

NAHAD

news

A BIMONTHLY NEWSLETTER of
THE ASSOCIATION FOR HOSE AND ACCESSORIES DISTRIBUTION

SHIPPING TO THE BAHAMAS: EASY AS 1-2-3

BY JESSICA HAUSER FORTE, DIRECTOR, CONFERENCES



AS THE NAHAD OFFICE IS BUSY PREPARING for the

2020 Annual Convention
to be held April 24-29, 2020

at Atlantis on Paradise Island, Bahamas, I wanted to put together a quick checklist for our NAHAD exhibitors and hospitality hosts to ease any concerns about shipping to the Bahamas. Luckily, we have a wonderful partner in the Atlantis, and Laser Freight Int'l who has consolidated and streamlined the shipping process for our attendees.

Follow these three steps to ensure your shipment arrives safely to the Bahamas in time for the 2020 Convention.

1. All items and freight for the 2020 Convention will need to be in the Laser Freight Int'l warehouse in Miami 10 working days prior to the Convention, or **April 10, 2020**. Work with your shipping partners to ensure your items arrive by April 10th to ensure on-time delivery. Laser Freight Int'l will consolidate the NAHAD shipments to ensure efficiency and cost savings for our members. In order to consolidate, please ensure your shipments are **labeled accurately and clearly** according to Laser's requirements. On the NAHAD website, you will find labeling protocols and shipping address.
2. Complete your **customs form** to simplify the shipping and receiving process. Return your custom forms to Ibis Gonzalez by email at Ibis@Laserfreight.com or fax to 305-637-4063. Custom forms must be received by Laser prior to your shipment arriving in Miami.

NAHAD 2020

ATLANTIS PARADISE ISLAND
Nassau, Bahamas
April 24 - 29, 2020

If customs forms are not received, your shipment will be delayed and cannot be guaranteed to arrive at Atlantis prior to the Convention.

3. Complete the credit card authorization form for Laser Freight Int'l. The credit card authorization form needs to be on file with Laser prior to your boxes arriving in Miami. Please contact Ibis Gonzalez with any questions or concerns at Ibis@Laserfreight.com or 305-633-4274, Ext: 3550. You can find links to this form and everything else on the NAHAD website.

Laser's shipping rates are available online and please note that customs fees cover both shipment to Atlantis and return shipment to your company. Read this important information for your return shipment to plan for customs clear time to ensure you can meet your timelines outside of the NAHAD Convention.

We look forward to having you join us in the Bahamas. You can register for the Convention, reserve a booth for the Showcase of Hose Solutions, secure your company meeting space, host a hospitality suite, book your hotel accommodations and transportation, and learn about the speakers and educational opportunities at the Convention by visiting nahad.org/CONVENTION. ●

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Renew Your NAHAD Membership Today

EZRENEW
Safe. Secure. Simple.

As a valued member of NAHAD, we don't want you to miss taking advantage of NAHAD's exceptional member benefits, so we have provided you a very easy way to complete your renewal process. Visit NAHAD.org and simply select the EZ-Renew button on the homepage to pay your dues online.

If you would like a paper invoice emailed to you, please contact Courtney Truelove, Membership and Program Manager at ctruelove@nahad.org and one will be sent to you. Please act now to renew your membership in NAHAD. We look forward to serving you in 2020. **Renewals are due by Tuesday, December 31st.** ●

nahad.org/CONVENTION



Dear NAHAD Members

LOOKING BACK ON 2019, it was quite a year for NAHAD. We hosted a fantastic Annual Convention in Las Vegas, we launched online training capabilities through NAHAD Academy, we relaunched Regional Training, we digitized the Hose Safety Institute, and I could go on. I cannot believe how quickly my presidency has passed, and I am proud of NAHAD's efforts and the future direction of the association.

As we do each fall, NAHAD recently hosted its Annual Board Meeting where we evaluated the association's most recent initiatives and planned the association's future. As you have heard me say time and time again, NAHAD, like so many companies in our business, needs to continue to adapt in order to remain relevant in today's ever-changing marketplace. As a result, we approach our board meetings with one question in mind – do the programs we offer truly benefit our member companies? Sometimes the answer is a resounding yes, other times, it's less clear. So, as a board, we need to make the tough decision to sunset programs – or at the very least, change their historical form – so we can continue to appeal to our evolving membership base. During this year's board meeting, I believe we tackled NAHAD's future head on and will offer some key strategic changes to benefit the association in 2020 and beyond.

