The official publication of ALOA SPAI, an international association of security professionals

September 2020



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Online Events for September | Update on ALOA Operations | Education Update

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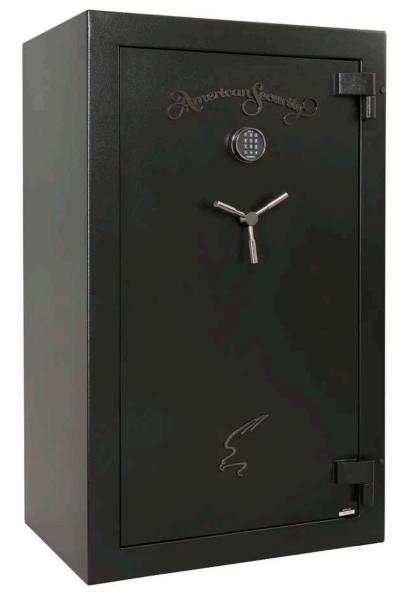
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Features

Not Your Grandpa's SFIC

William M. Lynk, CML, CPS, ICML, CMIL, CAI, M.Ed, introduces the New ASSA Maximum+ SFIC.

ALOA Show Stoppers: Virtual Edition

Greg Perry, CML, CPS, takes you through some of the latest products from would-be ALOA 2020 exhibitors.



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June, July, August were Great Dealer months. The public is now seeking safes to buy.



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Mission Statement: The mission of the ALOA Security Professionals Association, Inc., as dedicated members of the security industry, is to ensure professional excellence and ethics; create a public demand for professional locksmith services; represent and speak for the lock-smith industry; and expand the exchange of trade information and knowledge with other security-related organizations to preserve and enhance the security industry.

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Still Weathering the Storm

VEN THOUGH WE WERE forced to withdraw from our annual ALOA convention and Security Expo in 2020 due to the restrictions put in place because of COVID-19, we were still able to hold our annual membership meeting. I would like to thank everyone who attended the first-ever online video Zoom membership meeting. We had several different practice runs to work out the bugs, but I was still a little skeptical about how well it would work. I am happy to announce that it went very well, and I believe that everyone who attended was presented with a wealth of information concerning the state of our association in the wake of the COVID-19 pandemic.

ALOA Operations Update

I want to make sure that we are being completely transparent with our members. I hope that everyone understands that while we are certainly going to take a major hit from not being able to hold any of our annual events, we are doing everything within our power to weather the storm and come out of it in the strongest position possible. As soon as it became apparent how serious this threat was, I immediately formed a steering committee to look at what events we may be forced to withdraw from and ways to cut costs, as well as find new income streams that might help span the gap from the lost revenues.

"Of course, nobody knows what the future will hold in these uncertain times, but it is our intention at this time to go back to both print and digital in the coming year."

Some tough decisions had to be made. I'm sure you've noticed by the fact you are reading this in an electronic format that one of those tough decisions was to go digital with Keynotes magazine for the remainder of the year. Of course, nobody knows what the future will hold in these uncertain times, but it is our intention at this time to go back to both print and digital in the coming year. However, since we had to temporarily go to the digital-only format, we have worked with our partners madison/ miles to make certain enhancements to the digital edition. I hope everyone enjoys the new enhanced format, and we plan to continue to provide the new enhancements even after we add back the printed edition!



If you were not able to attend the Zoom membership meeting, please visit the ALOA website and check out the recording of the meeting in the Members Only section of the site. There, you will find a great presentation given by our own Noel Flynn (chairman of the Audit and Steering committees) who — as you know from reading some of his business articles in *Keynotes* — knows his stuff and has been a huge asset during these times.

Once again, thank you to everyone who attended the membership meeting. I would like all of our members to know that we will make it through these tough times and will come out of it even stronger and better with the help of and understanding and continued support from our members!

Winte Respectfully,

Jim Wiedman, CML President ALOA Security Professionals Association, Inc. president@aloa.org

A Challenging 2020

T'S BEEN QUITE THE YEAR FOR us all. The world as we knew it seemed to screech to a halt, with the path forward not clear to anyone. It's been a confusing time for people and businesses worldwide, and here at ALOA, we have weathered the storm as best we could. Like many organizations, we were unable to hold our conventions, and we have had to make some difficult decisions to ensure ALOA remains the strong association it's always been.

As you may know, the ALOA and SAFETECH conventions produce a significant amount of revenue, which allows us to maintain all of your member benefits. To mitigate that financial loss, we formed committees to determine how to best ease this pain. We began to make cuts in several areas, including administration, publications, operations and governance.

Staff was cut by a third, and all board and staff travel was canceled indefinitely. We have taken advantage of technology to hold virtual meetings and continue business operations. As you know, we also had to make the difficult decision to move *Keynotes* and *Safe & Vault Technology* to a digital-only format to save on printing and postage costs.

ALOA also took advantage of the forgivable Payment Protection Program loans from the federal government. Having this extra boost of funds was helpful in getting our feet on solid ground while we sorted out our way forward. Through all of the changes ALOA has made, we have continued our daily operations and kept your member programs alive. We've even enhanced our education offerings with a great number of webinars throughout the summer. I hope you've taken advantage of them. See "What's New" on page 8 of this issue for details about several weeks of education that we're offering in conjunction with HL Flake, as well as the online trade show later in the month.

The staff and board continue to serve you. Please keep reaching out to us whenever needs arise. Or just check in to chat. We all are missing human contact!

Plans for the Future

Although ALOA has been forced to make some of the changes discussed above, we are hoping that some of them can be rolled back in the future. We hope to return to printing the magazines while continuing to offer them in digital form. Thank you to everyone who has embraced the digital change. Please keep reading the magazine and supporting our advertisers and partners.

We are also moving forward with planning SAFETECH 2021 in Reno, NV, and ALOA 2021 in Orlando, FL. Thankfully, a large percentage of 2020 exhibitors allowed us to transfer their fees to the 2021 conventions. We will continue to monitor the international health situation and make adjustments to plans as required.

ALOA also hopes to keep enhancing member benefits. Just as we found a



creative educational solution with all of the webinars, we will continue to look for ways to bring you more value during the pandemic and beyond.

We would like to offer free limited legal help to members as well. Email your questions or concerns to info@aloa.org. We will reply to your email, publish the response in the magazine, or both. Hopefully, we can help with some common or novel concerns that you have as security professionals.

Thank you all for your patience and continued support during this challenging year. We are hoping for the best, but we anticipate it will take years for us and the world — to fully recover from the events of this year. ALOA is prepared no matter what, and we are so thankful for all of our members, sponsors and advertisers. We'll see this through together.

Mary Q. May

Mary A. May Executive Director mary@aloa.org



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ALOA and HL Flake to Hold Virtual Education

LOA HAS TEAMED UP WITH HL FLAKE TO provide instructors for more than two weeks of online education from September 1–18. Classes include Fire Door Inspection Certification, Basic Transponder Theory and Generation, Access Control 101, Intro to Safe Work, Key System Design and more, including product-focused classes. Class prices range from \$15 up to \$375.

Om On Saturday, September 19 from 11 a.m. to 3 p.m. Central, there will also be the Security Pro Supply Virtual Trade Show! See and speak with more than 49 security manufacturers running live product demos broadcast straight to you. Get the complete trade show experience with show exclusive deals and over \$20,000 in prizes. Registration is now live online at http://securityprosupply.com.



Check out the education calendar on ALOA.org for webinar updates!

Congratulations to new CMLs



Ernest Lay, CML, CPS



Barry L. McMenimon, CML

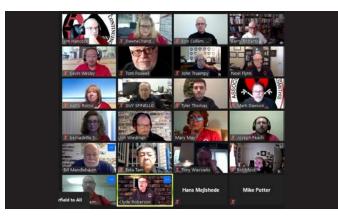
LOA ANNOUNCES THAT TWO MEMBERS HAVE recently earned their Certified Master Locksmith (CML) certification. Ernest Lay, CML, CPS, of Custom Vault in Lincolnton, NC, and Barry L. McMenimon, CML, of TFL Franchise Systems in Braintree, MA, are the latest members to reach this, the highest level of certification offered by ALOA.

A Certified Master Locksmith has reached the highest level of ALOA's Proficiency Registration Program and has successfully demonstrated proficiency in 90 percent of the available categories of the Proficiency Registration Program. A CML has advanced knowledge of most areas of locksmithing and electronic security. For more information on how you can gain your CML credential, contact education@aloa.org.

IN MEMORIAM



Stephen J. Berger, owner of Skenker Locksmith Co. in Havertown, PA, passed away on June 20. He had been an ALOA member since 1977.



ALOA Holds Virtual Member Meeting

LOA SPAI HELD ITS FIRST VIRTUAL MEMBERSHIP meeting on August 8. Members, board and staff met via Zoom to discuss the state of ALOA, report on new happenings and review comments and suggestions. While we all missed getting together in person at the convention, we at least had a chance to all "see" each other!

NEWS BRIEFS

ABLOY USA and Hanleywood University have teamed up to offer a new online, on-demand course for architects and engineers who specify security locking solutions. The American Institute of Architects approved course, Protecting Critical Infrastructure with an Electro-Mechanical Intelligent Key Locking System, offers a 1.0 Health, Safety & Wellness credit hour.

ABLOY USA has promoted 13-year veteran Edgar Marquez to the role of CLIQ system specialist. In his new position, he also serves as one of four team members of the company's new U.S. Competence Center and reports to Michael Woody, ABLOY customer



success and CLIQ Competence Center manager. He has worked for the company since 2007 and was first hired as a factory worker before becoming production manager in 2014.

PRODUCT BRIEFS

ABUS USA released its latest padlock, the Silver Rock 5/50, designed for job site protection. It has a solid zinc body and withstands outdoor elements. It has a 5-pin cylinder with paracentric key cuts



that safeguard the lock from being easily broken into. It is available in keyed-different or keyed-alike, and the hardened steel shackle comes with Nano Protect coating for increased protection against rust.

The new **BEST** PKP reader is a proximity reader and keypad designed to function with BEST Offline V and Wi-Q product lines. For cylindrical, mortise and exit trim devices, the PKP reader keypad offers dual verification by prompting users to present a credential and/or enter a PIN. BEST PKP readers function with multiple 125kHz and 13.56MHz credential types. Additional features include antimicrobial bezel, availability of temporary or permanent PIN with designated access privileges and a membranestyle keypad surface.

Autel US has released its new IM608Pro Key Programming Bundle. It is composed of its Maxi IM608 10.1-inch Android touchscreen tablet, the XP400PRO key and chip programmer, the wireless



JVCI J2534 pass-through programming device and the Key Programming Adapter Kit (IMKPA). The bundle (IM608PROKPA) includes a one-year limited warranty and a year of software updates for the Maxi IM608.

IDN-H. Hoffman announces the release of the Version 89 Product Catalog. Over 300 new products were added to the catalog, including electronic deadlatches, access control products and accessories, padlocks, maglocks, wave-to-open switches, mechanical locks, foot pulls, arm pulls, pushbutton locks, exit devices,

cylinders, automotive transponders and fobs, door closers and more. In addition, new cross-reference guides and additional resource guides are included. For more information, visit idn-inc.com.

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We Need Your Help

Attention, ALOA Members: Help us eliminate the industry scammer problem by screening these applicants, who are scheduled for clearance as ALOA members, to ensure they meet the standards of ALOA's Code of Ethics. Protests, if any, must be made within 30 days of this Keynotes issue date, addressed to the ALOA membership department, signed and submitted via e-mail to membership@aloa. org or via fax to 214-819-9736. For questions, contact Kevin Wesley, membership manager, at Kevin@aloa.org or (214) 819-9733, ext. 219.

For a complete calendar of events, visit www.aloa.org.

NOVEMBER

November 4-6 IML Security Expo Orleans Hotel and Casino, Las Vegas, NV

DECEMBER

December 7-12

Six-Day Locksmithing Fundamentals ALOA Training Center, Dallas, TX education@aloa.org or (800) 532-2562, ext. 101

2021 APRIL

April 12-17 SAFETECH The Atlantis, Reno, NV conventions@aloa.org or (800) 532-2562

JULY

July 25-31 2021 ALOA Convention & Security Expo Caribe Royale, Orlando, FL conventions@aloa.org or (800) 532-2562

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LIVE CHAT

SCAN TO WATCH



Submit Your White Papers

ELL, SUMMER IS OVER, AND WE ARE GETTING READY FOR FALL, and this corona COVID-19 crapola is still with us. Thank you, Chinese government, for your new form of warfare! This pandemic has screwed up our way of life, so until we can get a handle on it, we need to get by as best as we can. As the gov-

ernments are mostly shut down, there are no court cases, so my workload is exceptionally light right now. We did have a few auto cases come in that were distributed to our auto experts.

One thing I have noticed is that many cool scopes have hit the market. I have mentioned some in the past, but the electronic scopes have taken off. Lockmasters has the new Smart Key decoder, and it is a scope that allows you to read the interlocking pin wafers in the Kwikset Smart lock from the keyway down the blade of the key. I can see many uses for this in our forensic investigations of door lock cylinders. I would like to see a white paper from one of our members on this new tool. So, if you are up for a challenge, write it up along with photos. We will get it published in *Keynotes* and get you a few bucks for your effort.

Submit White Papers

Since we were not able to meet at SAVTA and ALOA conventions this year, it would be great to see some white papers coming in to share with the members. For those of you who still owe us a white paper to complete your requirements for your CFL, now is a good time to knock this out and put it behind you. Last month, we received a great article by Vernon Kelley, CFL, on evidence marking and storage.

Everything we do must be precise and accurate, with evidence to back up any hypothesis we make. As professional forensic investigators, it is our job to report what we see, not what we think we see. Never ever assume anything. If you do not have hard evidence, never make something up just because you think it is what happened! Just like Sgt. Joe Friday from Dragnet always said, "Just the facts ma'am. Only the facts!"

