

CHICAGO RIVET & MACHINE CO

Form DEF 14A

March 29, 2010

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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549  
SCHEDULE 14A**

**Proxy Statement Pursuant to Section 14(a) of the Securities  
Exchange Act of 1934 (Amendment No.    )**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
  
- CONFIDENTIAL, FOR USE OF THE COMMISSION ONLY (AS PERMITTED BY RULE 14a-6(e)(2))
  
- Definitive Proxy Statement
  
- Definitive Additional Materials
  
- Soliciting Material Pursuant to Section 240.14a-12

**Chicago Rivet & Machine Co.**

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (check the appropriate box):

- No fee required.
  
- Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11.
  - 1) Title of each class of securities to which transaction applies:
  
  - 2) Aggregate number of securities to which transaction applies:
  
  - 3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):
  
  - 4) Proposed maximum aggregate value of transaction:
  
  - 5) Total fee paid:
  
- Fee paid previously with preliminary materials.
  
- Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.
  - 1) Amount Previously Paid:
  
  - 2) Form, Schedule or Registration Statement No.:

3) Filing Party:

4) Date Filed:

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**CHICAGO RIVET & MACHINE CO.  
P.O. BOX 3061  
901 FRONTENAC ROAD  
NAPERVILLE, ILLINOIS 60566**

**NOTICE OF ANNUAL MEETING OF SHAREHOLDERS  
To Be Held May 11, 2010**

To the Shareholders of  
Chicago Rivet & Machine Co.

Notice is hereby given that the Annual Meeting of Shareholders of CHICAGO RIVET & MACHINE CO., an Illinois corporation (the Company), will be held at the Company's principal offices, 901 Frontenac Road, Naperville, Illinois, on Tuesday, May 11, 2010 at 10:00 A.M., Chicago time, for the following purposes:

1. To elect a Board of seven directors, to serve until the next Annual Meeting of Shareholders and until their successors are elected and shall qualify;
2. To ratify the selection of Grant Thornton LLP as the Company's independent registered public accounting firm for 2010; and
3. To consider and act upon such other matters as may properly come before the meeting.

Shareholders of record at the close of business on March 22, 2010 will be entitled to notice of and to vote at this Annual Meeting and at any adjournments or postponements thereof.

A copy of the Annual Report of the Company for the year ended December 31, 2009, which contains financial statements, is enclosed.

You are requested to sign, date and return the accompanying proxy card in the enclosed envelope, whether or not you expect to attend the meeting in person.

Your cooperation is respectfully solicited and appreciated.

By order of the Board of Directors

Kimberly A. Kirhofer, *Secretary*

Naperville, Illinois  
March 29, 2010

**YOUR VOTE IS IMPORTANT. WHETHER OR NOT YOU PLAN TO ATTEND THE MEETING IN PERSON, WE REQUEST THAT YOU EXECUTE AND RETURN THE ENCLOSED PROXY PROMPTLY.**

**IMPORTANT NOTICE REGARDING THE AVAILABILITY OF PROXY MATERIALS FOR THE ANNUAL MEETING OF SHAREHOLDERS TO BE HELD ON MAY 11, 2010:**

This proxy statement and the accompanying annual report are available at [www.chicagorivet.com/proxy2010.html](http://www.chicagorivet.com/proxy2010.html). Among other things, the proxy statement contains information regarding:

the date, time, and location of the meeting;

a list of the matters being submitted to the Shareholders; and

information concerning voting in person.

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**CHICAGO RIVET & MACHINE CO.  
P.O. Box 3061  
901 Frontenac Road  
Naperville, Illinois 60566**

**PROXY STATEMENT**

**ANNUAL MEETING OF SHAREHOLDERS  
May 11, 2010**

This Proxy Statement is furnished to the holders of common stock, \$1.00 par value per share ( Common Stock ), of Chicago Rivet & Machine Co., an Illinois corporation (the Company ). Proxies are being solicited on behalf of the Board of Directors of the Company to be used at the Annual Meeting of Shareholders (the Annual Meeting ) to be held on Tuesday, May 11, 2010 at the Company s principal offices, 901 Frontenac Road, Naperville, Illinois, at 10:00 A.M., Chicago time, and at any adjournments or postponements thereof, for the purposes set forth in the accompanying Notice of Annual Meeting of Shareholders (the Notice ). The Company s Annual Report to Shareholders for the year ended December 31, 2009, including financial statements, this Proxy Statement, the Notice and the attached form of proxy are first being mailed to shareholders on or about March 29, 2010.