- **Rewrite NAHAD's Bylaws:** Our bylaws are antiquated, and quite frankly, so are some of our policies. During NAHAD's Annual Convention, the board will present a bylaw rewrite to the membership, modernizing the association to be more inclusive, including a change to allow manufacturers to serve as NAHAD President.
- **Solicit Leadership Nominations:** Good leadership is the backbone of a successful association. In 2020, we will focus more efforts on recruiting good volunteers to serve on both NAHAD's board and committees. Get involved. I can promise you it's worth it.
- **Promote Hose Safety:** The Hose Safety Institute is NAHAD's number one program and priority. Our goal in 2020 is to promote HSI far and wide (including its new format, application, and other process changes), through Regional Trainings and other efforts that also include the end user community.

- **Enhance NAHAD Academy:** We will continue to build NAHAD Academy, NAHAD's online learning management system, including launching NAHAD's fabrication guides online, as well as some translated into Spanish. Look for additional custom content in 2020 as well, that will train your workforce on best practices in hose assembly.
- **Modernize NAHAD's Membership Directory:** There is still much value to be found in print, but our world is digital. So will be NAHAD's Membership Directory. In 2020, look for one printed directory produced in conjunction with NAHAD's Annual Convention, but also another online version later in the year with interactive capabilities.
- **Boost NAHAD Content:** NAHAD is looking into technology platforms where you can access NAHAD content (NAHAD Academy, Hose Safety Institute materials, Membership Directory, Convention registration, regulatory updates, Issue Briefs, etc.) conveniently in one place. More details to come.
- **Audit NAHAD Programs:** If it's not providing value, it needs to go. NAHAD is currently evaluating some of our specialized sector programs (WIN, Emerging Leaders) to see what value they bring these facets of the industry. Additionally, we are looking at bringing back previous services through new and improved formats to help with data and benchmarking needs.

Not all these initiatives will be accomplished during my presidency, but our Board of Directors and Executive Committee are working together to ensure the best possible outcome for NAHAD and our members. Please stay tuned for more details and as always, I welcome your feedback at spetillo@singerequities.com or through Molly Alton Mullins at mmullins@nahad.org.

Sincerely,

Sam Petillo
PRESIDENT, SINGER EQUITIES, NAHAD 2019-2020 PRESIDENT

Officer Listing

OFFICERS

Sam Petillo, *President*
Jeffrey Scheininger,
First Vice President
Jason Westad,
Second Vice President

Karen Brandvold,
Immediate Past President
Molly Alton Mullins,
Executive Vice President

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Ron Rae
Andrew J. Smulski
Christopher N. Hart
Brian Pellegri
Brent J. Lilly

Susanna Vandenberg
Janece Higgins
Dion Gunderson
Jim Daniels

PAST PRESIDENTS

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Edward B. Fabacher, Jr.
George W. Carver
Allan H. Beverly
Robert A. Lyons, Sr.
Michael P. Summers
Richard D. Hall

Talent Acquisition Strategies for Distributors Facing Labor Shortage

BY JOANNA TRUITT, EXECUTIVE DIRECTOR OF THE ASSOCIATION EDUCATION ALLIANCE (EXCERPT FROM NAHAD BLOG)

NAHAD IS A MEMBER of The Association Education Alliance (AEA), a collective of 40+ wholesaler-distributor trade associations. The AEA commissioned a report on behalf of its distribution association members to identify challenges and best practices in talent acquisition. The analysis and recommendations provided in the following article are based on interviews with distributors, HR and education experts, as well as results from an online survey of about 190 distributors and manufacturers.

The labor shortage the distribution industry is facing is real, pervasive, and very likely to grow worse before it gets better. Where a decade ago, many workers were desperate to find jobs, recruiters and employers now find themselves in heated competition for workers, a reflection of a low overall nationwide unemployment rate of 3.7%, according to the July 2019 report from the Bureau of Labor Statistics. In late 2018, the recruiting software provider Jobvite called 2018 a “tipping point” for recruiters struggling to fill jobs and called on them to re-evaluate recruiting methods.

At a time when many economists and political and civic leaders bemoan the disappearance of good-paying manufacturing jobs, many in North America may be surprised to learn that many distributors and manufacturers have jobs to fill and consider the lack of qualified, skilled job candidates a serious challenge, or even a crisis.

Yet the data is clear. By 2018, the manufacturing sector alone reported 508,000 open jobs, according to research conducted by Deloitte and The Manufacturing Institute.

The Deloitte research projects there will be 4.6 million manufacturing jobs to fill by 2028, with only 2.2 million of those jobs likely to be filled.

What's driving the labor shortage?

