

lingmakers

2020 ISSUE 164



ASSOCIATED WIRE ROPE FABRICATORS

“An Association Serving the Lifting,
Rigging and Load Securement Industry”

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*Washington D.C.
Photo supplied
by Emily Gilbert*

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THOUGHTS FROM THE PRESIDENT

As we enter 2020, there's plenty to watch in our little industry. A few things that come to mind are low unemployment, a red-hot economy (that everyone is taking credit for!), the eternal wait for an infrastructure bill, and hopefully the stabilization of tariffs and newer balanced trade agreements with our global trade partners. Everyone wants to talk politics, and everyone thinks they're right!

There was no political discourse at our Winter Tech and Board meetings in Phoenix, however. Your Technical Committee continues to grind away at generating technical content for meetings, undertaking testing and research projects, and creating technical guidance documents for (and by) our members. These documents (RP&G's) can help fill in the blanks when ASME and OSHA don't answer all the questions. The latest and largest project underway within the Technical Committee is the creation of a guidance document for swaging aluminum turn back sleeves, a common occurrence in many rigging shops but one that needs some technical "meat on the bone". Thank you Knut Buschmann!

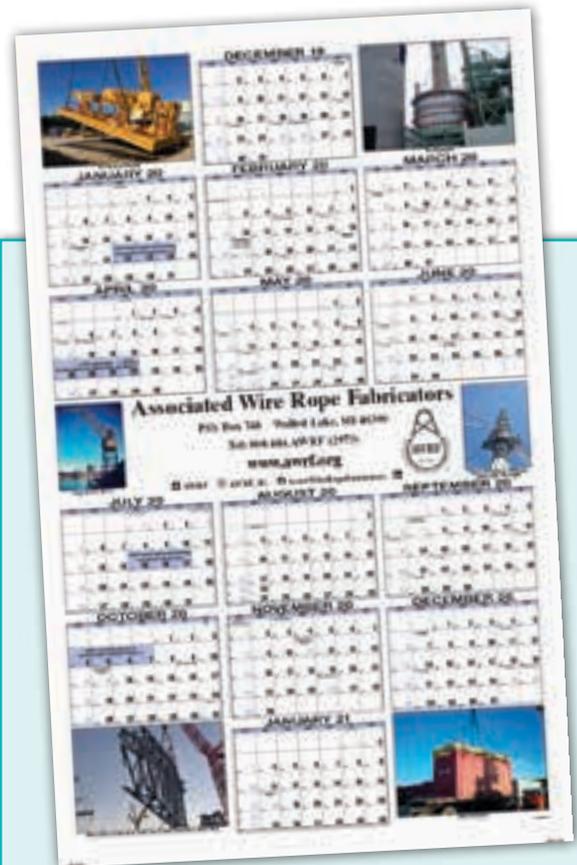
The Technical Committee, for the last 16 years under the guidance of Don Pellow, has generated a tremendous amount of content for AWRF. Don has announced that Phoenix was his final meeting as Technical Committee Chair, his contributions to AWRF have been immeasurable. On behalf of the entire Board of Directors, we thank Don for his service to this association. I am also pleased to announce that Paul Boeckman of the Crosby Group has been appointed Chairman of the Technical Committee, with Tim Klein of WireCo World Group agreeing to serve as Vice Chair. AWRF is lucky to have such talent and experience within our ranks to take over for Don. Thanks Paul and Tim!

This year's Board of Directors got right to work in Phoenix, putting the finishing touches on meeting plans for Boca Raton. The board was split up into three working groups, carrying on in the new meeting format started last year by past President Nicole Parkerson. These working groups collectively came up with some great ideas that have already turned into assigned projects with many completion dates in 2020. Finally, our Board dinner was held at a bowling alley (that's not a typo) where we were able to start the process of relationship building that happens at every winter meeting, the first for newly elected members.

The Spring Meeting in Boca is set with a great slate of speakers and interesting breakout sessions. The resort is spectacular, and once again we are going "out of the box" on the banquet. The banquet setting will be "A Night in Havana" complete with Cuban themed food stations, live music and a donate to play Casino night, with proceeds benefitting St. Jude Children's Research Hospital in Memphis. We hope for a great turnout for this special event.

See you all in Boca!

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AWRF CALENDAR

2020

- April 19 - 22 AWRF General Meeting
Boca Raton Resort and Spa
(Waldorf Astoria)
Boca Raton, FL
- May 19 - 20 ASME B30 Committee
St. Louis, MO, Hotel TBD
- July 15-16 Technical Committee Meeting
Westin Nashville
Nashville, TN
- July 16-17 Board of Directors Meeting
Westin Nashville
Nashville, TN
- September 22 - 23 ASME B30 Committee
Phoenix, AZ, Hotel TBD
- October 4 - 7 AWRF General Meeting and P.I.E.
Sheraton Denver Downtown
Denver, CO

2021

- April 25 - 28 AWRF General Meeting
45th Anniversary
Grand Wailea (Waldorf Astoria)
Maui, HI
- September 26 - 29 AWRF General Meeting
Omni Nashville
Nashville, TN

CONNECTICUT WIRE ROPE PRODUCER BUILDS ON STRENGTHS IN AEROSPACE AND MILITARY INDUSTRIES

by Peter Hildebrandt

Loos & Co., Inc., has its deep roots in the bucolic northeast corner of the Nutmeg State. But the firm also has remained in the thick of things with respect to the industry's latest developments and technologies. Ever since their humble beginnings in 1958 – in a Pomfret, Connecticut garage – the company has grown by continuing to produce quality wire rope products for over half a century.

A.W. "Gus" Loos and his wife, Joan, founded the firm by initially reselling cable, and then purchasing the machinery needed for manufacturing cable, jacketing cable, and producing cable assemblies. Today, the Loos & Company operations in Connecticut measure 220,000 square feet and employ approximately 300 people, manufacturing products that are used in aerospace, military, and commercial applications, including aircraft flight controls, elevators, fitness equipment, rigging, and scaffolding operations.

A significant portion of their business, Loos & Company proudly produces aircraft cable and assemblies for many of the best-known aviation companies worldwide. The company has been designated as a Certified Parts Licensee by Lockheed Martin, a global security, aerospace, and information technology company whose principal clients are the U.S. Department of Defense and U.S. Federal Government Agencies.

"As a Certified Parts Licensee we are authorized to produce C-130 B-H Cable Assemblies, Lockclad Assemblies, and Wire Rope Assemblies for use on Lockheed aircraft," explains Tina Fournier, Loos & Company sales manager.

Fulfilling its role as a Certified Parts Licensee includes affixing a hologram to the parts to ensure quality and consistency, according to Fournier.

"Each hologram is unique to the part it is placed on, including that particular day's batch or the individual work order. The hologram will never be duplicated, and it serves as Lockheed's proof that the parts are indeed Lockheed-certified. If a part does not feature the hologram, Lockheed cannot use it.

"There are actually only a few manufacturers of parts for the C-130s B through H Series. These are military transport planes for equipment and weapons. And the whole purpose is to make it exclusive, and we like that we are a qualified manufacturer for Lockheed."

The Connecticut company is basically a one-stop shop, adds Fournier. "And this fact is shown by how we make the product from scratch, buying raw material, drawing down wire and using it in our rope and cable. If our client may need assemblies made, we can do that, too, because we have our own shop in-house."

The unique nature of Loos & Co., Inc does not stop with just this one program. The company is certified to AS-9100, a quality management standard that focuses on product safety and reliability for the defense and commercial aerospace industry.





LOOS & CO. OZ.H.

“This is another element of our differentiation in the industry”, says Robert Davis, vice president of sales and marketing for Loos & Co., Inc. “We are currently at Revision D. We’ve maintained our certification since the early 2000’s. This means we have a very mature quality system, one which gives us a distinct advantage in the marketplace.”

In fact, Loos & Co., Inc. recently received a very rare acknowledgement of their quality and performance. In their most recent audit to the AS 9100 standard, they received zero non-conformance findings.

“This is a rare occurrence for a company of our size in this industry. It is a testament to the commitment of our employees, the dedicated individuals who make this company what it is today. We are so very proud of what they do every day to make this a world class organization. The company is so thankful of their efforts.”

According to Davis, these types of results drive growth for Loos & Co., Inc. within the aerospace and defense industries. “We see doors opened to us all the time based on our qualifications. At OEMs and sub tier contractors, our quality performance speaks for itself. Our continued high performance, both in product and delivery, affords us more and more opportunities to grow in this industry.” And this is an important position to be in, especially as the aerospace industry continues to change.

“The modern flight of fighter aircraft doesn’t have much aviation cable inside,” adds Davis. “There is, however, a lot of cable that surrounds our war-fighting capabilities, be it hoisting various apparatus or operating triggering mechanisms. For U.S. Naval operations, we have manufactured mine-sweeping cable that is towed behind a naval craft to sweep an area to eliminate mines. This is done with a non-magnetic cable so that none of the magnetic mines will be triggered.”

Other applications include tow-target cables, a smaller diameter armored cable that’s wrapped with a protective sheath and released from the back of a larger aircraft. It actually tows a target for target practice. Those cables run in excess of 10,000 feet in length so that the target is nearly two miles behind whatever aircraft is pulling it.

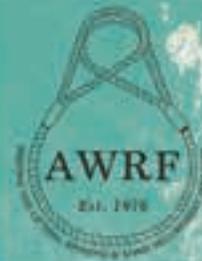
“Loos & Company is very diverse in our product offering, and we do continue to market such cable,” says Davis. “But the largest percentage of what we provide to the aerospace and military is aircraft cable for flight controls and various other program-oriented operations.”

For these reasons, Loos & Company makes an emphasis to generate as much military and government business as possible. With such a wide array of work and continuing innovations for new wire rope applications to its credit, Loos & Company is well equipped for so many different operations and tasks and is always finding its way into an engineer’s design.



AWRF

SPRING GENERAL MEETING - BOCA RATON, FL



APRIL 19-22
2020

APRIL
19

BOARD OF DIRECTORS MEETING
BADGE PICK UP/REGISTRATION
EMERGING LEADERS RECEPTION
FIRST TIMERS RECEPTION
OPENING RECEPTION

APRIL
20

GENERAL SESSION
NETWORKING GOLF TOURNAMENT
NETWORKING RECEPTION

APRIL
21

MEMBERSHIP AWARDS
GENERAL SESSION
BREAKOUT SESSIONS
THE TOUR
RECEPTION
AWRF CASINO NIGHT (GALA)

APRIL
22

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CLOSING CEREMONY



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AWRF

SCHEDULE

19-22

APRIL

REGISTRATION 04/19 @ 10AM - 4PM



NETWORKING



EDUCATION

MEMBERSHIP PLAQUES WILL BE AWARDED TUESDAY MORNING

AWRF

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BOCA RATON RESORT & SPA - BOCA RATON, FL
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BOCA RATON, FL 33432

SUNDAY - 19 APRIL 2020

- 7:30 - 11:00 a.m. - Board of Directors Meeting - Granada AB
- 10:00 - 4:00 p.m. - Registration - Addison Lobby
- 4:00 - 5:00 p.m. - Emerging Leaders Inaugural Reception - Monkey Bar
- 5:00 - 5:30 p.m. - First Timer's Reception - Camino Garden
- 5:30 - 7:30 p.m. - Opening Reception - Great Hall S&N

MONDAY - 20 APRIL 2020

- 6:00 - 6:45 a.m. - Workout with AWRF (Morning Jog)
- 7:00 - 7:30 a.m. - Networking Breakfast - Great Hall S&N
- 7:30 - 11:00 a.m. - General Business Session - Great Hall S&N
- 12:00 p.m. Shotgun Start - Networking Golf Tournament -
Meet in Lobby at 11:15 a.m.;
Bus departs at 11:30 a.m.
- 4:00 - 5:00 p.m. - Workout with AWRF (Strength Training) - Granada B
- 6:00 - 7:30 p.m. - Reception - Cathedral Room

TUESDAY - 21 APRIL 2020

- 6:00 - 6:45 a.m. - Workout with AWRF (Morning Jog)
- 7:00 - 7:30 a.m. - Networking Breakfast - Great Hall S&N
- 7:30 - 8:30 a.m. - Membership Awards & Committee Updates -
Great Hall S&N
- 8:30 - 1:05 p.m. - General Business & Breakout Sessions -
Great Hall S&N/Granada A,B, & CD
- 9:30 - 3:30 p.m. - Tour - Meet in Lobby at 9:30 a.m.
- 1:15 - 2:15 p.m. - Emerging Leaders Meeting - Granada CD
- 3:00 - 4:00 p.m. - Workout with AWRF (Strength Training) - Granada B
- 6:00 - 7:00 p.m. - Reception - Camino Hall
- 7:00 - 11:00 p.m. - AWRF Casino Night - Great Hall S&N

WEDNESDAY - 22 APRIL 2020

- 10:00 - 2:00 p.m. - Yacht Tour - Meet in Lobby at 9:30 a.m.
- 4:30 - 6:00 p.m. - Closing Reception - Cloister Garden

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TUESDAY @ 6 AM & 3 PM

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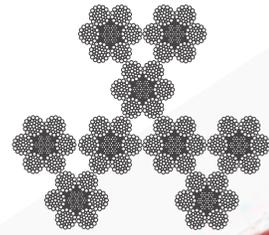
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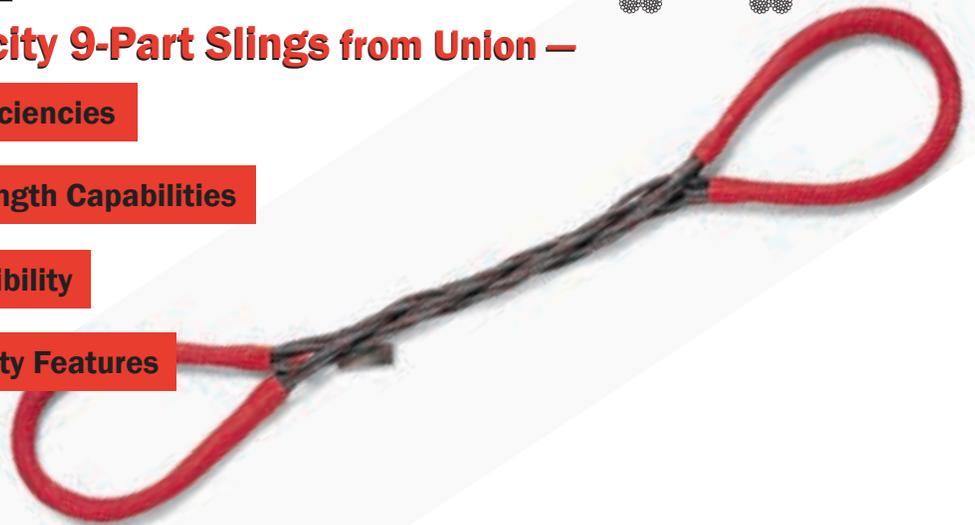
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The Mahoney Group
The Rigging Box
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*Thank you for your
membership!*

WWII “Whirley” Crane Restored as Symbol of Baltimore’s Industrial Past and Future



Article provided by



An iconic Bethlehem Steel crane has been newly restored by Baltimore-area crane and rigging leaders.

The Baltimore Museum of Industry (BMI) recently cut the ribbon on a new South Baltimore landmark: a historic 100-foot crane used at the Bethlehem Steel Fairfield Shipyard during World War II. Its unveiling marks the first phase of a comprehensive community engagement and preservation initiative dedicated to the 125-year legacy of Sparrows Point steel mill, which sits across the harbor from the former shipyard.

Built in 1942, the Bethlehem Steel Clyde Model 17 DE 90 Whirley crane — named for its ability to rotate 360 degrees — sat for decades in disrepair. Now it gleams in a contemporary hue that honors the first coat of green painted in 1942. Museum visitors can drive under the legs of this carefully-restored testament to Baltimore's steelmaking and shipbuilding heritage as they exit, marveling at its industrial history as well as the tremendous multi-year restoration effort.

A 100-foot Emblem of American Wartime Enterprise

This specific model of Whirley crane was a fixture in Bethlehem Steel's prolific World War II shipbuilding output. Enormous in scale, the Whirley crane's 360-degree rotation increased workers' efficiency as they manipulated the 80-foot boom to lift and assemble sheets of steel.

"Our Whirley crane has a proud history, having helped build record-breaking numbers of Liberty and Victory ships during World War II," says BMI Executive Director Anita Kassof. "Preserving it honored that history."

Indeed, Steelworkers at the Fairfield Shipyard used this crane and others to build roughly five hundred ships throughout the war, mass-producing at an unprecedented rate. At its zenith, they launched a new Liberty cargo ship every 35 hours.

The Fairfield Shipyard ceased operations when the war ended in 1945. The crane was relocated to Pier 3 of the Bethlehem Steel Key Highway Shipyard, where it was used to convert naval vessels into commercial cargo ships. Another four decades in service



led to its gradual deterioration from unprotected exposure to the elements.

Securing a Future for the Shipyard Crane

BMI officials first saved the idled crane from the scrap heap in 1991 when they convinced the former shipyard's owners to donate it to the museum. They later launched a campaign to "Save the Crane" from rust and disrepair and received significant investment from Tradepoint Atlantic, a global logistics center that now occupies the site of the former Sparrows Point steel mill.

With additional support from the State of Maryland, the France-Merrick Foundation, and many corporate, foundation, and community donors, they raised more than \$700,000 to restore the one-of-a-kind artifact.

"It's been striking to me how much affection the community has for

our crane," says Kassof. "That was evident in the number of individual donations we received for the fundraising campaign: more than 300 in all, ranging from five dollars to tens of thousands of dollars."

This broad-based support enabled them to take the first step toward restoration in 2016: A crew with Ace Environmental cleared 350 pounds of bird droppings that had accumulated over 25 years. Next, they enlisted North American Millwright (NAM), Eastern Crane, Manolis Painting, and other present-day leaders of industry to redress the structural integrity of the crane, starting by detaching the boom, erecting scaffolding, and blasting away lead paint and decades of rust.

Preserving the Whirley Crane's Historic Integrity

The museum did not need the Whirley crane to function, they needed a symbol of Baltimore's industrial past and future. NAM was given the unique challenge of delivering a historically accurate restoration and ensuring the crane's preservation as a cultural landmark for years to come.

To decide on the specific components to use in the restoration, NAM turned to their longstanding partners and consulting experts at I&I Sling. An innovative manufacturer of custom fabricated slings, hardware, hoists, and more, I&I Sling services the crane and heavy lift industry up and down the east coast.