Each shareholder of record at the close of business on March 22, 2010, the record date stated in the Notice, is entitled to vote at the meeting and at any adjournments or postponements thereof. On the record date, there were outstanding 966,132 shares of Common Stock, each entitled to one vote. No other shares of the Company of any other class were outstanding.

A majority of the outstanding shares of Common Stock of the Company will constitute a quorum at the Annual Meeting. The affirmative vote of a majority of the shares present in person or by proxy and entitled to vote at the Annual Meeting is required for the election of directors, for the ratification of Grant Thornton LLP as the Company s independent registered public accounting firm for 2010 and the approval of other matters that may properly come before the Annual Meeting. Abstentions and withheld votes are counted for purposes of determining the presence or absence of a quorum. Abstentions and withheld votes are counted as votes against a proposal. If a shareholder does not inform his or her broker as to how the shareholder s shares are to be voted, the broker may not exercise its discretion in voting on the election of directors. Such a vote will be labeled a broker non-vote, and will be counted for purposes of establishing a quorum, but will have no effect on the election of directors. In the ratification of Grant Thornton LLP as the Company s independent registered public accounting firm, if a shareholder does not inform his or her broker as to how the shareholder s shares are to be voted, the broker may exercise its discretion in voting on such matter.

Any shareholder giving a proxy has the power to revoke it at any time prior to the exercise thereof by executing and delivering to the Secretary of the Company at the above address a subsequent proxy or a written notice of revocation of the proxy, or by attending the Annual Meeting and voting in person. In

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the absence of any contrary written direction in the proxy, each proxy will be voted for the election of the nominees for director named in this proxy statement and for the ratification of Grant Thornton LLP as the Company's independent registered public accounting firm for 2010.

Proxies will be solicited by mail and may also be solicited by personal interview, telephone and facsimile. Solicitation will be made on a part-time basis by directors and officers of the Company and by other managerial employees, who will receive no compensation therefor other than their regular salary. The Company will arrange for brokerage houses, nominees and other custodians holding Common Stock of record to forward proxy soliciting material to the beneficial owners of such shares, and will reimburse such record owners for the reasonable out-of-pocket expenses incurred by them. The cost of the solicitation of proxies will be borne by the Company.

The Board of Directors of the Company does not intend to bring any matters before the Annual Meeting except those indicated in the Notice and does not know of any matter which anyone else may properly present for action at the Annual Meeting. If any other matters properly come before the Annual Meeting, however, the persons named in the enclosed proxy, or their duly constituted substitutes acting at the Annual Meeting, will be authorized to vote or otherwise act thereon in accordance with their best judgment on such matters.

**PRINCIPAL SHAREHOLDERS**

The persons listed in the table below are known by the Company to be beneficial owners of more than five percent of the Company's outstanding Common Stock.

<b>Name and Address</b>	<b>Number of Shares Beneficially Owned as of January 31, 2010</b>	<b>Percent of Class(1)</b>
John A. Morrissey and Walter W. Morrissey One Oakbrook Terrace, Suite 802 Oakbrook Terrace, Illinois 60181	174,566(2)	18.1%
Poul Erik Madsen and Carol Lee Madsen 16108 6th Street East Redington Beach, Florida 33708	89,858(3)	9.3%
Dimensional Fund Advisors LP 6300 Bee Cave Road Austin, Texas 78746	79,543(4)	8.2%
Advisory Research, Inc. 180 N. Stetson Street, Suite 5500 Chicago, Illinois 60601	65,700(5)	6.8%

(1) The percent of class figures in this table and throughout this proxy statement are based upon the number of outstanding shares of the Company as of January 31, 2010 (966,132).



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- (2) John A. Morrissey and Walter W. Morrissey may be deemed to constitute a group within the meaning of Section 13(d)(3) of the Securities Exchange Act of 1934, as amended, and each may be deemed therefore to be the beneficial owner of the shares beneficially owned by the other. As of January 31, 2010, John A. Morrissey beneficially owned 90,446 shares (9.4%) with sole voting and investment power. As of January 31, 2010, Walter W. Morrissey beneficially owned 84,120 shares (8.7%) with sole voting and investment power. The group consisting of John A. Morrissey and Walter W. Morrissey may be deemed to be a beneficial owner of a total of 174,566 shares (18.1%).
- (3) Poul Erik Madsen filed a Schedule 13D with the Securities and Exchange Commission on October 24, 2007 reporting beneficial ownership of 89,858 shares of common stock. Mr. Madsen's Schedule 13D stated that 49,011 shares are held in Revocable Trust Agreement of Poul Erik Madsen dated February 14, 2006 and 40,847 are held in Revocable Trust Agreement of Carol Madsen dated February 14, 2006. Mr. Madsen's Schedule 13D also stated that the entire voting power and power to assign, transfer, dispose or otherwise deal with the 89,858 shares of stock is vested in Mr. Madsen solely.

