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2023 AWRF PRESIDENT

Patrick Shire



1549 Bobali Drive, Suite C Harrisburg, PA 17104 (717) 943-1935 www.alpswirerope.com

It is my hope that you are all enjoying your summer! Enjoy your time with family vacations and gathering with friends. As the shadows grow longer and the days grow shorter, we are reminded to take the time to enjoy all that life has to offer. I wish you all the best for the remainder of summer and I look forward to seeing you all again very soon.

On behalf of the Board of Directors, I would like to personally thank Paul Boeckman for his years of service on the Technical Committee as their leader. His leadership and knowledge were an incredible resource for the organization. We all thank you Paul and wish you the best in your future endeavors. As Paul steps down, we wholeheartedly welcome the new chair of the Technical Committee, Tim Klein, Tim has been on the Technical Committee for years and right up there with Paul, as his co-chair, contributing every step of the way. Tim is the perfect candidate to take the reins and lead the Technical Committee with his vast knowledge of our industry. I have known Tim a long time and it has been a pleasure to see his growth into the dynamic speaker we all see today. Tim brings an immeasurable amount of knowledge and experience to the association. We are lucky to have him as our new leader and we wish him the best in his new role.

Your Board of Directors gathered in July for our annual summer meeting in Nashville, Tennessee. They continue their efforts to provide you with a great

opportunity to learn and grow your business. We continue to explore new topics, ideas and ways to improve your experience. Along those lines, we took a hard look at the way we meet for our General Meetings and asked ourselves, is the current layout the best use of everyone's time, and fiscally responsible? The answer is..... complicated. Change is never easy and as anticipated we could not all agree upon a viable solution. As such, we did agree that we need your input to guide us in the right direction. It is our hope that when you attend the Fall meeting, that you will take part in the programs on Tuesday and give yourselves the opportunity to have your voice heard. I look forward to sharing the results with all of you.

Speaking of the Fall meeting, early registration is now closed but the response was great, and all indications are this should be a well-attended event! Remember, booth assignments are arranged on a 'first come, first served' basis, so get yourself registered! The AWRF Gala is slated for AT&T stadium and should be a great time, as always.

I will be bringing my Eagles jersey and if anyone needs one, let me know, I have you covered! Seriously, this sounds like a great time, and I look forward to seeing you all there.

"May your troubles be less; your blessings be more and nothing but happiness come through your door" An old Irish blessing. Slainte'

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MEETINGS

2023

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

2023 3 Slingmakers

AWRF 2023 FALL GENERAL MEETING & P.I.E.



CONFERENCE

HIGHLIGHTS

EMERGING LEADERS

Under 40? Join our Emerging Leaders group as they network throughout the course of the conference. Schedule starting on October 14th for a welcome reception & fun events throughout the exhibition!

PRODUCT INFORMATION EXHIBITION

Our PIE is an event known throughout the industry for a wide range of exhibitors and great networking opportunities as well as fun events throughout the day.

AWRF GALA @ THE AT&T STADIUM

We cannot wait for a memorable night at the AT&T Stadium. Join us for a night of dining, dancing & more exciting surprises!





Emerging Leaders

AWRF Emerging Leaders are a group of 40 & Under members who gather together each meeting to work on solutions that bridge the gap between generations, making sure industry knoweledge is retained and the association stays relevant.

October 14th EL Welcome Reception

October 16th EL Booth – Pop-A-Shot Tournament

October 17th EL Meeting with Guest Speaker

Baron Lukas

2023

SCHEDULE OF EVENTS

SATURDAY - OCTOBER 14th, 2023

5:00 – 7:00 PM Emerging Leaders Welcome Reception – Open Palette

SUNDAY - OCTOBER 15th, 2023

7:00 – 11:00 am Board of Directors Meeting – Remington Roor

10:00 - 4:00 pm Registration - The Grand Hall

11:00 - 4:00 pm Product Information Exhibition Set-up -

The Grand Hall/Dallas Ballroom

5:00 - 5:30 pm First Timer's Reception - TBD

5:30 - 7:00 pm Opening Reception - Austin Ballroom

MONDAY - OCTOBER 16th, 2023

7:30 - 9:00 am	Breakfast Buffet –	The Grand Hall/Dallas Ballroom

8:00 - 3:00 pm Product Information Exhibition - The Grand Hall/

Dallas Ballroom

9:00 - 2:00 pm New Product & Technology SPOTLIGHT! -

The Grand Hall/Dallas Ballroom

11:30 - 1:00 pm Luncheon Buffet - The Grand Hall/Dallas Ballroom

6:00 – 7:00 pm Reception – Chaparral Ballroom

TUESDAY - OCTOBER 17th, 2023

7:30 - 8:00 am	Networking	Breakfast -	The	Grand Hall
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8:00 – 1:00 pm General Business – Dallas Ballroom BC

12:00 - 2:00 pm Painting with a TWIST - On Property - Room TBD

1:15 – 2:15 pm Emerging Leaders Meeting – Dallas Ballroom BC

5:15 - 6:15 pm Reception - The Grand Hall

6:15 - 6:30 pm Bus Loading & Departure

7:00 - 11:00 pm AWRF Gala - AT&T Stadium

WEDNESDAY - OCTOBER 18th, 2023

8:30 am Modified Shot Gun Start (weather permitting) –

Bus Pickup @ 7:15 am

4:30 – 6:00 pm Closing Reception – Remington Room

*We will be presenting awards to 2022 Safety Award recipients and 2023 Scholarship Award – Company recipients on Tuesday during the General Business Session.

Speaker Highlights

SCHEDULE OF SPEAKERS AND PRESENTATIONS

Tuesday - October 17th, 2023



Alden Millis



Gary Pittsford



Baron Lukas



Thierry Verreet

8:00 a.m. Networking Breakfast

9:00 a.m. Gary Pittsford – Business Valuations, Succession/Exit Planning, Timing the

Transition, Protecting Net Worth

10:00 a.m. Baron Lukas - An Uncertain

Global Future

11:00 a.m. Thierry Verreet

12:00 p.m. Alden Millis - UNSTOPPABLE CULTURE:

THE PRACTICES AND ESSENTIAL COMPONENTS FOR ENDURING ORGANIZATIONAL SUCCESS

1:00 p.m. Adjourn

^{*}Schedule is subject to change

The Government Affairs Committee

Government Specials

Independent Contractor or Employee

A proposed new, Department of Labor, Wage & Hour Regulation, would reclassify contractors as employees with all their administrative baggage. This new reinterpretation or redefinition would be extremely harmful to millions of businesses which, for reasons of survival, depend on third party contractors to assist in running their businesses. Typical examples are sales and marketing individuals who need to be their own bosses, establish their own office locations, operate on their own clocks and have the necessary flexibility to maintain and perpetuate their trade. Similarly, many small business owners cannot afford to set up payroll, health care and benefit infrastructures required for businesses with employees. Although the Fair Labor Standards Act does not define the term "independent contractor," it contains expansive definitions of "employer," "employee" and "employ." The ultimate distinction is whether the worker is economically dependent on the employer for work (employee) or whether he is in business for himself (independent contractor). Degrees of control and business integration are important factors.

Tax Write Off for Research and Development

In 1922 the tax law was changed to prevent U.S. businesses from writing off expenses for R&D. Overturning seven decades of precedent, the IRS suddenly allowed only amortization of these vital costs over periods ranging from five to fifteen years. Needless to say, the added tax burden struck the hardest blow to small businesses, causing crippling reductions in expansion, capital expenditures and product development. Remedial legislation has been set in motion in the form of *The American Innovation and Jobs Act* sponsored by Senator Maggie Hassan (D-NH) and Todd Young (R-IN). AWRF has strongly supported this legislation.

Global Minimum Tax

In December 2021, the European Union published a directive conceived by the European Commission which, if adopted, would impose a fifteen percent minimum tax on certain international corporations By: J. Barry Epperson General Counsel and Chairman of the Government Affairs Committee



with annual revenue of 750 million euros. Unanimous agreement among the twenty-seven EU members is necessary for adoption. It is inevitable that the trickle down results would have a global effect on inflation and create barriers to countries which strive to create an investmentfriendly environment as a matter of hospitable economic policy. Notwithstanding the negatives, U. S. Treasury Secretary Yellen has announced this country's support for the onerous new levy. Republican lawmakers, who see the arrangement as a losing proposition, have proposed retaliatory measures which would impose penalties on businesses tied to countries that adopt the GMT. The U.S. currently assesses a 10.5% minimum tax on foreign income of U.S. companies. There is widespread belief that we are shooting ourselves in the foot by ramping up the burden on American businesses while further igniting inflation.

Reauthorization of Small Business Administration

Congress formally reauthorized the SBA some twenty years ago. A modern reauthorization would give Congress and the public an opportunity to emphasize the importance of this arm of the government, improve on its advantages and remedy any shortcomings. The Bipartisan Policy Center has issued a new report echoing the representative voices of three thousand small businesses covering the entire U.S.A., calling for Congress to update the SBC. This can be accomplished via modernization of the Regulatory Flexibility Act in order to insure that America's small businesses have a place in the regulatory process. Too often the Department of Labor and Federal Trade Commission have ignored these voices. The AWRF GAC, which has advocated consistently against agency overreach, supports the U.S. Chamber's Agenda for American Strength which is dedicated to the goal of assuring that the 33 million small businesses in America have an opportunity for input in the country's regulatory process.

Small Business Advocate

The role of Chief Counsel for Advocacy was conceived by Congress in 1924 to run an independent office within the Small Business Administration as a voice within the federal government for small business. Unfortunately, there has been no permanent Chief Counsel in over six years during which time several other probusiness slots have also been neglected by the current administration. As a result, there is virtually no one in the government overseeing the adverse impact of the growing number of regulations affecting small business today. Moreover, many of these rules are extremely

complicated and obtuse. In fact, Congress needs to reauthorize the entire SBA for the first time in 23 years to bring it into the twenty-first century. The AWRF GAC agenda includes enhancing initial access to capital as well as stimulating government contracting opportunities for member companies. Modernizing the SBA and Office of Advocacy would be a major step in achieving those goals.

Government Censorship

Can the U.S. government exploit social media platforms for the purpose of censoring American citizens? A resounding "No" came from the bench when Judge Terry Doughty issued a preliminary injunction in early July in the case of Missouri vs. Biden. In a monumental welcome back for free speech in America, the Court compared the federal government's attempt to quash dissent to the Ministry of Truth in George Orwell's oftenquoted 1984. The Court's injunction shot down the censorship programs of eight federal agencies including the Justice Department and the FBI as well as the Surgeon General and numerous White House officials. Each was precluded from "threatening, pressuring or coercing social media companies in any manner to remove, delete, suppress or reduce posted content...containing protected free speech." The censored content which is the subject of the current litigation targets political, scientific, medical and foreign policy positions expressed almost exclusively by conservative citizens. The guilty party is President Biden's Cybersecurity and Infrastructure Security Agency. Unlike the earlier similar case of Changizi vs. HHS, Judge Doughty noted that a clandestine censorship system cannot withstand an appeal until all the facts are finally discovered via depositions and subpoenas. The obvious danger to a country's free speech infrastructure is at a tipping point. If politics is to control dissent we may indeed be the subjects of an Orwellian Society with all the totalitarian bells and whistles of an "Animal Farm" where all creatures are equal except for pigs who are more equal than all the others.

