its 800+ employees, will also be powered by the ITI Learning Hub. This enables Mazzella to continue its use of ITI training courses such as Rigging Gear Inspector, Overhead Crane Inspector and Technician, Sling Fabricator, NCCCO Certification prep courses, and more.
- Mazzella has also provided ITI with an \$85,000 sponsorship to help fund the continued development of ITI's VR Overhead Crane Inspector & Technician applications which will significantly enhance the development of inspectors and technicians.

In addition to the sponsorship of ITI's VR Overhead Crane Technician & Inspector applications, Mazzella has also invested capital into ITI to further fuel its growth and the development of products, thereby becoming a minority shareholder in the company.

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## Business Succession Planning Adds Value

### Five Steps to Prepare for Your Sale

If you are a business owner nearing retirement, you've likely dedicated the last 30 to 40 years of your life to making your business a success. It can be difficult to focus on a plan for retirement when you're used to spending your days working with employees, helping customers and putting out daily fires. However, taking time to carefully plan for the succession of your business can significantly improve your ultimate sales price.

The best time to begin the succession/exit planning process is three to five years before you intend to sell. Consider using this time leading up to retirement to work through the following steps.

#### Step #1 – Improve your financials

In the three to five years leading up to the sale, try to increase your gross margins by 1% each year while simultaneously decreasing your expenses by 2% each year. The improvement in your cash flow will make your company more valuable to potential buyers, resulting in a higher sales price.

#### Step #2 – Clean up your records

The next step is to clean up your financial statements and other records. Potential buyers will want to review two to three years of tax returns and finances. Be sure to remove any unnecessary entries, including loans to or from shareholders that have been paid off.

#### Step #3 – Fix it up

If you're planning on selling your house, you spend some time fixing it up, clearing out unnecessary clutter and adding a fresh coat of paint. The same should be done with your business.

Add a fresh coat of paint to the inside and outside of any buildings. Make sure the parking lot is in good shape. Make sure all equipment is clean and functioning. Organize the office and clear away any clutter.

#### Step #4 – Assemble a team

It's very important to choose a team of advisors to help you design a succession/exit planning strategy to meet your needs as well as the needs of the business. Your team should include the following:

- ◆ **Corporate attorney** – An attorney should review all documents and help ensure everything is in order from a legal perspective. Find someone who has experience working with family-run businesses.
- ◆ **Accountant** – A qualified accountant should help minimize your personal and business tax liability.

- ◆ **Financial advisor** – Make sure you choose a fiduciary advisor who will put your best interest first. Expect to pay a fee to this advisor, rather than a commission based on product sales. An advisor with experience guiding clients through business sales can help:

- Negotiate the sale of business
- Analyze your net worth
- Prepare retirement income projections and develop a retirement income strategy
- Protect your net worth
- Manage the proceeds from your sale

During the three years leading up to your sale, you should expect to meet with your team at least two hours a year. Once you have identified a qualified buyer, you will likely meet with your team more often.

#### Step #5 – Plan for income in retirement

Before you sell your company, it's important to develop a retirement income strategy. Your team of advisors will help you determine your monthly income requirements, make smart financial decisions, minimize the taxes you owe and protect your net worth.

Although it may be difficult to find the time to prepare your business for sale, the end result will likely be well worth your efforts. By following the steps above, you can potentially increase your selling price and minimize the taxes you owe. You'll also have a clear understanding of your retirement income and how to fund your desired lifestyle going forward.

At Creative Planning Valuation, we specialize in helping business owners navigate the sale of their business. As a division of Creative Planning, a nationally recognized wealth advisory firm, we are supported by a team of credentialed, educated, experienced and action-oriented advisors, including CERTIFIED FINANCIAL PLANNER™ practitioners, certified public accountants, insurance specialists, attorneys and other professionals dedicated to helping you achieve your goals. We work together to help ensure all aspects of your business and personal finances are well cared for. If you'd like help with succession/exit planning for your business, or for any other financial concerns, please schedule a call.