Based on the list of Non-Objecting Beneficial Owners as of the record date obtained by the Company, Poul Erik Madsen owns 10,500 shares while Carol Lee Madsen owns 41,500 shares, as of March 22, 2010.

- (4) Dimensional Fund Advisors LP ( Dimensional ) filed a Schedule 13G with the Securities and Exchange Commission on February 8, 2010 in which it reported that it beneficially owned 79,543 shares of common stock as of December 31, 2009. Dimensional, an investment advisor registered under Section 203 of the Investment Advisors Act of 1940, stated in its Schedule 13G that it furnishes investment advice to four investment companies registered under the Investment Company Act of 1940 and serves as investment manager to certain other commingled group trusts and separate accounts (collectively, the Funds ). Dimensional reported in its Schedule 13G that, in its role as investment advisor or manager, it does not possess investment and/or voting power over the shares of common stock that are owned by the Funds, and may be deemed to be the beneficial owner of such shares. Dimensional further stated that all shares of common stock reported in its Schedule 13G are owned by the Funds and disclaimed beneficial ownership of all such shares.
- (5) Advisory Research Inc. ( ARI ) filed a Schedule 13G with the Securities and Exchange Commission on February 12, 2010 in which it reported that it beneficially owned 65,700 shares of common stock on December 31, 2009. The Schedule 13G reported that ARI has sole voting and dispositive power with respect to such shares.

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**ELECTION OF DIRECTORS**

A Board of seven directors is to be elected at the Annual Meeting, to serve until the next Annual Meeting and until their successors shall have been elected and shall qualify. The Board of Directors believes that the persons named will be available, but, if any nominee is unable or unwilling to serve as director, the proxies will be voted for another individual to be selected by the Board of Directors.

In the election of directors, voting rights are cumulative, which means that each shareholder is entitled to as many votes as are equal to the number of his or her shares multiplied by the number of directors to be elected (seven). Each shareholder may cast all of such votes for one nominee or may distribute them among two or more nominees in his or her discretion. In the absence of any contrary written direction in the proxy, the proxy will confer discretionary authority on the persons named therein as representatives to cumulate votes selectively among the nominees in the manner just described.

The Nominating Committee recommended and the Board of Directors selected the nominees for director named in this proxy statement. All nominees are currently directors of the Company. When considering whether the nominees have the experience, qualifications, attributes and skills to serve as a director of the Company, the Nominating Committee and the Board of Directors focused primarily on the biographical information set forth in the table below. In particular with regard to Mr. John A. Morrissey, the Board of Directors considered his many years of experience with the Company, his knowledge of the industry and his outside business experience, which provides a breadth of knowledge related to both the financial and operational issues across a spectrum of business types. With regard to Mr. Walter A. Morrissey, the Board of Directors considered his many years of service as a director of the Company and his familiarity with the types of legal issues the Company faces from time to time. With regard to Mr. Divane, the Board of Directors considered his years of service as a director of the Company as well as his executive experience managing a large electrical contracting company. With regard to Mr. Bourg, the Board of Directors considered his years of services with the Company in various capacities, his prior experience with another manufacturing concern and the breadth of exposure to other businesses as a result of his experience as a certified public accountant. With regard to Mr. Cooney, the Board of Directors considered his significant management experience and background with respect to accounting and financial matters. He is also knowledgeable about the Company, and its operations, having served on the Board since 2004. With regard to Mr. Chott, the Board of Directors considered his operational, financial and management experience in manufacturing as well as his years of experience as a director of the Company. With respect to Mr. Lynch, the Board of Directors considered his many years of business and legal experience and his formal accounting education. He is also knowledgeable about the Company and its operations as a result of his service as a director of the Company since 2004.

The Board of Directors unanimously recommends that shareholders vote FOR the election of the nominees named in this proxy statement.

