

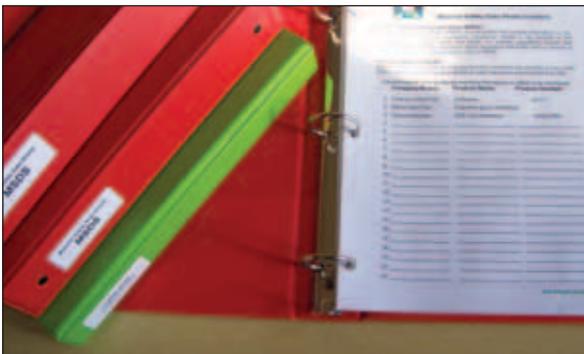


The Iowa Automotive Recyclers NEWS

OCTOBER/NOVEMBER 2011

Safety for Certification

Safety training should not have a beginning and an end, but represent an ongoing effort that continually promotes a safe working environment.



The Iowa Certified Automotive Recyclers Environmental (I-CARE) Program and the ARA Certified Auto Recyclers (CAR) program requires that participating yards conduct occupational safety and health employee training as mandated by federal and state OSHA rules as well as training on the safe use of gas cutting torches, if used at the facility. Additionally, some environmental regulations require employee training be conducted annually and documented to maintain compliance.

Each month a safety topic should be presented to the

staff at the salvage yard to meet the OSHA requirements. A well planned Safety Program would include I-CARE (or other state program) and CAR certification requirements, environmental regulatory compliance and industry specific safety awareness. The Safety topic can then be delivered to facility employees either as a presentation at safety meetings or by passing out copies of printed material to meet the IOSH and OSHA requirements and storm water permits standards. Following each training session an employee training log should be signed by the trainees and the administrator and maintained in the safety training records such as the facility's red MSDS binder.



Safety...continued on page 10



CrashLink™

Integrated Crash Guide

OE interchange

Fast F-key lookup

OE Diagrams

Automatic updates

Pricing calculator

helps value assemblies, interchange and non-interchange parts for collision repair pricing.

859-344-1925
<http://products.Car-Part.com>



Checkmate®

by Car-Part.com

What's new with Checkmate?

- ✓ CrashLink: OE Pricing Calculator, Interchange and Diagrams
- ✓ RealTime Barcoding wirelessly updates Checkmate and Car-Part Pro™ delivery times
- ✓ Integrated OrderTrakker™ software manages your production process.
- ✓ Vehicle and part image processing simplified in Checkmate, Car-Part Pro and eBay®.
- ✓ eBay integration for high volume listings, deletion upon sale and images.
- ✓ Car-Part.com website request data in Bidmate™ helps you buy salvage smarter!
- ✓ Price salvage vehicles using data from Car-Part.com's 6 million part searches per month.

For more info, call 859-344-1925
or visit <http://products.Car-Part.com>



**THE
IOWA
RECYCLER
NEWS**

The Iowa Recycler is published six times per year for the Iowa Automotive Recyclers. None of the material in this publication necessarily reflects the opinion of IAR, it's officers, directors, staff, members or it's Publisher. Statements of fact and opinion are the responsibility of the author alone.

Articles and letters suitable for publication will be published in the next scheduled newsletter as space permits. Material should be sent to the Executive Director, Sue Schauls. Articles may be edited for length.

Throughout this issue, trademarked names are used. Rather than place a trademark symbol in every occurrence of a trademarked name, we state we are using the names only in an editorial fashion, and to the benefit of the trademark owner, with no intention of infringement of the trademark. Mention of trade names, commercial products, or techniques does not constitute endorsement or recommendation for use.

Advertising rates: Contact Publisher for Advertising.

Executive Director

Sue Schauls, Executive Director

Sue Schauls Consulting
2214 Regal Avenue
Waterloo, Iowa 50702
Phone: 319-233-7970
Fax 319-233-7970
Cell: 319-290-7843
Email: Schauls3@mchsi.com

Lobbyist

James Piazza, Jr., Lobbyist

Attorney at Law
2415 Ingersoll Avenue
Des Moines, IA 50312
Phone: 515-243-2080
Fax: 515-288-9477
Email: JamesPiazzaJr@hotmail.com

Newsletter Publisher

IAR retains the services of
R. J. McClellan Inc.
Call any staff member,
Monday through Friday, 9 a.m. – 4 p.m.
Phone 651-458-0089 • Toll Free 877-525-4589
Fax 651-458-012
E-mail: newsletters@rjmc.com
Ron McClellan
President, Advertising Sales
Sheila Cain
Vice President, Creative Director
Ryan McClellan
Layout and Design

IAR's 2011 Board of Directors

Brent Nugent, President

Nugent Auto Sales, Inc.
115 South Clark
Maquoketa, IA 52060
Phone: 563-652-2231
Email: brent@nugentautos.com

Tracy Hurst, Vice President

Hurst Salvage
4019 4th Ave. West
Spencer, IA 51301
Phone: 712-262-3011
Email: hsalvage@ncn.net

Jeff Smid, Secretary

Jeff Smid Auto, Inc.
10330 Highway 65
Iowa Falls, IA 50126
Phone: 641-648-2375
Email: JeffSmid@yahoo.com

Joel McCaw, Treasurer

Ace Auto Recyclers
2752 S Riverside Drive
Iowa City, IA 52246
Phone: 319-338-7828
Fax: 319-337-3234
Email: AceAuto@lowadsl.net

Mike Waterbury,

Immediate Past President

Sandhill Auto Salvage
1981 Hwy. E64
Tama, IA 52339
Phone: 641-484-2057
Email: parts@sandhillautosalvage.com

Jodi Kunde, Special Funds Manager

North End Auto Wrecking
55 W. 32nd Street
Dubuque, IA 52001
Phone: 563-556-0044
Toll Free: 800-545-8885
Fax: 563-556-5097
Email: NorthendWrecking@aol.com

Tom Quandt

Quandt Auto Salvage
18829 Kittyhawk Ave
Carroll, IA 51401
Email: QASinc@qwestoffice.net

Mike Davidson

Don's Auto & Truck Salvage
1500 SE 30th Street
Des Moines, IA 50317
Phone: 515-262-8283
Email: Mike@DonsAutoAndTruckSalvage.com

Brad Osborn

Waterloo Auto Parts
1501 Grandview Ave
Waterloo, IA 50703
Phone: 319-234-5207
Email: Brad@WaterlooAutoParts.com

Eric Piper

Spilman Auto Parts, Inc.
20311 Old Highway 2 P.O. Box 31
Bloomfield, IA 52537
Phone: 641-664-2463
Email: eric@spilmanauto.com

Andy Wilken

Wilken & Sons, Inc.
1157 - 275th Street
Nashua, IA 50658
Phone: 641-435-4077
Email: wilkenauto@yahoo.com

Scott Frank, Legislative Liason

Sam's Riverside Auto & Truck Parts
3900 Vandalia Road
Des Moines, IA 50317
Phone: 515-265-8792
Email: Scott@SamsRiverside.com

Tim Smith

Smith Auto Parts & Sales, Inc.
3205 West Grimes
Fairfield, IA 52556
Phone: 641-472-4200
Email: smithparts@iowatelecom.net

Tom Snyder

Snyder's Auto Body
1526 E. Washington Street
Clarinda, IA 51632
Phone: 712-542-5316
Email: snyder@iowatelecom.net

Mike Swift

Trail's End Auto & Truck Salvage
1600 N.E. 44th Avenue
Des Moines, IA 50313
Phone: 515-265-5696
Email: mike@trailsendauto.com

David Hesmer

Action Auto Parts
100 South 18th Avenue
Marshalltown, IA 50158
Email: david@action-auto-parts.com

Visit our website
www.iowaautorecyclers.com

Iowa Automotive Recyclers

Teleconference IAR Board Meeting Tuesday, July 19, 2011 6:00 P.M.

President Brent Nugent called the meeting to order at 6:05 p.m. Members present were: Brent Nugent, Sue Schauls, Tracy Hurst, Mike Swift, Scott Frank, Brad Osborn, Jodi Kunde, Eric Piper, Tom Quandt, Joel McCaw, and Jeff Smid.

MINUTES: Jodi made a motion to accept the minutes from the June 14th meeting as written with a second from Mike S.; motion carried.

TREASURER'S REPORT: Joel said David Silverburg, formerly with Smith Barney, called him to tell him he is now with Robert W. Baird & Co. Joel has received a packet of information and forms to sign from David to move the fund to Robert W. Baird & Co.

After some discussion Scott made a motion to move the funds from Smith Barney to Robert W. Baird & Co. with a second from Mike S.; motion carried. Sue reported that all bills from the Summer Outing have been paid as well as all earlier bills.

CMARC: Sue stated the speaker agenda and topics are coming together slowly but she's hoping that these will be lined up soon. She emailed the board members a draft registration form which can be used or members can wait for the final registration form. All board members are encouraged to attend CMARC.

PAC FUND: Jodi said the PAC fund looks very good and there is only one bill yet to pay from the Summer Outing auction.

SUMMER OUTING 2012: Sue said she will be working with Brad and the Waterloo Chamber of Commerce to work on finding a venue and setting a date for next year's outing.

WHO'S WHO: Sue reported that she is working on finalizing the advertising and planning to get a final WHO'S WHO out by the end of the summer.

OTHER BUSINESS: President Brent Nugent welcomed the board's newest member, Tom Quandt, and said the board is glad to have him on the IAR board. The next meeting will be a teleconference call on Tuesday, August 23rd at 6:00 p.m. with the meeting after that to be scheduled some time before CMARC in September.