Illegal Border Crossings, Drugs and Human Trafficking

The Customs and Border Protection Agency reported 204,561 illegal encounters at the U.S. southern border in May. Approximately 10,000 pounds of lethal fentanyl was seized over a two month period. For obvious reasons of appearance, DHS does not include individuals in the "encounters" statistic as long as they register electronically before their uninvited

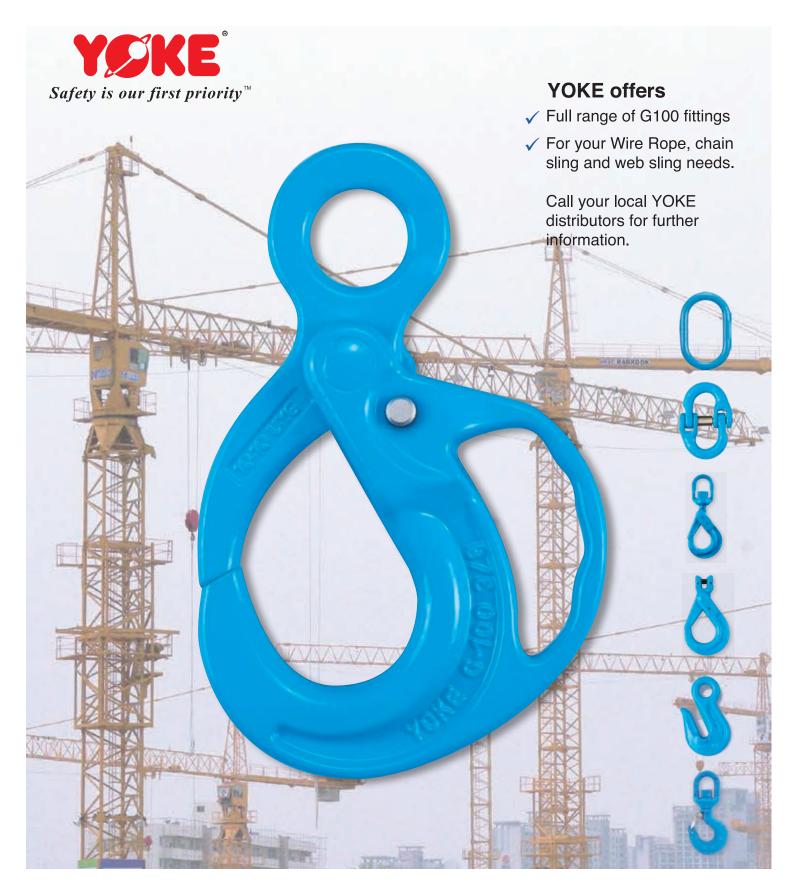


The Customs and Border Protection Agency reported 204,561 illegal encounters at the U.S.

crossing. Although most illegal immigrants claim asylum, very few qualify for this status. However, once they are released into the U.S.A. they usually have years to wait before their scheduling hearing. Meanwhile national security risks are multiplying largely in relation to an influx of habitual violators whose criminal records are unknown in this country. Many of these individuals have been recruited, trained and even subsidized by powerful cartels, who specialize in drug and human trafficking and lend their criminal expertise to recruits in how to avoid detection or interdiction. Senator James Lankford (R-OK) has authored a bill along with Senator Kyrsten Sinema (I-AZ) entitled The Combating Cartels on Social Media Act, which punishes social media operators who allow cartels to advertise people or drug smuggling. Senator Lankford has submitted further legislation which would increase examinations of goods being moved from the U.S. to Mexico to screen for firearms and drug money.

Biography of Ambassador R. James Woolsey

AWRF members and guests who attended the Spring Convention in Baltimore, Maryland in 2014 will recall a presentation by Ambassador Jim Woolsey, former Undersecretary of the Navy and Director of the Central Intelligence Agency. The speech emphasized the imminent vulnerabilities of the U.S. electrical grid system as well as the benefits of natural gas as a flexible source of energy for many practical uses. Soon to be published is Ambassador Woolsey's authorized biography entitled "Guarding the Future," co-authored by Bob Burke and Barry Epperson and published by the Oklahoma Hall of Fame. At the end of the book several of Woolsey's essays and articles are repeated for the benefit of our readers. One of his articles, especially relevant today, entitled "What ABM Treaty?" was published in the Washington Post on August 15, 2000.



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AWRF Milestone Members



We are very thankful to our membership who are willing to showcase their commitment to AWRF. As we creep up on 50 years since being incorporated, we are having more of our member companies hit milestones and we could not be more excited. Thank you to our milestone award recipients for sharing your achievement with us and we look forward to celebrating you for many years to come.













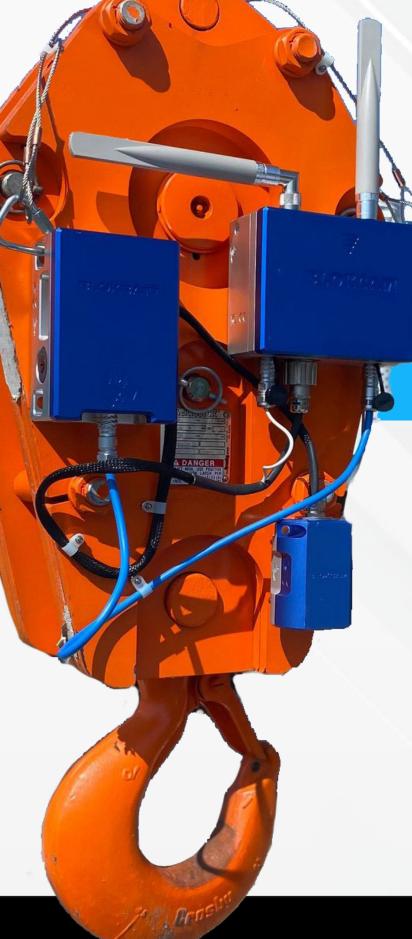




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mark@bridgerhowes.com

www.bridgerhowes.com

Non-Manufacturing Member

General Work Products

Jacob Williams Harahan, LA

504.733.1808

jwilliams1@gwp.net

www.generalworkproducts.com

Regular Member

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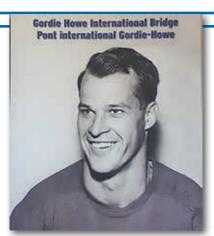
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2023 15

Record-breaking Gordie Howe International Bridge Honors Namesake Hockey Player

Article by: Leslie Blaize, CPSM www.blaizecommunications.com blaizecommunications@gmail.com WDBA photos sent to Leslie Blaize



Gordie Howe (Photo Courtesy of WDBA)

During his illustrious career, Gordie Howe, known as "Mr. Hockey," impressed Canadian and U.S. hockey fans with his extraordinary talent. Now, his legacy is being honored through the construction of the Gordie Howe International Bridge that will connect Windsor, Ontario, and Detroit, Michigan, the busiest border crossing between the two countries. The bridge will mark the start of a new era, accommodating future trade and travel demands between Canada and the United States.

Like Howe, the new bridge is breaking records. It will be the longest cable-stayed bridge span in North America and the longest composite-deck cable-stayed bridge in the world.

The bridge's name was a perfect choice for this massive infrastructure project. Gordie Howe, a Canadian and National Hockey League (NHL) All-Star player, holds the record for the number of seasons played. In 2017, he was named one of the 100 greatest NHL players. His impressive record included 801 goals, 1,049 assists and 1,850 total points. Howe (1928-2016) played his first 25 seasons with the Detroit Red Wings, an American ice hockey team based in Detroit.

In 2015, Canadian Prime Minister Stephen Harper and Michigan Governor Rick Snyder announced that the bridge would be named in Howe's honor.

The project has required a tenacious desire between both countries to build a bridge that is expected to accommodate significant traffic volumes. WindsorDetroit Bridge Authority (WDBA) reports that the fixedpriced contract for the bridge is valued at \$5.7 billion Canadian. That includes the design-build phase and the operation, maintenance and rehabilitation phase.

WDBA and Bridging North America (BNA), the privatesector partner, have more than 150 members on the engineering team working on the bridge project.

Bridge Planning Began in 2000

WDBA reports that the bridge construction started in 2018, but planning began in 2000. Engineers and other experts prepared a Cross Border Traffic Study, a Planning Needs and Feasibility Study and a Binational Environmental Study that offers border transportation solutions to meet future transportation needs while minimizing community impacts.

The future bridge will have four main components:

- The bridge a six-lane cable-stayed bridge with a span of one-half mile across the Detroit River
- Canadian Port of Entry
- · U.S. Port of Entry
- Michigan Interchange with Interstate 75

The new bridge will provide uninterrupted freeway traffic flow. The crossing times will be shorter, saving time for truckers and non-commercial drivers. During construction, the shipping channel through the Detroit River will remain open, with continuous coordination and communication between the project team and agencies.



Bridge Breaks Records

The bridge's design is truly awe inspiring. With a clear span of approximately one-half mile, it will be the longest main span of any cablestayed bridge in North America. The two iconic bridge towers will stand tall at an impressive 722 feet.

"The modern and elegant design of the towers and cable-stayed system negates the need for piers in the water," WDBA reports, "and provides more rigidity than a cable suspension design."

According to the approved environmental assessment for the project, piers were not permitted to be constructed in the water to limit the impact on the Detroit River ecosystem and the shipping channel.

Initially the bridge team was going to use the balanced cantilever approach to construction. However, the team eventually opted for the unbalanced cantilever method because of obstacles such as limited water access, deep soft clay and winter weather.

With the unbalanced approach, the back span of the road deck is built first, reports WDBA. Temporary falsework bents support it. Then construction progresses on the main span over the Detroit River.

The construction process started from the towers in Windsor and Detroit, with the bridge progressing outward over the river one segment at a time using a crane on the deck and meeting in the middle.

Other challenges faced the BNA team. Near the Detroit River, deep foundation works required temporary seawall protection. Because of artesian groundwater conditions, the team had to implement groundwater control plans. Additionally, a special underwater concrete mix design is being used for the drilled shaft construction.

Lifting and Rigging Needs Require Special Equipment

Because of the bridge's complexity, the team needed noteworthy lifting and rigging equipment. For example, special lifting frames and rigging equipment were required for the jump form climbing system that protects workers during bridge tower construction in Canada and the United States.

In addition, the installation of the edge girders and floor beams for the bridge deck and the anchor boxes inside the upper pylon of each tower also requires



International Bridge. Each floor beam weighs 55,115 pounds and measures 113 feet in length. (Photo Courtesy of WDBA)

measures 113 feet in length. (Photos Courtesy of WDBA)

special lifting equipment to provide adequate control for the lifting work.

- · Here's a list of some of the critical equipment used for lifting and rigging for the bridge construction:
- Tower cranes, each with a capacity of 110,231 pounds and a 197-foot working radius. Their total height is 797 feet, making them among the tallest cranes ever used for tower construction in Ontario.
- Lattice boom crawler cranes, each 661,387 pounds. with automatic counterweight positioning to facilitate erection work for bridge deck construction.
- Straddle carriers, each 330,693 pounds, to help move heavy bridge deck components and anchor boxes within the storage areas.
- · 360-degree rotating telehandlers.

Anticipating a Promising Future

Future travelers will enjoy the convenience of six vehicle-traffic lanes and a multi-use pedestrian path offering a spectacular view of the Detroit River. Visitors walking along the bridge deck will be 138 feet above the water near the towers with a gentle 5% incline.