Continued on page 62





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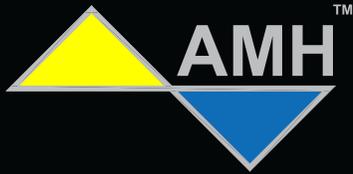
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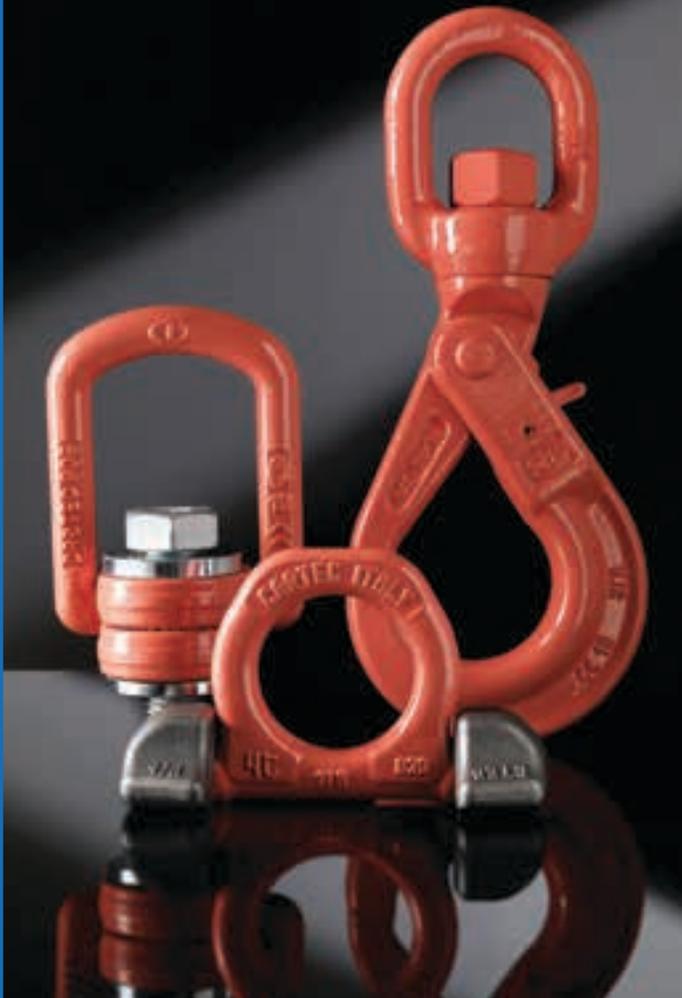


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NEW MEMBERS



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Congratulations and welcome to the following new AWRF Members:

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Manufacturing Member

TW Products

Jessup, MD

Maria Zhang, President

maria@twprod.com

410.824.8377

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Winter Meeting Review

The AWRF Technical Committee (TC) met January 22-23, 2020 in Phoenix, Az. Some of the highlights from the meeting are below.

The upcoming AWRF general meeting is scheduled for April 19-22, 2020 at The Boca Raton Resort & Spa in Boca Raton, Florida. At that meeting the TC will provide presentations, one of which will be a panel presentation on B30.30 Ropes, B30.26 Hardware and B30.9 Slings. To see a list of all the scheduled presentations please go to www.awrf.org events.

Please join me in congratulating Don Pellow (Pellow Engineering) as he retires from the AWRF Technical Committee. Don provided steady leadership as Chair of the AWRF Technical Committee for the last 16 years. During this time the TC has grown in number and expanded to include many new sub-committees. We will miss you Don, all the best! Paul Boeckman (Crosby Group) and Tim Klein (WireCo WorldGroup) will be the new Chairman and Co-Chair of the Technical Committee. Thank you Paul and Tim for agreeing to take on this new roll.

Checkout the new link to Accident Prevention in the member's only section on the AWRF website www.awrf.org. There is an Accident & Product Investigation Check List, a PowerPoint on Responding to Accident or Product Incidents and a 20 minute video on Accident Investigation

& Reporting. (*Many thanks to Mazzella Co. Tony Mazzella and Tom Corall, Advantage Sales Charlie Jaques and Lift-It Mfg Co. Michael Gelskey. How to get there? Go to the AWRF website-members only-important links- scroll down to Accident Prevention*).

Celena Moses' (Van Beest) Sub-Committee, Load Securement, has been doing an outstanding job on gathering information on training, regulations, liability and accountability requirements of The Federal Motor Carrier Safety Administration (FMCSA). These requirements apply to any business using flatbed trucks, vans, etc to move cargo.

Specification for Interior Van Securement Devices (WSTDA-T-5). It's available on their website for public review and comment. Also be aware that a complimentary single-use copy of any WSTDA Published recommended standards or test method can be downloaded at (<https://www.wstda.com/products/standards.cfm>). *Thanks to Celena Moses (Van Beest) and Bob Jasany (Technical Coordinator WSTDA).*

The Next AWRF Technical Committee meeting will be July 15-16, 2020 in Nashville Tennessee at the Westin Nashville. If you are interested in attending please contact the AWRF office.

The History of Weaving

by Janis Rozentals, Weavedesign

Weaving is acknowledged as one of the oldest surviving crafts in the world. The tradition of weaving traces back to Neolithic times – approximately 12,000 years ago. Even before the actual process of weaving was discovered, the basic principle of weaving was applied to interlace branches and twigs to create fences, shelters and baskets for protection.

Weaving is one of the primary methods of textile production and it involves interlinking a set of vertical threads with a set of horizontal threads. The set of vertical threads are known as warp and the set of horizontal threads are known as weft.

Weaving can be done by hand or by using machines. Machines used for weaving are called looms.

Loom originated from crude wooden frame and gradually transformed into the modern sophisticated electronic weaving

machine. Nowadays weaving has become a mechanized process, though hand weaving is still in practice.

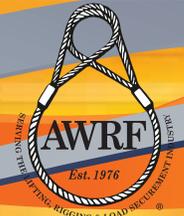
Over 30,000 years ago early man developed the first string by twisting together plant fibers. Preparing thin bundles of plant material and stretching them out while twisting them together produced a fine string or thread.

The ability to produce string and thread was the starting place for the development of weaving, spinning, and sewing.

Stone Age Man's early experiments with string and thread lead to the first woven textiles. Threads and strings of different sizes were knotted and laced together to make many useful things.

Finger weaving, lacing and knotting together of threads by hand, is still used today by many weavers.

During the Neolithic Era mankind developed great skill in weaving cloth. Every household produced cloth for their own needs. Weaving cloth remained an activity associated with the family unit for thousands of years.



RP&G Guidance Documents – What Are They, And Why Does AWRF Produce Them?

The AWRF Technical Committee has been hard at work over these past years generating guidance documents to help rigging shops manage risk. Risk within a rigging shop comes in many forms, both in the products we sell and also how they are made. Ensuring that “industry best practices” are followed is more important now than ever before.

These documents, called Recommended Guidelines and Practices, help fill in the gaps or clarify topics that may be vaguely covered (or not covered at all) by industry standards. To date, the Technical Committee has generated RP&G documents on topics like proof testing of wire rope and chain slings, operation of test beds and swagers, and proof testing of manual chain hoists and lift magnets. RP&G’s are carefully compiled by sub-committees within the Technical Committee, which are made up of industry experts in that particular field. They are then reviewed and approved by the full Technical Committee before being presented to the Board of Directors for approval, and finally brought to the full membership for final vote.

Most recently the Technical Committee and Board of Directors approved the RP&G for Rigging Shop Operation, which will serve as the baseline for the voluntary audit program that will be conducted by LEEA and will begin later this year. This program will further differentiate participating AWRF member companies in the market place, and add more value to being an AWRF member! If you’d like more information on this program, just contact the AWRF office or ask anyone on the Technical Committee or Board of Directors.

All AWRF members are encouraged to become familiar with these RP&G documents, as they were created and intended to help rigging shops manage risk and liability. All RP&G documents are available for download via the members only section of the AWRF website. RP&G documents are just another value added benefit of being an AWRF member company.

By the 11th century many of the weaving patterns used today had been invented. Skilled weavers developed highly specialized cloth.

During this time the task of weaving cloth began slowly to move away from the family unit into specialized work places.

Cloth weaving became a mechanized industry with the development of steam and water powered looms during the Industrial Revolution (1760 – 1815). The invention of the fly shuttle removed the need to have a weaver place the weft thread into the warp by hand.

John Kay of Bury, England, first discovered flying shuttle in 1733 which speeded the process of weaving and the production was almost doubled. A fly shuttle is a long, narrow canoe-shaped instrument, usually made of wood, which holds the bobbin.

The Jacquard Machine was developed in the early 1800s. This revolutionary machine used a punch card mechanism

to operate the loom and is credited as the basis of modern computer science. A textile woven on a loom with a Jacquard Machine can have very complicated patterns.

The technological innovations in cloth production made during the Industrial Revolution dramatically changed the role of the weaver. Large volumes of inexpensive cloth were now readily available. Weaving had been changed to a manufacturing industry. Textile workers were among the founders of the modern labour movements.

Today most of our textile needs are supplied by commercially woven cloth. A large and complex cloth making industry uses automated machines to produce our textiles.

However, there are artisans making cloth on hand looms, in home studios or small weaving businesses, who keep alive the skills and traditions of the early weavers.

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Running Efficiency

by Nicholas Chase

Going out for a run shouldn't be more complicated than lacing up your favorite shoes, grabbing some good tunes and then it's just one foot in front of the other – but there is a lot going on, many things you can control and a few you cannot. Let's take a broad stroke at running economy. While there are many articles out there which break down a seemingly mind-blowing amount of data, I'm only interested in getting you to think about the basic things every runner should know. In my opinion, each runner should at some point, have themselves videotaped running. A well-versed coach or running expert should then perform a slow-motion analysis of this video. Personally, I like to see at least 3 states of running.

1. A regular aerobic jog, where you could have a chat if you wanted.
2. A 100m Hard effort, where you're really giving it your best but not an all-out sprint.
3. The same 100m after a track workout of say, 10 X 400 @ threshold w/ 2' rest.

Why have 3 types of videos? Because believe it or not your stride will change dramatically while you work through your gears and especially as you fatigue. When you're fresh you could probably even fake some beautiful, picturesque running shots if you know what you're doing. But it takes a true champion runner to hold that beautiful stride at the end of a 40k race. If you don't have access to a coach, you can even video yourself and look for some tell-tale signs that you're a bit prone to injury or a slow-down, which I will cover below.

What determines Running Economy? In order to keep this basic, I'll stick with the following:



- 1 - Posture
- 2 - Feet
- 3 - Vo2 Max
- 4 - Strength
- 5 - Proprioception

1 - Posture - Over the past few years with the utilization of standing work stations, it's clear that those who sit for hours up on hours, day after day, develop some issues with their posture. Imagine the damage caused while running, if you aren't able to correct this issue during your run. Picture shoulders rolled forward, butt kicked out. Here is a test you can do to really understand how your hips play a major factor in how you lift your knees.

- Stand up, feet together, shoulders over your hips.
- Gently push your butt back, almost rotating your pelvis forward.
- Try and lift your knee (remember how it feels)
- THEN - with hips pressed forward, lift again - note how much easier it is....

When your shoulders are rolled forward and your hips are rotated forward, it makes for a very restricted knee lift, which basically limits your running capability from the get-go. When I want athletes to really try and align their ankles, hips and shoulders I have them complete this small drill before they start their run.

- Stand tall, feet together, eyes forward
- Press the hips forward slightly as if you're being pulled from your belt buckle
- Place your arms in a streamline position overhead
- Raise to your toes
- Gently fall forward from the pivot point (your toes) - keeping everything tight
- When you feel the need to step out and catch yourself, plant your foot drop your arms and start your run. The initial position you start in should place you body in decent postural alignment for a proud-chested beat of a run.

2 - Feet - Over the years barefoot running and forefoot running have been all the craze and per-usual, that stern belief has fallen back into the shadows and seldom will you see someone running around in Virbram 5 fingers, sandals or just plain old barefoot. The reason isn't because it's a terrible idea but after wearing shoes for so long, we just aren't ready to be full-on running on such hard surfaces like cement or asphalt after years of cushion. Our feet, in many ways, are just weak and if our feet aren't strong enough you'd better believe our knees and hips aren't much better. Culture that grow

Continued on page 88



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AWRF Spring General Meeting Boca Raton, FL

SCHEDULE OF SPEAKERS AND PRESENTATIONS

Monday – April 20th, 2020

- 7:00 a.m. Networking Breakfast & Committee Reports
- 7:30 a.m. Nicholas Chase
- 8:00 a.m. *Synthetic Chain Panel Discussion - Tim Dolezych, Dolezych; Hany Tadrous, Tex Web; Anton van der Zalm, VanBeest B.V.; Moderator: Mike Gelskey Sr., Lift-It*
- 9:00 a.m. Anton Bizzell, M.D. – The Bizzell Group – *The Construction Industry & Opioids: Issues and Solutions*
- 10:00 a.m. Jason Chaffetz – KEYNOTE
- 11:00 a.m. Adjourn

Tuesday – April 21st, 2020 Breakout Sessions

- 7:00 a.m. Networking Breakfast
- 7:30 a.m. Membership Plaque Awards & President’s Address
- 8:00 a.m. Technical Panel – *Updates on B30.30 (Ropes), B30.26 (Hardware), and B30.9 (Slings)*
- 9:00 a.m. Baron Lukas – ExecHQ – *An Uncertain Global Future 2020 UPDATE*
- 10:00 a.m. Lisa Ryan – Grategy, LLC. – *Manufacturing Engagement*



11:15 a.m. – 12:05 p.m. – Session 1
12:15 p.m. – 1:05 p.m. – Session 2

	<i>Granada A</i>	<i>Granada B</i>	<i>Granada CD</i>
11:15 a.m. – 12:05 p.m.	Lisa Ryan – <i>Deep Dive into Manufacturing Engagement</i>	Kate Matz, CPA CVGA, CGMA & Mark Karchner, CPA	Baron Lukas – <i>Leading with Honor</i>
12:15 p.m. – 1:05 p.m.	Lisa Ryan – <i>Gen Z Engagement</i>	Kate Matz, CPA CVGA, CGMA & Mark Karchner, CPA	Tom Corall – <i>Mazzella Technical Presentation Accident Investigation Project</i>

Synthetic Chain Panel Discussion

Tim Dolezych 
Hany Tadrous 
Anton van der Zalm 
Moderator: Mike Gelskey Sr. 

Be sure to attend the **SYNTHETIC Chain presentation** on April 20th at 8:00 a.m. Synthetic Chain is a revolutionary technology for users involved in load handling and load securement activities.

An international panel will present an overview of Synthetic Chain from a material and construction perspective and will also present information on proper use, inspection and removal from service criteria.

Think back to the early 1970’s. Web slings were just making their appearance in the North American. A few years later, roundslings invaded. The initial attitude for both products was skeptical. Don’t be skeptical, be informed and stay informed!

This GENERIC Chain Sling presentation is brought to you by the Technical Committee of the Associated Wire Rope Fabricators. Knowledge is power and the AWRF always strives to provide vital information to their members to promote safety and innovation.

Jason Chaffetz

Key Note Speaker

Fox News Channel Contributor, Former U.S. Congressman (UT), Former Chair Oversight & Government Reform Committee, Fellow; Harvard Kennedy School of Government

Former Congressman Jason Chaffetz is a Fox News contributor and author of the New York Times bestsellers *Power Grab: The Liberal Scheme to Undermine Trump*, *The GOP and Our Republic* and *The Deep State: How an Army of Bureaucrats Protected Barack Obama and Is Working to Destroy the Trump Agenda*.

Chaffetz was elected to Congress in 2008 and served until 2017. He was selected by his peers to be a Chairman of the powerful Oversight & Government Reform Committee, where he led investigations into the United States Secret Service, the Department of Education IT vulnerabilities, the Drug Enforcement Agency, the Office of Personnel Management (OPM) data breach, the Environmental Protection Agency, the Benghazi terrorist attack, Fast & Furious and the IRS scandal.

Prior to Congress, he was Chief of Staff to the Governor of Utah. A former placekicker on the Brigham Young University Football Team, he earned his BA in Communications in 1989 and then joined the local business community for 16 years before entering the public sector.



Baron Lukas

Baron Lukas

Colonel, U.S. Marine Corps (Retired)

Principal, ExecHQ

(CEO, Corporate Governance, Leadership and Strategy Development, and Executive Coaching)

Civilian Career

Upon retirement from the military in 2007, Baron joined Western Commerce Group as Managing Director. Western Commerce Group is a regional M&A investment banking, private equity, wealth management, and consulting group based in Fort Worth, Texas. In 2008, Baron was asked to join HSC as its COO. HSC is a privately held oilfield, industrial, and mining supply, services, and manufacturing company with more than 20 locations nationwide. Baron stayed with HSC until August of 2014, when he founded Vital Strategies Management Consulting. Vital Strategies was an advisory, management consulting, coaching, and keynote speaking firm specializing in helping businesses, financial institutions, leadership teams, and executives improve performance and achieve their goals. Because of his professional engagement as a consultant for ELS, Baron was asked to join their leadership team as CEO in April of 2016. Based in Abilene, Texas, ELS is a sales, distribution, engineering, and service company that has been the premier distributor of the nanoActiv® family of advanced nanoparticle technologies for the oil and gas industry, designed to improve production in new and existing oil and gas wells. Baron left ELS in August of 2019, and joined ExecHQ in November of 2019.

Military Career

Baron spent 27 years as a commissioned officer and fighter pilot in the U.S. Marines. He served in numerous command, operational, training, staff, and intelligence positions. These included command of an F/A-18 and KC-130 aircraft group, two graduate level teaching positions (specializing in leadership and ethics, strategic planning, and operational art), a diplomatic and intelligence position (focused on the states of the former Soviet Union and the Balkan region during the conflicts in Bosnia and Kosovo), an aircraft mishap investigator, and a TOPGUN trained flight and tactics instructor. He also served as one of the Marine Corps' primary mission planners and strike leaders for Operation Desert Storm, flying the F/A-18 Hornet.

Personal Life

Baron and his wife Tanya, an award-winning author, live on a small ranch just west of Fort Worth, Texas. They enjoy international travel, activities involving the great outdoors, and spending time with each other and their beloved canine, equine, and feline companions (not to mention a few Belted Galloway beef cattle). Baron and Tanya have three adult children and two grandchildren who are scattered across the globe.

For more information on Baron Lukas: Phone: 817-851-3264 – Email: Lukas.juergen@gmail.com www.linkedin.com/in/juergenbaronlukas

Lisa Ryan, CSP, Chief Appreciation Strategist, Grategy

As a Certified Speaking Professional (CSP), an award-winning speaker and author of ten books, Lisa Ryan, CSP, works with her clients to develop employee and client engagement initiatives and strategies that keep their top talent and best clients from becoming someone else's.

Lisa's expertise includes: strengthening workplace culture, improving employee engagement, increasing customer retention, and initiating gratitude strategies ("Grategies") for personal and professional benefit. Lisa's participants enjoy her high energy, enthusiastic delivery and quick wit and they leave the session with ideas they are committed to acting on immediately to make positive workplace culture changes.