Sue asked the board members to send her any charitable activity information and pictures to be used in a future newsletter.

There was a motion by Jodi to adjourn with a second from Jeff. The meeting was adjourned at 7:04 p.m.

Respectfully submitted,
Jeff Smid, Secretary



**Don't let
NMVTIS reporting
wreck your day.**

ADD is your source for salvage vehicle reporting and live customer support.

Any business handling/dealing with 5 or more salvage vehicles is required by law to report salvage vehicles to the National Motor Vehicle Title Information System (NMVTIS).

Auto Data Direct makes this as EASY as 1-2-3, and provides many other useful services!

For additional information, visit our website at **ADD123.com** and select Salvage Reporting.

Enter promo code RJMC11 to receive \$25 off account activation (Expires December 31, 2011)



AutoDataDirect, Inc.
ADD123.com

Iowa Automotive Recyclers

**Teleconference IAR Board Meeting
Tuesday, August 23, 2011 5:30 P.M.**

President Brent Nugent called the meeting to order at 5:47 p.m. Members present were: Brent Nugent, Sue Schauls, Tracy Hurst, Mike Swift, Scott Frank, Jodi Kunde, Mike Waterbury, David Hesmer, Tom Snyder, Mike Davidson, Tom Quandt, Joel McCaw, and Jeff Smid.

MINUTES: Tracy made a motion to accept the minutes from the July 19th meeting as written with a second from Jodi; motion carried.

TREASURER'S COMMENTS: Joel said he wrote the five \$1000 scholarship checks and just mailed those to Jodi. There was some discussion of the CMARC income and expenses for the upcoming convention in September.

SCHOLARSHIP: As reported above, Jodi will be mailing the scholarship checks as soon as she receives those from Joel. Sue said she will update the website with the scholarship information and will also see about putting articles in the recipients' local newspapers.

PAC: Jodi reported on the balance of the fund. Sue said she will keep in touch with Jim Piazza as far as his priority list of donations the board should make.

LEGISLATIVE: Mike Swift talked about a few of the things going on with the legislative committee. Sue said she has met with Jeff Danielson, a member of the Transportation Committee, and extended an invitation to him for a coffee and/or yard tours. There is a Danielson event scheduled for September 26th in Des Moines.

SUMMER OUTING 2012: Sue and Brad have been working on getting the venue and dates set and will have more on this in the near future. Tentative date for 2012 Summer Outing is June 8-9, 2012 in Waterloo, Iowa.

CMARC: Sue said there are 21 vendors scheduled to attend CMARC at this time. Once again,

she encouraged all board members to get their registrations in as soon as possible for the September 23-24th convention. She will be sending out an announcement to all the IAR members about the convention along with an electronic registration form.

VENDOR CONFERENCE CALL: The vendors on the July 27th call were all very pleased with the Summer Outing in June. Sue said we need to keep adding vendors to the membership and make sure we keep in contact with them.

NEWSLETTER: Sue asked for a board member to proofread the newsletter, and Scott volunteered to do that. There was some discussion on member

FOR MORE INFORMATION, CONTACT:

LSB FINANCIAL
PETERSEN-HILL INSURANCE



Pete Hill

VP / Commercial Insurance
Email: PeteH@MyLSB.com
Cell: (319) 240-2428



Adam Brickley

Insurance Consultant
Email: AdamB@MyLSB.com
Cell: (319) 310-6225

219 Main Street • Cedar Falls, IA 50613
Phone: (319) 268-4242 • Fax: (319) 268-4211
Toll-free: (866) 907-4242

The Iowa Automotive Recyclers News

profiles and some suggestions for those.

MEMBERSHIP: Sue brought up the possibility of purchasing a mailing list, which would have information on all body shops and auto repair shops in Iowa.

WHO'S WHO: Sue reported on the WHO'S WHO and said it will be out soon. If she needs further help, she will contact board members.

OTHER BUSINESS: Sue asked about some of the inactive committees and what the board would like to do about those. Jodi will email the board members the most recent list of committees and

members and it will be discussed at a later date.

Mike W. talked about the DOT making inspections of the use of off-road fuel and the fines associated with this.

The next meeting will be a teleconference call soon after CMARC with a face-to-face meeting after that.

There was a motion by David to adjourn with a second from Scott. The meeting was adjourned at 7:13 p.m.

Respectfully submitted,
Jeff Smid, Secretary



President's Pitch

By Brent Nugent, IAR President

Hello Fellow Recyclers!

It has been a busy summer here at Nugent's Auto Salvage and with the Iowa Automotive Recyclers association. I am getting started at some of the goals I have set for IAR for my tenure as president. One goal that is very important to me is to try to engage more of our members in active participation in the association. That said I thought that the best way to engage one another is to also get to know one another, so Sue and I are working on a Yard Profile series of articles for the IAR

newsletter. We will be asking one or two yards to take part each issue or more if it becomes a popular feature!

Please email your information to me or Sue if you would like to be involved. I feel this is a good way to involve anyone who wants to showcase their yard in our newsletter. Also include some pictures so we can learn about your yard and employees, it is nice to be able to put a name to face for those we speak to over the telephone so frequently. Include any unique features or solutions you have come up with for those pesky problems that plague the industry or anything new you may have just invested in as an improvement to your yard. It will be nice to give a VIRTUAL TOUR to fellow recyclers after having "forked out" the capital for the improvement!

Thanks and I look forward to hearing from you soon,
Brent Nugent

PRESIDENT Iowa Automotive Recyclers

(641) 484-2057
(800) 542-7880 IA Watts
(641) 484-5555 Fax
parts@sandhillautosalvage.com

**I
LUV
USED**

Sandhill Auto Salvage

Hours:
Mon-Fri 8AM to 5PM
Sat 8AM to 12Noon

1981 Hwy. E-64
Tama, Iowa 52339



From the Desk of the Executive Director

By Sue Schauls

Another year gone by and now is the time to renew your membership in the Iowa Automotive Recyclers (IAR) association. It has been a good year for me as my first year on staff with the IAR. I'm preparing to send out the annual renewal forms. Be sure to look over the information carefully to verify accuracy and make any changes necessary. In the coming year I hope to make use of more email communication so if you want to add additional emails, please do, so all the appropriate people can stay "in the loop."

So what has the association done for you? Hopefully many things come to mind and the benefits of association

membership are easy to see. Here are some of the highlights:

- The 2011 Summer Outing was a huge success and the Vendor Trade Show was a good addition to the educational program. Look forward to the same format again in 2012 in Waterloo on June 8-9.
- The newsletter has been a wealth of industry information and regulatory guidance. We look forward to the President Brent Nugent's member profile series. We are also looking to add a "SWAP SHEET" column so that members can



PAM's Auto



Professional Sales & Support Staff

PAM's Auto specializes in low mileage, late model, foreign and domestic auto parts.

- ✓ **HUGE INVENTORY**
 - Over 100,000 ready to ship parts in stock!
- ✓ **QUICK DELIVERY**
 - Same day shipping on most orders!
- ✓ **FREE LIFETIME WARRANTIES**
 - Never buy that part again!

Quality Parts - Guaranteed!
Call 800.560.7336

Proud Members of:



7505 Ridgewood Rd. • St. Cloud, MN
 Local: 320.363.0000 • Fax: 320.363.9232

Shop online at www.pamsauto.com

The Iowa Automotive Recyclers News

list equipment or services they would like to sell, trade or give away.

- We have been very active with our Lobbyist meeting with the DOT and Legislatures on auto recycling licensing issues and expect that to continue this year.
- We've built a respectable PAC fund and continue to make campaign contributions to key candidates.
- Soon you will be receiving the newly formatted **Who's Who Directory**. The purpose of the direc-

tory is to make sure that insurance adjusters have a pocket guide to professionals in the industry selling quality used parts. If you have an adjuster that needs one send his/her mailing address to **Sue** or to the **IowaAutoRecyclers@gmail.com**.

- We are also an affiliate of the Automotive Recycling Association (www.A-R-A.org). The membership in the international trade association multiplies our influence at the national level. The Legislative De-

fense Fund was called upon many times this year to keep fairness in the used parts market and influencing rules that govern automotive recycling waste streams.

- The Iowa Certified Auto Recyclers Environmental (I-CARE) program is working. As I make my way around the state to each member, I continually here that the benefits are truly appreciated. And remember Iowa ARA members can then gain CAR certification for only \$50 as an affiliate program certified yard.

Many opportunities will arise this year to add value to your membership and to promote the industry as the economic and environmental boost to the Iowa economy. Why not get involved this year? Recruit a new member, write an article about an interesting or frustrating problem you had recently, advertise your product in the newsletter, attend a Board meeting or conference call just to see what's going on, make a call to your Legislative Member or donate to the PAC fund.

The more participation we have from the membership the more work that can be done. Contact me or any Board member If you want to volunteer on a committee.

Our mission is to raise awareness while providing tools to increase the bottomline at your shop.

TRAILS END

Auto and Truck Salvage

Happy Trails To You!



***The best value. The best price. The best service.
When you need quality used auto & truck parts,
look no further than Trails End.***

Phone: 515-265-5696

Toll Free: 800-717-6505

Fax: 515-265-0817

www.trailsendauto.com

Mike Swift • Steve Swift
1600 NE 44th Avenue • Des Moines, IA 50313

SHINE

BROS. CORP.

*Small enough to know you,
Large enough to serve you.*

**Call us for top
scrap prices on:**

- Car Bodies**
- Alum. Auto Wheels**
- Radiators**
- Alternators**
- Starters**
- Harness Wire**
- & all other scrap metal**

800-262-5579

712-262-5579

Mike Mowery Ext. 123

Chris Hart Ext. 158

225 10th Avenue SE

Spencer, IA 51301

www.shinebros.com



SIoux CITY COMPRESSED STEEL CO.