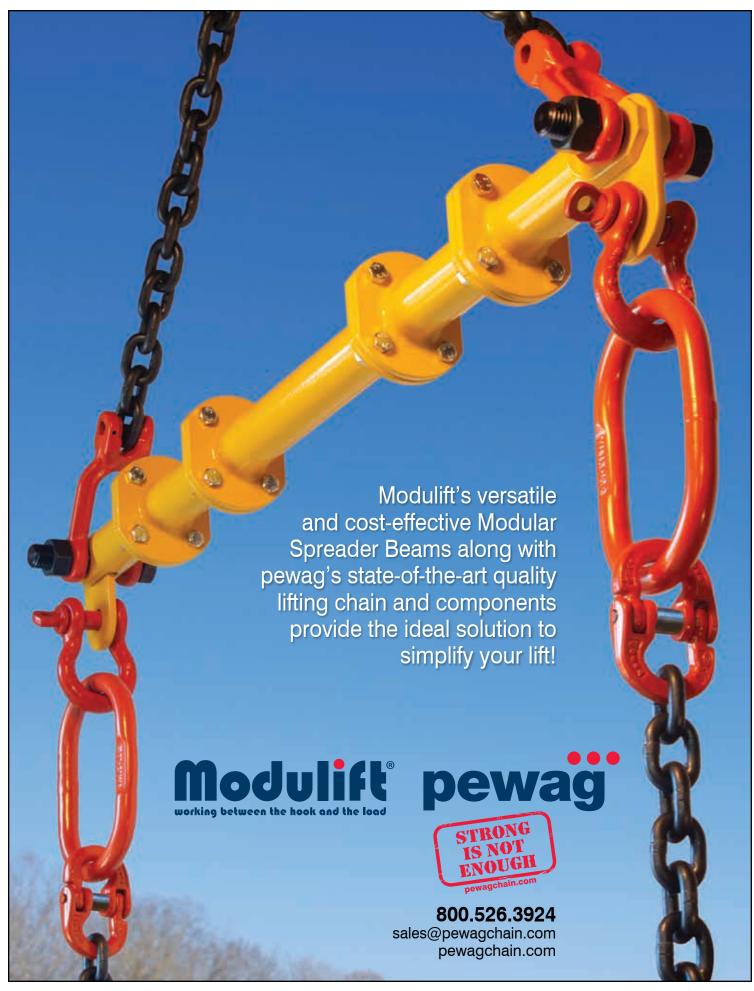
Shippers will appreciate the deck's height, allowing vessels to pass 150 feet beneath the bridge in the middle of the Detroit River.

Bridge Deck Uses Sustainable Materials

The bridge deck for the Gordie Howe International Bridge is made of steel edge girders, steel floor beams, steel redundancy girders, steel soffit panels and slabs of concrete precast panels. No plastic or wood fibers are incorporated into the deck.

Continued on page 61





AWRF 2023 SCHOLARSHIP WINNERS



Jolie McClellan AWRF Scholarship WireCo Drury University

I am Jolie McClellan, a senior Psychology major at Drury University. My sponsor for the AWRF Scholarship is my mother Kimberlie

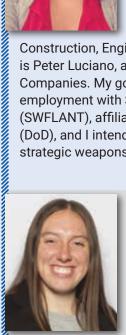
Jordan who is in HR at WireCo. My future goals for schooling are to get my Masters degree in Counseling at a program in the Kansas City area. After I have my degree I will work toward getting my licensing hours and passing my state licensure exam to become a LPC (licensed professional counselor).



Angelena Luciano Bill Fanz Memorial Scholarship Mazzella Companies University of North Florida

My name is Angelena Luciano, I am a Junior at the University of North Florida and I am studying Mechanical Engineering with the College of

Construction, Engineering, and Computing. My sponsor is Peter Luciano, a Crane Sale Specialist with Mazzella Companies. My goals for the future are to continue my employment with Strategic Weapons Facility Atlantic (SWFLANT), affiliated with the Department of Defense (DoD), and I intend on continuing my work with the strategic weapons and affiliated support equipment.



Cori Cote AWRF Scholarship Yale Cordage Bentley University

My name is Cori Cote. I am a rising senior at Bentley University majoring in Finance, with a concentration in Corporate Finance,

and double minoring in Sociology and Sports Business Management. My sponsor company is Yale Cordage and my direct sponsor is my father, William Cote, who has worked at Yale Cordage for almost 20 years and has served as a huge inspiration for me as I pursue my career. My future education goals include receiving my Bachelor's degree this coming December, receiving my Master's degree in May of 2024, and graduating with high honors with both degrees.



Trystan St. Pierre AWRF Scholarship St. Pierre Chain & Wire Rope Nichols College

My name is Trystan St. Pierre and I am an 18 year old from Auburn MA. My sponsor was Richard St. Pierre from St Pierre Manufacturing Corporation.

I plan to attend Nichols College studying Business Management for five years to get my MBA.



Patrick Lakomy
Robert H. Ashley Memorial Scholarship
Industrial Magnetics
Roger Williams University

My sponsor for this AWRF scholarship is Mark Lakomy, who works for Walker Magnetic's. In terms of my future goals for my education and beyond, I plan to pursue a field in the Mathematics

world, either helping a business work through problems, or as a teacher for middle and high school students. This scholarship truly helps me further my education, so hopefully down the line I can perform a job in the math field, a field in which I am truly passionate about. Pursuing one of the many possible options in this field would allow me to do something that excites me, and that excitement will help me make a difference and succeed.



AJ Agnew Jurgen Prohaska Memorial Scholarship Fulcrum Lifting (Kentuckiana Wire Rope) University of Purdue Fort Wayne

My name is AJ Agnew. I am currently enrolled at the University of Purdue Fort Wayne. I intend to major in Mechanical Engineering with a minor in Business. I

am a member of the Purdue Fort Wayne Men's Golf Team. My sponsor is Kentuckiana Wire Rope (a Fulcrum Lifting Company), where my father, Brian Agnew(Purchasing Manager), has been employed for over 25 years. My plans are to obtain at least a Bachelor degree in Mechanical Engineering. I started my college career with 40 credit hours earned in high school, so I may try to go for my masters if I can fit it in over the next four years.

I would like to thank the AWRF for this amazing honor. This scholarship will help me out in such a huge way. I can't thank your organization enough for their consideration.



Hailey Aguilar
NACM Scholarship
The Crosby Group
University of Texas at Tyler

My name is Hailey Aguilar. This year, I was sponsored by The Crosby Group and my father, Abel Aguilar, who has been a member for nine years. I

have put lots of effort and time into my education and because of that I plan on continuing my education at the University of Texas at Tyler this fall. I will be majoring in Childhood Education so that I can live out my dream of becoming a Teacher. I'm so honored to receive this scholarship, and I'm so excited to continue working hard for my future.



Connor Tait
The Don Sayenga Memorial
Scholarship
Suncor Stainless
University of Vermont

My name is Connor Tait. I'm a 19 year old college student from Carver, Massachusetts. My sponsor is Suncor

Stainless with the help of Glenn. My future goals for school is to go on with college and get a degree in Computer Science.



Audrey Dornisch The "16 Guys" Memorial Scholarship Advantage Sales & Supply Walsh University

My name is Audrey Dornisch, I am starting my sophomore year at Walsh University. My sponsor is Haley Mahoney, the HR Administrator,

at Advantage Sales and Supply, Inc. in Ridgway, PA. I am currently an Accounting major with minors in both Data Analytics and Sociology. My future goals toward my schooling include taking advantage of as many opportunities I am given and continuing my education in accounting and business-related fields.



Kyile Klug
Ronald J. Worswick Memorial
Scholarship
Ken Forging, Inc.
Kent State University

My name is Kylie Klug, I am a sophomore at Kent State University. I am majoring in Biology with a Pre-

Med concentration. The company sponsoring me is Ken Forging Inc. (Kris Velliquette/Marketing) In the future I hope to attend medical school. After attending medical school I plan to do a residency in Pediatrics.

TRADE SCHOLARSHIPS



Jacob Quezada
Oliver Crosby & Edwin Harrington
Memorial Scholarship
BC Wire Rope
UTI Avondale

I am Jacob Quezada, currently enrolled as a diesel student at UTI Avondale. I wish to express my

heartfelt gratitude to BC Wire Rope for their generous sponsorship, which has enabled me to pursue my education. As well as the AWRF for selecting me for this scholarship. As I approach graduation, I eagerly anticipate gaining extensive practical experience in the field, further enhancing my skills and knowledge.



Casey Whalen Mel Fireovid Memorial Scholarship Bridon Bekaert Luzerne County Community College

My name is Casey S Whalen I am attending LCCC in the fall for automotive technology. I want to pursue a life as a mechanic and

open my own shop one day and going to LCCC is the next step in realizing my dream. My sponsor is my father Brian Whalen and his work Bridon Bekaert.



Passing Over The Wire Rope Bridge



Anne Luten Renfroe

Anne Luten Renfroe was born on her grandfather's tobacco farm in Quincy, Florida to Willard Edward and Olive Cave Luten. She grew up in Jacksonville as a beloved only child, becoming even more precious to her parents when she survived

polio as a teenager. Her grandmothers were both the daughters of ministers, and she recalled that if the church doors were open during her childhood, her family was there. She developed an early love of music and became accomplished on piano and organ, then played the flute in the band at Dupont High School. Her talent on the piano, her poise and grace, and her beauty won her many titles, including runner-up in the Miss Florida Pageant. She graduated from Jacksonville University at nineteen and began a career teaching English and history, serving as department chair at the new Southside Junior High. One of her students was the niece of Charles Renfroe, who had once driven her home from church, but the potential romance had not progressed when her father sternly informed Charles that she was much younger than he realized. Hearing of her again, Charles pursued her, even going on dates that consisted of driving her back and forth to Gainesville when she was completing her masters degree. Before long they were married. While she had enjoyed her work and her students, she gave them up to have more time for her growing family.

As her children became more independent, Anne turned her energy to needs in her community. She was passionate about MOSH, then called the Children's Museum, especially its sponsorship each year of the Nutcracker Ballet, which functioned both as a service to the community and a fundraiser for the growing museum. She was so zealous in recruiting donations that she eventually joked that friends began avoiding her at cocktail parties months ahead of the Christmas event. Her organizational and people skills came into play again when she chaired the Symphony Showhouse. Later, she particularly enjoyed projects that allowed her to help identify worthy local charities (through Rotary) or scholarship recipients (through AWRF) to ensure that they

received necessary assistance. As Charles' business grew and he devoted more time to service, ultimately in the role of TPC Chairman, she was always a supportive partner, providing a sounding board for his ideas and never failing to be an immaculate hostess.

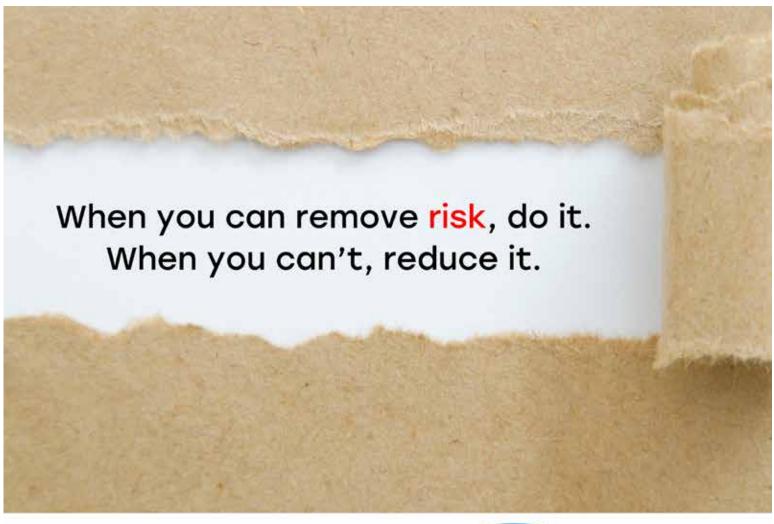
As part of her concept of being a Southern lady, Mother always took entertaining seriously and set a beautiful table. She especially relished hosting friends and family at the mountain house – sitting on the porch to watch the sun drop below the ridge opposite or gathering around the large stone fireplace. She was an accomplished cook, but there were always leftovers of her delicious food because she would not risk not having more than enough for her quests.

Mother cared for both of her parents and Charles through their final illnesses. Charles assured her that she could take over J. C. Renfroe and Sons, the lifting equipment company founded by his father before World War II based on an innovation that improved worker safety and which maintained an unblemished safety record throughout its nearly eighty years of existence. When the time came, she dove in, travelling all over the country and abroad to meet with customers and distributors. Under her leadership, Renfroe added new products and strengthened its marketing. Her success led to her election to the presidency of AWRF (Association of Wire Rope Fabricators), the professional organization of the lifting, rigging and load securement industry in the US and Canada. After more than a decade leading J. C. Renfroe, Mother sold the company to the competition and began a well-earned retirement.

