

Clingmakers

2022 ISSUE 175

*Wishing all a
happy and prosperous
New Year!*



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Modulift
Working between the hook and the load



2023 AWRF PRESIDENT

Patrick Shire



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I am honored to serve the association in my new capacity. I am equally excited about this current board of directors, as they are energetic and eager to continue to work for all of you. Additionally, I would like to congratulate Celena Moses, for her new role on the executive committee.

I would like to thank all whom attended the Fall meeting, in my hometown of Philadelphia. It is always a pleasure to see familiar faces and have the opportunity, to meet new people. AWRF provides a unique experience to network. From the meetings to the cocktail hour, the golf, the tours, each and every facet of these meetings, provides everyone a unique opportunity. Speaking of opportunities, that dinner cruise was a blast! The dueling pianos were great and successfully filled the dance floor! I think everyone had a great time; I know I did.

I would like to briefly touch on membership. We had a new member join the AWRF family on September 21st. Emily (Gilbert) Wagner and husband Mike, welcomed Parker Elizabeth Wagner into the world. Mom and baby are doing great, and the pictures are adorable. Jeff and Barb Gilbert are officially grandparents, and they could not be any happier. Cheers~

In the Spring, we will meet in Scottsdale, Arizona which, never disappoints. The resort is beautiful and will provide the backdrop for a great meeting. I look forward to seeing all of you there. As a board, it is time for us to get to work and provide you a great experience in Scottsdale. I anticipate, with this talented team, that you can expect more great ideas to come to fruition.

In conclusion, I would like to thank you all again, I am truly honored.

As we go into the upcoming Holiday season, I wish all of you the best the season has to offer. It is my hope you enjoy your time with family and friends. God Bless.



WIRECO WORLDGROUP
JANUARY 23

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HOISTING WIRE ROPE & SLING

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DECEMBER 23

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INDUSTRIAL MAGNETICS, INC.

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FUTURE MEETINGS

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
Dallas, TX

2024

April 28 - May 1

AWRF General Meeting
Omni Nashville Hotel
Nashville, TN

October 27 - 30

AWRF General Meeting
La Quinta Resort (Waldorf Astoria)
La Quinta, CA

2025

April 6 - 9

AWRF General Meeting and P.I.E.
Sheraton Denver
Denver, CO

October 19 - 22

AWRF General Meeting
Omni Charlotte Hotel
Charlotte, NC



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\$50,000 RAISED

Crosby's 2022 Rigging for the Troops campaign has raised \$50,000 for the Children of Fallen Patriots Foundation. Through the combined support of Crosby's loyal channel partners, end users, and employees throughout the United States, we once again surpassed our original fundraising goal of \$25,000. This is the third year Crosby and its partners have come together to support the Fallen Patriots. In total, \$125,000 has been raised to-date for this honorable cause.

From September 1 through October 31, The Crosby Group committed to donate \$500 for every Crosby and ACCO in-person training event hosted in the US. In addition, proceeds from the popular User's Guide for Lifting online training course during this time went toward the goal.

THANK YOU TO OUR 2022 CAMPAIGN SPONSORS



Philadelphia was Phantastic!



The Loews Hotel, formerly the Philadelphia Savings Fund Society (PSFS) and host of the AWRP Fall 2022 General Meeting, was filled with Art Deco influences, Cartier clocks, massive slabs of marble and the original safe from 1929.

The location couldn't be beat for walking around town, going to restaurants or visiting historic landmarks. The weather cooperated for mid-October in Pennsylvania, brisk but sunny.

Saturday at the hotel lent itself to pro athlete-sightings with the Dallas Cowboys in town to play a Sunday night game against the Eagles. Who did you see in the elevator?

Monday kicked off the General Meeting with recognizing member Scholarship recipient companies. After discussion and review, a vote was taken on the latest Recommended Practice & Guideline - Aluminum Turnbacks (43 approved, 3 against and 5 abstain votes). Dr. Anton Bizzell drove

home how the opiate epidemic exponentially affects the construction industry and how each of us can do our part to combat the staggering numbers. Matt Berlanga from Mammoet USA impressed the crowd with the SC & RA Rigging Job of the Year; a transportation and lift project of an elevated pedestrian walkway at the Seattle-Tacoma airport. The walkway, only the second in the world, has enough clearance to taxi a 747-jet underneath it. Rounding out the first day of speakers were 4 different companies (DSM Dyneema, Doleco, Royal Van Beest and Murtra) discussing the product Synthetic Chain. A panel discussion moderated by Justin Brown (Uniroye Ltd.) and Brett Woodland (Advantage Sales) took place after all the companies presented.

What was previously known as "The Ladies Tour" has now evolved into "The Tour" of local attractions for any and all attendees. Philadelphia's past and its present history were experienced on the tour. From the Liberty Bell to the funky Magic Gardens, lunch, and a final stop at Reading Terminal; there was something for everyone to enjoy. More than one comment was made on the amazing lunch included in the tour.

On Tuesday the Safety Award winners were announced before a last-minute schedule change brought Committee updates to the membership. Luke Staten (Van Beest) presented on the Emerging Leaders group, Past President, Nicole Parkerson re-enforced the importance of the Scholarship Program within AWRP and Past President Tom Hudgins (Bishop Lifting) let members know how they can personally donate and receive recognition to the Scholarship Program with the IPTAM (**I Pay Twenty-Five A Meeting**) initiative. Tim Klein (WireCo) spoke on Crane Rope End Terminations before Krista Whitlock (HSI) gave a demonstration on the Safety Training platform. This safety program is available at no cost and is a benefit of being an AWRP member. The most asked about presentation was "Social Media TODAY" from Nick Vostoris of MILO Detroit. Nick reminded everyone on how social media has evolved over the last few years and how to successfully re-tweet, like and schedule posts.





The Keynote Speaker, Mr. Jason Chaffetz, anchored the Programs agenda with life lessons learned, how to unite the country and his experience as a U.S. Congressman (UT) in Washington D.C. He was gracious with his time, taking pictures and talking to all who waited.

The 1st AWRF Dinner Cruise was a success! Guests boarded passenger busses for a quick 10-minute ride to the dock. Once on board the ship, the 3-hour tour (we know you are singing it in your head) was filled with mingling, casual conversations, dinner and drinks.

Due to the last Fall meeting being cancelled by COVID, the tradition and recognition of the “gavel pass” was extended to included Past President Tom Hudgins (2021). Outgoing President Jack Gibbons welcomed incoming President Patrick Shire.

After dinner, HOWL 2 GO started the party music and there was non-stop dancing. We may have even witnessed some dance moves from the 1980s. (Rock Lobster anyone?) The calm waters of the Delaware River made for an evening of smooth sailing.

