

Clingmakers

2020 ISSUE 166

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THOUGHTS FROM THE PRESIDENT

When I was a kid in the early 1970's, ZOOM was a children's variety show. Bad music, bad outfits – but at the time, it somehow worked. I'm pretty sure I speak for all of us when I say that by the end of this year, I'll never want to hear the word ZOOM again. Our summer BOD and Tech meetings were both successfully held virtually, with a very wide range of hairstyles, facial growth and backgrounds! There was plenty of enthusiasm as we did our best to keep things moving forward in a very trying time.

Most of you know that the AWRF Product Information and Exhibit (P.I.E) has become the leading industry showcase for product innovation and new ideas in the lifting industry. This Board of Directors has continued to work this year to find ways to bring value to AWRF members, and we are excited to provide the first ever virtual product exhibit coming up in October – great job Emily Gilbert! This event will provide access to member company employees that normally would not be able to attend an event like this, giving our manufacturing and sponsor members a unique opportunity to get their message out in a year when customer contact is at a premium.

The future of AWRF has never been brighter. We have brought in new members, new ideas and new momentum. Starting next January, the Board will be in the capable hands of Tom Hudgins of Bishop Lifting as the next AWRF President. Jack Gibbons of Metro Wire Rope will become VP, Patrick Shire of Yale Cordage will be Treasurer and Justin Brown of Uniropo will be Secretary. Their collective experience and leadership, combined with Emily Gilbert's ability to take new ideas and make them a reality, paint a vibrant picture for the future of AWRF.

Once again, I want to thank our management team at JAGwire. It's been an honor to serve on the Board of Directors with such a supportive and professional group of people. To Caren, Barb, Emily and Jeff – I can say this without hesitation - I could not have done this without your patience, support and guidance. To this Board of Directors, I thank you for your open mindedness and creativity. And thanks also to Barry Epperson, for making sure that we never strayed too far off the yellow brick road! See you all in Hawaii! (I'm going, no matter what!!)



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AWRF CALENDAR

2021

- January 20 - 22 AWRF Technical Committee & Board Meeting
 Courtyard by Marriott Downtown
 Phoenix, AZ
- April 25 - 28 AWRF General Meeting
45th Anniversary
 Grand Wailea (Waldorf Astoria)
 Maui, HI
- July 14 - 16 AWRF Technical Committee & Board Meeting
 The Westin Nashville
 Nashville, TN
- September 26 - 29 AWRF General Meeting
 Omni Nashville
 Nashville, TN

2022

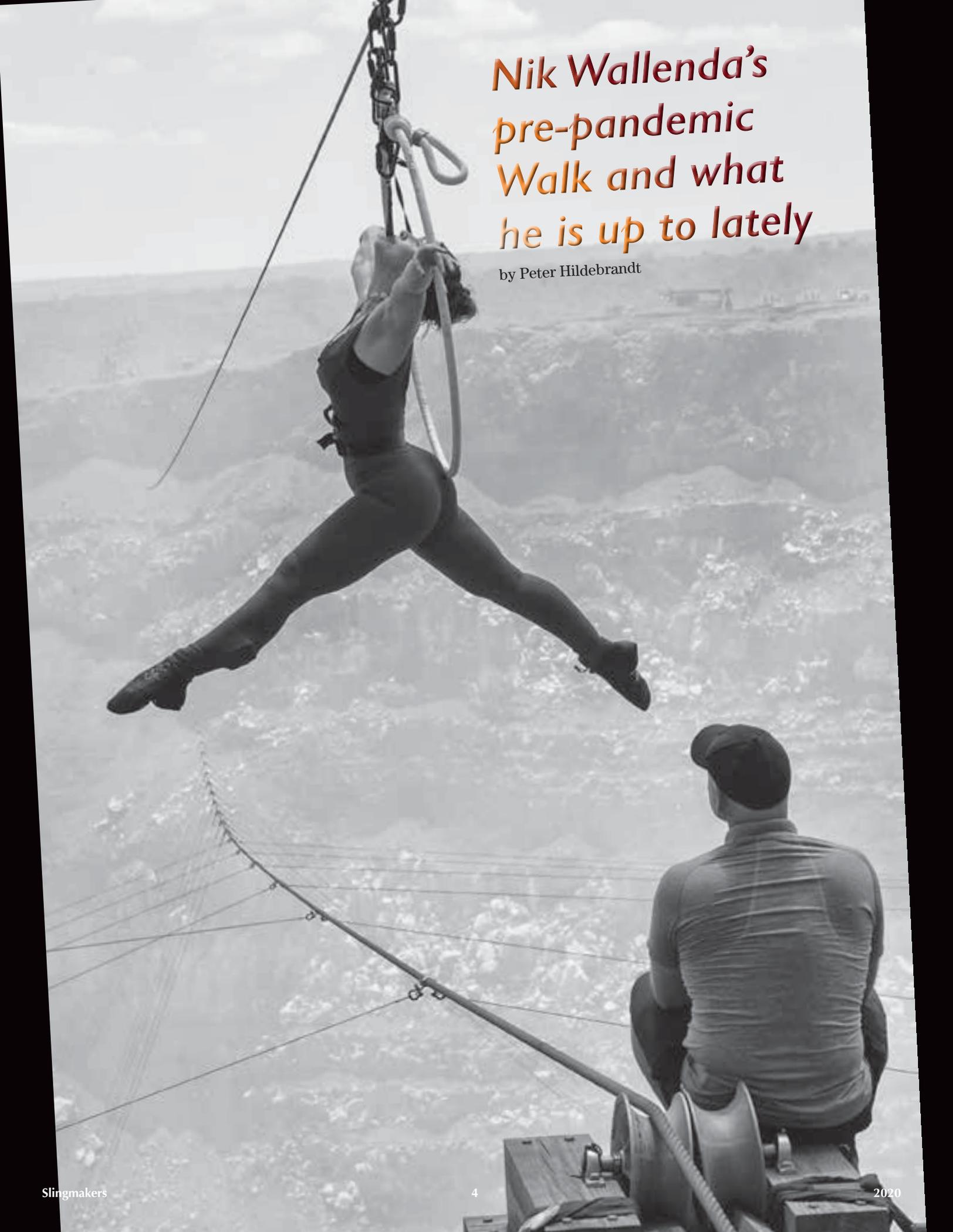
- April 24 - 27 AWRF General Meeting and P.I.E.
 Marriott Marquis Houston
 Houston, TX
- October 16 - 19 AWRF General Meeting
 Loews Philadelphia Hotel
 Philadelphia, PA

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*Nik Wallenda's
pre-pandemic
Walk and what
he is up to lately*

by Peter Hildebrandt



The Masaya volcano's lava lake glows scarlet beneath Nik Wallenda's wife Erendira Wallenda. She hangs from a large ring attached to a wire above, by her toes on a ring. Then she puts an attachment into her mouth and hangs by nothing but her teeth. It goes without saying that she has complete faith in the strength and construction of the wire rope making it all possible.

Until the point when she dangles by her teeth, over her mouth and nose is a mask to filter out toxic, noxious, irritating sulfurous rising up from below. At some point as she dangles above the abyss she will use – as mentioned above – only her teeth alone to keep from plunging into the lava. When the mask comes off to enable this challenge, the toxic fume from below shocks her.

Spanish explorers called this Nicaraguan volcano the “mouth of hell”; this, something they no doubt believed literally. One of the biggest problems encountered are those toxic fumes, hence the necessity of a face mask. Wallenda watches the wire carefully for how it vibrates. “This volcano is mesmerizing,” he says while crossing.

Drones photograph Nik from above while a safety cable is strapped to his back, held in place by a backup cable over his head. All of this stands some 1,800 feet above Masaya's 2,000-degree (F) lava lake. As Wallenda passes through the sulfuric fog, another camera is able to make out his form with a negative image. Getting out further above the caldera the wind picks up, Nik sways

from side to side. Thinner lateral suspender wires on two sides secure his main crossing cable in place.

Hydrogen chloride, hydrogen sulfide, and other noxious fume add to the winds blowing at the volcanic pit. One fourth of the way across, there is a 60 foot drop due to the angle of the wire as it traverses the space. Wallenda descends, walking with a clear rhythm all the while having something of an ongoing conversation with himself to stay focused. Though now a red-orange lake of exposed magna from deep within the earth's mantle seethes below.

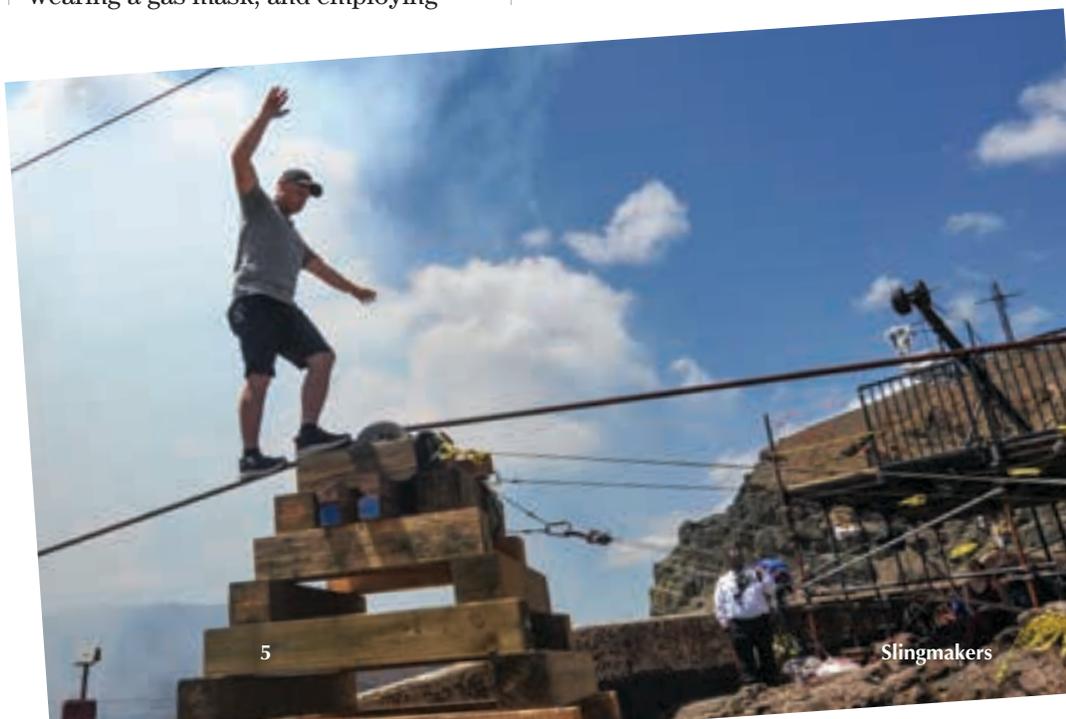
Back in Sarasota and Bradenton, Florida – Wallenda's home base of operations and hometown where he's lived all his life – he trained in his backyard. Nik simulated current conditions, blindfold on his eyes, wearing a gas mask, and employing

a wind machine trained on his 750-foot wire rope cable. “I felt the wire's tensions while walking, all in anticipation of what was ahead to the crossing site in Nicaragua.”

When asked about what safety measures are in place, Nik mentions that aside from his team, he is pretty much on his own. “If something happens, I have trained all my life to hold onto that wire until help reaches me. And it is – as always – my decision, mine alone as to whether I will use any safety devices such as harnesses. I never have planned on using any.”

And neither have generations of Wallendas going back decades. Nik has lived up to his family's reputation; he holds eleven Guinness World Records. Being a member of the Wallenda family means closeness of course, but also that there is a thin line between life and death. They have always simply lived that way. Wallendas always had to reconcile their passion with its risks. Nik Wallenda is a seventh-generation member of The Flying Wallendas family of aerialists. His ancestors were primarily of Austro-Hungarian descent and have been circus performers since the 18th century, doing balancing acts without nets since Karl Wallenda made the family famous for the feat in the 1920s. Nik Wallenda is a direct descendant of Karl, whom he calls his role model, his “biggest hero in life.”

My family started performing in the 1780s in Bohemia before going over to Germany. We came to the United States in 1928 to perform for Ringling Brothers





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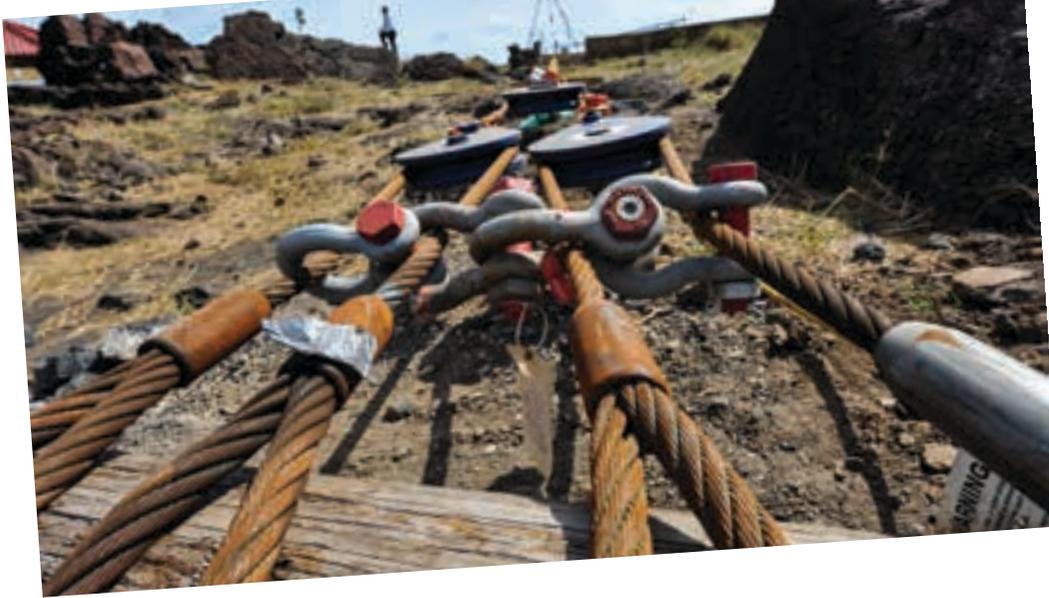
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circus. I started walking a wire at two,” explains Wallenda in a Popular Mechanics article from back in 2011. “That was only two feet off the ground; my parents would hold my hand and I would walk back and forth. At four, I was actually walking on my own. And my first high-wire performance was at 13, and I was about 25 feet above the ground. Once I started performing, I never stopped. It’s life to me. My great-grandfather Karl said, “Life is on the wire and everything else is waiting.”

Scouting out a building includes finding what there is to attach their wires to. “My uncle Mike, the engineer, takes a lot of measurements, draws things up for us; just a simple drawing of the distance and the walk’s height, and the rating on the building’s beam, and where the davit points are on the roof.” Davit points are what are used for window washers. “They often are able to rig with those. And Mike works with the building engineers to get their information. Such critical issues include, what are these points rated at? How thick is this block wall? From that point we will put our heads together and come up with a way to attach that is safe.”