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The following table sets forth certain information regarding the Board of Directors, the Board of Directors nominees for director and each executive officer of the Company named in the Summary Compensation Table, including their ages, principal occupations and beneficial ownership of common shares of the Company, and information regarding the beneficial ownership of such shares by all directors and executive officers of the Company as a group:

Name	Age	Principal Occupation	Served as		Number of	Percent
			Director Since	Director Nominee	Shares Beneficially Owned as of January 31, 2010	
John A. Morrissey	74	Chairman of the Board and Chief Executive Officer of the Company; Chief Executive Officer and Director of Algonquin State Bank, N.A.	1968	X	90,446	9.4%(1)
Walter W. Morrissey	67	Attorney at Law	1972	X	84,120	8.7%(2)
William T. Divane, Jr.	67	Chairman of the Board and Chief Executive Officer of Divane Bros. Electric Co.	1999	X	4,000	0.4%(3)
Michael J. Bourg	47	President, Chief Operating Officer and Treasurer of the Company	2006	X	700	0.07%(4)
Kent H. Cooney	59	Chief Financial Officer of Heldon Bay Limited Partnership	2004	X	100	0.01%(5)
Edward L. Chott	74	Chairman of the Board of The Broaster Co.	2000	X		(6)
George P. Lynch	77	Attorney at Law	2004	X		(7)
All directors and executive officers as a group					179,366	18.6%

(1) Mr. John A. Morrissey has been Chairman of the Board of the Company since 1979 and Chief Executive Officer since 1981. He has been a director of Algonquin State Bank, N.A. for more than five years and was President for more than five years before being named Chief Executive Officer in 2009. He is President and a director of First Algonquin Company (a bank holding company). He is a brother of Director Walter W. Morrissey. All of the shares listed above as beneficially owned by Mr. John A. Morrissey are beneficially owned by him with sole voting and investment power. The foregoing amount does not include shares directly owned by Walter W. Morrissey in his individual capacity. See Principal Shareholders.

(2)

Mr. Walter W. Morrissey has been a partner in the law firm of Morrissey & Robinson for more than five years. Mr. Walter W. Morrissey is a director of First Algonquin Company and a director of Algonquin State Bank, N.A. He is a brother of Director John A. Morrissey. All of the shares listed above as beneficially owned by Mr. Walter W. Morrissey are beneficially owned by him with sole

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voting and investment power. The foregoing amount does not include shares directly owned by John A. Morrissey in his individual capacity. See Principal Shareholders.

- (3) Mr. Divane has been Chairman of the Board of Directors and Chief Executive Officer of Divane Bros. Electric Co. (an electrical contractor) for more than five years. All of the shares listed as beneficially owned by him are owned with sole voting and investment power.
- (4) Mr. Bourg has been President, Chief Operating Officer and Treasurer of the Company since May 2006. Prior to that, he was Executive Vice President of the Company from February 2006 until May 2006 and Vice President Finance of the Company from November 2005 until February 2006. Prior to that, he was Controller of the Company for more than five years. All of the shares listed as held by Mr. Bourg are beneficially owned by him in joint tenancy with his wife, with shared voting and investment power.
- (5) Mr. Cooney has been Chief Financial Officer of Heldon Bay Limited Partnership (a closely held private investment partnership) for more than five years.
- (6) Mr. Chott has been Chairman of the Board of The Broaster Co. (a restaurant equipment manufacturer and food distributor) for more than five years.
- (7) Mr. Lynch has been an attorney in private practice for more than five years. He is also a member of the Board of Directors of Algonquin State Bank, N.A.

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**ADDITIONAL INFORMATION CONCERNING THE BOARD  
OF DIRECTORS AND COMMITTEES**

The Board of Directors has determined that Edward L. Chott, Kent H. Cooney, William T. Divane, Jr. and George P. Lynch are independent directors under the rules of the NYSE Amex.

The Board of Directors of the Company held a total of four meetings during 2009.

The Board of Directors has appointed an Audit Committee, which presently consists of Directors Edward L. Chott, Kent H. Cooney and William T. Divane, Jr., each of whom is an independent director under the rules of the NYSE Amex applicable to audit committee members. The Audit Committee is a separately designated committee established in accordance with Section 3(a)(58)(A) of the Securities Exchange Act of 1934, as amended. The Board of Directors has determined that each member of the Audit Committee is able to read and understand fundamental financial statements and that Mr. Cooney is qualified as an audit committee financial expert, as defined by the Securities and Exchange Commission pursuant to the Sarbanes-Oxley Act of 2002. Member Kent H. Cooney's background as described in footnote 5 on page 6 of this proxy statement, along with his training and experience as a CPA and former partner with the public accounting firm of McGladrey & Pullen LLP, provide the basis for this determination. The Audit Committee met four times during 2009. The duties of the Audit Committee include selecting the Company's independent auditor, reviewing the arrangements and scope of the independent auditor's examination, reviewing internal accounting procedures and controls, and reviewing the independence of the auditor in regard to the Company and its management. The Board of Directors has adopted a written charter for the Audit Committee, a copy of which is located on the Company's website: [www.chicagorivet.com](http://www.chicagorivet.com).