I will conduct my first site inspection this month after four months of being confined to my office. I will fill everyone in on this next month. Keep taking online classes to stay sharp; it will pay off in the long run. "Everything we do must be precise and accurate, with evidence to back up any hypothesis we make."

If you have any comments, suggestions or questions please contact me at iailpressident@aloa.org. @



Tom Resciniti Demont, AHC, CAI, CFDI, CFL, CMIL, CML, CMST, ICML, IFDI, LSFDI, ARL. President, International Association of Investigative Locksmiths.

IAILPresident@aloa.org

Get Published!

IAIL members: Submit your articles for the Investigative Spotlight department. Send your information to Ross Squire at ross@abcforensic.com.



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Challenges of a Family Business

Noel Flynn discusses the business issues that can arise from family and generational differences.

HIS IS THE FOURTEENTH ARTICLE IN THE "TOOLS FOR MANAGING Your Business" series. We will discuss how common aspects of a business become more complicated when family members are involved and look at what can be done to help. The thoughts that follow are based on my experiences as an employee and a consultant at a range of family-owned businesses from small to significantly greater than \$100 million in sales. Obviously, your policies and practices should be consistent with applicable employment laws and regulations.

According to the U.S. Bureau of Census, about 90% of all businesses in North America are family-owned or -controlled. Chances are that if you are a business owner, you are dealing with a family business or at least family issues in your business. One thing I have learned is that many of the fundamental family business challenges and issues are similar, irrespective of the company's size.

The Genesis of a Business

If you are the first-generation owner, you likely built your business from scratch, probably inspired by a personal idea. In some instances, throwing your hat into the entrepreneur ring may have been an orderly move that included a planned migration from your job to becoming self-employed. For many, the loss of a job may have been the catalyst.

Whether motivated primarily by your dream, being tired of working for people with less expertise than you or just wanting your employment independence, you have become a member of the business owners' club — congratulations!

The traditional historical small family business model used to be a male (usually with some trade or technical skills and experience), providing a hands-on service during the workday and catching up on paperwork and billing in the evenings and/ or on weekends. Where a spouse was involved in the business, it was often a stay-at-home wife performing a wide range of clerical, bookkeeping and other back-office support-type functions, while raising a family.

In more recent decades, the contemporary owner-operated small business model has been drastically altered because of a combination of influences:

- Women comprising larger portions of the workforce
- A better educated workforce (including women and minorities)
- A shift in the economy's composition from more manual labor to more service based
- Availability of the cell phone
- Advent of the internet

Did you know that women-owned businesses have become the fastestgrowing segment of new business startups? Although I've never claimed to be good in math, it seems to me that only the government could declare 52% of the population to be a minority! (Though, to be fair, only 39% of privately owned businesses are owned by women.)

Your Children as Employees

It's not uncommon for business owners to add their kids to the company payroll, especially during summer months when they're out of school. Sometimes, the motivation is to just give the kids something to do where the parents can keep an eye on them. For others, the motivation is to channel more income to family members who are in very low tax brackets, thus reducing the company's tax burden and perhaps indirectly building a college fund for the kids. Another reason is to have the kids learn the family business in hopes that they will ultimately represent the future generations of owners. A combination of these reasons is not unusual at all.

Your Adult Children as Employees

Fast forward to when you wake up and find that the kids are now older and of working age. Typically, some go off to college (often the parents' dream come true) and others quietly decide (consciously or unconsciously) to make a career out of the family business. So far, so good... or is that really so?

Let's focus on those who decided to make their career working in the family company. For this group, the good news is that they may learn the business from the bottom up and decide to remain, ultimately becoming the second, third or even fourth generation of business owners.

The bad news is that they may not have any other work experience, and this can introduce a whole host of potential issues. Hint: Better to have your kids gain work experience outside the family business before coming on board. Don't be selfish — let some other employer abuse them first. You'll have your chance later. Either way, you'll probably be accused of overworking and underpaying them. You will do them (and yourself) a favor if you ensure that they work for someone else prior to you!

The key question is: Why did the adult children decide to remain in the family business? Far too often, the answer is simply that they had no idea what they wanted to do for a career, and the business owners/parents were only too happy to encourage a career in the family business.

Frankly, it's hard work to look for a job (especially if you don't have much relevant experience or credentials), and it's just easier to work for Mom and/or Dad. Moreover, Mom and/or Dad may be co-conspirators inasmuch as it's not easy to find good help. Thus, kids often join the family business for all the wrong reasons.

The adult child may indeed become a contributing employee, and sometimes, this path works out reasonably well. At this juncture, the adult child is likely to be just an employee (hopefully, a productive one) and may not have even the slightest exposure to management of the business. One of the most common traps you want to avoid is turning your adult child employee into a "Peter Principle" victim. If you are not familiar with this term, it essentially means that employees tend to be promoted to their level of incompetence. Your son Johnny may be a great technician but a lousy manager and an even worse leader. Yes, you taught him how to install or repair just about anything and although useful overall, that's largely irrelevant in a managerial role.

Perhaps the most-cited example of this hierarchical tragedy is when the company's best salesperson is promoted to sales manager. The result is that 1) the company loses its best salesperson. 2) an incompetent manager is installed and 3) you have now probably demoralized your better employees, especially if this new manager becomes their boss.

"But Johnny worked from the bottom up and really knows the company's operations. He's smart too." So why does this type of situation fail soooooo often? *Because the management job/role requires a different skill set!*

If your intention is to ultimately promote your employee kid(s) into management, make sure they have the appropriate experience, temperament, attitude and education to function successfully in that role. Hint: Let them take responsibility for an entire department first and see how they handle it.

A primary test will be the challenge of transitioning from "one of the guys" to functioning as a boss. Are they really prepared to discipline and even fire their buddies? Can they earn their team members' and peers' respect? It helps to identify what they are good at and what work they prefer. Whatever you do, don't force a round peg into a square hole just to carve out an artificial spot for your family member. Don't overpay the position either.

Relatives as Employees

So, your 34-year-old nephew "Deadwood" has been allegedly seeking gainful employment for a very long time. Despite his college degree in ancient anthropology (a sure path to career success), for some inexplicable reason, Deadwood has been unable to find a job. Your sister Martha (Deadwood's mom) says, "He's a good boy and just needs a chance. He's never caused any trouble while living in our basement for the last 10 years. You can see that he is great with computers; he reaches very high scores playing his video games, especially Fortnite and Call of Duty!"

There you have it, what more proof do you need about what a promising future employee Deadwood will make in your company? Be polite, and run, don't walk, away from situations like this. Immediately close and lock your door, disconnect your phone, temporarily lose your ability to speak, develop amnesia, fake demonic possession or whatever it takes. Also, be prepared for an end run to your spouse, especially if he/she is Martha's sibling.

Relationships Between Employees

It's generally a good idea to have a company policy prohibiting employment of spouses and relatives within a business. Workplace romances/relationships can create some complicated situations and potentially expose the company to liability. Such relationships can interfere with running the business or even threaten to violate company anti-harassment policies, especially when these relationships crumble and turn ugly.

Of course, in the real world, employee strangers can sometimes meet in the workplace, and unplanned relationships form. Love knows no boundaries! Some company policies require that, under such circumstances, one of the employees must leave the company's employment. In some firms, such employees can remain but cannot work in the same department or have a situation where one supervises the other.

Although such relationships can sometimes be managed successfully, the underlying issue often becomes perception among other employees. "Joe/Jane demands high levels of performance from us but gives his (spouse, girlfriend, boyfriend, fiancé, husband, etc.) a pass. He/ she gets unduly favorable treatment, and everyone knows it."

Like so many other things, situations like this can become even more complicated within a smaller family business. It's best to avoid such circumstances, but where this is just not feasible, try separation of roles, departments, locations and anything else to minimize interactions.

Roles and Job Responsibilities

In any business, it is essential that roles and responsibilities are well defined, unambiguous, communicated successfully and understood. Job descriptions can be extremely helpful.

Just about any business will have at least the three basic business functional areas: sales, operations and finance, which are sometimes referred to as "legs of a stool." In a one-person business, the same individual performs all tasks implicit in each area. In a three-person business, ideally, one individual would be assigned to each area. Of course, in the real world, individuals in smaller businesses often must handle more than one area and wear many hats.

You can find good ideas for job descriptions and qualifications from online job sources, including opportunity adds. But you may prefer to create your own job descriptions. Following are some thoughts about how to do so. "One thing I have learned is that many of the fundamental family business challenges and issues are similar, irrespective of the company's size."

Developing Job Descriptions

First, develop summaries for each primary functional area, as if each were a distinct role performed by one individual. You may find it easier to start by grouping and making a bullet list of functional tasks done on a daily basis, irrespective of who is doing them. Some folks refer to this as "a day in the life." Following are some examples that hopefully will illustrate this generic approach.

Accounts Receivable (A/R) Functional Tasks

- Evaluate/recommend or reject establishing new credit account and limits
- Set up new credit customers in A/R system
- Collect payment for due open invoices
- Handle and disposition any invoice dis-
- crepancies or disputes with customers
- Receive and record payments
- Apply/post payments received against open invoices
- Update accounts receivable file in accounting software
- Prepare daily bank deposit for receipts

- Prepare cash receipts forecast
- Run A/R reports, as scheduled or on demand

Accounts Payable (A/P) Functional Tasks

- Provide your company's credit worthiness information to new suppliers or vendors
- Set up new suppliers/vendors in A/P system
- Receive and record invoices from suppliers or service providers
- Verify/validate invoices received for accuracy and appropriateness
- Handle and disposition any discrepancies with suppliers or providers
- Prepare check request (and possibly voucher) for payment of due open invoices
- Update accounts payable file in accounting software
- Prepare estimates (forecast) of cash required to pay upcoming bills
- Run A/P reports, as scheduled or on demand

Invoicing and Billing Functional Tasks ***

- Receive and record completed work orders from company technicians
- Verify/validate work orders received for accuracy and appropriateness
- Compare completed work orders against quotations for same job (where applicable)
- Reconcile discrepancies with technicians and/or dispatch or salesperson
- Calculate invoicing amounts, if not already done
- Prepare/enter invoice data for completed jobs, progress payments or recurring fees
- Generate (print or email) invoices in accounting software
- Mail hard copy invoices and/or statements (where applicable)
- Run invoicing/billing reports, as scheduled or on demand

*** Some companies prefer to have technicians issue invoices at the job site, especially when a customer is paying by credit card. Sometimes, A/R handles invoicing.

You might have functional task lists for such areas as: dispatch, service, accounts receivable, accounts payable, bookkeeping, sales, customer service etc. Depending upon the size of the organization, several functional areas will often have to be combined to establish one position.

Again, do *not* engage in this process by being unduly influenced by who is doing what *currently*. For now, forget about the *who* and focus on *what* has to be done.

Try to do this without employment consideration of any particular family member or employee. In other words, don't begin by asking yourself, "Where can I place my son/daughter within the organization?" Nail down the discernable functional areas first.

Take your previously developed bullets for each of the three functional areas and consolidate their highlights into a single job description. In other words, where appropriate, presume that only one individual will handle all three areas. This is somewhat reminiscent of when you were a kid and did not always have enough people to fill each of the nine well-defined positions for your baseball team. My preference is to have all job descriptions compressed into one page, which will enhance the odds that anyone will actually read and understand the contents.

This reminds me of when a headhunter arranged an in-person interview for me with a large manufacturing company that shall remain nameless. This journey began well, but this was the first time I had ever encountered a seven-page (yes, seven) job description.

The position was responsible for management of more than \$1 billion in sales, worldwide sourcing and all product engineering and technology. I know what you're thinking: piece of cake, right?

It became abundantly clear that this position was at least three very demanding separate jobs involving tons of global travel and responsibility for lots of people and money. To my great disappointment, this job was probably not going to be my chance to become the next legendary Maytag Repair Man, just sitting around waiting for the phone to ring.

Did I mention that the position required identification of at least one new technology within six months, followed by commercialization of a new product within 12 months? All this while running global sales, product engineering and handling all company sourcing for multiple plants. Years later, I learned that



the company had not succeeded with this format and ultimately decided to create several separate positions. Gee, what a surprise!

The point here is to be realistic in your job descriptions and expectations. Don't create a position that only Superman's brother can successfully handle. Following is an outline that I created which will hopefully help.

> JOB DESCRIPTION Accounts Receivables/Payables (A/P – A/R Coordinator) 8-27-2020

OVERALL ROLE AND RESPONSIBILITY

Reporting to El Jeffe, the Accounts Receivable/Payables Coordinator's (A/P-A/R) primary role is to optimize the company's cash flow by engaging in prescribed activities that are ultimately intended to efficiently and effectively invoice and collect monies owed to the company and also to process and pay the company's legitimate bills to suppliers and service providers, in a timely manner.

"Coordinator" is a good fallback title because nobody actually knows what it means.

SPECIFIC ROLES, DUTIES AND RESPONSIBILITIES

The A/P-A/R Coordinator will (in accordance with company's prevailing policies, procedures, guidelines and best practices) provide and deliver the following services separately and/or in combination:

INVOICING:

Receive, validate, price and promptly record, log and enter invoice data for completed work orders (includes progress payments or recurring fees) from technicians. These activities are intended to encourage and enable customers to process the company's invoices for payment in a timely manner.

• BILLING:

Engage in such activities as generation, processing and distributing/sending invoices to customers.

ACCOUNTS RECEIVABLE:

Engage in collection activities, and handle and disposition any invoice discrepancies or disputes with customers. Receive, record and post payments, and update the accounts receivable file in accounting software.

• CREDIT:

Evaluate/recommend or reject credit accounts for new customers. Set up customers in A/R system.

• CASH:

Prepare daily bank deposit for receipts. Prepare cash receipts forecast.

• ACCOUNTS PAYABLE:

Provide (or update) the company's credit worthiness information to suppliers or vendors. Set up new suppliers/ vendors in A/P system. Receive and record invoices from suppliers or service providers. Verify/validate invoices received for accuracy and appropriateness. Handle and disposition any discrepancies with suppliers or providers. Prepare check requests (possibly vouchers) for payment of due open invoices. Update the accounts payable file in accounting software. Prepare cash required estimates to pay upcoming bills.

