

FADRA

NEWS





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July 23 – 26, 2015

Sheraton Sand Key Resort
Clearwater Beach, Florida



Florida Auto Dismantlers & Recyclers Association

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FADRA NEWS Issue 1, 2015

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PRESIDENT'S MESSAGE



Tim McMillon
M&K Auto Recycling

Greetings, fellow FADRA members!
I hope this first edition of the 2015 FADRA newsletter finds everyone doing well and having a prosperous new year so far! We are gearing up for Hill Days, which will take place on March 24th and 25th in Tallahassee. I want to strongly encourage all of you to please join us in representing our association, industry, and ultimately, our businesses to the people that make the decisions which can have great impact on what we do. We need a voice that is heard by the lawmakers and that voice gets stronger when there are more of us

attending.

After Hill Days, we will be counting down to July and our annual convention, which will be held in Clearwater Beach at the Sheraton Sand Key Resort. It will be a grand celebration with many special surprises as we come together to celebrate FADRA's 40 Anniversary. Registration materials should be in your mailbox soon. You won't want to miss this one!

If you have any questions, please feel free to email me at mkauto@me.com or you can contact our Executive Director, Kim O'Dell at kim@fadra.org.

Hope to see you all in Tallahassee!



Calendar

March 17-18, 2015

ARA Hill Days
Washington DC

March 24-25, 2015

FADRA Hill Days
Tallahassee FL

April 21-15, 2015

ISRI Annual Convention
Vancouver, Canada
Information: 202-662-8500
convention@isri.org

April 30-May 2, 2015

United Recyclers Group (URG) Annual
Training Conference
The Inverness Hotel and Conference
Center
Englewood, CO
Info: Vanessa Mutchler,
512-887-7922,
vanaessa@u-r-g.com

July 23-26, 2015

40th Annual FADRA Convention
Sheraton Sand Key,
Clearwater Beach FL

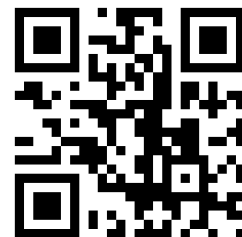
October 7-10, 2015

ARA Annual Convention
Charlotte NC

Find more useful information from
your Professional Association,
including procedures for applying
for the Salvage Dealers License.



Visit your association Website!
www.FADRA.org





Kim O'Dell, CMP
Executive Director

I hope everyone is off to a great start as the New Year is well underway. There is much excitement and anticipation as FADRA enters their 40th Anniversary Year as an organization. The Convention Planning committee, who do an excellent job every year, recognizes the significance of this milestone year and are planning an eventful convention to honor and celebrate 40 amazing years of

leadership, the support and camaraderie of the membership, and the journey most of you have witnessed along the way.

1975

- FADRA was granted incorporation in the state of Florida on January 8.
- FADRA held its 1st Convention in February.
- Vernon Mellette was the 1st President
- J. B. Rogers, Jr. was the 1st General Counsel and Lobbyist

Association Management Services was FADRA's 1st Association Management Company.

1976

- March 1, IntraCom, Inc. was hired to provide management services to FADRA with Robert L. Schweiger serving as Executive Director.
- The 1st eleven-member Board of Directors was elected on January 31.
- One of FADRA's 1st programs was started in January: a Blood Bank Drive Program to collect blood from FADRA members. It was noted in the minutes that the blood could be used for FADRA members and their employees.
- The 1st Salvage Dealer Licensing Bill was presented by FADRA to the Florida legislature. The bill did not pass.
- Ron Copher became the 1st State Representative to ADRA.
- Convention attendance was 81 people, representing 39 yards and 71 out-of-state registrants.
- FADRA established a member discount program. Hertz Leasing and Sea World were among the 1st discount programs offered.
- FADRA had \$2,099.83 in cash assets on October 23.

- The 1st discussions were held concerning a connection of the Long Lines to FADRA.

1977

- The January convention was held at the Sheraton Four Ambassadors in Miami; room rates were \$33 single and \$38 double occupancy.
- It was estimated that there were 500 to 2,000 potential members in the state. FADRA's membership was 56 yards.
- I.C. Systems presented a proposal for Bad Debt Collection that was accepted by the Board.
- FADRA adopted the ADRA Code of Ethics.
- The 1st FADRA Beautification Awards were presented to A.C. Auto Parts (8-15 employees) and Port Tampa (1-7 employees).
- The 1st discussion concerning Workers' Compensation Rates began.
- The board agreed to pursue changes throughout the Florida Statutes to change the term "junkyard" to "automotive dismantler and recycler."
- Annual Convention: Sheraton Four Ambassadors, Miami, FL

1978

- The 1st Public Relations Brochures were made available for sale to the membership. The brochures sold for .20 cents per 100.
- The 1st cooperative radio advertisement was aired in Tampa.
- The board approved a proposal to accept applications for membership from out-of-state suppliers.

