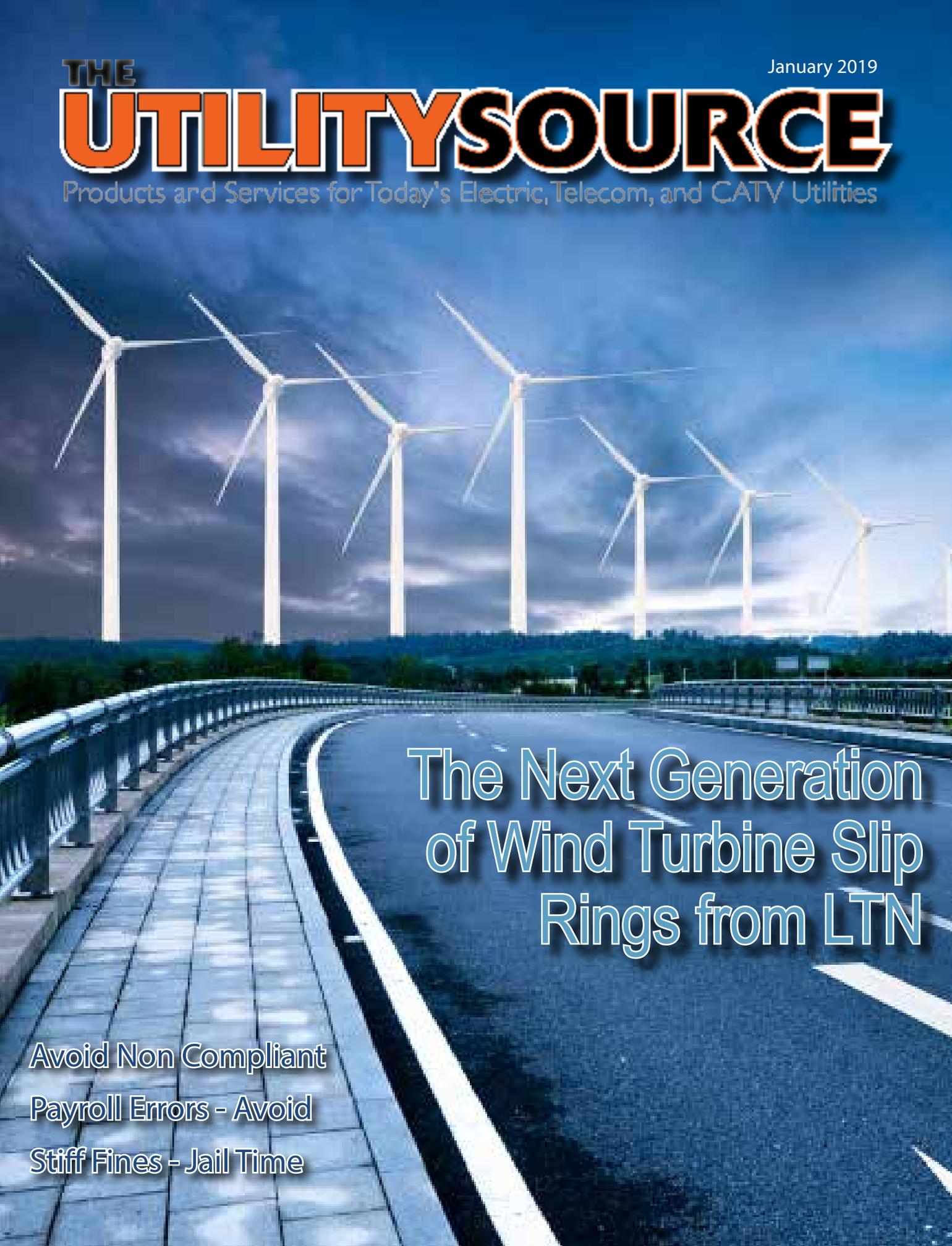


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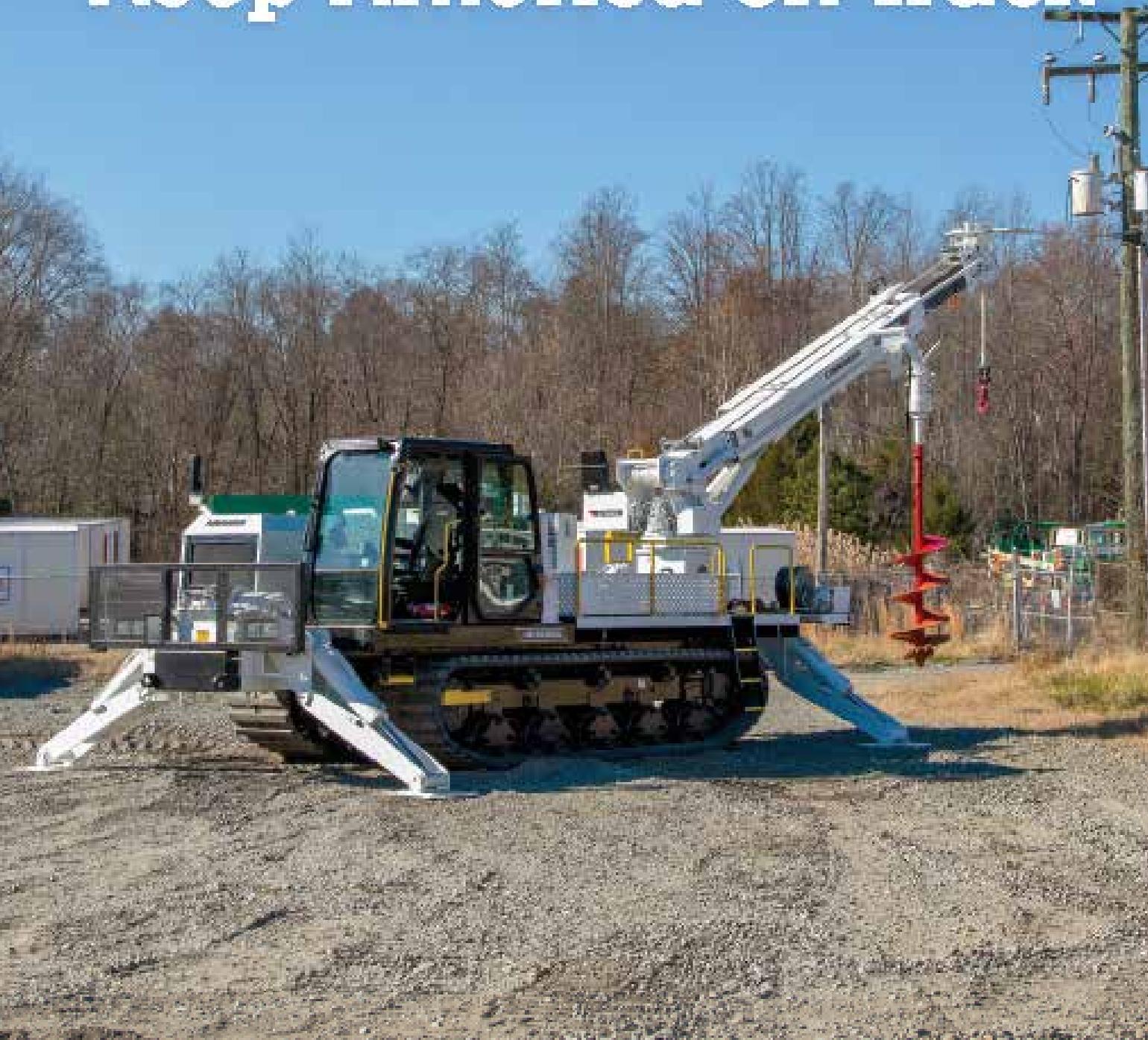
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The Utility Source™ is published twelve times a year on a monthly basis by CJS Media, Inc. The Utility Source™ is distributed free to qualified subscribers. Non-qualified subscription rates are \$57.00 per year in the U.S. and Canada and \$84.00 per year for foreign subscribers (surface mail). U.S. Postage paid at Birmingham, Alabama and additional mailing offices.