While the 46 golfers headed to RiverWinds Golf & Tennis Club, 16 wire rope aficionados headed to the Roebling Museum for a private tour of family artifacts and a most impressive a cross-section of a strand from the Golden Gate



Bridge. A short video of how the “company town” was built and the impact it had after the mill closed. Normally included is a 30-minute walk through the neighborhood highlighting the original homes and landmarks. This portion of the day was shortened due to the weather being a bit of a challenge (50 degrees with 30 mile per hour winds). On the way to lunch in Bordentown, the group was able to see and the admire the almost 100-year-old structures from a warm bus. Over the Moon Café provided an eclectic atmosphere, excellent service and delicious food to the hungry group.

The closing reception Wednesday night provided unparalleled views of the city from the 33rd floor. A special guest attended the cocktail party and was an immediate hit. Pickles the Great Dane charmed the group.

A big Philadelphia thank you to all who attended the meeting. AWRF appreciates your support!





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The Government Affairs Committee

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



Rigging the Universe

Who knows what lifting, rigging and load securement ingenuity will be needed for future planetary exploration and development. Perhaps the new Space Force engineering and equipment will be similar to what is used on planet Earth with adjustments for gravity and atmospheric conditions.

Certainly the James Webb telescope adds new dimensions to our speculations, with advanced exploratory capacities based on innovative light collecting capabilities engendered according to the instrument's orbiting position some one million miles in space.

Of course, the remote controlled robotic systems beyond the wild blue demand sophisticated equipment, so it is mind boggling to imagine the possibilities for lifting, rigging and tie downs on newly discovered planets and other dynamic spacial objects as well as the attendant spacecraft. The vast air and space budgets of the U.S. and other earth world powers seem optimally dedicated to future space operations, so perhaps forward thinking AWRF members should devote some time and resources to near term demands beyond our own crowded

atmosphere. Already, U.S. congressional hearings are dealing with the costs and logistics of placing people on Mars with safe return guarantees.

Problematically, precious metals on earth seem always to be in the wrong place at the wrong time, e.g., lithium for electronic vehicles situated in China or below the Salton Sea in southern California. Hydrocarbon extraction and transmission is equally elusive for fear of disturbing on and offshore aesthetics and offending the green new deal. So is now the time to "boldly go" to astronomical sources for newer and better materials with all the corresponding calculus for lifting and towing solutions? Do the magnetic forces from reduced densities mean we can now replace earthbound forklifts with salad forks? Can artificial intelligence and robotics find the answers or do we need humans out there?

The National Air and Space Administration has told Congress that we need to go all in with deployment of our human resources on planetary missions. If the momentum continues and we can hold back the many armageddons that face this planet, AWRF could add a whole new dimension of lifting, rigging and load securement products especially designed for other worlds. After all, this Association is the epicenter of talent when it comes to cutting edge gravity engineering.









2021 Safety Award Winners

Diamond

Bairstow Lifting Products
Cascade Rigging
Chant Engineering
Hercules SLR
Mile High Rigging
Pacific Industrial Supply
The Rigging Box
John Sakash Co.

Platinum

Cable Cisco
Carpenter Rigging-Bakersfield
Fulcrum Lifting
Mazzella Companies
Memphis Chain & Cables
Teho International (USA) LLC

Gold

Actek Manufacturing
Esmet, Inc.
Handling Systems Int'l (HSI)
Metro Wire Rope
Northern Strands Inc.
Roberts Calibration
Samsel Supply
Southern Wire
SWOS
U.S. Rigging Supply
Wisconsin Lifting Specialists

Silver

American Rigging
Dakota Riggers
F.D. Lake Company
Marine Rigging
Hoisting Wire Rope
ProofCert
Total Tool Supply
Van Beest USA

Standard

Amick Associates, Inc.
Bridon-Bekaert - The Ropes Group
Cableco
Cable Moore
The Caldwell Group
Carpenter Rigging
Certified Slings & Supply
Charleston's Rigging and Marine
Consolidated Rigging & Marine Supply
The Crosby Group
Eriez Manufacturing
Global Rigging and Synthetics
Harrington Hoists
Hercules Wire Rope & Sling
I & I Sling
Kennedy Wire Rope & Sling
Kulkoni, Inc.
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Northern Metallic Hose & Rigging
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Peerless Industrial Group
Phoenix Rope & Rigging
Rugged Controls
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Healthy Holidays

Holidays bring on many joys and memories for a lot of individuals but many dread the stress that this time of year brings on. As we approach the holidays there are many helpful tools to help manage the stress and anxiety of traveling, visiting family members, financial costs, and being alone.

Plan ahead on how much time you are able to spend in one day with different family members. Consider having each family gathering on different days to manage time or alternate the holidays each year with the different family members.

Make a budget and stick to it. We all want to love on our families with gifts but it is also very important to be realistic and not spend money that we will be paying for the entire next year.

The holidays sometimes can get us off track with our normal healthy routines. It is very important that we continue to eat healthy, and exercise, so we are not stressing on getting those extra pounds off due to over eating.

Yes, the holidays stem around the hustle and bustle of running here and there but it is very important to not forget to take time for yourself and relax. Get a nap in, take a walk, read a book, or just watch a movie with the family.

Holidays are not meant to be stressful so it is okay to say no when you know a situation is going to cause you stress. Not everyone can be around family members so it is okay to love at a distance. Cooking for the entire family is very stressful so if you cannot do it, simply say no and ask for help.

Happy Holidays and Stay Healthy!



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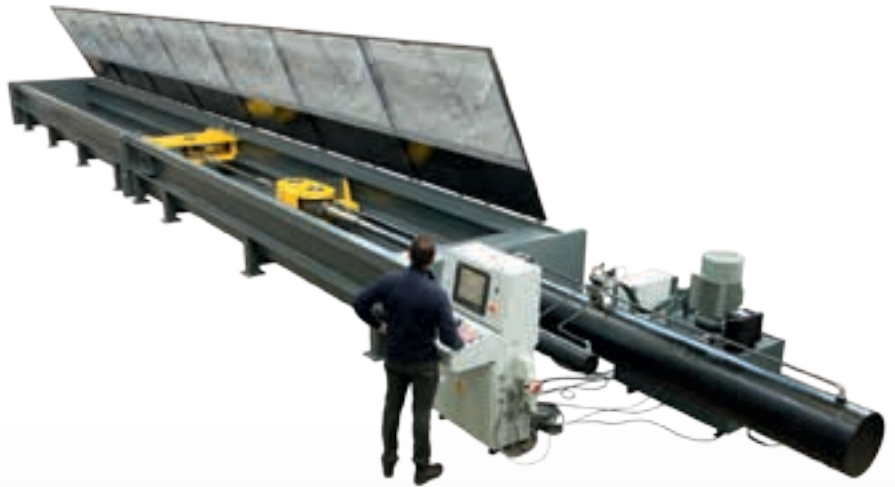
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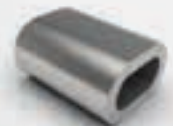


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(NOTE: THIS PROGRAM IS REPLACING CLMI CLIXSTREAM VIDEOS)