Nik uses a dynamometer, which is basically a big scale, informing him how much tension he will put on his wire. Uncle Mike has a program where he puts in the height and length of the wire and how much tension they can pull it to. For davit points only rated at 4500 pounds, if they rig to a 4500 weight and it’s an 800-foot long walk, exactly how much the wire is going to sag in the middle can be determined. Sometimes they can’t pull the cable as

tight as they’d like. In that case, that means the wire is going to be a lot sloppier underfoot; Nik will need to do some more training at his Sarasota facility under that sort of tension.

When rigging, wind is definitely a factor, something trained for at their facility as well. “We use an anemometer, a wind meter. And we have a huge fan, we’ve even used airboats in the past. We’ll park an airboat and rev it up to 70, 80 miles an hour and I’ll walk the wire in the wind. So that’s also part of the training process. So, the weather is a factor, where the sun is going to be often determines the time of the show. Directly overhead is usually best. We can walk in the rain if there’s no lightning in the area. But we monitor the weather systems and often have a portable weather system with us to tell us if there are lightning strikes within 15 miles of the area. It’s very complex, what we do. People don’t realize how much engineering and science goes into everything.”

The type of wire used depends on the event. Generally galvanized wire with a 7 x 19 inner wire rope core is used. They use galvanized cable because there’s usually very little lubrication it, and it’s made to not rust. Generally, when there’s wire rope, they add grease to it, and it’s not good to walk on. “I have a cable that was made by Bethlehem Wire Rope Works in Bethlehem, Pa., specifically for me to walk across the Grand Canyon. And it is a super-pack a highly compressed cable

and a high-strength cable. The wire I use varies by distance. If I have to walk a longer distance, we have to use a bigger diameter cable because of strength of that cable. The diameter of a basic cable is 5/8 of an inch, about a nickel. And that’s what I walk on 90 percent of the time.”

There are a couple different processes. Some are permanently attached, and it kind of makes for a big spider web. So, they have another system where a screw-pin anchor circle is used. That is placed over the cable and slid into place. It’s quite challenging at times to get these stabilizers on because of all the obstacles on the ground that are dealt with. Often they only have one place to rig to.

When he walked across the Allegheny River, Nik used a 500-ton hydraulic crane on one side and a 330-ton on the other. That, as far as science and engineering goes, was a totally different ball game. He was walking over a river, and only had a bridge on his right side nothing on my left side. Stabilizer cables had to be placed on the right side. For every single walk done, re-engineering is done as well. Each is a brand-new project.

Manpower pulls up the 5/8-inch cable which weighs .77 pounds per foot. “I think, so it’s not that heavy. If you’re picking up 300 feet [of cable], you’re only lifting 260 pounds. We use a pulley block to reduce that weight down and have guys on the roof that will actually pull it up.”

“Technological advancements have made my life a lot easier than in the days of my parents or grandparents. They had to take a wire rope sling, just a piece of the cable that you walk on and wrap whatever beam the cable was going to be tied to. But in order

Continued on page 63



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South Capitol Bridgebuilders Bring Breakthrough Rigging Technology to the New Frederick Douglass Memorial Bridge

The new Frederick Douglass Memorial bridge is the largest infrastructure project in the history of Washington D.C., promising a modern crossing to connect vital neighborhoods on either side of the Anacostia River. Slated for completion in early 2022, the new 1,600-foot Arch bridge will replace its 70 year-old predecessor in order to increase safety and spur economic growth for all surrounding areas.

The \$480 million build consists of six traffic lanes, bicycle and pedestrian paths, two piers that will appear to float on the water, and an esplanade and community park along the river. The project also includes two new traffic ovals on either side of the river and reconstruction of the busy interchange of Suitland Parkway and Interstate 295.

Crowning it all are three parallel sets of 168-foot-tall white steel arches visible across the city. Residents and visitors to the nation's capital are already in awe of this historic landmark-in-progress and the impressive architecture designed and engineered by South Capitol Bridgebuilders.

The Gateway to Washington D.C.

The Frederick Douglass Memorial Bridge, opened in January 1950 as the South Capitol Street Bridge, was among the first projects started after WWII and one of the longest swing bridges worldwide. In 1965, voters chose to rename the bridge for 19th century abolitionist leader and former slave Frederick Douglass.

The original bridge has been heavily trafficked for decades, carrying an estimated 70,000 vehicles each day. While repairs have been made over the years, including a \$27 million renovation project in 2007, they have been unable to keep up with the rapid rate of deterioration. Its age and condition have left it functionally obsolete, with large corrosion holes in its structural beams necessitating a complete replacement.

Building a Reliable Crossing for Cars and Pedestrians

In August 2017, the District Department of Transportation (DDOT) chose design-build contractor South Capitol Bridgebuilders to construct the new bridge and accompanying site development. South Capitol Bridgebuilders is a joint venture between Walsh Group-owned Archer Western Construction, Granite Construction, and infrastructure design firm AECOM.

The new, modern bridge is being built parallel to the old one, just twenty feet away. So far, crews have built the abutments and begun erecting the steel arches in sections. With the arches in place, they will begin work on the new road and traffic ovals connecting the bridge to existing roadways. The original bridge will be demolished after the new structure is complete.

By keeping most of the construction over the river, South Capitol Bridgebuilders can limit the impact on existing traffic. However, building over water beside a critical transportation corridor brings many unique challenges to the project.

“We’re working over and around water, near existing bridges and traffic, in an extremely congested area,” adds Byron Dunneho, Senior Safety Crane Trainer and Inspector at The Walsh Group. “There are several sports stadiums nearby, police and ambulance helicopter air traffic overhead, and that’s not to mention the extreme heights and extreme weights that we’re dealing with.”

Installing the Arches: Maximizing Precision and Safety

The 168 foot-tall steel arches adorning the new Frederick Douglass Memorial Bridge are composed of multiple pieces that are each up to 50 feet long and 11 feet high. Sections weigh approximately 180,000 pounds and must



be held exactly in place while bolted connections are made at challenging heights. The six-sided arches vary in width, growing wider in the middle and more narrow at the peak and where they meet the abutments.

Project managers, engineers, and crew members have gone to great lengths to ensure the arches meet precisely over hundreds of feet. And they proactively sought out ways to ensure the safety of workers and the public while doing so.

“When you lift extremely heavy, big arches,” explains Dunnehoo, “Sometimes they can shift. And with that arch shape, it could end up putting more load on one sling than another.”

This type of load imbalance can be particularly difficult to detect because one or more individual slings may be overloaded while the total load remains below the capacity of the crane. For this reason, Jose Cortez, Senior Safety Manager of South Capitol Bridgebuilders, looked for a way to actively monitor how loads are shared between multiple slings or legs of a sling.



Protecting Workers' Lives with New Technology

Cortez' forward thinking led him to Smart Sling® Technology, an electronic overload monitor developed by Slingmax® Rigging Solutions and manufactured and sold by I&I Sling. Smart Sling continuously monitors each Twin-Path® sling for severe overload. If an overload occurs, the system issues real-time alerts to users on and off the job site via email, text message, and visual notifications on the accompanying Smart Sling software. Since the project builders have long used and trusted Twin-Path slings, it made sense to consider the rigging manufacturer's new device. Still, Cortez did not make the decision lightly.

“We want to make sure there is no failure,” says Cortez. “When I bring any new product to the job site, I don't do it to see what happens. I make sure that it's going to work or I won't put my people in a position where something catastrophic can happen.”

Twin-Path slings are already the most tested and inspectable rigging available, but Cortez believed the digital, real-time nature of Smart Sling added another layer of security and peace of mind. Smart Sling monitors the load on up to 50 individual slings from one screen. In addition, the device keeps a data record so that if an overload occurs, project managers can pinpoint when it happened.

Dunnehoo notes that the project team is pleased with the benefits of Smart Sling, including how it has encouraged everyone involved to plan each lift more carefully. Additionally, rigging team members have gained confidence in their work because they have not received an overload alert for the entire duration of the project. If a mistake were to be made, Smart Sling will instantly send an alert after detecting an overload.

“Smart Sling has been a huge help,” echoes Hannah Gaudet, Project Engineer for South Capitol Bridgebuilders. “These are very critical picks, so having that safety net to figure out if we overload puts us at ease.”

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The Government Affairs Committee

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



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Government Response to COVID-19

June 30th was the deadline for PPP applications, but on July 1st the House of Representatives passed a bill, previously adopted by a surprise vote in the Senate the day before, extending the deadline to later in August. Approximately \$130B of the allocated \$670B remained unclaimed at that time. The PPP, which applies to businesses with fewer than 500 employees, is the largest element of the \$3.5T spending authorization in response to the COVID-19 pandemic.

When the Senate returned to Washington on July 20th, it had only a few weeks to pass a new bill before expanded unemployment insurance benefits expire on July 31st. The Senate has rejected a \$3.5T House bill which included another round of payments. There is controversy over the continuance of the \$600 a week jobless benefit payments because in many cases the total government unemployment benefits are larger than a worker's pay.

Lock Out Tag Out

The Coalition for Workplace Safety, of which AWRP is a member, is supporting the U.S. Department of Labor's rulemaking initiative to modernize the OSHA Lock Out Tag Out requirement. Since 1989 OSHA has mandated the control of unexpected hazardous energy during servicing or maintenance. Technology has now advanced to include a number of reliable sensing devices. Accordingly, industry needs the flexibility to capitalize on these systems. Certainly, OSHA should abandon its idea of removing the term "unexpected" because to do so would not enhance the safety or health of workers.

United States Mexico Canada Agreement

The USMCA became effective on July 1, 2020, replacing an obsolete NAFTA. Supporters believe it will accomplish the following:

1. Enhance North American economic recovery;
2. Inhibit Chinese commercial aggression;
3. Strengthen US supply chains;
4. Return many manufacturing jobs from China to North America.

The U.S. should see an overall increase in jobs. For example, Mexican exports to the U.S. include 20% to 40% U.S. content, while the percentage of U.S. content in Chinese exports to the U.S. is 4%. Overall, North

American trade supports approximately 12,000 jobs and the USMCA guarantees that nearly all U.S. exports will enter those markets tariff-free. On the downside, the following complications accompany the new trade pact:

1. The U.S. auto industry, which is the country's largest manufacturing center, will have to comply with approximately 200 pages of new regulations;
2. The Agreement contains many complex new labor regulations;
3. The U.S. is pursuing new tariffs on Canadian aluminum exports to the U.S.

Infrastructure Legislation

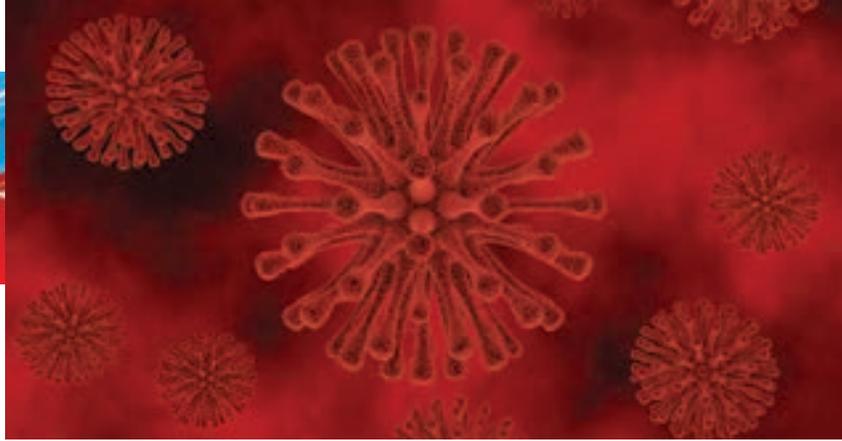
During the last week in June, the U.S. House of Representatives passed HR 2 which calls for \$1.5T in infrastructure expenditures plus other items. It is primarily the other items that keep the bill from being a bipartisan effort. The following are some of the larger components of the bill:

1. Repair of roads and bridges: \$300B
2. School improvements for low-income children: \$130B
3. Affordable housing construction: \$100B

The principal objections to the legislation are:

1. Unrelated climate change allocations;
2. Failure to identify the resources to pay for appropriations;
3. Failure to include measures to accelerate the permitting process for new projects;
4. The addition of superfluous restrictions for road building;
5. Failure to allocate sufficient funding for rural projects—only \$250M.

The Senate is sitting on a slimmed down transportation bill that will not get through the House and HR 2 is going nowhere in the Senate. President Trump has said he will veto the House bill in its present state. There was one moment of bipartisan support in the House for a last minute amendment which would prohibit the government from using federal funds to enter into contracts with Chinese state owned companies. Meanwhile Congress faces a September 30th deadline to act before the current five year highway bill expires. Both the House omnibus bill and the separate Senate highway bill would provide for five more years of spending on roads and safety programs.



Defense Authorization Bill

The Senate Armed Services Committee Chairman, Jim Inhofe (R-OK) is moving forward with the new Defense Authorization Act. This legislation would authorize the expenditure of \$731.3B for military spending with projects and jobs in nearly every state and congressional district in the country. There is bipartisan support in the Senate Committee. The House Committee approved its version of the bill unanimously during the first week of July and the next step will be a referral to conference to iron out the differences between the two bills.

Naval Operations

While Congress continues to bicker about Russian interference in the 2016 election, Russia is spending billions of dollars upgrading its submarine fleet with quieter, faster vessels that can evade detection and travel farther, longer and deeper. The First Yassen-M class submarine, which will likely be deployed next year, will further improve stealth capabilities. According to

the Maritime Studies Institute at the U.S. Naval War College, these boats are “the most lethal, the stealthiest and have the longest endurance among naval forces.” Their main mission is tracking critical targets such as aircraft carriers and infrastructure. NATO is responding by increasing its submarine hunting capabilities. The UK has ordered nine new Boeing Co. P-8A Poseidon Maritime patrol aircraft and Norway is purchasing five. The U.S. Navy has returned its own submarine hunting aircraft to Iceland where it had deactivated its Cold War air base in 2006. Russia’s Northern Fleet is based on the Kola Peninsula in the Arctic. Meanwhile the U.S. is conducting joint naval-air exercises in the South China Sea. For the first time since 2014, two U.S. aircraft carriers, the USS Nimitz and the USS Ronald Reagan, are working together as the massive operation emphasizes the neutrality of access to these international waters.

To the Members of the United States Congress:



July 31, 2020

The undersigned organizations urge you to support the timely, targeted, and temporary liability relief provisions contained in S. 4317, the “SAFE TO WORK Act.” These crucial protections would safeguard healthcare workers, providers, and facilities, as well as businesses, non-profit organizations, and educational institutions against unfair lawsuits so they can continue to contribute to a safe and effective economic recovery from the COVID-19 pandemic. This legislation is critically needed and should be enacted as soon as possible. To that end, we strongly urge you to support the inclusion of these provisions in a Phase IV COVID-19 relief package.