While the data and projections remain bleak, the factors cited as major contributors to the labor shortage have shifted. In 2015, mass Baby Boomer retirement was blamed as the major culprit in the labor shortage, according to the Deloitte study. Indeed, AARP estimates that 10,000 people in the United States turn 65 every day, a trend that will continue until 2030. Nevertheless, by 2018, retirement had dropped to No. 3. The top two reasons that emerged in the interim were: technology changes and misconceptions about the manufacturing industry.

As distributors adapt to and try to remain competitive in the so-called Fourth Industrial Revolution, they must increasingly embrace technologies such as artificial intelligence (AI), robots, the Internet of Things (IoT) and machine learning. That has created an accompanying shift in the skills and experience distributors value most in prospective employees.

According to the Deloitte research, the most coveted and necessary skills today involve computer and technology experience, skills for programming automation, and critical thinking.

The third most-commonly cited reason, the perception of the industry, is something Tom Newell, regional vice president of EMCO Corp., an Ontario-based distributor of plumbing, HVAC and refrigeration, waterworks, and industrial material, is familiar with.

“There is so much pressure we put on kids to get white-collar jobs and pursue professional or post-secondary education, which for many is a waste of money and time,” he said. “Parents don’t want their kids doing ‘dirty work’.”

But the technical revolution means that few distribution or manufacturing jobs today involve the back-breaking, heavy-lifting labor associated with those industries in the past. But while that could potentially make distribution and manufacturing jobs more attractive, greater automation means more complex jobs, and employers are demanding workers with a growing assortment of highly technical skills – a factor that further restricts the available labor pool. ●

Read the complete blog at NAHAD.org/blog and don't forget to subscribe!

Officer Listing

PAST PRESIDENTS (CONT.)

Howard E. Neff
James W. Mitchell
Michael C. Lentz
Curtis W. Sprague
G. Alan Talbot
Thomas Slater

H. Lee Helfer
Chuck Connors
Joseph J. Mika
John Mork
Michael C. Armbruster
Thomas von Hillebrandt
Daniel D. Ahuero
Mark E. Forget

Joe Lark
Jack Kacsur
Robert A. Lyons, Jr.
Alex McGill
Timothy J. O'Shaughnessy
Donald Fritzinger
Terry Weiner

Mark Fournier
James J. Reilly
Skip Bruce
Scott Moss
Karen Brandvold

NAHAD NEWS STAFF

Catherine Wiafe, *Editor*
Studio Red Design,
Graphic Design

NAHAD ADVERTISING INSERTION ORDER FORM

NAHAD WELCOMES YOUR PARTICIPATION as an advertiser in the 2020-2021 Annual Membership Directory & Convention Guide. As the most comprehensive publication for companies, people, and products in the hose and hose accessories industry, **NAHAD has decided to combine the Membership Directory and Convention Guide into one printed publication.** This is an extraordinary opportunity to reach the leaders in your marketplace while supporting the only international trade association serving the industry. New this year, there are no additional fees for color ads and other added fees like years' past; this is your opportunity to reach the industry's best contacts through a new and improved format, including new digital offerings!

NEW in 2020! Your advertising purchase will include a digital advertisement on NAHAD's website, NAHAD.org, which will be linked to your company's website! All advertising orders are encouraged to be completed online. Orders are due by January 17, 2020 and Ad copy is due February 7, 2020.

STANDARD COLOR RATES

- Spread \$6,400
- Full Page \$3,200
- 1/2 Page \$2,400
- 1/4 Page \$1,800
- Logo Only \$500

ADDITIONAL FEES

- Special Placement \$500

GRAND TOTAL = _____

SIZE SPECIFICATIONS

Spread (spans 2 facing pages)
14.75" wide by 9.8125" high

Full Page
6.5" wide by 9.8125" high

1/2 Page
Horizontal ad maximum dimensions
6.5" wide x 4.85" high

1/4 Page
Maximum dimensions
4.25" wide x 2.3125" high

Logo
Maximum dimensions
3.5" wide x 2" high

TECHNICAL SPECIFICATIONS

PREFERRED FORMATS

Adobe Illustrator EPS file convert all type to outlines. Print ready PDF file (please be sure that all supporting images and fonts are properly linked within your graphic file before exporting as a PDF).

Hi-res Photoshop file with fonts embedded.

FULL PAGE BLEEDS

Document Trim Size is 8 1/4" x 10 3/4"; please add 1/8" bleed on all four sides of the document. Please keep important information, such as company logos and contact information inside the safety zones. The safety zones are 3/4" on the left and right sides and 3/8" from the top and bottom.

If files are emailed, without a printed color proof for reference, you are submitting the files at your own risk. If you prefer to submit electronically, please mail a printed color proof or send a pdf of the ad copy with the art.

Questions? Contact Cathy Vick, NAHAD's Sales Development Manager at cvick@nahad.org or call the NAHAD Office at 410-940-6350.