Lisa costars in two films with other experts including Jack Canfield of "Chicken Soup for the Soul." She is the Past-President of the National Speakers Association, Ohio Chapter and holds an MBA from Cleveland State University.



Relevant Experience

- Keynote, breakout or workshop speaker at more than 100 national and international conferences
- Thirteen years of industrial marketing and sales experience, including seven years in the welding industry – and yes, she does weld
- Host of "Elevate Your Engagement Levels: What You Need to Know" on the Elite Expert Network and the C-Suite Network
- Creator of "The Seven Mistakes Managers Make to Crush Company Culture" video series
- Best-selling author of ten books, including "Manufacturing Engagement: 98 Proven Strategies to Attract and Retain Your Industry's Top Talent"
- Award-winning speaker



Anton C. Bizzell, M.D.

Anton C. Bizzell, M.D., President and CEO of The Bizzell Group, is a nationally recognized expert in substance use disorders who has more than 25 years of combined analytical, research, clinical, policy, and management experience with private and public organizations and agencies within Health and Human Services (HHS), including National Institutes of Health (NIH) and Substance Abuse and Mental Health Services Administration (SAMHSA). He has focused his career on advancing quality and access to evidence-based medical and behavioral health services. Dr. Bizzell has led efforts in the area of prescription drug use and substance use disorders for SAMHSA, which included collaborating with other federal agencies such as NIH, the Food and Drug Administration (FDA), the Drug Enforcement Administration (DEA), the White House Office of National Drug Control Policy (ONDCP), and other federal, national, state and professional organizations. In addition, he provided medical and clinical advice for the 1600 methadone treatment programs in the U.S., and oversaw national regulatory and educational efforts on buprenorphine, a medication-assisted treatment for individuals dependent on prescription drugs containing opioids.

Dr. Bizzell has extensive experience developing partnerships with and collaborating with business, academic, health professional, and community-based organizations. Dr. Bizzell, a U.S. Chamber of Commerce Foundation Fellow, serves as the substance use disorders expert advising The Foundation's Sharing Solutions campaign, where he leads discussions with business leaders and communities developing solutions to help employers address the opioid crisis in the workplace.

Dr. Bizzell received his M.D. from the University of Virginia School of Medicine and his postgraduate training in family medicine from Howard University Hospital in Washington, D.C. He continues to serve on the faculty of Howard University College of Medicine in the Department of Community Health and Family Practice as an adjunct faculty member. Dr. Bizzell is extensively involved in community outreach with the Boys and Girls Club of Greater Washington-Prince Georges County Region and Alpha Phi Alpha Fraternity, Inc., where he serves as the President of the Delta Lambda Chapter, and previously as the National Chair for the Medical Advisory Board, the Health and Wellness Committee, and the Alpha American Cancer Society Initiative. He is also a board member for the March of Dimes Maryland territory.

Kate Matz, CPA CVGA, CGMA

Kate Matz, CPA, CVGA, CGMA is a partner with William Vaughan who brings over 15 years of experience as a leader and mentor. Kate has extensive experience in analyzing organizational and operational efficiencies, strategic planning, resource optimization, M&A transactions and financing options. Kate strives to understand her clients' needs from a hands-on perspective. As a result, her clients have come to rely on her practical business guidance and assistance in meeting their objectives.



Specific experience

- Collaborates with executive and management teams on financial reporting, operations, internal procedures, budgeting and cash flow forecasts to enhance efficiencies
- Assesses strategic financial position to ensure an accurate understanding of key fiscal conditions
- Evaluates clients' internal control structures and develops recommendations to strengthen
- Provides value-added recommendations related to institutional equity financing, as well as various debt financing structures

Involvement

- Chartered Institute of Management Accountants (CIMA)
- American Institute of Certified Public Accountants (AICPA)
- Ohio Society of Certified Public Accountants (OSCPA)

Education

- University of Toledo (Toledo, Ohio)
- Bachelor of Business Administration in Accounting
- Master of Science in Accountancy

Mark Karchner, CPA



Mark Karchner is a partner with William Vaughan Company more than 30 years of diversified business experience across multiple industries. He serves as a strategic business advisor with regard to the growth and realization of business value including succession planning, acquisitions, and divestitures. Mark has participated in more than 150 M&A, restructuring and succession transactions and brings a straightforward and practical approach based on meaningful experience.

In addition to over 20 years in public accounting, Mark spent 10 years in senior level financial and operational positions in industry. He began his career at a Big 4 firm leading the delivery of assurance and advisory services to significant companies, and lead the successful development and growth of a transaction advisory practice.

Specific experience

- Assists organizations with strategies and alternatives surrounding increasing and realizing business value and effective transition of ownership and management
- Provides strategy, coordination and execution assistance with both sell side and buy side M&A transactions including pre and post-transaction matters
- Identifies practical solutions for complex financial reporting and control matters
- Offers value-added recommendations to organizations dealing with business and financial challenges, including financing and capital requirement

Nicholas Chase

After 10 years Active Duty in the United States Air Force, Nicholas Chase decided to set out on a professional career in triathlon; both as an athlete and coach/business owner. As owner of TRIBAL Multi-Sport with over 5 years of professional racing and athlete development, he has an incredible grasp on what it truly takes to excel with performance and overall health. Nick has competed in over 55 triathlons while traveling the world, earning podiums and top-placing among the best in the business. As a coach, Nick focuses on communication with each athlete, and balancing training stress with life stress. Finally, as an avid food lover, Nick has plenty of knowledge when it comes to food choices, which can help add value to any training program. While in the military Nick managed the physical fitness program for over 500 Airmen and helped those who struggles to pass physical fitness testing. He loves what he does and will go above and beyond when it comes to helping athletes break through limitations that restrict performance. Nick has just officially joined the Pewag Racing team for 2018 and considers it one of his bigger accomplishments to date.



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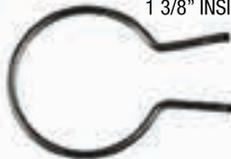
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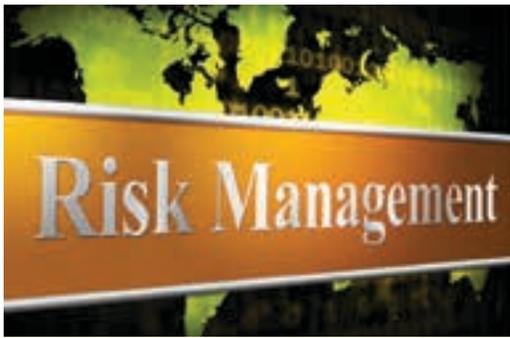
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Technical Committee

Sub-Committee (RMSC)

by Mike Gelskey Sr.

Many AWRF members do not know that the Risk Management Sub-Committee (RMSC) exists or what it does. The RMSC was formed in 2005 and as part of the AWRF Technical Committee to provide information for the mitigation of exposure and the defense of liability arising from product claims and other liability issues.

The RMSC has presented several educational sessions at the semi-annual conferences to educate AWRF members in the importance of proactive measures. Often the best offense is a strong defense and the RMSC assists AWRF members respond to liability issues by presenting proactive measures that members may choose to apply and can also provide referrals to expert witnesses and legal counsel.

The RMSC is chaired by Michael J. Gelskey, Sr., Founder & CEO- Lift-It Manufacturing Co., Inc. and the subcommittee members are: Don Pellow, J. Barry Epperson, Jeff Gilbert, Brett Woodland, Scott St. Germain, Mark Kowalick, Knut Bushmann, Tony Mazzella, Tom Corall, Charlie Jaques and Robert Jasany.

Many AWRF members have been contacted by a customer claiming that a sling or tie down “failed”. The best possible situation is when the customer requests a warranty replacement, and there is no injury or property damage. In other instances, a process server delivers a notice to the manufacturer and/or distributor naming them as a defendant in a product liability lawsuit. The long, arduous process begins and more often than not, the claim is one that ultimately was not a result of defective materials,

faulty design or manufacture. In the final analysis the claim turns out to be a “clear-cut” case of improper use. You will soon learn and appreciate the irony of the term, “clear-cut”.

The recent trend in product claims seems to be predicated upon failure to warn, failure to train or may be based on an inadequate hazard analysis. These types of claims are far more subjective and are much easier for a plaintiff to litigate for a favorable outcome when compared to a much more objective claim based upon the facts of a material or design defect.

Slings and tie downs are degraded and damaged when direct contact occurs with potentially damaging corners or edges (that need not be “razor” sharp) or with surfaces that are not deemed excessively abrasive. Tensile and compressive forces can combine making a seemingly innocuous edge or corner one that may produce a total separation of the sling or tie down strength component. For the purpose of this article, a strength component is any load-bearing element of the sling or tie down such as chain, wire rope, synthetic rope, webbing or roundsling core yarns.

When tension, compression and “movement” combine SERIOUS INJURY and/or DEATH may occur. Movement = non-positive sling or tie down engagement with the load whereby slings or tie downs slide across load edges/surfaces and/or the load slips and slides across slings or tie downs.

Abrasion damage (the mechanical wearing or scuffing of surfaces from frictional movement between two objects) can also occur as slings or tie downs are used and exposed to tension, movement and/or vibration. The cause and the appearance of abrasion damage

vastly differs from cutting damage. **Cutting and abrasion damage from misuse are often incorrectly referred to as “product failures”.**

When slings or tie downs are tested to destruction, the tensile break of the synthetic strength component is not linear in appearance and does not manifest itself in the square end (linear) fiber separation of hundreds, if not thousands of many small, independent fibers that are less than the diameter of a human hair.

When synthetic slings and tie downs are pulled to destruction the area of separation resembles an explosion of yarn fibers which are irregular, convoluted and NEVER resemble a linear “cut” made up of countless yarn fibers with square end (linear) fiber separation, which would have had to occur at the exact same time!

Square end (linear) fiber separation and/or abrasion degradation is a direct result of contact with damaging edges, corners or surfaces. **Protecting slings and tie downs with materials of sufficient strength, thickness and construction from cutting and abrasion damage is a very vital part of proper usage and is mandated by OSHA regulations and ASME guidelines.**

What may be confusing is a total separation of a synthetic strength component that has a combination of square end (linear) fiber separation of a portion of the strength component while at the same time exhibiting what appears to be a tensile break in the remainder of the strength component. This particular anomaly may occur from a result of undetected, cutting damage that during use effectively “overloads” the undamaged portion of the strength component, ultimately producing a tensile break in the

undamaged portion of the strength component in an area proximate to the undetected damage.

The combination of tensile break and square end fiber separation may also occur when there is no prior damage but contact with a damaging edge or surface is made and under tension the portion of the strength component making contact with the damaging edge is cleanly cut and subsequently “overloads” the remaining portion of the strength component resulting in a strength component tensile break.

While synthetic slings and tie downs are the primary focus of this article, it is critically important that sling users are trained to properly use sling protection devices and to know that even more robust sling and tie down components (wire rope and alloy chain) may also be damaged by cutting and abrasion. Rags, gloves, cardboard, carpet, plastic corner protectors (available at many truck stops) and fire hose are not sling protection options for properly trained users and qualified persons.

Cut proof slings and cut proof sling protection do not exist. Cut resistant sling protection is readily available but must be properly used at all times to prevent sling and tie down damage. Manufacturers should provide sling protection ratings, just as they provide ratings for slings and tie downs as well as information and training for the proper use, inspection and removal from service criteria for slings, tie downs and sling protection devices.

Even if ratings, proper use and inspection information were not mandated for slings and tie downs, it would seem that responsible manufacturers would certainly provide this. If providing basic information makes sense for slings and tie downs, it stands to reason that

sling protection users, who in an effort to do what is not only mandated but prudent should not have to determine sling protection adequacy through a process of trial and error process.

It is extremely important that sling and tie down manufacturers and distributors are aware of the differences between the separation of sling and tie down strength components resulting from improper use and the deliberate separation of sling and tie down strength components that have been subjected to destruction testing in rigging shops and test facilities.

Improper use may include but is not limited to the absence and/or inadequacy of sling protection, the use of damaged slings and tie downs, overloading due to inadequate consideration of tension from non-perpendicular use, shock loading or pulling against objects that are stuck, or become snagged during load handling.

It is equally important to educate sling and tie down users, loss control, safety and training professionals as well as defense and plaintiff’s attorneys in not only the causes but the appropriate measures that must be taken to prevent sling and tie down damage. Any incident in which sling or tie down strength components exhibit square end (linear) fiber separation must never referred to as sling or tie down “failure”.



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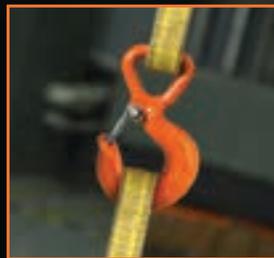
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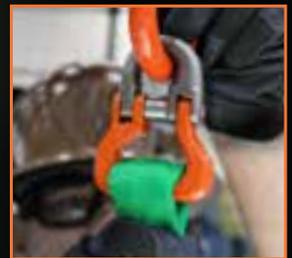
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ACP-TURNADO

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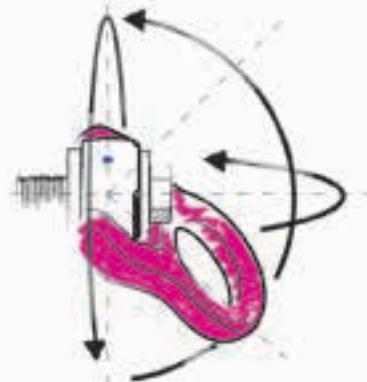
ACP-TURNADO the world's first lifting point that adapts to the load!

With conventional lifting points, especially in the 90° side load use, the lifting ring sometimes stays in the upright position when the lifting procedure starts. This leads to dangerous transverse loading.

The RUD ACP-TURNADO reacts actively and avoids self-contained the "worst-case-scenario" area with this high transverse loading. Its ingenious spring mechanism turns the lift ring automatically into the direction of an optimal force transmission. No tilting. No unintentional reverting.

UP TO 30% MORE WORKING LOAD LIMIT.

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- There's no unfavorable directions of force in the Turnado lifting point during hoisting.
- Helps users to prevent situations that are critical to safety or cause transverse stress that reduces the load bearing capacity, so-called "worst-case-positions".
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Scan to watch the Turnado video.
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Chairs of the Technical Sub-Committee

Timothy W. Klein, PE - Wire Rope and Wire Rope Sling Sub-Committee Chair



Timothy W. Klein, PE is the Chairman of the Wire Rope and Wire Rope Sling Subcommittee. The Sub-Committee is responsible for all information related to the wire rope products and their applicable standards. The members of the Sub-Committee come from various industries and provide a wide range of expertise in

the lifting market. The goal of the Sub-Committee is to ensure the membership has knowledge of the current technology of the wire rope market, new and existing standards, historical information, and to provide testing recommendations for applicable products that will benefit the AWRF Membership. The Subcommittee is currently working to make information about High-Performance wire rope more commonplace in today's marketplace.

Tim is the Director of Global Engineered Fabrications for WireCo World Group. He earned his Bachelor and Master of Science degrees in Mechanical Engineering from the Missouri University of Science and Technology. He is a licensed Professional Engineer in several states in the US as well as Canada. While with WireCo Tim has worked in several capacities in the Technical Service group and worked on several structural cable system projects throughout North and South America. Tim has published multiple journal articles and has presented technical papers at symposiums and conferences around the world. Tim currently serves on the American Society of Mechanical Engineers B30.9 Subcommittee, the Wire Rope Technical Board, along with the Wire Rope and Sling Subcommittee for the American Wire Rope Fabricators Association.

Tim Lewis Chain and Chain Sling Sub-Committee Chair



I have been an employee of Columbus McKinnon for the past 35 years. During these 35 years, I have had the privilege to hold various jobs at the chain plant, as well as, marketing and product management for the Rigging division of CM.

I am currently the representative for Columbus McKinnon on the NACM (National Association of Chain Manufactures) Board and I am the Chair of the Chain and Chain Sling Sub-Committee of the AWRF Technical Board. Through these jobs and opportunities, I have gained valuable

knowledge of the Rigging Industry, and continue to learn something new each day. I enjoy the opportunity to serve and share my knowledge, along with the others who also volunteer their time and knowledge, to this valuable group.

I currently reside in Lexington, Tennessee.

Mary Brett Communications Sub-Committee Chair

The Communications Sub-Committee was formed to update AWRF members on the activities of the AWRF Technical Committee. This committee provides articles to Slingmakers and content for AWRF social media channels.



Committee Chair, Mary Brett has been in the industry for over 25 years. Shortly after joining the Technical Committee in 2008 the Communications Sub-Committee was created and AWRF became active in social media. Mary was also on the AWRF Board of Directors from 2009-2015 and is a Past President of the organization.

Mary is one of the proud owners of National Industrial Supply Co (NIS). NIS has been serving the lifting and rigging community since 1982. NIS specializes in on-site inspections of rigging equipment and cranes.

Tim O'Rourke, Strider~Resource - Information Resources Sub-Committee Chair

The IRSC is responsible for collecting and disseminating pertinent information to our membership. Our most recent achievements include opening AWRF RP&G's to the industry in the interest of promoting safety through proper practices as well as the inherent value in the AWRF, it's technical committees, and becoming an active member. A growing database of industry related organizations and resources can be found in the members only section of the AWRF website.



Strider~Resource was established in 1977 by my father Gary, specializing in new and innovative products and processes for the lifting and rigging industry. I have grown up in the industry, and the AWRF, and have two young boys, Basil and Hugo who one day I hope will take Strider to the third generation and beyond, always innovating along the way.

Continued on page 79



Engage! Three Strategies to Keep Your Top Talent from Becoming Someone Else's

by Lisa Ryan

Lisa Ryan helps organizations who want to keep their top talent from becoming someone else's. She is the Founder of Grategy and is an award-winning speaker and best-selling author of ten books, including "Manufacturing Engagement: 98 Proven Strategies to Attract and Retain Your Industry's Top Talent." Learn more at www.LisaRyanSpeaks.com

Yes, creating an engaged workforce is important, but how do you do it? Here are three ways you can engage your employees and create a culture of appreciation in your business.

Build trust. Trust is the foundation on which you build your culture. If there is no trust, nothing else matters. Your company culture took a long place to get to the point that it is right now, and it's not going to change overnight. What often happens to leaders is that they suffer from a condition called BSO - Bright Shiny Object Syndrome. After attending a seminar, conference, or industry event, they discover "the next big idea" to increase engagement. Managers then excitedly implement these new strategies, but when they don't see immediate results, they discontinue the program.

Because employees are used to managers chasing BSO's, they know that it only takes a few weeks for things to go back to "normal." Employees won't trust you until they see consistency in your actions.

Trust takes a long time to build, and it can be erased in a moment. The deadly eye roll, the lack of follow-through, and not setting the example that you want to see within the organization are all things that destroy trust. When you, as a leader, commit to making a change no matter how long it takes, you are well on your way to creating a culture of trust.