Healthcare workers and facilities continue to work tirelessly to protect us from COVID- 19 and

provide care and treatment to those who become ill. Likewise, businesses and non-profit organizations of all types and sizes continue to adapt in incredible ways to safely provide their communities with much-needed goods and services, in addition to keeping workers employed and the American economy afloat. But, as those workers and businesses keep our communities safe and provided for, our members and constituencies remain concerned that, despite doing their best to follow applicable government guidelines, they will be forced to defend against an onslaught of frivolous lawsuits. Unfortunately, this concern has already begun to materialize.

COVID-19-related lawsuits and their consequent exorbitant legal costs could deter entities from reopening and could ultimately cripple businesses, educational institutions, and non-profit organizations both large and small. Furthermore, absent the proposed liability protections, many frontline healthcare workers and facilities, as well as manufacturers of critical personal protective equipment, would be punished for their efforts in the form of costly lawsuits.

The temporary and targeted liability relief provisions contained in S. 4317 are balanced and would ensure that unfair lawsuits against those who work to comply with applicable governmental guidelines do not impede the American people’s health, social, and economic recovery. Importantly, the protections contained in this legislation are limited in

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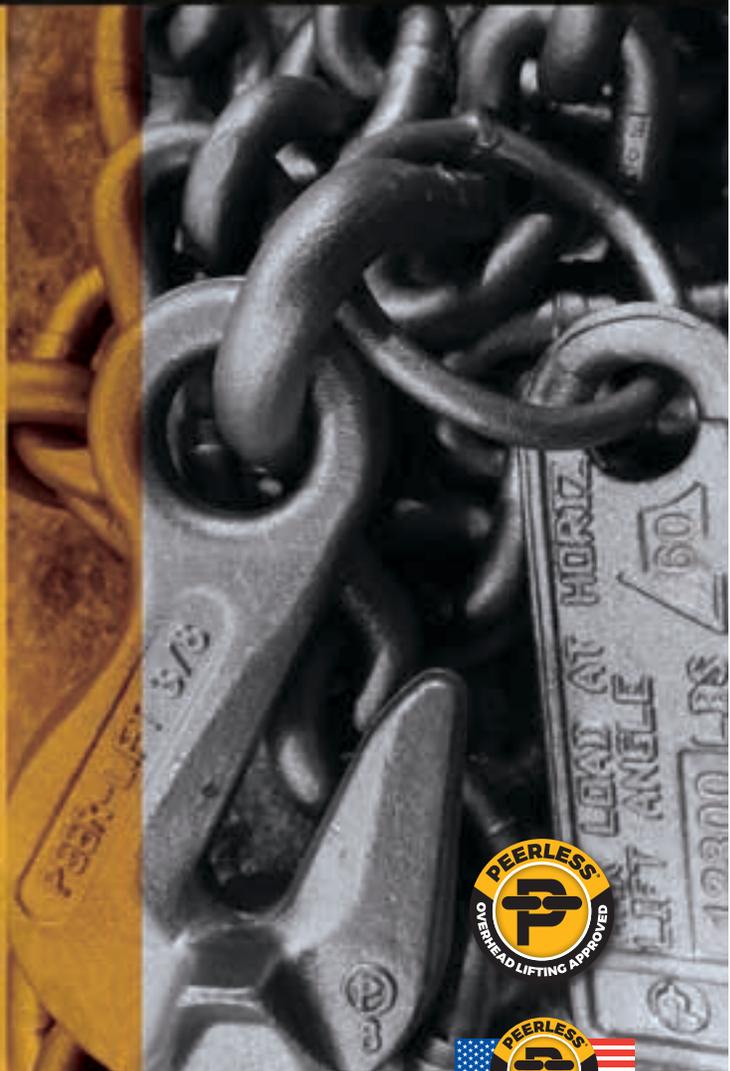
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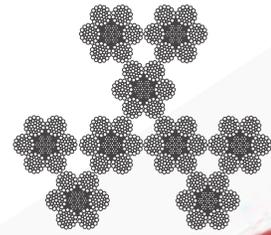


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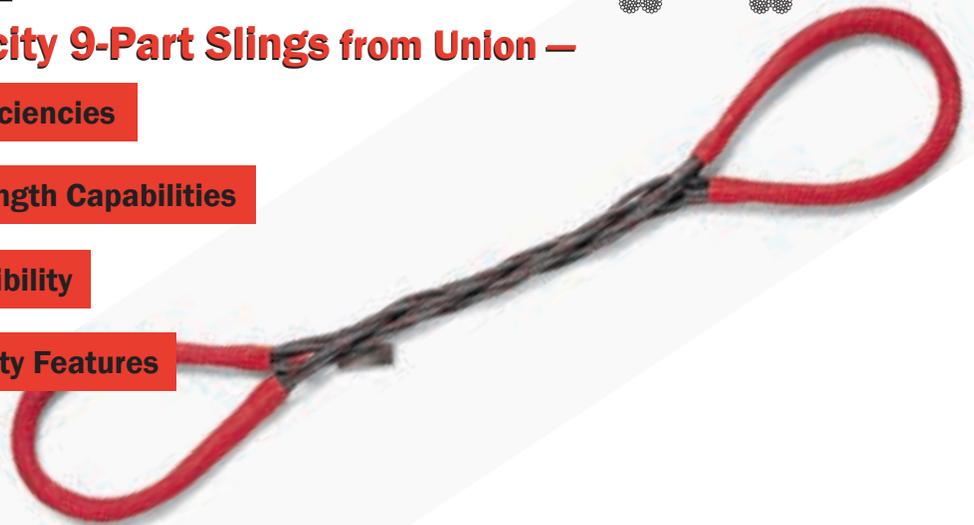
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Not Your Grandfather's Factory: Modernizing Manufacturing to Attract Today's Workers

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

Why is engagement such a big deal in manufacturing and the skilled trades? Because according to an industry report, for every four trade positions that workers retire from, the industry is producing only one replacement. Worse yet, it's predicted that in the next decade, that 2 million out of the 3.5 million manufacturing jobs available will go unfilled because of the lack of available talent.

Now you may be asking, how can that be? With today's high unemployment rates, don't we have enough people to fill those positions? Nope. And that won't change until we change the image and perception of manufacturing – for both kids and their parents.

For the past two generations, young professionals haven't exactly been leaping at the chance to work in manufacturing. Part of the problem is the stigma that manufacturing has - working in an unclean environment, with outdated thinking, and little room for growth. The other, bigger issues are the parents who have discouraged their kids from attending trade or technical school and instead promote the value of a four-year degree from a college or university. According to the National Association of Manufacturers and the Manufacturing Institute (NAM), only 3 in 10 parents would consider encouraging their child toward a manufacturing career. The perception has been that you go into the trades if you are not "college material." And parents want their kids to be "college material."

As the United States is now undergoing a "manufacturing renaissance" and

looking to produce their goods on American soil again, there is an urgent and growing need for new talent.

So, how do you make manufacturing jobs more attractive and appealing to prospective employees? You can start by modernizing your brand. If your company is stuck in an old, calcified way of doing business, you're going to have a hard time finding and keeping younger workers.

Today's workers are digital natives. They are "wired" for technology in a way unlike any previous generations, and they expect to access it in the workplace. That's why it's critical for manufacturers to not only have cutting edge Industry 4.0 technology available, companies need to promote the technology used in their production process. Your job applications will be pleased, if not surprised, so know that more than two-thirds of U.S. manufacturing companies are adopting 3D printing and more than half use robots.

Look for ways to better utilize mobile devices, videos and virtual reality in your hiring process as well as throughout the plant. Because today's workers are used to watching videos to learn about new things, so why not use YouTube or another video website to give potential hires a realistic view of "a day in the life" at your facility. Keep the videos to 2-3 minutes of less and capitalize on the "wow" factors of the job. Not sure what they are? Ask your current team members what they enjoy most about their job. You may even want to interview them and let them share their story in the video. In doing so, you're letting job applicants know that this isn't their grandfather's factory!

One of the first places to start is your company website. Yes, it's a great place to share what your company is all about, but it needs to be real – not a bunch of mumbo-jumbo "marketing speak." Look for ways to share your company culture and mission. What is it like to work there? Demonstrate how your products and services serve a greater mission that simply making a profit. Take advantage of



your online presence to show how your company makes a positive impact on society.

Next, check out your social media. (Now, if you're saying "What's that?" or "That's just a fad," you have your work cut out for you.

Figure out where your potential hires are hanging out. They may not be on Facebook, they may choose Instagram, Twitter, Snapchat or LinkedIn instead. It's important to make sure your channels are active and up-to-date. Give your employees opportunities to share what's going on from their perspective. Post pictures from social events, charitable projects, and other fun occasions. Does your company look like a fun place to work from a social media standpoint? If not, look for ways to improve public perception. When done well, this can be a relatively quick fix - just start posting! When you have an active, engaging online social media presence, it builds credibility with potential hires from the younger generations.

Finally, keep in mind that today's workers are always connected. They look for one-on-one communication and immediate feedback. They consider their managers and leaders their peers and want to have access to them. If the only time you're giving feedback is during the annual review process, you're going to lose. There are lots of online tools, pulse-type surveys, and artificial intelligence programs that can help give feedback on demand. Communicating frequently and keeping employees in the loop will do wonders for engagement and performance development.

The digital nature of today's manufacturing is opening up many opportunities for skilled positions, transforming the manual nature of a factory job to the high-tech environment it is today. According to Vicki Holt, President and CEO for Protolabs, "Digital manufacturing is revitalizing our industry and is igniting new opportunities. The skills gap presents a critical roadblock for all of us. But it's encouraging to see a renewed optimism from a new generation of workers, and to hear that they understand this isn't their grandparents' manufacturing industry. Much work remains ahead of us, but this is a good start."



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“Let Nothing Set You Back”

Nicolas Chase

It hasn't been easy keeping motivated during this year's triathlon apocalypse! Races are being pulled right from under our feet and while I know I'm still motivated, others are having a hard time coping. I decided that I would look at adventure rather than pure competition. That's why 4 weeks ago, I fully committed to my first Ultra Marathon.

Around 3 months ago, a best friend mentioned on 1 August he would be taking on the Tushars Mountain run, 100k distance, which covers some of the most majestic terrain in Utah with a nearly 21,000 vertical ascent. At the time I still had hopes on racing IRONMAN 70.3 Boulder on 1 August, so I laughingly said, “good luck with that”. Seriously, the stats on this ultramarathon sound daunting! So how the hell did I get roped into this event after brushing it off? Well, in the back of my mind I thought “this is a back-up plan if Boulder 70.3 is canceled” and then, of course, it was canceled. At the beginning of the year, if you would have asked me what the likelihood is that I would run an Ultra Marathon of this caliber the odds would be the same as “can I walk to the moon”? However, 2 days later and two toenails less, I did that shit!

Yes, I went from IRONMAN to Ultra-Marathoner during this pandemic, go figure. I'm inspired by beautiful landscape and hard races, which is why I raced Patagonman XTRI a few years ago, IRONMAN Austria, IRONMAN Switzerland, and even did the Everest cycling challenge all by myself here in Utah. Additionally, I've taken on a huge love for gravel riding and mountain biking so why not trail



running? The same friend who initially told me about this ultra, actually has a condo 5 minutes from the start line at Eagle Point Ski Resort, at the friendly altitude of ~10,000 ft. Most of the racing would be done above 10,000 ft on race day so we would need to spend a lot of time training at elevation.

How did I prepare?

Being fortunate enough to live at altitude for a few weeks and immersing myself in Tushar Mountains made this hefty weight on my shoulders seem a bit lighter. Not only could I run or attempt to mountain bike nearly all of the single-track sections, but I could also adapt to the lack of oxygen over time. Not only was the weather cooler (50 degrees to 80 degrees) but I feel a deep connection with the mountains. I fully immersed myself in this new training. I think I only banked 4 or 5 long trail runs which were between 4 to 6 hours and had a max distance of 23 miles. 2 weeks out from the race

I developed a bit of a hip strain after trying a new Muscle Realignment Massage protocol, so I was a little hesitant to push all the way to my 30-mile pre-race goal. Regardless, I knew this event would boil down to mental toughness and of course, we all think we've got that aspect nailed down... until we take a few punches. Oh, and what the heck was I going to eat for my goal finish time of 16-18 hours? I got myself a stellar hydration vest, tons of my INFINIT custom race blend, and baked potatoes! I found that for whatever reason, I did not have to shovel in calories like I thought I would need to...I was quite efficient at the lower effort. That doesn't mean it didn't hurt, because my joint and muscles were NOT used to the relentless ups, downs, and challenging terrain! In a short amount of time and having a lot of experience, I felt I could knock out this mega-challenge. I was still biking, running, and swimming 25-30 hours a week, so I knew I could handle

Continued on page 80



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Four decades later Ulven still values the resources, relationships, and entrepreneurial environment AWRF provides. We are very grateful and proud to participate in such an incredible organization.

We would like to thank all those who continually contribute their time, effort, and talent to deliver value to members through AWRF.

Dan Ulven | President, The Ulven Companies



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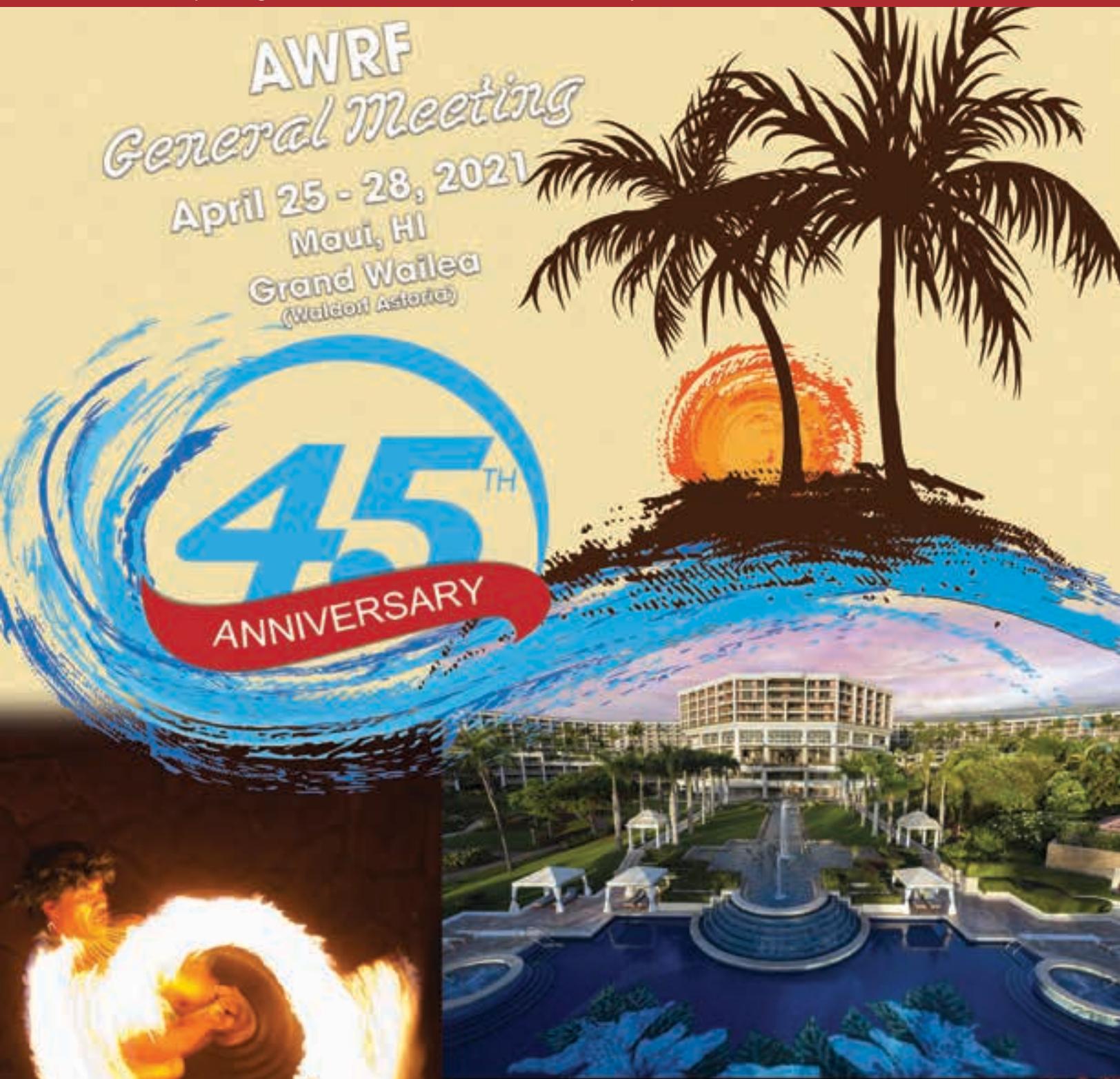
At this current time we are moving forward with the April General Meeting.
If there are any changes due to COVID-19, we will contact you.