REPORTS

Create, run and provide various A/R, A/P, invoicing, billing and cash reports as scheduled or on demand.

MISCELLANEOUS

Provide and deliver a variety of unspecified ancillary or support activities that may be required ongoing or periodically.

Following is some so-called "boiler plate" verbiage for consideration as a standard page 2 (or back of page 1) of your job descriptions.

EXPECTATIONS AND STANDARDS: Employees are expected to perform their designated activities and responsibilities in such a manner as to exhibit, practice and embrace high standards of workmanship and behavior including but not limited to:

Professionalism – Engage in conduct, behavior and practices that are consistent with both the letter and spirit of the company's policies and present a highly professional image for our company.

Work ethic – Demonstrate a strong work ethic in attitude, attendance, punctuality and productivity. Be positive, self-motivated and deliver a fair day's work. Take the initiative when necessary.

Integrity and ethics – Act with integrity, honesty and respect for customers, prospects, fellow team members, suppliers and management. If in doubt, seek management's guidance.

Teamwork – Recognize that your position is part of a team effort. Cooperate with, assist and support your fellow team members willingly and expect the same in return. Aspire to do your part as completely as you can, as often as you can. Refrain from passing the buck except where appropriate and/or truly necessary.

Good judgment – Use our best practices for guidance, but exercise sound

judgment and have a good reason to justify any departures from prescribed policies, procedures, processes and practices.

Project or task assignment - Enthusiastically carry out any assigned projects or tasks to the best of your ability. If you have any concerns or need clarification or assistance, ask management for guidance.

Customer service and support - Enthusiastically assist customers, colleagues and suppliers.

Compliance - Adhere to company's policies, procedures, processes and best practices. Obey applicable government laws and regulations.

Internal system knowledge and proficiency – Achieve and maintain a high level of proficiency working with our internal systems. Be able to use our systems efficiently and effectively. Seek assistance where necessary.

Safety – Act in a manner that is safe for yourself and anyone near you.

Other – Perform other functions, duties and responsibilities that may become necessary or desirable, as determined by management. Don't hesitate to ask management for guidance concerning any issue.

Changes, interpretation and application - This job description is intended to provide an outline of roles, duties and responsibilities in sufficient detail for general understanding and application. It is not intended to be an exhaustive list of every possible duty or responsibility. Management reserves the right to modify, depart from, add, delete, interpret and otherwise alter this job description at will, without notice.

Conclusion

In addition to all of the usual complications associated with working together, family employment relationships introduce special challenges. Frankly, it is completely normal and expected that family and business don't mix well together. Different (often opposing) views of contribution/compensation, fueled by generational perspectives and values, can

combine to generate harsh feelings, mistrust and extreme mutual frustration.

More often than not, there really aren't any bad guys, per se. It is more likely that the players have not figured out how to communicate with one another effectively. Occasionally, the real solution requires a severing of the work relationship (partial or complete) to protect and preserve the personal family relationship.

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It may be worth considering the DISC Personality Test tool. This is wellestablished mechanism is used by businesses to identify the management styles (personality type) of their key players. The notion is that, within a group, players will have different management styles (and personality types) that will cause each individual to approach issues in a somewhat different manner. By being aware of how each team member — including yourself — is wired, we can learn how to work better together.

Here are a few final thoughts and recaps: Don't force your kids to make a career in your business. *Your* dream isn't necessarily *theirs*. Ideally, let them gain some work experience elsewhere before working in your family business. Avoid hiring family legacy losers or turning your kids into living Peter Principle examples.

Develop task lists and job descriptions for each of your functional areas, as if they were separate jobs for different individuals. If necessary, combine those functional tasks into job descriptions. Consider using the outlines previously provided.

Avoid creating "special" jobs for your kids or overpaying them. Imaginary friends are fine, but not imaginary jobs (except perhaps in government)! Pay your employee adult children market rates and tie their overall compensation to measurable performance or a company-wide structured Performance Incentive Program (PIP) so that they learn the essential link between performance and reward. One common issue worthy of separate mention is the inherent conflict between generations. It is imperative that older generations avoid stifling younger future managers and owners just because the older generations resist change and/ or won't let go of control.

Although this could not possibly apply to *any* of our readers (certainly not you), one example is where older owners may not be technology savvy. Yes, your flip phone may have become your security blanket — and we understand why you maintain a dead man's grip when anyone suggests upgrading — but you really need to suck it up and embrace sensible change. A smartphone is better for your business. Yes, if it helps ease the transition, we can have your new smartphone programmed to have Siri or Cortana say things like "Yes, your majesty," "Baby, you're the best" or "You are amazing."

This reminds me of when I worked for a very smart boss who hired me as a change agent and yet had already said "no" before I could even finish explaining any change I proposed. If your best defense against new ideas is that "we've always done it that way," then you need to unscrew the top of your head and let the bats fly out to make some room for new ideas. This is especially true if the idea or change is proposed by a younger family member who is destined to be a future leader or owner of the family business.

If you routinely reject every new idea or proposal, your people will eventually stop offering suggestions and ideas. Listen attentively, thank them for trying to help and share any concerns by asking some penetrating questions rather than making negative reactive statements.

Although there are many generic similarities in business, each enterprise has its unique elements, personalities and other factors. Readers should decide if and to what extent any suggestions offered herein are a good fit for your business or worthy of consideration.

When developing the exit strategy for your family business (yes, you should have one), keep in mind that, statistically speaking, failure rates are high for third-generation small businesses and even higher for fourth-generation.

The topic for our next article in this series will be exit strategy basics. 🔊



Noel Flynn is a degreed business management consultant with global senior leadership experience, including more than 20 years in manufactur-

ing, wholesale distribution and consulting sectors of the security industry. Noel has been a senior executive, officer, board director and adviser to not-for-profit and forprofit companies in numerous industries worldwide. This includes being an ALOA SPAI board member since 2011, and he is also an ACE instructor, developing and teaching business management. Contact him at nflynn@aloa.org.

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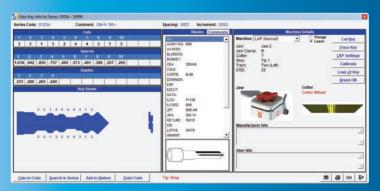


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It's Not Your, Manapas

FICs (SMALL FORMAT INTERCHANGEABLE CORES) WERE CREATED OVER 100 years ago. But, the new ASSA Maximum+ SFIC is big, and it's here! (See *Figure 1.*) Unusual in its specs, it can offer over 117,000 bittings in a single 6-pin system, far more than any 7-pin SFIC A2 or A4 system out there. Even though the 3-step pin stack calculations are completely different from traditional SFIC systems, with the correct insight, it can still be easy peasy. So, let's look at the unusual twists of this revolutionary A5 system and the ways it can be used effectively — not to mention and how simple it all is... *if* you know how.

Historical Perspective: BEST and ASSA

The BEST system was developed/created over 100 years ago when Frank E. Best (*Figure 2*) first conceived the concept of a self-contained locking cylinder that was keyremovable and easily integrated into specialized locking hardware. Thus, in 1912, the concept of an interchangeable core locking mechanism was born. This was an exciting time when radio and automobiles were first appearing, and Frank Best made a mark — as would be clearly seen decades later — that continued into the next century.

The notion that hardware such as mortise locks, deadbolt locks, key-in-knob locksets, cabinet locks, mailbox locks, padlocks, etc. — which were previously a connected feature of the complete locking hardware package — could now





Figure 1. ASSA has a new SFIC, the ASSA Maximum+ SFIC.

remain in place as the "core" could be removed by a special key, was revolutionary. This type of lock could employ change keys and/or master keys to operate the locking unit, similar to other traditional lock cylinders on the market. However, this small, self-contained figure-eight-shaped cylinder could be easily removed with the use of the appropriate "control key" (often called "core key") so another similar locking cylinder could replace the original, as desired. Frank Best finally applied for a United States patent for his unique lock in August of 1919, and two years later, he received the very first patent for the "interchangeable lock core."

In October 2002, the Best family sold BEST Access Systems to the Stanley Works Corporation. Headquartered in New Britain, CT, Stanley purchased all of the outstanding stock in BEST Access Systems through a cash deal for \$310 million in November 2002. BEST later moved to a dedicated distribution model instead of selling direct to end users, as it had done for its entire history. Finally, in 2017, dormakaba acquired STANLEY Security's mechanical division to form BEST Access Solutions, Inc., and added it into their portfolio of companies.

ASSA was established in 1881 by the blacksmith August Stenman after he bought a small hinge manufacturer in the town of Eskilstuna, Sweden. One day, his wife embroidered a pillowslip with his name forwards and backwards — "August Stenman, Stenman August" — so ASSA became the name of the new company. By 1939, ASSA had produced its first cylinder lock

Figure 2. Frank Best was the inventor of the SFIC.

and seven years later, delivered its first 5-pin cylinder master key system. In 1959, ASSA introduced its first registered key systems with key control. In 1981, ASSA celebrated its 100th anniversary as a company with the release of the ASSA Twin 6000 system, a new cylinder concept using the dual locking mechanisms of today's ASSA cylinders.

Starting in 1992, ASSA, Inc. shifted its sales direction from independent dealer sales to institutional, industrial and government sales. Some of the customers who made this possible were World Bank, the Supreme Court of the United States, Boeing, AT&T, Baltimore Ravens Stadium, the all-too-famous World Trade Center twin towers in New York City, the University of New Hampshire, Prince George's County School District, Alexandria City Public Schools, Tucson Unified Schools and numerous other schools and federal government facilities.

Today, ASSA ABLOY is a well-known global leader in door opening solutions for end-users who require security, safety and convenience. ASSA ABLOY operates in markets worldwide, with leading positions in much of Europe, North America and the Asia Pacific region. The Americas division manufactures and sells mechanical and electro-mechanical locks, cylinders, security doors and doorframes. Some of Americas' industry-leading brands include ASSA, Corbin Russwin, Medeco, Sargent and Yale. Finally, ASSA has introduced its own ASSA Maximum+ SFIC, which allows for over 117,000 bittings in a single system, and is offered to locksmiths through ASSA Technical Services, Inc.

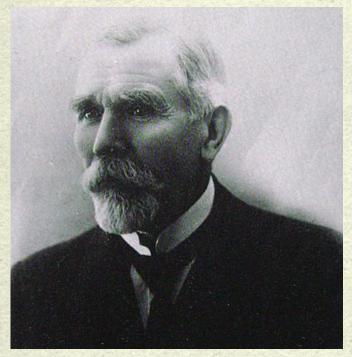


Figure 3. August Stenman was the founder of ASSA.

"The Facts Ma'am...Only Just the Facts"

Those of us who watched the series *Dragnet* in the 1960s are aware of this phrase. So, to be true to the series, the ASSA Maximum+ SFIC is a unique system that touts retrofitting into any standard SFIC housing. It is unlike its "clones" in the fact that it uses strikingly different methods of pin stack calculations that defy anyone accustomed to their grandpa's old SFIC pin stack methods.

But one of the comforting specifics is that we're still thinking "tip to bow," as we would in any older SFIC system. However, there is no tip stop. Keys are gauged from the shoulder but read from tip to bow. Also, the pin lengths are new to SFIC. A large number of bittings are available with the ASSA Maximum+ 6-pin SFIC, more than in any A2, A3 or A4 system. We will look at this in more detail later. Additionally, those who would like to integrate this new SFIC system into their existing ASSA system can do so, with some caveats. The possibilities are huge. So, fellow detectives, let's investigate core construction... just the facts.

Core Construction

As expected, the cores are manufactured with solid brass for durability. Bottom pins — unique and not compatible with other aftermarket SFIC pins — are solid nickel silver in composition. Each pin chamber can be individually changed as needed for serviceability. This new system is compatible with existing ASSA



Figure 4. ASSA SFIC is shown with its mate, the first ASSA SFIC key.

Maximum+ cylinders and is patented until 2030. One other benefit is that this new ASSA SFIC system can be combinated using existing standard tools for SFIC, with the small exception of the Ejector Tool. It will accommodate any application where a 6-pin SFIC is present and can be used where both key control and security are a concern.

Pins

Those who are familiar with the ASSA standard pin depth system are in for a delight. The engineers have taken and used this same basic ASSA increment system and added a few special treats.

The single-step, .024" (actually .0235") increment is also used in the ASSA Maximum+ SFIC. They have reduced the pin diameter down to standard SFIC-size at .108". Furthermore, the system has eight bottom pins and 12 wafer pins, which include master pins, build-up pins and top pins. If you are used to working single-step A4, then you get the basic idea. There is no key cut parity to be concerned with within any given chamber.

The pins are seated on the flat (root) of the key cut, which has the cut specifications of a 90-degree angle. The key flat is .032", and the total pin stack dimension is approximately .4385". There are no side pins to worry about within the ASSA SFIC. Spacing remains at a standard .150", a happy tribute to many SFIC systems.





Figure 5. The cover of the new ASSA SFIC Pin Kit is shown (part #PK-SFIC).

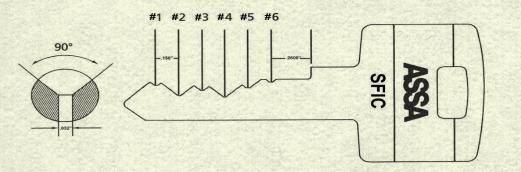
Figure 6. Take a special look inside the ASSA SFIC pin kit.

Keys, by the way, can be originated with standard rotary cutters (sorry, no punches at this time), such as a Framon, ITL, HPC Blue Shark/Tiger Shark, etc. Since the ASSA SFIC key is slightly shallower in blade height, it will retrofit into the same existing ASSA keyways, but the ASSA standard keys of the same keyway will not enter the ASSA SFIC.

