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of EFC International

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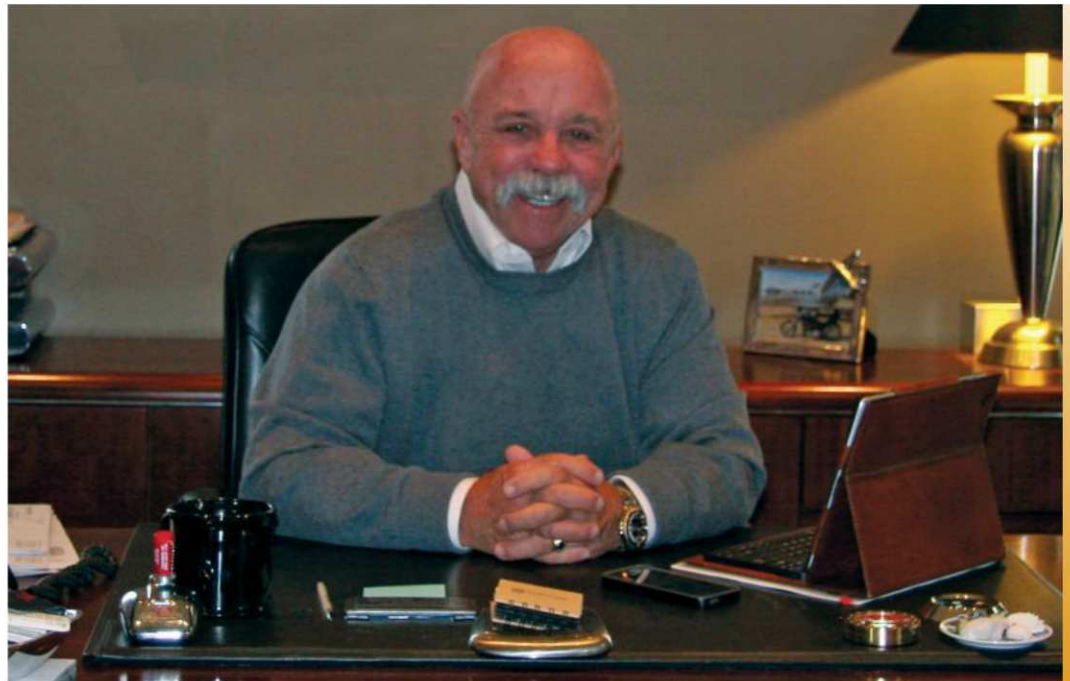
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EFC Celebrates 30 Years of Fastening Solutions

DOUG ADAMS STEERS COURSE THAT POSITIVELY IMPACTS THE WORLD OF DISTRIBUTION

Doug Adams is an entrepreneur, biker, artist, designer, fisherman, art collector, pet lover, boater, husband, father and grandfather. He is also the founder, owner and president of EFC International, which marks its 30th anniversary this year.



Doug Adams, founder, owner and president of EFC International

EFC has provided engineered fastening solutions to the industry since 1983. Many changes have taken place in the last 30 years, including tremendous growth. However, the company's commitment, drive and ambition are just as strong today. Doug Adams is a visionary and has a passion for what he does. He has set the course, and continues to steer a course, that will positively impact and shape the future of EFC and the world of distribution.

EFC's sales force of engineers and representatives is rich with experience in the industries served. Sales engineers, working closely with product management, R&D, and world-class suppliers, provide

customers with advanced technology and specialty components. Although a wide range of markets and industries are served by EFC, it is with the same goal in mind. Providing solutions that simplify installation and operations with consistent quality and innovative products.

Suppliers' confidence in EFC's dedicated staff is clearly recognized through the partnerships formed. EFC has gained product exclusivity from many suppliers and is the engineering arm of their businesses. *EFC does not offer VMI programs; however, it supports those distributors who do. EFC is their source, not their competitor.*

Crucial to EFC's growth is the ability to adapt and to think differently. EFC fuels

growth through communicating successfully with customers, employees, and suppliers. With the opening of the Research and Development Center in Detroit and an engineering staff dedicated to designing solutions, EFC is positioned to provide highly engineered, innovative components in a professional, timely manner. The expanding presence of the sales force and the additional warehouses in

- ISO 9001:2008 Certified Provider
- Financial Stability
- R&D Center in Detroit
- Cost Save Initiatives
- Product Exclusivity
- Powered by SAP

Communication is key to a customer's experience. Adams has invested in the technology to make

sales force. Sharing successful design applications with everyone enhances the strength of the overall sales force. The platforms for the semiannual strategic meetings often include supplier partners sharing business objectives and goals.

From college interns to tenured employees with more than 30 years of experience, everyone at EFC takes pride in maintaining the quality traditions that have been the foundation for the company's success: Supplying engineered components to everyone from do-it-yourselfers to lead design engineers in the automotive industry.

Amidst it all, Adams strives to make the workplace enjoyable. Being employed at EFC comes with some nice, and many unexpected, perks. If it's your birthday or company anniversary, you receive a personalized card in the mail from Adams. The summer picnic is enjoyed each year by employees and has been held at different locations throughout the years, including a park, the St. Louis Zoo, Grant's Farm, Forest Park, and a Cardinals' ballgame. Adams surprises the employees with spring, summer, fall and winter gifts (umbrellas, picnic coolers, blankets, battery cables, ice scrapers, jackets, etc.). Adams enjoys having parties, too (Cardinals' Day, Rams' Day, barbecues, pizza lunches, office Olympics, birthday celebrations, chair races, ice cream truck, "the biggest loser" contest, and more).

EFC employees are involved in many charitable events, and Adams readily matches or surpasses with contributions to these charitable events. One charity near and dear to the St. Louis office is Camp Rainbow. EFC employees make monetary donations to the camp, participate in walks/runs, and volunteer to serve meals during camp. The Camp Rainbow Foundation is dedicated to providing free camping experiences to children undergoing treatment for, and survivors of, cancer and other blood-

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EFC's engineering staff is dedicated to designing solutions.

Phoenix and Mexico also provide increasing opportunities for growth.

"We are worlds apart when compared to a typical distributor," said Adams. "EFC is the total package." The buzz phrase "value-added services" is truly realized when doing business with EFC. Some added services include:

- VA/VE – Value Add/Value Engineering
- Strategically located warehouses in Atlanta, St. Louis (HQ), Chicago, Phoenix, Toronto and Mexico City
- Online Engineering Guides/ Encyclopedia of Specialty Components

this evident through an enhanced website, electronic and personal communication with the customers, online engineering guides of specialty components, iPhones, barcoding, EDI, ecommerce, and SAP. The IT department is testing the adaptation and usefulness of tablets or iPads for implementation later this year by the sales engineers. Because the locations of suppliers and customers can be logistically challenging, a corporate jet was purchased in 2010. Communication is also improved through quarterly strategic meetings by management followed by semiannual meetings that include the outside