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Scholarship Winners



Hailey Alyssa Carson
Diversified Lifting
AWRF Scholarship

My name is **Hailey Carson**, and I am a recent graduate of Tampa Preparatory School. My sponsor is my mom, Tiffany Issa, who is the CFO at Diversified Lifting. Diversified Lifting is a family-owned business run by my grandfather, Billy Crowe. I am attending Wofford College as a Biology major. I then plan on attending graduate school to become a Physician's Assistant.

Leah Nicole Davidson
Advantage Sales
AWRF Scholarship



My name is **Leah Davidson**. My sponsor company is Advantage Sales of Ridgway, Pennsylvania. My father Thomas has been an employee for Kim and Charlie Jaques for the past eight years. I am currently a sophomore in The Honor's College at Slippery Rock University. In preparation for graduate school, I am majoring in exercise science with plans to attain a master's degree as a Physician's Assistant.

Grace Kathleen Mongan
The Caldwell Group
AWRF Scholarship



Grace is a Sophomore at the University of Illinois Urbana-Champaign majoring in Information Science with a concentration in Data Analytics. She is sponsored by The Caldwell Group of Rockford and by her dad Dan Mongan who is a Senior Sales Engineer. Grace's future plans include a second internship next Summer with Caterpillar and hopes to work for a large manufacturing company doing Analytics after graduation.

Diana Tran Nguyen
Pacific Industrial Supply
The Don Sayenga Memorial Scholarship
Presented by NACM



Hello, my name is **Diana Nguyen** and I will be attending the University of Washington in the fall studying either neuroscience or psychology. My sponsor from Pacific Industrial Supply Company has taught me to believe in myself and aim high. It will be a long difficult journey full of perseverance and determination, but my future aspirations are to attend medical school, specializing in either the heart or the brain.



Luke A. Orlando
IntegriCert
The Sixteen Guys Scholarship



My name is Luke Orlando and my parents are Nick and Stacy Orlando. My sponsor is IntegriCert. In my free time, I enjoy playing tennis, swimming, and playing my trombone. Currently, I am studying biomedical engineering at Tulane University in New Orleans, Louisiana. Past my undergraduate degree, I am considering a masters in biomedical engineering or attending medical school.



Alliana Rodriguez
Kennedy Wire Rope and Sling Company, Inc.
The Jurgen Prohaska Memorial Scholarship

I am beyond thankful and excited to continue on my nursing journey. I will begin my 4th semester in the E-line BSN nursing program this fall (actually in just a couple of days) at Texas A&M University Corpus Christi. I have these last two semesters to take until I receive my Bachelor of Science in Nursing, which will allow me to become a Registered Nurse. After I graduate, I plan to attend graduate school at Texas A&M University Corpus Christi to become a Family Nurse Practitioner. Being a nurse practitioner has always been my dream job because I love helping those of all ages in need of medical assistance. Eventually I would love to open up my own mobile care so that I can bring the care I provide to the comfort of peoples homes! I see this as being something really big in my future and it would be of great use during this pandemic right now. My sponsor is Kennedy Wire Rope and Sling Company, and the Chief Operating Officer is Aaron Bohnert. Kennedy Wire Rope has been a part of my family for most of my life. My dad, Anthony Rodriguez, was the Synthetic Supervisor for 20 years and just retired this past July! My uncle, Gilbert Pacheco, currently works at Kennedy as the Shop Foreman. This company has really impacted my life!

Sarah Lemon Stewart
Industrial Training International
The Bill Franz Memorial Scholarship
Presented by Mazzella Companies



My name is Sarah Stewart and I'm being sponsored by my father, Scott Stewart, through the company Industrial Training International. I'm currently enrolled in Central Washington University, and I plan to apply for the school's Bachelor of Fine Arts degree in Graphic Design this fall. I hope to be able to compile a portfolio of work through my classes, which will assist me in pursuing my dream of a career in design.



Troy Michael Lindsay
Columbus McKinnon Corporation
AWRF Enrichment Scholarship (1st ever recipient)

My name is Troy Lindsay and my sponsor is Frauke Stoffel, Benefits Administration Coordinator of CMCO (Columbus McKinnon Company Inc). My goal is to become an Airframe & Powerplant Aviation Mechanic. With a background in drafting/design & engineering, I would like to mix it up some and become more well-rounded in doing hands on work in a technology industry.

Caden Jonathon Zulliger
The Crosby Group
The Ronald J. Worswick Memorial Scholarship



My name is Caden Zulliger, I am an avid soccer fan with a passion for the medical sciences and taking care of people! In my short lifetime thus far I have lived in many places in the United States, while calling Texas my home for the past 7 years. My sponsor is my father, Todd Zulliger, who works for the Crosby Group in Longview, TX. I have one year left in my pursuit of a Bachelors of Science in Nursing degree at the University of Texas at Tyler. After gaining some experience in the field, I plan to return to school to obtain my Doctorate of Nursing Anesthesia Practice to work as a nurse anesthetist.

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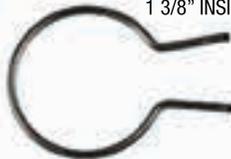
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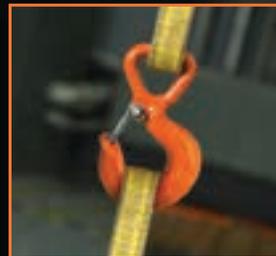
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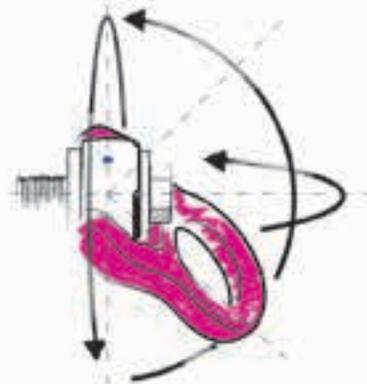
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Technical Committee



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Your AWRP Technical Committee is on the move and here to serve you. Most of you are already aware that after 16 years of leading the Technical Committee as Chair, Don Pellow has decided to scale back his involvement. We are incredibly thankful for Don's leadership, which has been responsible for the completion of a significant number of Recommended Practices and Guidelines (RP&G) documents for the AWRP membership. Don's considerable technical expertise has contributed to many aspects of the wire rope, lifting, rigging, and load securement industry. Don is a member of a small group of industry individuals that are consulted for the most difficult projects or forensic work, and we are fortunate to have access to his knowledge and experience.

I am honored to accept the AWRP Technical Committee Chair position, and also want to welcome Tim Klein as he begins his new role as our Vice Chair. We are both excited to continue the good work that has been done. The Technical Committee is committed to providing relevant technical information to the AWRP general membership and we are eager to embark on the next initiatives. We have many long-standing Technical Committee members and we are working to recruit new participation. I want to take this opportunity to thank those individuals that have committed to participate on the Technical Committee and the companies supporting them in their AWRP related activities.

In the last few months, with the help of Barry Epperson, we have taken the opportunity to enhance the Technical Committee guidelines to ensure proper representation at the meetings. The

enhancements will encourage participation of new individuals, identify subcommittee vice chairs, and clarify voting requirements during meetings. These changes are increasingly important as we continue to hold more teleconferences, in addition to face-to-face Technical Committee meetings.

Assisted by the organization of the AWRP office, the Technical Committee held its Summer Meeting via Zoom on July 15, with 34 attendees. The meeting was successful, and in addition to the subcommittee reports, the above-mentioned enhancements were relayed to the broader audience. We also finalized the election of subcommittee Vice Chair assignments. Subcommittee work has begun on another RP&G for Aluminum Loop-Back Splices, while other RP&Gs and test programs are being proposed. We will continue to have our semi-annual meetings via teleconference, as required, to advance the work that needs to be done.

The AWRP Technical Committee is committed to our task as described in our Mission Statement "*The AWRP Technical Committee and its subcommittees, are responsible to acquire, preserve and disseminate industry related technical information to the AWRP membership.*" We plan to fulfill this mission by delivering interesting technical articles and studies on matters of relevance for our lifting, rigging, and load securement industry. Expect it!

Paul Boeckman, P.E.
AWRF Technical Committee Chairman



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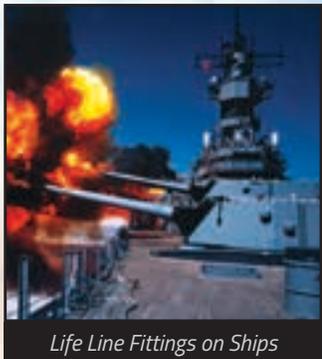
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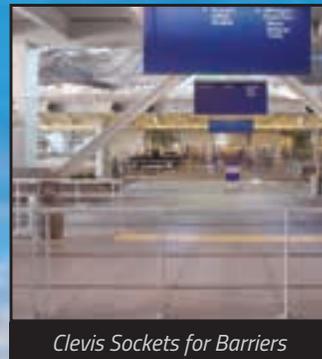
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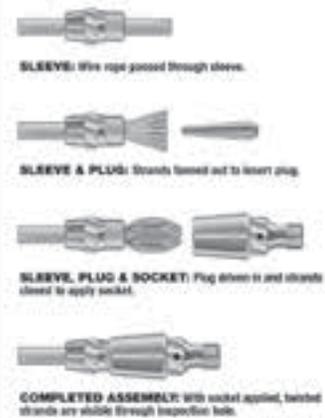
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How to Protect Your Business from COVID-19 Phishing Scams



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

As the coronavirus (COVID-19) pandemic continues to impact businesses globally, cybercriminals are taking advantage of this crisis, through phishing tactics, for their financial gain. Phishing is the fraudulent attempt of a cybercriminal to act as a trusted source to gain sensitive information, typically resulting in financial gain for the criminal. Since January 1, 2020, the Federal Trade Commission has received more than 90,000 reports related to COVID-19 fraud with a total loss of \$114 million since the beginning of the year.

Sling fabricators and rigging manufacturers have busy day-to-day operations – managing employment needs, fulfilling client orders, and running back-office tasks; the list goes on and on. Having to worry about a phishing attack shouldn't be one of those added tasks. However, a surge in COVID-related fake emails with dangerous attachments, links, and requests for personal information is our reality.

As teams work remotely, businesses have increased their use of web-based meetings. An example of a COVID-19 phishing scam involves the use of Zoom websites. Scammers are sending fictitious Zoom web address links, that when launched, download viruses that compromise the company's data. These scams result in expensive fixes to restore company networks.

The Federal Bureau of Investigation (FBI) recently issued an alert warning which urged individuals to be on the lookout for the following red flags:

- Unexplained urgency
- Last-minute changes in wire instructions or recipient account information
- Last-minute changes in established communication platforms or email account addresses
- Communications only in email and refusal to communicate via telephone or online voice or video platforms
- Requests for advanced payment of services when not previously required
- Requests from employees to change direct deposit information

Here are some basic rules and best practices to protect you and your employees from falling victim to these scams:

- **Exercise caution** – Don't open emails from unfamiliar email addresses or contacts. Or if you receive an email that appears to be from a trusted source, but appears 'odd' call and verify with the sender the authenticity of the email.
- **Avoid clicking on links and opening attachments** – Verify a link by hovering your mouse button over the link to see where it leads. Sometimes, it's obvious the web address is not legitimate. But keep in mind phishers can create links that closely resemble legitimate addresses. Delete the email and notify your IT department.
- **Get information about government actions regarding COVID-19 from reputable sources** – For the most current information, visit the CDC and WHO websites.
- **Do not reveal personal or financial information** – Emails seeking personal information like your Social Security number or login information is a phishing scam. Never respond to solicitations for this information. If you receive an email saying your shipment has been assigned a new 'tracking id' and you are asked to click the link to verify the update. Do not click the link. Instead, go to the website of the delivery service and enter the tracking id to verify if a change was made.
- **Do not use open or unsecure Wi-Fi for working remotely** – Never use public wi-fi. When working remotely it is best practice to have a mobile wi-fi device that you can securely connect to.
- **Connect with your IT department** – If you receive a suspicious email, forward the entire email as an attachment to your IT team. If you click on a link or open an attachment in a suspected phishing email, report any incident immediately.

If you are concerned about your company's security controls or your phishing risk, connect with our team. We can assess your systems and provide value-added recommendations to protect your organization.

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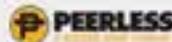


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Jeff Kortés is the Founder of Human Asset Management LLC. He has over 25 years experience in HR leadership roles in both plant and headquarters environments. Human Asset Management LLC works with organizations to recruit, retain and develop their people.

Many employees are beginning to get recalled from furlough as Covid19 seems to be under some sense of control depending on where you live. Employers are also increasingly at risk of increased employee turnover. My perspective as both a “headhunter” as well as a speaker and consultant in employee retention is indicating several things to me. I see September and October being a turning point. Many people still have the same frustration with their organizations that they had prior to the start of the pandemic. Those frustrations have not gone away. In some cases, depending on how they were treated, I would venture a guess that those frustrations may have grown due to the isolation that seems to have amplified everything. Some people who were too busy to pull together a resume have done so when they were on furlough and are watching the indicators if they might get called back. Many are hedging their bets and are starting to very selectively look for jobs or post their resumes.