Invest in training. Help your employees become better tomorrow than they are today. This means investing in their personal and professional development. Out of all the attributes that potential employees are looking for in their next job, one of the most important is

the opportunity to grow and develop. Some managers feel that spending money on training is a waste of resources. Those managers may say, "Why should we spend money to train our employees, they're just going to take what they learn and leave anyway." And, while in a few cases that is true, here is a little food for thought. What if you don't train them, and they stay? What you'll find is that when you invest in your employees, they will work harder for you.

Acknowledge positive action. Catch your employees in the act of doing things well. In other words, find ways to acknowledge, appreciate, and applaud the efforts of your team members. Mother Teresa once said, "We are more starved for appreciation than we are for bread." Showing appreciation is just as valid at work as it is at home.

Research by Marcial Losado finds that high performing teams work with a 6 to 1 positivity ratio. This statistic means that for every one negative comment that employees hear, they hear at least six positive reactions. These opinions are not necessarily, "Yea! Everything that you do is perfect," but rather, "That's a good start of an idea, let's see how we can build it from here." It's respectful communication. In an average performing team, there is a 3 to 1 positivity ratio. At this point, the company is barely surviving. Employees are doing just enough work so that





Cargo Lift USA Announces the Opening of their new Rigging Shop in North Dallas, TX.



With 7 locations in Mexico the North Dallas location represents the company's first location in the U.S.

Dallas, Texas: Feb. 24, 2020 -- Cargo Lift a company dedicated for manufacturing and selling of products for lifting and securing of cargo is expanding and starting a U.S. operation in March 2020.

With more than 12 years' experience Cargo Lift origins started in Mexico City and with 7 different locations the company is happy to introduce their new location in North Dallas, TX. on 985 TX-121 BUS, Suites 301 & 302, Lewisville, TX, 75057.

In 2019 the company decided to set foot in the American market because of two main factors: the U.S. great economic situation & growth potential as well as being a natural market to grow because of the proximity to Mexico.

Cargo Lift success has mainly been based in Its philosophy to have at least one evident advantage on all the products and services offered; its vision of long-term relationships with its suppliers; and its commitment in giving the best possible client service.

The new Cargo Lift location will be manufacturing Wire Rope Slings, Chains Slings, Synthetic Web Slings and Cargo Control Products, as well as distributing products from world renowned brands such as Washington Wire Rope, Van Beest, Terrier, Modulift, Laclede, Straightpoint, Tractel, Verope, CM, Elebia and TKA Cranes. Also, specialized services will be offered such as Safety & Lifting courses; RFID Inspections and Rupture and Tension Tests.

For more information about Cargo Lift's products and services go to www.cargoliftusa.com.

they do not get fired, and the company is probably paying them just enough so that they do not quit. It's an even balance. Finally, on a low performing team, there is a .3 to 1 positivity ratio. People on a low performing team are hearing three times more negative remarks than they are positive comments. That doesn't work.

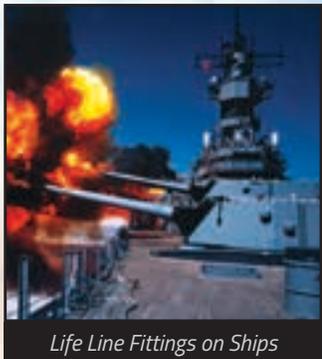
Stop trying to always fix what's broken and instead, acknowledge what's working. What gets recognized gets repeated, so if you want your employees to behave productively, let them know you notice their good work. The chances are good that they will like the positive feedback and will look for ways to get more of that.

When you give positive feedback, don't just say, "Great job!" Be specific so they know that you were paying attention to them. Look for ways to recognize your employees in the way that they like to be recognized. Some of your employees will love public applause, while others will hate it. Maybe for those more reserved employees, you'll set up a one-to-one conversation with them. Written notes are also a terrific way to connect. When you tell someone you appreciate them you create a wonderful memory, when you write it down, you create a treasure. A well placed a Post-It notes can make all the difference in someone's day.

To get started, sit down with your leadership team and determine the type of culture that you want to create. Don't focus on the things that you "should" do, but rather the unique things that make your workplace a great place to work. And then, choose one or two of the top ideas that you will commit to doing over the long term. Then do it.

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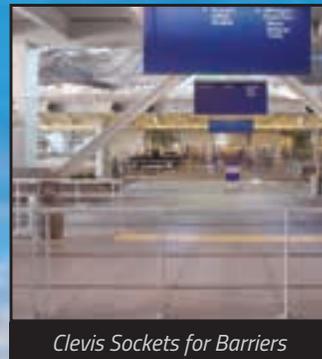
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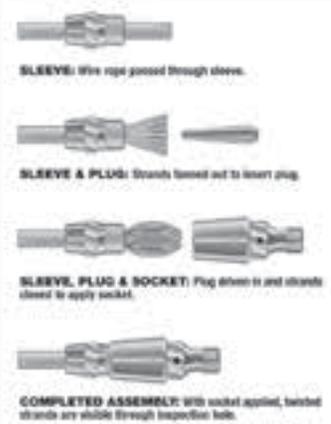
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Alaska Rubber Group Acquires Arctic Wire Rope

Anchorage, Alaska: Alaska Rubber Group is pleased to announce it has expanded their capabilities and customer service with the acquisition of Arctic Wire Rope & Supply, Inc, an Alaska company based in Anchorage.

“We are pleased to join forces with Alaska Rubber Group and use our 37 years of business experience to add value to the company. The most compelling reason for me was selling to an employee-owned company or ESOP, thus giving my dedicated employees part ownership in a much larger company and giving them a stake in the outcome.” said Eric McCallum, Arctic Wire Rope founder. McCallum will be staying on as General Manager of Arctic Wire keeping the same high-quality customer service customers have come accustomed to receiving. Arctic Wire Rope, the 2006 Alaskan Manufacturer of the Year, specializes in customizing rigging for any job, large or small, including custom slings, chokers and bridles.



Mike Mortensen, ARG COO, Eric McCallum, Arctic Wire Rope, Founder & GM, Janeece Higgins, ARG President

“With the addition of Arctic Wire Rope, the Alaska Rubber Group now has five locations in Alaska and five in Washington and 135 Employee Owners. Our combined expertise and resources will allow us to serve all our customers’ needs. in rigging, industrial and hydraulic hose, and fittings” says ARG President, Janeece Higgins.

About Alaska Rubber Group: Established in 1980, Alaska Rubber Group is the largest retailer and wholesale distributor of industrial and hydraulic hose, fittings and related products in Alaska. The Alaska Rubber Group employs over 135 people and is 100% Employee-Owned.



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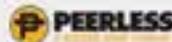
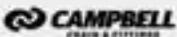


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Technical Question Answered

A question was presented during a recent WSTDA Web Sling Technical Committee. It was, are there any harmful chemical effects to the webbing fibers by using a marking pen, such as a Sharpie, on the webbing during the fabrication process of a synthetic web sling? A most common practice among manufacturers.

Soon afterward I had several correspondences with Newell Brands Office Products, parent company of Rubbermaid Company and leading brands of marking pens including Sharpie. They stated that the solvents in the UNI Paint markers will not attack either polyester or nylon fibers. In requesting a Material Safety Data Sheet (MSDS) I was referred with a link to a listing of safety data

sheets. It read in small part “OSHA has consistently taken the position, in various rulemaking documents and interpretation letters, most office products (such as pens, pencils, adhesive tape) to be exempt under this provision of the rule either as articles or as consumer products. Markers also fall into these exempted categories”. As such, a Material Safety Data Sheet was not available.

While the manufacturer of the marking pens is clear, in that, the chemicals contained in the marking pens will not harmfully effect polyester or nylon fibers, WSTDA has not conducted its own testing to confirm or refute that claim.

Robert (Bob) Jasany
Technical Coordinator
Web Sling & Tie Down Association

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Why Resumes Should be the Last Thing You Consider When Hiring



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.

You shouldn't care about a prospective employee's resume. Most of you reading this probably find this statement startling at the least, even shocking or downright sacrilegious. After all, resumes tell us everything we need to know about a candidate, don't they? Unfortunately, the answer is no. A resume is nothing more than an intelligence briefing prepared by the subject of the briefing. As such, resumes only tell you what the job candidate wants you to know and not what you need to know.

Before we get into what you should be looking at when hiring let's discuss the 2 pieces of useful information you can glean from any resume.

1. Positions held – this is what everyone keys on, the assumption is that if they did the job somewhere else they can do the job here. Every company has different requirements for jobs with the same title. A foreman at a construction company “A” may be asked to do more than a foreman at a construction company “B”. In reality, the only thing that we know is that someone trusted the candidate to do the job, not how they did the job, the skills required nor what the expectations were for the job. Depending on how specialized the position you are hiring for maybe, a candidate's

past experience may indicate a minimum level of qualification but this is not sufficient information to make a hiring decision.

2. How long someone held a position – frequently this is the most revealing information. If a candidate is moving around too frequently that is a red flag. It doesn't mean avoid at all costs but it does mean proceed with caution. There may be valid reasons for frequent turnover but if you are looking to find someone that you hope will be permanent and long term there is cause for concern. As Dr. Phil McGraw says, “the best predictor of future behaviors is past behaviors”.

So what do you need to know? The single most important question is whether or not there is a cultural fit between your company's culture and a prospective team member. This doesn't mean a successful candidate does not need to meet other requirements it means the successful candidate must meet this requirement.

When I joined my first U.S. Navy fighter squadron I was excited but I quickly started to feel a little like a fish out of water. I was never really comfortable. When I went to a new squadron, everything changed. My experience was more enjoyable, I looked forward to going to work and subsequently, I was more effective at my job. The exact same job, in 2 different organizations with 2 different results. The difference was the culture.

A company's culture is a conglomeration of its values, traditions, and purpose. Whether intentional or not, regardless of size, your company has a culture. Without purposeful guidance, your culture will form as you grow and add



team members. Without thoughtful intent, your values and traditions can diverge from your purpose. To be effective, these 3 items must be aligned and that requires planning and implementation by senior management. I will discuss how to create a culture in a future blog.

Once you have your culture defined and created it becomes imperative that you test prospective candidates to see if they will fit in and enhance your culture and company or if they will be an outlier that at best doesn't participate or isn't comfortable or, at worst, maybe an active cultural saboteur.

Most companies will simply describe the company's traditions during the interview as a way to test for cultural fit. For example, a company called "Greatest" does a fitness, health or happiness exercise every Friday. They may say during the interview "Every Friday we have a fitness, health or happiness exercise for the entire company." Whereas these traditions may be attractive to some the problem I have is that handling it this way leaves the decision to the prospect. Instead, I would ask the prospect "what's your ideal non-work day look like?" If they describe sedentary activities or non-healthy eating, probably not a good fit. Here are 3-ways to test for a cultural fit



3 Interviewing Techniques to Test for a Cultural Fit

1. **Test for a purpose:** Ask the candidate what they enjoyed about their previous jobs, how the job fulfilled them. Go through several past jobs to establish a baseline. Then ask them what they expect to get out of working with your company. What personal need, besides that of having a job, do they see your company fulfilling. Listen for inconsistencies and explore this deeply. Make sure the candidate's imagined reason for fulfillment is aligned with your company's purpose.
2. **Test for Values:** If you have identified your company's values then you need to next identify your candidates. Ask the candidate questions designed to reveal the presence or absence of your value. One common company value is integrity. To test for this I ask a candidate, "Tell me about a time you were asked to do something you were uncomfortable with doing." Listen to the answer and explore why they were uncomfortable, asking yourself the entire time if they demonstrated integrity, i.e. were they true to their own values in how they handled the situation or were they malleable. Come up with one question like this for each of your company values and score your candidates on whether or not they demonstrate your values. Determine ahead of time how many values a successful candidate must have and if any of your values are a must have.
3. **Test for Traditions:** Describe your traditions, if possible not as a company tradition but as a generic event and ask the candidate how they would react or enjoy such an event. For example, the company Greatest, I might just say "Every now and then my friends and I get together to work out or discuss healthy eating. Would you be interested in joining us?" By making it focused on me and not the company, they may say "that's not really my thing". Good to know. If I said "the company does this every week" the savvy candidate, wanting the job is going to say they are going to participate, even though they may not enjoy this tradition. If you don't make it obvious these are company traditions you will get a more honest response.

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



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Doug Wetzel Retires

Bishop Lifting Products is proud to announce the retirement of one of our outside salesman, Doug Wetzel. Doug made his career in the wire rope and rigging industry.

After moving to Houston in 1981 from Cleveland, he started work for Otis Dufrene with SW Sling Center. After about 5 years and multiple layoffs due to the oil and gas downturn in Houston, he moved to Southwest Wire Rope in 1986. After 17 years with Southwest Wire Rope, Doug decided to explore other opportunities within the industry. He met with David Bishop and the rest is history. Doug has been



Doug Wetzel on the left and Harold King on the right

with Bishop Lifting Products for 17 years and has been an extremely valuable asset to the sales team. Doug Wetzel said "I've sold miles and miles of wire rope... High Performance boom and hoist ropes, to standard drill lines, to barge pre-slinging ropes. When I started there were only 6x26, 6x36 & 19x7 non-rotating. Man has wire rope come along easy since then!"

Harold King, current President of Bishop Lifting, says "I remember giving Doug his first tour of the Bishop facility on Harris drive. He wouldn't agree to work for BLP until he saw the facility!"

Your family at Bishop Lifting is going to miss you Doug. Happy birding and enjoy retirement!

TELE PRO



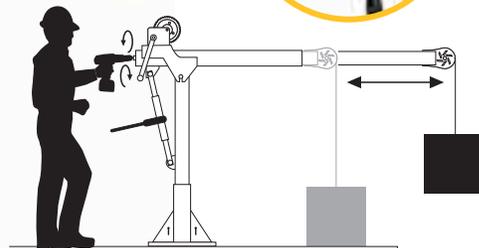
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Modulift Modular Spreader Beams – the genuine article!

When Sue Spencer, Technical Director for Modulift, designed the first ever modular spreader beam nearly 20 years ago, she knew that she had a market leading product on her hands, and so began the rise of the Modulift brand.

Modulift are well known across the globe, through their worldwide network of distributor partners, for their core range of high quality off-the-shelf products, which include the popular originally designed modular spreader beams and modular spreader frames that are interchangeable. The original modular and pin-ended design concept that Modulift came up with provides an efficient and flexible lifting system that can be adjusted to adapt to meet varying project requirements.

This efficient modular space-saving design also makes their products perfect for exporting components around the world using standard shipping containers or via roadfreight, helping to keep the carbon footprint as low as possible.

Standing the test of time

Modulift's long-proven core products are well known throughout the industry, having an exceptional reputation for quality and endurance. Due to the high level of QA and tightly-held in-house manufacturing processes, Modulift's products have stood the test of time – therefore customers can be assured that any product bought today will fit any product of the same MOD size that was built nearly 20 years ago, and with the same level of high quality. Therefore, consumers should always check that components are genuine Modulift products!

Modulift also pride themselves on their experienced team of in-house engineers - they are the perfect technical expert partner to support companies that don't have the right expertise in-house.

Modulift's specialist engineers can come up with custom-designed solutions for complex lifts, utilising the latest design software available to offer with the most cost-effective designs. This custom design service also includes designing complex rigs and producing detailed rigging drawings. Modulift can help every step of the way from the initial design concept through to manufacturing / sourcing of equipment required.

Modulift can also provide products suitable for the industries that requires enhanced levels QA, providing extensive verification for even the most

challenging project specification. Services include individual proof load testing of products and employing third party verification from design through to materials and manufacturing.

Innovation and knowledge all under one roof

As the demand for custom solutions grow, Modulift are not only expanding the team, but are also enhancing its operations by building a new state of the art manufacturing facility. This has not only improved their manufacturing processes to expand their capacity, enabling them to increase their support to partners, it also offers even faster delivery times across their standard and custom designed lifting equipment range, ensuring that whatever the issue, they have the solution!

You only need to look at the number of case studies Modulift have that show how they have helped companies across the industry!

As technical experts in the lifting industry, Modulift invest heavily in their research and development on their existing designs, as well as developing new products with advanced engineering tools. Coupled with the benefit of their new site, all of this expertise now sits under one roof – from design through to the new manufactured product being despatched, this makes Modulift the preferred partner for their global leading lifting industry partners.

Constantly striving to develop new products that meet demand, Modulift listen carefully to their customers needs, understanding that user research and positive user experience (UX) is key to producing a successful product.

When developing new products, they make a continuous effort to improve current design solutions by implementing the latest advancements in engineering and computer design programs.

Certified Industry Experts

All new and existing products are designed and manufactured and certified to exacting industry standards including EN and DNV standards, they also ensure they don't over design, keeping them easy to manufacture and of an optimised size, so that they don't use more material than is necessary. This keeps the costs down and reduce the weight making the product easier to transport, handle and manoeuvre, which benefits their customers.

Applying more and more advanced design techniques such as finite element analysis which utilise analysis theories like stiffness matrix, non-linear and buckling analysis keeps Modulift ahead of the competition and giving their customers the best optimised design products.



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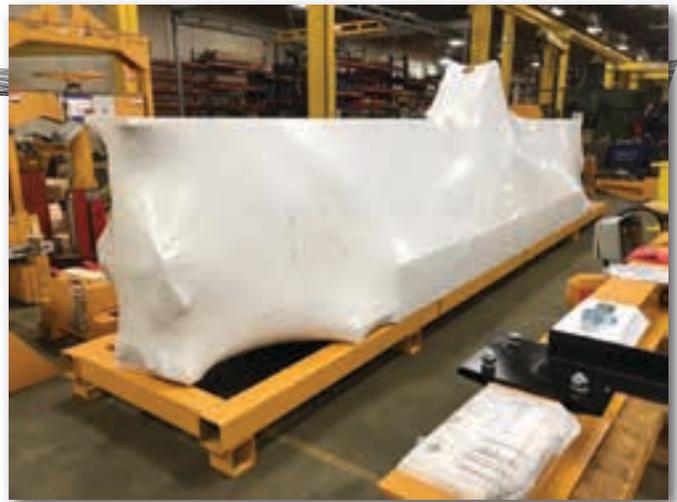
Caldwell Adjustable Spreader Beam Lifts Rothera Wharf Frames in Antarctica

Rockford, Illinois, U.S.-based The Caldwell Group Inc. has customized an adjustable, 101,413-lb. (46t) capacity lifting beam for the latest phase of the wharf modernization at British Antarctic Survey's Rothera Research Station. Caldwell specifically designed and manufactured the lifting system to suit the harsh, cold environment.