In the decade or so that followed, she devoted herself to time with dear friends and family, especially in her North Carolina home. A woman of faith and a member of St. Mark's Episcopal Church, she passed away peacefully in her home on July 9.

She is survived by her stepchildren Joseph (Nancy) and Theresa Renfroe, and her children Charles (Greg) and Elizabeth Renfroe, and her grandson Edward Pearce Renfroe. The family wishes to thank Janise Staples and Rachel Lee for their kindness and care for Mother.

In lieu of flowers, donations may be made to the Alzheimer's Association of Central and North Florida, the Sulzbacher Center, or St. Mark's Episcopal Church.



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(NOTE: THIS PROGRAM IS REPLACING CLMI CLIXSTREAM VIDEOS)

There's A New Trend In Healthcare That's Saving Money For Small Businesses

Health Reimbursement Accounts offer new (and more affordable) options for many.

Opinions expressed by Entrepreneur contributors are their own.

I am seeing a growing number of my smaller clients canceling their health insurance plans. Why? Because for them — and others — there's a better option.

It's no secret that providing health insurance is a major — and oftentimes insurmountable cost — for many small business owners. I have a number of clients that contribute to their employees' healthcare — sometimes as much as 100% for individuals — and this can run tens if not hundreds of thousands of dollars every year. And there's no end in sight.

A recent survey from employee benefits consultants Buck found that on top of prior year-after-year increases, healthcare costs will go up yet again between 6-7 % – and to many of my clients, that's a good year! Each year, they're faced with the same, volatile, uncontrollable and seemingly uncontainable challenge to control these costs and this year is no different. This is why more than half of small businesses find themselves unable to offer health benefits – and lose talent as a result.

And it's not just the cost of premiums. There's also the cost of administrative and lost opportunity time. There's the seemingly fruitless search for better prices in what is clearly an oligarchic market made up of just a very few large providers. It's the awkwardness — and potential privacy concerns - of knowing your employees' health histories which oftentimes figures into the premiums we pay. And it's the time we spend trying to find alternative ways to make healthcare more affordable through add-on schemes like Health Savings and Flexible Spending Accounts.

The good news is that there's an alternative and a growing number of my clients are learning about it. It's called **Individual Health Reimbursement Accounts** — or ICHRAs.

These types of plans are becoming enormously popular with small businesses. So popular that the **Department of Health and Human Services forecasts** that approximately 800,000 employers will offer these types of plans to almost 11 million employees over the next few years. A **recent report** from the HRA Council — a consortium of health benefit firms — found that these types of plans have grown 350% since 2020, and are "doubling"

on average among all states, with significant growth across all industries, employer types and employee groups" and that companies with 20 or fewer employers are accounting for 90% of their adoption.

According to Jack Hooper, the chairman of the board for the HRA Council and CEO and founder of benefits administrator **Take Command**, the number of large employers switching to ICHRAs has grown exponentially but "small and mediumsized businesses are leading the charge to deliver much-needed innovation in the benefits space, consumer empowerment and choice for employees, and cost control and flexibility for employers."

Why so popular? ICHRAs not only cut healthcare costs, but they help employers get out of the healthcare business altogether.

With an ICHRA, you're likely going to pay the same premiums (it's up to you), but this time by a contribution to an employee's account that's setup under the plan. But that's it - the rest is up to the employee. Your employee gets reimbursed by you — pretax like any other health plan and you get a tax deduction for your contribution. But now it's on them to get their own healthcare insurance either through their state or federal healthcare exchange or through an independent insurance broker (some of my clients provide their employees with recommended firms that do this).

There's no more deciphering the ins and outs of complicated health plans. There's no more negotiation with healthcare providers. There are no more privacy issues. There's no more

Continued on page 70



Gene Marks

Gene Is A
Columnist &
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A past columnist
for both The New
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Inquirer, Forbes,
Inc. Magazine,
Entrepreneur
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Business.

Gene has written 5 books on business management, specifically geared towards small and medium sized companies. His most recent is Want More Cash?: 100+ Ideas And Strategies For Increasing Your Company's Cash Flow This Year.

A Professional Keynote Speaker. Through his keynotes and breakout sessions, Gene helps business owners, executives and managers understand the political, economic and technological trends that will affect their companies andmost importantlythe actions they can take to continue to grow and profit.











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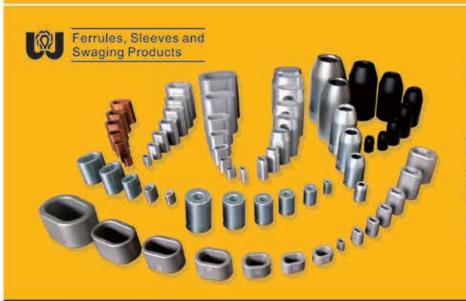




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Fueling Engagement:

Why Employee Happiness Starts with Autonomy

"Why should I care about my employees' happiness?" you may wonder. Well, here's the deal: the workplace has a sneaky way of infiltrating every nook and cranny of our lives. It impacts our financial well-being, stress levels, relationships—everything. There are lots of things that your employees cannot control in their lives, so when you give them autonomy over some aspects of their job, you'll likely raise the happiness levels in your organization.

Your employees probably know their jobs better than you know how they conduct their day-to-day activities. When employees have a sense of autonomy, they have the freedom and authority to make decisions, take ownership of their work, and have a say in how tasks are accomplished. This empowerment leads to several positive outcomes that contribute to overall happiness.

It fosters a sense of control and personal agency. When employees can make choices and have a voice in their work, they feel empowered and valued. This sense of control over their own professional lives enhances their motivation, satisfaction, and engagement. It creates a sense of ownership and pride in their work, leading to a greater sense of fulfillment and happiness.

It allows individuals to align their work with their strengths, preferences, and work styles. When employees have the freedom to choose how they approach tasks or solve problems, they can leverage their unique skills and talents. This alignment between their work and their strengths not only enhances their performance but also boosts their confidence and job satisfaction. Employees feel a sense of authenticity and fulfillment when they can work in a way that resonates with them, contributing to their overall happiness.

It nurtures creativity and innovation. When employees are given the freedom to explore new ideas and take risks, it sparks their creativity and encourages them to think outside the box. The opportunity to innovate and contribute to meaningful work cultivates a sense of purpose and excitement. This

sense of fulfillment and the ability to make a meaningful impact on their work environment significantly enhances employee happiness.

So, how you can inject autonomy into your workplace?

Embrace Flexibility: In a post-pandemic economy, remote work is no longer a "nice to have," it's an expectation. Although this might not be an option for everyone, where it's feasible, go ahead and give your employees options as to where and when they get their jobs done. Establish some "core hours" when your team needs to be available, but let them decide the nitty-gritty of their schedule. Maybe offer choices like the classic 9-to-5 or the early bird special of 7-to-3. Granting this flexibility can do wonders for their work-life balance and overall happiness.

Listen Up: Your employees are the true experts in their roles, so, don't miss out on the opportunity to tap into their brilliance! When they come to you with suggestions or fresh perspectives, lend them an ear. Actively listening and incorporating their insights shows that you value their contributions and opens the door for innovation. Who knows, their ideas might be the secret sauce to take your organization to new heights!

Celebrate Like a Champion: Recognizing your employees' achievements is like giving them a warm, fuzzy hug of happiness. It's no secret that positive reinforcement goes a long way in creating a motivated and engaged workforce. So, be generous with your praise, whether it's a simple "great job!" or a more formal recognition program. Aim for a positivity overload by following Marcial Losada's advice—a 6:1 ratio of positive feedback to constructive criticism. Let those good vibes flow!

By embracing autonomy, you unlock the hidden potential of employee happiness. Use these ideas to create a workplace where autonomy thrives, where your team feels heard and valued, and where achievements are celebrated with gusto. Get ready to witness the magic as happiness through autonomy becomes the driving force behind your team's success!



by Lisa Ryan, CSP 216-359-1134 Chief Appreciation Strategist, Grategy

Lisa Ryan, CSP, is Founder and Chief Appreciation Strategist at Grategy. Leveraging her rich industry background, she guides organizations in keeping their top talent from becoming someone else's. Learn more at www.LisaRyanSpeaks.com.

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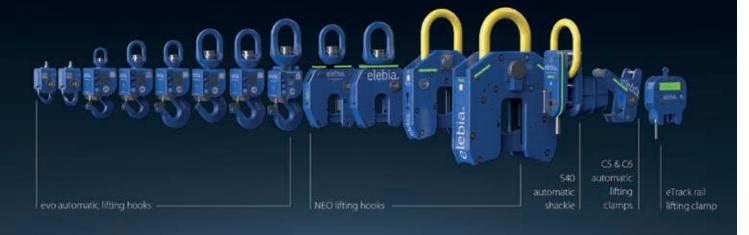






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Kito Crosby announces Oliver Crosby & Edwin Harrington Memorial Scholarship

Leveraging the strength of its recent business combination, Kito Crosby creates new trade school scholarship to help fund education and career advancement opportunities for an employees and families of AWRF member companies

RICHARDSON, TX, USA - Kito Crosby, a leading manufacturer of lifting and securement solutions, is pleased to launch the Oliver Crosby & Edwin Harrington Memorial Scholarship through the Associated Wire Rope Fabricators (AWRF) association scholarship program. The new scholarship is named in honor of the founders of Crosby and Harrington Hoists and furthers Kito Crosby's commitment to supporting education and professional development in our industry.

The \$3,000 scholarship is available to a current employee or child of a current employee of an AWRF member company in the United States or Canada. Eligible candidates must plan to attend an accredited technical, career, or trade educational institution.

Robert Desel, Kito Crosby CEO, said: "The Oliver Crosby & Edwin Harrington Memorial Scholarship is a testament to our belief in the power of education and its potential to change lives. We are committed to empowering talented individuals who aspire to make a meaningful impact in their trades, and this scholarship will serve as a stepping stone toward their success."

Oliver Crosby (1855-1922) was born in Maine and served as co-founder, president, and chief engineer of American Hoist and Derrick Company (AmHoist). In 1888, he invented the first wire rope clip, marketed as the 'Crosby Clip,' which is still sold today. He was the inventor or co-inventor of 36 patents between 1887 and 1925, primarily hoisting and cable devices, and invented the first traveling cranes that were mounted on wheels modeled after railcars. Crosby's dream was to establish a facility at his alma mater,





Oliver Crosby (left) and Edwin Harrington (right)

Maine State College (now the University of Maine), where mechanical engineering students had a place to thrive. In 1926, Crosby Hall (Crosby Labs), a workshop for engineers, was created with the funds he donated.

Edwin Harrington (1825-1891) was a machinist and inventor who started a machine tool business in Vermont in 1854. He relocated to Philadelphia in 1867 to focus solely on the hoist market. Throughout his career, Harrington developed a number of unique inventions including the spur gear hoist, the use of anti-friction bearings and the pioneering of the Weston-style brake. He obtained several patents and was best known for developing one of the first electric chain hoists in the country. Harrington Hoists, Inc. became a wholly owned subsidiary of Kito Corporation in 1990 and expanded the product line with jointly designed innovative products. Harrington Hoists became part of Kito Crosby in 2023 as a result of the business combination between The Crosby Group and Kito Corporation.

The AWRF Scholarship Committee will award the first scholarship this fall.

Learn more at <u>awrf.org/awrf-scholarship-program</u>.