The organization has changed throughout the years, and there is much to celebrate. As we go through this year, I'm going to share some historical events that have taken place since FADRA began back in 1975.

If you have not attended a FADRA Convention in several years, or it's been even longer than that, I hope you will put this year's Convention on your calendar. We want to celebrate each and every member, both current and past, that were instrumental in building this great organization.

Kindest regards,

Kim O'Dell, CMP, FADRA Executive Director

- Amendments to various sections of Florida Statutes, Chapter 319 were passed during the legislative session. Among the changes were the definition of a "rebuilt" vehicle ("A rebuilt vehicle is defined to mean a vehicle built from salvage and for which a title has been issued."), a change to the definition of a "total loss" from 75% to 70%, language dealing with vehicles coming from other states, and yard inspection language dealing with locating potentially stolen vehicles.
- Annual Convention: Hotel Royal Plaza, Lake Buena Vista, FL

1979

- A committee was formed to begin discussions with the Long Lines (Central, Copher, Kempton's, Interstate, Miami, Preferred, and Spivey) regarding membership in FADRA being mandatory for membership on their Long Lines. The committee was also charged with investigating whether or not FADRA should form its own long line or a computerized inventory system.
- Annual Convention: Hotel Royal Plaza, Lake Buena Vista, FL

1980

- Another attempt was made to present a Licensing Bill. The bill also included provisions for issuance of a "salvage certificate" or "salvage certificate of title" for distressed vehicles. After a number of interesting board debates, it was decided not to present the bill.
- Annual Convention: Eden Roc Hotel, Miami Beach, FL

In Memoriam: Bobby Gerstman

Longtime auto recycler and FADRA member Bobby Joe Gerstman, 74, of Auburndale, passed away on Tuesday, January 27, 2015, at the Lakeland Regional Medical Center after a brief illness. He owned Gerstman's Used Auto Parts in Auburndale, now All Pro Used Auto Parts.

Born May 11, 1940, in Cullman, AL, to Alvin and Evelyn Gerstman, he moved to Auburndale with his family in 1957. He was a member of Lena Vista Baptist Church in Auburndale. Bobby is survived by: his wife of 50 years, Lonie; a son Brian Gerstman and his wife Trish of Lakeland, FL; a daughter Kimberly Harrell and her husband Stephen of Lakeland, FL; a brother Larry Gerstman of Winter Haven; 2 sisters: Joyce Phillips and Charlotte Higdon, both of Winter Haven; 4 grandchildren; and 4 great grandchildren.

Bobby had a lot of friends in the FADRA community and will be missed.

"Bobby was one of the kindest recycler friend I have ever known," Brad Rutherford of Budget Auto Parts said. "Everyone one in the salvage industry lost a friend this month. He never said a bad word about anyone. He was truly a gentle man.

"When Bobby sold Gerstman's Auto Parts to All Pro, he focused his energy managing crushing crews for Trademark Metals. Bobby always had an infectious smile and I have never heard him say a bad word about anyone. He was always willing to help everyone he could--even the competition. One quick story will show Bobby's character. When Bill and I bought Budget in Bartow in September 1992, the 'budget' was tight and we needed some site work done. I had called Bobby to find out who could help us get the trees pushed up and dirt moved around. Bobby showed up that weekend with a bulldozer and loader and did the job. He would not ac-

cept any payment. There are I am sure many people in and out of the industry with similar stories. Bobby you will be missed!

"We are very sorry to hear about Bobby," said Richard Rubenstein of Expressway Auto Parts. "He was a true asset that brought honor to our industry. He was a great friend and always showed love for his family through his conversations."

"We at A1A Auto Parts were sorry to hear of Bobby's demise, as he was a longtime friend as well as a smart competitor," said Mike Kennedy of A1A. "We will miss him so much that words cannot express our feelings."

Roger DeWitt, an auto racer from Polk County, affirmed: "He supported the racer on a limited budget. You could not beat his deals if he knew his parts would keep you on the track. Glad to have known Mr. Gerstman."