TOUCHLESS SOLUTIONS from ASSA ABLOY



ASSA Maximum+ SFIC Technical Data





14.45	Pin & Key Specifications			ns
NAME AND	Part Number:	SFIC Bottom Pin Number:	Pin Length:	Key Cut Depth:
	909001	SFIC Bottom Pin #1	0.2740"	0.1645"
	909002	SFIC Bottom Pin #2	0.2505"	0.1880"
	909003	SFIC Bottom Pin #3	0.2270"	0.2115"
	909004	SFIC Bottom Pin #4	0.2035"	0.2350"
8	909005	SFIC Bottom Pin #5	0.1800"	0.2585"
	909006	SFIC Bottom Pin #6	0.1565"	0.2820"
	909007	SFIC Bottom Pin #7	0.1330"	0.3055"
	909008	SFIC Bottom Pin #8	0.1095"	0.3290"
		SFIC Wafer Pin	Blank	0.3290"
		[BP, MP, BUP, TP]		
		Number:		
	911001	SFIC Wafer Pin #1	0.0235"	
	911002	SFIC Wafer Pin #2	0.0470"	
	911003	SFIC Wafer Pin #3	0.0705"	
	911004	SFIC Wafer Pin #4	0.0940"	
	911005	SFIC Wafer Pin #5	0.1175"	
	911006	SFIC Wafer Pin #6	0.1410"	
	911007	SFIC Wafer Pin #7	0.1645"	
	911008	SFIC Wafer Pin #8	0.1880"	
	911009	SFIC Wafer Pin #9	0.2115"	
	911010	SFIC Wafer Pin #10	0.2350"	
	911011	SFIC Wafer Pin #11	0.2585"	
	911012	SFIC Wafer Pin #12	0.2820"	
	09340	Chamber Springs		
	910013	Caps		
	762951	Key Blank		
			©2020 Wil	lliam M. Lynk, C
3			02020 111	Lynn, e

System Features & Data

System Feature:	System Data:
Manufacturer:	ASSA, Inc.
Distributor:	ASSA Technical Services
Distributor Contact:	Tom Demont, CML, CMST
Increment [A5 - New]	.0235"
Progression Type:	Single Step
Pin Diameter:	.108"
Pin Configuration:	6-pin core
Plug Diameter:	Face: .5095" Barrel: .4350"
Key Cut Angle:	90°
Key Cut Measurements:	Bottom of Blade to Cut
Key Cut Method:	Rotary Cutter
Key Cut Direction:	Tip to Bow
Deepest Key Cut:	1 (8 increments)
Width of Key Flat Base	0.032"
Key Cut Tolerance	+0.0008" / -0.0012"
Spacing / A2, A4 Compatible?	.150" / Yes
Spacing Calculation:	.2600" from Shoulder
Pin Stack Total:	6 (15 increments)
Pin Stack Dimension:	Total = .4385"
MACS:	5
Side Pins:	None
Integrate into ASSA:	Yes, possible
UL437 Listed / Restricted:	No / Yes
Patent Expiration:	2030
Number of Theoretical	117,649
Bittings Possible:	(Minus MACS losses)

CML, CPS, ICML, M.Ed.

Figure 7. The ASSA Maximum+ SFIC Technical Data Sheet is shown.

URGENT! AUTO LOCKSMITHS

Not able to program as many vehicles as you expected? Updates coming to you slow or not at all? Well look no further...



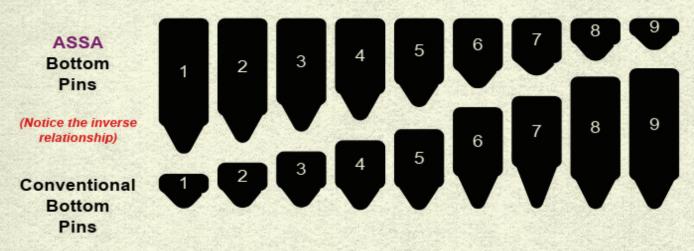


Figure 8. This image illustrates the inverse relationship between the ASSA bottom pins and conventional bottom pins.

Dedicated Pin Kit

The pin kit contains all nickel-silver pins: bottom pins and all wafer pins. *Figures 5* and 6 show the kit. One thing to note is that the ejector pin used to eject pins from the core is smaller than a standard SFIC ejector tool, so you will need this dedicated tool. Its part number is 900800, though it does come as part of the Pin Kit #PK-SFIC.

Figure 7 shows the technical data one would need to know for this new system.

Finally, those of you not familiar with the bottom pins found in a standard ASSA pin kit — used for their fixed cylinders and LFICs — are in for a special treat. It's time to wrap your head around a new way of looking at an innocent set of bottom pins. Please be forgiving.

Trouble in River City

If you have ever seen the musical *The Music Man*, you know things in River City were allegedly not perfect. So, what does that have to do with ASSA bottom pins? We will let you be the judge.

Figure 8 shows the ASSA bottom pins compared to what most of us would term "conventional" bottom pins. A picture can speak 1,000 words. As you can see, the smaller number of an ASSA bottom pin is equivalent incrementally to the longest bottom pin in a conventional system. The

ASSA #1 BP is the same actual length (incremental length) as a #9 conventional BP. This chart shows the inverse relationship.

NOTE: This chart shows standard ASSA bottom pins for fixed cylinders and LF-ICs. The SFIC version does not have a #9 BP. They run #1 - #8 only in ASSA Maximum+ SFIC.

Numeric Dimension vs. Incremental Dimension

Since ASSA has given us the pleasure of dealing with inverse increments regarding their bottom pin designations opposite traditional bottom pin designations, we will just have to roll with it! However, because of this juxtaposition, there exists a serious issue involving calculating pin stacks that we must carefully consider.

Take a look at the graphic in *Figure 9*, which illustrates this issue. It involves the ASSA LFIC in one of the four control chambers. In each control chamber, the pin stack must total 20 increments.

In this example, you can see that the "numerical" total of this LFIC pin stack equals 12 (not 20). That is because we must calculate the inverse of the bottom pin into what the actual incremental distance is. In this case, it is 9 (10–1=9). The number 10 becomes the converter from

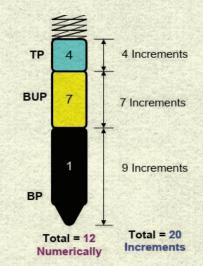


Figure 9. This example shows the numerical vs. the incremental values in an ASSA LFIC control chamber pin stack.

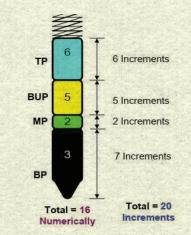


Figure 10. This second example shows the numerical vs. the incremental values in an ASSA LFIC control chamber pin stack.

Theoretical Key Bittings /Change Keys				
SFIC System:	A2	A3	Α4	A5
Status:	In Use	Discontinued	In Use	In Use
Originator:	BEST	BEST	BEST	ASSA
Progression Type:	2-Step	1-Step	1-Step	1-Step
Increment:	.0125"	.0180"	.0210"	.0235"
Pin Diameter:	.108"	.108"	.108"	.108"
MACS:	9	6	5	5
6-pin Cores:	4,096	46,656	15,625	117,649
7-pin Cores:	16,384	279, 936	78,125	n/a

Figure 11. This chart shows the potential theoretical key bittings possible in A2, A3, A4 and A5 systems, with additional data.

numeric dimension to incremental dimension. Then we can see the pin stack actually totals 20, as it should. Another example is shown in *Figure 10*.

Again, it is the value of the bottom pin that is the "ringer," as they say. Within the ASSA Maximum+ SFIC, the converter number is 9 to achieve the real pin stack total, as you will see in more detail when we discuss pin stack calculations.

A2, A3, A4... A5?

A2, A3 and A4 systems are all based on the varying increments of the respective systems. The pin diameter remains constant, as does the spacing. Why have them? Very simple: Single-step systems can yield many more bittings than 2-step systems. If a system's increment is small — usually under .023" (excluding SFIC A4) — then a 2-step system is needed. We can see this with Schlage Conventional (.015"), Sargent (.020") and BEST A2 (.0125"). But, if we increase the increment to over the threshold of about .023", we have increased bitting capability in a singlestep system such as with ASSA (.0235"), Kwikset (.023"), Russwin System 70 (.028"), etc.

ASSA is ground-breaking in this instance, as it is the only manufacturer aside from BEST to create a fourth SFIC increment system: A5, if you will.

Figure 11 shows the bittings available in the four systems, comparing 6-pin and 7-pin cores.

Can I Use My A2 Pin Kit... Pretty Please?

Well, since you asked nicely... yes. The core was constructed to conventional SFIC standards, with the exception of the plug. The control shear line remains 10 increments, as in A2. However, the ASSA key blank will mitigate the larger space needed in the plug because of the seating of the key blank itself for both ASSA A5 and standard SFIC A2. In other words: no problemo. Just make sure your code machine is set for a custom DSD that incorporates the center of the first cut from the shoulder at .2600".

So, if you are not wanting to take advantage of the massive 117,000 bittings available within the ASSA SFIC .0235" singlestep A5 increment system, you can compromise those totals to a maximum of 4,096 bittings by using the existing A2 system (or even an A4 system for 15,625 bittings), which is excellent for small- to medium-size applications.

Tools: Use Your Own!

I am an advocate of using the proper tools for the job at hand. But if I can use tools I already own to successfully accomplish a job, so be it. You can use your existing SFIC combinating tools for the ASSA SFIC. Your favorite SFIC pin kit (LAB, BEST, Arrow, etc.), the Annex (LAB), capping press (A-1, Framon, BEST), Quic-Test Tool (ICLS Global), Quic-Load Block (ICLS Global) and your pinning block (A-1, ProLok, BEST, Schlage) will all work beautifully.



Figure 12. This picture shows a clear side view of the ASSA SFIC.

The only other tool that will be necessary is the ASSA SFIC Ejector Tool for when you need to recombinate these cores. The standard aftermarket SFIC ejector tool, and even the thinner Medeco KeyMark ejector tool, will not work. The reason is that there is a keyway ward on both sides of the bottom of the plug that will only allow the thinner, specially made ASSA SFIC Ejector Tool to bypass that warding. Again, its part number is #900800 and it comes included in the ASSA SFIC Pin Kit.

Calculating ASSA SFIC Pin Stacks

Those of you who have been calculating SFIC pin stacks for years might as well forget everything you know about it. That is because the new ASSA SFIC (*Figure 12*) pin stacks are determined in different ways: calculating bottom and master pins, determining the build-up pins and calculating the top pins each use alternate methods of calculations.

Calculating the Bottom Pins and Master Pins

To accomplish this correctly, one must do the *reverse* of what you would normally do with a conventional fixed cylinder or

SFIC pin stack. Traditionally, you would look at the key cuts for the change key and master key. Whichever is the smaller bitting would become the bottom pin. The difference between the two would be the master pin value.

Since ASSA uses the inverse of the bottom pin dimensions, we do the opposite. The *larger value* of change key cut compared to master key cut will be the bottom pin. The *difference* of the two cuts becomes the master pin.

Let's use an example that ASSA uses in their pin calculator (discussed later) so that we can illustrate this point. *Figure 13* shows the change key and master key bittings.

Change Key:	346858
Master Key:	135633

Figure 13. An example change key and master key bitting are shown.

Then look at the first chamber in *Figure 14* (farthest left) of the two bittings.

Change Key, Chamber #1:	3
Master Key, Chamber #1:	1

Figure 14. The change key and master key bitting are shown for only Chamber #1.

Figure 15 provides the formula for determining BP and MP values:

Formula for Determining BP and MP Values: (from TMK & Change Key Cuts for ASSA SFIC Pin Segments)		
1) Larger value:(Will be B		
2) Subtract smaller value –	(other cut)	
3) Result: If both cuts same, no N	(Will be MP) MP used	

Figure 15. This formula determines BP and MP values.

3 Change Key Cut [larger value = **BP**]

- 1 Master Key Cut [smaller value]
- 2 Master pin value = MP

One issue many students have is that they tend to confuse the key cut number with the pin number. Remember: They are different types of numbers! A key cut may not necessarily be a pin number, and a pin value may not necessarily be a key cut number.

That being said, if we apply this "altered" BP and MP formula, *Figure 16* shows the core's partial pin stacks so far.

Master Pin	is: 2	1	1	2	2	5
Bottom Pir	ıs: 3	4	6	8	5	8

Figure 16. The core's partial pin stacks for BPs and MPs are shown.

Calculating the Build-Up Pins

Conventional, or fixed cylinders, do not have build-up pins (BUPs). Many interchangeable cores, especially those that have separate shear lines, such as SFICs, do have them. Some will call them "control pins," which is the same thing as build-up pins.

Its purpose is to allow the control key to bring the pin stacks

to the control shear line to remove the core from its housing or to insert the core into its housing.

Again, the formula to determine the BUP is different from that of a conventional SFIC (*Figure 17*). The ASSA SFIC Factory Build-Up Formula is shown in *Figure 17*.

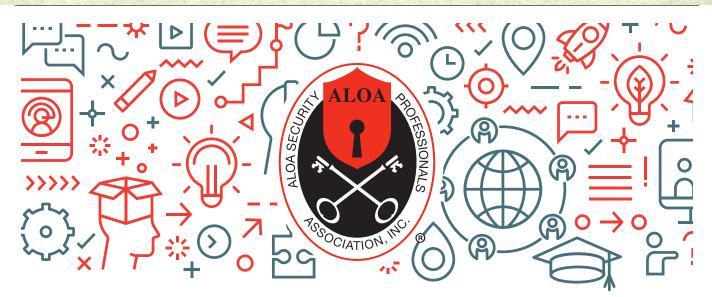
Factory BUP Formula
(Bottom Pin) - (Master Pins) - (CTRL Key Cut) + 5 = BUP
NOTE: A "0" result indicates no BUP

Figure 17. This formula is for the factory BUP.

Alternate BUP Formula		
	15 - (9 - BP) - MP - TP = BUP	
	NOTE: A "0" result indicates no BUP	

Figure 18. This is the alternate BUP formula.