The model 24S-46t-315 adjustable bail lifting beam was delivered by Caldwell's UK-based partner, Bishop Lifting, to BAM, who is working in partnership with the British Antarctic Survey (BAS), part of the Natural Environment Research Council (NERC), to deliver civil projects associated with the new RRS Sir David Attenborough, a research vessel owned by NERC and operated by BAS for scientific research and logistics projects. Principally, a new wharf will provide safe berthing and efficient operations for the iconic ship.

The 8,217mm (27ft.)-long beam was designed by Dan Mongan, special application support, new product development specialist at Caldwell. Due to the cold weather in the Antarctic, steel alloy selection, welding processes, and type of paint were all important considerations at the outset, he said. The beam was based on the standard model 24 adjustable bail lifting system, but offered higher capacity. 'Bail' refers to the center item that the crane hook attaches to.

It was 1,372mm (4.5 ft.) wide, 1,920mm (6.3 ft.) high and weighed in at 10,100 lbs. (4.58t). It was



The beam packaged for export from Caldwell to BAM Nuttall Limited.

provided along with two patented model 52-58 adjust-a-leg wire rope slings with 6,705mm (22 ft.) reach. The rig will eventually be used to lift 20 wharf frames, the lightest weighing 77,162 lbs. (35t).

Ben Gates, business development director at Bishop Lifting Equipment, said: "The challenge was, in simple terms, to lift heavy loads, each with different centers of gravity. The adjustable bail solved the problem in that it can be adjusted in one direction and the adjust-a-leg slings in the other."

Mongan said: "The successful utilization of the product on such a marquee project showcases our ability to engineer and ship below-the-hook solutions globally. Further, it serves as an example of what Caldwell and Bishop can achieve together; this project involved an extensive design phase, multiple Skype calls, and a collaboration of all relevant parties to arrive at the eventual rigging solution."

As an aside, Mongan explained that adjust-a-leg slings can be locked into place for constant lifts and are ideal for use in rigging applications and machinery moving. They are often used, he said, for loads that are balanced and symmetrical, but with lifting points not located in a position for a level lift. They are also suited for use when lifting loads at any desired angle, simply by lifting the with sling legs at that desired angle.

Over the next decade, British Antarctic Survey's Research Stations will undergo a comprehensive modernization program to ensure that facilities continue to enable world-leading research.

The new wharf is scheduled to be built over two Antarctic seasons, starting in November 2018 and completing in spring 2020, in order to improve ship and boating operations. The rear section of the new wharf was constructed in the first season, then the front section attached during the latest phase.

Gates added: "This is a very interesting project. At Bishop Lifting we have been delighted to play a part—albeit a small one."



The beam is being used for wharf modernization at British Antarctic Survey's Rothera Research Station.

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



Where Do I Start? Succession/Exit Retirement

Developing a succession or exit plan for your company so you can transition to a new chapter in your life is a complicated process, and brings up new questions for all business owners.

I speak at an average of 20 or more conventions each year, and talk with hundreds of business owners. The most common question that they ask me about the succession/exit planning process is “where do I start?”.

It is important to understand that in order to design a blueprint that allows business owners to successfully retire from their business, protect their future income and their net worth, and protect their employees, customers and their community, they need to assemble a special team of advisors to help them. There are at least three advisors that are specifically important:

First is a corporate attorney who specializes in buying and selling businesses. This attorney should know asset purchase agreements and letters of intent, inside and out. He or she needs to understand corporate law in the state where you live and operate your business and also know how to protect the seller when designing or reviewing all the legal documents necessary to sell a business.

Second is an accountant who thoroughly understands your corporate tax bracket, your personal tax bracket, and can provide advice on how to minimize taxes when it is time to sell your business either to someone inside the family, or outside the family. Minimizing income taxes is a very important part of the exit planning process.

Third is a business financial advisor who understands all the aspects of selling the company. They should work with your accountant and your attorney to come up with the best plan to get the highest price for selling your company while paying the least amount of taxes. They should understand your industry and know how to calculate a fair valuation for your business. Your financial advisor

should also be able to help you estimate future retirement income and build a plan to protect your net worth by designing conservative investment allocation options. They should also have the ability to work with your accountant to minimize taxes in the future, work with your attorney to update wills, trusts, beneficiary designations, and make sure all of the plans for the future fit the goals that you have established for you and your family.

Once your exit planning team is assembled, you should meet with all of them for a minimum of two hours every year, for three to four years before you sell the company. During these last few years your advisors should give you ideas on how to improve the value of the company, develop a strategy for saving income taxes over the last few years before you sell the company, make sure that all your tax records and legal documents are up to date, and most importantly, help you prepare for the day when you transition the company to the next owner.

There are approximately 30 million business owners in the United States and five to seven million of them are baby boomers between the ages of 60 and 70. At least 40% of those baby boomers will be looking for an exit plan over the next five to 10 years.

About 25% of those business owners will sell to their children. Three to five years before the transition, business owners need to become a coach and train the next generation on every aspect of running the company. The exit planning team you have chosen will be very helpful in training the next generation.

Approximately 15% of these owners will sell to employees. The business owner needs to become a coach and make sure that their key employees have all of the financial knowledge that they can provide in order to run the business in the future. The exit planning team you have chosen will be very helpful in providing advice to these key employees.

At least 30% to 40% will sell to another company in their industry. Over the next three to five years the business owner and their exit planning team will need to get the company in better shape to sell. They should work on improving the company's financials and discuss all of the possible options for selling the company at the best price.

Developing a future plan for the company goes hand in hand with developing a future plan for the business owner. When we are working with business owners across the country, we not only review business documents, but also review personal documents as part of the planning process. If the wills and revocable living trusts are ten or more years old, they should be reviewed and updated to fit current tax laws in effect to better protect the owner's net worth and their family. Old wills and trusts can create problems. Are assets owned in

one name or joint name? Are the beneficiaries of retirement accounts and life insurance policies set properly to fit the family at this time? Planning to protect the company and the family go together.

When business owners sell their business, they go from having a company that provides them with cash flow every year to having a lot of different assets in their net worth that will provide for them and their family in the future. This is a big change for every business owner and it needs to be thoroughly reviewed as part of the exit planning process. An experienced fee-only, fiduciary financial advisor is the best person to help set you up for success in retirement and beyond.

This exit planning process can be a daunting, but not impossible task. Castle Wealth Advisors works with clients nationwide every day to help come up with the right blueprint that will help business owners be successful as they combine new and creative ideas to protect you, your business, and your family.



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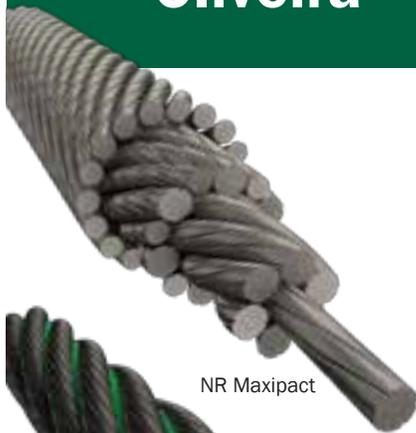
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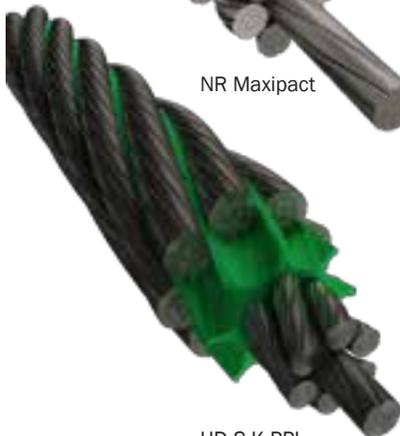


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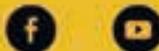
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OZ Lifting to Show New Tele-Pro Davit Crane at Residuals and Biosolids Event

OZ Lifting Products LLC will debut at Water Environment Federation’s (WEF) Residuals and Biosolids Conference and Exhibition, which takes place March 31 to April 3, 2020 at the Minneapolis Convention Center, Minnesota. The expo spans the middle two days of the event on April 1-2.

The Winona, Minnesota-based manufacturer will show its new Tele-Pro davit cranes that allow users to leverage the benefits of other lifting technologies in its range, while telescoping the boom in and out under load. The Tele-Pro will be the standout product on a 10 ft. by 10 ft. booth, but OZ will also showcase its complete range of davit cranes, including the CompOZite and CompOZite Elite Carbon Fiber models.

Steve Napieralski, president at OZ Lifting, said: “The industry-first [Tele-Pro] davit cranes will be a game-changer. However, we have found that all of our products have been used in many different applications in the water and wastewater sectors. Put simply, we offer innovative products and solutions that make the job easier and safer.”

OZ has previously addressed a WEF audience at the Technical Exhibition & Conference, where water



The Tele-Pro davit crane allows users to telescope the boom in and out under load.

quality professionals from around the world absorb education and training. The Residuals and Biosolids event, organized in cooperation with the Central States Water Environment Association and the Water Research Foundation (WRF), is crafted to deepen the technical knowledge of professionals involved with residuals and biosolids management, and provide forums where leading issues in the sector are discussed.

Napieralski said: “Our involvement is somewhat spontaneous. One of our customers that attended WEFTEC asked if we were exhibiting at Biosolids. He said it is a good show, a little smaller, but the people that attend are davit [crane] users too. WEF is the leading water and wastewater organization and it makes sense to align our portfolio with their outreach endeavors. We had an excellent exhibition and response to our products at WEFTEC so it felt prudent to address a more residuals

and biosolids centric delegation this time around. The locality also means we can participate without great upheaval.”

Napieralski is enthused by the co-location of a conference and exhibition, which he anticipates will attract an engaged attendee, willing to learn and discover technologies and solutions that can make the sector safer and more efficient. Five pre-conference workshops, 21 technical sessions, and two facility tours are certainly likely to attract quality and quantity of footfall, he said.

“I’m hoping we can connect with users of our types of products and show them our patented range of composite davits, particularly the Tele-Pro,” Napieralski added. “At the same time, we hope to learn about the challenges faced in this specific market so we can continue to tailor our offering for their material handling requirements. The marketplace feels strong; water and wastewater is an ongoing concern for all of mankind. Dollars are usually available for treatment plant upgrades, which is just one facet of the sector that excites us.”

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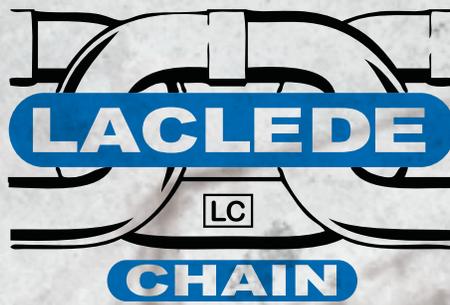
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Keith Shepherd Joins DCL Mooring & Rigging as CEO/President



January 9, 2020, New Orleans, LA (NOLA), USA - DCL Rigging & Mooring (DCL) has strengthened its management team by welcoming the addition of Mr. Keith Shepherd as CEO & President. Mr. Shepherd was formerly North America Senior Sales Manager of the

Cortland Company and has 30 years of experience creating and growing markets & companies in the Rigging, Aerospace, Defense, Heavy Lift and Mooring Industries.

Keith Shepherd commented: "DCL has envisioned aggressive change & growth with an agenda intended to move it forward as our industry embraces changing technology and challenging regulatory & market conditions. DCL has been a valuable and quality-orientated partner to our customers and we look forward to improving and growing these partnerships. DCL intends to rapidly bring new products & services online, add new markets, and increase our customer base. We are increasingly optimistic about 2020 and I look forward to connecting with DCL's customers and vendors as the weeks go by."

Hans Jonassen, Sr. Vice President of DCL and industry luminary, added: "Anyone in this industry can see that the magnitude and severity of the changes impacting all involved are accelerating." Hans elaborated that: "The addition of Keith as our CEO/President is a very visible demonstration that DCL will not be standing still! DCL has a fabled 75-year history of providing customers with safe, high-quality solutions in the rigging, heavy-lift, and mooring markets and we look forward to doing the same in new markets. We, at DCL, are excited about the future with a quality and forward-looking professional such as Keith!"



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Schroeder to Oversee RUD, Caldwell and Renfro Ranges

Rockford, Illinois-based The Caldwell Group Inc. has named Jay Schroeder regional sales manager. He will oversee sales for RUD, Caldwell and Renfro products in the eastern half of the U.S. and Canada.

Schroeder, formerly sling team sales manager, has been at Caldwell since May 2018, following a move from RUD Chain Inc. For approx. 18 months, Caldwell and the RUD Group have united their sales and marketing activities in North America for material handling and lifting devices within a common organization. Schroeder was latterly regional sales manager at RUD having joined the company in 2009.



Jay Schroeder, regional sales manager at The Caldwell Group Inc.

He said: "The RUD / Caldwell partnership has been a very good move by both companies. Not only did it allow Caldwell to provide a complete below-the-hook solution, but also it allowed RUD to tap into the vast rep network and many of the current Caldwell distributors. Additionally, Caldwell has had a bigger impact on the rigging industry over the years and that added additional credibility to the RUD line."

Schroeder added: "I will be responsible for ongoing support of our sales rep force and of the end users. I will be charged with finding new markets and growing current markets with the Caldwell portfolio; we are always striving to find new opportunities to provide solutions to customers' lifting needs."

Schroeder acknowledged that immediate challenges include building up a thorough knowledge of the entire Caldwell range. "I understand the lifting industry, but Caldwell has so many products to help the end user find a solution to their needs. That said, we have a great support staff at Caldwell and everyone is excited to help you learn about the offerings," he explained.

"Longer term," he continued, "Not only is growth of sales a target, but we want to raise the profile of the RUD, Caldwell and Renfro brands in the marketplaces we serve. We have so many great products and people behind those products—it is important that we get out and tell people about that."

Among those products are RUD's German-made hoist chains and TECDOS range, which is a broad portfolio of components, from chains to drives, for technically demanding material handling and industrial applications. New products will also be an important component of continued growth, Schroeder said.

He added: "Customers' needs are constantly changing and, being an innovative company, our growth will align with those requirements. We have the ability to offer standard products and specialty one-off, custom solutions. Both are important, as no two lifts are the same. Currently business is very good; manufacturing has continued to remain steady and construction has experienced a boost. Caldwell is strong across the board and we are lucky that when one industry hits a lull, other sectors keep on moving up."

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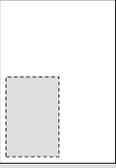
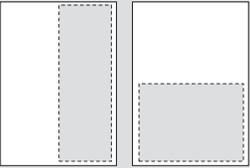
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Issue #s & Content Closing Dates

ISSUE	CLOSING	STREET DATE (See Note Below)
#164	February 21st	March
#165	May 22nd	June
#166	August 13th	September
#167	November 14th	December

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

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Block Division Celebrates 60th Anniversary

WICHITA FALLS, Texas (February 20th, 2020) - Block Division, Inc. is celebrating their 60th year as a leading manufacturer of superior small pulley blocks, sheaves, and accessories on the market. From their humble beginnings “Block Supply Company” located within the old Wichita Supply Company, to the now renowned and well-respected Block Division, Inc., the third-generation family owned, and operated company continues to follow the philosophy of their founder, Lloyd Sutton, to provide superior, quality products with great customer service!

Block Division Inc. was forged out of a creative and innovative desire, which started in 1959 when Lloyd Sutton was approached by a friend in need of a mechanism that would assist in retracting drilling



rods from deep in the ground. Sutton listened and enthusiastically responded, “I may be able to help you; Give me a few weeks and let me see what all we can produce for you.” Sutton, with assistance from his business partner, James Warman, and a Blacksmith, produced a small batch of wire rope products for his friend, who essentially became his first customer.

Over the past 60 years, Block Division has built a tradition of excellence in providing individual customers and national retail centers with solid, medium to heavy duty pulley blocks, sheaves and accessories, in such industries as commercial lifting, athletic, marine, transportation, agricultural/field use, food processing, and entertainment (movie sets and stage productions). Hundreds of varieties of pulleys are shipped and sold from their headquarters in Wichita Falls, Texas.

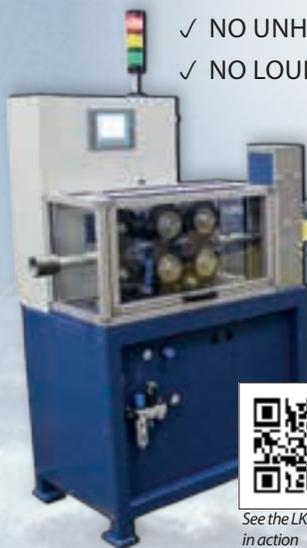
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WWII “Whirley” Crane Restored as Symbol of Baltimore’s Industrial Past and Future

Continued from page 13

I&I Sling’s rigging experts listened to NAM’s goals and challenges and helped them select the best hardware for the job, from the straps used to move the boom to the spelter socket assembly. Crews then replaced all of the crane’s existing structural hardware with newly fabricated galvanized parts, including running weather-resistant galvanized wire cables along the 80-foot boom.

To complete the restoration, Manolis Painting applied weather-resistant industrial paint in a historically accurate tint. The modern take was inspired by the crane’s vintage green and chosen through an online community poll.

A Celebration of Baltimore Yesterday, Today, and Tomorrow

The large extending boom was reattached in September 2019, in time for the October 12 ribbon-cutting celebration. City and state officials, campaign donors, and community members were in attendance, including three former Bethlehem Steel workers, one of whom used to operate a Whirley crane.

Restoration of the Whirley crane is just the beginning of a long-term initiative to honor Sparrows Point’s 125 year history of steelmaking. The impressive behemoth



highlights a rapidly disappearing chapter of Baltimore’s industrial history, which BMI plans to revive and sustain. With support from Tradepoint Atlantic, the museum is busy gathering artifacts, photos, and stories from community members and former Sparrows Point workers to be unveiled in their Decker Gallery in 2021.

Next up? Fundraising is currently underway to “Light the Crane” with a fully programmable, energy-efficient LED lighting system to celebrate seasonal events.



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LEAD WITH HONOR



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Colonel, U.S. Marines
(Retired)

Juergen (Baron) Lukas

Principal, ExecHQ

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Leadership and

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and Executive Coaching)

**“Without honor
there is no
leadership, just
manipulation
and tyranny.”**

*Colonel Baron Lukas,
U.S. Marine Corps
(Retired)*



Before any of you start rolling your eyes because I used my own quote to introduce this article, please let me explain. As a strategic advisor and executive coach, I spend a lot of effort and time on business development (BD). One of my BD methodologies is to post what I think are “value add” thoughts, concepts, and other materials on LinkedIn. A couple of weeks ago, I posted the above poster of the 14 U.S. Marine Corps Leadership Traits, along with the quoted statement. Much to my surprise, the post went over 10,000 views (and still growing), with over 200 positive reactions, and more than 25 shares. To be honest, I’m still far short of going “viral,” but I was both pleased and a bit surprised that such a simple post featuring the old, tried and true USMC Leadership Traits would garner such widespread, affirmative responses. Perhaps business leaders are hungry for solid leadership lessons they can apply to their organizations?