**2600 Boulevard of Champions
Sioux City, Iowa 51111**

*Offering full service scrap recycling
in one convenient location*

- Competitive Pricing
- Buyers of bodies, non-ferrous metals, and iron
- Prompt Payment
- Shredding, shearing, and metals processing
- Iowa-Licensed Appliance De-manufacturer on site
- Locally owned and operated for over 60 years
- Environmentally conscientious operation
- Accepting trailer loads of cut steel, unprepared, cast iron, and all metals

800-889-8848

712-277-4100 (Local) • 712-277-1210 (Fax)



Institute of
Scrap
Recycling
Industries, Inc.

Safety...continued from Cover



Many standards promulgated by the Occupational Safety and Health Administration (OSHA) explicitly require the employer to train employees in the safety and health aspects of their jobs. Other OSHA standards make it the employer's responsibility to limit certain job assignments to employees who are "certified," "competent," or "qualified"—meaning that they have had special previous training, in or out of the workplace.

These requirements reflect OSHA's belief that training is an essential part of every employer's safety and health program for protecting workers from injuries and illnesses. Many researchers conclude that those who are new on the job have a higher rate of accidents and injuries than more experienced workers. OSHA concluded that effective management of worker safety and health protection is a decisive factor in reducing the extent and the severity of work-related injuries and illnesses. Effective management addresses all work-related hazards, whether or not they are regulated by government standards.

The Iowa Occupational Safety and Health Act (IOSHA) applies OSHA standards (29 CFR PARTS 1910 and 1926) as adopted by Iowa Workforce Development, Division of Labor. This agency investigates safety and health complaints in construction and general industry, fatalities/catastrophes and performs general scheduled inspections in Iowa including a review of an employer's Safety Training documentation and MSDS program. For answers to questions about workplace safety regulation visit the IOSH website at www.iowaworkforce.org/labor/iosh/.

A safety program that will meet the regulatory burden and attain certification will include topics such as:

The Iowa Automotive Recyclers News

1. Personal Protective Equipment (PPE) including gloves and safety glasses.
2. OSHA approved 15-minute eye wash station(s) readily accessible near corrosive materials.
3. Readily available, appropriately typed, and fully charged fire extinguishers.
4. A stocked first aid kit available to employees.
5. Spill kit(s) including corrosive material absorbent, hydrophobic mats and floor dry.
6. Fork Lift Certification
7. Cutting Torch Protocol

To start a safety program is easy with tools that have been developed in the I-CARE program.

Maintain a Material Safety Data Sheets (MSDS) program.

The Hazard Communication Standard (HCS) is based on a simple concept - that employees have both a need and a right to know the hazards and identities of the chemicals they are exposed to when working. They also need to know what protective measures are available to pre-

vent adverse effects from occurring. The HCS (29 CFR 1910.1200) is designed to provide employees with the information they need. Under the provisions of the Hazard Communication Standard, employers are responsible for informing employees of the hazards and the identities of workplace chemicals to which they are exposed.



IRT
 INTEGRATED
 RECYCLING TECHNOLOGIES INC.

Your Reliable Consumer of
Catalytic Converters and High Grade Electronic Scrap

Call Today for Competitive Non-Ferrous Pricing.

877-892-9194
763-295-6992

9696 Fallon Ave. // Monticello, MN
 Fax 763-295-6982 // www.irtmn.com



The Iowa Automotive Recyclers News

The Standard requires a list of hazardous chemicals in the workplace as part of the written hazard communication program. The list will serve as an inventory of everything for which a MSDS must be maintained.

The best way to prepare a comprehensive list is to survey the workplace. Purchasing records may also help. Employers should establish purchasing procedures that result in MSDSs being received before a material is used in the workplace. Check your files against the inventory you have just compiled to ensure that an MSDS exists for each potentially hazardous chemical. If any are missing, contact your supplier and request one.

Put together a RED 3-ring binder, with an inventory of the chemical products in the shop. Download the MSDS for the fluids evacuated from the vehicles. Everything a salvage yard needs can be found at <http://www.sueschauls.com/msds.html>. Additional products that need MSDS either can be added.

A safety program in which a particular individual is in charge of regularly scheduled safety meetings

and safety inspections.

Simply stated this is the Safety Supervisor. Hazard communication is an ongoing program in the facility. In order to have a successful program, it is necessary to assign responsibility for both the initial and ongoing activities that have to be undertaken to comply with the rule.

For any safety and health program, success depends on commitment and possibly a change in behavior. This will only occur if employers understand the program, and are committed to its success, and if employees are motivated by the people presenting the information to them.

To meet these safety training needs, Sue Schauls Consulting has introduced the Safety Subscription service. The Safety Subscription is available to any automotive recycler for the subscription price of \$179 per year. The Safety Subscription is a monthly safety email (around the 5th of each month) that includes one safety topic and an employee training log. To subscribe send an email to Schauls3@mchsi.com.

Specializing in Non-OEM Body Parts for all makes and models of Cars & Trucks



EXPRESS PARTS

5 LOCATIONS TO SERVE YOU!

Ottumwa, IA • Lansing, IA
Waterloo, IA • Rochester, MN
Inver Grove Heights, MN

800-258-8885

We Pledge to: ♦ Provide the Training and Support you want to keep your staff the best informed.

♦ Provide a Quality Delivery System for Used and OE Parts, at competitive prices.

♦ Provide Quality Care and Attention that only a FAMILY OWNED company can give to all our valued customers.

Check out our website at
www.wheelersautobody.com

We deliver to most of Iowa, Minnesota, and Western Wisconsin

**Full Line
PBE Supplier**

Complete inventory of Automotive Paints & Products
DuPont • Sherwin Williams • Akzo Nobel • PPG

SUPPORT OUR ASSOCIATE MEMBERS

Al-Jon, Mfg.
641-682-4506
800-255-6620

Alter Metal Recycling
515-262-0764
800-344-2947

Auto Data Direct
850-877-8804

Behr Mason City LLC
641-424-9521

Car-Part.com
859-344-1925
800-347-2247

DeVries Equipment
515-964-2299

Donate A Car 2 Charity
877-505-5775

EZ Crusher
320-274-3594

Full-Line Core
812-447-0746

Gerdau Ameristeel
563-732-4618

Global Parts Solution
414-861-8442

Holiday Wrecker Service, Inc.
319-351-9091
800-383-9091

Hollander
763-553-0644
800-825-0644

I Buy Converters Too LLC
815-409-5252

IIADA
641-755-4177

Integrated Recycling Technologies
763-295-6992
877-892-9194

Legend Smelting & Recycling
815-641-7661
(I Buy Convertors Too)
815-409-5252

The Locator Magazine
712-458-2213
800-831-0820

Logan Oil
858-550-9440

LSB Financial
319-268-4242

Metro Salvage Pool
515-266-5196

Nordstrom's Automotive
605-594-3910
800-272-0083

Pal Fleet Truck Equipment
712-323-7116

Pam's Auto
800-560-7336

QCSA Auto Auctions
563-285-2070

QRP Salvage Solutions
715-551-3759
888-241-0294

Quad City Salvage Auction
563-285-2100

Recycled Parts Plus
866-837-2039

RJ McClellan, Inc.
877-525-4589

S & L Auto Parts, Inc.
641-521-0156

Shine Bros. Corp.
712-262-5579
800-262-5579

Sioux City Compressed Steel
712-277-4100

Washer Systems of Iowa
515-289-1844

Wheeler's Auto Body Supply
888-294-1320

Are you a Member yet?
If Not, Join Today and Start
Enjoying All the Benefits!



ACTION AUTO PARTS

*WE ARE YOUR AUTO & TRUCK SALVAGE SOURCE
FOREIGN & DOMESTIC - USED - REBUILT & NEW PARTS*

LET US \$AVE YOU MONEY

100 S. 18TH Ave., PO Box 264
Marshalltown, Iowa 50158
www.action-auto-parts.com

641-752-3395
800-373-3995
fax: 641-752-6239

Household Hazardous Material Permit Notices Sent Out by Iowa DNR

Automotive salvage yards that sell any household hazardous material in Iowa, in any amount, must obtain a Household Hazardous Material (HHM) permit from the Iowa Department of Revenue. Iowa retailers that sell Household Hazardous Materials are also required to participate in a consumer information program which includes posting information about HHM (labels, signs, and brochures that can be obtained from the DNR). <http://www.iowadnr.com/waste/hhm/index.html>. Code reference IAC 144 (455F)

As a permit holder you recently received an announcement from the Iowa DNR about the program. Basically the program has NOT changed for the auto salvage business but has added COMPUTER MONITORS to the list of materials that consumers should be aware have hazardous components and require special disposal.

This brings up some important points. It has been my experience that once a change is made to any regulatory rule then that rule becomes a point of interest to inspectors. So the lesson here is that if you DO NOT hold the HHM Permit, then get one now. If you did not receive the notification, then verify that you renewed your permit last July 1st, if not, send it in now.

The other point of interest is now that consumers are being made aware that defunct computer monitors require special disposal (due to lead content and also because they contain valuable metals that can be recycled) it may turn up the heat on the commercial disposal of the waste. Businesses cannot dispose of computer or other "e-waste" in the regular trash but should seek a local recycler, the company that takes your spent fluorescent bulbs,

for instance, or the local Goodwill store are both good outlets.