The Board of Directors has also appointed a Compensation Committee, which presently consists of Directors Edward L. Chott, William T. Divane, Jr. and George P. Lynch, each of whom is an independent director under the rules of the NYSE Amex. The duties of the Compensation Committee include considering and recommending to the Board of Directors the compensation and benefits of all officers of the Company. The Committee is solely responsible for developing its recommendations to the Board but the Committee may, in its discretion, solicit information from management of the Company. The Committee may create sub-committees, consisting of a minimum of two members of the Committee and may delegate authority to those sub-committees. The Compensation Committee met three times during 2009. The Board of Directors has adopted a written charter for the Compensation Committee, a copy of which is located on the Company's website: [www.chicagorivet.com](http://www.chicagorivet.com).

Director compensation for non-employee directors is determined by the Board of Directors, and the current director fees have been in effect since 2004.

The Board of Directors has also appointed an Executive Committee, which presently consists of Directors Michael J. Bourg, John A. Morrissey and Walter W. Morrissey. Under the by-laws of the Company and the resolution of the Board of Directors appointing the Executive Committee, the Executive Committee has all of the authority of the Board of Directors in the management of the Company, except as otherwise required by law. The Executive Committee met eleven times during 2009.

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The Board of Directors has also appointed a Nominating Committee, which presently consists of Directors Edward L. Chott, William T. Divane, Jr. and George P. Lynch, each of whom is an independent director under the rules of the NYSE Amex. The duties of the Nominating Committee include identifying individuals qualified to serve as directors of the Company and recommending to the Board of Directors nominees for the board and members of board committees. The Nominating Committee met twice in 2009. The Board of Directors has adopted a written charter for the Nominating Committee, a copy of which is located on the Company's website: [www.chicagorivet.com](http://www.chicagorivet.com).

The Nominating Committee will consider director candidates recommended by shareholders. In considering candidates submitted by shareholders, the Nominating Committee will take into consideration the needs of the Board and the qualifications of the candidate. The Nominating Committee may also take into consideration the number of shares held by the recommending shareholder and the length of time that such shares have been held. To have a candidate considered by the Nominating Committee, a shareholder must submit the recommendation in writing and must include the following information:

The name of the shareholder and evidence of the person's ownership of Company stock, including the number of shares owned and the length of time of ownership; and

The name of the candidate, the candidate's resume or a listing of his or her qualifications to be a director of the Company and the person's consent to be named as a director if selected by the Nominating Committee and nominated by the Board.

The shareholder recommendation and information described above must be sent to the Corporate Secretary at 901 Frontenac Road, Naperville, IL 60563 and must be received by the Corporate Secretary not less than 120 days prior to the anniversary date of the mailing of the Company's proxy statement in connection with the previous year's annual meeting of shareholders.

The Nominating Committee believes that the minimum qualifications for serving as a director of the Company are that a nominee demonstrate, by significant accomplishment in his or her field, an ability to make a meaningful contribution to the Board's oversight of the business and affairs of the Company and have an impeccable record and reputation for honest and ethical conduct in both his or her professional and personal activities. In addition, the Nominating Committee examines a candidate's specific experiences and skills, time availability in light of other commitments, potential conflicts of interest and independence from management and the Company. The Nominating Committee also seeks to have the Board represent a diversity of backgrounds and experience.

The Nominating Committee identifies potential nominees by asking current directors and executive officers to notify the Committee if they become aware of persons, meeting the criteria described above, who have had a change in circumstances that might make them available to serve on the Board, including business and civic leaders in the communities in which the Company's facilities are located. The Nominating Committee also, from time to time, may engage firms that specialize in identifying director candidates. As described above, the Committee will also consider candidates recommended by shareholders.

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Once a person has been identified by the Nominating Committee as a potential candidate, the Committee may collect and review publicly available information regarding the person to assess whether the person should be considered further. If the Nominating Committee determines that the candidate warrants further consideration, the Chairman or another member of the Committee contacts the person. Generally, if the person expresses a willingness to be considered and to serve on the Board, the Nominating Committee requests information from the candidate, reviews the person's accomplishments and qualifications and conducts one or more interviews with the candidate. Committee members may contact one or more references provided by the candidate or may contact other members of the business community or other persons that may have greater first-hand knowledge of the candidate's qualifications. The Committee's evaluation process does not vary based on whether or not a candidate is recommended by a shareholder.