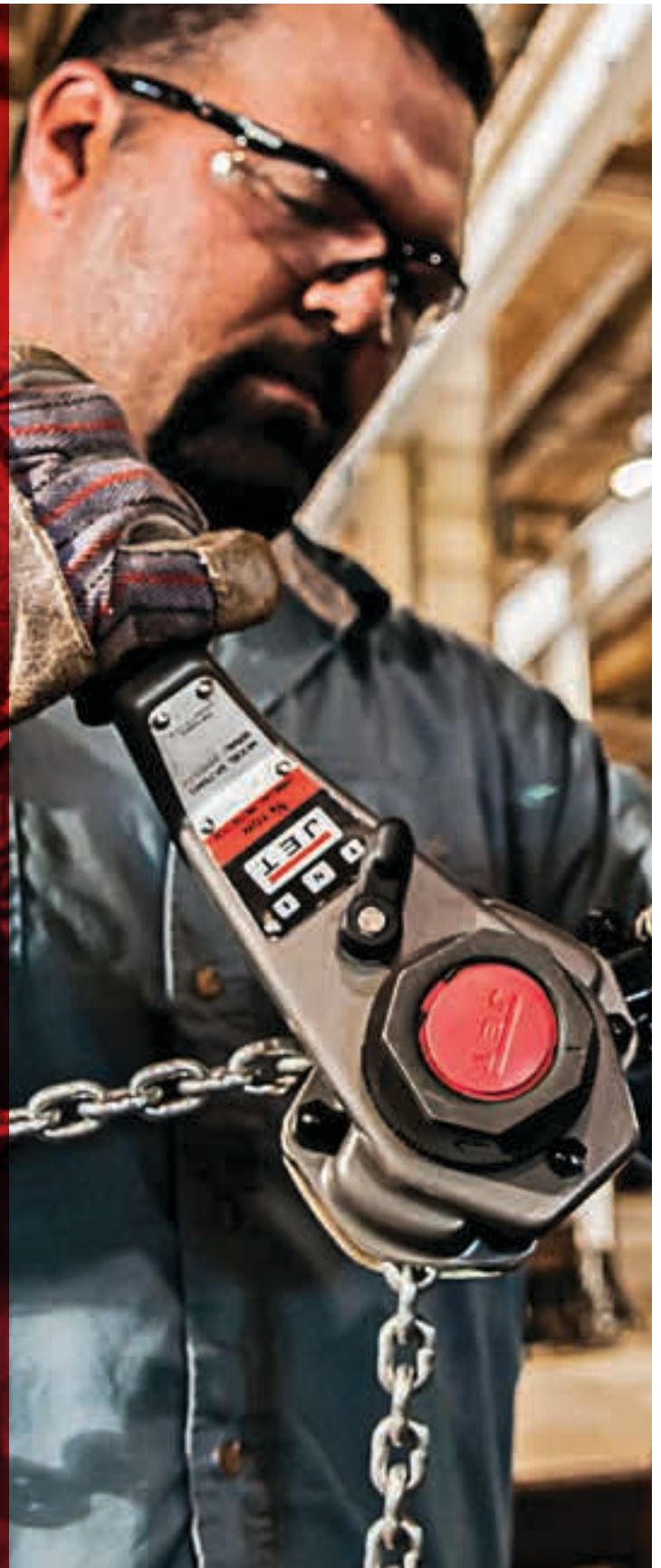
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Passing Over The Wire Rope Bridge

Marshall Campbell

Marshall Campbell was a long time AWRF member. Sadly, he passed away peacefully on September 28 with his loving wife, Connie, by his side. He was 86 years old. He was born and grew up in Greer, South Carolina. Marshall is survived by Connie Radford Campbell, his devoted wife of 65 years. Lovingly remembered by his children: Cheryl (Steve), Bryan (Lorraine), Denise (Dave), and Tonya (Frank), his fifteen grandchildren, and his one great-granddaughter. He began working in a cotton mill during high school. He then attended Brea College in Kentucky and graduated in 1957 with a degree in Mathematics. He started as a programmer and then became a Sales Manager. In 1984, a group of employees including Marshall, purchased the company he was working for from Western Union. He was then named the president of Distributor Computer Systems.

Marshall was proud of his dedication to and association with AWRF. Once he decided that his software was going to support the Lifting and Load Securement Industry, he devoted his organization to providing this industry with the best software possible.

While he was able, he never missed an AWRF meeting. Once back to the office having recovered from his hangover (he had lots of fun at these conventions), he would return to the office with copious notes and various instructions for his team from the informative and interesting speakers at these meetings. Many of his closest associates are members and friends of AWRF.

He truly believed that SUCCESS was a dream turned into reality.

Marshall loved to travel for work and pleasure. He has been to five continents and more countries than one can



list. He wasn't afraid to try any cuisine, enjoyed all foods, and loved attending Chaîne des Rôtisseurs dinners. Marshall was larger than life and will be greatly missed by all.

Sadly AWRF is including the Obituary of Marshall's beloved wife Connie who also recently passed away shortly after Marshall on October 28th.

Connie Sue Campbell

Connie Sue Campbell, 83 years old, passed away peacefully on October 28, 2022.

Connie was born on November 29, 1938 and grew up in Berea, Kentucky. Connie was predeceased by her husband of 65 years, Marshall Campbell. Lovingly remembered by her children: Cheryl (Steve), Bryan (Lorraine), Denise (Dave), and Tonya (Frank), her twenty grandchildren, and her one great-granddaughter. Connie graduated from the Foundation High School, an extension school of Berea College where she met Marshall at a dance. Later in life she returned to college to get her degree in Early Childhood Education with a Minor in Child Psychology. She graduated from Rutgers University and became a teacher and school administrator. Connie acquired her Montessori Education Certificate. She owned the Montessori Children's House of Moorestown before recently passing the torch to her daughter, Denise. She traveled extensively with her husband and has been to five continents and more countries than one can list. She was honored to be chosen to participate in the "People to People" program where she traveled to Russia and South Africa to meet with numerous Early Childhood Educators to share and learn about different cultures and educational techniques. Her life can be defined by her love for all the children of the world. She impacted all who surrounded her, and she will forever be loved.

A donation can be made in her name to NJCCR the New Jersey Commission on Cancer Research.



James R. Fetter, Jr.

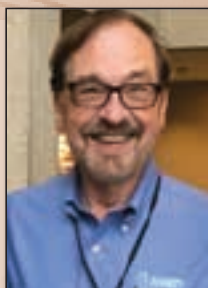
James R. "Jim" Fetter, Jr., 81, of Williamsport, passed away Monday, November 21, 2022 at UPMC Susquehanna, Williamsport.

Born October 1, 1941 in Pittsburgh he was a son of the late James Sr. and Doris (Kunz) Fetter. In a few years Jim's family moved to the family farm, Evergreen Acres on Musser Lane in Muncy.

Jim reminisced fondly about farm life, especially the food.

Boy Scouts played an important role in his youth, and he was proud of his experiences with the scouts, especially attending the World Jamboree in the Philippines in 1959.