There is also an alternate BUP formula (*Figure 18*), as there are usually a number of ways to achieve the same end. Try both out



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and you will see that you will get the exact same result. Whichever formula makes more sense to you or is easier to calculate is what you might use. To use the Alternate BUP Formula, it is necessary to calculate the top pins before the BUPs:

Let's start with the Factory BUP Formula (*Figure 19*) for Chamber #1. *Figures 20* and *21* show the math and result.

Build-Up Pins:	?
Master Pins:	2
Bottom Pins:	3

Figure 19. The Factory BUP formula is shown for Chamber #1.

18-26-51	3 - 2 = 1 (Bottom Pin minus Master Pins)
ALC: No.	1 - 5 = -4 (minus CTRL Key Cut)
Section 1	-4 +5 = 1 (plus 5)
「二」の	1 (BUP)

Figure 20. The calculations for the factory BUP formula are for Chamber #1.

Build-Up Pins:	1
Master Pins:	2
Bottom Pins:	3

Figure 21. These BPs, MPs and BUPs are for Chamber #1.

To complete the core for BPs, MPs and now BUPs, see Figure 22.

Build-Up Pins:	1	5	6	6	1	2
Master Pins:	2	1	1	2	2	5
Bottom Pins:	3	4	6	8	5	8

Figure 22. The chart shows the complete core for BPs, MPs and BUPs.

Calculating the Top Pins

Once again, this formula is easy, but still different from conventional SFICs. Simply add a value of "1" to the control key cuts (*Figure 23*)!

Top Pin Formula				
Control Key Cut +1 = TP				

Figure 23. This is the "simple" TP formula.

Control Cut for Chamber #1: 5 5 + 1 = 6 (Top Pin) To top off the core's pin stack for the top pins would be as seen in *Figure 24*.

Top Pins	6	4	5	6	8	7
Build-Up Pins:	1	5	6	6	1	2
Master Pins:	2	1	1	2	2	5
Bottom Pins:	3	4	6	8	5	8

Figure 24. The core's pin stacks include all TPs and ancillary pins.

Let's take a look at that alternate BUP Formula (*Figure 26*) since we know the TP values. The chart is repeated without BUPs in *Figure 25*.

Top Pins	6	4	5	6	8	7
Build-Up Pins:						
Master Pins:	2	1	1	2	2	5
Bottom Pins:	3	4	6	8	5	8

Figure 25. The core's pin stacks include all TPs and ancillary pins, but omit the BUPs.

Alternate BUP Formula					
	15 - (9 - BP) - MP - TP = BUP				
	NOTE: A "0" result indicates no BUP				

Figure 26. This is the alternate BUP formula.

For chamber #1, without the BUP is in *Figure 27*, and with the BUP is shown in *Figure 28*.

Top Pins	6
Build-Up Pins:	?
Master Pins:	2
Bottom Pins:	3

Figure 27. The pin stack for Chamber #1 is shown without the BUP.



$$15 - (9 - 3)$$

(3 - 9) = -6
15 - 6 = 9
9 - 2 = 7
7 - 6 = 1

Top Pins	6
Build-Up Pins:	1
Master Pins:	2
Bottom Pins:	3

Figure 28. The pin stack fo	r Chamber #1 is show	n with the BUP.
-----------------------------	----------------------	-----------------

For chamber #2 (*Figure 29*):

15 - (9-4)(9-4) - 5 15 - 5 = 10 10 - 1 = 9 9 - 4 = 5

Top Pins	6	4
Build-Up Pins:	1	5
Master Pins:	2	1
Bottom Pins:	3	4

Figure 29. The pin stacks are shown for the first two chambers, all inclusive.

Once again, two different roads can still take us to the same destination.

Checking Pin Stack Height

ASSA recommends the following formula (*Figure 30*) to check pin stack height:

Pin Stack Height Formula

 $(\mathsf{TP} + \mathsf{MP} + \mathsf{BUP}) - \mathsf{BP} = 6$

Figure 30. Here is ASSA's factory pin stack height formula.

and an end of the State		and the second second second second	A COLUMN TO SHE		and the second second
6	4	5	6	8	7
1	5	6	6	1	2
2	1	1	2	2	5
3	4	6	8	5	8
6	6	6	6	6	6
	1 2 3	1 5 2 1 3 4	1 5 6 2 1 1 3 4 6	1 5 6 6 2 1 1 2 3 4 6 8	1 5 6 6 1 2 1 1 2 2 3 4 6 8 5

Figure 31. All pin stacks shown total 6, as per ASSA.

As you can see in *Figure 31*, there will be a uniform pin stack height of 6 in each chamber. For those who are purists and need to see why this is so, we must remember that the bottom pins only are the inverse of their actual incremental value. So, one can use the formula in *Figure 32* instead.

Alternate Pin Stack Height Formula (must know TPs first)

$$(9 - BP) + MP + BUP + TP = 15$$

Figure 32. Here is the alternate pin stack height formula.

Top Pins	6	4	5	6	8	7
Build-Up Pins:	1	5	6	6	1	2
Master Pins:	2	1	1	2	2	5
Bottom Pins:	6	5	3	1	4	1
TOTALS	15	15	15	15	15	15

Figure 33. This chart shows all pin stacks equaling 15 from the alternate pin stack height formula.

This alternate pin stack height formula, though adding one more step, shows the pin stack's true incremental height of 15 (*Figure 33*). But, for simplicity, I would recommend using the factory's formula totaling 6 for each chamber. A list of all of these formulas in a matrix can be found in *Figure 34*.

ASSA MAXIMUM+ SFIC Formulas

Formula for Determining BP and MP Values: (from TMK & Change Key Cuts for ASSA SFIC Pin Segments)

1) Larger value:

2) Subtract smaller value

3) Result:

(Will be MP)

(other cut)

(Will be BP)

Factory BUP Formula

If both cuts same, no MP used

(Bottom Pin) - (Master Pins) - (CTRL Key Cut) + 5 = BUP

NOTE: A "0" result indicates no BUP

Alternate BUP Formula

15 - (9 - BP) - MP - TP = BUP

NOTE: A "0" result indicates no BUP

Pin Stack Height Formula

(TP + MP + BUP) - BP = 6

Alternate Pin Stack Height Formula (must know TPs first)

(9 - BP) + MP + BUP + TP = 15

Figure 34. The comprehensive chart illustrates all of the ASSA MAXIMUM+ SFIC formulas.

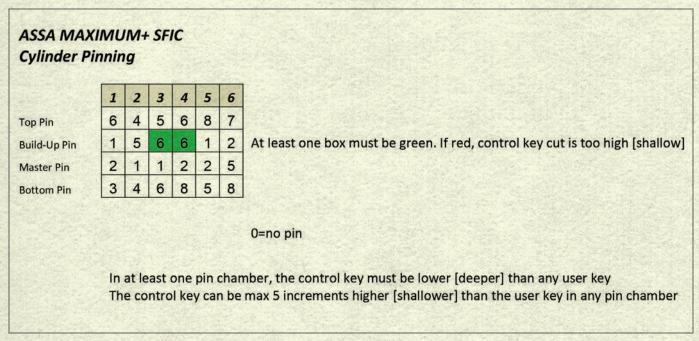


Figure 35. This graphic is from the ASSA MAXIMUM+ SFIC cylinder pinning Excel file.

ASSA Pin Stack Calculator

Now that you see the hows and whys of calculating the pin stacks for the ASSA SFIC, it is not difficult at all. But, to further assist you, ASSA created an Excel calculator that can take the CK, MK and CTRL key bittings and quickly whip them up into six useable pin stacks in a jiffy. Notice the two green boxes. This alerts you to the fact that your predetermined control key bitting may not be useable within this system if it appears red in color. If so, alter it so that the cut is deeper. Furthermore, ASSA requires at least one cut on the control key to be deeper than any operating key cut.

Note that the MACS of 5 is shown as a reference. Figure 35 illustrates this. You can access it via the LSA Michigan website. NOTE: Since this is an Excel file and not an .EXE file, you will need to download it, save it to your device (desktop, computer, phone, etc.) and open the file. You will need Excel software on your device to work it. You cannot open it online and expect it to work!

Conclusions

ASSA has created a revolutionary new SFIC system, A5, that can accommodate many more bittings than any other existing SFIC system, without the use of side pins, side cuts or any other mechanical add-on device. They were able to successfully use their existing .0235" increment system and .150" spacing to effectively offer an SFIC with a standard pin diameter of .108" that can retrofit existing SFIC hardware. If you are interested in acquiring this system, feel free to contact Thomas R. Demont, AHC, CFDI, CFL, CMIL, CML, CMST, IFDI, ICML, LSFDI, ARL, CAI, through ASSA Technical Services, Inc. at (724) 969-2595 for product fulfillment or further system questions.

Happily, ASSA has stepped up to the plate at a time when SFIC is as common to locksmiths as bread and butter, and options are extensive, as we have seen over the last century. But, when a manufacturer can think outside of the box, the ramifications for the industry are striking. It's a further indication that SFIC isn't going anywhere anytime soon... other than becoming even more expansive than it already is.

Special thanks are extended to: ASSA, Inc. USA; Bo Widen, Widén Innovation, Inventor of the ASSA SFIC; Daniel Andersson, ASSA Sweden, Engineer; Lance Berger, Lberger Sales, LLC, Manufacturer's Rep; John Hubel, CML, ICML, M.Ed.; and Tom Demont, AHC, CFDI, CFL, CMIL, CML, CMST, IFDI, ICML, LSFDI, ARL, CAI, ASSA Technical Services, Inc. for assistance in preparing for this article. @



William M. Lynk, CML, CPS, M.Ed., has been a locksmith since 1975 and is the owner of www. ICLSglobal.com. Bill is an IC specialist, an industry author, the subject matter expert on IC for ALOA, and an ALOA ACE instructor, teaching classes on interchangeable cores and master keying across the

country. He has originated SFIC Technical Manuals for both national and international lock manufacturers, and maintains a working relationship with the major lock and security manufacturers throughout the world. In 2013 and 2015, he was named *Keynotes* Author of the Year.

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Greg Perry, CML, CPS, takes you through some of the latest products from would-be ALOA 2020 exhibitors.

HIS YEAR IS SO DIFFERENT. PERHAPS TWO OF THE THINGS I WILL MISS the most in 2020 are the SAFETECH and ALOA conventions, which allow us to see new products, meet with exhibitors, mingle with our peers and absorb information from the many great instructors. ALOA and SAVTA have stepped up to replace the classes with online educational seminars, but we are still missing the new products.

To fill this gap, we reached out to the exhibitors who had signed up for the Security Expo to see which new or improved products they had planned on showing attendees this year. Normally, I take my own photos. This year, because I was not able to visit the booths in person, exhibitors supplied the photos and also the captions in some cases. I am looking forward to seeing you next year at both the ALOA and SAVTA conventions and bringing you an in-person Show Stoppers article.

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▲ Lucky Line Products

Lucky Line Products offers both impulse and planned purchase items for your customers. This year, the company introduced the Touchless Door Opener & Stylus, which fits both sales categories. It is made of brass that is inherently antimicrobial. Because of the pandemic, anything antimicrobial will drive impulse sales. Once others see the product, it will drive customers to your shop. Most lock wholesalers offer Lucky Line Products. You can also visit luckyline.com for more information.



Framon Manufacturing

Framon Manufacturing has always produced top-quality key machines and locksmith tools. A few years ago, it purchased Blue Dog Keys, which offers all the odd key blanks. If they don't stock the blank, it probably can't be found. Blue Dog is constantly adding new blanks, like these for Stack On Gun Safes. For more information, go to bluedogkeys.com.



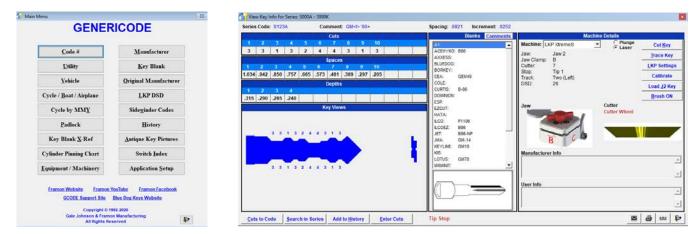


▲ Framon Manufacturing

This year, Framon introduced a new SFIC capping block: the CPB1. The countersunk holes assist in placing the caps into the chambers.

Framon Manufacturing

Framon Manufacturing has a new tool for those who work on safe deposit locks. The SDK1 comes with guides and hole saws to cut or remove the rim around the noses, allowing the nose to easily be removed.



Framon Manufacturing

Framon continues to improve its code software program, Genericode. This code program includes key blank cross reference, cylinder pinning charts, application by vehicle to search for the appropriate code series and more. Framon sells its tools through most lock wholesalers, and you can find more information at framon.com.



▲ Major Manufacturing

Major Manufacturing produces a wide range of tools and supplies for locksmiths. One of its latest tools is the HIT-60 for core drilling doors. It is typically used to drill from the middle hinge to an electrified lock. Major Manufacturing tools and supplies are available from most lock wholesalers. Find more details at majormfg.com.

A dormakaba

dormakaba offers complete door hardware solutions. This year, it introduced a few new products to expand its line. The first is the Best Switch Tech platform, which offers costeffective replacement of SFIC cores with a Bluetooth-enabled electronic access control system. The systems supports up to 128 readers and a virtually unlimited number of users. It uses fobs or mobile (cell phone) credentials.



dormakaba

Electronic access control is constantly changing. dormakaba offers a different, perhaps more traditional, electronic access control system in its Wi-Q system for Wi-Fi-based traditional mortise locksets. The system is now Mercury-enabled, so it integrates with many leading access control systems.







l dormakaba

dormakaba's RCI division introduces a new electronic door lock. The YG80 bolt pin lock is ideal for storage doors, gates, shipping containers, etc. and has over 11,000 pounds of holding force. It is usable indoors and also has a built-in header for outdoor applications in colder environments. Go to dormakaba.com for more information.