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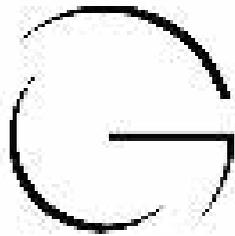
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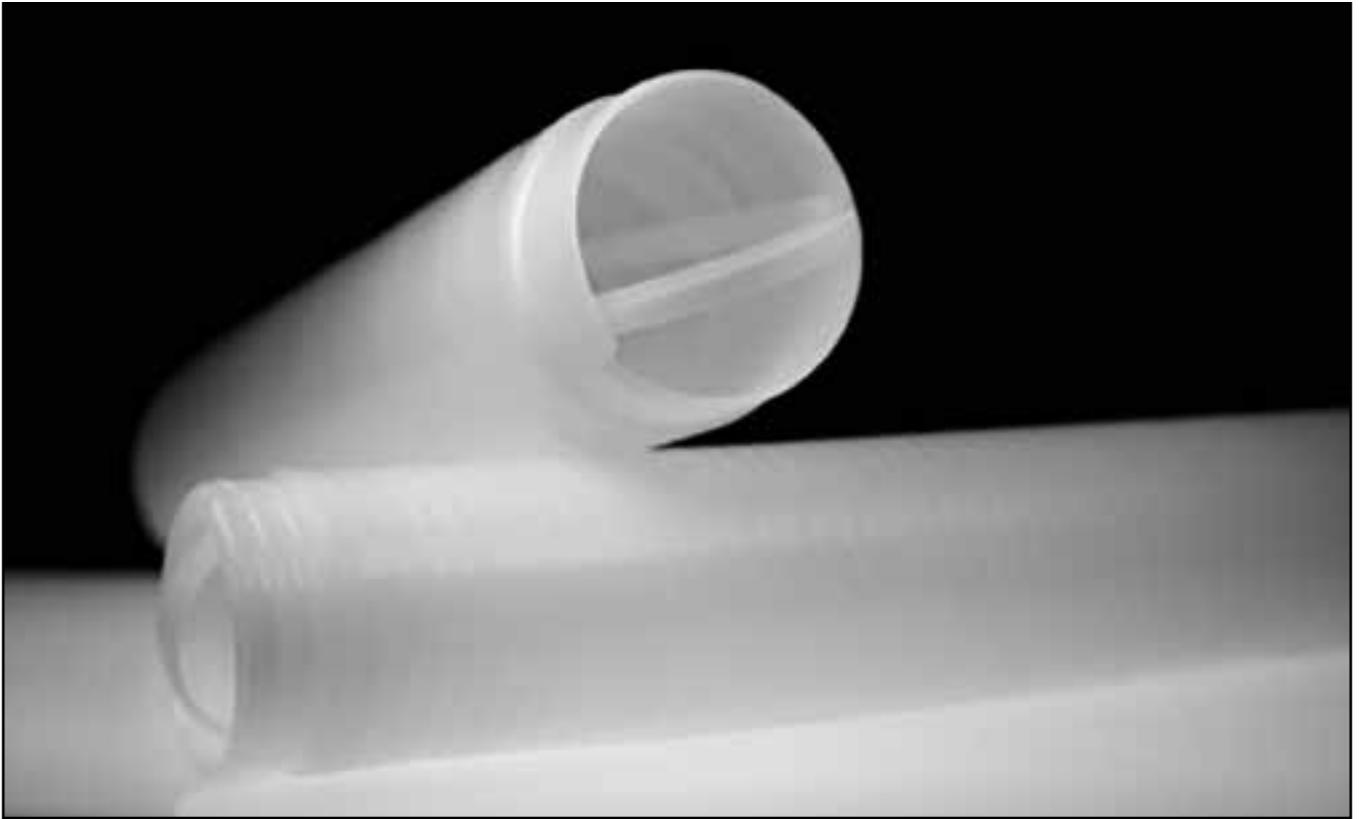
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BURNDY®, a leading manufacturer and provider of compression connector solutions to the industrial, energy, construction, telecommunications, petrochemical, data center, and transportation industries, is pleased to introduce Clear Cold Shrink Tubing.

BURNDY Cold Shrink Tubing is a quick and reliable way to insulate connectors, add inspectability and save labor costs. Similar to BURNDY clear heat shrink, clear cold shrink tubing provides visual inspection to verify die embossment, correct number and location of crimps, and ensure proper strip length (no wire exposed). On average, using cold shrink provides a time savings of 60%!

Clear cold shrink tubing passes the TELCORDIA Spec. GR-347-CORE for Cut and Abrasion Testing, as well as UL746C, Glow Wire Test; cULus Listed as an insulating cover for wire connectors in accordance to UL 486A/B. Ripcord technology for installation leaves no guesswork whether the correct temperature was applied. An added benefit is that the ripcord is recyclable.