This revelation led me to carefully examine these 14 traits. Frankly, I had not given them much thought after I graduated from the Basic School (mandatory 6-month school for all new Second Lieutenants in the Marine Corps). In my ensuing 27-year career as a Marine Corps officer and fighter pilot, I had a lot of chances to observe and hopefully to display these traits, but I did not give them much thought as they were expected of Marine Corps leaders. However, since my retirement from the Corps in 2007, I have served in the business world in various

senior and C-level leadership positions, and in that time, I have been called upon quiet often to teach leadership and to mentor my leadership teams and subordinate leaders. While I have used what I learned in those 27 years in the Corps, to my great detriment I never specifically talked or even thought about the Corps’ 14 Leadership Traits until now. And, after some study and self-reflection, they not only make sense, but actually distill what it means to lead with honor for both the military and the business world.

I have read perhaps two dozen business leadership books over the last 12 years, and none of them clearly articulate the concept of leading with honor as clearly as the Corps’ 14 Leadership Traits. For certainly, if you and your leadership team display these traits in word and deed in your daily business dealings, you are well on your way to leading with honor, which is in truth the only real leadership. The Marine Corps’ definitions for these traits are of course geared toward Marines and the profession of arms, but I think after some consideration, you too will find them equally as valid and valuable for the business world. So here are the 14 Leadership Traits and their definitions (to help remember them the Corps uses the acronym JJ DID TIE BUCKLE – if it’s the military, you know it will have at least one acronym):

1. **Justice:** Giving reward and punishment according to the merits of the case in question. The ability to administer a system of rewards and punishments impartially and consistently.
2. **Judgement:** The ability to weigh facts and possible solutions on which to base sound decisions.



3. **Dependability:** The certainty of proper performance of duty.
4. **Integrity:** Uprightness of character and soundness of moral principles; includes the qualities of truthfulness and honesty.
5. **Decisiveness:** The ability to make decisions promptly and to announce them in a clear and forceful manner.
6. **Tact:** The ability to deal with others without creating offense.
7. **Initiative:** Taking action in the absence of orders



8. **Enthusiasm:** The display of sincere interest and exuberance in the performance of duty.
9. **Bearing:** Creating a favorable impression in carriage, appearance, and personal conduct at all times.
10. **Unselfishness:** The avoidance of providing for one's own comfort and personal advancement at the expense of others.
11. **Courage:** The mental quality that recognizes fear of danger or criticism, but enables an individual to proceed in the face of it with calmness and firmness.
12. **Knowledge:** The understanding of a science or an art. The range of one's information, including professional knowledge and an understanding of your Marines.
13. **Loyalty:** The quality of faithfulness to country, the Corps, the unit, to one's seniors, subordinates, and peers.



14. **Endurance:** The mental and physical stamina measured by the ability to withstand pain, fatigue, stress, and hardship.

Now you, your leadership team, and your employees are most likely not going to be tasked with attacking an enemy or even with trudging through the mud during a combat endurance course. But, think how much better (and most likely more profitable) your business would be if everyone in your organization were not only taught these 14 Leadership Traits, but if these very desirable attributes were made part of your recruiting and hiring process, your performance evaluations, and if faithful adherence to these traits and your organizations core values were made part of your compensation/bonus policies?

I think the best way for you to move forward in adopting these 14 Leadership Traits in your firm is for you to conduct an honest self-evaluation of your own leadership and management practices relative to these 14 traits and their given definitions. Do it now, while nobody is looking. How did you do?

No matter how you think you did or how you are doing in actuality, you can always learn and improve, and so can the people you work with, that work for you, and that you work for. If leading with honor is important to you (and it should be, since it is most certainly important to your stakeholders and customers), learn how to incorporate these simple 14 traits into your leadership style and incorporate them in your HR programs.

Keep attacking and Semper Fidelis, Baron

A senior executive leader, board member, advisor, coach and retired Marine Corps Colonel, Baron has 39 years of leadership, management, teaching, coaching, and mentoring experience. His professional career spans a diverse spectrum of positions: fighter pilot, instructor, strategist, intelligence officer, professor, commander, and finally, business executive, entrepreneur, board member, and advisor. Baron is a Principal at ExecHQ offering CEO/COO, corporate governance, strategy and leadership development, business optimization, and executive coaching services. Baron also serves on the Board of Advisors for CanaFarma Corporation, an international company based in New York City, transitioning from private to public ownership in the coming months.

Baron's long history of successful business and military leadership positions gives him a unique perspective that blends the best practices of both worlds. A native of Germany, Baron is bilingual (English and German) and holds two master's degrees.

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Back to the future

With the recent move into its new purpose-built 22,000 square foot manufacturing facility, Modulift's Technical Director, Sue Spencer reflects on how the company has changed immeasurably since its humble beginnings in 2002.

The business started its journey in the early days by focusing on selling a new concept of Spreader Beam which moved away from traditional fixed length Spreader Beams that were cumbersome to store and transport and only available to order with long lead times, to a modular lighter-weight design that would be available from stock and easy to store or transport beams in pieces. When I was designing the initial range of sizes up to 110 tonnes capacity, I never imagined the company's huge success 17 years later.

We have now moved into the realms of 1650 tonnes+ for Spreader Beams, and we're getting more and more interest for the 2000 to 5000t range.

Modular Spreader Beams are still right at the core of what we do, but we have diversified into other areas over the last few years by building a very strong and experienced Engineering Team. This wealth of in-house knowledge with over 120 years of combined lifting experience, has helped to establish us as the 'go to' brand for custom lifting solutions, as well as the standard product range.

Sarah Spivey, Managing Director, joined forces with me in 2008, and grew our brand and reputation, setting up more and more distributor networks around the world to stock our products for next day delivery. We pride ourselves on our reputation for quality and our customer service and providing custom designed lifting solutions when our standard modular spreader beam range doesn't fit the mould of the unique lift.

I believe our growth and success is largely down to the people who have joined us on our journey, bringing with them their expertise and knowledge. We launched a significant recruitment campaign that has seen personnel numbers rise by 37 percent, enhancing our capabilities as we evolve and adapt to change. The company has never stood still as we have been continually striving to develop and hone our strategy as market conditions change, which has evolved into our new manufacturing facility.

The new state-of-the-art manufacturing facility offers a whole host of benefits to increase the pace of production and cut lead times. With the operations and engineering teams working alongside the factory floor, they are able to have full visibility of the production process, intervening when necessary with their expertise to improve the team delivery.

During the factory build and relocation, it was identified that our welding processes could be simplified and made more efficient. With the installation of new equipment, these changes have been implemented

with great success, only furthering our capacity to expand into new markets within the lifting industry.

Investment in new project software has revolutionised our project management processes, which means we're able to provide an even more efficient service to our customers as we can turnaround projects quicker than ever before. For example in 2018, we had a 97 per cent on time delivery rate and this year we've exceeded 98.5%

Working on time-critical projects means that our customers are focussed on how quickly we can deliver as well as keeping within their budget. We supply most of our products in the UK by next day delivery, however when sending them overseas, we have to factor in the time taken to ship or airfreight our products. It is therefore critical that we prioritise robust productivity levels to keep the time to deliver a product to the minimum by reducing lead times.

So, what does the future look like for Modulift? With the continued growth we've seen in 2019, and our teams already working on orders for 2020, I would have to say things are looking great, and to be continued..... I'm looking forward to that.

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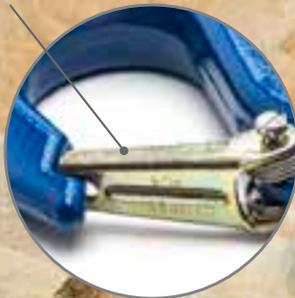


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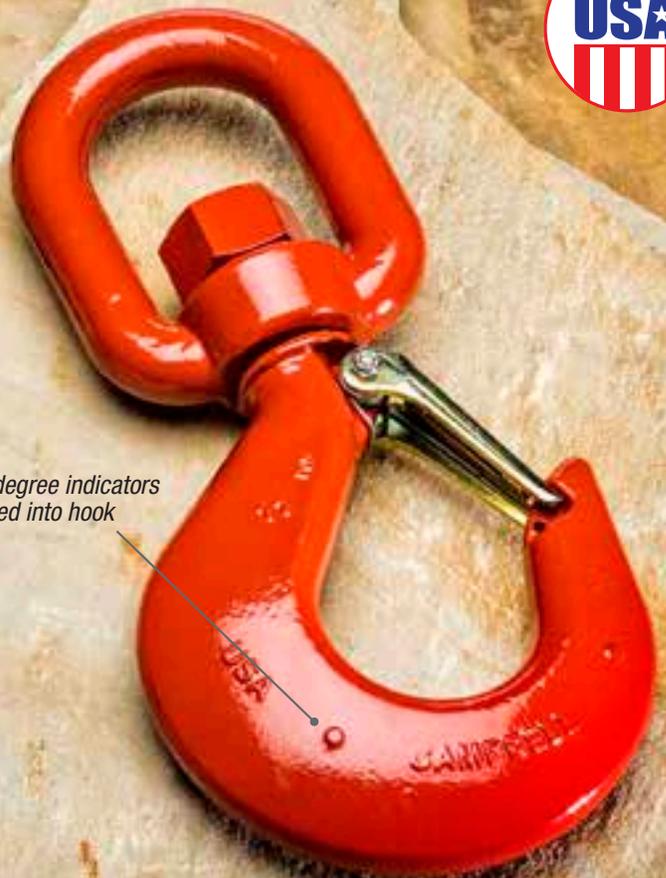
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HBC's expanded North American headquarters.

HBC-radiomatic Inc. Celebrates Expansion of Hebron, Ky. Facility

HBC-radiomatic Inc. declared its new Hebron, Ky. facility officially open at an event that attracted visitors from across the world in September.

The radio remote control manufacturer staged the invitation-only open house at the site where an additional 13,000 sq. ft. of floor-space has been added. More than 200 visitors including guests from as far afield as India joined the celebrations spanning two days, with staff also hosting their family members to mark the occasion over the weekend.

The delegation included representatives of Germany-headquartered HBC-radiomatic GmbH. Sister companies in Spain, India and Switzerland also helped their U.S.-based counterparts reflect on the evolution of the operation and put a bookend to a dynamic construction period.

Jeff Allan, CEO of HBC-radiomatic Inc., said: "It was important for the U.S. staff to share what they have accomplished, and it was especially nice to see the pride as the team not only welcomed their business guests, but also their families. The sizeable local expansion is a very important step for the U.S. operation and reflects HBC's ongoing investments, over more than 20 years in North America, for domestic, market-focused support. The strong representation from HBC Germany was another indication of this commitment."

He added: "There is no question that HBC-radiomatic has a global reputation for offering an exceptional range of radio control solutions and is respected industry-wide. And while we showcase our products routinely at industry events—trade shows, etc.—and continue to reinforce to our customers HBC's commitment to increasing our local capabilities, it is a challenge to properly demonstrate this

culture and our resources without opening our doors. For many customers it was the first time they visited HBC, let alone to visit a freshly expanded and upgraded HBC USA. Needless to say, the feedback we received was extremely positive with most guests not being previously aware of scale of our domestic activities."

Practically, the expansion provides the warehousing and operational space to more than double the throughput from each of the company's key departments, and HBC has completed the deployment of several additional service / repair islands and system assembly / production islands. A new product showroom was designed for customers to gain hands-on experience with the manufacturer's extensive product line, and was built and ready for the open house event.

Hands-on interaction

Allan said: "Giving our customers first-hand access to HBC-radiomatic product was an essential element of the expansion plans and the new showroom provided our visitors with the chance to experience the functionality of the product, the quality of the range, and the technical possibilities that are not easy to recognize when looking at a product brochure or web page. The showroom sparked a great deal of ideas and discussion about several new applications for radio controls."



A new product showroom gives visitors the chance to interact with the HBC range of remote controls.

The goal of the expansion was singular; to enhance resources to better serve customers. The added space not only provides HBC USA with the capabilities to increase the throughput of the company, but the existing facilities were also reconfigured and optimized as part of the expansion project. As a result, space has been assigned to provide the greatest impact, particularly in terms of operational flows and efficiencies.



Facility tours were a feature of the open house event.

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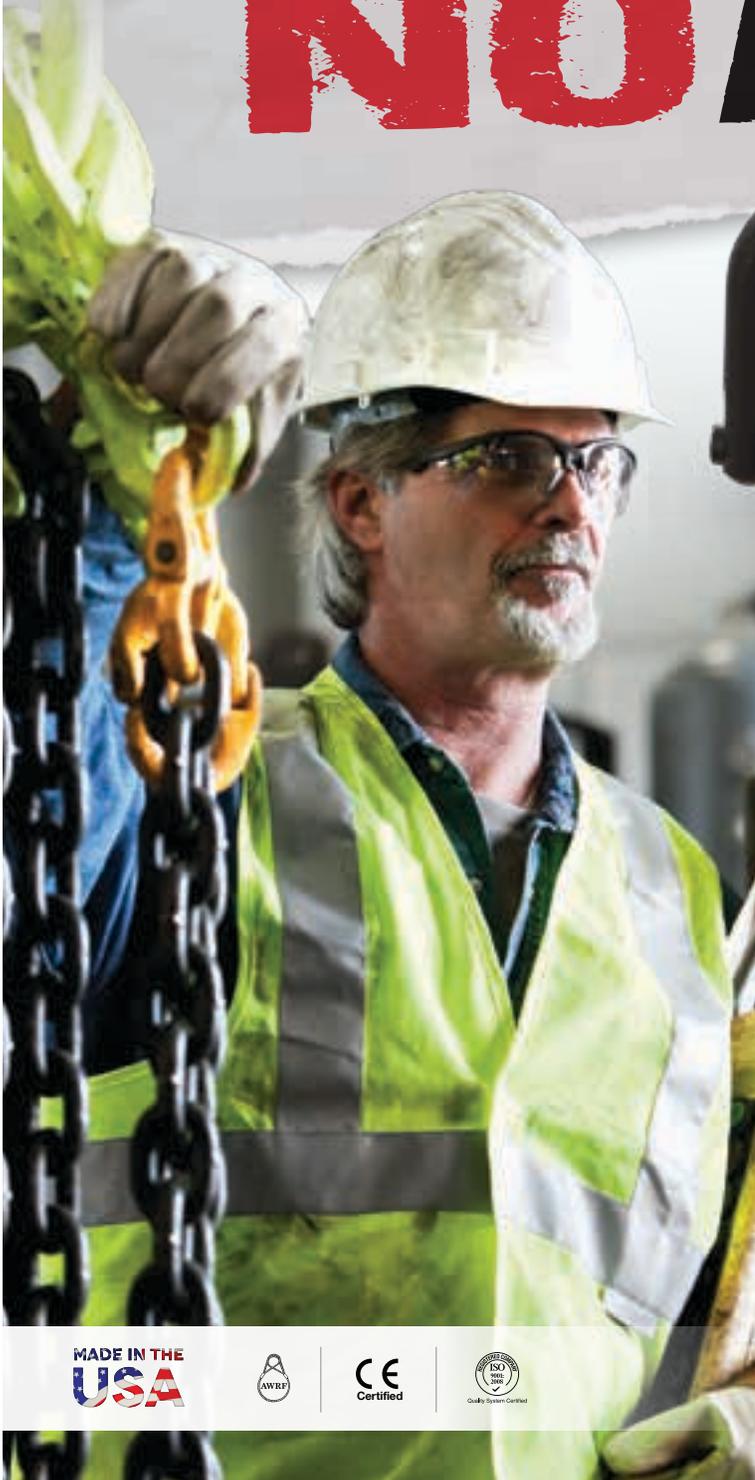
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HBC-radiomatic Inc. Celebrates Expansion of Hebron, Ky. Facility

The celebration was forward thinking, but presented an opportunity to reflect on the company's journey so far, which began in 1998 when HBC USA commenced operations from a small unit within an industrial complex on the north side of Cincinnati. While the North American headquarters was ultimately started as a support center for key local customers, within a few years the assembly and modification of small handheld transmitters and systems was started to increase the speed of delivery.

A more recent landmark was reached in 2018 when HBC-radiomatic Inc. achieved accreditation to produce systems according to NEC, CEC, ATEX, IECEX and cUL's standards. It has been a decade since HBC started construction of the original Hebron facility, located adjacent to the Cincinnati / Northern Kentucky International Airport (CVG). The site was selected due to its expansion potential and, even now, the company has enough land for significant additional growth.

Allan added: "It was a memorable event, marked by interactions between the HBC teams, our customers and business partners, which continued into the post-open house celebrations. We genuinely appreciate those that took the time to visit and see the progression of HBC and discover our vision for the future. As the adoption and use of industrial radio control solutions continues to evolve, HBC-radiomatic is poised to continue its investments in innovative and industry-leading products, and in the internal capabilities to support our markets, where needed by our customers."





Technical Insights from Don Pellow

Don Pellow, P.E., graduated from the University of Kansas with a B.S. Degree in Engineering Physics; and later completed a Business Course through the Alexander Hamilton Institute of New York. Upon graduation, he immediately began employment with the Armco-Union Wire Rope division in Kansas City. Following a 9-month training program in both metallurgy and production, he was transferred to the Armco headquarters in Middletown, Ohio for a yearlong program in Commercial Training. Don was the first engineer at Armco to be accepted into what was previously Sales Training which then developed into Commercial Training. While in Middletown, he received training in carbon steel metallurgy, and later back in Kansas City, he received additional training focusing on high carbon steel wire used in wire rope products and failure analysis of wire rope and rigging hardware.

Don's first engineering assignment was as an associate engineer in Technical Services at Union Wire Rope. Throughout the next twenty-two years, he advanced through the engineering department and eventually became manager of Technical Services at Union Wire Rope. During his tenure at Union Wire Rope, he became a registered and licensed engineer in the States of Missouri and Kansas and a member of the Missouri Society of Professional Engineers, the Kansas Society of Professional Engineers and the National Society of Professional Engineers. Typical responsibilities for Don as an engineer at Union Wire Rope included product development of existing wire rope and strand products; research and development of new products, which includes a patent in his name for the revolutionary 10 x 19 Rotation-Resistant wire rope used on construction cranes; field contact with sales personnel and customers for product usage, training and failure analysis of wire rope products and prestressed strand used in the concrete industry; writing technical articles for in-house literature, product bulletins and publication in industry magazines; and technical training of Union Wire Rope engineers and sales personnel.

In 1988, Union Wire Rope was purchased by Wire Rope Corporation of America, where he remained Manager of Technical Services. His duties remained essentially the same, but with the added responsibilities of knowing the technical usage and analysis of web sling products, and in developing the ISO 9000 Quality Program for Wireco.