It is Company policy that each of our directors attends the Annual Meeting. All of our directors were in attendance at the 2009 Annual Meeting.

## **Board Leadership Structure and Risk Management**

John A. Morrissey has served as Chairman of the Board of Directors since 1979 and as the Company's Chief Executive Officer since 1981. The Board of Directors believes that Mr. Morrissey's combined role of Chairman and Chief Executive Officer furthers development and execution of the Company's strategy, facilitates information flow between management and the Board of Directors and promotes efficiency given the size of the Company and its operations. While the Board of Directors does not have a lead independent director, the four independent directors on the Board of Directors meet separately regularly and rotate responsibility for chairing these separate sessions of the independent directors.

The Audit Committee is primarily responsible for overseeing the Company's risk management process on behalf of the Board of Directors. The Audit Committee periodically meets with the Company's senior management to review the Company's major financial risk exposures and the steps management has taken to monitor and control such exposures. The Audit Committee reports regularly to the full Board of Directors, which also considers the Company's risk profile. While the Audit Committee and the full Board of Directors oversee the Company's risk management, the Company's management is responsible for the implementation of the Company's risk management guidelines and policies and the Company's day-to-day risk management process.

## **Shareholder Communications with Directors**

The Board has established a process to receive communications from shareholders. Shareholders may contact any member (or all members) of the Board or the non-management directors as a group, any Board committee or any chair of any such committee by mail. To communicate with the Board of Directors, correspondence should be addressed to the Board of Directors or any such individual director or group or committee of directors by either name or title. All such correspondence should be sent c/o Corporate Secretary at 901 Frontenac Road, Naperville, IL 60563.



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With the exception of material that is in the nature of advertising, promotions of a product or service, or patently offensive material as determined by the Corporate Secretary, all communications received as set forth in the preceding paragraph will be forwarded promptly to the addressee. In the case of communications to the Board or any group or committee of directors, the Corporate Secretary will make sufficient copies of the contents to send to each director who is a member of the group or committee to which the envelope is addressed.

**Policy Regarding Related Person Transactions**

The Audit Committee has adopted a policy regarding related person transactions. For the purposes of this policy, a Related Person Transaction is a transaction, arrangement, or relationship in which the Company was, is, or will be a participant and the amount involved exceeds \$120,000, and in which any Related Person had, has, or will have a direct or indirect material interest. A Related Person means: (i) any person who is, or at any time since the beginning of the Company's last fiscal year was, a director or executive officer of the Company or a nominee to become a director of the Company; (ii) any person who is known to be the beneficial owner of more than 5% of the Company's common stock; (iii) any immediate family member of any of the foregoing persons; and (iv) any firm, corporation, or other entity in which any of the foregoing persons is employed or is a general partner or principal or in a similar position or in which such person has a 5% or greater beneficial ownership interest. Any Related Person Transaction, identified as such prior to consummation, shall be consummated or amended only if approved in accordance with the policy.

The Secretary, in concert with the Chief Operating Officer, will assess whether the proposed transaction is a Related Person Transaction for purposes of the policy. If it is determined that the proposed transaction is a Related Person Transaction, the proposed transaction shall be submitted to the Audit Committee for consideration at the next committee meeting or, in those instances in which the Secretary, in consultation with the Chief Operating Officer, determines that it is not practicable or desirable for the Company to wait until the next Audit Committee meeting, to the chairman of the Audit Committee (who has been delegated authority to act between committee meetings). The Audit Committee, or where submitted to the chairman of the Audit Committee, the chairman, shall consider all of the relevant facts and circumstances available to the committee or the chairman, including (if applicable) but not limited to: (i) the benefits to the Company; (ii) the impact on a director's independence in the event the Related Person is a director, an immediate family member of a director, or an entity in which a director is a partner, shareholder, or executive officer; (iii) the availability of other suppliers or customers for comparable products or services; (iv) the terms of the transaction; and (v) the terms available to unrelated third parties or to employees generally. The Audit Committee (or the chairman) shall approve only those Related Person Transactions that are in, or are not inconsistent with, the best interests of the Company and its shareholders, as the committee (or the chairman) determines in good faith.

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At the Audit Committee's first meeting of each fiscal year, the committee shall review any previously approved Related Person Transactions that remain ongoing and have a remaining term or remaining amounts payable to or receivable from the Company. Based on all relevant facts and circumstances, taking into consideration the Company's contractual obligations, the committee shall determine if it is in, or not inconsistent with, the best interests of the Company and its shareholders to continue, modify, or terminate the Related Person Transaction. The policy also contains procedures to ratify Related Party Transaction not previously approved in accordance with the policy.