General Requirements of the HHM Permit

- Display information provided by the Iowa DNR on the proper use and disposal of household hazardous materials.
- To obtain an HHM permit, complete the required application form and send it with the payment to the Iowa Department of Revenue and Finance.
- Iowa Department of Revenue and Finance
PO Box 10455
Des Moines, IA 50306-0455
- The annual fee is \$25, and should be made payable to the Treasurer, State of Iowa. The permit is valid from July 1 – June 30. The permit fee is not prorated.

What are the benefits of obtaining an HHM permit?

Informing consumers of the characteristics of and proper disposal methods for household hazardous materials increases the likelihood that these products will be used and disposed of properly. Proper disposal of such products by consumers means cleaner water for Iowans.

Household hazardous materials include any brand, grade or volume of the following products:

- **Lead-acid batteries;**
- **Antifreeze;**
- **Windshield wiper fluid;**
- **Motor oils and additives;**
- **Motor oil filters;**
- **Gasoline and diesel fuel additives;**
- **Solvents,** such as mineral spirits, turpentine, alcohols;

- **Paints** (excluding latex paints);
- **Thinners**; and
- **Miscellaneous products**, including, but not limited to pesticides, fertilizer, household batteries, household cleaners such as drain, toilet bowl and oven, pool and photography chemicals, eye glass cleaner, glues/adhesives, jewelry cleaner, gun cleaner, and charcoal lighter fluid.

Household hazardous materials do not include the following: Laundry detergents; Soaps; Dish-washing compounds; Chlorine bleach; Personal

care products and soaps; Cosmetics, Animal or human medications; or Pharmaceuticals.

For questions about the payment of the permit fee, address or name changes, contact the Iowa Department of Revenue at (515) 281-3363. The HHM Retailer Permit can be downloaded and printed at <http://www.state.ia.us/tax/forms/78005.pdf>.

For more information about the Iowa Household Hazardous Materials program visit the Iowa Department of Natural Resources website at <http://www.iowadnr.gov/waste/hhm/index.html>.

Cracking the Personality Code: Identifying Sales & Marketing People That Flourish in Today's Economy in the Industry

By Dana Borowka, MA, Lighthouse Consulting Services, LLC

Not all sales and marketing people are created equal. In a challenging economy, you want to hire people who are creative, innovative and can get results despite the roadblocks. After all, today is a new day with new opportunities for those that are open to them. To improve hiring decisions, many companies have found out how to crack the personality code by using robust in-depth work style personality testing. Work style assessments tests are a standard recruiting practice for many branches of the government and military, as well as many Fortune 500 companies when assessing potential hires for key or critical positions.

Our research for our book, *Cracking the Personality Code*, reveals that this is not guesswork or an untested science. Here are eight proven ways to use in-depth work style personality testing to hire the

right sales and marketing people who are willing to fight for market share.

1. Compare Their Resume Against Your Job Description

Sounds obvious, doesn't it? Surprising how easy it is to blow right past this step in the hiring process. Past experience alone is not what you are looking for when you review the resume. You are looking at how well they performed, what were their successes, and how adaptable they might be to the job that needs to be done for your organization. Experience is nice, but it is results that really count.

2. Assess Their Problem-Solving Resources

Is this person a problem solver? If so, what kind of problem solver? Each of us has unique problem-solving resources on which we rely.

You will want to determine what the person's strengths are when it comes to problem solving. What are the usual approaches this person will use to resolve these problems?

3. **Determine Their Patterns For Coping With Stress**

Stress is a force that tends to distort the body, a factor that induces bodily or mental tension, or an automatic physical reaction to a danger or demand in the environment. As one physician stated, "Stress is any demand, either internal, external or both, that causes us to mentally and physically readjust in order to maintain a sense of balance within our life."

Without a doubt, stress is a fact of life in today's work world. So determining a candidate's or employee's ability to cope with stress is critical for a manager.

4. **Examine Their Interpersonal Interaction Styles**

Breakdowns in communication are never good for an organization. So take a good look at the individual's style for relating and communicating with others. How do they usually react in dealing with others? What is their comfort level in interacting and personal connection with others? Personality assessments can tell you the person's major sources of gratification and satisfaction when building relationships with each other.

This is the time to identify potential red flags. A personality assessment can discover issues that are sometimes overlooked during the traditional interviewing process and can quantify a hunch or feeling the interviewer may have about a particular candidate. Knowing interpersonal interaction styles can also help understand how to manage individuals for greater work performance. A comparison of the interpersonal dynamics of teams, departments, employees and candidates is well worth the effort.

5. **Analyze Career Activity Interests**

Certain personality tests help you gain information which may either support the person's

present career choices or assist them to explore, consider and plan for another career direction. This is not to say you will be recommending another career choice to someone you are considering hiring or currently managing. Rather, you are using this information to determine fit. All organizations want to ensure that they have the right people in the right positions and effectively distribute these human assets and talents.

6. **Assess How They Respond To Tests**

You should also use tests with scales for what is known as "impression management." This is necessary in order to understand the accuracy of results and whether someone is trying to "fake good" or misrepresent themselves. A critical element in predicting a potential candidate's success is measuring real personality and style in an interview. An in-depth work style and personality assessment presents a fairly accurate picture of a candidate's personality, work style and fit within a company's culture.

If a profile does not have an impression management scale, then it is difficult to tell how accurate the data is. A profile needs to have at least 165 questions in order to gather enough data for this scale.

7. **Chronicle Strengths & Weakness Ledger**

Benjamin Franklin reportedly had a decision-making process when he was faced with important challenges. Franklin divided a sheet of paper into two columns, and on the left side listed the reasons for doing something and on the right side the reasons against. Much like a bank ledger with credits and debits, this simple tool greatly aided the analysis of information. Often a quick scan of the two lists gave him the information he needed to make the right choice.

We recommend you do the same for the personality of a job candidate or an employee under your supervision. Like a bank ledger, every credit should have a corresponding debit. That is because for every strength

a person possesses there is a corresponding weakness. Being assertive is a strength; however, that personality can be too assertive and off putting for some people they deal with.

8. Create Probing Interview Questions

So, what have you learned about the job candidate so far through personality assessments? What remains to learn? To find out, develop interview questions that probe facets of the personality you need more details on.

Forget those old standby questions like, 'Tell me about your strengths and weaknesses'. Instead, let's say you wanted to determine how they cope with stress. You might ask the candidate to give an example of when they made a terrible mistake and how they handled it. Ask them how they think others perceive them when they are under stress. For making a mistake, did they blame others or take responsibility for the outcome? Listen for their process. Do they ask for help? Watch body language and tone of voice to see how much insecurity the candidate expresses at the idea of making a mistake or having stress.

As consultants trained in psychology, this is something we help our clients create for new candidates. To help you create questions, here are some preliminary interview questions for a candidate. Naturally, these are not meant to be questions to ask all candidates, but are indicative of the types of questions you might ask:

What process do you think helps you to learn? Give an example of how you learn a very complex system or skill and what your process was?

How would you handle a situation that brought up many different changes? How do you like to see change take place? Give an example when change was implemented and it just didn't work out.

Have you ever worked with individuals who are abstract thinkers? How did you deal with that kind of thought process?

Give an example of when you have had to make an exception to the guidelines or rules.

How have you handled that?

What was the most challenging sales situation you have ever faced and won? Give an example of when you lost a sale and what you could have done differently.

Whew, seems like a lot to worry about. As with any business decision, having and organizing the right information is critical. Work style and personality assessment testing can provide insight into potential hires, as well as the current workforce. The trick is to gather the information and then look at it in an organized fashion.

To find out more, give us a call at (310) 453-6556, ext. 3 or write us at dana@lighthouseconsulting.com.

Final Thoughts

According to Dana Borowka, CEO of Lighthouse Consulting Services, LLC (www.lighthouseconsulting.com) and author of *Cracking the Personality Code* (www.crackingthepersonalitycode.com) hiring the right people is key to future growth. If you would like additional information on hiring, please click here to get a link to an article on this subject: <http://lighthouseconsulting.org/Articles/KOTHireRightFirstTime/signupform.php>

Permission is needed from Lighthouse Consulting Services, LLC to reproduce any portion provided in this article. © 2011

If you would like additional information on this topic or others, please contact your Human Resources department or Lighthouse Consulting Services LLC, 3130 Wilshire Blvd., Suite 550, Santa Monica, CA 90403, (310) 453-6556, dana@lighthouseconsulting.com & our website: www.lighthouseconsulting.com

Lighthouse Consulting Services, LLC provides a variety of services, including in-depth work style assessments for new hires & staff development, team building, interpersonal & communication training, career guidance & transition, conflict management, workshops, and executive & employee coaching. To order the book, "Cracking the Personality Code" please go to www.crackingthepersonalitycode.com.



ARA's 68th Annual Convention & Exposition

The Automotive Recyclers Association's 68th Annual Convention & Exposition will take place October 11-15, 2011 in Charlotte, North Carolina. With the fast pace of changes within our industry, what better place to be during race week! It's more important than ever to join your associates from around the world at the premier event of the industry that excels with opportunities to learn of new products and services, experience outstanding educational sessions and network with colleagues!

For questions or inquiries regarding attending the 68th Annual ARA Convention & Exposition, contact: Maria Miller - maria@a-r-a.org - (571) 208-0428 or (888) 385-1005 or FAX (571) 208-0430.

This year's sessions are targeted and focused on the topics that automotive recyclers like you have requested. Owners, managers, sales team and staff will gain new ideas, tools and enthusiasm that they will carry back to your facilities. Since NASCAR race week coincides with the ARA convention this year, they have incorporated much of the fun and thrills NASCAR has to offer in to the event schedule.