Jim's life's work was building Muncy Machine & Tool. From humble beginnings as a tractor repair shop whose walls he helped build at the age of 7, Muncy Machine grew to become a leading manufacturer of wire rope and heavy lifting hardware. The



business has grown to four locations to service the world, manufacturing parts used in many suspension bridges, stadiums, Hollywood, the military and SpaceX, to name a few applications. Jim made the name "Muncy" famous in the wire rope and lifting industry.

He was an avid WWII history buff with a special interest in Burma and the Flying Tigers. Jim's real focus was his family. He met his wife Ophelia (Tam) in California while serving in the Army and they married in 1968.

Jim is survived by his wife, Ophelia, who was the center of his life, along with their three sons, Jeffrey (Erin) of Concord, NH, Jason (Melissa) of Pearland, TX and Justin (Anke) of Loyalsock, his nine grandchildren, as well as his sisters, Carol Johnson and Cheryl Stanton of Pittsburgh.

Expressions of sympathy may be shared at <http://www.grenoblefuneralhome.com>.

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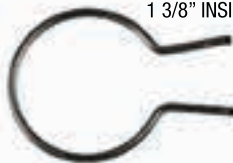
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Talurit Group announce new CEO

Talurit AB, the parent company in Talurit Group, announces the appointment of Victor Lindh as Chief Executive Officer (CEO), effective from September 1, 2022. Thommy Andersson will leave his role as CEO and continue as Business Development Director and become a member of the company's Board of Directors.

On September the 1st, Talurit AB in Sweden appointed Victor Lindh as the new CEO. Victor Lindh has worked within the group for 8 years in total and was previously positioned as Vice President focusing on Sales and Marketing. Victor holds a master of science degree in mechanics and industrial economics from Chalmers university of technology with an exchange period at ETH in Switzerland. With an undoubted aptitude for management and engineering he has already brought great improvements to the business and initiated the next stage for the group.

Victor Lindh will take over operations from Thommy Andersson, who has been in the company for over 30 years and has served as CEO since 1998. Under his leadership, the group has excelled and stayed adaptive to the changes of the industry. He has ensured that the brand has stayed true to its rich history of delivering customer-centric premium products with a service life far exceeding the competitors. Thommy Andersson will stay within the group as Business Development Director, focusing on growing the group's subsidiaries and sustaining the global success.

At a time surrounded by major global changes, the objective stays the same – to lead the way forward in their field by delivering the innovative top-tier products

and solutions they are known for. As CEO of Talurit Group, Victor

Lindh will build upon the momentum and success achieved during the past decades and bring the market-leader through a new chapter of development and expansion.

Victor Lindh, CEO, Talurit Group, comments:

"Of course, I am very humbled by this opportunity and the responsibilities that comes with it. Together with all my great colleagues, I look forward to continuing building upon what we have to ensure we continue leading the industry being the wire rope specialists' first choice. It is together with them we will build value, and I believe we will do so even more in the future helping them deliver great applications from their efficient and safe workplaces."

Thommy Andersson, Business Development Director at Talurit Group, comments:

"It is with great pleasure we can announce a younger generation management including fresh education and experience in our field. It is also very exciting for me to be able to focus more on business development projects around the world. There are so many interesting areas and customer segments to develop with our new products and technology in the process of being introduced."

Victor Lindh, CEO, Talurit Group, adds:

"As a rather young CEO it is of course calming to know that the knowledge Thommy has will remain within the company for the future given his long-term interest and seat at the board. Apart from that I also feel strong support from the MDs within the group and I am very happy to join a management team with this high level of competence and respect within the industry."



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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.

Flying into these two airports brought to mind a great leadership lesson in being accountable to your standards even when your customer isn't expecting it.

Locked on Leadership

Landing on Center Line...Everytime!

I flew to a strange airport yesterday. I know, I know, what's the big deal, right? Well, this time I was at the controls. I've been taking flying lessons since January and this was my first foray away from my home airport. I actually went to two different airports, both of them uncontrolled, meaning they didn't have a control tower.

My home airport has a 5,000' runway that is 150' wide, our first stop was at French Valley which has a 6,000' long, 75' wide runway, and our final stop was at Fallbrook Airpark (pictured below) which is only 2,160' long and 60' wide. Flying into these two airports brought to mind a great leadership lesson in being accountable to your standards even when your customer isn't expecting it.

This lesson occurred long before I knew I was flying to either of these locations. All during training, my instructor was constantly on me if I didn't land on the centerline. The Cessna 172 I trained in has a 36' wingspan. That's only 25% of the width of the 150-foot wide runway where I train. I could land 30' to one side or the other and still have plenty of runway. You see it all the time on airports with wide runways, there's plenty of margin for error so what's the big deal? Landing on the centerline is challenging. Winds don't always come straight down the runway, if they are

off to one side then it will blow your aircraft off to one side. However, with over twice the aircraft width on either side, what's the big deal? Well, my instructor kept repeating, if you can consistently land right of the center line, you can consistently land on the centerline AND that precision will be critical when landing on a smaller runway.

He couldn't have been more right. Lining up for the final approach at both locations it became abundantly clear that there was little if any margin for error. Fortunately, my lessons and instructor's insistence on a high standard paid off with smooth, on centerline, touchdowns.

This same scenario happens in business. You have a standard for service delivery that is higher than your customer's standards. Let's say they are willing to accept a 10 business-day delivery but your standard is 5 business days. You know there is plenty of margin for error. If something goes wrong that might delay service delivery, do you push yourself to meet your higher standard or let it slip and accept 7 business days? I mean you're still exceeding the customer's expectations, right?

The problem is the next customer, who may want or need the 5 business-days delivery. When you push yourself to hold to your standards in the face of adversity, even when the customer may not want it, your team learns that "landing on centerline is important" and therefore they develop the skill to respond to unusual situations that may impact your ability to meet your own standard. If you let them off the hook for the customer who is OK with a longer delivery, they'll use the same excuse when there is a problem with a customer who needs the 5-day delivery. In either case, you've created a precedent. Which precedent do you want to set?

Remember, the next time you want to let your standards slip hold yourself and your team accountable to your own standards. Land on the centerline no matter how wide your runway may be.

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



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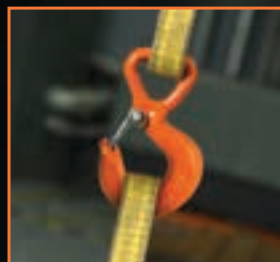
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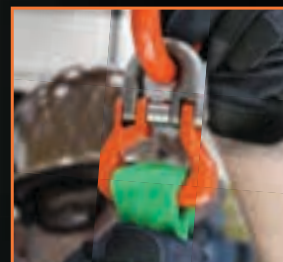
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Business Succession Planning Adds Value

Five Steps to Prepare for Your Sale/Exit Plan

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 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 interests 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 PLANNERTM 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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Press Release



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Bishop Lifting Products Acquires Westech Rigging Supply and Expands Northwest Footprint

Houston, TX – October 4, 2022 – Bishop Lifting Products, a portfolio company of Altamont Capital Partners, announced today the completed acquisition of Westech Rigging Supply, with locations in Eugene and Salem, OR. Founded in 1956, Westech has been family owned and operated by the Anderson family, serving customers throughout Oregon with an online presence that serves customers across the country. Following the closing, current Westech owner Nick Anderson will assume a leadership role at Bishop Lifting Products.