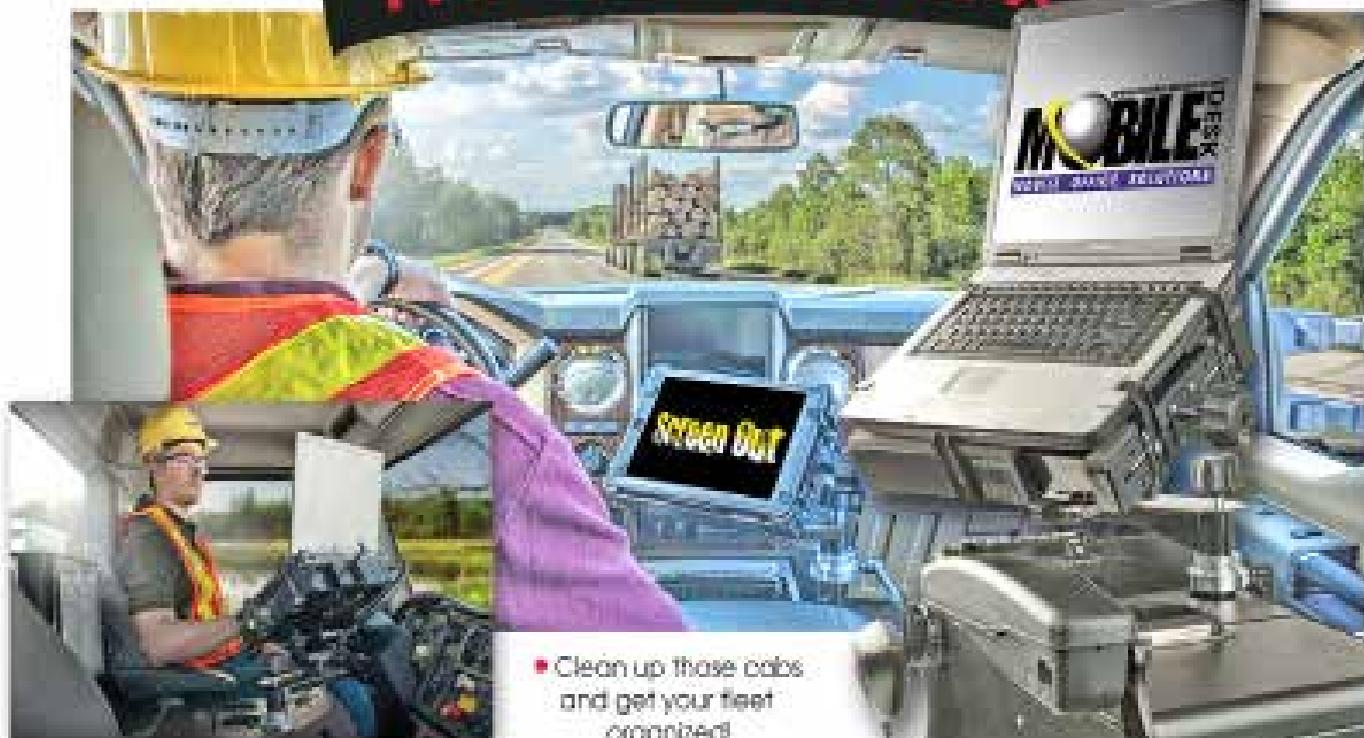
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Headquartered in Manchester, New Hampshire, BURNDY® has more than 90 years of dedicated customer support in both service and product. Our customers need to look no further than BURNDY® for all their connector, tool, and accessory needs. BURNDY® is the only manufacturer to have the BURNDY® Engineered System of coordinating dies, connectors and tools. The three elements have been specifically designed to work together and engineered to meet stringent, accepted quality standards allowing the user complete confidence in the integrity of the connection.

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Senator Klobuchar Talks Workforce with Felling Trailers & How to Reach Future Workers

In late October, Felling Trailers, Inc.'s Litchfield location was honored to be part of Minnesota U.S. Sen. Amy Klobuchar's Central Minnesota Manufacturing road trip. While touring Felling's production facility in Litchfield, Sen. Klobuchar spoke with Felling Trailers' ownership and management about issues such as healthcare and workforce shortages that the company, like many manufacturers are facing. Co-owner Brenda Jennissen told Klobuchar that between Felling Trailers' Sauk Centre and Litchfield facilities where it builds custom trailers, it has 275 employees and 20 to 30 openings. "We are a growing company and need a strong workforce to keep pace with the demand for our product," she said. "As a business, we have seen a growing trend of employees that have decided to leave the company to simply work closer to home," said Paul Radjenovich, Vice President of Operations. "That was eye-opening, and we realized we need to home-grow the skills."

Like several manufacturers across the nation, Felling looked to build relationships with area high schools and colleges. "By partnering with educators we can introduce modern manufacturing to students and expose them

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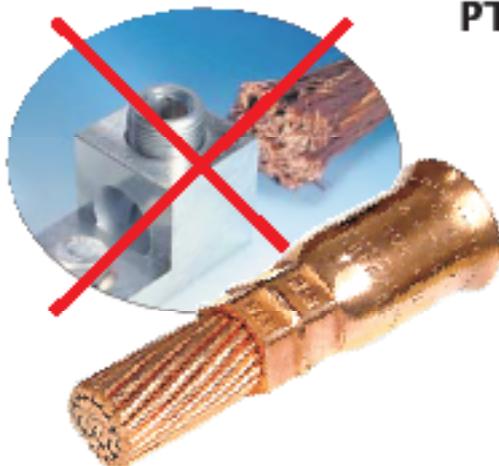
to the career opportunities that exist," said Jennissen. Felling invites schools to bring students in to tour their facilities to help them get a better understanding of what a career in manufacturing entails. The tours detail the entire trailer building process from start to finish. Most recently, the Sauk Centre seventh grade students toured their facility. "They were amazed. They had no idea what was going on in their own backyard," said Jennissen. Felling Trailers, Inc. works with local schools to help get the word out to students of the jobs that manufacturing has to offer. Along with offering tours, Felling also offers a selection of student programs: Careers in the Community provides weld training to high school juniors and seniors, Youth Welding Camp provides basic welding safety and training for elementary to junior high ages, and most recently, Felling offered a Women in Welding course all free of charge. Since starting these classes and getting students involved in manufacturing, many have come to work part-time while in high school and college to continue gaining experience.

During Senator Klobuchar's visit, she spoke about the measures being taken at the federal level to strengthen local workforces, specifically the Perkins Bill. "It will put more money into apprenticeships and community college, those kinds of things, that's the first thing. The second thing is the federal government only has about 10 percent of education funding, but sometimes it can be used not as a hammer, but a carrot, to say 'OK, if you do these kinds of programs in your schools, then you are going to get a grant or something.' And I think we should be doing more of that, specifically focused on schools that are doing more with offering technical education, making it easier for schools to pair up with community colleges.