All the fun starts on **Tuesday evening** at an Open House and tour at the Pull-A-Part of Charlotte self-service facility. On **Wednesday**, the day begins with a golf tournament at the challenging Olde Sycamore Golf Plantation. Another option is a tour of some of the most famous NASCAR garages such as Hendrick Motorsports, Penske Racing, Stewart Haas and others is more your speed. Then return to the Charlotte Convention Center for the opening of the 68th Annual ARA Exposition. Then enjoy an exclusive evening at the recently opened NASCAR Hall of Fame for the Past Presidents' Reception and Educational Foundation Fundraiser, sponsored by Hollander.

On **Thursday**, the day begins with the ARA Board of Directors, Annual Membership and Committee Forum

Meeting. Be sure to attend and discover what ARA and its committees are doing for you!

Then gain new insights during educational sessions such as "Maximizing Commodity Sales," "Effective Steps to be a Good Insurance Buyer," "Workplace Safety," "10 Imperatives for Strategic Employee Learning," "Role of the Internet in Shaping Parts & Accessory Sales," and others. Attend the Exposition and continue to discover new vendors to meet your business needs followed by the ARA Awards Dinner and Gavel Passing, sponsored by Brock Supply.

Friday, October 14th promises to be just as informative with speakers such as John Gilstrap of Institute of Scrap Recycling Industries and Dimitri Gerontis of S3 Software Solutions, and sessions addressing NMVTIS, International Automotive Recycling Innovation, Auctions and Self-Service. Don't miss your opportunity to gain valuable insights on the future of the steel industry from Tamara Lundgren, CEO of Schnitzer Steel, during our keynote session.

After another round at the Expo, ARA joins the masses at the Nationwide Series Dollar General 300 race at Charlotte Motor Speedway on Friday evening.

Saturday rounds out the field as you gain the winning edge during sessions focused to specific groups such as: Business Owners: "Impact of Healthcare Reform on Small Business;" Sales Team: "Maximizing Sales;" and Self-Service Yards: "Self-Service Panel." This day offers you a final opportunity to meet with exhibitors. Finally, don't miss our closing session, "Keeping Recycled Parts in the Repair Market" featuring a dynamic group of panelists.

Saturday offers an optional day at Charlotte Motor Speedway for the Sprint Cup Bank of America 500 race. Receive ARA special pricing on tickets simply by being an ARA Registered Attendee and staying at the Westin Charlotte.

We'll see YOU at the finish line in Charlotte!

TICKET TO VICTORY LANE



ATTENDEE REGISTRATION

October 11-15, 2011 ☼ Charlotte Convention Center ☼ Charlotte, NC



AUTOMOTIVE RECYCLERS ASSOCIATION
 9113 Church St.
 Manassas, VA 20110 USA
 Toll-free: (888) 385-1005
 Telephone: (571) 208-0428
 Fax: (571) 208-0430

Start Your Engines! Complete this form (write clearly or type) and fax to (571) 208-0430 with credit card information or mail to ARA, 9113 Church Street, Manassas, VA 20110 USA.

Get on the Inside Pole! Return this form by September 9, 2011 to enjoy "Early" pricing.

1st Full Program Registrant This is my first convention Name for Badge _____

2nd Full Program Registrant This is my first convention Name for Badge _____

Additional Full Program Registrant This is my first convention Name for Badge _____

Spouse Registrant This is my first convention Name for Badge _____

Child Registrant / Name for Badge _____ 2nd Child Registrant / Name for Badge _____

Yes, _____ (name) requires special accommodations to fully participate at this convention. Please identify assistance required:

Company Info

Company _____	Phone _____
Street/P.O. Box _____	Fax _____
City/State/Province _____	E-Mail _____
Zip/Postal Code _____	Country _____

Membership Designation (Check One):
 "JOIN NOW" New Member New ARA Member (as of 2011)
 Existing ARA Member
 Get application at www.a-r-a.org

Find Your Groove!* \$50 On-site Registration Fee will be added to all registrations received on or after 10/3.

	By 9/9/2011	9/10/2011	
	Mbr / Non-Mbr	Mbr / Non-Mbr	
1st Attendee	\$550 / \$650	\$625 / \$725	\$ _____
2nd Attendee	\$495 / \$595	\$575 / \$675	\$ _____
Additional Attendee	\$425 / \$525	\$525 / \$625	\$ _____
Spouse	\$350 / \$450	\$450 / \$550	\$ _____
Child (12-18)	\$275 / \$325	\$375 / \$475	\$ _____
Child (11 and under)	FREE	FREE	FREE
Daily Fee	\$250 (\$125 Saturday)	\$275 (\$150 Saturday)	\$ _____ (Day _____)
Tradeshows Only	\$50	\$50	\$ _____ (Day _____)

Purchase Race Tickets Below

Individual Tickets

Golf	\$100	Qty: _____	\$ _____
Rental Clubs	\$30 <input type="checkbox"/> Left <input type="checkbox"/> Right	Qty: _____	\$ _____
Garage Tours	\$75	Qty: _____	\$ _____
NASCAR Hall of Fame	\$65	Qty: _____	\$ _____
Thursday Awards Dinner	\$90	Qty: _____	\$ _____
Spouse Tour - Historical	\$45	Qty: _____	\$ _____
Spouse Tour - Shopping	FREE	Qty: _____	\$ _____

Reservations are REQUIRED

Additional Fees to Children (11 & under) Registrations			
Friday Night Race	\$75	Qty: _____	\$ _____
NASCAR Hall of Fame	\$35	Qty: _____	\$ _____
Thursday Awards Dinner	\$50	Qty: _____	\$ _____

RACE TICKETS: ORDER BY OCT. 3RD FOR DISCOUNTS

Friday PM Race*

All FULL Convention Registrants @ \$75	Qty: _____	\$ _____
Daily or Tradeshows Only Registrants @ \$100	Qty: _____	\$ _____
Non-Registered Guests @ \$125	Qty: _____	\$ _____

Saturday PM Race**

Turn 2 or 4 (Buy 2/Get 2 Free) @ \$25 ea	Qty: _____	\$ _____
Non-Registered Guest (Buy 2/Get 2 Free) @ \$40 ea	Qty: _____	\$ _____
Front Stretch @ \$90 ea	Qty: _____	\$ _____
Non-Registered Guest @ \$125 ea	Qty: _____	\$ _____

Pave Your Way! Method of Payment

Check payable to ARA enclosed (U.S. Funds):
 Check No.: _____
 Charge my: Visa MasterCard American Express

Credit Card # _____
 Expiration Date _____ Security Code _____

Print Name (As it appears on the card) _____
 Signature _____
 Billing Zip Code/Postal Code _____

Payment must accompany completed registration form. All forms of payment must be sent in U.S. Funds. All credit card transactions and checks processed in U.S. Dollars and are subject to the current exchange rates. Make checks payable to the Automotive Recyclers Association. Questions? Call (888) 385-1005.

Secure your hotel accommodations by calling (866) 837-4148 and indicate you are with the Automotive Recyclers Association annual meeting to get special rates! This is one pit stop you'll be glad you made!

ARA Calls on Congress to Review Implementation and Enforcement of the National Motor Vehicle Title Information System (NMVTIS)

In a press release issued last week, ARA urged Congress to review implementation and enforcement of NMVTIS when they return from recess this week. In the release ARA said, "As a result of Hurricane Irene and historic flooding across the eastern seaboard, vehicles in Connecticut, New Jersey, New York, North Carolina, Virginia and Vermont have been submerged in water. Now more than ever, it is essential that NMVTIS be fully implemented and



Professional Recycler Members of IAR:

There are big changes coming to the former QRPVMS system.

Would you like the ability to bid salvage in Iowa and elsewhere? **Now you can.**

No registration fee, no bidder or internet fee, only a nominal buyer fee when your high bid is accepted.

Find out why nearly 20 IAR members are already involved.

Contact Roger Ross at

QRP Salvage Solutions

or look for him at IAR Summer Outing in Tama, IA June 10 & 11.

Don't pass up this outstanding salvage acquisition opportunity.

Phone 888-241-0294

P.O. Box 618 • Tomahawk, WI 54487

the underlying statute enforced to help prevent the unknowing sale of these flood damaged

vehicles." ARA CEO Michael Wilson said, "After Hurricane Katrina, the Department of Justice (DOJ) reported that truckloads of flooded vehicles were taken out of Louisiana to other states where they were dried out, cleaned, and sold to unsuspecting consumers in other states. NMVTIS must be fully implemented and utilized to prevent this from happening again," added Wilson. Such fraudulent and unsafe practices can only be stopped if all states participate fully in NMVTIS and all "individuals" and "entities" that are required to report to the system are held accountable. Regrettably, DOJ has limited resources to do this. Congress should intercede and permit individual state enforcement agencies to work more closely with DOJ to identify and implement efficient methods to increase participation.

Reprinted with permission from ARA



400 Attend the Car-Part Industry Conference

Ft. Wright, KY – August 4-6, 2011

FT. WRIGHT, KY, Aug. 16, 2011 – Auto recyclers from across the US, Canada, Mexico, and Australia came to experience exciting new product solutions from Car-Part.com. Thirty-two classes were offered, nine of those being new. Rob Rainwater gave insights into auto recycling sales management and techniques. Industry-related classes were presented by recyclers, core buyers, and HR professionals, and an aftermarket quality program was discussed by Dan Morrissey, ABPA's chairman. DJ Harrington emceed the event.

Recyclers were thrilled to be among the first to be configured for Car-Part Pro™, the new search engine designed for professional repairers. Coaches helped recyclers configure their best options for extended warranties, accurate delivery times, and brokering.