**SECTION 16(a) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE**

Section 16(a) of the Securities Exchange Act of 1934 requires that the Company's directors, executive officers and persons who own more than 10% of the Company's Common Stock file reports of ownership and changes in ownership with the Securities and Exchange Commission. Such persons are also required to furnish the Company with copies of all Section 16(a) forms they file. Based solely on the Company's review of copies of such forms, the Company is not aware that any of its directors, executive officers or 10% shareholders failed to comply with the filing requirements of Section 16(a) during the period commencing January 1, 2009 and ending December 31, 2009.

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**COMPENSATION OF DIRECTORS AND EXECUTIVE OFFICERS**

**REPORT OF COMPENSATION COMMITTEE ON  
EXECUTIVE COMPENSATION**

The Compensation Committee has reviewed and discussed with management the Company's Compensation Discussion and Analysis contained in this Proxy Statement and has recommended to the Board of Directors that the Compensation Discussion and Analysis be included in this proxy statement. This report is submitted on behalf of the members of the Compensation Committee:

Edward L. Chott  
William T. Divane, Jr.  
George P. Lynch

**Summary Compensation Table**

The Summary Compensation Table below includes individual compensation information regarding compensation paid by the Company with respect to the fiscal year ended December 31, 2009 to all executive officers of the Company whose salary and bonus exceed \$100,000.

The Company does not provide stock awards, option awards, other long-term incentive plan awards or defined benefit pension or non-qualified deferred compensation to its executive officers.

**Compensation Discussion and Analysis**

The Company is a leader in the fastener industry manufacturing rivets, standard and specialty cold-formed fasteners, screw machine products and automated assembly equipment, primarily for the automotive industry. The fastener industry is characterized by intense competition for customers, market share and executive talent. The objective of the Executive Compensation Program of the Company (the Program) is to align compensation with business objectives and performance to enable the Company to attract, retain, and reward key executives whose contributions are critical to ensuring the long-term success of the Company and increasing profitability, thereby enhancing shareholder value. The following principles guided compensation decisions for key executives of the Company: compensation opportunity is related to performance; compensation decisions are designed to achieve financial objectives, build shareholder value and reward individual and corporate performance; compensation is competitive and equitable; and the proportion of total pay that is at risk against individual and Company performance objectives increases with the more senior positions.

We believe that these objectives are attainable through a compensation package that contains two key elements of compensation: base salary and cash bonuses.

Base salaries for executives are established based upon the executive's qualifications and experience, scope of responsibilities and past performance. Base salaries are reviewed and adjusted from

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time to time after taking into account corporate and individual performance, as well as market levels for positions with similar responsibilities. In setting 2009 base salaries, the Compensation Committee considered, among other things, competitive salary scales, changes in responsibilities and duties, the contributions of each officer toward the long-term growth and profitability of the Company and the economic environment.

Cash bonuses are intended to reward individual contributions to the Company's overall performance during the year and can therefore be highly variable from year to year. Such bonuses are awarded based upon the subjective evaluation by the Board of Directors based upon a recommendation of the Compensation Committee of each executive's contribution towards the Company's overall success. In determining the amount of bonuses for 2009, the Compensation Committee considered, among other things, the Company's operating results and individual contributions related to operational improvements. In view of the Company's operating results, and consistent with the suggestion of the Chairman and the President, the Compensation Committee did not recommend the payment of a cash bonus to the Chairman or the President for the year 2009.

The Chicago Rivet & Machine Co. Profit Sharing Trust (the Employees Trust) is a part of the Chicago Rivet & Machine Co. Profit Sharing Plan (the Plan) established by the Company for the benefit of its employees. Participants eligible to share in Company contributions include all employees of the Company who have completed one year of service with the Company.

The Company makes contributions to the Employees Trust pursuant to a formula based on the Company's annual earnings. The Company may also contribute such other amounts out of current or retained earnings as may be determined by the Board of Directors. The Company's contributions are allocated among eligible participants in proportion to their respective compensation, subject to statutory limitations.

Each participant has a balance in the Employees Trust consisting of his share of Company contributions, amounts forfeited by other participants and investment earnings. Each participant's balance vests over a five-year period, beginning with the second year of employment. Full vesting also occurs, regardless of length of employment, when a participating employee reaches normal retirement age, dies or becomes permanently and totally disabled.