And the third is more a mindset. But it's just to start saying very clearly as leaders on the federal level, in both parties, there are many paths to success. You don't need a four-year degree right away. My own sister didn't

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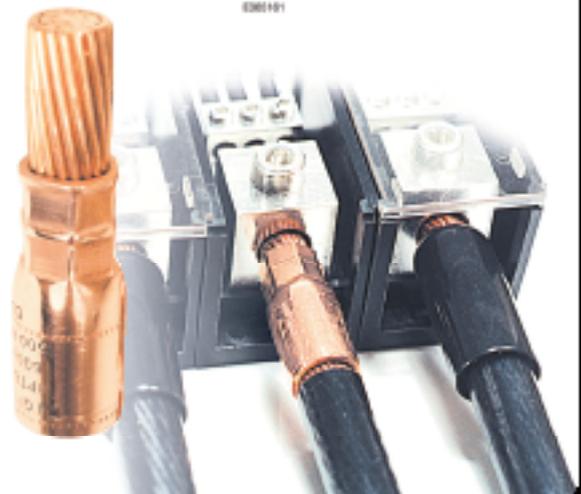
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graduate from high school, and she went on and worked in manufacturing in Iowa, and she eventually got her GED. And then she got a two-year degree and eventually (a) four-year degree, and she's an accountant now. I think that whole work experience was very good for her for many reasons. ... We have to be very clear. It's not one size fits all. You can get a college degree while you are working, and you can certainly work on stuff while you're in high school. I think parents have to see the value of these jobs, how much they pay, the advantages of them. And employers are looking at, 'OK, what can I do to be flexible with schedules? What can I do to get more women in the workforce in manufacturing?' It's no longer the three D's: dark, dirty and dangerous. It's pretty light in there (Felling).” said Klobuchar.

About Felling Trailers, Inc.

Felling Trailers is a family owned and operated Full Line Trailer Manufacturer located in Central Minnesota. Started in 1974, Felling Trailers, Inc. has grown from a small shop to a factory and office complex that today covers over 260,000 square feet. Felling's pride and differentiation is its customized trailer division. Its engineers utilize the latest Industry-leading design techniques, and its experienced metal craftsmen use cutting-edge technology to turn its customers' conceptual trailer needs into a tangible product. Felling has been providing innovative trailer solutions to the transportation industry for over 40 years. Felling Trailers' current capabilities allow them to provide a high-quality product that is distributed across North America and internationally. Felling Trailers, Inc. is an ISO 9001:2015 Certified Company.

For more information, contact 1.800.245.2809, sales@felling.com or visit them on the web at www.felling.com. You can also follow them on Twitter (@FellingTrailers), Facebook (Felling Trailers, Inc.), and Pinterest.