They were eager to get their hands on the currently available CrashLink™, which provides OE interchange, diagrams, and a pricing calculator that helps value assemblies, interchange and non-interchange parts for collision repair pricing.

Other new product presentations included Real Time Barcoding™; vehicle and part imaging for Checkmate®, Car-Part Pro, and eBay®; Checkmate Workstation™; Order Trakker™; new features of

Car-Part Messaging™; Coremate™ and many more.

One-on-one training sessions were packed on Saturday afternoon.

At the end of a busy and productive first day, recyclers were treated to a night on a riverboat to relax and network while enjoying the banks of the Ohio River and the Cincinnati skyline. On Saturday, they toured Foreign Auto Salvage, Car-Part's headquarters, and one of Car-Part's two data centers, which combined house 500 servers!

Joel Larson of Al's Lynwood Truck Parts remarked, "Whatever you people are doing, keep it up. I've not seen excitement in the industry like this since the days of Autoinfo!"



CHASE AUTO

Bob Schoof, General Manager

1041 Sheffield Avenue
Waterloo, IA 50702

319-234-2445 • 800-728-2568

Fax: 319-234-1977

Email: chase@qwestoffice.net

Bob Parsons 16 Rules for Success in Business and Life in General

1. Get and stay out of your comfort zone.
I believe that not much happens of any significance when we're in our comfort zone. I hear people say, "But I'm concerned about security." My response to that is simple: "Security is for cadavers."
2. Never give up.
Almost nothing works the first time it's attempted. Just because what you're doing does not seem to be working, doesn't mean it won't work. It just means that it might not work the way you're doing it. If it was easy, everyone would be doing it, and you wouldn't have an opportunity.
3. When you're ready to quit, you're closer than you think.
There's an old Chinese saying that I just love, and I believe it is so true. It goes like this: "The temptation to quit will be greatest just before you are about to succeed."
4. With regard to whatever worries you, not only accept the worst thing that could happen, but make it a point to quantify what the worst thing could be.
Very seldom will the worst consequence be anywhere near as bad as a cloud of "undefined consequences." My father would tell me early on, when I was struggling and losing my shirt trying to get Parsons Technology going, "Well, Robert, if it doesn't work, they can't eat you."
5. Focus on what you want to have happen.
Remember that old saying, "As you think, so shall you be."
6. Take things a day at a time.
No matter how difficult your situation is, you can get through it if you don't look too far into the future, and focus on the present moment. You can get through anything one day at a time.
7. Always be moving forward.
Never stop investing. Never stop improving. Never stop doing something new. The moment you stop improving your organization, it starts to die. Make it your goal to be better each and every day, in some small way. Remember the Japanese concept of Kaizen. Small daily improvements eventually result in huge advantages.
8. Be quick to decide.
Remember what General George S. Patton said: "A good plan violently executed today is far and away better than a perfect plan tomorrow."
9. Measure everything of significance.
I swear this is true. Anything that is measured and watched, improves.
10. Anything that is not managed will deteriorate.
If you want to uncover problems you don't know about, take a few moments and look closely at the areas you haven't

waterloooparts.com	Waterloo Auto Parts	 SALVAGE CENTER	Parts & Repairables	
	Used • New • Rebuilt — We'll Track It Down!			
	1501 Grandview Ave.	(319)234-5207		
	Waterloo, IA 50703	(800)728-5207		

The Iowa Automotive Recyclers News

examined for a while. I guarantee you problems will be there.

11. Pay attention to your competitors, but pay more attention to what you're doing.

When you look at your competitors, remember that everything looks perfect at a distance. Even the planet Earth, if you get far enough into space, looks like a peaceful place.

12. Never let anybody push you around.

In our society, with our laws and even playing field, you have just as much right to what you're doing as anyone else, provided that what you're doing is legal.

13. Never expect life to be fair.

Life isn't fair. You make your own breaks. You'll be doing good if the only meaning fair has to you, is something that you pay when you get on a bus (i.e., fare).

14. Solve your own problems.

You'll find that by coming up with your own solutions, you'll develop a competitive edge. Masura Ibuka, the co-founder of SONY, said it best: "You never succeed in technology, business, or anything by following the others." There's also an old Asian saying that I remind myself of frequently. It goes like this: "A wise man keeps his own counsel."

15. Don't take yourself too seriously.

Lighten up. Often, at least half of what we accomplish is due to

luck. None of us are in control as much as we like to think we are.

16. There's always a reason to smile.

Find it. After all, you're really lucky just to be alive. Life is short. More and more, I agree with my little brother. He always reminds me: "We're not here for a long time, we're here for a good time!"

"Copyright © 2004 Bob Parsons. All rights reserved.

Reproduced with permission."

NORTHEND

Auto Wrecking, Inc.

Dubuque, IA • Since 1938

800-545-8885

**Acres of used parts for
foreign & domestic cars & trucks.**



**"All cars
run on used parts!"**

www.northendwrecking.com



**One of the LARGEST
Recycled Auto Parts Facilities
West of the Mississippi!**

Iowa Automotive Recyclers Awards Educational Scholarships (2011)

Each year the Iowa Automotive Recyclers award scholarships to assist IAR Direct member's children, and the children of their employees, with the cost of a post secondary education. Students may apply during any year they attend an accredited institution.

The school is the last expenditure upon which America should be willing to economize.

~Franklin D. Roosevelt

During this economic recession, colleges are cutting back on scholarships, grants and other forms of financial aid available to students due to funding cuts to education. That's why these scholarships are more important than ever.

IAR is proud to be able to support the recipients of this year's scholarships and we invite you to

Meet Our Scholarship Recipients!

- **Erin Snyder.** Erin is the daughter of IAR member, Tom Snyder, owner of Snyder's Auto Body, 1526 E. Washington Street in Clarinda, Iowa. Erin is currently attending the University of Northern Iowa where she is studying Early Childhood Education, with an expected graduation date of spring 2012. In order to help pay for her education Erin works concessions at college events and has two pt positions she works while on school breaks. Upon graduation, Erin wants to remain in Iowa and secure a teaching position in a small town close to her family.
- **Megan Snyder.** Megan is the daughter of IAR member, Tom Snyder, owner of Snyder's Auto Body, 1526 E. Washington Street in Clarinda, Iowa. Megan is attending Kirkwood Community College and studying Culinary Arts. Megan was a member of the National

Honor Society and was involved in community services such as Adopt a Family and Food, Faith, and Fellowship. She was ranked 36 in a class of 102. Good job Megan. She hopes to work in a bakery after graduation and someday run her own bakery in her hometown.

- **Jessie Benson.** Jessie is the daughter of Swift Auto Salvage, Des Moines, Iowa, employee, Roni Benson. Jessie plans to attend University of Northern Iowa and study Political Science or History as preparatory work for her goal of attending law school to study constitutional law. She received Academic Awards in three of four high school years, she coaches soccer and mentors students through school and church activities. We wish Jessie well as she starts her exciting academic career.
- **Jesse Rayevich.** Jesse is the son of Stacy Rayevich, Lyle's Auto Salvage, Oto, Iowa. Jesse is attending North West Iowa Community College to pursue a degree in welding. He hopes to own a metal fabrication shop one day. Jesse was an Honor Roll student at Maple Valley/Athon-Oto High School who will be self-financing his college education. Way to go Jesse!
- **Jordan Durbin.** Jordan is the daughter of Jerry Durbin, owner of Osage Auto Salvage, Osage, Iowa. Jordan is North Iowa Area Community College in Mason City, Iowa to study Banking, Insurance and Financial Management. She says the experience she gained in the auto salvage business throughout her life has made an impact on her educational goals. Jordan was an Honor Roll

The Iowa Automotive Recyclers News

student and participated in agricultural and nature activities. Best of luck Jordan.

IAR Scholarship Fund

The Iowa Automotive Recyclers scholarship fund was established in 2007 for the children and employees of the Iowa Automotive Recycler Association members as a way to help offset the cost of their continuing education.

The scholarship is open to a student who is an owner or a relative of recycling yard owner of the salvage yard that is a direct member of the Iowa Auto Recyclers, or employees or dependant of an employee of the member yard who has been employed for at least one year.

The funds for the scholarships are generated through the IAR Outing Auction along with Car-Part member reimbursement fees. We are thankful for all the support that we have received from our members in making it possible to provide scholarships to these deserving individuals.

\$5,000 was awarded in scholarships in the fall term of 2011. Any questions regarding the scholarships and/or applications should be directed to:

IAR Scholarship Committee

Attn: Jodi Kunde

55 West 32nd Street

Dubuque, IA 52001

iarscholarship@gmail.com



You pull your own parts and save money!



- ★ Self Serve Auto Parts
- ★ Highest Level of Customer Care & Convenience
- ★ All vehicles are on stands in our flat, debris free yard
- ★ Inventory rotated regularly to ensure a fresh supply of parts

**Open 7 days
a week!
8AM - 5PM**

**Call us at
515.265-7509**

WWW.WRENCH-N-GO.COM

4100 Vandalia Road • Des Moines, IA 50317

Palfinger Hooklift hoists allow one chassis to load, unload or dump a variety of bodies. Our hooklift hoist can easily switch from a dump body, to a flatbed, to any customized body in less than 30 seconds.



PALFLEET

TRUCK EQUIPMENT

A MEMBER OF THE PALFINGER NORTH AMERICA GROUP
2109 South 35th Street • Council Bluffs, IA 51501
Tel. 712-323-7116 • 800-831-9260 • Fax 712-325-1771
www.palfleet.com

Call us at 800-831-9260 or visit www.palfleet.com

American Roll Off manufactures a complete line of single axle, tandem axle and triaxle roll-off hoists. We offer capacities of 20,000 lbs through 75,000 lbs for 10' through 26' long containers for your truck.