For more information, visit **nahad.org**

In Memoriam



NAHAD is sad to report Merrill Johnston passed away at his home in Tupelo, MS, after a brief battle with cancer. Merrill was president of Hydro Hose Corporation, a NAHAD distributor member company since 1987. He served on NAHAD's Board of Directors and was a long-time member of one of the association's original executive

forums. An avid golfer, Merrill enjoyed traveling with his wife and family, drinking coffee with his friends, and spending time with family at Smith Lake. NAHAD expresses its sincerest condolences to his wife Ellen and Merrill's family and friends. ●

Sentiments from NAHAD Members

"Quick with a smile and a hug, quicker of wit and intellect, few will ever compare. Merrill was one of the most caring persons I have ever met. He loved his family, his friends, his church, his business and our industry."

JEFF SCHEININGER, FLEXLINE

"I first met Merrill when we were paired together for the golf outing at the NAHAD Convention in Palm Beach, FL. My clubs didn't make it in time, so Merrill graciously offered to share his clubs with me. I have played many rounds with Merrill all over the country since. He was a real 'southern gentleman' and we became good friends. He will be missed."

JACK KACSUR, FORMERLY WITH GENERAL RUBBER

NAHAD

HOSE SAFETY INSTITUTE

Safety, Quality & Reliability

A REINTRODUCTION TO NAHAD'S SIGNATURE PROGRAM

MISSION

Elevate the industry in hose assembly safety resulting in increased quality and reliability through collaboration, research, and education.



COLLABORATION

The Standards Committee provides oversight for the programs of the Hose Safety Institute including the activity of the Hose Assembly Group and HSI Advisory Council to ensure that any HSI program is properly vetted and, by consensus, can be promoted as an HSI industry best practice.



RESEARCH

HSI research and membership ensures NAHAD offers the industry a demonstrated expertise to serve as a key resource for hose safety data including the establishment of industry benchmarks, and guidelines for members and end-users.

Learn more by visiting
offers.nahad.org/hosesafety.



EDUCATION

Accessible curated content for in-person and online training is created through collaboration and research, providing the industry with educational content that actively promotes implementation of hose safety best practices in the workplace. HSI Certification recognizes individuals who successfully complete the required training.

MEMBER CONNECTIONS



Dixon is pleased to announce recent changes to its Sales and Marketing

organizational structure. Jeff Newell, who held Territory and Northeast Regional Manager sales positions over the last 25 years, has transitioned to a new role as Sales and Marketing Project Manager. In this position, Jeff will manage customer training, and assist with new product development projects. Dixon would also like to congratulate Steve Colomey, who has been named Northeast Regional Manager. Steve served as Territory Manager in New England for over 8 years. He will continue to cover a small territory in New England and manage sales in the Northeast region for Dixon. Please join Dixon in congratulating Jeff and Steve in their new roles.



Eaton Winner EC118 hose is now U.S. Coast

Guard approved. The 3,000 psi constant pressure EC118 hose is now U.S. Coast Guard approved to the SAE J1942-1 specification. This SAE 100R17 hose is qualified with TTC/Z-Series and Winner 2-piece fittings in sizes -04 thru -16. With this certification, all Eaton Winner hoses are Coast guard and MSHA approved. The EC118 hose is currently stocked and ready for immediate shipment. For more information on Eaton's product portfolio, visit www.eaton.com.



Hi-Tech Duravent presents the Super Vac-U-Flex. The hose is designed to offer

maximum flexibility and strength while providing an aesthetically appealing and unique construction. The hose consists of a coated wire helix with a single ply cover. Polyester reinforcing yarns are laid longitudinally and radially to provide additional strength. A second ply of material is

extruded over the yarns and inner cover. This construction offers excellent helix-to-cover adhesion and a smooth interior for superior air flow characteristics. Available in a wide range of colors, internal diameters (1 ¼" – 6") and in lengths up to 50'. Molded-on end fittings that are fused together to create an airtight seal are available as well as the standard screw-on type end fittings. Please contact at 1-800-348-6500 or sales@hitechduravent.com.



Truex, Incorporated, a manufacturer of hose ferrules, internally

expanded garden hose couplings and custom deep drawn parts continues to expand with the recent purchase of two additional state-of-the-art assembly machines. A third machine will be delivered in early 2020. These machines allow faster assembly of garden hose components, improving our efficiency and providing better service to our customers. Truex makes hose ferrules for a variety of applications, using brass, stainless steel, plated steel or aluminum. Ferrule sizes range from 0.275"ID to 1.531"ID. For more information call 800-458-7839 or visit www.truexinc.com.