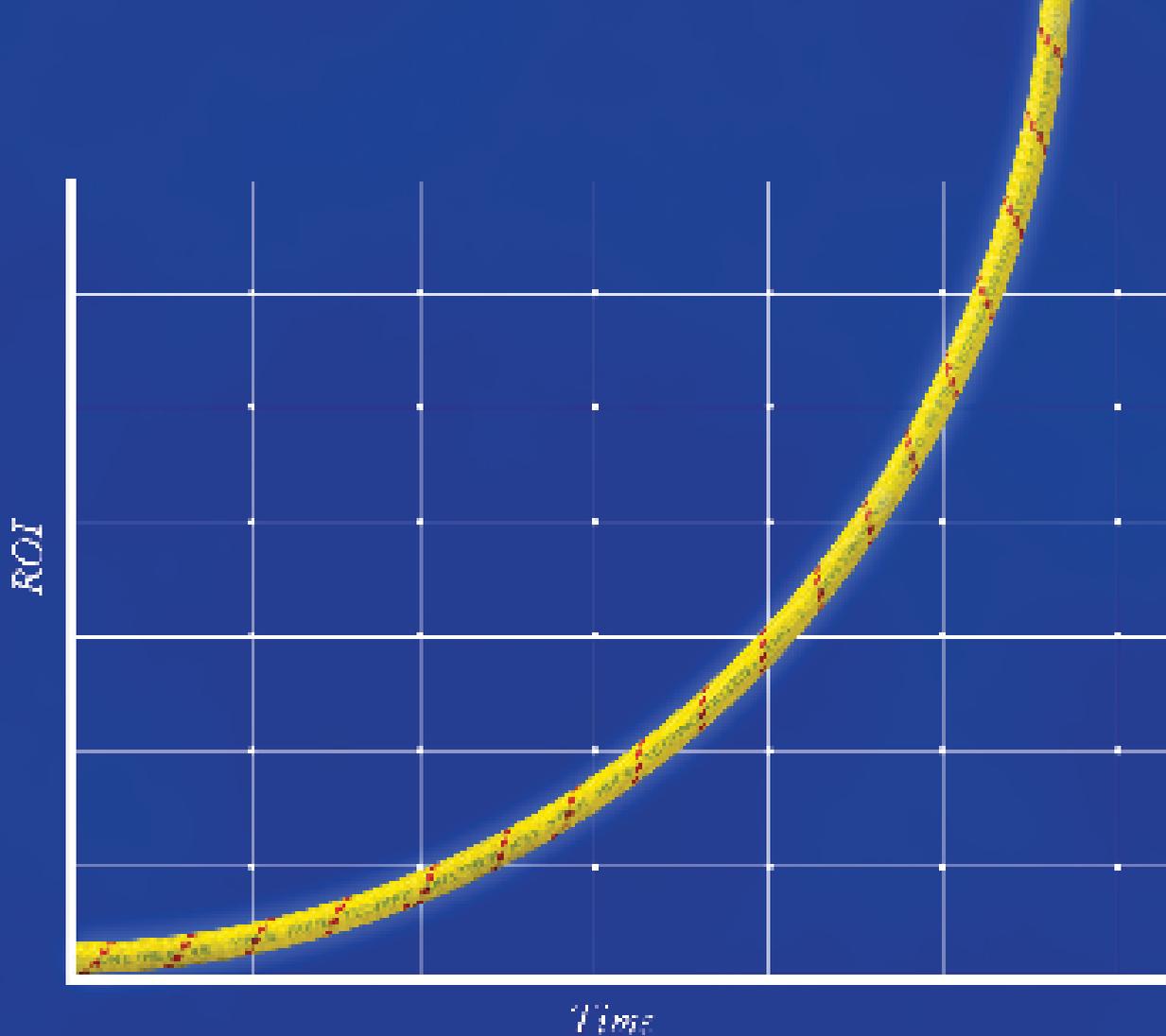
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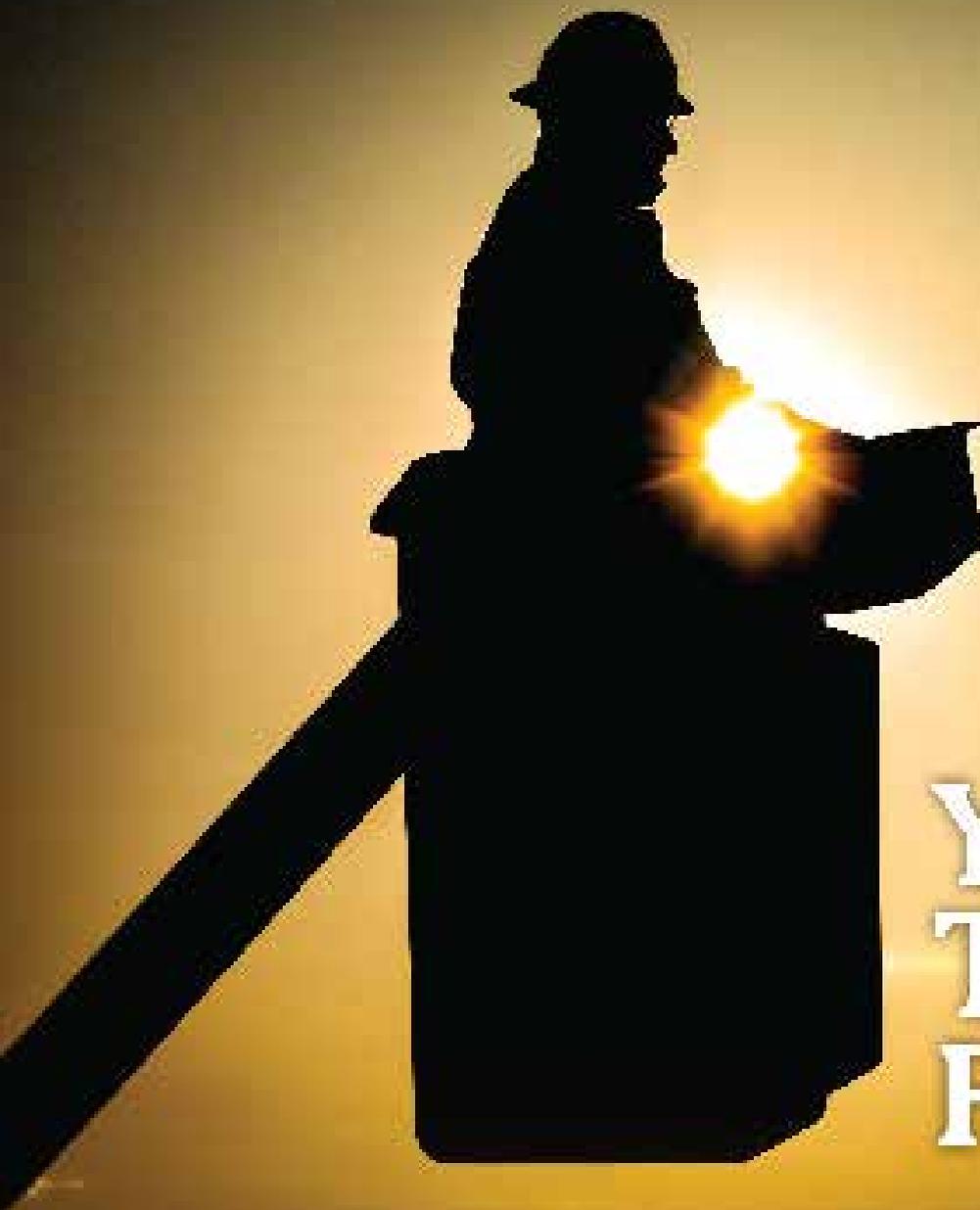
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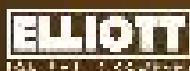
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Avoid Non Compliant Payroll Errors - Avoid Stiff Fines - Jail Time

By John Tryhuler

Change is consistent in the construction industry.

Payroll changes happen almost hourly on many construction sites because working conditions change.

An employee may be asked to work in his secondary classification because the site is short of a key employee due to weather, family emergency, sudden illness, or a key piece of equipment breaks down.

The payroll system must be malleable to cope with a wide variety of reporting differences.

Daily payroll changes for 10's or hundreds of workers is a daunting task.

A payroll change concerns the worker, their supervisor, an admin and a payroll administrator. Ultimately, the construction company ownership can feel the painful result of a payroll error.

That "innocent" payroll error is usually an illegal compliance issue.

The Davis - Bacon Act of 1931 has 30+ compliance issues that must be adhered to for every check of every employee.

Non-compliance can lead to a hefty fine or jail time.

What can the payroll administrator of a construction company do to easily handle daily changes in payroll?

The Compliant Client system by eMars interface captures the "dailies" from a construction site, then submits those changes directly into our certified payrolls. Compliant Client then matches the hours, electronically, submitted on the certified payroll to the actual hours on the construction site. This process replaces the manual task of making

sure the certified payroll hours equal the manually collected hours recorded by the foreman.

Human error is eliminated.

The foreman can concentrate efforts on the primary tasks, not payroll issues.

This process is referred to as: On Site Employee Verification.

"Time is money" is the old adage that you've probably said or heard hundreds of times in your life.

It's true.

Spending time in non-income areas of your business is like throwing money in the trash.

But, if you're the CFO or the payroll accountant, you have to pay strict attention to your payroll, every week of the year. Using time to make sure every employee gets the correct pay is critically important.

Time well spent, right?

Is your organization spending three to 10 hours or more every week making sure that the payroll is correct and compliant? Could that time and energy be better spent in other areas of your business?

But, you have to focus your time on the weekly payroll. Right?

Is there a possible alternative to spending hour upon hour making all of your checks compliant and entering "correct" numbers and information into your payroll database? Yes.

Compliant Client by eMars makes running your payroll an eight-minute, worry-free task. eMars and Compliant Client take care of all the compliance issues, guidelines and mandates of the

Davis-Bacon and Related Acts and many state variations.

The Davis-Bacon Act, passed by congress in 1931, requires private contractors to pay "prevailing wages" to employees on all federally funded construction projects valued more than \$2,000. Stiff fines, debarment and jail time can result if payroll checks are not in compliance with this act. There are 30 compliance regulations that must be adhered to for every check. Thirty issues for each check.