Iowa Automotive Recyclers Application for Membership

Company Name: _____

Contact Person & Title *(Name in directory)*: _____

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail: _____ Web Site: _____

Recyclers License # *(If applicable)*: _____

Dealers License # *(If applicable)*: _____

ENCLOSED IS MY IAR MEMBERSHIP CHECK:

- \$250.00 Regular Membership**
(businesses which dismantle and sell used parts)
- \$150.00 Associate Membership**
(suppliers to the industry and out-of-state dismantlers)

Rates are based on annual membership.
Membership subject to approval of IAR Board.

Signature: _____

**Please return this form with your membership check to:
Iowa Automotive Recyclers, 2214 Regal Avenue, Waterloo, Iowa 50702**

Iowa Automotive Recyclers Code of Ethics

1. To promote goodwill by maintaining fair business practices and the very highest standards possible in the sale of all parts.
2. To sell high quality parts, recognizing a fair price structure, free of deceptive practices and misrepresentations.
3. To work towards customer satisfaction through parts guarantees whenever possible and when necessary, make reasonable adjustments.
4. To give courteous and fair treatment to all customers, answer all questions and make every effort to satisfy any reasonable complaint.
5. To cooperate with law enforcement authorities to help curb theft of both autos and parts.
6. To make every effort to work towards clean and orderly working conditions and attractive business locations.
7. To advertise our products honestly, avoiding false, misleading and deceptive statements, in order to maintain goodwill and good faith in our industry.
8. To make every effort for customers in finding the parts they need through parts locating services.
9. To support the policies and regulations of the Iowa Automotive Recyclers, and to abide by the standard trade practices of the Automotive Recyclers Association.

Automotive Tires in Short(er) Supply?

An apparent shortage of tires, due to tire plant closings as well as rising demand for low-volume specialty tires exists, resulting in automakers paying higher prices while tire makers gain pricing power.

Continental Tire's Vice President of original equipment in the Americas, David O'Donnell, admits they can't keep up and are "at maximum capacity...all shifts are maxed out." To meet the demand, plants in Brazil and Illinois will be expanded and a new factory built somewhere in North America. The expansions will help, but are not expected to be in full production until 2013.

Automakers in the U.S. and Canada will buy 62 million tires for new vehicles this year, forecasted by the consulting firm IHS Automotive. That's an increase from 55 million tires in 2010 (almost 12%) - by



2016, that number could rise to more than 79 million units.

Why the decline in tire factories? Before the recession, in 2006 and 2007, four U.S. tire plants closed. More tire sizes and low-volume specialty lines reduced a standard tire plant's capacity and factories. This eliminated close to 71 million units in the U.S. Now, the increasing costs of rubber, steel and other materials used in the process of manufacturing the tires have tightened the supplies and driven the costs higher.

Meanwhile, tire manufacturers such as Continental, Michelin North America, Goodyear Tire & Rubber Co. and others, have raised prices several times over the years to offset these supply costs. This is a good indicator of what's going on in the original-equipment market.

Reprinted with permission of ARA.

ARA Capitol Report

ARA Objects to Monthly Stormwater Monitoring Reports

ARA has learned that some state stormwater permitting authorities are moving from annual inspections and monitoring reports to monthly and quarterly requirements. ARA opposes this action because it believes more frequent requirements are unnecessary

and would place a significant economic burden on recycling facilities with little or no benefit. Please contact Betsy Beckwith at betsy@ara.org if your state is considering this action.

NMVTIS Update

On July 12 - 13, ARA CEO, Michael Wilson, par-

ticipated in the National Motor Vehicle Title Information System (NMVTIS) Advisory Board Meeting in Arlington, Virginia. The full Advisory Board meeting included NMVTIS updates on strategic initiatives, operational status and financial updates.

During the meetings, Wilson continued to advocate for additional data consolidators to be approved and a free, direct bulk VIN reporting option developed as an enhancement to the current, free, single VIN reporting option. Wilson also took several opportunities during the two days to urge that a concerted effort be undertaken to increase enforcement on non-compliers. "ARA has clearly stated from day one that it would strongly support NMVTIS reporting requirements only if the Department of Justice actively enforces on those entities that fail to report," says Wilson.

The next NMVTIS Advisory Board meeting will be held November 1-2, 2011 in Arlington, Virginia.

Government Accounting Office Report Recommends Expansion of NHTSA Oversight to Used Vehicles

Congress recently raised concerns about the automobile safety defect recall process, including the sufficiency of the National Highway Traffic Safety Administration's (NHTSA) oversight authorities. In response, the Government Accounting Office (GAO) reviewed laws and documents and interviewed NHTSA and stakeholders about the 1) extent of NHTSA's role in the recall process, and how its authorities compare to selected federal and foreign agencies that oversee recalls; 2) benefits and challenges of the recall process for NHTSA and manufacturers' and 3) options for improving the recall process. GAO also conducted focus groups with vehicle owners to better understand their perspectives.

Under federal law, NHTSA can order a manufacturer to give notification of a defect or noncompliance with motor vehicle safety standards to the owners, purchasers and franchised dealers as well as order the manufacturer to remedy the defect. However, NHTSA cannot require used car dealers (or franchised dealerships that sell used cars) to notify potential buyers of an outstanding safety defect or require that they get the

defect remedied prior to sale.

The GAO reported on their findings in a recent report, which includes a recommendation that NHTSA seek additional legislative authority to notify potential used car buyers of recalls and NHTSA has agreed to consider this recommendation.

We are reviewing the complete report to determine what impact this may have on the auto recycling industry and if there is some potential for regulation or oversight of "used" parts by NHTSA.

4th Annual ARA Legislative Summit a Success

More than 30 ARA members, representing 15 different states, participated in the 4th Annual Legislative Summit held last week in Nashville, TN. At that meeting, attendees provided valuable input on draft policy statements which now will be sent to ARA Regional Directors for their review this week and then forwarded on to the ARA Executive Committee for approval. The policies will be used to guide ARA's positions on Capitol Hill and discussion with national state groups like the National Conference of State Legislatures and the National Association of Attorneys' General. Policies on the following topics were discussed:

- Salvage Pool Issues
- Full implementation and Enforcement of the National Motor Vehicle Title Information System
- Sales of Recycled Air Bags
- Sales of Recycled Catalytic Converters
- Right to Repair Legislation
- Recycled Tire Age Restrictions
- Mercury Switch Removal Program Funding
- Storm Water Permitting
- Automotive Shredder Residue

Reprinted with permission of ARA.



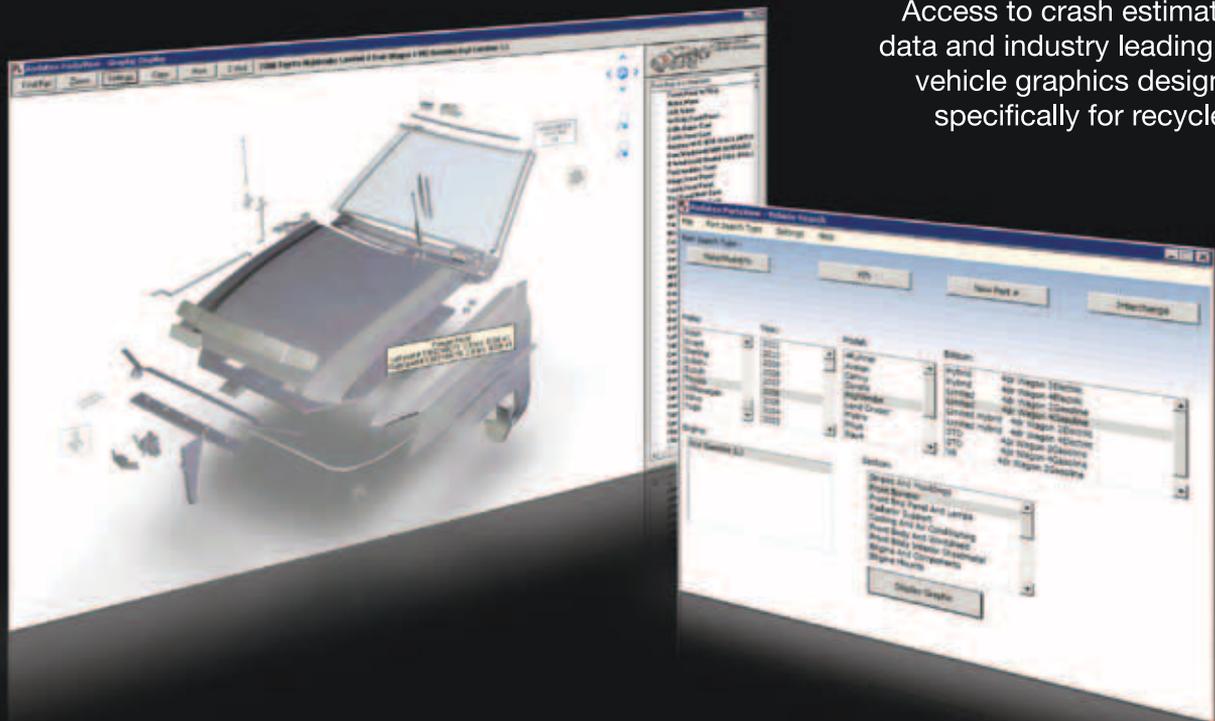


“ **PartsView** has given us a better picture of the product we sell to our customers. Through 2D or 3D imaging we are better prepared to answer and supply the customer with information and parts. By allowing our sales team to better view the product break outs we can educate the customer on additional pieces needed for their specific needs, **increasing our sales...** ”

Terry Westedt, Weller Auto Parts Inc.