Schlage

The Schlage Mobile Access Solutions portfolio redefines access control for the mobile world. As a complete cloud-based ecosystem, it enables using mobile credentials on openings across a property or site for end users and site administrators. For more information on Schlage Mobile Access Solutions and products included in the portfolio, visit us.allegion.com/ mobileaccess.



Schlage

A first of its kind, the Schlage ALX Series is a Grade 2 cylindrical lock that is a modular problem solver based on a universal chassis design. Buy it configured or as separate chassis, function and lever kits. Using kits as truck stock gives you the option to configure or change functions and levers on the fly. You can also field configure Vandlgard lever engagement. The ALX Series is built to be a stronger, faster-to-assemble, more versatile lock than its AL Series predecessor. For more information on the Schlage ALX Series, visit us.allegion.com/schlage-alx.

ALOA 2020 SHOW STOPPERS:





The built-in Wi-Fi of the Schlage

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Encode Smart WiFi Deadbolt provides secure remote access from anywhere - no hubs or adapters required making integration with smart home technology seamless. With up to 100 access codes and the highest industry ratings for residential security, durability and finish, the Schlage Encode Smart WiFi Deadbolt works with the Schlage Home app, Key by Amazon and Ring Video Doorbell. For more information, visit schlage.com.

▲ Schlage

The Schlage Custom Door Hardware has styles inspired by trends in architecture and interior design. Combined interior function works for both privacy and passage doors. Choose from a variety of finish, knob, lever and decorative trim options. For more information, visit schlage.com.



▲ Abloy

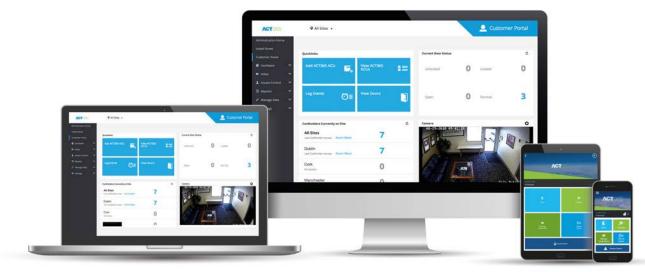
One thing I like about the shows is the chance to see a lock that I knew existed but never thought about trying to source. Abloy makes a line of traffic enclosure locks — probably not a big market for locksmiths, but we are often asked for locks that don't seem to be available to the locksmith market. Finding locks like these can satisfy our customers.

Also, Abloy now offers a chance to partner with the company. The Abloy Channel Partner Program is available to qualifying, U.S.-based shops. You can find out more by emailing info@abloyusa.com.



▲ Abloy

Abloy Beat is a super weatherproof Bluetooth padlock. These locks are managed with Abloy OS installed on mobile devices. They offer a full audit trail that integrates with the Abloy Clic software.



Vanderbilt

The Vanderbilt ACT365 Access Control and Video Management Cloud Solution delivers seamless integration between access control and video management, accessible from anywhere, at any time and on any device. Update or remove user permissions, view cameras or open a door from your mobile phone, tablet or PC. This scalable solution offers management of multiple sites from a single interface without the need for local servers and IT resources. There is no software to install, and software and security updates are automatic. Remote diagnostics and servicing capabilities are available. Find out more at vanderbiltindustries.com.



▲ NexKey

The NexKey Solo is the world's first smart door strike. It is battery powered, completely wireless and connects to the NexKey cloud through a user's smartphone or devices like an Apple watch. It will replace most standard electric strikes, or by cutting the face of the frame on hollow metal frames with an ASA cutout, it will slip right in. For more information, visit nexkey.com.





CONVENTIONAL MINI LOCKCADDY®

LFIC MINI LOCKCADDY

SFIC MINI LOCKCADDY

▲ Lock Caddy

Lock Caddys were introduced at the ALOA Convention a few years ago. Keying multiple cylinders has always been a challenge if you want to do several in one sitting instead of individually. These caddies not only hold the cylinders or cores, they also hold an assortment of tools and keys.

ALOA 2020 SHOW STOPPERS:



▲ Lock Caddy

Lock Caddy has added new products, including a SFIC test fixtures for use with its caddies. You can see the complete line at lockcaddy.com



▲ Lab

Lab has a few new items this year. This IC capping press is for use with strips. Lab designed the strips for use with the now-discontinued A-1 capping press.



▲ Lab

Talk with almost any SFIC specialist, and they will tell you that one of the problems with capping one chamber at a time with the punch and hammer is that too much force is generally applied to cap. Lab offers a soft-face mallet with replaceable faces for use with its Lab Annex (and other) to individually cap chambers.



∢Lab

Keying mats are a must. I have several from different sources. I like a larger one to capture loose parts as I disassemble a lock. To see the entire Lab lineup, go to labpins.com



▲ Autel

Autel makes a great lineup of auto key programmers. This year, it is introducing a new model: IM608PROKPA. It includes the IM608 tablet, MaxiFlash JVCI, new XP400Pro and a new case of key programming adapters. The IM608Pro adds new features to the expanded key programmer, the XP400Pro. The XP400Pro offers more in-circuit and out-of-circuit functions and the ability to add the key programmer adapters. It covers a wide range of vehicles, including some higher-end cars like Audi, BMW, Benz and Volvo. The key programmer adapters allow locksmiths to renew keys to be used for other vehicles. It also reads more components, like the odometer and the ECU to name a few of the expanded capabilities.



▲ Capitol Industries

Capitol Industries makes some great magnetic key locks and cylinder guards. This year, it improved on its latch guard by adding a cutaway section for use with electric strikes. For more information, go to capitolindustriesinc.com.



Autel

Autel is constantly adding/updating the software for its programmers. The newest update includes General Motors up to 2020 and Chrysler/Dodge 2017 to 2020 programming. Its newest software accesses Chrysler/Dodge through the OBD2 port without a bypass cable. To see more about Autel's programmers, go to autel.com.



Lowe & Fletcher

New at Lowe & Fletcher is the Horizon RTC lock. The RTC, which stands for "real time clock," allows this lock to be programmed to operate within set time and date periods. For example, you can set the lock for access Monday through Friday between 7 a.m. and 3 p.m., using Lowe & Fletcher's free online Remote Allocation System (RAS). This cabinet, drawer and locker solution has a unique steel key override system that provides supervisory control. The Horizon RTC comes with a long warranty and has great battery life, easy cleanability and high security.

ALOA 2020 SHOW STOPPERS:



Lowe & Fletcher

New at Lowe & Fletcher is the Pulsar Wet Area RFID lock. This new lock is IP 65 rated and suitable for wet, highhumidity and chlorinated environments. Being a standalone lock powered for 80,000 cycles by AA batteries, installation is simple. With secure smart card credentials, programming is quick and done directly at the lock - enrolling up to 30 cards, key fobs or wristbands. This lock can be used in a shared/public use mode that's popular for settings like pools or beaches. It has a steel key override system that provides supervisory control. More information can be found at loweandfletcherinc.com.





AMSEC

AMSEC is always innovative as a safe manufacturer, and it has three new series of safes. The first is the MAX15 Series, which carries a U.L. TL-15 label. In addition, the composite safe MAX15 Series safes offer an ETL certified 90-minute fire protection. The AMSEC MAX15 features the popular ESL10XL U.L. listed electronic lock with a gear-driven four-way active boltwork, glass relocker protection, heavy-duty hinges and adjustable shelving.

AMSEC ►

Next up for new products from AMSEC is the BF-S912E5LP. It carries a ETL verified 1775°, 80-minute fire rating, the U.L. Residential Security Container burglary classification with a ³/₈" steel door and 1³/₄" double steel wall construction. The lock is AMSEC's ESL5LP U.L. listed electronic lock.







AMSEC

AMSEC is known for producing some very high-quality gun safes. This year, it is bringing back the SF series. The SF carries a 60-minute fire rating with three to four layers of drywall and a $\frac{3}{16^{"}}$ thick plate steel door. It also comes standard with the company's ESL5 electronic lock. The entire AMSEC line can be seen at amsecusa.com.

ALOA 2020 SHOW STOPPERS:



A KEYINCODE

There are three smart lock models that are either ANSI-BHMA Grade 1 or 2 and are intended for lighter use applications. Users can enter electronically by cell with up to 50 users, or by card or code with up to 800 users. They can be managed locally by Bluetooth with APP, remotely by Gateway one to one or by Wi-Fi with unlimited locks and devices, locations and users using the KeyinCloud software. One benefit to lock and security installers is the ability to "size" the right lock to each door. Applications include mortise, exit device control, cylindrical and tubular door preps. The company does not sell retail to end customers, and a certification program and training are available. Contact President Joey Dalessio at 978-207-0269 or visit keyincode.com.





▲ Borg Locks

A recent addition to the Borg Locks product line is the 1700 Series Cam Lock. A unique tailpiece configuration eliminates the need to carry multiple sizes, as it's a one-size-fits-all lock. Code changes may be done even in a locked position. Enter the existing code, hold down the "top trigger," enter the new code, hit C and you are done. Key override and a view window on the back of the lock make lost code retrievals simple. It's available in silver powder coat or MGPRO, a 1,000-hour, saltspray-tested exterior finish (black only). Visit borglocks.us or contact sales@borglocks.us or (339) 204-9155.

Command Access started the motorized latch retraction conversion for exit devices. It has added several new models, including this one for Kawneer Paneline series exit devices. The low-current draw for its entire line means smaller cable size and smaller power supplies that don't require the additional circuitry for solenoid latch retraction. This mounts inside the door behind the panel without modification. There are also several other new models for the Yale 6000, Dorma 9000, Falcon/Dor-o-matic 16/17 and First Choice 36/37, and the company improved its popular model for the Von Duprin 33/35 and 98/99 exit devices. All of its models operate on 24 to 28VDC and only need 1 to 2 amps to retract the latch.



▲ Command Access

Command Access introduces some great new items every year. This year, it introduced a motorized latch retraction bathroom mortise lock system. Paired with a power-assist door operator, this is a great product to help you meet ADA requirements. If you need the power-assist operator, the company offers that too.



▲ Command Access

The ML190 from Command Access continues the change from solenoid to motorized electric unlocking/locking. Motorized latch retraction is lower energy, especially when needing to stay powered for continuous unlocking. Less energy means less heat and longer life. You can see more details on the entire Command Access line at commandaccess.com, or if you want to watch a video tour of the company's show booth, go to bit.ly/3gT6ZXq and Mateo Kristoff will walk you through.



▲ GKL Products

This year, GKL Products introduced HA7, a new Hinge Doctor for double-acting spring hinges. In the past, we have replaced numerous hinges until the Hinge Doctors were invented, and we are now able to quickly bend the hinge back just a little to correct sagging. This one has special meaning to the owners of GKL. John's daughter Ali lost her battle with cancer of the lymph nodes in June. The HA7 is maroon in color, and a portion of all sales of this model will be donated to the Cancer Society in her memory.

ALOA 2020 SHOW STOPPERS: I



▲ GKL Products

Barricader bars provide a high-security locking system for exit-only applications. This one is simple in design, and it meets life safety code requirements for single motion, provided you do not have any other locks or handles on the door. But please check with your local AHJ to ensure they will accept its use. GKL products can be purchased at most distributors, and you can find more information at gklproducts.com.



Pacific Lock

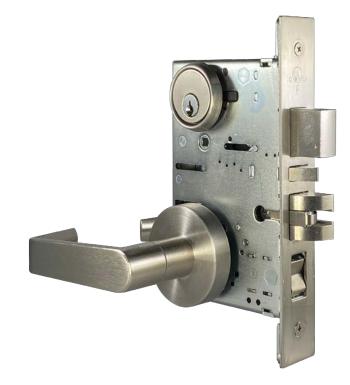
Pacific Lock offers a great line of specialty and common padlocks and locking hasp systems. Exclusively for ALOA members, they are taking it up a notch by offering your name or brand on the padlocks. The Your Logo, Your Locks (YLYL) program is a great way to place your brand in the hands of customers. It also creates a product that only you offer, meaning no competition with all the other choices in the market today. Once you place the initial minimum order, maintaining the annual purchase volume grants you 50% off every order, and the minimum order is only 100 units for the YLYL line of locks. Give Pacific Lock a call to find out more information about this exciting new program at (661) 294-3707 or view the entire line at paclock.com.



General Lock

General Lock, a division of Anixter, has a few new products. The first is appropriate for the COVID-19 pandemic because it allows you to avoid touching door pulls. The FP-1 stainless steel foot pull is mounted to the bottom of the door on the pull side. I have seen these on many bathroom doors and wondered who offered them.





▲ General Lock

Next up from General Lock is a new Grade 1 entry function mortise lock, available in both sectional and full trim. It is available in 630 finishes and carries a lifetime warranty.



General Lock

General Lock offers a rekeyable, concealed shackle padlock that accepts all its KIK cylinders. It comes standard with a 5-pin Schlage C cylinder that is drilled for 6 pins. You can find more info about the entire General Lock line at generallock.com.



Lockmasters >

Lockmasters has lots of cool tools. Some make us money; others make our jobs easier. When A-1 went out of business, Lockmasters saw a need to continue this popular pin tray. I have tried several other ones and always go back to this design.

ALOA 2020 SHOW STOPPERS:



▲ Lockmasters

Electronic safe locks changed the safe world about 30 years ago. Locksmiths and safe techs thought their business would drop because of how easy it was to change combinations. Instead, the electronic locks seem to fail more often, and combinations are still forgotten. The Little Black Box takes care of opening many popular electronic safe locks with lost combos and many malfunctions. This year, it added the dormakaba 252 and 552 series and the SecuRam ProLogic locks with LCD displays. Go to locksmasters.com for more information.



Lockmasters

Locksmiths and safe deposit techs will appreciate the LKM290 safe deposit key decoders from Lockmasters. The three readers are for the most popular SD keys today: the Diebold 175-05, Mosler 5700 and the S&G 4440 series and its clones. One side is for the renters' keys and the other is for the guard keys. They are also available individually. *S*



Greg Perry, CML, CPS, is a certified master locksmith and certified professional safe technician, working in all phases of locksmithing. He has taught various

locksmith topics for 10 years. He currently works in the public sector as a locksmith. He has worked in the hardware industry since 1975 in wholesale, retail and institutional settings. He has written extensively for locksmith magazines and is a five-time *Keynotes* Author of the Year. Any opinions expressed by Greg in his articles are his alone and do not reflect any official government position.