Westech marks Bishop's tenth acquisition since 2012 and is part of Bishop's ongoing strategy to become the country's leading provider of lifting products and services. Including Westech, Bishop provides the scale and footprint of 30 locations across the country.

"We're excited to continue our growth through acquisition as we reach the milestone of 30 locations to serve our customers," said Harold King, President of Bishop Lifting Products. "Westech expands on our service of the logging, utility, and related industries in the Northwest. We look forward to working with Nick and the Westech team as we continue to build out our national footprint to serve customers locally with our deep industry knowledge while providing our high-quality products to customers throughout the country via our online platforms."

"We are excited to join Bishop to continue the work that my family has been doing for more than 65 years," said Nick Anderson of Westech and newly appointed Director of Ecommerce for Bishop Lifting. "Bishop provides the reach to best serve our nationwide online customer base while also expanding our product and service offerings locally."

Press Release

Bishop Lifting Products Acquires Silver State Wire Rope and Rigging and Expands Their Reach into Nevada

Houston, TX – October 3, 2022 – Bishop Lifting Products, a portfolio company of Altamont Capital Partners, announced today the completed acquisition of Silver State Wire Rope and Rigging, headquartered in Las Vegas, NV. Silver State was founded in 1991 with an initial focus on the mining, industrial, and construction sectors. Since then, the company has expanded to also become a leading supplier of rigging and safety critical equipment for the entertainment industry.

Silver State marks Bishop's ninth acquisition since 2012 and is part of Bishop's ongoing strategy to become the country's leading provider of lifting products and services. Through scale and an expanding geographic scope, Bishop will be able to deliver even greater service and lifting solutions to customers. Including Silver State, Bishop has 28 locations across the country offering a full line of lifting products and services. Following the closing, Pete Rogers will continue in his

leadership role as General Manager over Silver State with Andrew Rogers serving as Operations Manager.

"We're excited to continue our growth through acquisitions under our partnership with Altamont Capital," said Harold King, President of Bishop Lifting Products. "Silver State has built a reputation as a trusted partner to mining and entertainment customers in Nevada and across the nation. We look forward to working with Pete, Andrew, and the Silver State team as we continue to build out our national footprint while remaining focused on high-quality products and customer service."

"Silver State is a business that has focused on the development, and at times, customization of our offerings as we serve the current and developing needs of our markets," said Pete Rogers of Silver State. "I am personally very excited about working with the Bishop team as their national reach and breadth of products and services will further strengthen our ability to serve our markets and customers."



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Elephant Lifting Products Names North American Sales Manager

Gonzales, La. – Elephant Lifting Products, LLC announces the hiring of Lisa Frank as the company's new North American sales manager. Frank is a seasoned industry professional with more than two decades experience in industrial rigging. Her focus will be on nurturing existing distributor relationships while also leading future growth and expansion into new territories.



Elephant Lifting is a privately owned wholesale distributor of industrial overhead lifting products based in Gonzales, Louisiana. The company has exclusive distribution rights for Elephant-manufactured lifting hoists in the 48 contiguous states plus Canada and areas of Central and South

America. The hiring of a national sales manager is part of the Elephant's ongoing growth strategy, which has included additions to its inside sales, accounting and admin teams.

Prior to joining Elephant Lifting, Frank served as North American sales and marketing manager for Pewag, Inc, the North American distributor of Pewag-manufactured chains. She was responsible for the company's sales and operations, including supply chain, service and market support. She originally joined Pewag, Inc, when it acquired Terrier Lifting Clamps in 2014. She had played a key role in the growth and development of Terrier as managing director and co-founder of the company.

"Lisa brings tremendous industry and product knowledge to everything she does," says Bryan Davis, director of operations for Elephant Lifting. "She has a passion for working with customers and distributors to ensure they have the right product for their unique needs."



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Testing the Load: Modulift Spreader Beams Perform Huge 2420MT Load Test

Two Modulift spreader beams were used to perform a 2420MT load test by Modulift Partner Liftek International.

Poole, Dorset, UK >> Modulift, the market-leading manufacturer of modular spreader beams, was recently involved in an exceptionally heavy load test in Dubai.

Two MOD 1000 spreader beams were used in a crucifix configuration to perform the test, with each beam lifting a load of 990 tonnes, and the remaining load being supported directly by the crane hook.

The project was a collaboration between several specialist equipment suppliers across the world, with 600T & 500T P-6043 Green Pin shackles provided by Royal Van Beest; wireless load links, load pin shackles and T24 electronics from Load Monitoring Systems; and 110MT & 50MT Waterbags, Cable Laid Grommets & Round Slings manufactured by Liftek International.

Sarah Spivey, Managing Director at Modulift, said: "It's encouraging to see our beams being used as part of such a demanding project, a real testament to the quality of our products. The MOD 1000 is ideal for this type of lift due to its relatively low self-weight. Our spreader beams are specially designed to provide a lightweight solution so that cranes can work at maximum capacity."

All products within the Modulift Spreader Beam range are compliant with ASME, BS and DNV standards. Capacities range from 6 - 3000t and can be re-used without the need to re-test or re-certify even when dismantled and re-configured, wherever the lift is, anywhere in the world.

The Modulift spreader beams were used in a crucifix configuration

For more information, please visit www.modulift.com.



Two MOD 1000 spreader beams were used to perform the load test

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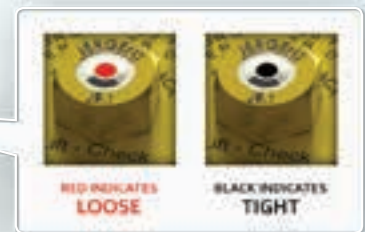
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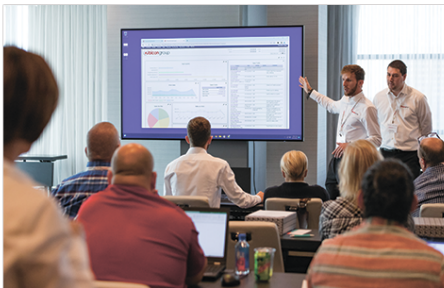
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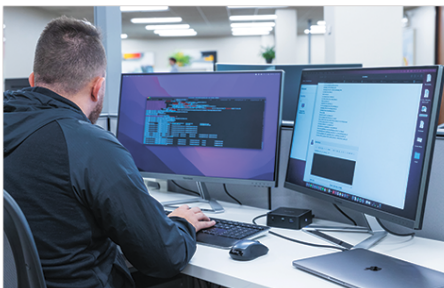


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Caldwell Beams Turn Pink for Breast Cancer Awareness Month

Rockford, Illinois-based The Caldwell Group Inc. will lead a series of initiatives this fall to raise money for breast cancer charities, including offering its most popular beam in pink.