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## OZ Lifting Expands Industrial Chain Hoist Range

OZ Lifting Products LLC has added to its ever-growing industrial manual chain hoist range with 3-ton and 5-ton capacity models.

The Winona, Minnesota-based manufacturer already had 0.25-ton, 0.5-ton, 1-ton, and 2-ton capacity models in the line, but larger units have been added in response to ongoing demand for use with beam clamps, trolleys, and other industrial equipment.

Notably, the hoists do not feature overload protection, meaning they are well suited to utilization where the user knows the weight of the load they are lifting, such as when moving standard parts repeatedly on a production line or at a workstation.

Steve Napieralski, president at OZ Lifting, said: "If you know the weight of your load, our whole industrial range is perfect. The line of chain hoists has almost limitless applications, which allows us to market these hoists so broadly. Whether you're hanging them from a beam clamp or trolley, or lifting any load now up to 5 tons, these hoists offer high quality at a fair price—a hallmark of our entire catalog."

The effort required to lift using these hoists is consistent through the entire range and that of the company's premium line, which is equipped with overload protection. The net weight of the product ranges from 4.7 lbs. on the lightest unit, up to 40 lbs. and 52 lbs. on the 3-ton and 5-ton models respectively. Standard heights of lift are 10 ft., 15 ft., 20 ft., and 30 ft., but custom rigging is available on both the hand and Grade 80 alloy load chain.

Napieralski said: "The all-steel construction, zinc-plated hand chain, long-lasting powder-coat finish, and fully-enclosed gearing, remain integral features of the line [of hoists] but, really, it is now the breadth of capacity range that channel partners and end users alike have noted. In stock and ready for sale, I expect the 3-ton and 5-ton capacity models to be just as popular as the existing, lower capacity products."

Additional product features include forged alloy steel hooks, Weston-style brake system, thrust bearing on lower hook twin pawl, heavy-duty latches, and conformity with CE, ASME B30.16, and AS1418.2 standards. Each hoist is rigged, load tested, and comes with an individual test certificate, and extra set of latches.



*The net weight of the product ranges from 4.7 lbs. on the lightest unit, up to 40 lbs. and 52 lbs. on the 3-ton and 5-ton models respectively.*



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## Press Release

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## The TriMOD

Modulift, a technical expert and manufacturer in the lifting industry based in the UK, have added a new product to its portfolio which is specifically designed for 3-point lifts and suitable for circular lifts.

The TriMOD, designed by their in-house engineering team and manufactured in their established factory in Poole, Dorset is a triangular frame, designed for 3-point lifts. The frame can be extended for 6-point lifts and multipoint circular lifts due to the unique shape. All TriMOD corner units are compatible with Modulift spreader beams to achieve multiple spans.

The efficient design makes the rigging configuration simpler, easy to assemble and cost effective. Due to the shape, it can be used for circular lifts, in particular when lifting tank roofs and pressure vessels, avoiding unnecessary cascading rigs.

John Baker, Commercial Director said, “We are continually looking for new ideas and developing new products. We recently attended Vertikal Days in Peterborough and brought a TriMOD demo along with us. The feedback we received was phenomenal, everybody loves the product and how unique it is. It was good to see everybody again, especially after a testing 18 months for the lifting industry and for us, it was great to come back to our first event with a brand new product.”

Harshal Kulkarni, Engineering Manager for Modulift added, “Our team have wanted to develop a product which would change the lifting industry and in particular, design and manufacture a product which is suitable for complicated circular lifts. We have seen an increase in enquiries over recent months and we're proud to be able to offer a solution for our customers.”







*Press Release*

**the Crosby group**

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## The Crosby Group Partners with Bridges to Prosperity

The Crosby Group, a leading global manufacturer of rigging, lifting and material handling hardware, is proud to team up with Bridges to Prosperity (B2P), a program that envisions a world where poverty caused by rural isolation no longer exists.

B2P is a U.S. based non-profit organization that partners with local communities, partners, and foundations, to build trailbridges that connect residents to education, healthcare, and economic opportunities. Since its establishment, B2P has built more than 360 trailbridges in 21 countries, serving over 1.3 million community members throughout the world.