Brennan is excited to announce the

launch of their new educational video series known as Brennan University. The first course of Brennan University is titled Fittings 101 where viewers will learn all about various connection types. They have also created a series of "Essential Content" pages to provide more relevant educational content. Check out Brennan University at: brennaninc.com/101.



Davlyn Manufacturing

Co. has announced that Mauricio Zavatti has joined the company as Chief Executive Officer. Mauricio brings a unique combination of industrial, international, and leadership experience, which aligns with Davlyn's plans to become a true global player in high temperature textiles and heat management solutions. To learn more, visit www.davlyn.com.



Singer Equities, Inc. is excited to announce the addition of Chris Reed as

Supply Chain and Operations Manager. Chris brings with him over 12 years of purchasing and operations experience within industrial distribution and heavy manufacturing, including US Steel, Lewis-Goetz and Arconic. Chris has a bachelor's degree in Business from Virginia Tech as well as master's in Information Systems from Robert Morris University.



ZYfire is pleased to announce the

additional new products to provide their customers better one-stop solution. ZY Air Hose, ZY Tank Truck Hose, ZY Hot Air Hose, ZY Water Suction and Discharge Hose are the newest Industrial rubber Hose. They are made of synthetic rubber and can be used for suction, mining, construction, petroleum fuel. Size from 1"-8". For more info, pls contact enquiry@zyfire.com.



Adaptall is rapidly growing it's employee

base and is pleased to welcome to it's family: Theresa Cardinal as the Business Development Coordinator in Twinsburg, Ohio; Ruby Flores as Warehouse associate at Adaptall's new branch in

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Houston, Texas; and Deanna Romano as Customer Service in Mississauga, Ontario. Adaptall continues to seek out talented individuals who can provide superior service and technical expertise that meets or exceeds our Customer's needs. For more information please contact 1-800-463-8134 or visit www.adaptall.com.



The **Home Rubber Company** and its Ivanhoe Division are pleased to announce the addition Daniel Ford to its roster of dedicated personnel in our Trenton, New Jersey Factory. Daniel makes his debut to the industry, filling a post as Inside Sales and Customer Service Representative. Daniel, a former business major in college, spent the past few years playing professional volleyball in Europe, for both the German and the Finish National teams. Dan brings that same level of intensity to his new position and he has proven eager to absorb all that he can about industrial rubber products and about our many and loyal distributor and OEM customers. Inside Sales Manager, Philip Rackley, calls Dan; "A true ace and a welcome addition to our inside group. Where our focus is knowledge and efficiency – getting back to our customers quickly with the best possible solutions to their product requirements – Dan is showing great promise and embodies our culture of continuous improvement and superior product knowledge."



As a result of your feedback, **Coxreels** is very excited to announce that they launched a new

Shipping Program called, "Coxreels Ship Ready". With more than 80 SKU's included, Coxreels ships all confirmed orders the next business day after you place your order, and if at any time they can ship it the same day, they'll do their very best to make this happen. For more information please visit <https://www.coxreels.com/shipready.html>.



LGV Coupling will like to announce the introduction of new products that are used

in the sanitary food and beverage industry. Now we have our components for triclamp, bevel-seat, DIN fittings. These accessories include clamps, weld-on, caps, reducers, elbows, tees, and gaskets. These accessories play an important roll on food processing, breweries and wineries. Accessories are 3A certified. Please call Walter Vivar at 310-526-1534 or email wvivar@lgvcoupling.com to request new catalogs or posters.



Hannay Reels is pleased to provide our

LP Gas customers with a completely redesigned Guidemaster®, the new GM-X, available now, replaces the GM-700. Improvements include a main body constructed of Grade 303 SST (previously aluminum) with black powder coat finish, a

Online Registration is Open!



Don't miss your opportunity to attend the University of Innovative Distribution (UID). This four-day educational conference focuses on distribution management, territory sales, marketing, negotiation skills, inventory management, sales management, human resources, leadership, information technologies and more.

As a NAHAD member, you will save \$1,000, and if you submit your registration by January 12, 2020, you'll save an additional \$200! Hurry, courses fill up fast! Visit www.UNIVID.org for more information. ●

NEW! NAHAD NEWS 2020 PRODUCTION SCHEDULE

We've changed the frequency of *NAHAD News* to quarterly. Please note the new schedule below for material deadlines. NAHAD member companies are invited to submit brief news items for inclusion in the "Member Connections" section of *NAHAD News*.