So, if you have 100 employees, that's 3,000 possible errors every week. If you have 500 employees, that's 15,000 possible errors that must not happen. The time involved to keep watch over 30 compliance issues for 100 employees is staggering. Does your organization have time to personally watch over every check and every compliance issue?

The downsides to not investing the time on this issue are:

- Angry employees
- Large fines
- Jail time
- Going out of business

Out-of-compliance payroll difficulties don't go away by saying, "I'm sorry, I didn't know and we'll fix this problem real soon."

How many checks does your organization handle every week? Can you catch every error, every week? Doing payroll by hand every week is time consuming, costly and risky.

Many of these financial executives do not protect their company and its top executives from submitting erroneous non-compliant, illegal payrolls. Based on a study of 100,000 payrolls, at least

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20 percent of construction company payrolls will contain one or more errors, when audits of these payrolls rely on human review. Here's how to reduce your compliance risk and reduce time managing your weekly payroll by 80 percent.

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The Compliant Client system by eMars is your answer for worry-free, time-saving compliant payroll. The system is easy to install and use. It provides immediate, concurrent, real-time visibility of all payroll records of the sub, prime, plus – the owner agency. All screens are printable. Every submitted payroll is audited, online and in real time, against the wage determination and all 30 causes that are in support of Davis-Bacon and Related Acts. The results of these comparisons to the provisions set forth in the act are immediately reported, allowing corrections to be made promptly.

A typical payroll is prepared in less than eight minutes. Compliant Client requires a PC and less than 30 minutes

of training. Complete implementation takes less than one day after loading the wage determination. Compared to paper-and-pencil preparation, the eMars system represents an 80 percent productivity improvement, plus instant recognition of payroll errors that prompt the user how to solve the problems and guarantee compliance.

The system was designed with considerable input from the Department of Labor, agencies and contractors. Compliant Client's more than 15,000 clients have not had any random Department of Labor audits for the past three years. The Department of Labor's Chief of Compliance stated, "your system already has completed the first level of an audit." Compliant Client also encrypts at-rest data, giving another layer of security for this sensitive data, disallowing use of the information.

What happens to typical at-rest data in most computers? For many organizations, private at-rest data is only protected by the user name and code that is used to get into the computer. "The primary purpose of encryption is

to protect the confidentiality of digital data stored on computer systems or transmitted via the internet or other computer networks," says Rick Paul of ITS Rick Paul, an IT consultancy. "Modern encryption algorithms play a vital role in the security assurance of IT systems and communications."

Paul notes encryption algorithms can provide confidentiality as well as the following key elements of security:

- **Authentication** - the origin of a message can be verified.
- **Integrity** - proof that the contents of a message have not been changed since it was sent.
- **Non-repudiation** - the sender of a message cannot deny sending the message.

Why would eMars, offering Compliant Client, protect its at-rest data? "Security and peace of mind for our clients is our major concern," says Woody Chamberlain, president of eMars Inc., which offers Compliant Client. From routine payroll reviews to the complicated tracking of certified apprentices and calculation of restitution, the Compliant Client ensures at-rest payroll data is encrypted, remains error-free and follows Davis-Bacon.

"eMars encrypts sensitive at-rest data," Chamberlain adds. "We handle, save and encrypt hundreds of thousands of bits of information for our clients. Their workers' privacy and sanctity cannot be compromised." Chamberlain formerly was in high-level administration for a select group of top organizations across the United States.

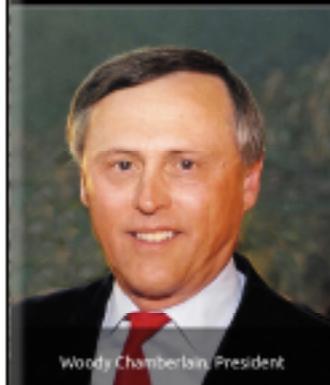
Perhaps some financial executives are unaware of the amazing Compliant Client system by eMars. "Ignorantia legis neminem excusat" is the famous Latin phrase, translated to English meaning "ignorance of law excuses no one."

Please contact eMars at 480-595-0466 for a no-obligation discovery phone call, or by email at Woody.Chamberlain@Emarsinc.com. You may also visit Emarsinc.com.

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Woody Chamberlain, President

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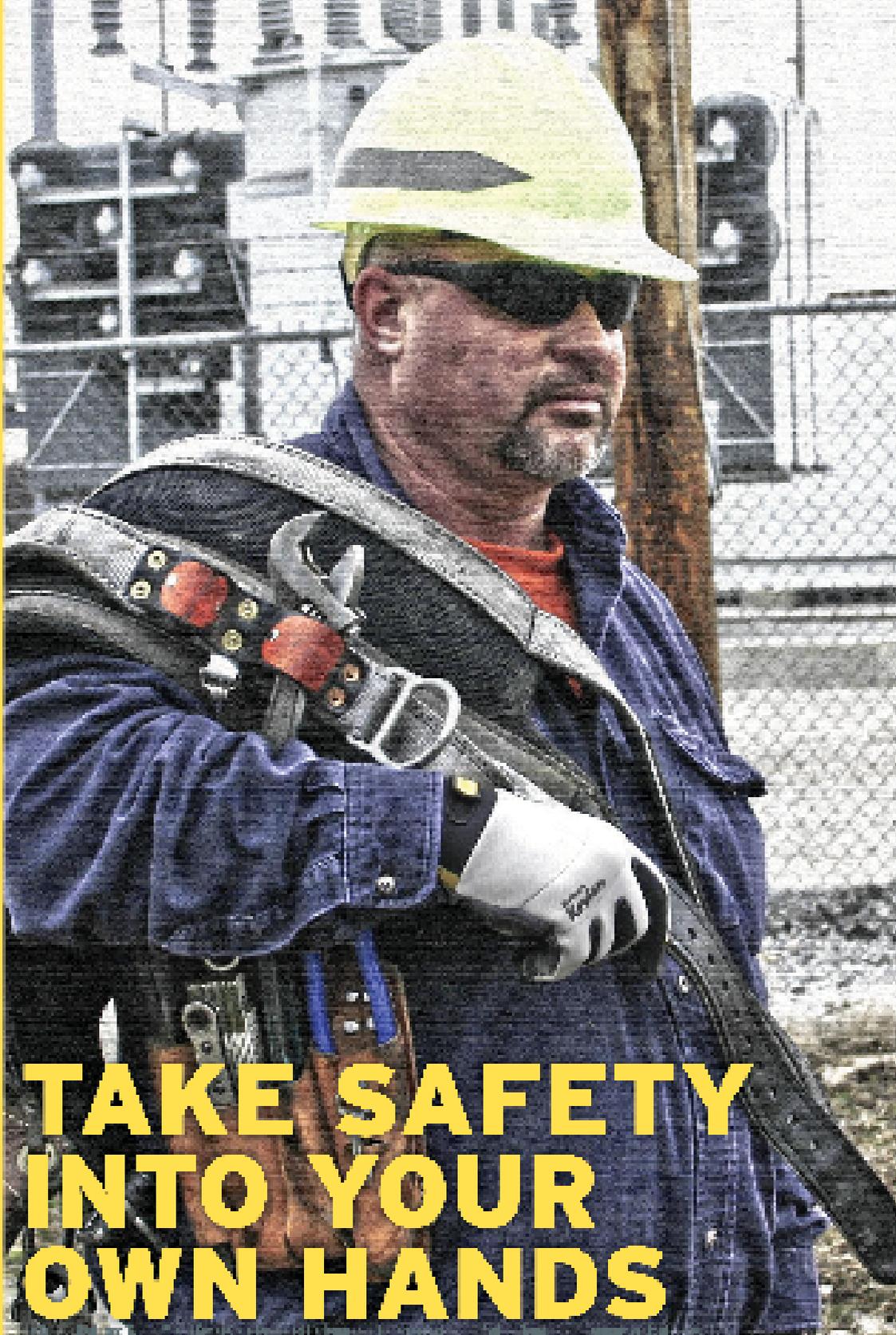
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“It can be difficult to keep track of tools and materials when traveling between jobsites, but at the end of the day, staying organized and prepared helps professionals across all industries work more efficiently,” says Karen Alpan, product manager at Klein Tools. “Klein Tools’ new Coax Cable Installation Kit includes the tools tradespeople need to successfully complete a coaxial cable installation, all held in a custom molded hip pouch for everyday convenience.”