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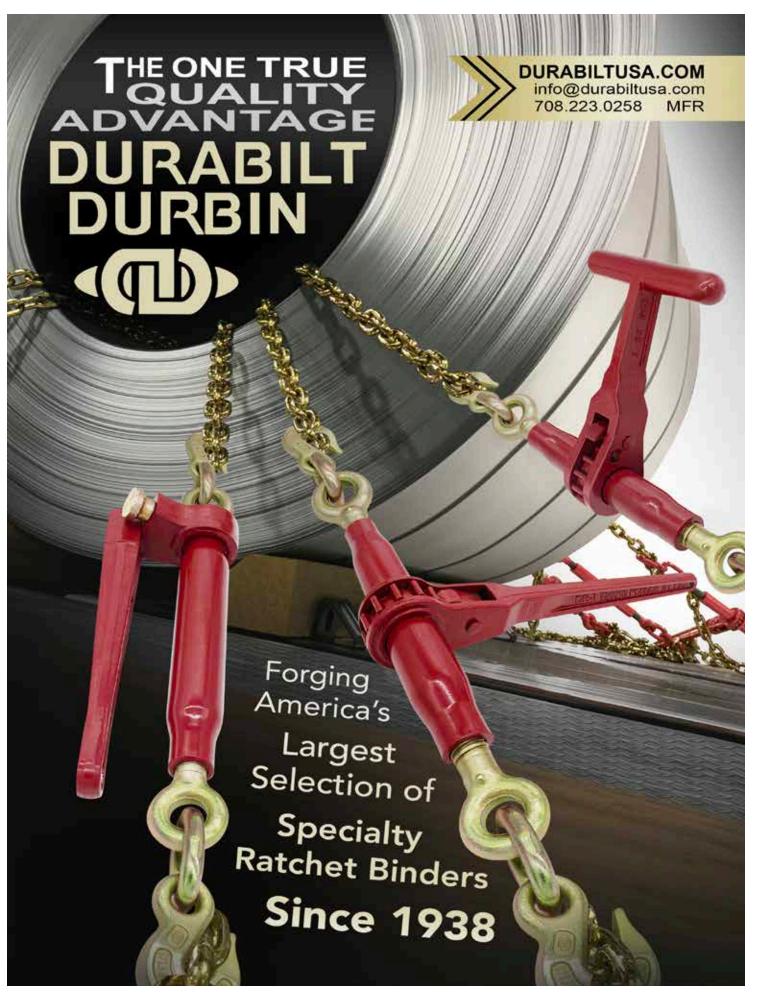
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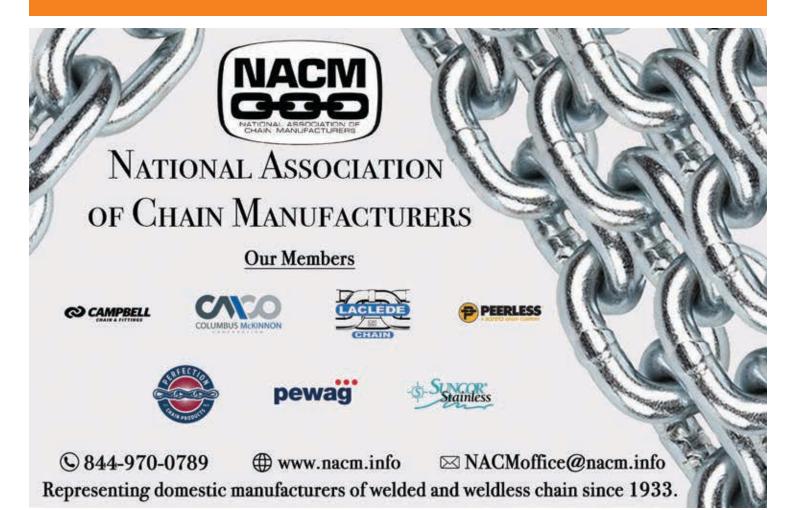
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Muncy Industries' New President and CEO

Muncy Industries, a leader in wire rope fittings and heavy lifting hardware and equipment, recently announced that Ophelia Fetter is its new President and CEO. In the wake of the passing of her husband, James Fetter, shoes that will never truly be filled, Ophelia Fetter will serve to "continue Jim's legacy to take good care of the customers and our employees."

James R Fetter passed on November 21, 2022. Since then, his wife, Ophelia Fetter, has become the full owner of Muncy Industries. Ophelia came to the United States in 1963 for college in California as a foreign student (not exchange student). California is where she met her husband, and they were married in 1968 in Muncy, Pennsylvania. Ophelia operated the Golden Dragon Gift shop for 15 years before returning to college. She holds a Master's Degree in Education and retired as an Elementary School principal in 2000. Ophelia went back to work at Muncy Industries in the early 2000s. She feels she owes all her successes to this wonderful country. "You can be what you want to be if you work hard at it." James and Ophelia have three sons: Jeffrey, a medical director in a mental health hospital in New Hampshire, Jason, who works at Muncy with an MBA and Law degree and Justin, who also works at Muncy utilizing his business and operations degree. Ophelia and James have nine grandchildren.

Muncy Industries' future growth will be by further developing our core competencies: staying a true domestic manufacturer with domestic steel and domestic manufacturing: truly Made in USA. In addition, Muncy is growing



Ophelia Fetter and James R Fetter

its equipment and software offering, bringing our customers and our industry up to today's technology. Muncy's testbed software and asset management software makes our customers more efficient in how they conduct their operations.

Muncy recently announced its acquisition of Rolog. Rolog has a proud past with its product line mostly servicing the logging, oil and gas, and transportation industries. In the past 10 years, Muncy has also acquired Newco Manufacturing, still based out of Kansas City, Missouri and Sea-Fit, whose product lines primarily serve the marine and oil and gas markets. Ophelia and Muncy look forward to continue to work with our customers to serve the wire rope and heavy-lifting industry.



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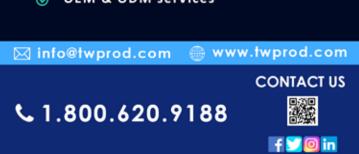
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AWRF TECH COMMITTEE MEETING

July 2023, Nashville, TN

I wanted to share some exciting news from the recent AWRF Technical Committee meeting that was held in Nashville, TN this July. We kicked off the meeting by finding out Paul Boeckman is stepping down as Chairman of the Technical Committee. He doesn't plan on going anywhere and instead plans to put more focus on his Sub-Committee Chair role. Paul passed the torch of Chairman to Tim Klein of WireCo Worldgroup. On the second day, Bob Cushman of Cascade Rigging was named the Vice Chairman of the TC. Next time you see both Tim and Bob, please congratulate them on their new roles!

The first day, the main emphasis was to generate ideas for what technical presentations could be presented in the upcoming general session meetings. The group broke up into mini groups to try to brainstorm as many ideas as possible for the future. After the brainstorming session, there was a decent size list of future technical presentations that could be pulled from and ones that were selected for the 2023 and 2024 general meetings. The Technical Committee is committed to ensuring that the membership gets valuable information so if there is something that you would like to hear as a presentation, please let Tim or Bob know so it can get added to the list.

During the second day, the reports of what each Sub-Committee group were read through and discussed. The report from the Testing Sub-Committee, chaired by Steven Boyko of Mill Valley Splicing, indicated that they were close to proceeding

Melissa Searle **Director of Product Management** Laclede Chain Manufacturing Company Technical Communications Sub-Committee Chair



with the chain temperature testing that has been an ongoing topic of conversation for several meetings now. Steven is going to get the testing procedure to the Chain and Chain Sling Committee to review and to NACM to review before the next meeting so the group can move forward with the testing. Looking forward to the results of this testing and sharing with the general membership.

The TC also had a couple new people named to Sub-Committee Chair positions as the reports were gone through. Please congratulate Mason Chant of Chant Engineering for assuming Sub-Committee Chair of Risk Management and Melissa Searle of Laclede Chain for assuming Sub-Committee Chair of Technical Communications.

Before the meeting concluded, Tim Klein proposed to make a change to the format of the meetings so that there could be more follow-up and more information to be shared. So, we will be meeting twice a year in person as normal and now we are going to be meeting virtually in between those meetings to make sure there are more touch points to get everything done. Our next in-person meeting will be held January 17th and 18th at the Westin Sarasota and just a reminder that this is open to the general membership so we would love to see you there.

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Why Business Owners Avoid Planning to Sell

Business owner avoids planning sale of his business

After 20 to 30 years of hard work and putting everything you have into your business, it can be difficult to think about handing over the reins to someone else, even if you're ready to retire. When you own a business, retiring isn't as simple as putting in your resignation notice. There's a lot that goes in to transitioning your business to a new owner. The following circumstances can make it especially difficult to think about selling:

- None of your children want to continue with the business.
- Your key managers are not capable of running the business over the long term.
- You're feeling overwhelmed by the selling process and are not sure how to get started.
- You do not feel comfortable with the retirement assets you've saved outside of the company and are worried about how to fund your monthly living expenses after you sell.
- You enjoy working at the company and can't even begin to think about what you will do next.

After more than 45 years helping business owners sell their companies and transition into retirement, I can tell you that it's normal to feel overwhelmed. The good news is, your business sale doesn't have to happen overnight. You have time to develop a succession planning strategy that works for you, your business and your employees.

Although it's probably not what you want to hear, the best advice I can give you is to stop procrastinating. The sooner you start the succession/exit planning process, the more time you have to maximize your company's value,



There's a lot that goes in to transitioning your business to a new owner.

determine a transition strategy that works best for you, identify a potential buyer, minimize your tax liabilities and establish a retirement income stream.

At Creative Planning Business Services, we have developed a vast array of resources to help you get started, including the following articles:

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- Thinking About Selling Your Business? Five •
 Tips to Enhance Your Company's Value Leading Up
 to the Sale
- Retirement What is Your Number?
- Tips to Help Business Owners Prepare for Retirement
- Family-Owned Business Succession Planning Decisions: Tips for Ensuring a Smooth Transition
- Six Reasons for a Business Valuation: And Why You Should Work with an Experienced Valuation Team
- Finding Balance Between Investing in Yourself and Investing Your Business: How Business Owners Should Think About Diversifying Their Investments

This commentary is provided for general information purposes only, should not be construed as investment, tax or legal advice, and does not constitute an attorney/client relationship. Past performance of any market results is no assurance of future performance. The information contained herein has been obtained from sources deemed reliable but is not guaranteed.



Press Release



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Modulift Custom Subsea Beam Recovers Micro Tunnelling Machine

Poole, Dorset, UK >> Modulift and their in-house engineering team have designed and manufactured a bespoke lifting beam that was capable of recovering a micro tunnelling machine from the depths of the sea. In just 8 weeks, the Modulift team designed, produced and delivered a 50t custom beam that was compliant with DNV-ST-N001 standards.

At the request of their customer, a specialist in tunnelling and micro-tunnelling, Modulift delivered a bespoke solution to meet the stringent DNV industry standards and with a Dynamic Amplification Factor of 2.0.

The beam had to be designed for use above and below the water, taking into account the differences in the centre of gravity location and weight of the micro tunnelling machine due to the buoyancy force. Nevertheless, thanks to the expertise of Modulift's inhouse team, they were able to achieve the correct tilt and balance to ensure a safe and effective lift.

Modulift engineered the lifting beam with 8 lifting points, together with turnbuckles to connect the lifting beam to the tunnelling machine. The 6.7m long beam featured 2 top lugs and 4 bottom lugs, and tugger points were installed for manoeuvring the beam into the right orientation before lifting.

Modulift's engineering team used 3D structural analysis in STAAD Pro. Finite Element Analysis was conducted on the lifting lugs and welds using ANSYS software.

At the customer's request, Modulift engaged DNV to perform a third-party design review and certify the beam in compliance with DNV-ST-N001. The design was successfully approved in the first round of reviews, allowing Modulift to complete the project within 8 weeks; from design and drawings, to fabrication, painting, and procurement of rigging.

Modulift is proud to have delivered an efficient, safe and reliable solution, reaffirming their commitment to delivering the highest quality engineering, design and manufacturing standards to their customers.

For more information visit: https://www.modulift.com/



Modulift Custom Subsea Beam Recovering Micro Tunnelling Machine

Modulift Appoints Yeong Shin as Official Distributor in Taiwan

Poole, Dorset – Below-the-hook lifting equipment manufacturer Modulift is responding to continued growth in the Asian market with the recent appointment of Yeong Shin as their stock-holding partner in Taiwan.