The Plan also contains a 401(k) feature pursuant to which participants may elect to have a portion (up to 60%) of their compensation (but not to exceed the maximum permitted by law) contributed to the Employees Trust in lieu of receiving it in cash. Each eligible employee, for this purpose, becomes a participant following completion of two months of employment. These contributions are always fully vested and nonforfeitable.

Contributions received by the Employees Trust are held by the Trustee and invested in accordance with participants investment directions among certain investment funds established by the administrative committee and sponsored by the Trustee.

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Distributions of a participant's vested balance are made on termination of employment, or later, if the participant so requests, subject to certain limitations. Distributions are made in a lump sum. Participants may request a loan from the Plan of an amount that does not exceed the lesser of 50% of the participant's 401(k) account balance or \$50,000.

Section 162(m) of the Internal Revenue Code of 1986, as amended (the Code), generally disallows a tax deduction to public companies for compensation in excess of \$1 million paid to the Company's CEO or any of the four other most highly compensated executive officers. Certain performance-based compensation, however, is exempt from the deduction limit. Given the amount of compensation paid the CEO and the four other most highly compensated executive officers, the limits on deductibility of Section 162(m) of the Code on the Company's tax return are not applicable to the Company.

**Summary Compensation Table**

<b>Name and Principal Position</b>	<b>Year</b>	<b>Salary</b>	<b>Bonus</b>	<b>All Other Compensation(1)</b>	<b>Total</b>
John A. Morrissey	2009	\$ 238,665			\$ 238,665
Chairman and Chief Executive Officer	2008	\$ 260,044			\$ 260,044
Michael J. Bourg	2009	\$ 196,730		\$ 12,323	\$ 209,053
President, Chief Operating Officer and Treasurer	2008	\$ 194,581		\$ 12,593	\$ 207,174

- (1) Includes premiums on term life insurance of \$1,535 and \$1,650, for 2009 and 2008, respectively and Company contributions to the Employees' Trust of \$2,369 and \$2,594 for 2009 and 2008, respectively. In addition, the amount shown includes the cost to the Company attributable to personal use of a Company-provided automobile.

**Director Compensation Table**

The table below summarizes the compensation paid by the Company to non-employee Directors for the year ended December 31, 2009.

<b>Name</b>	<b>Fees Earned or Paid in Cash</b>	<b>All Other Compensation</b>	<b>Total</b>
Edward L. Chott	\$ 11,650		\$ 11,650
Kent H. Cooney	\$ 11,650		\$ 11,650
William T. Divane, Jr.	\$ 11,650		\$ 11,650
George P. Lynch	\$ 9,000		\$ 9,000
Walter W. Morrissey	\$ 24,100		\$ 24,100

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Directors of the Company who are also officers or employees receive no compensation for their services as directors or as members of any committee of the Board of Directors, apart from their regular compensation for services as such officers or employees. Accordingly, John A. Morrissey, the Company's Chief Executive Officer and Chairman of the Board and Michael J. Bourg, the Company's President, Chief Operating Officer and Treasurer are not included in this table as they receive no compensation for their services as Directors. The compensation received by Messrs. Morrissey and Bourg is shown in the Summary Compensation Table on page 14 of this Proxy Statement.

Each director who is not an officer of the Company receives a director's fee of \$9,000 per year and a \$1,250 fee for attendance at each meeting of the Board of Directors. Each member of the Audit Committee receives a \$350 fee for attendance at each meeting of the Audit Committee. Each member of the Executive Committee who is not an officer of the Company receives an additional fee of \$10,000 per year and a \$350 fee for attendance at each meeting of the Executive Committee. The Company does not provide stock awards, option awards, other long-term incentive plan awards or defined benefit pension or non-qualified deferred compensation to its directors. Due to the unprecedented business conditions that existed in 2009, the directors declined their quarterly attendance fees, effective May 12, 2009.

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**REPORT OF THE AUDIT COMMITTEE**

The Audit Committee of the Board of Directors is composed of Edward L. Chott, Kent H. Cooney and William T. Divane, Jr., each of whom are independent directors as defined by the rules of the NYSE Amex applicable to audit committee members. The Audit Committee operates under a charter approved by the Board of Directors.

Management is responsible for the Company's financial statements and the financial reporting process and has represented to the Audit Committee that the Company's consolidated financial statements were prepared in accordance with accounting principles generally accepted in the United States of America. The independent accountants are responsible for performing an independent audit of the Company's consolidated financial statements in accordance with the standards of the Public Company Accounting Oversight Board (United States) and for issuing a report thereon. The Audit Committee is re