The manufacturer of material handling and rigging equipment, has made its Model 20 low headroom lifting beam available in pink, when ordered in lengths up to 10 ft. The adjustable beam is available in various capacities (0.5 tons to 40 tons) and spreads (3 ft. to 18 ft.) with an additional option to add pink paint for a donation of \$100. The concept was developed by Doug Stitt, the company's president and CEO—and his connection to the cause is a personal one.

"Like many families, mine has been touched by breast cancer," said Stitt. "Breast cancer is the reason I've largely grown up and spent my life without a mom, and my kids missed out on the best grandmother that ever would have been. My mom contracted breast cancer just before my 16th birthday. I wanted to find a way to raise money for continued research and support. When I brought the idea up, my team responded enthusiastically—and I hope our distributor and industry network will too."

Lisa Sympton, marketing manager at Caldwell, said: "Any [Model 20] beam up to 10 ft. long ships for free, so it is quick and easy to calculate an end-price that incorporates the donation. Just ask for the pink beam, and we'll add a \$100 donation to your invoice. The full \$100 will go directly to the American Cancer Society's Making Strides Against Breast Cancer campaign."

Of course, these beams remain world-class, below-the-hook products and comply with relevant ASME standards. Caldwell has shipped approx. 1,100 units so far this year and continues to ship 30 per week, albeit in all lengths. Model 20 beams in 6 ft. and longer have three spreads, while 3 ft. and 4 ft. beams have only two. Swivel hooks with latches come as standard.

October is Breast Cancer Awareness month in the U.S. and pink is its signature color. Caldwell is hoping that its efforts will strike a chord with employees and distributor and industry partners alike.

"The pink beam concept might prove to be the most iconic thing we're doing, but it is just one part



The concept was developed by Doug Stitt, president and CEO, The Caldwell Group, pictured with a pink Model 20 low headroom lifting beam.

of our overall plan. Our whole team is behind the fundraising effort that starts in September and goes through October," said Sympton. "We will put donation jars around our facilities, sell pink ribbon / Caldwell t-shirts, and take part in a local 5k fundraising walk / run. Plans are even afoot to arrange for a [Caldwell] team to carry a pink lifting beam around the course."

Per the American Cancer Society, 290,000 women in the U.S. will be diagnosed with breast cancer in 2022, making it the second most prevalent form of cancer for women, behind only skin cancer. While breast cancer is the second leading cause of cancer death in American women, more than 3.8 million are breast cancer survivors.

"It is a timely moment to show support for this ever-worthy cause—order your beams today," added Sympton.



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YOKE Colleague Story - Neyib Bernal

From an experienced welding engineer to a dedicated field application engineer (FAE) specializing in rigging products, we introduce to you our highly esteemed colleague: Nevib Bernal.

Bernal has focused his time to serve our lifting and rigging industry. He has taken numerous industrial courses and implemented that knowledge into the YOKE training syllabus which he is now ready to share. Our YOKE product training is available in both English and Spanish at your nearest YOKE distributors.

To better align with the company goals, Bernal has diversified his efforts to promote



YOKE's digital product line in addition to the field trials on the digital chip technology. He has also fostered relationships with important channel partners across the Americas and reinforced the benefits to fit SupraTag into lifting assemblies such as chain or wire rope slings.

Bernal has adopted the belief that all new technology must be demonstrated for proper use in the field, even if the educational process takes more time. Proper-use education is as critical as following industry-specific regulations and highly impacts safety which is paramount at YOKE. After all, Safety is our first priority!

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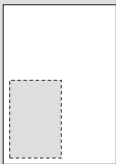
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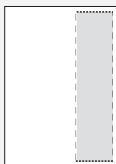
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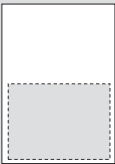
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<u>ISSUE</u>	<u>CLOSING</u>	<u>STREET DATE (See Note Below)</u>
#176	February 17th	March
#177	May 19th	June
#178	August 11th	September
#179	November 10th	December

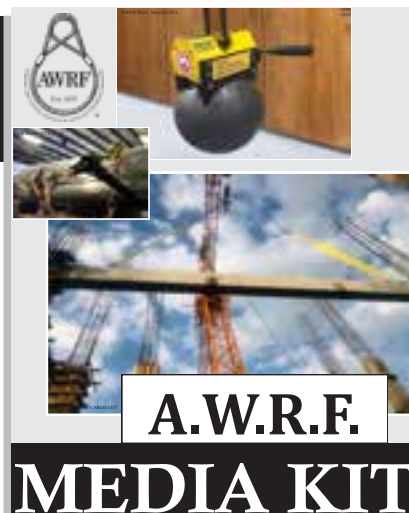
NEXT ISSUE

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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Talurit Group expands in the USA with fully owned subsidiary

Talurit Group is a well-established manufacturer of equipment and systems for mechanical splicing of wire and wire rope. Since the 40s, they have led the way forward in their field by bringing new innovations to the market and by delivering top-tier products and system solutions. This autumn they are pleased to announce the launch of their subsidiary in the USA, with headquarters in Warminster, Pennsylvania. Going forward, Talurit Group aims to increase its market presence in the whole of North America by enhancing its sales and after-sales support in the region. Hence laying the foundations for further growth and clearly demonstrating its commitment to this important market.

Talurit AB, the parent company in Talurit Group based in Sweden, first expanded to Germany in 1990 and has since continued to establish successful subsidiaries in the United Kingdom, Singapore and China. As market leader in their industry, they cover most of the world's industrialized countries and continue to expand year-over-year. Now they are announcing that they have founded Talurit, Inc. in the United States of America and will begin the process of building this subsidiary to the same level of excellence as the other companies in the Talurit Group. By having knowledgeable personnel on the ground, fully dedicated to service their customers and to honour the Talurit® brand values they hope to strengthen their presence and service level in North America even further.

Jason Ruby has been appointed as General Manager for Talurit, Inc. and holds one of the key positions in the start-up phase. Jason has experience with Talurit® branded machines and mechanical splicing systems for at least 16 years and has been in the rigging industry for more than 20 years. Prior to this announcement he has been specially trained in Sweden on the company's splicing systems and new high-technology machines including both swagers and automatic cutters.

The US subsidiary Talurit, Inc. is based in Warminster, Pennsylvania, and the goal is to have the facilities fully equipped by the end of the year. During the fall they then aim to expand the team to include warehouse personnel and a service technician. One of their top priorities is to always have spare parts and consumables in stock, ready to be sent to their customers quickly.



From the left; Thommy Andersson, Jason Ruby and Rasmus Carlsson.