Brandy Bertram, Interim CEO and VP of Development at Bridges to Prosperity, said: "Rural isolation is a root cause of poverty, and connection is the foundation to opportunity. We have trusted Crosby products for years to enable our safe, sustainable and scalable solutions and consider The Crosby Group to be a core partner in every bridge we build."

The Crosby Group's contribution will include the supply of critical products such as clips, turnbuckles, snatch blocks and COLT's (wire rope tension meter) for the construction of the next 32 bridges in Rwanda and 8 bridges in Uganda. Collectively these projects will connect over 181,000 people to health care, education and employment. The Crosby Group will also provide training and expertise to the teams constructing the bridges to ensure best safety practices for lifting and rigging.

Robert Desel, CEO at The Crosby Group said: "We applaud the tremendous impact that Bridges to



Prosperity has made in communities around the world and are thrilled that our products and expertise contribute to the mission.

As the Bridges to Prosperity teams continue to deploy around the world, we want to ensure they have the best-in-class hardware and in-depth training for safe rigging and operations.

Desel added: "In the future, The Crosby Group also intends on sending team members to assist in the building of bridges and in-person training. Together with B2P and our global channel network, we look forward to a world where rural isolation no longer exists so that families can access healthcare, children can travel safely to school, and farmers can reliably reach local markets."







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**SAHM SPLICE**



Image: Courtesy of Dynamica Ropes ApS

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

## Year to Year Injury Summary

By providing detailed injury information on your OSHA 300 sheet, these statistics can be helpful to see trends in injuries. As would be expected in our industry, injury to workers' hands and backs are at a higher percentage. Not surprisingly, are the results of lacerations and strains.

On the next page the data will reveal the other injury types that have occurred.

Your accident information is always kept confidential with only the AWRP office knowing what injuries are submitted. The information is extracted and presented without identifiable indicators. 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 employees.

2019		2020	
Injured Area	% of All Injuries	Injured Area	% of All Injuries
Abdominal	2.50%	Abdominal	1.22%
Ankle	5.00%		
Arm	11.67%	Arm	6.10%
Back	6.67%	Back	14.63%
Chest	1.67%	Chest	3.66%
Ear(hearing loss)	3.33%		
Elbow	1.67%	Elbow	4.88%
Eye	8.33%	Eye	2.44%
Face	1.67%	Face	2.44%
Finger/Thumb	11.67%	Finger/Thumb	9.76%
Foot	8.33%	Foot	7.32%
Groin	0.83%	Groin	1.22%
Hand	8.33%	Hand	15.85%
Head	4.17%	Head	4.88%
Hip	0.83%	Hip	1.22%
Knee	3.33%	Knee	7.32%
Leg	1.67%	Leg	2.44%
Mouth	0.83%		
Neck	3.33%	Neck	1.22%
Shoulder	5.00%	Shoulder	4.88%
Thumb	4.17%	Thumb	2.44%
		Toe	1.22%
		Unknown	4.88%
Wrist	5.00%		
	100.0%		100.0%