ALOA ALOA Security Professionals Association, Inc.

Membership Application

CANDIDATE PLEASE TYPE OR PRINT

Name: 🗅 Mr. 🗅 Mrs. 🗅 Ms. First		Last	MI Designation
Business Name			
Mailing Address			
City	State	Zip Code	Country
Work Phone	Home Phor	1e	Fax
Email Address		Website	
Date of Birth (required)	Place of Birth_	S	ocial Security # (required)
US Citizen?	No, citizen of what country?		
	ers' addresses (excluding phone nur ncluded in these lists, please check		s) available to vendors who provide products and services to
PROFESSIONAL INF Please check the description Locksmith Owner Electronic Security Institutional Other	n that best describes you (ch		 Employee Technician Mechanical Door Locks & Hardware Investigative
Are you licensed to perform	Locksmith/Access Control w	vork in your state? o	Yes o No If Yes, License #
Business License #		EIN #	
Any other license held by ap	plicant (Contractors Lic., Lov	w Voltage)	
Any other states you do bus	iness in and licenses held in	those states	
List all phone numbers used	l by your company/companie	s:	
	□ Store Front Busin	-	
How long have you worked i	n the locksmithing/security in	ndustry?	
ALOA member Sponsor Nan Sponsor Name (Required)	ne/Who introduced you to AL	.OA? ALOA Number	Years known
Have you ever been a memb	er of ALOA before?	No If Yes, when?	ID #, if known
Are you a member of any loc	cal locksmith association?	Yes 🛛 No If Yes, na	ame of association:
Give the names and phone r	numbers of two industry-relat	ted references:	
Name	Company		Phone Number
Name	Company		Phone Number
			please give details on a separate sheet.

A rounne background check is performed on all new applicants, unless you live in a State in which passing a background check is a part of the licensing requirements. Non-US citizen background checks are required. If you live in a country that does not allow third party background checks, you will be required to submit an authentic report upon request (no copies/duplicates allowed) before final membership approval can be granted. A copy of your business permit/license, license number, business card, company letterhead or suitable proof of employment in the locksmith/access control business must accompany application.

TYPES OF MEMBERSHIP AND REQUIREMENTS

Check only one box from the categories listed below:

Active Membership

Persons actively engaged in the locksmith/access control industry for a minimum of two years and have achieved one of ALOA's recognized program designations.

US and US Territories	\$255	I elect to Go Green	\$230
International	\$270	I elect to Go Green	\$200

International Association of Inv Must be an ALOA Member in ord	•	•	
US and US Territories	\$55		
Probationary Membership Persons undergoing training to q shall be a probationary member US and US Territories			one of ALOA's recognized program designations. No person \$230
□ International	\$270	□ I elect to Go Green	\$200
90 days to one (1) year. Probation	are new to the indu ary status lifted if s ned by ALOA after :	stry and do not know any Active r ponsor acquired within year. Must 2 years of the 3 year maximum ter	nember for sponsorship. Probationary period extended from t obtain license if residing in State requiring licensure. A second m. Any violation of ALOA Code of Ethics during probationary
US and US Territories	\$255	I elect to Go Green	\$230
International	\$270	I elect to Go Green	\$200
US and US Territories	\$255	I elect to Go Green	iths, and cannot qualify for any other class of membership. \$230
International	\$270	I elect to Go Green	\$200
Note: Veur engligation will be pr	accord with a 00	dev waiting pariod	

Note: Your application will be processed with a 90 day waiting period. Any institutional locksmith not using his/her work address must submit a letter from employer stating that you are an institutional locksmith.

DUES AND FEES

An application fee and the appropriate dues must accompany the application in order for processing to begin.	
Application Fees Schedule:	
US and US Territories	\$70
Canada, Denmark, Ecuador, New Zealand	\$160
Australia, Bahamas, Barbados, Belgium, Belize, Bermuda, China, France, Haiti, Philippines, UK	\$210
Israel, Korea, Papua New Guinea, Saudi Arabia, United Arab Emirates	\$360
Applicants from countries not listed must submit background check and report from local Law Enforcement with applicatio	

FINAL CHECKLIST

Required Proof of Employment in Industry
 Annual Dues Amount
 Application Fee
 Total Amount Due

METHOD OF PAYMENT

□ Check □ MasterCard □ Visa □ American Express	Discover	
Card Number	Expiration Date	SEC
Print Name on Card		
Signature	Da	ate

I understand and consent that in the course of reviewing this application ALOA may review publically available information for the purpose of verifying the information submitted and do a background check.

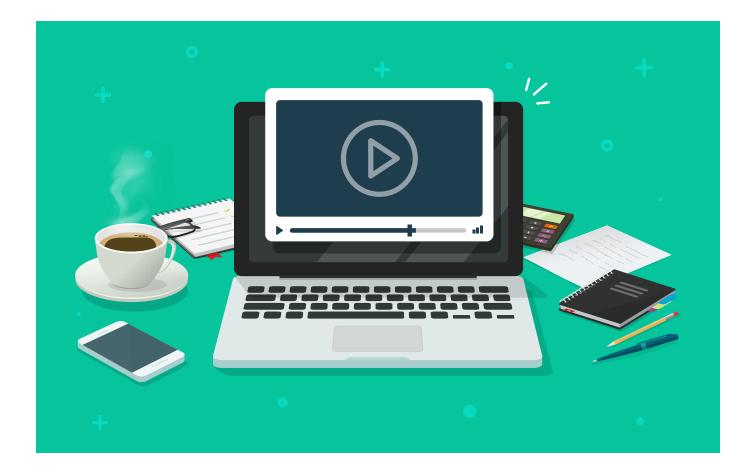
I certify that all statements are true and, if accepted as a member, I agree to abide by the rules, regulations, and Bylaws of ALOA, and further agree to adopt the Code of Ethics of ALOA as my own, and adhere to it to the best of my ability. Should my membership be discontinued, I agree to return my membership card and cease use of all ALOA insignia.

Signature

Date Signed

Dues, Contributions, Gifts are not deductible as charitable contributions for Federal income tax purposes. Dues payments are deductible as an ordinary and necessary business expense. However, donations made to the Legislative Action Network ARE NOT deductible as a charitable gift or business expense.

Return to: ALOA, 3500 Easy Street, Dallas, TX 75247 Fax (214) 838-9299 • Email: membership@aloa.org



Webinars and So Much More

By Jim Hancock, CML, CMST

OW... WHAT A GREAT ALOA 2020. THE CLASSES WERE <INSERT adjective here> and the show was <insert different adjective> and seemed to be enjoyed by all who attended. Our host city <insert name of local or favorite city> was a wonderful location, and we were welcomed with open arms. And how about

<insert name of ALOA Board, staff or member> showing up at the Kick-Off party, sponsored by <insert vendor or manufacturer>, dressed as <insert celebrity, politician name>... just freaking hilarious. Can't wait for ALOA 2021.

Since this is traditionally the convention wrap-up issue of *Keynotes*, I thought I would throw the above paragraph in so things would feel almost normal. But since it didn't really happen, I left room for you to insert your own spin on the Convention That Wasn't so you could have your own personal experience.

The year 2020 has certainly not been traditional, normal or any other adjective that one might use to describe a 365day calendar period. Regardless of what happens from this point forward, the entire 365 days will be remembered for the first 212 days that have passed as of this writing. Businesses shut down or shuttered temporarily, jobs were lost and there were commodity shortages (the likes of which have not been seen since the Great Depression) and political in-fighting. Oh yeah, and a disease that morphs before science can get a handle on it and has infected more people in six months than the common flu or even the flu epidemic of 1918 did in four short months. Masks, distancing, grocery deliveries, Amazon, Netflix and family game nights are common while going out to do anything is a treat... and scary.

But There's Also the Good

But, as clichéd as it may be, good can always be found in the worst of times; the proverbial silver-lined cloud. With the SAFETECH and ALOA conferences having to be shelved due to the health issues and travel restrictions, ALOA accelerated its online training plan from just a couple of webinars to now hosting upwards of 28 per month.

These web sessions have been on a myriad of subjects, with a mixture of lecture only and hands-on training. Each session is one to two hours in length. As the months continue, they will be rotated to different times of day and days of the week to hopefully accommodate as many folks as possible.

We have also run a nine-week master keying series, with two sessions per week for a total of 18 hours of training, very much like sitting in a classroom.

We are offering the LSFDI Certification class as well as the new ALOA Fire Door Inspector training in the coming weeks. We will offer testing for each so you can complete your certification, just as you would in a classroom. We are beginning to offer more PRP testing through web sessions as well, as our remote testing sites are shut down.

If you weren't aware all of these things were going on, now you are. Check out the web schedule on the ALOA.org site. Classes will be posted on our Facebook, Twitter and YouTube pages as well as on Clearstar and other such sites. "We are beginning to convert many of our ALOApublished printed books to e-book format."

Along with the webinar training session, ALOA Education hopes to launch, by early fall, an ALOA podcast dedicated to locksmiths and safe techs. The podcast will be launched on as many platforms as possible, and there will be a list of topics produced and posted on the website soon. We will have interviews with industry leaders, help sessions with subject matter experts, news and events from the world of security professionals and all things ALOA.

ALOA Bookstore Updates

Lastly, the ALOA Bookstore is making some major changes. We are beginning to convert many of our ALOA-published printed books to e-book format. This means you don't have to order a hard copy and wait for the shipment to arrive. You will be able to go to a link and download the book to your e-reader, tablet, phone or similar device as soon as your internet speed allows.

As of this writing, the old *PRP Resource Guide* is available as an e-book download. It is a resource guide, not a study guide and is slightly outdated in some areas — but it is still handy for PRP test prep. If you are interested in downloading a copy, email me at jim@aloa.org, and I will get you the link. Once we get more books available in this format, the link will be posted on our website, and you can use them at will. We are also in the process of developing some generic boilerplate-type business forms such as service contracts, maintenance contracts, job descriptions, employee evaluations and more that you can use for your business. They will be "fill-in-the-blank" type of forms and will be generic enough that you can somewhat customize them to fit your needs and add your company name. We will have them available individually or packaged, based on the common needs of various-sized business entities.

While the ALOA legal team will check the documents to assure they are in accordance with the general letter of the law, you must have your local attorney review them. Your attorney must verify any items and clauses you add to customize the forms for your business. They'll also need to ensure that everything follows your local and state laws. We hope to have at least some of these items available by early fall as well.

Even with all of the issues that we as a nation have seen in these 212 extremely difficult days, the promise of a rainbow does exist. ALOA intends to ride it to the end and, like the Phoenix, rise from the 2020 ashes to be a better organization for our members and the industry.

Stay safe, remain vigilant and remember: While some media and certain groups may want you to believe otherwise, this is not a political, religious, race thing nor a low-middle-upper class thing; this is a health and human kind thing.

Let's take care of one another in these times, and hopefully that will carry on beyond this epidemic. \circledast



Jim Hancock, CML, CMST,

is ALOA's education manager. You can reach him at jim@aloa.org or (214) 819-9733.

As of July 27, 2020

ASSOCIATE MEMBERS

DISTRIBUTORS

Access Hardware Supply Phone: 800-348-2263 Fax: 510-435-8233 www.accesshardware.com

Accredited Lock Supply Co. Phone: 800-652-2835 Fax: 201-865-2435 www.acclock.com

American Key Supply Phone: 800-692-1898 Fax: 650-351-5973 www.americankeysupply.com

Anixter Phone: 859-425-3316 www.anixter.com

Banner Solutions Phone: 888-362-0750 www.bannersolutions.com

Capitol Industries Phone: 514-273-0451 Fax: 514-273-2928 www.capitolindustries.com

Car And Truck Remotes.Com Phone: 678-528-1700 Fax: 844-457-8948 www.carandtruckremotes.com

Direct Security Supply, Inc. Phone: 800-252-5757 Fax: 800-452-8600 www.directsecuritysupply.com

Doyle Security Products Phone: 800-333-6953 Fax: 612-521-0166 www.doylesecurity.com

Dugmore and Duncan, Inc. Phone: 888-384-6673 Fax: 888-329-3846 www.dugmore.com

Fried Brothers Inc. Phone: 800-523-2924 Fax: 215-627-2676 www.fbisecurity.com

Hans Johnsen Company Phone: 214-879-1550 Fax: 214-879-1520 www.hjc.com

Hardware Agencies, Ltd. Phone: 905-676-6119 Fax: 905-676-1924 www.hardwareagencies.com

H L Flake Co. Phone: 800-231-4105 Fax: 713-926-3399 www.hlflake.com

IDN Incorporated Phone: 817-421-5470 Fax: 817-421-5468 www.idn-inc.com

Intermountain Lock & Security Supply Phone: 800-453-5386 Fax: 801-485-7205 www.imlss.com

Jovan Distributors Inc. Phone: 416-288-6306

Fax: 416-752-8371 www.jovanlock.com

Key4, Inc. Phone: 213-788-5394 Fax: 213-788-5444 www.key4.com

Keyless Entry Remote, Inc. Phone: 402-671-5100

Fax: 402-671-5100 www.keylessentryremotefob.com

Keyless Ride Phone: 877-619-3136 Fax: 409-216-5058 www.keylessride.com

Kev.Net.com Phone: 773-340-1442 Fax: 815-774-0880 www.keynet.com

Lockmasters, Inc. Phone: 859-885-6041 Fax: 859-885-1731 www.lockmasters.com

Locksmith Ledger International Phone: 847-454-2700 Fax: 847-454-2759 www.locksmithledger.com

Locksmith Resource Phone: 312-789-5333 Fax: 925-666-3671 www.locksmithresource.com