- Please write your articles in complete sentences, and limit them to 100 words, including pertinent phone numbers, urls, etc.
- Submit Microsoft WORD format along with 4-color company logo.
- News items should focus on new or additional personnel changes, appointments or promotions, facility expansion, new products lines or advertising/promotion plans.
- Articles should be written in the third person (use "they" instead of "we").
- Exclude sales features claims and direct or indirect comparisons with competitors' products.
- All articles should be sent to cwifafe@nahad.org by the materials deadline listed below. ●

2020 NEWSLETTER ISSUE	MATERIAL DUE TO NAHAD	MAILING DATE
March	February 7	March 6
June	May 8	June 5
September	August 7	September 9
December	November 6	December 4

NOTE: All articles will be published on a space-available basis. NAHAD assumes no liability for incorrect or deleted information but will publish corrections upon request.

highly durable one-piece weldment with upgraded bushings and fasteners for maximum field life, removal of all aluminum threaded holes eliminates galvanic (bimetallic) corrosion, and hourglass rollers upgraded to wear-resistant ZAMAK material (previously aluminum), adding extra material to bottom flanges for longer life. Visit hannay.com for more information.



Parker has introduced an Industrial Quick Reference Guide. This literature piece serves as a tool to rapidly locate hoses for your specific application. As a reminder, you can find Bulletin 4480-B203, other helpful tools and additional literature pieces on parker.com/safehose.



TrulinX by **Tribute, Inc.** helps you deal

with changing tariffs surcharges. Tariffs create administrative burdens for industrial distributors. Prices must be continually monitored and updated as vendor price sheets are retracted and revised, and customers demand detailed information that is often hard to come by. TrulinX by Tribute, Inc. can help distributors handle tariff surcharges on purchases. The tariffs are calculated as a percentage and these percentages can differ for different product lines or items. When a quote is created, TrulinX will determine if a tariff is applicable and, if so, the tariff will be applied. Adding, removing, or changing the surcharge percentage is quick and easy within the TrulinX software system.



Flexaust opened a new hose

manufacturing and distribution facility in Burlington, NC as part of their strategic growth initiative. The 57,000 square foot space includes five production lines and will be up running by early 2020. Flexaust is now better able to service customers in the

Southeast. Most shipping points are one to two days with the better shipping lanes in that area. The new facility will manufacture most products for the Flexadux, Flexaust and Genesis hose product lines, along with stocking Flexaust's popular 24-Hour Guaranteed Ship Program products. The Flexadux line is extruded hoses made of polyurethane, thermoplastic rubber, PVC and polypropylene. It serves the dust collection, woodworking, lawn and leaf, furniture and factory maintenance and repair operation sectors. The Flexaust line is neoprene and coated nylon and polyester lines, along with some PVC-coated hose that service the general purpose, factory/MRO and surface preparation markets. The Genesis line is a polyethylene vacuum hose that serves the insulation blowing industry, the carpet cleaning industry, the car wash sector and industrial vacuum applications. For more information on hose applications and selections, visit to www.flexaust.com. To request a catalog call 800-343-0428 or email sales@flexaust.com.



Marken MFG is proud to announce the

expansion and grand opening of their new Marken GmbH location in northern Germany near Munster. The German office was opened 8 years ago to provide quicker better service to our European customers along with more personal face to face interaction. The new larger location offers more room for machine assembly, wiring, product show room for customer testing, sales and service. For additional information contact Yannick Pranchair General Manager at y.pranchair@markengmbh.de. Marken USA is also proud to introduce two re designed bail pack hose feeders, the MPL48 -500 and MPL48-1000 Both are designed to automatically feed bulk hose into the Marken cutters, smoothly with the least amount of tension reducing any hose stretch. Both of the MPL 48 's can feed hose from bail packs on pallets, free bulk coils and hose reels making these very

versatile. For more information on Marken feeders, cutters and accessories, contact info@markenmfg.com.



Maintenance jobs can be planned, sudden breakdowns and expensive

repairs are unpredictable. Today, we, therefore, recommend the label printer ULS.2 from **UNIFLEX** which helps manufacturers of hose assemblies and repair workshops for hydraulic hoses to affix color coded "BBD" labels on their workpieces so that the latter can be replaced in time before potential wear damages actually occur. Another benefit is that the manufacturer's mark can be added as an advertising measure. Visit www.uniflex.de for more information.



Continental is very pleased to

announce its expanded line of Arctic® Hydraulic Hoses, designed and tested for construction, forestry, utilities, surface mining and much more. Now available Arctic LCP4S, low temperature (-70F to 212F), Constant Pressure 4100 PSI, available in 3/8" to 1-1/4" ID. With 40% less force to bend over legacy SAE100R12 @ -40F to ensure flexibility when your customers need it. For full details on the Continental Arctic Hydraulic Hoses, please contact them at 800.235.4632 or visit www.continental-industry.com.