Demand in the US has grown steadily and this strategic move shows that Talurit Group remains committed to enhancing its global network and is determined to strengthen its good customer relations in the region. Through the new fully owned subsidiary they are able to directly offer premium products to the market coupled with a high degree of service and support.

Jason Ruby, General Manager at Talurit, Inc., comments:

"I am excited to join this dedicated team and to be part of this journey as we establish Talurit, Inc. in the US. This step is a response to the positive business trends in North America and a higher demand for Talurit's premium products across the region. With our own knowledgeable team on the ground, we will be able to give our customers the high service level and support they deserve."

Rasmus Carlsson, Vice President of Talurit, Inc., comments:

"Talurit, Inc. has the full support from the rest of Talurit Group and we are excited to bring our 75 years of knowledge to this new subsidiary. Jason will be a great asset for us and our customers. With his extensive experience in the lifting and rigging industry coupled with vast knowledge of our products and customers, we are pleased to have him on board from the start at Talurit, Inc. Going forward, I am confident that our position in North America will become even stronger and that we can enhance both customer experience and satisfaction."

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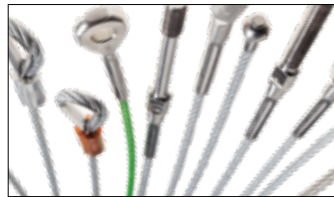
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The Crosby Group GLAD to Win LEEA Award

The Crosby Group, a leading manufacturer of rigging, lifting, and material handling hardware, was given the Best Contribution to GLAD (Global Lifting Awareness Day) Award by the Lifting Equipment Engineers Association (LEEAA) in Aberdeen last week.

The award was presented at a gala night during LEEA's annual LiftEx trade show. GLAD—celebrated on social media platforms as the hashtag, #GLAD2022—is a global awareness day powered by the association, taking place this year on July 7.



The Best Contribution to Global Lifting Awareness Day Award was presented in Aberdeen on October 5, 2022.

Social media was awash with content during the third year of the event, all aimed at raising awareness of the importance that lifting has across all industries and in everyday lives. The Crosby Group's stood out above all, according to the judges.

Lisa Ehrborg, Manager, Global communication and Marketing EMEA at The Crosby Group, said: "Our core values—safety, reliability, and innovation—go very much together with GLAD, a day where we increase the knowledge of the lifting industry, to make it safer and better together. I'm extremely proud of the team spirit we have within the company—no win is a one-person show, and neither was this. We worked closely together in the marketing team to turn ideas into concepts and eventually a full GLAD campaign. We were especially proud of the many videos we created for the day. With a global footprint we had an

advantageous position as we designed content for local audiences as GLAD swept across the globe from New Zealand to Europe and to the US."

Contributions and messages were made by companies and individuals with an interest in lifting around the world, including LEEA and its other members. The association's packed schedule of new program launches, and informative presentations, ran throughout GLAD. Members that had done the most to raise standards had the opportunity to enter the award, which was one of several distinct categories. All winners were announced during a ceremony at the P&J Live arena on October 5, 2022.

The awareness day was once again flavored with content about promotion of the industry to young people. Ehrborg said: "It is extremely important to promote our sector to the younger generation. They are the future of any workplace, and we want to show that the lifting segment is a dynamic, exciting, and innovative industry. Regardless of if you are a fresh graduate engineer, a smith, or a HR professional, we want to show that this industry has a place for everyone."

She added: "Here at The Crosby Group, we also praise diversity; we know that this gives us (and all companies) more perspectives and, in the end, leads us to better decision-making and stronger and more attractive businesses. We are delighted to receive this award; we have always been strong supporters of both GLAD and LEEA and we look forward to future collaborations—and to making the industry shine even brighter."

The Best Contribution to GLAD followed The Crosby Group claiming the prestigious LEEA Best Innovation Award last year for its Crosby BlokCam crane camera systems.



Justin Whelan (center), commercial director UK and islands, accepted the silverware.



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Loos & Co Battery Powered Net Clip Tool

Naples, FL. July 14, 2022 – Loos & Co., Inc. Cableware® Division is proud to announce the launch of their new battery powered wire rope net clip tool, **SL-7510-CP3**. The newly designed tool makes it easier than ever to fabricate cable nets.

Nets are traditionally made by overlapping cable at 90-degree intersections and hammering them in place with net clips. Once finished, they are used in suspension bridges, military applications, and safety systems.

The assembly process has historically been slow and cumbersome, requiring assemblers to swing dead blow hammers three to four times per net clip. Now, the **SL-7510-CP3** tool secures net clips in seconds with the push of a button.



“This tool eliminates the repetitive labor-intensive hammering and replaces it with a more ergonomic labor-saving alternative,” said James Pierro, Product Line Manager for Loos Cableware®.

He went on to explain, “unlike using a hammer, which does not allow for any measurable repeatability, the **SL-7510-CP3** provides consistent results from the first clip to the last.”

Using the **SL-7510-CP3** tool also reduces overuse injuries, rapidly increases production rate, and eliminates any variation in finished assemblies.

Alongside the tool’s strength, it remains portable and sturdy for easy movement around job sites.

The **SL-7510-CP3** tool produces 6 tons of crimp force. It also comes fully equipped with a durable carrying case, two lithium ion batteries, and a battery charger.

Visit <https://www.loosnaples.com/netcliptool> to learn

more about the SL-7510-CP3 battery powered wire rope net clip tool.

Additionally, if you have any questions, please reach out to our Product Line Manager James Pierro by email at james.pierro@centralwire.com



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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 expected in our industry, fingers, arms and hands are some of the higher percentages. Not surprising are the results of lacerations and strains. However, the information will show where other injuries (perhaps unexpected) are happening. Are your employees consistently wearing safety goggles to keep foreign objects out of their eyes? Over 6.5% of the injuries were due to a foreign object in an employee's eye.

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

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

2019		2020		2021	
Injured Area	% of All Injuries	Injured Area	% of All Injuries	Injured Area	% of All Injuries
Abdominal	2.50%	Abdominal	1.22%	Abdominal / Torso	2.15%
Ankle	5.00%				
Arm	11.67%	Arm	6.10%	Arm	2.15%
Back	6.67%	Back	14.63%	Back	16.13%
Chest	1.67%	Chest	3.66%		
Ear(hearing loss)	3.33%			Ear (hearing loss)	5.38%
Elbow	1.67%	Elbow	4.88%		
Eye	8.33%	Eye	2.44%	Eye	7.53%
Face	1.67%	Face	2.44%		
Finger/Thumb	11.67%	Finger/Thumb	9.76%	Finger	19.35%
Foot	8.33%	Foot	7.32%	Foot	3.23%
Groin	0.83%	Groin	1.22%	Groin	1.08%
Hand	8.33%	Hand	15.85%	Hand	16.13%
Head	4.17%	Head	4.88%	Head	5.38%
Hip	0.83%	Hip	1.22%		
Knee	3.33%	Knee	7.32%	Knee	7.53%
Leg	1.67%	Leg	2.44%	Leg	2.15%
Mouth	0.83%				
Neck	3.33%	Neck	1.22%		
Shoulder	5.00%	Shoulder	4.88%	Shoulder	7.53%
Thumb	4.17%	Thumb	2.44%	Thumb	3.23%
		Toe	1.22%		
		Unknown/Covid19	4.88%		
Wrist	5.00%				
				Heatstroke- BODY	1.08%
	100.0%		100.0%		100.0%