The strategic alliance between Modulift and Yeong Shin marks a significant milestone for both companies as they meet the growing demand for readily available DNV Type Approved Spreader Beams in Taiwan. Yeong Shin will hold stock of the MOD 12, 24, 34 and 50. Each Spreader Beam comes complete with end units and drop links, and is available on a Same Day Collection or Next Day Delivery service.

Yeong Shin is a leading provider of steel wire ropes, lifting accessories and products. The company has built a solid reputation for its commitment to safety, providing top-quality equipment and innovative solutions to meet the unique needs of its clients. By joining forces with Modulift, Yeong Shin aims to further strengthen its position in the lifting industry and broaden its product offerings.

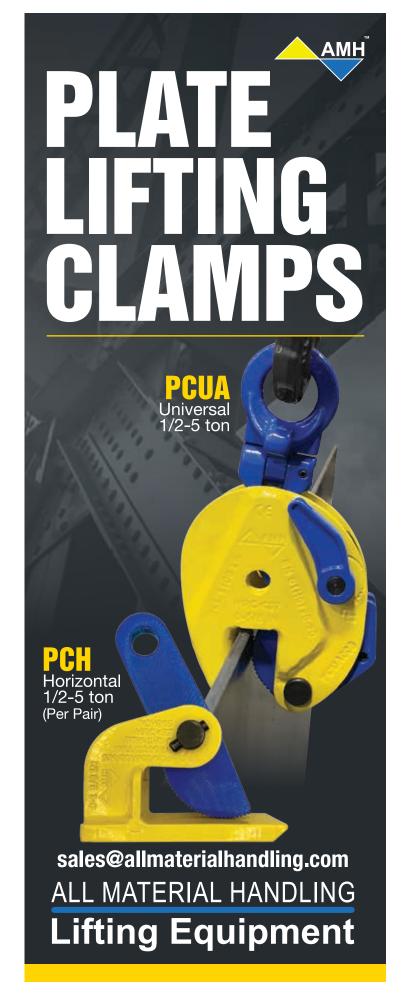
"We are thrilled to partner with Modulift as their authorised distributor in Taiwan," said Mr. Ben HSU, CEO of Yeong Shin. "Modulift's commitment to quality and safety aligns perfectly with our values, and we believe that this collaboration will greatly benefit our customers by offering them the safest lifting solutions available in the market, with the fastest turnaround time possible."

As a new distributor for Modulift, Yeong Shin will leverage its extensive network and industry expertise to bring Modulift's products closer to customers in Taiwan. Through this collaboration, Yeong Shin aims to provide comprehensive support, including technical assistance and prompt delivery of Modulift Spreader Beams.

"We are excited to partner with Yeong Shin, a company known for its dedication to customer satisfaction," said Sarah Spivery, Managing Director at Modulift. "With their deep market knowledge and strong distribution capabilities, we are confident that Yeong Shin will play a pivotal role in serving customers in their region effectively."

The partnership between Yeong Shin and Modulift represents a significant step forward in delivering cutting-edge lifting solutions to industries such as construction, manufacturing, oil and gas, and renewable energy. By combining their expertise, both companies are poised to provide customers with innovative solutions to tackle complex lifting challenges.

For more information on Modulift's network of over 30 worldwide distributors, including details on how to become a distributor, please visit: https://www.modulift.com/distributors/





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AWRF 2024 SAVE THE DATES

INVITATION

AWRF General Meeting Omni Nashville Hotel Nashville, TN

APRIL 28 - MAY 1, 2024

SAVE the DATE

APRIL 28 - MAY 1
2024

NVITATIO

AWRF General Meeting

La Quinta Resort (Waldorf Astoria)

La Quinta, CA

OCTOBER 27 - 30, 2024

SAVE the DATE

awrf general meeting october 27 – 30 2Λ

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Technical Committee



Paul Boeckman AWRF Technical Committee Chair Vice President- Engineering The Crosby Group

AWRF Technical Committee Minutes

N<mark>ashville, TN – Wes</mark>tin Nashville, July 19th and 20th, 2023 (note-edited nonessential content for space) Timothy W. Klein, P.E. AWRF Technical Committee Vice Chair WireCo | Corporate Headquarters Principal Engineer Structures and Fabrication



The AWRF Technical Committee is comprised of experts with considerable knowledge and experience in the lifting, rigging, and load securement industry. The mission of the AWRF Technical Committee is to acquire, preserve and disseminate technical information and new product information within the industry, to send a representative to any standards writing or technical organization deemed necessary, and to establish technical information by conducting tests when appropriate.

The AWRF Technical Committee welcomes all members to submit questions, comments and concerns about industry topics for review and discussion. Sub-Committee involvement is always encouraged to ANY and ALL technically inclined members of AWRF who are interested in taking part.

AWRF Technical Committee - Sub-Committees:

- BELOW the HOOK LIFTING DEVICES Chair: Tom Eicher
- · BLOCKS, TACKLE & OTHER FITTINGS Chair: Brett Woodland
- CHAIN & CHAIN SLINGS Chair: Jeff Doerge
- CORDAGE & CORDAGE SLINGS Chair: Chris Richardson
- · LOAD SECUREMENT Chair: Celena Moses

- MECHANICAL & NON-ELECT HOISTS Chair: Tony Mazzella
- RISK MANAGEMENT CHAIR POSITION OPEN
- SLING FITTINGS, TERMINATIONS, & OTHER RIGGING HARDWARE - Chair: Paul Boeckman
- TECHNICAL COMMUNICATIONS Chair: Mary Brett
- · TESTING Chair: Steven Boyko
- · WEB SLING & ROUNDSLING Chair: Bob Jasany
- · WIRE ROPE AND WR SLING Chair: Tim Klein

If you have interest in any of the above committees, please contact caren@awrf.org, she will get you in touch with the proper person for committee involvement. We look forward to expanding the knowledge base within our Sub-Committees and look forward to the expertise you bring to the table.

Minutes are available to any member, if you are interested, please contact the AWRF office.

- 1. Call to Order
- 2. Introduction of Guests
- 3. Antitrust Epperson
- 4. Minutes introduced by Boeckman -
- 5. J. Gilbert/Boeckman Budget -

Boeckman announced stepping down from the chairmanship of the Technical Committee.

- Reviewed by-law potential/suggested bylaw inclusion of Chair term limits and succession of chairmanship.
- o Replenish Technical Committee with new talent
- 6. Technical Presentation and Speakers in Queue Boeckman
 - Boeckman reviewed addition to fall agenda and need for presentations in 2023.
 - Driscoll commented on what we should be focusing on as an association.
 - Raines added a potential economist that was a good presentation.
 - Driscoll continued about digging deep into history, products, bringing education back into the group.
 - Klein Any feedback on Sarah Padilla.
 - a. Driscoll VERY beneficial.
 - Klein Potential to expand on that coverage? WSTDA, WRTB, NACM.
 - ii. Driscoll Knowledge lost with members leaving, bringing association back with the history and why we were formed to do what we do.

Group Breakout Ideas:

- Most Unusual Lifts
- Stainless Steel Types/Uses
- o Forging/Casting
- Load Monitoring Systems PANEL
- Differences/Similarities of Specs EU vs USA
- Load Securement Standards
- D/d Chain & Misuse of Chain & Specifications – NACM – APR?
- American Wire Rope Producers
 Association Alloys/Import of Steel/
 Technical Requirements/Quotas and Ouantities
- Comparison of Standards Raines has contact – Anton?
- o Historical Presentation of AWRF
- Rise of Synthetics/Evolution of Rope (Binay Pitel or Samson)
- Technical Presentations from past, represent
 - RP&G Review
 - Bob Jasany QR Code for safety bulletins, familiarize to guidelines (Slingmakers)
 - Spring 2024 Operation of Sling Shops & Test Bed Safety Guide / Mason Chant
 - Fall 2024 Mechanical and Non-Electrical Hoists /
 - Spring 2025
 - Fall 2025
- New Product presentations
- OIPEEC
- o Oilfield fracking restraints / Phil Chant
- Testing, calibration, benefits of proof/load testing
- o Dynamic proof testing of hoists
- AWRF Day for shop teams, foreman, sponsor a meeting for shop leaders to bring back information

- Vendors presentation (ADB, Crosby)
 Swivel Hoist Rings
- Legacy products SWIVEL HOIST RINGS - PANEL
- How our industry got to where it is today
- How to train people to provide technical presentations
- End users to the PIE (see vendors and speak with vendors)
- Breakout sessions for the end users (vendors giving presentations to end users)
- WSTDA, ASME, ASTM, WRTB
- Blocks and BTH, basic information needed for those
- Lifting & Rigging 101
- Load testing beyond RP&G
- High performance crane ropes –
 where we are and where we are going –
 PANEL
- Moses Hard to get foreman and shop people away from their shop, making it easier would be helpful.
 - Stitt Problem getting regular members to meetings
- Buschmann Concept to get technical employee/ members to attend a meeting, make it geared towards them. Not just for AWRF members but for others as well.

7. Government Affairs – Epperson

- Small Business Council Meeting Jackson, MS
- ☐ 529 Legislation
- ☐ Tariffs
- ☐ Supreme Court Thwarts Unions

8. Subcommittee Reports

☐ Jasany – Web Sling & Round Sling

- Poll sent to members of the committee
- Shrinkage assignment continuing
- 5 Year Plan, get ideas
- Willingness and ability to volunteer facilities for light testing

Doerge - Chain & Chain Slings

- Review Chain and Chain Slings RP&G, present to main committee in January
 - Getting together to review or assigning sections to separate members
- Working with Steve Boyko (Testing) –
 Chain Temperature Testing
- Slingmakers Idea History of Chain
- Chain Markings, update the database (domestic & import)

☐ Boyko - Testing

Boeckman presented Boyko report, reviewed Chain Testing project & continuation of standing invitation to SC&RA for Rigging Job of the Year presentation

- Discussed standing invitation for SC&RA presentation
- TASK: Putting together test protocol to get information needed, working with NACM on developing protocol

- Reynolds More defined test protocol, will be helpful for NACM
- Boeckman Good to proceed & confirm protocol with committee membership

Chairman Boeckman called the meeting to order at 8:03 am, January 20th, 2023.

Klein – Wire Rope and Wire Rope Sling

- Work with Boyko to work up some protocol for testing this, will do at WireCo
- D/D chart, want to look at testing on Category 1 and 2 rotation resistant ropes, AWRF did the test – tested XIP and XXIP
- Circulated "Proof Testing with Wire Rope Grips", discussion on the use of grip systems for testing wire rope end terminations, WRTB drafted statement *reference report*
 - Buschmann Discussed need for proof testing socketed WireLock end connection
 - Klein B30.30 standard, the requirement is stated for end terminations to be proof loaded
- Reviewed ASME discussion on B30.30 standard for ropes
- ISO 16625 revising to include fatigue lifetime calculations
- Goal to work with testing committee for above project
- Slingmakers articles; follow up with past testing, historical review of industries, future of lifting, legislative report of lifting

☐ Eicher – Below-the-Hook

- New members added, Troy Raines and Joe Scolaro
- Joe Scolaro accepted Vice Chair position
- Comparisons between EU & US & AUS, potential project?
 - Klein Is there enough difference for this project? Potentially
- Boeckman Committee is responsible for RP&G Magnets, time to review – ACTION ITEM
 - Eicher Will throw to the group for review

Moses - Load Securement

- Putting together an outline for the Load Securement RP&G, Rodney will help with adding material and getting this together
- Find alternate person to take over as Chair who has more knowledge in this area
 - Boeckman Other organizations we can tap into to get more knowledge in this area?
 - WSTDA and CVSA largest
- Buschmann Goal to grab information from other sources
- Klein Important subject, maybe we invest more into it, membership guidance

Technical Committee

9.