PartsView™

Next Generation Parts Identification Tool



Access to crash estimating data and industry leading 3D vehicle graphics designed specifically for recyclers.

Audatex®, Hollander's sister company, just launched its' vehicle graphics program, **PartsView**, which has the same information used by insurers and body shops to create damage estimates but designed specifically for **use by recyclers**.

Contact us TODAY!

800-825-0644

www.hollandersystems.com

hollandersales@audatex.com



Your Association Needs Your Help!

2010 session is in full swing;
Legislators have lots of green issues on the table to consider.
IAR needs to have our voices heard regarding our issue -
Unregulated Buyers in the salvage pools

Your Help is Needed!!

The association is 66 members
strong & we need to fight together
on this issue...

Commit today to supporting
the IAR PAC fund. This can
be done via a one time
donation or you can be
billed via e-mail invoice or
pay pal invoice.

Our goal for 2011 is \$20,000.00.
Please commit your donation today!!

I want to support the Iowa Automotive Recyclers Association Pac Fund and the vital issues of the
Iowa Automotive Recyclers. I am committing to a one year support of:

\$200 \$400 \$600 \$800 \$1000 \$1200.00 other \$ _____

Please bill me via e-mail and I will make full payment via mail by check

Please bill me via e-mail and I will make full payment via PayPal

I want to make payments for my donation (please specify amount and when)

Amount: _____ When: _____

Please fill out for your donation to the Iowa Automotive Recyclers PAC fund.

Name: _____

Address: _____

E-Mail: _____ Phone # _____

Please Fax completed commitment form to 563-556-5097.

Donations need to be made via cash, personal check, money order or non-corporate check. If paying via
Paypal the donations will need to be made from a personal or non-corporate business account. Donations
need to be made out to IAR PAC and mailed to 55 West 32nd St • Dubuque, Ia, 52001.

Any questions please call Jodi at 563-556-0044 or e-mail iarpacfund@gmail.com.

Five Key Principles of an Effective Strategic Plan

1. Form a "good enough" plan. Studies show more planning to get it perfect doesn't lead to a better plan. Get 85-90% agreement and call it "good enough."
2. Highly effective organizations move immediately to implementation. The planning phase should only last a few hours for a small organization and no more than 1.5 days for a large organization.
3. Review progress regularly.
4. Make real time adjustments when things do or do not work.
5. Highly effective organizations focus on results, not activities.

Points 1 and 2 are especially interesting! Submitted by Nancy J. Larson, Director, Pollution Prevention Institute.

Federal Trade Commission Affirms Use of Recycled Automotive Parts in Warranty Repairs

In a letter to ARA Chief Executive Officer (CEO) Michael Wilson, the Federal Trade Commission (FTC) this week affirmed the use of recycled automotive parts in warranty repairs. In the letter, the FTC says: "Warrantors may not claim that a warranty is void simply because a consumer has used an authorized or recycled part."

"Tying warranties to the use of new, authorized replacement parts is illegal under the Magnuson-Moss Act," said Wilson. "Several months ago we asked the FTC to review position statements by several automobile manufacturers that implied that recycled parts are lesser quality parts than new OEM parts and that their use could void a manufacturer warranty," said Wilson.

ARA raised concerns with the FTC that the position statements of the automobile manufacturers

might mislead consumers into thinking that using recycled parts in a repair could void their warranty. As a result, the FTC announced the update of a consumer alert entitled Auto Warranties, Routine Maintenance, and Repairs: Is Using the Dealer a Must? The revised alert specifically notes that the mere use of recycled parts does not void a warranty and that it is illegal for warrantors to void a warranty or deny coverage simply because a recycled part was used. An updated version of the alert can be found here.

Since 1943, the Automotive Recyclers Association ("ARA") represents an industry dedicated to the efficient removal and reuse of "green" automotive parts, and the proper recycling of inoperable motor vehicles. ARA represents the interests of over 4,500 auto recycling facilities in the United States

and fourteen other countries around the world. With programs such as the Certified Auto-motive Recycler Program (CAR) and other partnerships, ARA members continue to provide consumers with

quality, low-cost alternatives for vehicle replacement parts, while preserving our environment for a “greener” tomorrow.

Reprinted with permission of ARA

Swap Sheet

IAR News will begin to feature a Swap Sheet section. Members can list equipment for sale or services provided. Submit listings for the Dec/Jan issue by Nov 1st to IowaAutoRecyclers@gmail.com. Listings are free and will be posted first come, first served as space provides. Keep in mind that the lead time on publication is one month prior to mailing so slow moving items might be the best postings. We currently distribute IAR News to about 600 salvage yards and other automotive industry businesses as well as the Iowa community college automotive programs (job ads!) and other state Auto Recycling Association affiliate chapters.



Giuliand All Tire Plus Tire Machine

Giuliand All Tire Plus Tire Machine \$1500
Call Waterloo Auto Parts for more information & more pictures (800)728-5207

FREE! Iowa Workforce Development poster.
The required employee postings are all included with the free 9-in-1 poster. Call Sue at the IAR home office 319-233-7970 for a free poster or stop by your local Workforce office.

Iowa Waste Exchange.
Wooden crates available in the Waterloo area FREE. Contact Jeff Schlee, IWE 319-235-0311 ext 138 jschlee@inrcog.org.



Wooden crates available

Iowa Automotive Recyclers

Direct Members

66 Direct Member

A & L Auto Parts	Holland	Nugent Auto Sales, Inc.	Maquoketa
Ace Auto Recyclers	Iowa City	Osage Auto Salvage	Osage
Action Auto Parts	Marshalltown	P.Q. Auto Parts	Sioux City
Aikey Auto Salvage	Cedar Falls	Pat's Auto Salvage	Waterloo
AWE Auto Service	Traer	Poell's Enterprises, Inc.	De Witt
B & B Salvage	Sioux Center	Powerhouse Auto	Ackley
Birdnow Auto Salvage, Inc.	Fayette	Quandt Auto Salvage, Inc	Carroll
Boyes Auto & Truck Wrecking	Dubuque	Sam's Riverside Auto & Truck Parts	Des Moines
Carroll Auto Wrecking	Des Moines	Sanborn Auto, Inc.	Sanborn
Charlie Brown Auto, Ltd.	Creston	Sandhill Auto Salvage	Tama
Chase Auto Parts Co., INC.	Waterloo	Smith Auto Parts & Sales	Fairfield
Delp Auto & treuck	Fort Dodge	Smitty's Auto Parts, Inc.	Des Moines
Don's Auto & Truck Salvage	Des Moines	Snyder's Auto Body	Clarinda
Dumont Auto Parts	Dumont	Spilman Auto Parts, INC	Bloomfield
Grab & Go Auto Salvage, LLC	Spencer	Stuber Trucks	Waterloo
Hawkeye Auto Salvage, Inc.	De Soto	Sun Line Inc.	Cedar Rapids
High Country Auto	Cherokee	Sunset Beach Auto Salvage	Des Moines
Hogeland Auto Plaza & Salvage	Marshalltown	Swift Auto Parts	Des Moines
Hulett & Son Auto Salvage	Creston	Trail's End Auto & Truck Salvage	Des Moines
Hurst Salvage	Spencer	Van Gorp Used Cars, Inc.	Oskaloosa
JBS Auto Parts, Inc.	Britt	Van Horn Auto Parts. Inc.	Mason City
Jeff Smid Auto, Inc.	Davenport	Vander Haag's, Inc.	Council Bluffs
Jeff Smid Auto, Inc.	Iowa Falls	Vander Haag's, Inc.	Des Moines
Jerry Carney & Sons	Ames	Vander Haag's, Inc.	Sioux Falls
John's Auto	Aplington	Vander Haag's, INC.	Spencer
Kabele Truck & Auto Parts	Spirit Lake	Walker Auto Salvage	Waverly
K's Acres	Cedar Rapids	Waterloo Auto Parts	Waterloo
Lems Auto Recyclers, Inc.	Doon	West Edge Auto Salvage	Independence
Leon Recycling & auto Parts, LLC	Leon	Wilken & Sons Inc.	Kensett
Lyle's Auto Salvage	Oto	Wilken & Sons Inc.	Nashua
Midwest Auto Parts, Inc.	Waterloo	Wilken & Sons Inc.	Waukon
Monson Salvage, Inc.	Lone Rock	Wrench 'N Go	Des Moines
North End Auto Wrecking	Dubuque	Yaw Auto Salvage	Des Moines



BEHR

MASON CITY

12050 West State St.
Mason City, IA
P 641.424.9521
F 641.424.6315

LEROY IRON & METAL

A DIVISION OF BEHR IRON & STEEL

2275 Dale Ave.
LeRoy, MN 55951
P 641.329.1401
F 641.329.5801

www.JosBehr.com



**ONE OF THE MOST ADVANCED SCRAP METAL
HANDLING FACILITIES IN THE NATION.**

**PROTECTING THE
ENVIRONMENT**

FOR YOU AND OUR INDUSTRIES

SINCE 1906.

IAR Automotive Recyclers News

RJ McClellan, Inc.
445 Broadway Avenue #5
St. Paul Park, MN 55071

Change Service Requested

PRESORTED
STANDARD
U.S. POSTAGE
PAID
Twin Cities, MN
Permit No. 7911

ALJON MFG

KEEPING IT SIMPLE BUILDING IT STRONG

580CZ CAR LOGGER

New Heavier Crane

...NOW WITH...

- Continuous Rotation
- More Lifting Capacity
- Better Cab Visibility

1-800-255-6620
www.aljon.com