Those organizations that are not giving their employees C.R.A.P. (Caring, Respect, Appreciation and Praise) are truly making a major mistake in these times. Now is when your employees need to be given C.R.A.P. more than ever because they are scared, worried and wondering what will happen next. When times are difficult, that’s when you as a boss or as an organization can show the stuff you are truly made of. That way, when things turn around and the dam breaks, you won’t have your people leaving in droves. What can you do to give your people C.R.A.P. in these turbulent times? Here are a few that come to mind:

- Reach out to your people NOW. This is particularly important if they are working remote. Listen to the concerns your people have. Update them on what is going on. Be truthful.
- Stay in regular contact with your employees...particularly your virtual ones. Do regular “check ins.” One director I know, regularly has zoom parties with his team on Friday night after work as a way to communicate the way they used to communicate when times were “normal.” It’s not perfect but his team appreciates the fact that he cares about them and does it.
- Give them appreciation and praise for getting the job done in these difficult times. Use that instant messenger and other electronic tools like FaceTime to praise someone instead of ignoring them because they aren’t sitting in the cube next to you.
- Keep them informed about what’s going on so that you shut down the grapevine.
- Still continue to talk to them about how they can continue learning and growing even in these unique times and encourage them to do so. One organization I know is offering online classes in a variety of subjects and their people take advantage of this learning opportunity. Because many people are bored due to the fact they can’t get out, they are taking advantage of these classes.
- Address the fact that it’s not been easy and reinforce the EAP (Employee Assistance Program) you have in your organization. Mental health, alcohol and drugs have become a major issue in the past 6 months.
- If you get a text asking about their status...respond to them and keep them in the loop. When people text you as a leader, it’s a sign they want to talk; don’t ignore it.



These are just a few ideas that popped into my head that you may find useful as you try to retain your employees. Remember...Give Your Employees C.R.A.P.® (Caring, Respect, Appreciation and Praise) Why? Because C.R.A.P. Works!

Reach out to me on LinkedIn, call or text me at 414-305-9626 or drop me an e mail at jeff@jeffkortés.com to find out how to Give Your Employees C.R.A.P.® and learn the C.R.A.P. philosophy **AND how it can reduce employee turnover by 35-80%**

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

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

Locked on Leaders

7 Steps to Better Listening Skills

Effective leaders employ many skills, but none are more important than your listening skills. If you search the web for “leadership skills” you’ll find many lists of various sizes. While all of those skills are useful, listening is the only skill that is so essential that without it, it is impossible to be an effective leader.

It is theorized that early hominids, such as Homo habilis, Homo Erectus, and early Homo Sapiens most likely communicated using gestures. Sometime around 100,000 years ago hand gestured were augmented with and eventually replaced with facial gestures that were accompanied by vocalizations. This evolved into language which greatly increased our ability to learn from each other. As leaders, one of our most important tasks is to learn what is going on with our team. Of course, in order to learn anything using the spoken word, we must first know how to listen.

Leadership Skills Dependent on Listening Skills

Listening is a pre-requisite to effective in almost all leadership skills. Here are some examples:

- Relationship building – you can not create a relationship with

someone without learning about them and you can’t learn about them if you don’t listen well.

- Agility and Adaptability – if you don’t know what is going on around you, you can’t adapt to new situations. This requires listening to your team, your customers, and your vendors.
- Effective Decision Making – without good information, good decisions are an accident. If you can’t listen, you won’t get good information.
- Conflict Management – you need to learn all sides of a conflict. Once again, if you don’t listen well, you may miss out on important information that could lead to a great solution.
- Critical Thinking – no matter how good your critical thinking skills may be, garbage in – garbage out. If you don’t have all the information because you failed to listen, you can’t properly analyze a situation.
- Effective Delegation – in order to properly delegate (see The 6 Keys to Effective Delegation), you have to listen to periodic updates

There is no more important skill than Listening so listen up and learn how to be more effective.

How to be a Better Listener

1. **Make eye contact.** We pay attention to what we focus on. If someone is looking away, it becomes easy for the mind to wander and miss important information. Also, 55% of communication is still non-verbal. Remember, language evolved from gestures and while gestures alone can not provide the entire message, they do represent a significant part of the information presented.
2. **Be present.** It’s virtually impossible to listen well when distracted by other thoughts. If you’re thinking about something that has happened or may happen you aren’t present. Learn to compartmentalize. If you



can't be present, you probably shouldn't be having the conversation because clearly something else is more important.

3. **Ask for a pause.** When someone says something that you need to process in your head, ask for a pause. I will frequently say something like "Hold on, I need to think about that for a second." This gives me time to fully absorb the information.
4. **Restate the information back to them.** Make sure you understand key concepts by paraphrasing the information back to the person with whom you are speaking. This helps ensure you are accurately receiving the information while simultaneously sending a signal that you are listening.
5. **Ask relevant questions.** Don't forget to ask good, relevant questions. One of the things I do after asking for a pause is ask myself "what does this mean?", "what does this affect?", "what if this goes wrong?", etc. and then ask that question back.



6. **Ask "what else should I be asking?"** I really like this question because it uncovers pre-conceptions about what the other person thinks you already know. This will frequently supply additional vital information.
7. **Slow down.** Frequently we become so focused on what we want to say we stop listening. Remember, you're the boss so you are in control. Take your time to gather information before you respond. They aren't going anywhere until you release them from the conversation.

Use these seven steps to becoming a better listener and a better leader. For more articles by Dave Rosenberg visit <https://lockedonleadership.com>

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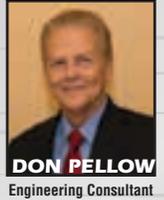
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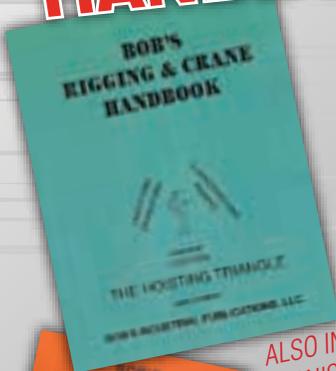


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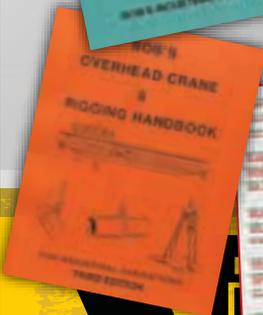


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Liability Issues in Association Certification Programs

Antitrust Issues

As in the case of standards, certification programs automatically give rise to restraint of trade issues because the process may direct business from one competitor who is not certified to another who is. Plaintiffs have filed lawsuits alleging loss of business under numerous legal theories:

1. *Harm to Consumers*

Business damage to consumers caused by denial of certification to their supplier can constitute a legal cause of action. However, the reported cases involving antitrust harm to consumers vary in results to the extent that it is difficult to predict the outcome.

2. *Inadequate Testing*

If the certification process does not adequately assess the quality of the entity being inspected, an antitrust violation may be found. Accordingly, associations should be prepared to defend their certification programs in terms of validation, source and preparation of questions, so that the process is an accurate measure of knowledge and competency. Further, the requirements should not be “too indefinite,” “too subjective,” or “lead to arbitrary limitations on certification.” As always, written inspection records can help establish objectivity.

3. *Denial of Certification*

Some due process must be available to those who fail the audit such as the right to reapply or retake the examination as well as the right to a review of the process with the certifying entity.

4. *Members Only Requirement*

While old Federal Trade Commission advisory opinions take the position that association membership cannot be a prerequisite of certification, recent cases have held that there is no antitrust prohibition as long as the requirements of membership are not “unreasonably burdensome.” However, a non-member could alleged the requirement to be an unlawful tying arrangement in violation of the antitrust laws.

Americans with Disabilities Act (ADA)

Certification programs are required to make reasonable accommodation to persons with disabilities involved in the audit process.

Waiver of Claims

1. The validity of claim waivers by a certification candidate depends on the facts of each case.
2. Not all claims may be waived, e.g., ADA and civil rights claims.
3. The application for certification can serve as a contract with the member reserving certain rights to the association.

Disparate Treatment

A company denied certification, may allege that another company in a similar situation was inequitably certified.

Other Legal Vulnerabilities

1. A certified company may be held to a higher standard of care in a suit for negligence.
2. Courts have held that the erosion of the reputation of a non-certified company does not constitute a valid antitrust claim so long as the certification program is valid and reasonably accessible.
3. The prospective liability of a certifying body for discrimination, negligence or fraud could also implicate a partnering association.
4. Waivers of claims and/or mandatory arbitration clauses are sometimes a prerequisite to certification. At least one court has upheld an arbitration clause based upon the complaining party’s opportunity to be heard before neutral decision-makers and their access to investigative and appellate procedures.

Tort Liability

Organizations which establish certification criteria or programs may be subject to third-party liability under the theory of negligence. Defendants may include officers, directors, staff or volunteer committee members. These suits often allege negligent performance of the certification process by the association or its agents.

The publication or advertising of a member’s certified status by an association (such as a mark of certification) can also give rise to a legal cause of action if the representations are proven to be incorrect and the plaintiffs rely upon them to their detriment. Such an action would generally allege some form of “negligent

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misrepresentation” by the association. The courts then would focus on whether there was in fact reliance or a negligent certification process and whether or not such reliance caused the damage. In the case of *Hanberry v. Hearst Corporation*, the plaintiff had purchased shoes endorsed with the “Good Housekeeping Seal” which the plaintiff was wearing when she slipped and fell, causing injury. The court noted that the defendant (which awarded the seal of approval) could have expected and even intended that customers would rely on its representations. In a similar matter, The Institute of Makers of Explosives was implicated along with its manufacturing members when a number of children were injured by blasting cap explosions. The theory relied upon was that the industry had delegated all

investigations of safety to the association. The court found that the nonprofit organization had in fact assumed the duties of care which its members owed to their consumers.

In summary, the limited case law relating to association certification programs underscores the fact that tort liability will be imposed in some circumstances. In such instances the court or jury must find the following elements:

1. The association had a duty to the plaintiff;
2. The certification was negligently granted;
3. The plaintiff relied on the certification; and
4. The certification was the proximate cause of the damages.

A further element would be a finding of an implicating relationship between the association and the party performing the inspections.

IRS Notice on Payroll Tax Deferral Effective for September 1

On Friday evening, August 28, the IRS released its first notice regarding implementation of the president’s executive order on payroll tax deferral. The document, which is just over two pages, can be found here: <https://www.irs.gov/pub/irs-drop/n-20-65.pdf>.

While the guidance leaves more questions unanswered than it answers, here is what we now know:

Short Summary:

As expected, employers may suspend the withholding of the 6.2% Social Security payroll tax normally deducted from an employee’s pay.

The deferral only applies if the biweekly compensation (or equivalent amount for other pay periods) is less than \$4,000. The determination of whether the deferral applies is made on a paycheck to paycheck basis.

The deferral only applies to wages paid during the period beginning on September 1, 2020 and ending on December 31, 2020.

Employers are responsible for withholding and paying any deferred taxes. Specifically, employers “must withhold and pay the total Applicable Taxes that the [employer] deferred under this notice ratably from wages and compensation paid

between January 1, 2021 and April 30, 2021 or interest, penalties, and additions to tax will begin to accrue on May 1, 2021, with respect to any unpaid Applicable Taxes.”

FAQ:

Is the payroll tax deferral voluntary for the employer or employee?

The notice makes clear that the employer is the affected taxpayer.

While the notice does not explicitly say it is voluntary for the employer, it also does not make it mandatory. Based on our read and the analysis of others, it appears that it is voluntary for the employer.

The notice makes no mention of nor seems to contemplate the employee making the election to defer. Therefore, this would appear to be a decision left to the employer.

What happens if an employee’s pay exceeds \$4,000 for one biweekly pay period, but is below it for another?

The notice makes clear that the deferral is made on a paycheck to paycheck basis. So, the full payroll tax would be withheld in any bi-week pay period where pay exceeds \$4,000 and would be deferred in any other pay period where it is below \$4,000.

What happens if an employee no longer works for an employer once the deferral is over? Is the employer responsible for the unpaid taxes?

This is murky. The notice implies that the employer is responsible for the deferred taxes but provides that the deferred taxes are to be withheld from employees beginning in January. The notice goes on to state, “If necessary, the [employer] may make arrangements to otherwise collect the total Applicable Taxes from the employee.” But the notice provides no further guidance as to what this might mean. It also provides no guidance on what happens if the person is no longer an employee and the employer is unable to collect the unpaid taxes.

Must an employer decide by September 1 whether to defer withholding or not?

The notice is silent on whether an employer must defer the withholding for the entire deferral period (September 1 to December 31) or whether an employer can start deferring at any point during the deferral period. Presumably an employer could elect to implement the deferral after September 1.

Continued on page 74

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Passing Over The Wire Rope Bridge



John Lang

John Lang, founder of Saturn Industries Ltd. passed away peacefully at the age of 73 on Wednesday July 22-2020 after an unexpected and short battle with cancer. John founded Saturn Industries in 1971 as a trailer manufacturer, and ventured into rigging in the early 90's. He became a member of a number of organizations, including AWRF.

In 2017, John decided it was time to retire, and sold the company to Ben-Mor Cables Inc.

John planned to enjoy his retirement with his wife Kathy at their Florida home in the Canadian winter months, and at his cottage in the Gridstone Provincial Park in the Canadian summers months.

A private funeral service with immediate family and a few of John's closest friends was held for John on Tuesday, July 28-2020.

Mike Jeziorski

It is with great sadness that I announce the passing of Mike Jeziorski, General Sales Manager for Carolina Webbing. Mike passed away yesterday evening after experiencing a heart attack two weeks ago.

Mike is survived by his wife, Edie; children, Kelly, John, Will, and Kait; and grandchildren, Alex, Olivia, Cooper, and Grady who was born just a few weeks ago.

Mike came to work for Carolina Webbing in 2014 and today that business has grown to four times what it was because of his efforts. This comes as no surprise for those who knew him and his love of competition. Mike loved the webbing industry and all the people within it. He was the best I have ever witnessed at building relationships as evidenced by the fact that many of you saw him more as a friend than a supplier.

Although we will never be able to replace Mike J his spirit will forever be woven into the fabric of Carolina Webbing. As you remember and mourn and give thanks, I hope your sadness will be lifted with lasting gratitude for the gift of this dear person.