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Klein Tools® Increases Precision and Control When Working in Confined Spaces

Klein Tools, for professionals since 1857, introduces the Precision Flush Cutter for increased control when working in confined spaces. The tool's heat-treated knife design maximizes durability, and its ultra-slim, lightweight profile offers a unique solution for jobs that demand precision and control.

Precision Flush Cutters (Cat. No. D275-5)

- Improved knife design snips wire up to 16 AWG to produce flat, flush cuts
- Ultra-slim profile enables work in confined spaces
- Comfortable grips provide greater tool control
- Pinch cutting greatly reduces cutting effort and minimizes fly-off
- Heat treated cutting blades increase durability
- Steel return spring makes repetitive, all-day cutting easier
- Perfect for cutting small wire, zip ties and other fine materials



**Weather Resistant
Solid Brass Padlocks**
Made to your specifications in the U.S.A.

An advertisement for Herculo Lock padlocks. The background is a dark blue with a stylized American flag. In the center, there is a red ribbon. Several padlocks of different sizes and colors (gold, silver, blue, red) are arranged around the ribbon. At the bottom, there is a logo for 'HERCULO LOCK' and contact information for Hercules Industries, Inc.

HERCULO LOCK
Hercules Industries, U.S.A.

HERCULES INDUSTRIES, INC.
Manufacturer of HERCULO LOCK Padlocks
P.O. Box 197 • Prospect, Ohio 43342
Toll Free: 1-800-345-2590
Fax: (740) 494-2274
www.HERCULOLOCK.com

"Klein Tools' team of engineers, craftsmen and workers developed the new Precision Flush Cutter to enable extended work in hard-to-reach spaces," says Austin Minor, associate product manager at Klein Tools.

"Features include an ultra-slim design and heat-treated cutting blades for added control and durability. This U.S.-made tool equips professionals with the precision needed to get the job done when cutting small wires, zip ties and other fine materials."

For more information, visit www.kleintools.com/new-products or search for #NewKleins on social media.

About Klein Tools

Since 1857 Klein Tools, a family-owned and operated company, has been designing, developing and manufacturing premium-quality, professional-grade hand tools. The majority of Klein tools are manufactured in plants throughout the United States and are the No. 1 choice among professional electricians and other tradespeople. For more information, visit www.kleintools.com.

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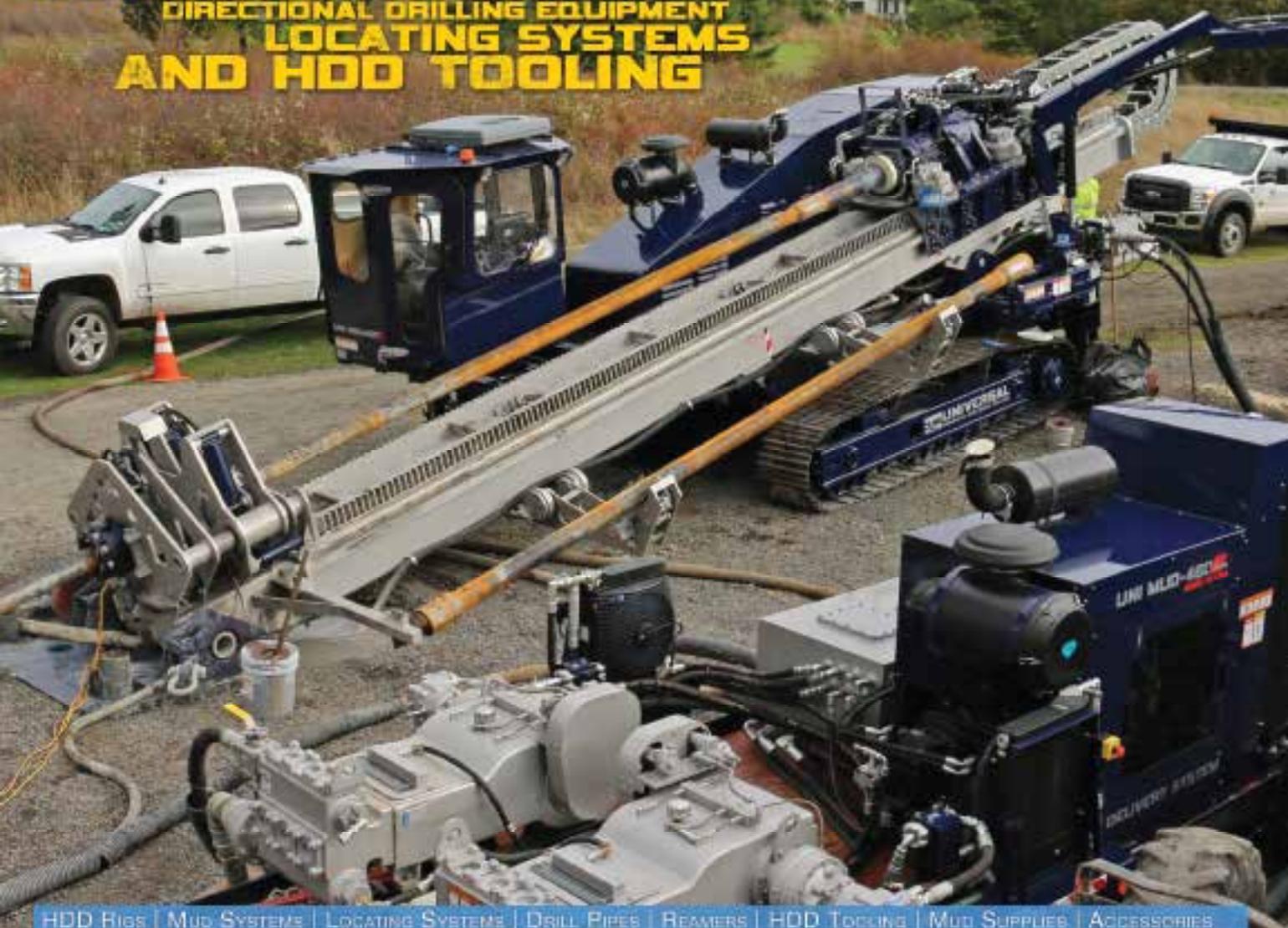
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The Next Generation of Wind Turbine Slip Rings from LTN