New Shipping Program for FADRA Members

A new initiative has come into being that can benefit all Florida auto recyclers. It's called Recyclers Cross Dock, located at 411 N 14th St. #250, Leesburg FL 34748. Bo Wroten is running it, and it provides cost-effective shipping of auto parts. The founding members are All Pro Used Auto Parts, American Auto & Truck, Cocoa Auto Salvage, Cox Truck and Van, Go Auto Recycling, and M & K Used Auto Parts.

"On the Cross Dock's first night of operation, all six founding members bought and sold parts thru the dock," Bo said. "I was receiving updated incoming manifests up until 6:45pm yesterday, which, in some cases, meant that a member bought an engine or transmission as late as

5:00 pm last night on the other side of the state, or even out of state (Cox in Georgia) and are DELIVERING it to their customer this morning. That is pretty efficient, and cost effective!

"In all there were 59 parts exchanged the first night, half of which were motors, transmissions, and doors (big ticket items costly to ship). They reached the customer quicker and cheaper than by any other method available in the market.

"The RCD members are going to do it again tonight and every weekday night going forward. Please feel free to come watch the action, or better yet, feel free to call me on my cell 407-620-0274 if you have any questions about how it all works."

In Memoriam: Susan Weaver

Susan Weaver, a longtime member of the auto salvage industry in Florida and Virginia and wife of Bill Weaver, passed away on March 5 after a long battle with cancer. She and Bill met at the FADRA convention and were longtime friends of many members. FADRA sent flowers to her memorial service on March 7 in Providence, NC. Our deepest condolences go to Bill and their family during this difficult time.



CCC Information Services Inc. Acquires Actual Systems of America (ASA) and the Pinnacle Software Solutions

CCC Information Services Inc. (CCC) announced on December 11, 2014 that it has acquired the assets of Actual Systems of America (ASA), provider of Pinnacle Professional automotive recycling software. The transaction, which advances CCC's auto parts strategy, will lead to the creation of the CCC Pinnacle Yard Management™ solution, a powerful system for yard management, repair management and parts eCommerce. CCC and ASA announced plans to begin integrating ASA's Pinnacle Professional solution with the CCC TRUE™ Parts Network in July 2014.

The transaction advances CCC's auto parts strategy, creating the CCC Pinnacle Yard Management™ solution, a powerful system for yard management, repair management and parts eCommerce. The integration of the CCC ONE, CCC TRUE, and Pinnacle solutions will provide the collision repair industry with an unprecedented level of efficiency and productivity when buying and managing recycled parts. The acquisition grows the power and reach of CCC TRUE, the industry's only collision parts network for OE, aftermarket, and recycled parts suppliers to electronically sell their parts to repairers when writing the estimate.

The current processes for data transfer and parts procurement are manual and lack integration, which can negatively impact cycle time, data accuracy and cost. The acquisition creates a single place for recyclers, repairers and insurers to interact, transact, and proactively manage the recycled parts process.

What Does this Mean For Me?

Existing Pinnacle Customers

- Existing Pinnacle Pro customers will now be able to automatically show, quote and sell their inventory right inside the CCC ONE system.

- Pinnacle Professional and CCC ONE currently work well together, but within a few months their integration will be even more seamless and enable recyclers to show up-to-the-minute inventory, customized pricing, delivery times, and part grades to repairers and insurers who use CCC ONE.

- It will also provide buyers and sellers of recycled parts with powerful eCommerce capabilities, such as online parts shopping and electronic invoicing, to decrease phone calls and eliminate redundant data entry.



- CCC is committed to providing long-term stability and investment in Pinnacle Pro.

- Development will continue to be driven by CCC & Pinnacle users ensuring solutions by Recyclers for Recyclers.

In a separate agreement, CCC and URG – a leading recyclers association – have

committed to work together to ensure that all future Pinnacle Pro solutions will continue to be developed “by recyclers, for recyclers.”

OE and AM Suppliers

- The acquisition grows the power and reach of CCC TRUE, the industry's only collision parts network for ALL suppliers to electronically sell their parts to repairers when writing the estimate.
- Over the last year, electronic parts ordering by the 4,800 CCC ONE Repair Workflow shops has doubled.
- As more suppliers join CCC TRUE, the momentum, supplier coverage, and network effect of CCC TRUE and CCC ONE will drive more collision repairers to electronically order their parts through this single, highly efficient electronic parts ordering network.
- Ultimately this momentum and growth will make the CCC TRUE Parts Network a highly active and lucrative channel for OE and AM suppliers to sell their parts.

Hollander to Hold Regional Customer Training Seminar in Atlanta

Hollander, LLC, a business unit of Solera Holdings, Inc., will hold its first regional training seminar of 2015 in the Atlanta area on Saturday, March 14.