In 1994, Don resigned from Wireco to begin his own engineering firm, Pellow Engineering Services, Inc. It was

quite a change jumping from a corporate environment into becoming an entrepreneur and working on his own. The initial focus of Pellow Engineering Services was product failure analysis, which mostly involved litigation, and occasional analysis of wire rope, sling and rigging hardware in incidents not involving legal action. Incorporating rigging training was soon added as another technical service which was provided by Pellow Engineering Services. Sincere appreciation to the late Bob DeBenedictis, a wonderful crane operator and trainer of riggers; Industrial Training International; and Lift-it Manufacturing Company in allowing me to participate and consult in rigging training for a period of time with these companies. Appreciation goes to Slingmax, Inc. for retaining me as an engineering consultant for several years. These opportunities allowed me to expand my business and gain more knowledge in the crane and rigging arenas.

In 1999, Pellow Engineering Services purchased from Bob DeBenedictis the rights for *Bob's Rigging & Crane Handbook*, *Bob's Overhead Crane Handbook* and the Rigging & Crane Safety reference cards. This further expanded the services and literature offered by Pellow Engineering Services. These publications were revised and updated periodically, and in 2018, these handbooks and reference cards were sold to Bob's Industrial Publications, LLC.

While still employed by Armco-Union Wire Rope, Don was first introduced to AWRP in the late 1970's where he gave occasional presentations at the AWRP Conventions covering wire rope, rigging and crane topics. Then after starting his own company, Pellow Engineering Service became a sponsor member of AWRP. Soon afterwards, Don was selected to be a sub-committee chairperson on the Technical Committee. In 2004, Don was chosen to be the Technical Committee Chairperson, where he served in this capacity until 2020. I was humbled by this assignment and feel honored and privileged to have served these many years on the Technical Committee. Not only were the sub-committee chairpersons and members professional and knowledgeable, they became very good friends. All of their time, talent and expenses in attending and actively participating in Technical Committee meetings allowed the Technical Committee to provide engineering and technical expertise to AWRP members. These services and information include providing speakers at AWRP conventions; distribution of current industry standards and regulations; RP&G's for members'

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Bohl Continues History of R&M Installations at Plastics Firm

Bohl Crane has been an R&M Materials Handling Master Distributor for over 20 years, and in that time, they have used R&M's crane components to partner with thousands of companies to provide custom solutions for overhead lifting challenges and projects.

Recently Bohl Crane completed a third major custom engineered overhead lifting equipment installation at TH Plastics, Inc's Bowling Green, Ohio plant location. TH Plastics is an injection molding company that manufactures decorative solutions for the appliance, automotive, industrial and consumer products industries. Part of TH Plastics' mission statement is to provide quality products at a competitive price using the newest technologies and world class quality systems all in a safe working environment. Bohl Crane has mirrored that mission statement over the past six years in their engineering and design plans to assist TH Plastics to incorporate several new overhead lifting systems into their manufacturing process.

The Application

In 2013, Bohl Crane developed a specialized lifting solution for the manufacturing floor at TH Plastics by installing a custom-built 15-ton double girder bridge crane. Since that time, they have provided two additional customized 15-ton double girder bridge cranes, a 200 ft extension to the runway and conductor electrification system, and most recently a custom engineered 20-ton double girder bridge crane as part of the overall solution to increase productivity and output by maximizing the existing manufacturing space vertically and horizontally. Each crane also needed to be rated to Crane Manufacturers Association of America (CMAA) Class C duty which was required to meet the specific challenges of the TH Plastics working environment.

The Challenge

TH Plastics provided more than one challenge for Bohl Crane to contend with over the past six years. Not only were existing runways in the manufacturing area not utilizing the buildings full lifting capabilities, but some of their custom machinery was taller than the runways themselves which posed major lifting issues. Bohl Crane was able to rise to those challenges with the previously installed custom-made 15-ton cranes and the 200 ft runway expansion project.



However, as TH Plastics' business continued to grow through the years, the manufacturing requirements grew as well. The most recent lifting challenge to resolve with an increased capacity up to 20-tons that would

require an additional crane to be installed on the existing runway while maximizing the use of the already limited manufacturing space.

Not only was the additional weight from the 20-ton crane a challenge, but also limiting the allowable load of the new crane to sections of runway that were reinforced for a 20-ton load.

The Solution

In 2019, Bohl Crane provided the plastics company with an additional 20-ton customized crane for the previously expanded runway. They turned to R&M to assist in a custom solution to add the additional crane while avoiding any major adjustments to the existing runways.

Dave Haase, an Account Manager at Bohl Crane explained that like the 15-ton cranes, the 20-ton crane would need to be "stooled up" meaning that there would need to be a spacer added between the end truck and bridge girder to gain additional height of lift due to the low elevation of the existing runways in the building. He also stated, "We do not do many stooled bridge girder cranes, but when we do, we note that the costs associated with raising the entire runway system are much higher than stooling the crane itself." However, this combination of stooling the crane with the increased capacity to 20-tons created additional obstacles especially with the need to add the crane to the existing runway.

Haase stated that, "the 20-ton crane project required an engineering analysis of the existing building and runway systems." He also added that due to the analysis results "in the manufacturing area, we completed reinforcement of the existing runways and minimal modifications to the building steel." With the help of R&M's team, the wheel loads were spread out along the runway with a long wheelbase end truck and extended trolley gauge.

Bohl was able to limit the allowable load of the new crane in certain sections by installing R&M's advanced safety features of zone control and collision avoidance technology.

Continued on page 79

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Bohl Continues History of R&M Installations at Plastics Firm

This solution would restrict the weight allowed in certain zones of the runway that had not been reinforced for 20-tons, while also keeping all cranes on the runway a specified distance apart to ensure that no single section of the runway could be overloaded. Haase commented that, "Radio control was added to make it easier for the operator to move the cranes around the equipment. The collision avoidance was added to keep the cranes apart to avoid overloading the runways and building steel as they were only designed for one crane per bay."

The Results

Bohl Crane and R&M collaborated to provide a unique solution to the material handling demands of the ever-evolving TH Plastics' facility. A custom solution was provided that maximized the existing building layout, increased productivity, and provided a safe operating space for employees, all while minimizing expansion costs.

Bohl Crane continues to provide inspections and repairs for TH Plastics, Inc. and plans to assist in any future expansion projects as the innovative company continues to grow.

Chairs of the Technical Sub-Committee

Continued from page 33

Celena Moses - Load Securement Technical Committee & Sub-Committee Chair

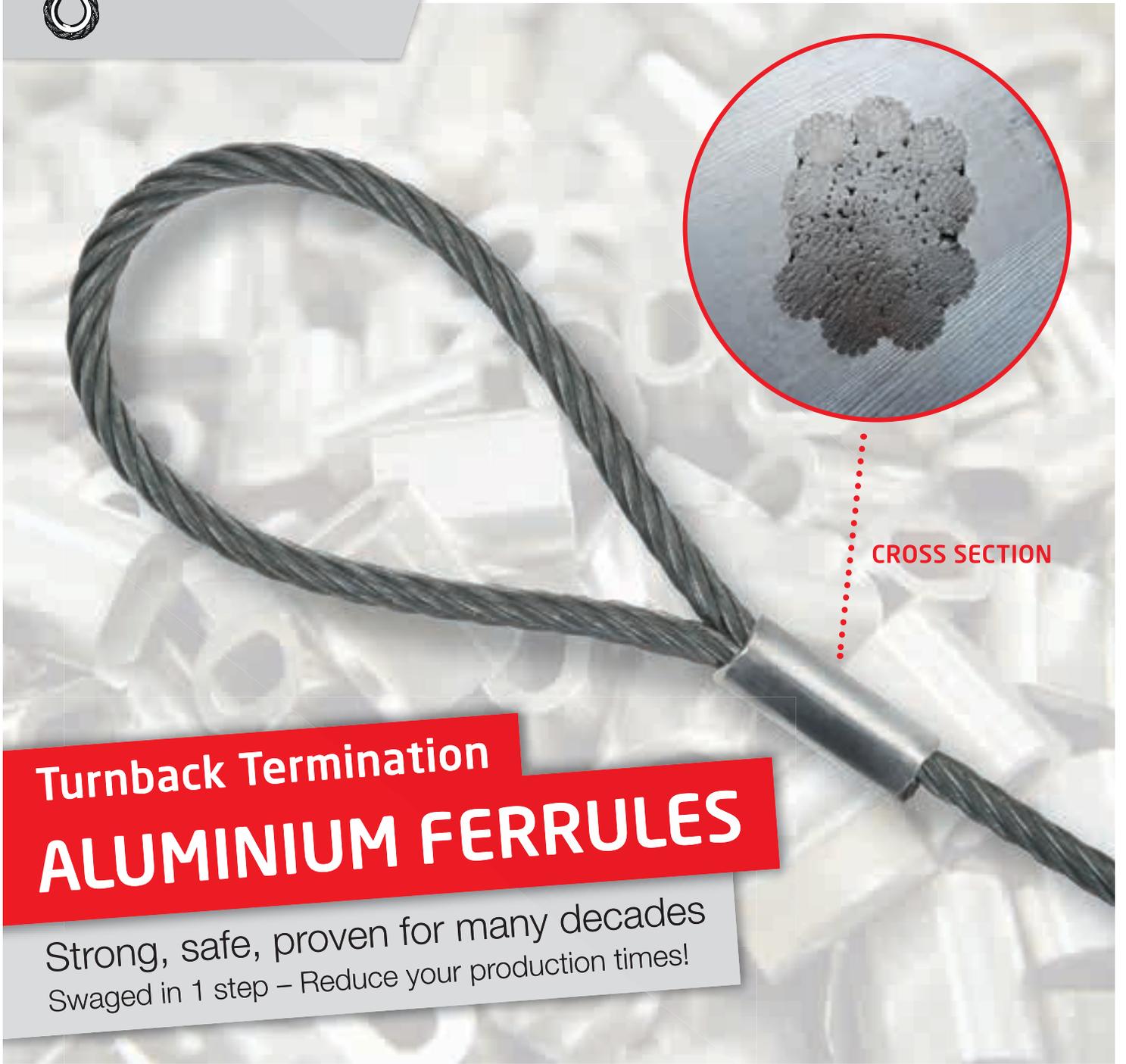
Celena Moses, Van Beest USA: My career in the rigging industry began in 1998 as a machine operator drilling clevis and grab hooks. Currently, I am a Regional Sales Manager with 21 years in the industry. Wow time flies when you are having fun! The experience in the industry has given me the opportunity to see the world in a new perspective, be a part of some great associations, and most importantly make some lifetime friends.



As Chairman for the AWRP Load Securement Technical Sub-Committee along with the Sub-Committee chairs Charlie Bradshaw, Patrick Hughes, Bob Jasany, and Ken Webb our committee goals for 2020 are to collaborate with other associations such as WSTDA and CVSA on the new proposed load securement standards being currently established. To investigate tiedown incidents and communicate through articles for educational purposes. Look into new technology that is being introduced into this market. Final goal for 2020 is to communicate to the AWRP members through articles, social media, and presentations for our research on load securement.



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MOVE OVER!

Most industries find competition creates a natural divide, but for Towers it is a different story. Through the unfortunate loss we experience together and a desire to protect each other, our community has been “watching each other’s backs” for years.

Our company has struggled with the difficulty that we could not seem to protect the very towers that helped build us into who we are today. We could create the best safety products, but it didn’t matter if we could not prevent reckless driving. In 2016 we decided to dedicate an awareness video to towers everywhere, “It’s Easier To Move Over Than Move On,” with a hope to do more than any safety product could ever do; Prevent the accident in the first place. Through the research and development for the B/A Move Over video, our creative team became intimately familiar with the stories behind the growing statistics and this motivated us more. It’s truly astounding that while our community works so hard to raise awareness, our loss continues to grow.

We found that most drivers involved in a roadside accident were completely unaware of the move over laws.

Although, while this is a law, we felt it was also basic decency to give someone safe space to work. We decided this would be our focus for the video.

Through the story of a young boy and wife waiting on their father and husband to return home, we attempted to appeal to the viewer’s innate humanity. At some point you may have waited on a loved one, worried if they were okay. The worry is like a weight on your body until you know they are home and safe. We wanted the viewer to know that this is the life of a tower’s family on any given day. In the moment it was revealed that the tow operator survived, the viewer

is shown how they are in control simply by moving over and driving safer. The message is intended to leave you with a desire to pay it forward so our towers and their families can one day live with far less worry.

While B/A is not in the business of creating popular videos for social media, we have been overwhelmed by the awareness that has begun to spread in just a few months. At the time of writing this article, we are collectively approaching a reach of one million people on social media. While this issue is far from over, we are happy this video has made an impact and hope it continues to do so. Our team at B/A is especially grateful because making the video itself was a huge collaborative effort with our local towing community and first responders, who donated many hours of their time. Long after the towers were needed for the shoot, they stayed nearby strategically placing their trucks down the road to make sure we stayed safe during the final hours.

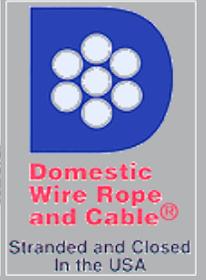
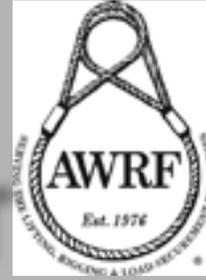
Making this industry safer is a collaborative effort and we know we can’t do it alone.

We would like to leave our towers with words of encouragement because we know how difficult it has been to raise awareness to a general public who seems uncaring when they are actually unknowing. We hope you will join us to continue to raise awareness through the American Towman, Spirit Ride. Perhaps this year we will make enough noise to see heads turn towards towing.

“Not being heard is no reason for silence.” Victor Hugo



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SP Load Cell Tests Shuttlelift Mobile Gantry Cranes

Australia’s Dynamic Rigging Hire used a 100t capacity Straightpoint (SP) Radiolink plus load cell to complete tests on two 90.7t capacity Shuttlelift mobile gantry cranes in Melbourne recently.

Dynamic, a lifting and rigging equipment rental company, sourced the load cell from Elevate Lifting and Rigging Pty Ltd., which is its go-to partner for force measurement solutions. Elevate, formerly Hoisting Equipment Specialists (HES), also provides specialist lifting equipment to the Australian market.

The new Shuttlelift cranes, tested to 91.5t, will be utilised by the end user to lift pre-cast super T-beams at a manufacturing facility in the city’s western suburbs. They had to be load tested prior to being put into service to comply with Australian Standards; they will also be subjected to periodic testing to maintain that compliance.

The Radiolink plus combined with a pair of 120t capacity shackles, 100t capacity roundslings and a 145t capacity Maxirig spreader beam. The owner of the cranes engaged the services of its mobile crane provider to assist with the counterweights, which in turn requested Dynamic to provide the rigging gear to lift the counterweight tray and the calibrated load cell to record the tests.

Dean Nelson, CEO at Elevate, said: “It’s a valued partnership we have with Ross Johnson [general manager] and his team at Dynamic. The mobile crane provider used one of its Franna pick and carry cranes to place the counterweights in the superlift tray and the set up of the load cell and rigging gear was also uncomplicated.”

He added: “The readings were monitored by the crane technicians who used the load cell to make adjustments to the scale system on the cranes. Both cranes were load tested and had their operating systems set within an afternoon. The following day saw operator training and the cranes finally placed into service in a very busy pre-cast yard.”

The Radiolink plus, SP’s best-selling product, was used with the Handheld plus reading device, which enabled the rigging team to monitor the cranes at a safe distance. They utilised the long-range 2.4GHz version providing a wireless range of 1,000m (3,280 ft.). However, Bluetooth output

The new Shuttlelift cranes were tested to 91.5t.



can also be utilised, connected to any smart phone running the manufacturer’s free HHP app (named after the Handheld plus) on iOS or Android at ranges up to 100m (328 ft.).

Nelson said: “The Radiolink plus has been widely covered in earlier case studies, but in every application its various features are showcased at the coalface of our industry. We strive to provide more for our customers and have made a name for ourselves and built a reputation in the lifting and rigging industry by providing a standard of quality in our products unlike any other. SP’s technology aligns with that ongoing strategy.”



The Radiolink plus, SP’s best-selling product, was used with the Handheld plus reading device.

Dynamic Rigging Hire sourced the load cell from Elevate Lifting and Rigging Pty Ltd.





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Laclede Chain Restructures to Provide Niche Market Expertise to Rigging & Marine Industries

ST. LOUIS, MO.— Laclede Chain Manufacturing Co., a nationwide manufacturer of domestic industrial chain, has recently restructured its sales division to better meet the needs of specialized customers, specifically in the rigging and marine industries.

With this restructuring, as of October 1, 2019 Laclede has promoted Jeff Doerge to General Manager of its new Rigging & Marine Division. Doerge has been with Laclede for over a decade and has spent the last five years focused specifically on developing his expertise in the rigging and marine sectors.



Laclede Chain company president Tim Riley is grateful for Doerge’s commitment to this growing sector. “Until just over 5 years ago, we were doing very little in rigging and marine,” Riley said. “Then, we started to see a growing need in the market and Jeff jumped at the opportunity to learn the industry in order to help these customers grow their businesses. His commitment to understanding the needs of our rigging and marine customers has been hugely valuable, and I’m looking forward to seeing him make an even greater impact in his new role.”

The domestic marine sector in particular is experiencing healthy growth. As a result of conservation efforts, commercial fishing in the U.S. is booming as once-depleted fish stocks are **being rebuilt**. Consumer data also shows that demand for seafood (**especially salmon**) continues to increase.

“This renewed focus on conservation means there is an increased demand for environmentally safe chain products that allow commercial fisheries to practice sustainable techniques,” said

Doerge. “We are working with more and more of the industry’s key players to help them develop these innovative products.”

Scallop fishing, in particular, has been an area where Laclede has recently helped key customers succeed. “We recently developed a new size of scallop rings and links for a customer after other chain manufacturers told him it couldn’t be done,” said Doerge. “The new nets bring in healthy yields while disturbing the surrounding environment as little as possible.”

Doerge is also focused on developing his expertise and understanding of the rigging

sector that he serves. He spends time traveling to visit customers to learn firsthand about the challenges facing them in their day-to-day operations. He recently underwent (and continues to pursue) continuing education courses in rigging to hone his knowledge.

“Laclede continues to lead the chain industry in safety with our Hi-Viz line for overhead lifting,” Doerge said. “And with any of our Grade 120 products, we offer the strongest American-made overhead lifting chain and assemblies on the market today.”

Doerge’s vision for serving the rigging industry is for Laclede to become the foremost chain expert for serving customers in this sector. “It’s my goal to further specialize in serving these guys,” Doerge said. “We want to get narrow and deep into serving different niches in their market.”

To develop and create custom marine and rigging solutions, Doerge and Laclede Chain’s lead engineer, Melissa Searle, work with customers one-on-one. They collaborate with customers’ engineering departments frequently to optimize designs for use in the field using 3D printing technology.