Within the wind turbine industry, double-fed asynchronous generators are dominant. In order to address the electro-mechanical connection needs of these turbines, LTN is proud to offer the SC168 slip ring, a robust slip ring with a universal-hole pattern for different generator types.

The LTN SC168 is a low-maintenance slip ring with high quality contact technology, which has proven to be reliable and cost effective for many major wind turbine manufacturers globally. It is suitable for wind turbines in the multi-megawatt class with electric pitch systems and is designed to be compact and cost-efficient.

To increase the lifetime of the generator rotor slip rings, and thus reduce the operating costs for the owner, LTN developed this high-quality, low-maintenance generator slip ring featuring a universal-hole pattern. Among other things, it incorporates a multi-phase rotor which is connected using terminal bolts. The slip ring is made from high-grade insulation and contact materials and the special design reduces abrasion at the brushes, allowing long creepage distances and preventing voltage flashovers.

The modular design of the SC168 slip ring can easily be adapted to specification. Auxiliary components such as heaters, encoder

or fiber optical rotary joints can be seamlessly integrated as well. Optimal transfer of data for Ethernet-based field buses, PRO-FIBUS, CAN-bus or similar field buses can also be achieved when using this slip ring.

LTN Servotechnik GmbH is based in Germany with exclusive North American distribution through HEIDENHAIN CORPORATION in Schaumburg, IL.

LTN specializes in providing components to the international machine builders and plant engineering industry. The worldwide network of sales and service offices is the backbone of the traditionally-oriented company's global activities. LTN's product line is largely composed of slip rings and resolvers, leaning on application know-how to provide customers with tailored solutions to individual problems.

About HEIDENHAIN
Dr. Johannes HEIDENHAIN GmbH, headquartered in Traunreut, Germany, develops and supports motion control feedback solutions for the machine tool, semiconductor, electronics assembly and test, metrology, automation, medical, energy, biotechnology and other global markets. HEIDENHAIN employs approximately 6,000 people worldwide in its core business activities. The North American subsidiary is HEIDENHAIN CORPORATION, headquartered in Schaumburg, IL, and San Jose, CA, and has been serving the U.S. industry for over 50 years.

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Platinum Tools® Announces New VDV MapMaster™ 3.0 Cable Tester Kit; Now Available

Contained in a Durable Plastic Case with an EVA Foam Insert to Hold All Components in Place, it Includes Mapping-Only ID Network Remotes (#1-#12), Test & Map Coax ID Remotes (#1-#8), Cable Adapters, No-Fault RJ12-to-RJ12 Patch Cables, 5-inch Shielded Patch Cables, and an RJ45-to-Alligator Clips Cable

Platinum Tools®, the leader in solutions for the preparation, installation, hand termination and testing of wire and cable, is proud to announce the launch of the new Cable Tester Kit for its award-winning VDV MapMaster™ 3.0. Now available, the kit (p/n T130K4) has an MSRP of \$349.95 and is designed for installers of Ethernet and coax networks.

The T130K4 kit is contained in a durable plastic case (p/n 4082) with an EVA foam insert to hold all components in place, with additional places to hold up to eight test and map Smart Remotes in case the installer has already purchased them or plans to do so.

“The T130K4 kit includes not only the popular mapping-only ID network remotes (#1-#12), but also includes test and map coax ID remotes (#1-#8),” explained John Phillips, Platinum Tools, Inc. product manager. “Along with cable adapters for different coax connectors, the kit also includes two no-fault RJ12-to-RJ12 patch cables for testing voice cables, two 5-inch shielded patch cables, and an RJ45-to-alligator clips cable for toning two wire cables.”

The VDV MapMaster™ 3.0 combines continuity testing, mapping, generating tones and length measurement functions into a single easy-to-use unit for installation, troubleshooting, and maintenance for telco, network, or coax cable. It features a Link Light function typically found in higher end testers that allows blinking of the LED in a connected port to identify which port

the cable is connected to. The back-lit display, glow-in-the dark keypad and a built-in flashlight helps you to work in the dark.

“Whether your jobs are commercial or residential, the versatility and added features of the VDV MapMaster 3.0 makes it a best value cable verifier for the professional installer,” added Phillips. “And now, this is the ideal, complete kit.”

For additional pricing and more information on Platinum Tools and its complete product line, please visit www.platinumtools.com, call (800) 749-5783, or email info@platinumtools.com.

About Platinum Tools

Platinum Tools, founded in 1997, was created based upon two very simple objectives. First, develop the absolute best possible solutions for the preparation, installation, and hand termination of wire and cable. Second, implement an operational infrastructure that can deliver these products in an efficient, timely, and high quality manner.

All of our products must absolutely satisfy three critical benchmark criteria... utility of function; quality of function; and economic value. Our people are our company. They, too, must be focused on and work to satisfy three critical benchmark criteria... customer satisfaction; product knowledge and expertise; and willingness to learn and adapt.

www.platinumtools.com •

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