Sincerely,
Lee Cornwell
President & CEO





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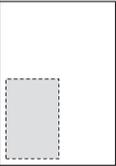
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ISSUE CLOSING STREET DATE (See Note Below)

#164	February 21st	March
#165	May 22nd	June
#166	August 12th	September
#167	November 14th	December

Last Issue for Submission

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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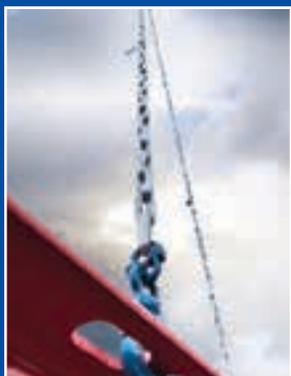
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Sling Tag Innovations at Etched Focused On Solving Problems in the Rigging Industry

When it comes to sling tags no one is innovating like Etched. The Kansas City-based company has evolved from a small startup into a high-tech manufacturing company providing modern solutions to the rigging industry across the United States, Canada, and Mexico. “We knew that if we were going to start manufacturing sling tags, we had to go above and beyond what everyone else was already doing” said Etched co-founder Justin Shelton. “We made it a point to speak to rigging shops to determine the biggest problems they were facing, and solve them.” This emphasis on one-on-one communication as well as a management team with a combined 50+ years of industry experience has led to the creation of a variety of products and services that are making waves in the rigging industry.

Sling Tag Innovation - The Tube Tag

In their conversations with rigging shops, the biggest complaint they ran into was traditional sling tags falling off. When tags fall off, the sling must be taken out of service, causing significant frustration, wasted time, and financial loss. Their solution? The Tube Tag (www.thetubetag.com). This revolutionary four-sided sling tag fully captures the sling and never comes off. All four sides can be engraved with important information about the product, company, or equipment, and each tag can be custom-manufactured to fit cables of all sizes. “We’ve got well over 100 companies either using or testing the Tube Tag right now, with outstanding responses,” Josh Shelton shared. “They’re really excited about the time and money they’re saving versus traditional sling tags.”



Modern Inventory Management Services

Etched’s products aren’t the only thing saving their rigging industry clients time and money though. They also offer a variety of services that turn the struggle of ordering and maintaining tag inventory into the easiest task on your list. The innovative Tag Inventory Manager (TIM for short) provides an easy way for rigging shops to manage their tag inventory and assure they never run out of tags. Clients simply set their minimum and maximum amounts and Etched manages inventory and reordering to ensure clients never run out of tags.

In order to streamline the tag ordering process, Etched developed the Tag Store. The Tag Store gives customers a visual confirmation of the tags they are ordering, as well as their pricing, and eliminates all of the confusing steps and back and forth they had to deal with in the past. “Our goal is to make things easy for our customers. Many of our day to day purchases today are completed online. It made sense to make this option available to our customers for their sling tags,” according to Shelton.

In addition, Etched has developed the Tag Warehouse stocking program where they keep stock of specific quantities of individual tags for clients. “Tags can be delivered as soon as the next day, which is helpful when you realize you’ve run out of tags and are pressed for time” said co-founder Josh Shelton. “It has really saved our clients wasted time and stress, and allowed them to provide faster service to their customers.”

Focus on the Rigging Industry

Etched attributes their ability to continuously innovate for the rigging industry to their ability to ask the right questions and really listen to their customers. “Our leadership team is constantly talking to rigging shops and customers to make sure we’re always providing products and services that will help make their lives easier,” said Josh Shelton. “We care about their problems, we care about this industry, we’re doing things face-to-face and doing it old school. We’re able to best support the industry because of that, and that’s what makes Etched so different.”

If you want to learn more about the products and services Etched offers, check out their new website at www.etchednp.com.



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Caldwell Adjustable Lifting Grab Handles Concrete Blocks

Texas Landscape Creations utilized Caldwell's 6,000-lb. capacity adjustable lifting grab to lift 3,000-lb. concrete blocks during a recent landscaping project.

The lifting grab was used over a three-week period with a SkyTrak telehandler (from Sunbelt Rentals) as the full-service landscaper installed a layer of 5 ft. by 2 ft. by 2 ft. blocks in the grounds of what will be a place of worship. In this instance, the end user honored a landscape and irrigation contract that covered installation of plants, trees, grass, retaining walls and the quarry blocks.

The grab, which is ideal for blocks of concrete, stone, rough marble, granite, or any other solid material, can handle loads as narrow as 3 in. and as wide as 60 in.—and everything in between. Custom configurations are available upon request. Here, it was utilized to move the concrete from the on-site parking lot, across a creek, to their eventual location.

Jeff David, owner / manager at Texas Landscape Creations, said: "We will definitely use it on future work. It is a very efficient product and its adjustable nature was of benefit to this installation, as it will be on other sites. We even changed the orientation of one handle to suit our requirements, which enhanced user friendliness even further. It also proved to be a real time-saver; I would guess that we saved 30% of the total time estimated for that project by using the new clamp."

The Caldwell Group Inc., of Rockford, Illinois, design and manufacture the product to ASME B30.20 and BTH-1, design category B, service class 3 standards. It is suitable for high duty cycle environments and a color-coded decal indicates to the user the amount of travel remaining during each adjustment. Extended handles keep the operator away from the load, while the lifting eye allows for easy hook attachment, self-centers rigging, and will accommodate a fork, as was utilized on the church project.

David said: "Safety is our number one goal and as of now this is the safest way to install such blocks. Previously, we would have used forks and / or slings—usually a combination of the two."

Texas Landscape Creations will continue to use the adjustable lifting grab for upcoming projects. David explained that the company is typically hired for commercial installations at office buildings and apartment complexes; homeowner's association (HOA) entrances; and roadways. It has also been involved in projects on the campus of Texas A&M University. However, it retains a crew for smaller, residential work and has three mowing teams and two irrigation repair technicians.



The 6,000-lb. capacity adjustable lifting grab lifted 3,000-lb. concrete blocks.



The grab is ideal for blocks of concrete, stone, rough marble, granite, or any other solid material.



The lifting grab was used over a three-week period with a SkyTrak telehandler.



The grab was used to install a layer of 5 ft. by 2 ft. by 2 ft. blocks.



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Nik Wallenda's pre-pandemic Walk and what he is up to lately

Continued from page 7

to do that you need to protect every corner, because it can cut through the steel, and you have to pad everything. Now, they use a nylon round sling. It is a nylon loop, wrapped that around whatever they are attaching the cable to, I-beams, or a lot of times they'll use elevator shafts because they're solid concrete. They do not generally have to worry about padding."

"So, we will wrap it with that and from there, on the dead end, we call it that because there are no moving parts, we hook in a screw-pin anchor shackle. On the other end we will use a grip puller with the cable going in one end, you crank on the machine, and the cable comes out the other. The machine doesn't affect the cable, it doesn't damage it, it just pulls the cable right through. That attaches to our dynamometer and that will attach to another round sling easily, in a building-to-building application. Then we'll tension the cable to whatever number Uncle Mike gives us, and that's it. And then at that point we will add our stabilizer cables and slide them into place."

Nik wears shoes with a suede leather bottom and just a regular leather upper, akin to a native American moccasin. His mom actually makes them – has made them ever since he was four. Thus, they just call them wire shoes.

The bar being held is a balancing pole. "Whether or not I use it depends on the location and what I'm doing. My pole is 23 feet long. It comes in three sections and weighs about 45 pounds. It adds stability. It's kind of an extension of my arms. If the wind came up and knocked me, I could actually recover. If I was in that situation without a balancing pole, it would be nearly impossible to recover."

In 1962, seven family members fell during a complex maneuver involving multi-levels of the team. "When I was a little girl, two of those who fell – my stepfather and my cousin – were killed," says Delilah Wallenda. "And my uncle was paralyzed for life. To live through another recent fall was akin to reliving all of that. Only this was my

daughter, my son and other family members." A year before Nik's birth, his legendary great-grandfather, Karl died during a walk in Puerto Rico. In that latest fall, mentioned above, in which Nik also participated, he wondered why it had to be him who caught the wire – instead of his sister or aunt. Such a life has resulted in PTSD.

"I started to experience fear for one of the first times in my life. I went to my wife and admitted that I did not know if I could do this anymore." As a seventh-generation member of The Flying Wallendas family, he participated in various circus acts as a child. He made his professional tightrope walking debut at age 13, and he chose high-wire walking as his career in 1998 after joining family members in a seven-person pyramid on the wire. In 2001, he was part of the world's first eight-person high-wire pyramid.

He performed with his family at various venues from 2002 to 2005, forming his own troupe in 2005. He performed with Bello Nock in 2007 and 2008 in a double version of the Wheel of Steel he actually helped to invent. In 2009, he set new personal bests for highest and longest tightrope walks, completing a total of 15 walks above 100 feet in the air that year.

In 2008, Wallenda set Guinness World Records for longest and highest bicycle ride on a high-wire, a 250-foot-long ride at 135 feet above the ground in New Jersey. He just about doubled the height record in 2010 to 260 feet. On the same day in 2010, he upped his personal best by tightrope walking over 2,000 feet in a single performance.

He set a world record in 2011 by performing on the Wheel of Death atop the 23-story Tropicana Casino and Resort. Later that year, he and his mother tightrope walked between the two towers of Condado Plaza Hotel in Puerto Rico. The feat was a re-creation of the one that killed Karl Wallenda, Nik's great-grandfather and



primary source of inspiration. And on June 10, 2011, Wallenda hung from a helicopter 250 feet off the ground using only his toes to hold on.

Wallenda crossed Niagara Falls on June 15, 2012 on a live ABC special, following a two-year legal battle involving both sides of the Canada–United States border to gain approval. He was required to wear a safety harness for the first time in his life. A reality show aired on the Science Channel which followed his feats.

In 2013, he released his memoir, *Balance*. He was first across a Grand Canyon area gorge on June 23, 2013. This crossing took place at the Little Colorado River outside Grand Canyon National Park; the feat aired live on Discovery. He followed that up with *Skyscraper Live*, on Discovery Channel, completing two tightrope walks and setting two new Guinness World Records: one for walking the steepest tightrope incline between two buildings, and the other for the highest tightrope walk while blindfolded.

Wallenda originally obtained permits to walk across the canyon in 2008 and planned to make the trip as early as 2009. However, the walk was delayed due to substantial logistical hurdles.

When the opportunity to cross Niagara Falls arose, the Grand Canyon walk was put on hold. Shortly after crossing Niagara Falls, Wallenda said he would try to make the Grand Canyon crossing within a year. But, according to Wallenda, up and downdrafts in the canyon necessitated preparations for these winds. Nik walked his 1,000-foot wire twice daily along the Sarasota River with fans watching. He used wind machines to simulate



wind gusts up to 91 miles per hour and even practiced during the heavy rains Tropical Storm Andrea dumped on the state. “Updrafts are toughest to prepare for. Control is out of your hands.”

At 1,500 feet, the walk was the highest of Wallenda’s career, about seven times as high as the Niagara crossing. He covered a distance of approximately 1,400 feet in less than a half hour using a 2-inch-thick wire – all while carrying a 30-foot-long 43-pound balancing pole. As the walk started, Wallenda knew the wire had become slippery from the dusty wind. He spat on his hands and rubbed his shoes for better grip. Shortly thereafter, he stopped and crouched down on the wire due to wind gusts. He later stopped a second time to break the bounce of the wire that his walking had induced. “Thank you, Jesus,” Wallenda prayed throughout the walk, something those who witnessed the feat heard. Nik in turn, ran the last few steps then jumped off and kissed the ground. Completing the walk in 22 minutes, 54 seconds, Wallenda became the first person to high wire walk across a Grand Canyon area gorge.

Back to Nik’s latest endeavor, he did overcome his fear. But, Wallenda did utilize a safety harness on his trek across the abyss the length of six football fields, on a one-inch wide wire. And this is not the first time that he has pushed the envelope. His name, and that of previous generations were known as described above, for their

death-defying stunts. Others, by Nik, have included rope walks across such places as the Grand Canyon, Niagara Falls, and recently over Times Square.

But this latest dangerous undertaking also happens to be the highest and longest of the high wire crosses that he has ever done. To prepare, he had been replicating the potential obstacles at this Sarasota, Florida base of operations. “There are these heavy gases at the Masaya Volcano, so thick that you cannot really see out over the volcano,” explains Wallenda. “So, I really must wear a gas mask on the walk.” According to physicians, those sulfuric gases could cause serious side effects including teary eyes, burning throat, coughing, tightening in the chest, difficulty breathing, and nasal congestion. Therefore, his preparations went far beyond that taking place prior to other tightrope walks. “This is the most challenging crossing of my career so far – beyond anything I have encountered.

“Live lava flows beneath me. Of course, there were distractions during the crossover at Times Square. But with this in addition to the liquid fire below me, intimidations come from the deadly gases and winds – winds comparable to what I encountered crossing the Grand Canyon. I have trained with a gas mask on as well as a wire that we are uncertain of how it will react. The wire is thicker than the usual wire that I use. However, that is not necessarily

a good thing.” In the course of his entire life he has walked on wire that measures five and an eighth or three quarters of an inch in diameter. “This is a one-inch wire. Something unfamiliar under my feet. And again, we do not know how that wire is going to react under my feet. It’s obviously a bigger wire.” Larger wire is used because when a test was done with thinner wire, after three months that line literally crumbled in Nik’s hands. This of course is unacceptable; the plunge to the bottom is 1,800 feet while the distance across matches that number.

“But of course, I’m not thinking of any of those things when I am out over the expanse of the volcano,” explains Wallenda. “I focus on my years of developing my skills, my training and everything that I have done in my Florida backyard.

“I tight-wire walked just ten feet above the ground in my backyard. But being up over a quarter of a mile above hot lava – even that – can be overcome psychologically. It is all about overcoming fear. This is something on which I am also writing a book. This is about categorizing fears in your mind, putting your mind in that place that is safe.”

Back to the physical reality of the setup over the volcano. Just before the crossing and setup of the wires, a greasy substance was discovered on the line over Masaya. Nik lost sleep over this news. Then he went back to his practice line, greased it up, and worked out once more. His wife in turn reminded him that some 20 years back he had done a rope walk in Boston on a wire that had been sent to him fully greased. During practice he puts on his wind machine to duplicate what he soon will find on his actual volcano walk. The wind machine is set to simulate 90 mph winds. In the end, the actual walk in Nicaragua involves winds mostly around 40 mph. This adds to his peace of mind during the walk. He pulls off his gas mask as a sign of triumph, no doubt, on the last stretch of the walk.

Wallenda credits God for his success, saying that what he does on the high wire is a gift from God.

Before every wire walk, Wallenda joins his family in prayer and he

always wears a cross as he performs. He denies that his stunts “test” God. “To test God would be to never train, never practice, and then to walk across the Grand Canyon; or to jump off a building, or throw myself in front of a truck,” adds Wallenda.

Wallenda lives by the mantra “never give up,” also believing that through hard work, one can achieve anything they desire. “I think challenges are what life is about. We all go through challenges. But once we get through them, we look back and say look how much our lives have changed by going through that challenge.”

In 1999, Wallenda proposed to his future wife Erendira – who was from a famous Mexican circus family – on a wire 30 feet high during a performance in Montreal, Quebec. Having just performed a seven-man pyramid act with his family, he stayed on the platform while the family descended.