2021 Injury Breakdown

Type of Injury	Injury	Type of Injury	Injury	Type of Injury	Injury
Burn	Burned wrist hitting hot object	Hearing Loss	Persistent STS	Slip	Twisted Knee
	1.08%	Hearing Loss	Persistent STS		2.15%
Contusion	Bruised Elbow		5.38%	Sprain	Pulled Ligaments
Contusion	Pinched Finger	Heatstroke	Elevated body temperature	Sprain	Muscle Twist to Knee
Contusion	Pinched Finger		1.08%		2.15%
Contusion	Bruised Foot	Laceration	Cut to Abdomen	Strain	Pulled Abdominal Muscles
Contusion	Bruise to Hand	Laceration	Cut on Back	Strain	Muscle Pull to Back
Contusion	Bruise to Hand	Laceration	Cut to Finger	Strain	Muscle Pull to Back
Contusion	Pinched Hand	Laceration	Cut to Finger	Strain	Muscle Pull to Back
Contusion	Hit Head on machine	Laceration	Cut to Finger	Strain	Muscle Pull to Back
Contusion	Bruise to Knee	Laceration	Cut to Finger	Strain	Muscle Pull to Back
Contusion	Bruise to Thumb	Laceration	Cut to Finger	Strain	Muscle Pull to Back
	10.75%	Laceration	Cut to Finger	Strain	Muscle Pull to Back
Crush	Crush to Index Finger	Laceration	Cut Index Finger	Strain	Muscle Pull to Back
Crush	Pinched Finger	Laceration	Cut to Finger	Strain	Pulled Back Ligaments
	2.15%	Laceration	Cut to Finger	Strain	Pulled Back Ligaments
Dislocation	Dislocated Finger	Laceration	Cut to Finger	Strain	Pulled Back muscles
Dislocation	Sprain to Knee	Laceration	Cut on Ankle	Strain	Pulled Back muscles
	2.15%	Laceration	Cut to Hand	Strain	Hernia
Foreign Object	Debris in Eye	Laceration	Cut to Hand	Strain	Muscle Pull to Hand
Foreign Object	Debris in Eye	Laceration	Cut to Hand	Strain	Pulled Ligaments
Foreign Object	Debris in Eye	Laceration	Cut Knuckle	Strain	Torn Knee ligament
Foreign Object	Debris in Eye	Laceration	Cut to Hand	Strain	Sore Knee Ligaments
Foreign Object	Debris in Eye	Laceration	Cut to Hand	Strain	Shoulder Strain
Foreign Object	Debris in Eye	Laceration	Cut to Hand	Strain	Shoulder Strain
Foreign Object	Debris in Eye	Laceration	Cut to Head	Strain	Rotator Cuff
Foreign Object	Debris in leg	Laceration	Scratch to Face	Strain	Shoulder Strain
	8.60%	Laceration	Scratch to Face	Strain	Shoulder Strain
Fracture	Broken Finger	Laceration	Cut to Shin	Strain	Shoulder Pain
Fracture	Broken Ankle	Laceration	Cut to Thumb	Strain	Pulled Ligaments
Fracture	Broken Tooth	Laceration	Cut to Finger	Strain	Overuse of Forearm
Fracture	Fracture to Thumb	Laceration	Cut to Hand		27.96%
	4.30%		29.03%	Trip	Burned hitting hot object
Hearing Loss	Persistent STS	Puncture	Puncture to Finger	Trip	Bumped Knee
Hearing Loss	Persistent STS		1.08%		2.15%
Hearing Loss	Persistent STS	Slip	Fell		100.00%



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Dream Beam.

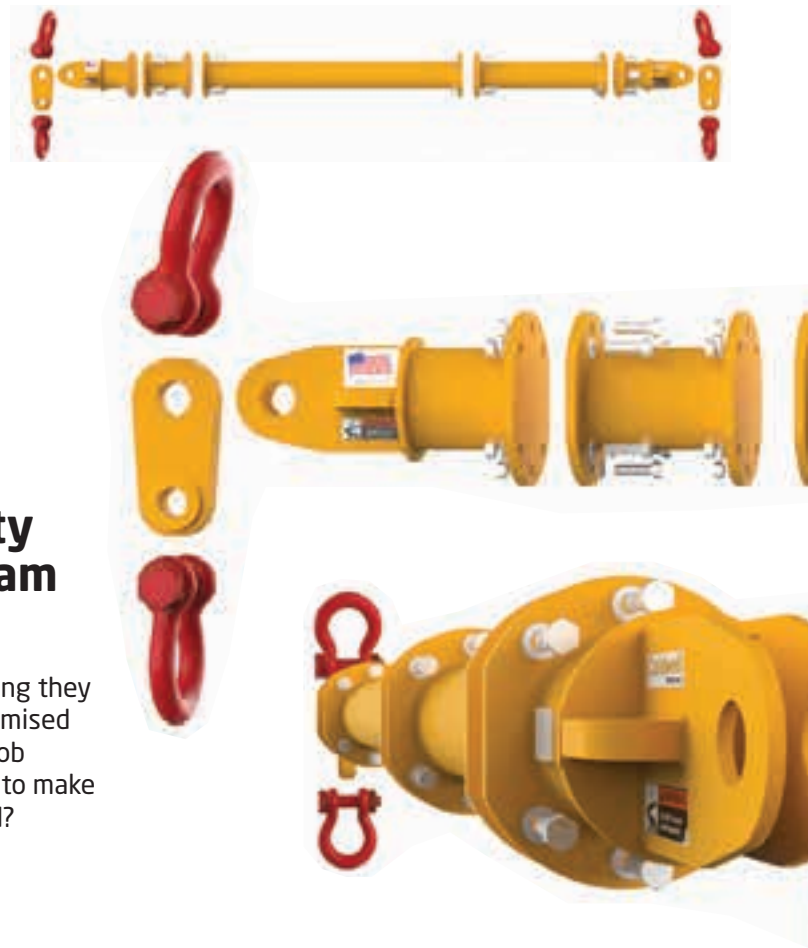
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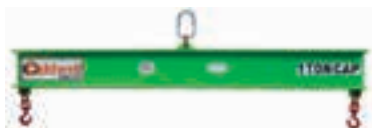
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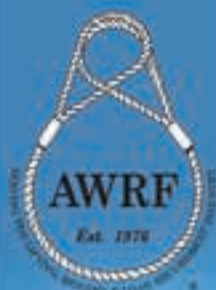


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