# 2020 Injury Breakdown

Type of Injury	Injury	Type of Injury	Injury	Type of Injury	Injury
broken bone	broken arm	fracture	fractured hand	strain	arm strain
broken bone	broken thumb	fracture	pinched hand	strain	lumbar strain
broken bone	broken finger		2.44%	strain	strain- back
broken bone	broken foot	inflammation	knee	strain	back
	4.88%		1.22%	strain	arm strain
contusion	contusion of knee	laceration	cut finger	strain	chest
contusion	contusion of foot	laceration	cut hand	strain	hernia
contusion	head	laceration	fractured foot	strain	shoulder
contusion	hip	laceration	cut fingers	strain	neck strain
contusion	chest	laceration	cut finger	strain	strain thumb
contusion	crushed foot	laceration	cut to mouth	strain	strained shoulder
contusion	hand crush	laceration	cut hand	strain	shoulder strain
contusion	hit head	laceration	cut arm	strain	elbow
contusion	hit elbow	laceration	cut wrist	strain	strain lower back
contusion	crushed foot	laceration	cut forehead	strain	achilles heel
	12.20%	laceration	hand crush	strain	strain torso
covid-19	covid-19 related	laceration	cut hand	strain	twisted back
covid-19	covid-19 related	laceration	cut hand	strain	twisted back
covid-19	covid-19 related	laceration	head injury	strain	strain arm
covid-19	covid-19 related	laceration	cut hand	strain	inflammation knee
	4.88%	lacertation	cut thumb	strain	strained back
crush	struck with iron		19.51%	strain	strained back
crush	crushed finger	pinch	pinched finger		26.83%
crush	hand	pinch	pinched fingers	swelling	hand
	3.66%		2.44%		1.22%
difficulty breathing	difficulty breathing	repetitive motion	back	trip	fractured elbow
	1.22%	repetitive motion	shoulder	trip	fell - toe
fall	shin	repetitive motion	back	trip	strain hip to knee
	1.22%		3.66%		3.66%
foreign object	foreign object in eye	slip	contusion	twist	twisted knee
foreign object	foreign object in eye	slip	sprained elbow		1.22%
foreign object	fluid in face	slip	strained back	unknown	not stated
	3.66%	slip	strained back		1.22%
			4.88%		100.000%





# 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](mailto:mpeacock@caldwellinc.com)  
or scan the QR code below!



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# 2020 Safety Award Winners

## Diamond

Bairstow Lifting Products Co.  
Brown & Perkins, Inc.  
Cascade Rigging, Inc.  
Chant Engineering Co., Inc.  
Hercules SLR, Inc.  
Mile High Rigging, Inc.  
The Rigging Box, Inc.  
John Sakash Co., Inc.  
Western Sling & Supply Co.

## Platinum

All-Way Wire Rope & Splicing, Inc.  
Bishop Lifting Products, Inc.  
Cable Cisco  
Kentuckiana Wire Rope Branch of Fulcrum Lifting  
Mazzella Companies  
Memphis Chain & Cable LLC  
Pacific Industrial Supply Co., Inc.  
TEHO International (USA) LLC

## Gold

Actek Manufacturing & Engineering  
Carpenter Rigging-Bakersfield/Hood  
Esmet, Inc. - Electroline  
Metro Wire Rope Corporation  
Roberts Calibration, Inc.  
Samsel Supply Co.  
U.S. Rigging Supply  
Wisconsin Lifting Specialists, Inc.

## Silver

Handling Systems International  
Loos & Company, Inc.  
Miami Cordage/ Fla Wire & Rigging Works  
Northern Strands  
ProofCert, LLC  
Southern Wire  
SWOS  
Total Tool Supply, Inc.  
U.S. Cargo Control  
Van Beest USA

## Standard

American Rigging  
American Wire Rope & Sling  
Bilco Wire Rope & Supply Corp.  
Cable Moore  
Canyon Rigging Inc.  
Carpenter Rigging Group  
Charleston's Rigging & Marine Hardware  
The Crosby Group  
Dakota Riggers & Tool Supply, Inc.  
Harrington Hoists, Inc.  
Hercules Wire Rope & Sling Co., Inc.  
Hoisting Wire Rope & Sling  
Holloway Houston, Inc.  
I & I Sling  
Industrial Magnetics, Inc.  
Kulkoni, Inc.  
F.D. Lake Company  
Lam-É St-Pierre  
Marine Rigging, Inc.  
Northern Metallic Hose & Rigging  
Paducah Rigging, Inc.  
Page Wire Rope & Slings, Inc.  
Suncor Stainless, Inc.  
West Coast Wire Rope & Rigging, Inc.  
WiscoLift, Inc.  
Woodward Wire Rope & Slingline



**ACTEK**  
MANUFACTURING AND ENGINEERING, INC.



**KENTUCKIANA-  
FULCRUM LIFTING**



**CHARLESTON'S RIGGING**



**VAN BEEST**



**CROSBY**



**SOUTHERN WIRE**



**METRO WIRE ROPE**



**CHANT ENGINEERING**