“Because of 3D printing, we’re able to help our customers prototype new solutions faster and more cost-effectively,” said Searle.

Doerge is proud to see the company’s new strategic focus create results for its customers. “We are looking forward to continuing to provide these sectors with the support and expertise they need to be successful,” Doerge said.

Laclede Chain Deepens Its OEM Expertise with Strategic Hire

FENTON, MO.— **As of October 2019, Chris Hric** has joined Laclede Chain in the role of General Manager for the company’s newly created OEM division. Laclede recently underwent restructuring in order to better serve customers in four particular sectors: general industry, rigging and marine, traction, and OEMs.

Prior to joining Laclede Chain, Hric spent nearly twenty successful years in sales leadership roles serving the manufacturing and industrial sector. Most recently, he worked as Regional Sales Manager for a nationally recognized structural tubing fabricator, where he created and maintained the company’s first relationships with OEMs such as John Deere and Chrysler.

In his role as General Manager, Hric will be working closely with Laclede’s OEM partners to advance their business strategies through smart chain solutions. He will also be

responsible for the coaching and development of Laclede's OEM sales team, in addition to serving and educating its distributor partners on new, innovative products.

Hric believes in a three-pronged approach to addressing the needs of OEMs. To serve OEMs' research and development efforts, Hric and his team are proactively engaging OEM engineers and product development experts in discussions on their future vision, working in tandem to create custom chain solutions that can shape their ideas into reality.

"Our 3D printing and prototyping capabilities allow us to help our customers' research and development teams visualize how new products can come together," Hric said. "For R&D, custom solutions are what helps them innovate—instead of us saying, 'Here's our standard product, take it or leave it.' Our ability to do what other chain manufacturers can't or won't is what really sets Laclede Chain apart."

For ongoing manufacturing needs, Hric will guide his sales and account coordination teams to analyze customers' usage trends, optimizing their inventory levels for maximum efficiency. He will regularly collaborate with Laclede's operations team to ensure the company's production flow is aligned with the needs of its customers.

Finally, Hric sees a great deal of need in the replacement parts market that serves end users of OEM products, especially within the agricultural and forestry sectors.

"Replacement parts are critical to keeping farms and forestry operations running," Hric said. "And in order for that to happen, it's our job to make sure our distributors are stocked with the right inventory levels of the right products."

Hric and his team will be actively attending trade shows and conducting research to discover opportunities for Laclede to help OEMs, both in terms of chain solutions and chain safety. "When we can help manufacturers operate more safely, that's a huge win," said Hric. "I've been in a lot of manufacturing facilities throughout my career, and safety is a big passion of mine."

Tim Riley, Laclede Chain President, believes Hric's experience will further enhance the company's ability to serve OEMs. "Chris's experience in gaining and continuing to earn the trust of prominent manufacturers is going to help our entire team serve them better," Riley said. "I'm looking forward to seeing everyone level up as a result of having Chris on our team."

In addition to Hric's extensive manufacturing and industrial experience, he holds a Six Sigma Black Belt certification from Clemson University and a Bachelor's degree in computer science from Truman State University. Hric also served his country as an officer in the United States Army throughout the 1990s, having spent time stationed at Fort Hood, Texas, and Schweinfurt, Germany.

With Strategic Restructuring, Laclede Chain Hones Its Focus on Superior Service

ST. LOUIS, MO.— Laclede Chain Manufacturing Co. is a nationwide manufacturer and supplier of high-quality domestic chain and accessories serving industrial customers across North America and beyond. The company recently restructured its sales leadership team to provide more individualized attention to its customers and help them get the most value out of their relationships with Laclede.

With the restructuring, Dennis Boxdorfer has been elevated to General Manager of Laclede's General Industries division, which includes customers in the trailer, construction, and large retail sectors, to name a few. Boxdorfer previously served the company as Rep Firm Manager for four years leading up to this promotion. In his former role, Boxdorfer expertly managed and provided resources to Laclede's team of contracted independent manufacturer representatives. Before joining Laclede, Boxdorfer gained decades of experience in construction and machinery as a business owner and successful sales leader.



In his new role, Boxdorfer will be focused on forming deeper partnerships with customers by helping them make smart business decisions when it comes to their chain needs. He will be working with customers directly to help them evaluate their current chain needs and optimize the solutions Laclede is providing.

Laclede Chain company president Tim Riley is looking forward to seeing Boxdorfer's impact on a broader set of customers. "Dennis has developed so much expertise in his years at Laclede, Riley said. "I am eager to see him lead his team to hone their knowledge, and also to see him help guide our customers at a deeper, strategic level."

Boxdorfer will be traveling to spend time face-to-face with customers along with Laclede sales reps and engineers to learn more about the challenges customers are facing in their businesses. These new learnings may lead Boxdorfer to recommend an existing product that better suits their application, or even discover opportunities for Laclede to develop custom products.

"We want to ensure we are developing the right solutions for our customers in their specific application," Boxdorfer said. "Our goal is to develop partnerships with these customers and help them grow their business."

Boxdorfer sees the restructuring as a move that will help solidify Laclede Chain's service for

customers in the future. "This promotion allows me to bring my knowledge of the general industrial sector to a more strategic level," said Boxdorfer. "I'm now able to guide our customers to making smart business decisions that will lead to better operations, better safety, and better results."

Laclede Chain Manufacturing Grows Customer Service Capabilities in Southwest U.S. Through Strategic Hire

FENTON, MO.—Laclede Chain Manufacturing has recently expanded its customer service capabilities by hiring Austan Smith as Southwest Territory Manager. This is a new position in the company, and Smith will be serving customers across California, Arizona, and parts of Nevada.



As Laclede's vital relationships in the Southwest region have continued to grow, there became a growing need for more personalized service and expertise to serve distributors, OEM's, and

end-users in the area. Smith brings many years of successful distribution sales experience in the industrial automation industry to his role at Laclede Chain.

Smith's experience in distribution has given him great insight on how he can best serve Laclede's customers. "Instead of going to our customers and just showing them the newest things, I want to learn about their business and see where they are trying to grow," said Smith. "Having been on their side in my previous role, I understand the challenges distributors face every day."

One of the ways Smith is partnering with Laclede Chain's customers in his region is by providing training and education. He recently led a chain inspection and safety course for a rapidly growing customer who had a large group of new employees. Smith also encouraged the

customer to invite their customers to help them develop their own relationships with the market they serve.

"In the manufacturing world, things are constantly changing," Smith said. "Standards are being updated; we're finding out ways to do things better. Learning about the latest best practices in safety is hugely important to protecting profitability. I'm looking forward to providing more education and training opportunities to my customers that will help them grow."

In addition to educating customers, Smith's role will include analyzing market trends to identify which items should be stocked in inventory and also identifying new potential customers in the region. "I hope to grow the territory and be a good resource for our customers," Smith said. "I'm excited to be part of the Laclede Chain team."

About Laclede Chain Manufacturing: Laclede Chain Manufacturing has over 250,000 square feet of manufacturing and distribution space in four locations across the United States. The company is the oldest domestic chain manufacturer in the United States and has over 200 employees across its system.

Continued from page 73

Technical Insights from Don Pellow

usage; and dissemination of technical knowledge applicable to the lifting and rigging industry.

Don has been an active member of the University of Kansas Structural Engineering Planning Conference Committee for many years. He was a member of both the Kansas City Chamber of Commerce and the Kansas City Hispanic Chamber of Commerce. Don is also past Chairman of the Wire Rope Technical Board. He continues to be a part of several sub-committees of the Technical Committee; active in conducting failure analysis of rigging products and investigating crane accidents

as an expert witness; and in consulting to companies requiring his technical background, experience and status as a licensed professional engineer. Don continues to develop and write technical articles for publication in various industry magazines, including Slingmakers.

A special thanks goes out to Jeff Gilbert, Barbara Gilbert, Caren VanZant and Emily Gilbert of the AWRP office for their continued support, involvement and multiple hours of dedication and work in making the Technical Committee function.



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Continued from page 19

up running barefoot are equipped to dominate this scene but if you're ready to run your first 10k with your toes flying free, prepare for anything.

My personal thoughts on how your feet hit the ground come in 2 thoughts. It's ideal for your feet to land under your hips, not heel first. That means you aren't slamming on the brakes each time your feet land, sending a shockwave up to the knee. This means you can land with more of a mid-foot or even forefoot however I will say even if your heel seems to land first, often time the load of the landing still hits mid-foot. My second thought is that after 30k at race-pace, sometimes we all tend to hit with what looks like heel-strike however, as long as we aren't over-striding, keeping the feet under the hip, it's still fast and efficient.

Along with your feet come the proper shoe. I have seen athletes spend over \$200 on a pair of shoes, yet seem to have the same issues because they haven't fixed the main issue. The chain of events that occur when you're running - from foot, to knee to hip need to be durable and in sync. If you don't address the imbalances above the foot and develop some lateral stability, you're also limited. Anyway, back to your shoes. Make sure you don't wear the old-worn out pair you've been gardening. Spend \$50 - \$110 on a pair you're proud of with either light stability or just a firm sole. No doubt JackRabbit can help you out.

3 - V02 Max - This metrics has been given large amounts of weight in predicting a runner's potential however, there are new ways we should consider V02 Max when thinking about efficiency. There is no doubt that having a higher V02 Max will add huge value to a runner's capacity to produce speed but the truly, V02 Max isn't the only term we need to think about. Instead, let's think about how well you are handling your oxygen intake. How well do your muscles absorb and how long can you sustain your V02 Max at 100% velocity? Present day science has shown that even the highest V02 Max values don't automatically mean a runner will break a world record. A consistent, measured running program can help a runner increase their oxygen processing power and develop more strength as they approach V02 Max. This number can only be found in a laboratory while hooked up to a plethora of hoses and breathing apparatus. You need to work on becoming better at processing and transferring oxygen efficiently as a runner. This change is evident when monitoring perceived effort vs actual pace while using a heart rate monitor.

Eventually that same pace, should feel easier and you should also see a lower heart rate if measured in the same conditions. Run frequently and follow a proven structure to improve this important aspect of running.

4 -Strength - Your bones are supported by muscles, ligaments and tendons. How many people do you know who are at this very moment, nursing a running injury. Often times, injury is caused from too much too fast. This mean maybe you started your program off by running 20 miles in week 1 but then 60 miles in week 2. My point here is that your body needs to develop adequate strength over-time in order to sustain the required load necessary for adaptation. This process takes years in most cases and if you've been injured, you know that you can't rush this type of strength and durability. When running, your form will tell you whether it needs adjustment because well, you'll feel a tinge that could turn to injury. The problem is, most running imbalances need to be fixed in the gym, not by running 20 miles with a new stride pattern. Even working from heel striking to mid-foot running can cause some pains or injury. The more durable you become via plyometrics, balance work and running drills... the more efficient you'll become. Just be patient with strength because you can over-do this part very easily. Start will some light hill running, maybe work on some drills before, after or in the middle of your run and finally, the gym is your best friend when used properly.

5.- Proprioception - Think about walking forward with your eyes closed and you can almost see where you need to pin the tail on the donkey poster. Finally, you find your mark and stick the tail on the....wall, window or mirror. The way we think about how we feel and the feedback loop connecting it all together helps us determine, for example, how our foot is landing on the ground without looking. This is the final stage in running because honestly, if you think you're running with your hips forward but after you see a picture of yourself it looks like you've got your butt kicked out behind you, you're not in-tune. Having some video of yourself running is also a great way to see what types of changes you can make via a direct feeling and then review via video. A 1 degree pelvis rotation might feel like 10 degrees but on camera, look the same...hence, look, listen feel. If you aren't able to feel or measure what's wrong to begin with, making changes becomes more challenging - this is also why we do drills. Developing better balance, movement patterns and "feel" should be your number one goal. If you aren't thinking about your imbalances or feeling for a change, you likely aren't doing anything to improve your experience.

RUD ROV Hooks for Subsea Installations

Oceaneering International, Inc. (Oceaneering) used four 10-tonne capacity remotely operated vehicle (ROV) hooks from RUD to fulfill two major subsea contracts recently—both in the Gulf of Mexico. The products were sourced from RUD distributor LiftPull.

First, Oceaneering used the hooks to install long baseline (LBL) transponder frames, weighing 2,000 lbs. each, at specified subsea locations. Oceaneering was contracted by a major offshore oil and gas company to deploy six LBL array Compatt frames (a transponder used for high precision survey and construction operations) and populate the array in 7,200 fsw using the 257 ft.-long multi-purpose support vessel (MSV), Connor Bordelon.

In a second contract for another major oil and gas company, the ROV hooks were again used to install a rigid M-shape jumper and associated subsea distribution hardware. Here, the hooks were used to make several smaller lifts of ancillary equipment and frames, weighing between 5,500 lbs. and 10,000 lbs., in support of the jumper installation using the 309 ft.-long MSV Cade Candies.

Dan Cheek, engineering manager, Subsea Projects Group at Oceaneering, said: “We were looking for a safe and time-efficient solution to connect and disconnect loads subsea using a ROV. We needed something to reduce the risk of dropped objects, especially when passing through the water interface, and provide a user-friendly subsea solution. The alternative option would have been to use a ROV shackle in place of a ROV hook.”

The LBL Compatts allow for detailed acoustic positioning of subsea assets by surface vessels and tracking of the ROVs. Cheek explained that the frames hold the transponders upright subsea and off the seabed.

Ruben Delgado, regional sales manager at LiftPull, said: “The safe lifting and lowering of loads on deck and underwater up to depths of up to 10,000 ft.—coupled with ambient conditions, unpredictable

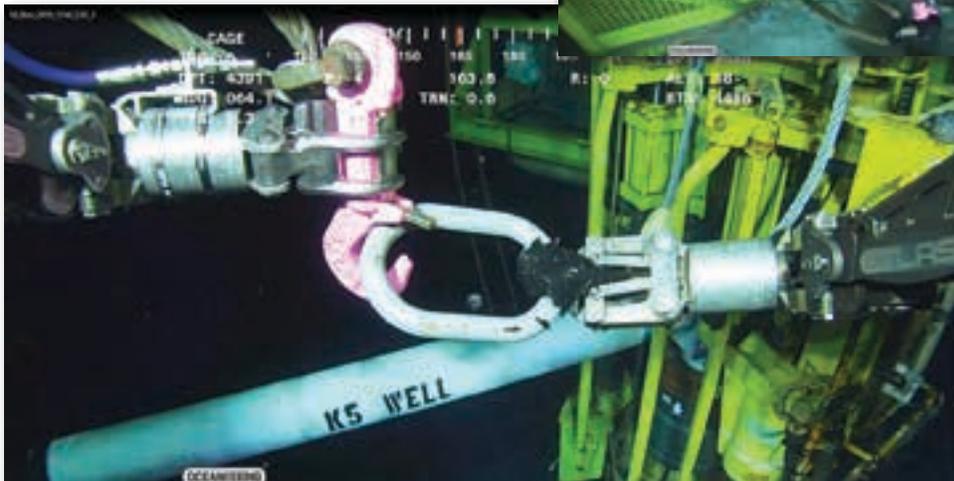
currents and difficult lighting—presents enormous challenges. Further, the sector is nearly always time pressured and precision is always fundamental to safety.”

He added: “The new RUD ROV hook provides two efficient lifting solutions for demanding marine and offshore applications. Its innovative safety mechanism makes it impossible to accidentally open the hook. We serve as a DNV GL-qualified partner for marine and offshore applications with a comprehensive range of sling and lashing solutions.”

RUD also offers a higher capacity, 25-tonne version of the ROV hook. Cheek said: “We intend to use the 10-tonne capacity hook for upcoming contracts; it is especially useful for deploying and recovering the ancillary equipment and frames required to complete many of our projects. However, we are also excited about the 25-tonne version and see potential use for it on future assignments.”

For approx. 18 months, The Caldwell Group and the RUD Group have united their sales and marketing activities in North America for material handling and lifting devices within a common organization.

Recovery of a subsea basket after jumper installation.



Recovery of a jumper connector running tool after jumper installation.

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Loos & Co., Inc. acquired Sheaves, Inc.

Product lines will remain; Operations have moved to Naples, FL

Naples, FL January 22nd, 2020 — Loos & Co., Inc. Cableware Division, located in Naples, FL, is proud to announce the purchase of Sheaves, Inc., a leading manufacturer and distributor of pulleys and sheaves to the wire and wire rope industry. With the completion of the asset purchase transaction at the end of December, 2019, Loos & Co., Inc. Cableware Division has broadened the solutions it can provide to customers.

The acquisition of Sheaves, Inc. unifies three brands known in the wire and wire rope industry under the Loos & Co., Inc. product umbrella. All products from QSheaves (www.qsheaves.com), long known for quick delivery on customizable lifting sheaves, Process Sheaves (www.processsheaves.com), industry source for pulleys used in wire and cable manufacturing, and ESheaves (www.eshaves.com), the source for both stock and custom metal/plastic sheaves, are now available through the Loos & Co., Inc. Cableware Division.

“Bringing the product lines of Sheaves, Inc. on board with the cable and rope hardware we offer lets us offer more product to our existing customers, and better serve the markets we currently call on,” according to Loos & Co, Inc. Director of Sales & Marketing Gerald Smolenski. “The products have a long history of performance and Sheaves Inc has always focused on service and delivery to offer value. We feel that fits with Loos & Co., Inc. very well.”

Sheaves, Inc. has been an established industry name for over 15 years, sourcing, manufacturing, and stocking custom engineered wire rope sheaves that meet the specific needs of industry applications. They also supply a large inventory of stock sheaves to meet your immediate needs.

Operations will continue under the brand names established by Sheaves, Inc. and through the existing websites for the foreseeable future. Sales, customer service, and manufacturing operations have been moved to the Naples, FL location and shipments will be fulfilled from there. In addition to the current Sheaves Inc contacts, you can also send inquiries for products, request order and shipment information, and send any other general inquiries directly to sales@loosnaples.com, or by calling 800-321-5667.

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Dura-Mod

Modular Spreader Beam



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

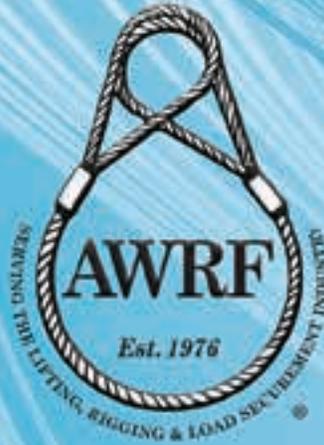
- ☐ Lightweight in comparison to fixed/multiple point beams.
- ☐ Easy to transport & store; single longest component is only 20'!
- ☐ Two end units, drop links, and spreader sections make it fully customizable.
- ☐ Distributors are able to keep them stocked, offering customers quick ship access to certified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



Malcolm Peacock, Dura-Mod Expert

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





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