	Woodland - Blocks & Tackle-No Report	10.	Slin	g Shop Questionnaire and LEEA-See above
	Boeckman - Sling, Fittings, Terminations and Other	11.	Boe	ckman - Technical Binders
	Rigging Hardware			Any update on this?
	 Active project to arrive at Grade 10 material, 			Searle – To talk with Mary Brett on status of
	high temperature and low temperature			publication review and volumes/items needed to be
	 ASME B30.9 – Changes being made, next 			added or removed
	publication in 2024		П	Ad Hoc to review Technical Binders
	 Synthetic Rope Slings 		_	
	 ASME B30.26 – Changes being made, next 	12.	Boe	ckman - Slingmakers Articles
	publication in 2025			Layout of Sub-Committees, which publication each
	 ASME B30.30 – Changes been agreed on, at 			article goes in
	publisher ready for 2024			Jasany - WSTDA
	ASME B30.30 - Chris Richardson became			Report in book
	Chair, and the next revision is at ASME for			WSTDA – virtual meetings of the committees
	publication		_	between the annual meetings of the membership, by
	T. Mazzella – Mechanical & Non-Electrical Hoists-No			doing so more work was accomplished and spread
П	Report			the work with more input – some hold between
	ACTION ITEM - Review RP&G - For			2-6 meetings and it helps keep up with the many
	presentation in January			standards that are published
	presentation in Sandary			Boeckman – Committee chairs do most of
	Risk Management -			the lifting, this seems like a good idea
П	Boeckman - Tasks were to identify			 Jasany – Committees should be called
	what was going on with warnings and			upon to take on some work
	applications in other organizations			apon to take on some work
	NI OLITICIAN OLITICA	13.	Ben	avage - WRTB
			П	Klein – Not too much to report, working on Wire
			П	Rope Users Manuals – adding a lot of information
	standards, legal standards			on synthetic sheaves and steel sheaves, category
	Stitt – Depending on what your scope Stitt – Depending on what your scope			1 ropes – language is 95% done and working on
	is; ex. Taking the initial call and go all			artwork – shooting for 2024 to have finalized
	the way through the process, how to		П	Boeckman – Had the opportunity to get in front
	protect yourself			of membership and solicit for more members,
	 Klein – Ways to mitigate risk through 			
	testing, tagging – adding committee		П	received good feedback
	members within those types of			Brown – Reach out to regular members, very
_	companies			supplier heavy – focus on them
	Brett - Technical Communications			Boeckman – We have some larger regular
	 Electronic format for Technical Binders – 			members, such as Bishop and Mazzella, that we
	TechStreet			should draw from.
	 Work on getting documents that we do not 	4.4	_	I OLIVI D.:
	have rights to distribute	14.	Roe	ckman - Old/New Business
	 Boeckman – More technical information out 		Ш	Klein – Bob Cushman becoming Vice Chairman of
	to membership, what do we think Searle can		_	the Technical Committee
	focus on?			Klein - Meeting schedule, always meet in off
	 J. Gilbert – Come a long way with 			months of January and July
	social media,			 Tagging along with the General
	 Brown – Technical content needs 			Meetings (weekend before or after)
	to be pushed and more accuracy –			 Monday afternoon & Tuesday afternoon
	Technical Committee needs to push			during General Meetings
	this along			 PIE Meetings – Tuesday afternoon
	 E. Gilbert – Helpful for technical 			 Klein motions to change the meeting
	posts, break apart RP&Gs into			schedule for 2024 to be in conjunction
	smaller posts that link back to			with the General Meetings for April
	website/RP&G			and October – Epperson seconds – No
	 ACTION ITEM (Office)—Matrix for year 			Discussion - Passed & Sent to Board of
	(social posts), matrix for Slingmakers			Directors for approval
	(posts)		П	Cushman - Concern over term limits and revolving
	 Melissa Searle becoming new Chair for Sub- 		_	door – limit the knowledge of the Chair position
	Committee			 Important to acknowledge the importance of
	Will begin reviewing the Technical			manufacturer knowledge
	Binders			Boeckman – Guidance on where chair
	biliders			comes from
Oua	ality Surveys & RP&G Reports	15.	Boe	ckman - Date/Location for Winter Technical
	Boeckman – Update on Accreditation Program			eting, January 17th & 18th, 2024 – The Westin
	E. Gilbert – Auditing 5 companies before October, will			asota.
	have update on process after that	Δdiou		tion/Second, Moses/Reynolds. Approved
	Buschmann touched on the relation			y.11:07 am.
	between Audit Program, Sling Shop RP&Gs,			y Submitted, E. Gilbert
	and Quality Survey	Kespe	ctruity	Gubrintted, L. Gilbert
П				
Ш	Boeckman - Feedback needed for questionnaire			

Technical Committee Announcement

AWRF would like to thank Paul Boeckman of The Crosby Group for taking on the roll of the Technical Committee Chairman. Under his leadership, we were able to continue our work through times of uncertainty (COVID years) and push ahead with addressing technical challenges head on. His industry expertise and calm demeanor allowed for continued growth within the AWRF Technical Committee. Paul was recognized by the association at our Summer Board and Technical meetings held in Nashville, TN.



Our incoming leadership is Tim Klein with WireCo as the Technical Committee Chairman and Bob Cushman with Cascade Rigging as Technical Committee Vice Chairman. We are excited for the future of this committee and their continued commitment to the AWRF Membership and industry.



Left to Right:

Jeff Gilbert (AWRF Chief Executive), Paul Boeckman (The Crosby Group) - Outgoing Chair and Tim Klein (WireCo) - Incoming Chair



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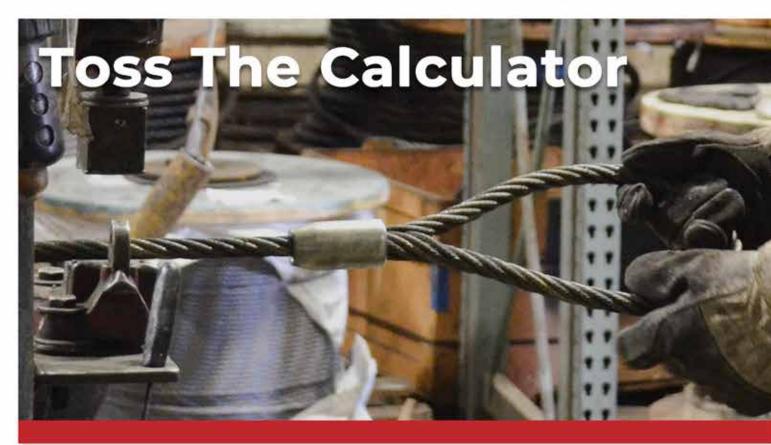
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Mazzella Companies Acquires John Sakach Company of St. Louis

CLEVELAND, OH – Mazzella Companies is pleased to announce the acquisition of John Sakach Company of St. Louis. This acquisition further strengthens Mazzella's footprint in the Midwest and Central regions of the U.S. It also reinforces Mazzella's commitment to be a one-stop provider for rigging equipment and sling assemblies, engineered lifting solutions, training, and the inspection and repair of cranes, hoists, and rigging.



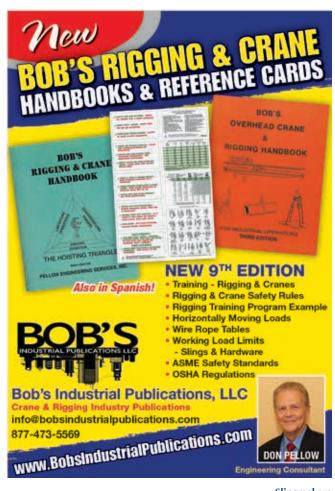
With roots dating back to 1958, John Sakach Company has exemplified prompt service and total quality commitment for more than 60 years. John Sakach Company has been servicing and supplying customers in the St. Louis area and beyond since 1986 with crane rigging equipment, crane rigging supplies, wire rope, lifting slings, and a variety of rigging inspection and training services.

"John Sakach Company is recognized as a leader within the rigging industry because of their strong partnerships with their vendors, their dedication to educating the industry, and their commitment to the highest quality and safety standards. John Sakach Company and Mazzella are both committed to offering the highest quality and variety of products, excellent service, and leadership in education and training within the industry," said Tony Mazzella, CEO of Mazzella Companies.

Effective immediately, John Sakach Company will operate as Mazzella John Sakach Co. Terms of the transaction are not being disclosed.

"With decades of family tradition in the rigging and lifting industry, it is only fitting that John Sakach Company partners with Mazzella Companies to expand on the high commitment to quality our customers have come to expect over the years. We are excited to join a team dedicated to constant improvement within the rigging industry and look forward to continuing the Mazzella family legacy in the Midwest," said Terry Driscoll, President of John Sakach Company.

"I extend a warm welcome to our newest team members as they become part of the Mazzella Companies organization. Together, we will uphold our commitment to provide the experience and exceptional service that our customers and team members rightfully deserve," added Tony Mazzella.





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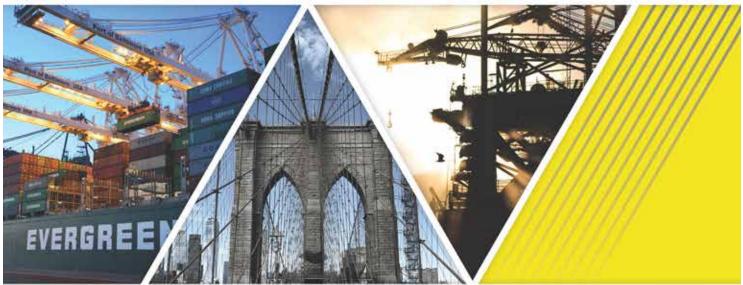
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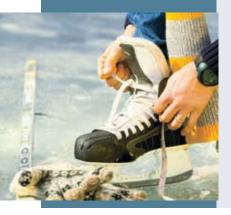




by Dave Rosenberg, CPBA|CPDFA, Principal of Locked On Leadership, LLC

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.

Our sole job as a leader is to elevate people to be the best they can be.



Can you tie your shoes?

Are your expectations hurting you?

Let me put this into some context, her questioner was an Occupational Therapist (OT) my wife saw as part of her recovery from a broken hand she suffered while playing ice hockey. After 4 weeks of immobilization, all my wife wants to do is get her life back to normal. Unfortunately, her OT isn't taking her time to figure out what normal is. She sees a 62-years of age woman (she's not old so we don't call ourselves xx years old) and she set her expectations to the minimum. My wife's expectations are MUCH higher.

Don't Be Stuck In A Story

The problem is, the OT is stuck in a story, the story that for someone north of 60 years in life, we are happy with simply being able to tie our shoes, eat our meals, open the occasional jar. These are some of the activities medical professionals refer to as Activities of Daily Living. They include being able to lay down, get up, sit, stand, grooming, toileting, dressing, and feeding yourself with all the requisite skills to do these activities on your own. I don't know about you, but if all I could do was wake up, get up, clean up, then make a meal and sit down I would hardly call that living. Talk about low expectations, sheesh.

Of course, my wife feels the same. For her living includes all of the above and gardening, hiking, birding, taking pictures of wildlife, playing hockey, riding her motorcycle, driving her truck, doing various projects around the house (she's constantly organizing), etc. This is only the tip of the iceberg. She has less time to do things since she retired then she did when she worked full time. In spite of my wife correcting the OT on what her goals were, the OT didn't change her expectations. As a result, my wife is looking for a different OT.

Setting Expectations

I see the same thing happen in business time and time again. Owners and managers with expectations for team members that aren't challenging or don't even meet the team member's own expectations. While these two scenarios may seem unrelated, they actually derive from the same circumstances. In both cases, the expectations stem from being stuck in a story. I have no doubt that the Occupational

Therapist has treated countless "well-seasoned" patients. Undoubtedly her experience and her training has taught her that these patients are not as active. I wouldn't be surprised if many of these patients have similar expectations for themselves. The trouble is, not everyone acts the same. I've played hockey with 80 year olds (and they kick my butt!).