O+P now offers two international patented systems: the dies quick change tool for hose crimpers

and Stopflex. The standard quick change tool has been developed by OP in a new revolutionary shape! Its front centering guide enables an accurate positioning of the dies into the crimping head which is totally risk free. Stopflex, our second patented product and recommended by IHSA (International Hydraulic Safety Authority) in Canada, consists of a retaining system that secures the hose under

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pressure to the plant, protecting both the operators and components. It has been designed to arrest the trajectory of a flexible hose in case of a fitting failure, thus avoiding to trigger a dangerous “whip effect”, which may be caused by the energy released. It can be secured to 24° cone connectors nipples (DIN) and 37° flared connectors (JIC), to 3000 and 6000 SAE flanges or other system components. For any further information on our patented products, please do not hesitate to visit www.opusainc.com or to email info@opusainc.com.

 **DDI System**, a leader in ERP

technology for distributors, released Inform ERP Software Version 20. A fresh, new user interface makes navigation simple with new layout options that include dashboard tiles for quick access to accounting, inventory, and sales KPIs. Dashboard tiles can be “dragged & dropped” easily, providing an optimal user experience. Added functionality includes the

new Proposal Doc Creator allowing distributors to deliver professional looking quotes/bids and sales orders with line item groups and content including images, specs, product descriptions and more. DDI’s powerful Warehouse Management System was also enhanced to streamline order fulfillment, help manage backorders, simplify sales order staging, and create efficiency with zone picking. Inform WMS works alongside Inform ERP Software to deliver optimal efficiency, accuracy and complete visibility into single or multi-location warehouse workflows. To learn more about the DDI’s Inform ERP Version 20 product release, please visit: ddisystem.com/nahad or call 877-599-4334.



In a continuous effort to meet the needs of their customers, **UIP International** is pleased to announce the addition of several new products to their large inventory of sheet rubber materials. New

products consist of Premium Industrial Grades of Nitrile and Neoprene as well as new Silicone options including Red Silicone, White Silicone and Fiberglass Inserted Silicone. UIP is also now offering sheet rubber cut to length, with custom stripping sizes available and custom fabricated gasketing capabilities for the convenience of their distributors. To learn more visit www.UIPIntl.com, email sales@uipintl.com or call 800-257-2467.



IRP Industrial Rubber is pleased to announce a new addition to their line of water discharge hose. Enviro is a phthalate free, PVC water discharge hose in a high visibility green colour. Today, many applications now require that phthalate free hoses be used when dewatering. Phthalates are environmentally unfriendly and may leech into the water table. Light weight for portable pump and irrigation use. Hose folds flat for ease of coiling and handling. Designed for open end discharge. View this product and more at www.irprubber.com.

Congratulations Exam Passers!

The following employees of Hose Safety Institute member companies have passed exams during the period September 20, 2019 November 19, 2019.

COMPOSITE HANDBOOK EXAM

Brian Baughman	Mid-State Sales, Inc.
Gonzalo Castelao	NZ Safety Blackwoods
Jim Davis	National Hose and Equipment LTD.
Jacobus De Klerk	Jachris Hose and Couplings (Pty) Ltd.
Roan Delpont	Jachris Hose and Couplings (Pty) Ltd.
Jeff Gural	MEP/Brothers Ltd.
Nicole Morneau	Western Integrated Technologies
Scott Ritchie	National Hose and Equipment LTD.
Johan Roodt	Jachris Hose and Couplings (Pty) Ltd.
Nigel Wright	NZ Safety Blackwoods
Frank Zavaleta	Alaska Rubber Group

CORRUGATED FABRICATION EXAM

John Wise	River Bend Hose Specialty
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CORRUGATED HANDBOOK EXAM

Brian Baughman	Mid-State Sales, Inc.
Jim Davis	National Hose and Equipment LTD.
Jacobus De Klerk	Jachris Hose and Couplings (Pty) Ltd.
Roan Delpont	Jachris Hose and Couplings (Pty) Ltd.
CORRUGATED HANDBOOK EXAM (cont.)	
Johan Roodt	Jachris Hose and Couplings (Pty) Ltd.
Nigel Wright	NZ Safety Blackwoods
Frank Zavaleta	Alaska Rubber Group

HYDRAULIC FABRICATION EXAM

Matthew Clark	ERIKS
Tyler Comeaux	GHX Industrial, LLC
Jacob Deville	Hose Source LLC
Kaschief Jackman	National Hose and Equipment LTD.
Bernard John	National Hose and Equipment LTD.
Jeff Runnalls	Runnalls Industries, Inc.

Continued on following page

Congratulations Exam Passers! (cont.)

HYDRAULIC FABRICATION EXAM (cont.)