He walked to the middle of the wire, took a knee and proposed to Erendira in front of 25,000 people. A week later, they were married. “I don’t know if either of us could be married to someone who didn’t perform,” says Erendira. “I can’t see either of us ever being happy sitting behind a desk.”

Not to mention the fact that perhaps no one else in the world marrying a Wallenda would quite understand what they are in for with such a life.

Wallenda and his wife own and operate Wallendas Inc. They have three children. The children are free to choose their own professions, Wallenda says. His daughter Evita is said to be the most interested in following in her father’s footsteps. “In the back yard we have a wire that’s two feet off the ground and that’s what’s fun for my daughter. Kids want to do what their parents do.”

Erendira and the children are always nearby; the six days they were separated from Nik while he prepared for Niagara Falls – the longest separation in nine years.

Wallenda’s long run goal to achieve global recognition and celebrity, has been accomplished. “I have had a vision for my name since I was very young, that I was going to take it to the top of my industry. What lies ahead may

be such locations as the Bosphorus continental divide in Turkey and Inca ruins at Machu Picchu.” He would also like to do an event with the Eiffel Tower and Egypt’s pyramids. “Whenever we’re someplace unique or different”, says Erendira, “he’s always looking around – ‘Oh, I could string a wire from here to there and walk there.’”

Wallenda, who spent the summer of 2014 in western New York State, with shows at Darien Lake and the Erie County Fair. And he even hopes to develop a longer-term tourist attraction near Niagara Falls honoring stuntmen and women such as those of his family.

As the 2020 pandemic drags on, changing the world of entertainment as we’ve known it, Nik Wallenda has adapted as well. His Daredevil Rally Drive-In Thrill Show this summer in Sarasota has allowed people to watch motorcycles zooming around a “Globe of Death,” a human cannonball blasting through the air, and a high-wire walker teetering 70 feet above the ground – all from the socially-distanced safety of their own cars.

Thousands of people liked the idea. And the show was so successful, it went into a second week. “There was a demand there,” says Wallenda. “And we probably could have done this for another week, honestly. People have nothing to do, so they’re saying, ‘Thank God, we can finally get out!’ So many people voiced their appreciation by commenting, ‘Thank you for giving us this opportunity to do something with my family.’”

The hit thrill show visited Hertz Arena last July. It was the first stop in an upcoming national tour expected

to include Detroit, Minneapolis, Charlotte, Atlanta and Bloomington.

Wallenda got the idea a couple of months ago, after finishing his second book, suddenly finding himself with nothing to do. The pandemic had closed most of his usual gigs. The resulting show works like a drive-in movie theater: You show up, park your vehicle and look up at the action.

“It’s made for this pandemic, parking places are spaced out, so you’re not side by side. So there is social distancing between your cars alone. Everything we do is aerial, so it’s up in the air and high. Everyone can see from anywhere.”

What they’ll see is this: Freestyle FMX dirt bikes and BMX bicycles doing flips in the air and jumping from ramp to ramp. Wallenda walking across a high wire 70 feet in the air. His wife, Erendira Wallenda, climbing a towering sway pole. Human cannonball David “The Bullet” Smith blasting himself across the parking lot. More motorcycles going 60 mph inside a 12-foot steel globe and coming within inches of each other. And lots more.

“We have a little bit of everything,” Wallenda says. “But it’s all about extreme stunts, sports, that sort of thing.”

Wallenda’s performance will combine both his aerial skills and his side gig as a motivational speaker. So, he’ll also talk about his books, his life and what we’re all dealing with during the coronavirus pandemic. “I’m hoping to inspire people that nothing is impossible,” he says. “Together, we’re gonna get through this. It’s hopefully inspiring people, again, to be bold and step out of their comfort zones.”





Succession/Exit Planning Tied to Your Recovery This Year



By Gary Pittsford, CFP®
President and CEO, Castle
Wealth Advisors, LLC

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Many business owners were seriously thinking about their exit plan in 2019 and then, before they could blink, the Coronavirus hit in February. Some of the industries that we work with instantly became very busy, such as the retail hardware industry, the grocery industry, and pharmacies. Other industries, such as floor covering and furniture sales, were shut down for at least two or three months.

The impact of the Coronavirus has surely affected the thinking of all 30 million closely held family business owners, but the economic conditions in 2020 should not alter business planning for companies over the next three to five years.

If your plan is to sell the company inside the family, possibly to children, continue working with your advisors on gifting, or selling stock, to the next generation. The value of your company will not be drastically affected by one year. What is happening in 2020 with our economy is not the store owner's fault. For most of you, your store will have a value that looks more like 2018 and

2019, and possibly 2021. If your sales are higher or lower in 2020, that impact will be minimized with any independent valuation that would be prepared for your business.

If you are selling the company outside the family, then during this year you should continue to do all the normal steps to get your company ready for sale. Everything that you would be doing to get your company ready for sale in good times, are the same things you should be doing during these difficult economic times.

Continue to work on increasing gross margins and reducing expenses. Continue to work on training key employees and improving the layout and the looks of your store.

The advisors that I mentioned above would normally be your accountant, your business attorney, and your business financial advisor. Each of them play an important role in transitioning the company either to someone inside the family, or outside.

Because of the CARES Act that was passed earlier this year there are several provisions in that new law that could

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be helpful to every business owner. You should work with your accountant and business financial advisor to make sure you are taking advantage of all the new provisions available to you for 2020.

Net operating loss rules (NOL) have been altered to help business owners this year. Making larger payments to charities in order to completely eliminate personal income tax this year is also a possible option.

Required minimum distributions from IRA's at age 72 have been eliminated this year.

Now is the right time to talk to your landlord about reducing your rent for your store, or perhaps paying no rent for several months. Now is the time to talk with your bank lenders about modifying any loans that you have. Talk to them about reducing interest rates and stretching out the loan to a longer amortization to reduce monthly payments.

All of these ideas help you reduce your monthly costs and increase your cash reserves. One of your goals should be to accumulate cash during the second and third quarter in order to be financially strong at the end of the year.

By now you have most likely altered your budget for 2020. By now you have probably cut some of your expenses, and you may have reduced the number of employees that you are bringing back for the third and fourth quarter of this year. We don't know if sales are going to be higher or lower in the third and fourth quarter, but we need to be ready to make all necessary adjustments to protect your company so that it is strong going into 2021.

Because of the Coronavirus this economic downturn should not stop you from the succession/exit plan that you have been seriously considering for the last couple of years.

Make sure you pick the right advisors and make sure that they work closely together to cover all of the financial, tax, and legal aspects of a typical succession plan that will impact you, and every other business owner that is within two or three years of retirement.

Contact Castle Wealth Advisors when you have questions about your business, protecting your net worth, or to discuss your ideas. Our phone number is 317-849-9559.

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.

Jergens, Inc. Receives AS9100:2016 Rev D Single Site Certification, Expanding its Engineering and Design Capabilities in Aviation, Space & Defense

CLEVELAND, OH, August 11, 2020 –Jergens, Inc. announced that it has received a new certification that will expand the company's engineering and design capabilities in the aerospace, space and defense sectors. The certification is designated for Jergens Specialty Fastener products, including Quick Release Pins, Threaded Inserts, Spring Plungers, Spring Loaded Devices, Handwheels, and Adjustable Handles & Knobs.

The AS9100:2016 Certification is an invaluable component to the design and manufacturing of Specialty Fasteners, Lifting Solutions, and Workholding Solutions. The new certification will further enable Jergens Inc. to customize and design components offering rigid quality standards and mil-specs, with tight tolerances and high precision.

"This certification is a game changer for Jergens and separates us from our competitors in terms of efficiency and service response time," said Matt Schron, General Manager for Jergens, Inc. "Our many customers in the aerospace sector, both military and commercial, are seeking our heavily engineered expanded design services, customer solutions and standard and special configuration all while maintaining our shorter lead times. This certification will allow us to better serve our clients with premium products more quickly."

With its extensive inventory of in-stock mil-spec specialty fasteners, Jergens services customers that have exact specifications and uncompromising quality standards. The company also offers military and government customers critical assistance, ensuring products are always DFARS (Defense Federal Acquisition Regulation Supplement) compliant. Jergens manufactures its products from its U.S. facilities and is committed to finding transformative results in the engineering and design of niche devices across the aerospace, defense and space business.





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The trees are identical and measure approx. 17.8 ft. (5,438mm) by approx. 16.6 ft. (5,068mm).

Sarens Uses Crosby | SP Load Cell to Weigh Christmas Trees

Heavy lifting specialist Sarens is using a 100t capacity Radiolink plus load cell from Straightpoint (Crosby|SP), a Crosby Group brand, to complete delivery of seven 85t Christmas trees for a major oil and gas company. It also utilised Crosby|SP's 1,000m (3,280 ft.) range SW-HHP handheld reading device.

The trees (an assembly of valves, spools and fittings) are being stored in Nacala-Porto, a city on the northern coast of Mozambique, from where they will be sold on by an oilfield services company.

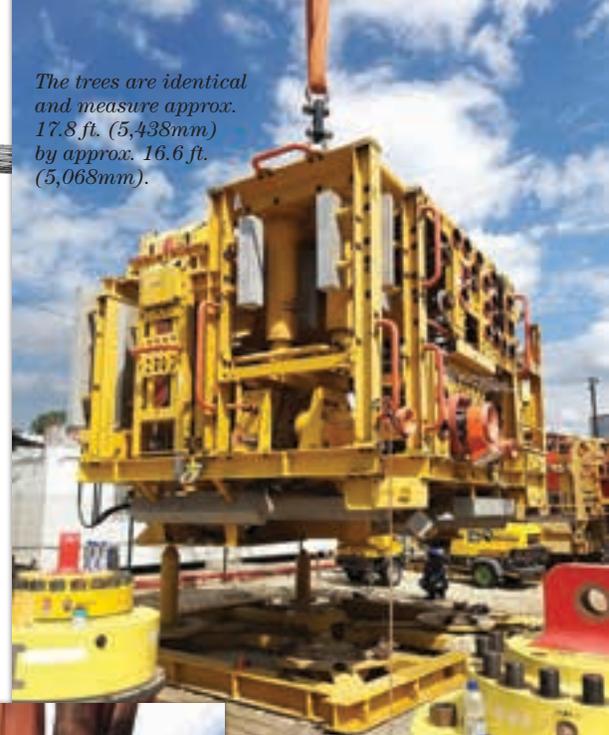
Sarens, a provider of crane rental services, heavy lifting and engineered transport, is responsible for offloading the trees from a vessel, transporting them to the site, and offloading them prior to temporary storage. Sarens, which boasts an extensive crane fleet in the region, selected a 250t capacity Demag CC1100 crawler crane to complete lifting operations.

Julio Paco, lifting operations supervisor at Sarens, said: "Generally my role includes preparing the daily lift plan, supervising each lifting operation, leading talks with the personnel involved in each operation, and sending weekly and monthly reports to the office." He explained that the company's scope of work also includes testing and inspection to ensure that the trees are working properly before they are moved onto a jobsite.

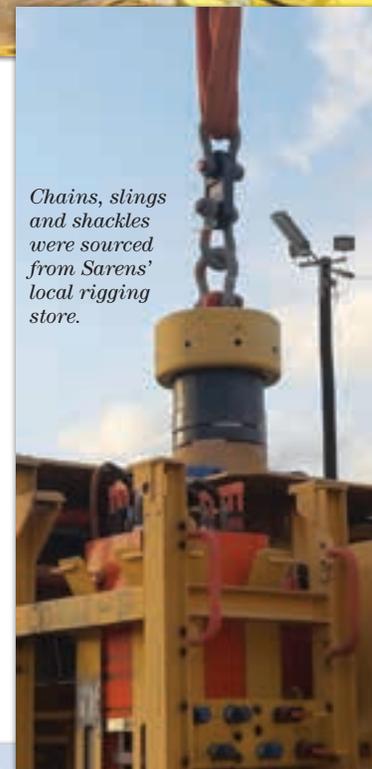
The trees are identical and measure approx. 17.8 ft. (5,438mm) by approx. 16.6 ft. (5,068mm). For each, Paco and his team utilised various items of rigging gear including chains, slings and shackles, which were sourced from Sarens' local stock, where products range from low capacity up to 250t items.

Paco said: "We had to supply two crane operators and two banksmen to cover two shifts. As is always the case in this sector, speed and efficiency of service is paramount to delivery of our services. Knowing the weight of items as they follow their supply chain to the point of use is a necessary component of that work. With the Radiolink plus we can take readings at a safe distance using a [handheld] device."

Crosby|SP also offers an extensive range of ATEX / IECEx products; it recently enhanced the ATEX Handheld plus with a number of standout additions: overload and calibration warnings are now displayed on an improved, larger screen. Also, it is now possible to read up to four SP load cells simultaneously, allowing the operator to monitor a multi pick-point lift from a single handheld system. This capability suits the product even further to the diverse applications that end users deliver at the coalface. Existing features remain including the product's suitability to hazardous zones 0, 1 and 2, commonplace on oil rigs and in petrochemical plants.



An SP Radiolink plus rigged with Crosby shackles.



Chains, slings and shackles were sourced from Sarens' local rigging store.



Crosby|SP has recently enhanced its ATEX Handheld plus.



Continued from page 11

Spreading Best Practices Throughout the Industry

South Capitol Bridgebuilders strives to remain at the forefront of safety innovations for the construction industry, and they are setting new standards. Since adopting Smart Sling® Technology in early 2020, foremen, supervisors, and crewmen of the arch installation have reported greater peace of mind.

“We didn’t choose Smart Sling to be in compliance with the law,” says Cortez. “We did it to use the best practices available to make our people safe.”

Based on the success of Smart Sling at the Washington DC project, word is already beginning to spread within the joint companies of South Capitol Bridgebuilders. Later this year, there are plans to expand its use to other major projects throughout the US.



IRS Notice on Payroll Tax Deferral Effective for September 1

Continued from page 49

Can an employer continue to withhold the tax, but suspend depositing it with the Treasury?

No, the notice indicates that the deposit obligation is linked to when the tax is withheld.

What might happen next?

Employers will have to make their own decision about how to proceed. But it seems like two possible scenarios might play out:

Scenario 1: Congress takes no action and events unfold as contemplated in the notice. Employers that suspend withholding payroll taxes this year will have to increase withholding (doubling the withholding to 12.4%) beginning in January to recoup and remit the deferred taxes. (It is unclear if employers would be responsible for any unpaid taxes they were unable to recoup from former employees.)

Employers who do not suspend the withholding of taxes this year will operate as normal this year and next.

Scenario 2: Congress acts to forgive the deferred taxes or provides a substitute policy. It is possible that Congress could act to simply forgive the deferred taxest hough that would create an inequity for employees whose employer elected to not suspend withholding (or didn’t suspend withholding for the whole period). Congress might attempt to address this through some substitute policy (e.g. eliminating the tax for a four-month period but giving the employer the ability to decide when to begin that four- month period).