Midwest Keyless Phone: 815-675-0404 Fax: 815-675-6484 www.midwestkeylessremote.com

MTS International Limted Co. Phone: 281-920-4747 Fax: 281-920-4748 www.mts-locks.com

Security Lock Distributors Phone: 800-847-5625 Fax: 800-878-6400 www.seclock.com

Southern Lock and Supply Co. Phone: 727-541-5536 Fax: 727-544-8278 www.southernlock.com

Stone & Berg Wholesale Phone: 800-225-7405 Fax: 800-535-5625 www.stoneandberg.com

TimeMaster Inc. Phone: 859-259-1878 Fax: 859-255-0298 www.time-master.com

Transponder Island Phone: 440-835-1411 Fax: 216-252-5352 www.transponderisland.com

Turn 10 Wholesale Phone: 800-848-9790 Fax: 800-391-4553 www.turnten.com

UHS Hardware Phone: 954-866-2300 www.uhs-hardware.com

U.S. Lock Corp. Phone: 800-925-5000 Fax: 800-338-5625 www.uslock.com

MANUFACTURERS

ABUS KG Phone: 492-335-634151 Fax: 233-563-4130 www.abus.com

ABUS USA Phone: 623-516-9933 Fax: 623-516-9934 www.abus.com

ACS s.r.l. Phone: 052-291-2013 Fax: 052-291-2014 www.acs.re.it

Adrian Steel Company Phone: 800-677-2726 Fax: 517-265-5834 www.adriansteel.com

AirAllow Phone: 883-817-7189 www.airallow.com

Air Tow Trailers Phone: 909-392-2170 www.airtow.com

Alfred International Phone: 647-859-5565 www.alfredinc.com

Allegion Phone: 317-810-3230 Fax: 317-810-3989 www.allegion.com

Altronix Phone: 718-567-8181 Fax: 718-567-9056 www.altronix.com

American Security Products Phone: 800-421-6142 Fax: 909-685-9685 www.amsecusa.com

ASSA, Inc. Phone: 800-235-7482 www.assalock.com

Autel US Inc. Phone: 855-288-3587 www.autel.com

Big Red Safe Locks Phone: 541-533-2403 Fax: 541-533-2404 www.bigredsafelocks.com

Blackhawk Products Phone: 970-882-7191 www.lockcodes.com

Brivo Phone: 540-553-4333 www.brivo.com

Bulldog Fasteners LLC Phone: 843-547-1065 www.bulldog-fasteners.com

Bullseye S.D. Locks LLC Phone: 859-224-4898 Fax: 859-224-1199 www.bullseyesdlocks.com

CarandTruckRemotes.com Phone: 678-528-1700 Fax: 844-457-8948 www.carandtruckremotes.com

CODELOCKS, Inc. Phone: 714-979-2900 Fax: 714-979-2902 www.codelocks.us

Comfo Safe Manufacturing Co,. Ltd. Phone: 886-628-19033 Fax: 866-625-13798 www.comfosales.com

CompX Security Products Phone: 864-297-6655 Fax: 864-297-9987 www.compx.com

DETEX Corp Phone: 800-729-3839 Fax: 800-653-3839 www.detex.com

Digipas Technologies, Inc. Phone: 949-558-0160 Fax: 949-271-5701 www.egeetouch.com

Don-Jo Manufacturing, Inc. Phone: 978-422-3377 Fax: 978-422-3467 www.don-jo.com

Door Closer Service Co. Phone: 301-277-5030 Fax: 301-277-5080 www.doorcloser.com

Door Controls International Phone: 800-742-3634 Fax: 800-742-0410 www.doorcontrols.com

dormakaba Best Phone: 317-810-1000 www.dormakaba.com

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Everlock, Inc. Phone: 562-666-6066 www.everlockus.com

FJM Security Products Phone: 800-654-1786 Fax: 206-350-1186 www.fjmsecurity.com

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Framon Manufacturing Company Inc. Phone: 989-354-5623 Fax: 989-354-4238 www.framon.com

Gardall Safe Phone: 315-432-9115 Fax: 315-434-9422 www.gardall.com

General Lock Phone: 858-974-5220 Fax: 858-974-5297 www.generallock.com

Global Tecspro, Ltd. Phone: 86 152 2033 2799 www.gtl.tw

Guru Lock Network Phone: 888-560-9947 Fax: 866-684-5559 www.gurulock.com

Hollon Safe Phone: 888-455-2337 Fax: 866-408-7303 www.hollonsafe.com

HPC/Hudson Lock Phone: 800-323-3295 Fax: 978-562-9859 www.hudsonlock.com

ICK Product Phone: 604-285-0387 www.ickproduct.com

IKEYLESS LLC. Phone: 502-442-2380 www.ikeyless.com

Inkas Safe Manufacturing Phone: 416-744-3322 Fax: 416-744-3535 www.inkas.ca

Instafob - Key Fob Copy Solutions Phone: 619-552-2211 www.instafob.com

International Key Supply Phone: 631-433-3932 internationalkeysupply.com

Jet Hardware Mfg. Co. Phone: 718-257-9600 Fax: 718-257-0973 www.jetkeys.com

JMA USA Phone: 817-385-0515 Fax: 817-701-2365 www.jmausa.com

KABA ILCO Corp. Phone: 252-446-3321 Fax: 252-446-4702 www.kaba-ilco.com

Kenstan Fixture Services USA, LLC Phone: 855-342-3132 Fax: 516-612-010 www.kenstanfixtureservices.com

KEY-BAK/West Coast Chain Mfg Phone: 909-923-7800 Fax: 909-923-0024 www.keybak.com Keyline USA Phone: 800-891-2118 Fax: 216-803-0202 www.bianchi1770usa.com

Keydiy USA, Inc. Phone: 407-608-4288 www.keydiy.com

Keyincode, LLC Phone: 978-207-0269 https://keyincode.com

Klassy Keys Corp Phone: 888-844-5397 Fax: 800-610-6670 www.klassykeys.com

KSP-Killeen Security Products Phone: 800-577-5397 Fax: 508-753-2183 www.iccore.com

Kustom Key, Inc. Phone: 800-537-5397 Fax: 800-235-4728 www.kustomkey.com

LAB Security Phone: 800-243-8242 Fax: 860-583-7838 www.labpins.com

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Lock Labs, Inc. Phone: 855-562-5522 www.locklabs.com

Lock Net LLC Phone: 800-887-4307 Fax: 877-887-4958 www.locknet.com

LockPicks.Com By BROCKHAGE Phone: 408-437-0505 Fax: 408-516-0505 www.lockpicks.com

Locksmith.CZ Phone: 420-604-226550 www.locksmith.cz

Lucky Line Products, Inc. Phone: 858-549-6699 Fax: 858-549-0949 www.luckyline.com

MARKS, USA Phone: 516-225-5400 Fax: 516-225-6136 www.marksusa.com

Master Lock Company LLC Phone: 800-558-5528 Fax: 414-444-0322 www.masterlock.com Medeco Security Locks

Phone: 540-380-5000 Fax: 540-380-1768 www.medeco.com

National Auto Lock Service Inc. Phone: 650-875-0125 Fax: 650-875-0123 www.laserkey.com

Oasis Scientific, inc. Phone: 864-469-0919 www.oasisscientific.com

OBDStar Techology Company, Ltd. Phone: 86-755-86707161 www.obdstar.com

Olympus Lock Inc. Phone: 206-362-3290 Fax: 206-362-3569 www.olympus-lock.com

Pacific Lock Company Phone: 888-562-5565 Fax: 661-294-3097 www.paclock.com

PDO Manufacturing Phone: 717-656-5355 Fax: 717-656-6892 www.pdqlocks.com

Philadelphia Hardware Group Phone: 858-642-0450 Fax: 858-642-0454 philihardware.com

Premier Lock Phone: 908-964-3427 Fax: 877-600-4747 www.griptighttools.com

RemoteLock Pro Phone: 877-254-5625 www.remotelockpro.com

Sargent and Greenleaf, Inc. Phone: 859-885-9411 Fax: 859-885-3063 www.sargentandgreenleaf.com

SECO-LARM USA INC. Phone: 949-261-2999 Fax: 949-261-7326 www.seco-larm.com

SecuRam Systems, Inc. Phone: 805-988-8088 www.securamsys.com

Secure- T- Agency (STA) Phone: 514-963-3701 Fax: 514-447-1024 www.secure-t.ca

Securitech Group Inc. Phone: 718-392-9000 Fax: 718-392-8944 www.securitech.com

Security Door Controls Phone: 805-494-0622 Fax: 866-611-4784 www.sdcsecurity.com

Select Hinges Phone: 269-910-1988 Fax: 269-323-3815 www.selecthinges.com Stanley Security Solutions Inc.

Phone: 317-572-1934 Fax: 317-578-4909 www.stanleysecuritysolutions.com

STRATTEC Security Corp. Phone: 414-247-3333 Fax: 414-247-3564 http://aftermarket.strattec.com

The Diagnostic Box Phone: 407-375-0333 www.thediagnosticbox.com

Vanderbilt Industries Phone: 973-316-3900 Fax: 973-316-3999 www.vanderbiltindustries.com

WFE Technology Corp - WAFERLOCK Phone: 866-422-300362 www.waferlock.com

Xhorse USA, Inc. Phone: 407-608-4288 www.xhorse.com

SERVICE ORGANIZATIONS

A-Rein, LLC Phone: 702-545-5605 omgate.a-rein.com

Academy Locksmiths, Inc. Phone: 714-701-1300 Fax: 714-701-1325 www.academylocksmiths.com

ASSA Technical Services Inc. Phone: 724-969-2595 www.assatechnicalservicesinc.com

FieldEdge, formerly deSCO Phone: 888-614-0184 www.fieldedge.com

Instafob - Key Fob Copy Solutions Phone: 619-552-2211 www.instafob.com

Lang Labs Inc. Phone: 780-978-1309 www.langlabs.ca

SearchKings Phone: 888-335-4647 www.searchkings.com

Westlake Lab Works Phone: 952-745-4105 Fax: 952-475-3579

Workiz Inc. Phone: 855-790-7363 www.workiz.com

FOR SALE

FOR SALE

Antique scale and safe collection for sale. All or part. Located in Ocala, FL. contact Irving 305-588-9662. <10/20>

Locksmith Business for Sale

24-year Locksmith Business For Sale (everything behind the counter) – put the following number in the search bar at eBay: 254412354519 for details. \$70k worth for \$13k due to retiring and health. Email ffc.jcv@att.net for questions. <09/20>

Great Business Opportunity!

A-1-A Preston's Lock Shop has been in business for over 43 years. Located in downtown Atwater, CA, this family-owned locksmith was originally started out of a garage in January 1977. The Shop officially opened in Atwater in 1981. In 2002, the current owners, which are husband and wife, continued the family business and are both licensed locksmiths. A-1-A provides services for Residential, Commercial and Automotive. They offer in-house lock services and full mobile service! They provide services to Merced County and surrounding areas. The Shop sells keys, locks, safes, handles special orders, programs transponder keys, reflashes ECUs, and many other products and services. This is a well-established business in a great location and is an amazing business opportunity! This thriving 43+ year business is active and will remain open during the sale. Current owners are willing to stay on during transition to new owners. Turnkey business includes building, complete inventory, key machines, two vans and programmers. Contact Kelly Hasko at (209) 495-1263 or kellyhasko@gmail.com. <09/20>

IN SEARCH OF

Looking for an ad that appeared in the Locksmith Ledger circa late 1940s-1956 for a Best model B spring powered bell exit alarm or a Detex equivalent. Ad stated "now you can legally lock fire doors!" Need it for article I'm writing.

I'm also looking for Locksmith Ledgers from 1949-1956 and 45-46. Preferably full years of each. Call or email Tony at aew59@juno.com or 201-965-7146 <11/20>

Classified Advertising Policy

Classified advertising space is provided free of charge to ALOA members and for a fee of \$3 per word with a \$100 minimum for nonmembers. Classified ads may be used to advertise used merchandise and overstocked items for sale, "wanted to buy" items, business opportunities, employment opportunities/positions wanted and the like. Members or nonmembers wishing to advertise services or new merchandise for sale may purchase a "Commercial Classified Ad" for a fee of \$4 per word with a minimum of \$100.

Each ad will run for three consecutive issues. For blind boxes, there is a \$10 charge for members and nonmembers. All ads must be submitted in a word document format and emails to adsales@aloa. org by the 15th of the month two months prior to issue date. ALOA reserves the right to refuse any classified advertisement that it deems inappropriate according to the stated purpose of the classified advertising section.





We have the perfect audience ready and waiting — all you have to do is reach out to them.

KEYNOTES

Visit www.keynotesads.com or email adsales@aloa.org for details

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Autel	page 11	www.autel.com	(855) 288-3587
Big Red	page 37	www.bigredsafelocks.com	(877) 423-8073
Bullseye S.D. Locks	page 37	www.bullseyesdlocks.com	(800) 364-4899
ClearStar Security Network	page 59	www.clearstar.com	(360) 379-2494
Dugmore & Duncan	page 13	www.Dugmore.com	(888) 658-3846
Framon	page 21	www.framon.com	(989) 354-5623
Hollon Safe	page 1	www.hollonsafe.com	(888) 455-2337
Jet Hardware Mfg. Co.	page 7, back cover	www.jetkeys.com	(718) 257-9600
KABA ILCO	page 27	www.adusa.us/smartpro	
ScopePlus Labs	page 37	www.scopelab.us	(386) 427-2462
Security Door Controls	page 17	www.sdcsecurity.com	(800) 413-8783
Security Lock Distributors	inside front cover	www.seclock.com	(800) 847-5625
Southern Lock & Supply	page 25	www.southernlock.com	
Turn 10 Wholesale	page 3	www.turnten.com	(800) 848-9790
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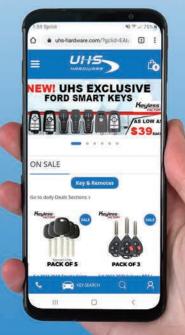
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