Cody Smith	US Hose and Coupling
Trea Viator	Hose Source LLC
Ralph Zeringue	Hose Source LLC

HYDRAULIC HANDBOOK EXAM

Peter Baldrige	HANSA-FLEX USA
Brian Baughman	Mid-State Sales, Inc.
Matthew Clark	ERIKS
Jim Davis	National Hose and Equipment LTD.
Jacobus De Klerk	Jachris Hose and Couplings (Pty) Ltd.
Roan Delport	Jachris Hose and Couplings (Pty) Ltd.
Jeff Elwell	Omni Services, Inc.
John Gorman	Alaska Rubber Group
Jeff Gural	MEP/Brothers Ltd.
Scott Kalkouli	Omni Services, Inc.
Billie Mara	Western Integrated Technologies
Nicole Morneau	Western Integrated Technologies
Scott Ritchie	National Hose and Equipment LTD.
Johan Roodt	Jachris Hose and Couplings (Pty) Ltd.
James Russell	Goodyear Rubber Products, Inc.
John Wise	River Bend Hose Specialty
Nigel Wright	NZ Safety Blackwoods
Frank Zavaleta	Alaska Rubber Group

INDUSTRIAL FABRICATION EXAM

Matthew Clark	ERIKS
Tyler Comeaux	GHX Industrial, LLC
Jamie Gural	MEP/Brothers Ltd.
Matt Simpson	Hose of South Texas, Inc.

INDUSTRIAL FABRICATION EXAM (cont.)

Cody Smith	US Hose and Coupling
Trea Viator	Hose Source LLC
Zach Vanderslice	Hose of South Texas, Inc.
Ralph Zeringue	Hose Source LLC

INDUSTRIAL HANDBOOK EXAM

Brian Baughman	Mid-State Sales, Inc.
Aaron Beauvais	ERIKS
Melanie Brient	Millennium Coupling Company Pty Ltd
Gonzalo Castelao	NZ Safety Blackwoods
Matthew Clark	ERIKS
Joel Cordova	Hose of South Texas, Inc.
Jim Davis	National Hose and Equipment LTD.
Jacobus De Klerk	Jachris Hose and Couplings (Pty) Ltd.
Roan Delport	Jachris Hose and Couplings (Pty) Ltd.
Jeff Elwell	Omni Services, Inc.
John Gorman	Alaska Rubber Group
Ronald Grenier	ERIKS
Jamie Gural	MEP/Brothers Ltd.
Jeff Gural	MEP/Brothers Ltd.
Scott Kalkouli	Omni Services, Inc.
Billie Mara	Western Integrated Technologies
Nicole Morneau	Western Integrated Technologies
Scott Ritchie	National Hose and Equipment LTD.
Johan Roodt	Jachris Hose and Couplings (Pty) Ltd.
James Russell	Goodyear Rubber Products, Inc.
John Wise	River Bend Hose Specialty
Nigel Wright	NZ Safety Blackwoods
Frank Zavaleta	Alaska Rubber Group

NAHAD Board of Directors Fall Meeting



In late September, NAHAD's Board of Directors traveled to Atlantis Paradise Island in the Bahamas for their fall Board Meeting. Over the course of two days, NAHAD's leadership reviewed the association's recent initiatives and deliverables, and set the direction for the upcoming year's programs and services. Look for new developments to

be announced soon, and make sure to mark your calendar for April 24-29, 2020 for NAHAD's 36th Annual Meeting and Convention. The property very luckily did not experience any damage from Hurricane Dorian and NAHAD's Board is looking into ways to help the parts of the islands ravaged by the storm. Find out more about this great location at atlantisbahamas.com. ●

NAHAD Webinars



Throughout the year, NAHAD schedules 30-50 minute webinars focused

on a variety of topics of interest to both Manufacturers and Distributors. Members can participate in these programs live or listen later to the online program recordings. Make sure you see all the recorded 2019 webinars at nahad.org/webinars. ●

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SAVETIME



INCREASE PROFITS



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- 1 Visit <https://nahad.savings4members.com>
- 2 **SEARCH** for programs using the 'Savings Categories' drop-down
- 3 **SELECT** the savings you're interested in
- 4 **SUBMIT** your choices to access your savings

A Savings Consultant will contact you via phone & email to follow up on your request & review next steps.

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NAHAD

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SHIPPING TO THE BAHAMAS

NAHAD **2020**

ATLANTIS PARADISE ISLAND

Nassau, Bahamas

April 24 – 29, 2020

in this issue

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 - 2 President's Letter
 - 3 Talent Acquisition Strategies
 - 4 Advertising Insertion Form
- And more!

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