Similarly, business leaders tend to lump people together. We've all heard it and some of us have said it. Gen Y-ers don't want to work hard, Millennials are lazy, Gen X-ers are selfish, Baby Boomers are workaholics. These are all stories we tell ourselves and while the stories may be based on our observations, they don't serve us well. At best, assuming our observations are accurate, these stories are nothing more than the mean, the average of everyone in the group. At worst, these beliefs are fiction that we have reinforced through conformation bias, the tendency to ignore information that is contrary to an established belief. When we hold individuals to the standards we've developed for the group, we fail them as leaders.

Elevate Your Team

Our sole job as a leader is to elevate people to be the best they can be. We need to see their full potential and then help them to reach it, even if they don't see it in themselves. When we buy into "the story" we put on blinders, we limit our beliefs and expectations and we condemn people to mediocrity. We hold them to the standard of being "average" instead of elevating them to excellence.

Instead, ask your people what they want of themselves? Contrast that with what you want of them. Whose expectations are higher? If their personal expectations are higher, recalibrate your own. If yours is higher, tell them what you see as the possibilities, what you expect, what you see in them. Then ask them if they want it? If they don't, it's time to evaluate if they are a good fit for the organization. If they do, or their expectations were already higher than yours, come up with a plan to support them in achieving their goals. Provide them the training, mentoring, and resources they need, then watch them thrive.

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Gordie Howe International Bridge

Continued from page 17

Construction of the bridge deck began in December 2022 and will continue into 2024. WDBA reports that construction activities include:

- Assembly of crane and construction equipment on the bridge deck (complete)
- Structural steel and girder installation that will make up the bridge deck
- · Installation of cable stays

Stay Cables Play an Important Role

Stay cables play a critical role in the construction of the Gordie Howe International Bridge. The design calls for the installation of 216 stay cables, with 108 on each tower.

According to WDBA, the stay cables are composed of metal strands inside weather-resistant high-density polyethylene (HDPE) plastic pipes anchored to two points — the anchor boxes inside both towers and the edge girders on the decks.

More than 16,000 strands will be used to connect the bridge towers to the deck. Crews will feed between 38 and 122 cable strands inside each HDPE pipe. End to end, the strands will measure a length of approximately 3,107 miles. That is the same length as the distance from Windsor, Ontario, to Alaska.

Prioritizing Safety

Building the Gordie Howe International Bridge poses unique safety concerns. The WDBA/BNA team coordinates and communicates with relevant agencies, including the U.S. Coast Guard, Canadian Coast Guard and Windsor Port Authority. The construction team has:

- Developed an emergency response plan
- Provided ongoing staff safety and emergency response training
- Implemented a construction access traveller system — the platform



attached under the bridge deck at the leading edge to prevent objects from falling into the water

In addition, safety boats and specially trained rescue teams are on the side. A 150-foot exclusion zone is in place along the Canadian bridge site shoreline to prevent boaters from entering construction zones.

Pandemic May Impact Planned 2024 Opening

WDBA and BNA continue to work toward opening the bridge to traffic by the contracted date of the end of 2024. According to WDBA, the COVID-19 pandemic and other issues may lead to schedule adjustments.

"With the COVID-19 pandemic and related safety precautions now at a steady state, we are actively assessing the potential impacts of the pandemic on the project schedule," according to WDBA.

Crane Operator Appreciates Opportunity

Among the numerous skilled workers contributing to this historic project is Dave Beaudoin, a journeyman tower crane operator. He reveals what it is like to work on the bridge in a WDBA video.

Beaudoin says it is "pretty amazing" to be part of this international project so close to home. Previously, his projects took him on the road.

As part of his job, Beaudoin is 130 feet in the air. But the crane operator explains he is working on flat ground, and many safety precautions are in place. "The views up here on the bridge deck are obviously better than most places, and you can watch the boats go by," he says.

Working on the Gordie Howe International Bridge has helped advance Beaudoin's career. While on the project, he has operated multiple pieces of equipment.

Beaudoin lives in Harrow, Ontario, about 30 minutes from the project site. From his backyard, he can see the bridge's two towers.

"It's going to be pretty awesome for my kids to grow up and be able to see (the towers) from our own backyard and know that it was something that their dad had a hand in building," he says.

Remembering Gordie Howe

When travelers head across the Gordie Howe International Bridge in the future, they will appreciate the seamless travel and stunning views between Ontario and Michigan. Just as Gordie Howe was celebrated for his exceptional skills on the ice, the international bridge team, with hundreds of skilled workers in many disciplines, will be recognized for their efforts to complete this recordbreaking bridge.





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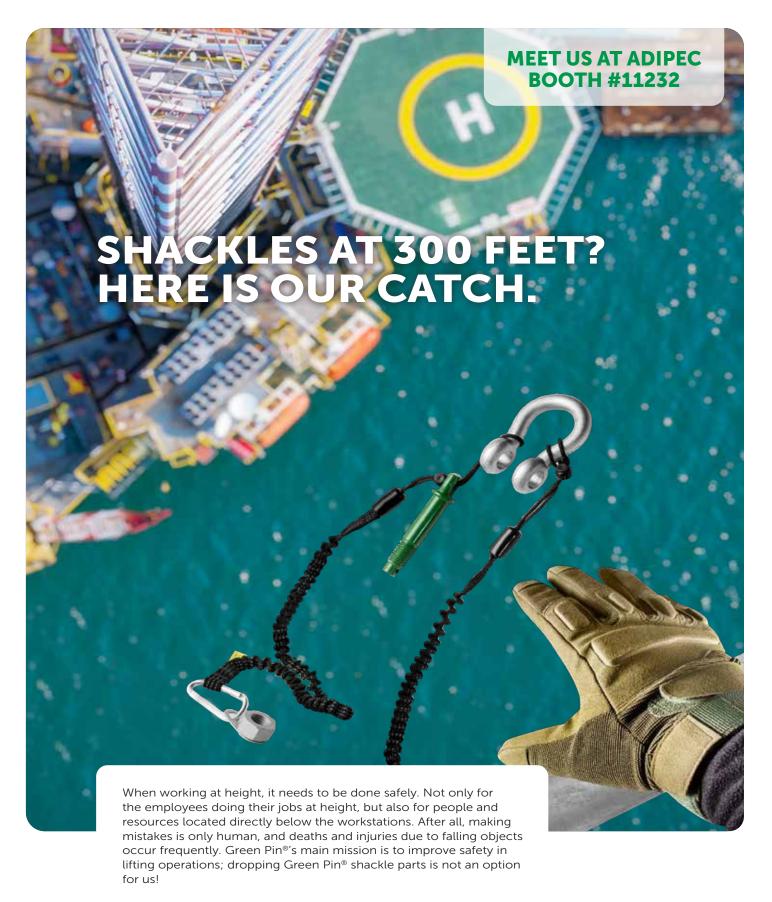
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Talurit Group launched portable & user friendly 22T swager

The leading manufacturer of swagers and wire rope equipment, Talurit Group, is proud to announce the launch of its new 22T hydraulic swager. This new portable model marks the latest advancement in Talurit's expansive range of swagers and it has replaced the popular and long-serving 20T model. Developed with the user in mind, the swager is very easy to operate in addition to its key characteristic of mobility, durability and safety.

It features an ergonomic design with a compact 106x106mm footprint in a standing configuration. With its higher maximum swaging force of 220 kN, it can swage T ferrules up to size no. 6,5 in singlestage and size no. 9 in multi-stage. Weighing in at only 16 kg, 35,3 lb, it has an impressive forceto-weight ratio that is unmatched in the segment. Thanks to its low weight and the robust handle it is easy to carry and operate when used in the field. Instead of having a built-in hydraulic pump like its predecessor, the new model is coupled with a convenient and durable hand pump for even higher mobility. Moreover, it is equipped with quick couplings that speed up the set-up. Swaging is done with precision and efficiency in any operation with

Talurit® die sets. Making it ideal for companies who need a portable swager that can be moved around quickly and easily without sacrificing performance.

Even though the model has mobile and flexible capabilities, there have been no cutbacks. Additionally, this product has been tested for safety under rigorous conditions, resulting in a swager that will stand the test of time even in demanding industrial applications.

Victor Lindh, CEO at Talurit Group, comments:

"We are excited to provide our customers with a top-ofthe-line portable swager that can handle various splicing processes both efficiently and safely. This new 22T swager is very easy to use and thanks to the quick couplings the set-up time is held to a minimum. We have already been able to ship some of these to customers and the feedback has been great so far."

Jonas Werner, Mechatronics Engineer at Talurit AB, adds:

"The new 22T swager is truly portable and has an impressive swaging force compared to its small size. As the demand has steadily risen for smaller swagers like this one we wanted to improve further on an already proven concept. We designed it for durability and convenience with its lightweight yet robust design. And the result became a stronger, better, and more mobile unit than its predecessor."



In conclusion, the launch of Talurit Group's new 22T hydraulic swager is a significant step forward in the field of portable swagers. The new model offers even greater mobility and durability than its predecessor, without sacrificing performance or precision. With its ergonomic design, low weight, and impressive build quality, it is a great choice for companies who require a reliable and efficient swager that can be used both in-house and in the field.



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There's A New Trend In Healthcare That's Saving Money For Small Businesses

Continued from page 25

internal administration (most of my clients outsource this work to firms that handle these plans). Basically, you just reimburse the employee and you're done with healthcare. Amounts contributed stay with the employer if a worker leaves. And if you're having a bad year and feel like contributing less, you can do that too without switching plans, although you may suffer the wrath of your workforce, so be careful!

With ICHRAs, employees have more flexibility in their health plan choices and aren't dependent on what an employer is providing. Remote workers may be able to get better deals on their health insurance depending on what's offered in their state. They can choose how much they want to spend and their employers can choose to reimburse for additional costs like prescriptions or mental health coverage.

Because they're easier to understand and offer a lessexpensive option for employees, younger workers are participating in these plans at a rate greater than their older counterparts. The HRA Council report found that 57% of employees accepting an HRA (which includes either ICHRAs or QSEHRAs — a similar, but less flexible plan that an employer can offer directly to workers) to fund their marketplace health insurance are between 18 and 44, with the largest age cohort being 26 through 34 for each year since 2020.

ICHRAs are "causing a seismic shift in the employer-sponsored group market — addressing employers' needs to significantly control costs and opening the doors for employees to be more informed healthcare consumers," John Kelly, CEO and founder of healthcare benefits provider **Nexben**, a benefits tech firm, **told HR Executive**. "ICHRAs are the 401(k) of health benefits."

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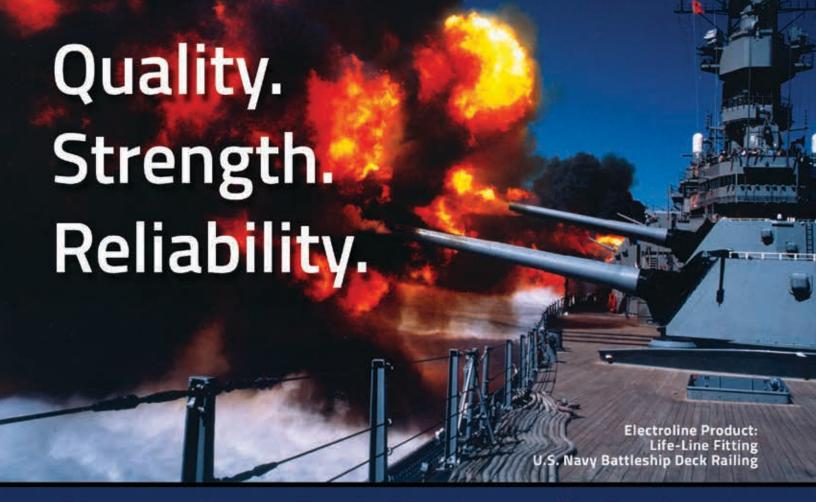
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