The Summit will combine presentations and hands-on learning experiences with Hollander experts in Powerlink®, EDEN® and eLink™. The two presentation tracks will revolve around Inventory Workflow and System Administration and Management. Inventory Workflow will include tracks on managing and maintaining inventory, prepping inventory for sales and inventory tools. System Administration and Management will focus on basic bookkeeping management, an introduction to Powerlink Order Management and tracking sales performance, among other topics. "We have listened carefully to our customers and determined regional training is the best way to serve customer needs," said Chris Gilbert, director of service delivery at Hollander. "While past summits have focused on thought leadership, we're tailoring this year's events to concentrate on customer needs and training. The summit will provide an enhanced training experience through one-on-one availability and access to a portion of every Hollander team."

Software demonstrations and account management assistance will be provided by Hollander support associates and sales representatives in the Technology Test Drive Center. In addition to the presentation tracks, the Southeast Regional Training Summit will also provide networking opportunities with fellow recyclers.

Hollander will look to host more regional training for its customers throughout the year in different segments of the country. Those interested in more information, or to register, can visit Hollandersolutions.com and head to the Events tab.

Butler's Auto Salvage to Add Third Facility

Butler's Auto Salvage continues to grow as it has acquired a 12-acre lot in Milton, FL on which to add a third auto recycling facility to the family's operations. It is 30 minutes from the main location. Previously the site of a lumber and truss mill, the facility has a 33,000 sf office building, level and graded grounds with storm drains and a retention pond. The Butlers have little work to do before opening, which is scheduled to take place at the end of May. They plan to dismantle a mix of 8 to 10 year old cars and light trucks, with an inventory of 1200 vehicles on site.

"We have maxed-out our current location and saw an area with no real operation to serve the public," Jim said. "So after a search for a properly zoned location this one seem the best for that purpose."



image courtesy of Google Earth

Green Star Expansion

January 14, 2015, Neil Harrow, director of GreenStar Auto Recyclers in Orlando, Florida, and previous owner of Michael Auto Parts, purchased six and one half acres of land and an 88,000 square foot building on Overland Road in Orlando from Schuff Steel.

GreenStar now functions on two acres of land with limited amount of space. The Overland Road property, which is located five hundred feet from GreenStar's current location, will enable the company to process more than 2500 automobiles and trucks per year.



image courtesy of Google Earth

Promotion at Valley Metal



Valley Metal Services, LLC is a North Carolina corporation headquartered in SW Florida. President Robert Merkle, who founded the company in 2009, has announced the official promotion of Chad Van Tilburg as CEO and Director of Trading. Chad has been with Valley Metals since 2009 operating in a trading capacity. Now, as a stockholder in the Corporation, he is assuming responsibilities of directing all trading along with the duties of CEO. Nadya Van Tilburg is responsible for the company's financial department and continues to move the company forward in a strong position. Kerrie Wooten has joined the family, complementing Nadya in our payables and receivables department.

Valley Metals is a family operated corporation founded on very basic principles. "Nobody said you can't bring some good ol' fashioned, down to earth, common sense to this crazy high tech world," stated Bob Merkle.

Phoenix Metals Starts New Catalytic Converter Processing Center

Marketing Director David Polletta reported that Phoenix Automotive Cores inaugurated its new catalytic converter processing center on June 12, 2014. A custom built "Jeremy Laughlin Catalytic Converter Processing Center" was opened up for use at the company's Phoenix, AZ branch location.

"This facility has been named in memory of fellow colleague Jeremy Laughlin, who passed away in late 2013. Its purpose is to provide the best service and value possible to our clients. To accomplish this, we added a few key features to our de-canning line, custom building certain machines to fit our needs."

The safety of Phoenix's employees was also given great consideration in the construction of the catalytic converter de-canning room. Having the machines installed in a specially enclosed room allows them to provide full ventilation and a/c, making it easier, faster and safer to process shipments of catalytic converters.

Speedboats to Qatar



The Sheikh of Qatar has been a speedboat enthusiast who has been racing in the United States for the past couple of years on *The Spirit of Qatar*. Sheikh Hassan bin Jabor Al-Thani, a robust man in his mid-40s, with flowing gray hair, made the acquaintance of Billy Glueck and invited him to race in a hosted event in Qatar, called The Qatar Cup. The Sheikh, President of the Qatar Marine Sports Federation, formalised an agreement with Super Boat International founder and President John Carbonell at Cocoa Beach in Florida in January 2014. Billy brought along Mike Gagel and the two had an eye-opening experience in the Middle Eastern kingdom.