LEGAL DISCLAIMER: This material has been prepared for informational purposes only, and is not intended to provide, and should not be relied on for, tax, legal or accounting advice. You should consult your own tax, legal and accounting advisors before engaging in any transaction.

To the Members of the United States Congress:

Continued from page 13

duration and scope. They are not permanent changes to federal law. Furthermore, they allow states to provide additional protections if they so choose and, critically, preserve reasonable recourse for those harmed by truly bad actors.

In the wake of prior crises, Congress came together to pass needed liability protections with strong bipartisan support because lawmakers understood the acute threat of lawsuits at moments of maximum economic vulnerability. That threat is present again now, perhaps more than ever. As such, now is the time for Congress to take strong action and provide a national baseline of protection during this national pandemic to stop a growing wave of lawsuits from inhibiting our return to a robust economy and healthy citizenry.

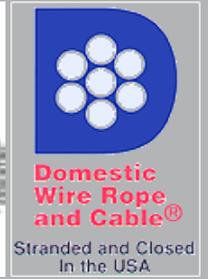
Sincerely,

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U.S. Chamber of Commerce
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Technology Association
Aeronautical Repair Station Association
Aerospace Industries Association
Agricultural Retailers Association
Air Conditioning Contractors of America
(ACCA) Airlines for America
Airports Council International - North
America Alabama Restaurant & Hospitality
Association Alabama Retail Association
Alaska Hotel & Lodging Association
Albany Area Chamber of Commerce
Allen Fairview Chamber of Commerce
Alliance for Automotive Innovation
Alliance of Wisconsin Retailers
America's Health Insurance Plans
America's SBDC
American Academy of PAs
American Association of Post-Acute
Care Nursing (AAPACN)
American Bakers Association
American Bankers Association
American Beverage Licensees (ABL)
American Business Conference
American Car Rental Association
American Chemistry Council
American Council for Capital Formation
American Council of Engineering Companies
American Council of Life Insurers
American Dental Association
American Farm Bureau Federation
American Forest and Paper Association
American Foundry Society
American Frozen Food Institute
American Gaming Association (AGA)
American Gas Association
American Health Care Association (AHCA) &
National Center for Assisted Living (NCAL)
American Hotel & Lodging Association
American Institute of CPAs
American International Automobile
Dealers Association
American Medical Association
American Mold Builders Association
American Property Casualty Insurance
Association American Rental Association
American Resort Development Association
American Society of Travel Advisors
(ASTA) American Staffing Association

American Supply Association
American Tort Reform Association
American Trucking Associations (ATA)
American Veterinary Medical Association
AMT - The Association For
Manufacturing Technology Angel
Fire Chamber of Commerce
Argentum
Arizona Chamber of Commerce and Industry
Arizona Lodging & Tourism Association
Arizona Retailers Association
Arkansas Hospitality Association
Arkansas State Chamber of Commerce/AIA
Asian American Hotel Owners Association
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Associated Builders and Contractors
- Greater Tennessee
Associated Builders and Contractors
- South Texas Chapter
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Central California Chapter
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Association Fort Bend
Chamber of Commerce
Forum for Community Leaders
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Fuel Merchants Association of New Jersey
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Industrial Fasteners Institute
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LeadingAge
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Casino Association
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Louisiana Retailers Association
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Manufacturer & Business Association
Marana Chamber of Commerce
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National Community Pharmacists
Association National Cotton Council
National Council of Chain Restaurants

National Demolition Association
 National Electrical Contractors Association
 National Fastener Distributors Association
 National Franchisee Association
 National Grocers Association
 National Independent Automobile Dealers Association (NIADA)
 National Limousine Association
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 Plumbing-Heating-Cooling Contractors –National Association
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 Printing Industries Association, Inc. of Southern California
 Printing Industry Midwest
 PRINTING United Alliance
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 Professional Beauty Association (PBA)
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 Society of Collision Repair Specialists (SCRS)
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 Southern Oregon Solutions
 Specialty Equipment Market Association
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 Springfield Area Chamber of Commerce
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 St. Louis Area Hotel Association
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 Texas Alliance for Patient Access
 Texas Civil Justice League
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 Texas Retailers Association
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 The Dalles Area Chamber of Commerce
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Wisconsin Civil Justice Council
Wisconsin Dairy Alliance
Wisconsin Grocers Association
Wisconsin Hotel & Lodging Association
Wisconsin Independent Businesses
Wisconsin Manufacturers & Commerce
Women's Business Enterprise
National Council (WBENC)
Worldwide ERC®
WV Retailers Association
Wyoming Lodging & Restaurant Association



Press Release



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AMH Impresses

At AMH we acknowledge that our industries sales are down about 25% and fewer new contracts are being awarded during this period.

We know that rigging houses react to fiscally challenging times in different ways. Some lay off workers, some others cut their workers' hours. Most are much more careful about committing cash to inventory.

Regardless of today's climate, contractors' expectations of prompt supply have not changed.

Therefore, at AMH we have learned that when we maintain high inventory levels, we are more prepared to support our customers with "quick delivery" or "quick drop-ship" to their customers, directly.

AMH has the bandwidth to act as our customer's extended Warehouse. We do this by maintaining high inventory levels at our 4 USA warehouses (in Houston TX, Des Moines IA, Monroe GA, and Portland OR) – from those 4 warehouses, we reach almost any Continental USA customer within 48 hours of receiving an order.

Just recently we helped our customer to impress a contractor who placed an order on Thursday at 1 PM for four 15-ton hoists with unique chain lengths. They required the hoists on site Friday for a critical weekend job involving a steam generator installation.

Most of our customers are no strangers to "lack of planning" by contractors.

AMH had those units chained up and tested at the Des Moines, IA facility that same afternoon. The following day, on Friday at 7 AM these four 15-ton hoists reached the job site in Michigan (3 States over).

It takes great people to assemble and ship out orders such as these so quickly – we are proud to say that we have those kinds of characters working at AMH. Our workers are smart enough to consistently face such challenges and dedicated enough to do it with great enthusiasm.



Here is a brief look behind the scenes on how it's done:
<https://www.youtube.com/watch?v=uA6d1vu8jy4>

Another important issue businesses are struggling with these days is maintaining a sustainable bottom line. Only a few are able to support their level of sales and income when market demand is much reduced.

At AMH we believe that our quality products and highly competitive pricing can help with this challenge, as well.

While AMH cannot (yet) consider itself a legacy brand, we are passionate about exceeding standards and we think that our products have the potential to 'Wow' customers. Now you might think, "How much can one really wow a customer when supplying a commodity?" Let me explain:

As we know, industry sales are down by about 25%. AMH's products are priced at a considerable amount less than that of comparable products supplied by legacy brands. These additional margins that you generate by doing business with AMH could make up for a large part of your loss in profit, caused by the 25% reduction in sales.

Here at AMH, we would be very happy if our pricing can significantly contribute to our customers remaining fiscally healthy during these difficult times. We assure you that the quality of our products will more than satisfy your standards. Additionally, we believe that our pricing and dedication to efficiency and reliability may even 'Wow' you!

Continued from page 19

the volume. Looking back, I thought I knew pain... but I was only touching 20% of what was required.

Trails, more trails....and endless vertical!

Race day is always so exciting for me! There is a whole week of planning, full of more sleep, rest, and great meals! I followed my standard Pre-IRONMAN rituals and enjoyed the pre-race jitters. I've always loved competing in running events, all you need are shoes! Forget about equipment failure, just lace up those foot-pillows and get busy!

The race is essentially a lollipop with a very heart-breaking out and back unique to the 100k race distance. There are four major ascents with the highest peaking at 12,100 ft....yes, which means there is a LOT of downhill running/stumbling. Thankfully, aid stations are usually 2-3 hours apart depending on your speed and there are plenty of natural streams. Additionally, my wife Karen and our dogs were crewing for me, so I saw them 3 times as designated areas.

I went off in wave #1 at 4:45 in the am, armed with my 3D lighting system from Ultraspire. Due to COVID-19, we were sent off in 20-person waves every 5 minutes. Also, we had to wear masks at aid stations and volunteers were not allowed to make physical contact with our gear, they could only pour into our bottles from pitchers. Anyway, it was dark and cool so my group started logging some faster miles. The leaders went off like champagne corks and I decided I would "start slow and then go slower". I quickly realized that if I were ever to take this seriously I would need to perfect my power hike technique with trekking poles. I was running with some very talented ultra-runners who set the example on how to move quickly on very steep terrain. After around 30 miles

of chatting, climbing, tripping and eating...the fun was over. A part of the course I had only looked at from afar slapped me straight in the jaw, "copper mountain". This exposed, shale cliff portion broke me. I had my phone and texted Karen to "pick me up at the bottom of this climb because I'm done"! Luckily no one has cell service anywhere up there...so I was unable to quit. I was going so well (sub 14-hour pace) that when I was finally gapped by a seasoned Ultramarathon master I kinda lost my head. I was maybe hours and hours into this race, barely moving up this shale-rock-hell and had to go back down this 3,000 ft climb, back up 1,800 feet, back down 3,000 ft and then back up and OVER 3,00 feet...just to THINK about the last 8 miles before the finish. (another ~3000 ft). So, I couldn't quit, and while I went through my mental hurdles...I just kept moving forward. I kept hydrating, snacking, and singing my woes away. The miles came and went, the views more and more majestic at every summit and finally I was almost done. My last 8 miles were strong, the sun was setting and I turned on my "get this shit done" pace. Still slow but determined. I finished within my 16-18-hour goal window of almost 17 hours...#nailedit. I am proud of my 21st place finish and I have soaring respect for this hard sport. I've been told this course at 100k is on par with a 100 miler when it comes to difficulty. I'm an endurance athlete and I embrace all levels of suffering.

The After Glow

Having worked through these extreme Ultramarathon obstacles, navigating non-existent triathlon schedules, and enjoying some adventure, I couldn't be happier. This season, while incredibly odd, has been a great awakening for me. Not only am I traveling less, earning loads of fitness, and making new goals, I'm setting up my next 10 years of racing. I've been going full-gas for nearly 8 years in this sport. I came from nothing in terms of a sports background and I had a LOT to earn. Now I've had some success and this mandatory "reset" means I can push beyond what I previously thought possible and chip away at becoming one of the best triathletes in the world. I have the team, the means, and the right sponsors to help me along...and I LIVE for this adventurous lifestyle. I'm also terribly thankful, beyond all measure. Two books I read before this event were *Rise of the Ultra Runners: A Journey to the Edge of Human Endurance* by Adharanand Finn and *North: Finding My Way While Running the Appalachian Trail* by Scott Jurek.

This season I've missed racing 5 half Ironman events and will likely see more in fall, but I'll keep training, fueling, and exploring my physical limits. Coming up next, I'm going to race the first-ever gravel-bike/trail run triathlon...which I'm inventing in 2 weeks.

Here is a link to my video of the race
<https://youtu.be/zqto2VhJGMM>





Cortland Company

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Van Beest B.V.

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JULY 21

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AUGUST 21

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OCTOBER 21

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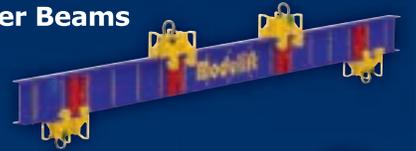
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DICA Announces LiftGuard Magnetic Sling Protectors

Sept 1st, 2020 (Guthrie Center, Iowa) DICA announces a brand name change for its acquired Linton Rigging Gear line of products to “LiftGuard Magnetic Sling Protectors.” LiftGuard joined the DICA family of engineered products following the company’s acquisition of Linton Rigging Gear earlier this year.

LiftGuard Sling Protectors prevent damage to slings caused by contact with abrasive edges, corners, or protrusions from loads being lifted. They also keep the sling away from other significant contact points during lifting operations. Medium Duty, Heavy Duty, and Coil Edge protectors have magnets installed to make the placement of these edge protectors simple, safe, and efficient. As a bonus, LiftGuard protectors weigh 1/7th the weight of steel. They are available with optional Velcro® straps to ensure proper sling placement, allowing the protectors to stay attached to the slings when removing them from loads placed at higher elevations.

“We made the name change to highlight the phenomenal dual sling and load protection benefit LiftGuard provides. All slings, especially synthetic web and round slings can be damaged during lifting, and loads are susceptible to damage from chain and wire rope slings if they are not properly protected. Edge protection with sling use is critical in preventing sling failure and is an OSHA requirement and ASME standard.” (OHSA 29 CFR 1910.184(c)(9) and ANSI B30.9) said Kris Koberg, CEO of DICA.

When using synthetic web slings, the capacity of Medium and Heavy Duty LiftGuard Edge Protectors is calculated at 12,500 psi/1” of sling width per protector. When using synthetic round slings, wire rope slings, or chain slings, LiftGuard product capacities are 12,500 psi of compressive strength per protector.

In addition to cut and abrasion protection, LiftGuard Sling Protectors also provides sling capacity benefits. The shape of each LiftGuard protector creates a D/d ratio of 5/1 or 5. This high D/d ratio allows users to utilize 75 - 90% of their sling capacity. Lower D/d ratios severely limit sling capacity utilization and can lead to sling overload.

LiftGuard Magnetic Sling Protectors are available in Medium Duty and Heavy Duty models. Specialty Grooved units designed for I-beams and Coil units for lifting steel coils are also available.

- **Medium Duty Protectors** are ideal for use with all synthetic web slings. They can be used with wire rope and chain slings when lighter loads or lower frequency use is planned.



LiftGuard Magnetic Sling Protectors are available in Medium Duty and Heavy Duty models. Specialty Grooved units designed for I-beams and Coil units for lifting steel coils are also available.

- **Heavy Duty Protectors** are specially designed for lifting heavy loads with wire rope and chain slings. The additional material thickness allows for better load distribution and long-term durability.
- **Grooved Protectors** are available in both Medium and Heavy Duty models. These protectors allow for a secure connection to the flange of an “I-Beam” or the edge of a steel plate.
- **Coil Protectors** are designed to fit securely within the center bore and top radius of steel coils.

“Cut and damaged slings are the cause of many rigging related accidents. Using LiftGuard eliminates the need to use makeshift load or sling protection, or take unnecessary risks. We are excited to bring the LiftGuard product line, and all of its merits to the industries we serve,” said Koberg.



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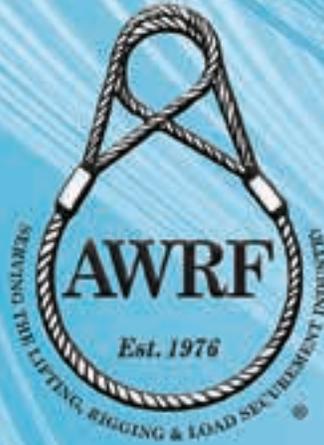
- ☐ Lightweight in comparison to fixed/multiple point beams.
- ☐ Easy to transport & store; single longest component is only 20'!
- ☐ Two end units, drop links, and spreader sections make it fully customizable.
- ☐ Distributors are able to keep them stocked, offering customers quick ship access to certified 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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