"It was a beautiful, weeklong event," Billy said. "We didn't know what to think before we got there. Everything we hear here in the United States about the Middle East is about people killing each other, but it was a beautiful place. It's pretty Westernized, you see women walking the streets in skimpy dress, and while you can't be publicly intoxicated or drink alcohol on the street, the bars are hopping. The drinks are \$25, though, so it costs a lot to get drunk. The Sheikh couldn't have been more accommodating. He shipped 17 boats over for the race, at his own expense, and he sponsored the entire thing."

How did the race go? "We were leading when the drive shaft broke," Billy said, simply. "These things happen."

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Recyclers Power Source Celebrates a Milestone

Julie Stahly of Recyclers Power Source reported that the company celebrated its 22nd anniversary this year.



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LEGISLATIVE UPDATE

By Steve Holland, Brandon Auto Salvage, Legislative Chairman

Once again, Florida citizens and legislators are gearing up for the Legislative Session, which begins this year on March 3 and ends on May 1. Coming again this year, for the seventh year in a row, is the battle over Used Tires, sponsored by Senator Evers. Being the seventh year, this might be the year they beat us down. I hope you will keep abreast of this issue and support the fight. As always, we work with the key legislators involved to water down or kill the bill to protect auto recyclers from expanded liability, but it remains a contentious issue. ARA is monitoring this battle in about five States this year that I know about. The RMA is still trying to place the liability on the seller of all used tires for damages and non-compliance of the inspection of each tire sold.

ARA issued a position statement on used tires:

“ARA supports the use of quality used tires. ARA opposes any legislative and regulatory restriction on the sale of used tires. Professional Automotive Recyclers resell used tires for many purposes, and the ultimate use of those tires is unknown to the seller at the point of purchase. Any requirements for the inspection of used tires to determine safety or general roadworthiness should be placed on the installer of a tire on a vehicle for highway use, rather than the seller.”

We are currently working on some proposed legislation to require DMV to process Derelict Certificates and the cancelation of titles electronically. This will be a benefit for all recyclers to be able to process from their office instead of having to deliver to a local Tax Collector's Office.

There are other issues that we are monitoring that are related to our industry. The Professional Wreckers Of Florida (PWOFF) is proposing a bill or amendment to regulate the way people can solicit salvage and junk vehicles.

At the last Jacksonville meeting, The Florida Recyclers Association (FRA) voted to support a bill through the state Legislature that would amend parts of the Florida State Statute relevant to scrap metal recyclers. The primary element of the amendment was the transfer of the scrap industry oversight in Florida from the Department of Revenue to the Florida Department of Agriculture Consumer Affairs. At this time, the final status of the Bill and its final language are unknown.

I encourage you to attend our Hill Days in Tallahassee on March 24-25. We have a great time visiting legislators to build relationships that benefit all of our businesses. Please contact Kim and let her know you would like to come this year. She will share the Hotel information with you.



THE FLOW OF THE 2015 FLORIDA LEGISLATIVE SESSION

By Trevor Mask, Colodny & Fass

The 2015 Florida Regular Legislative Session begins March 3, 2015 and concludes May 1, 2015 unless extended. Leading up to the Session, the Legislature has been holding and will continue to hold interim committee meetings. During these meetings, the legislators will begin to shape the agenda for the Session. Some of the issues are beginning to crystalize, while others are less certain.

Following the 2014 elections, the Governor, Cabinet, and Legislature remains heavily controlled by the Republican Caucus. The Governor and Cabinet remain unchanged as Governor Rick Scott, Chief Financial Officer Jeff Atwater, Attorney General Pam Bond, and Agriculture Commissioner Adam Putnam all won re-election. There is a change in leadership in the House and Senate, however. House Speaker Steve Crisafulli (R – Merrit Island) and Senate President Andy Gardiner (R- Orlando) take the helm of their respective chambers, replacing Will Weatherford and Don Gaetz.

In addition, the Florida House and Senate are majority Republican. At the time of this writing, the Florida House is comprised of 80 Republicans, 38 Democrats, and two vacant seats that are likely to go Republican. The Florida Senate is comprised of 25 Republicans, 14 Democrats, and one vacant seat likely to go Republican.

The only bill that is required to be passed by the Legislature is the General Appropriations Act, commonly referred to as the Budget. Governor Scott recently released his proposed budget. His biggest priorities are tax cuts and education. The Governor's proposed budget is roughly \$77 Billion

dollars. Labeled as "It's Your Money," the budget includes \$673 million in tax cuts, including eliminating the sales tax on college text books and cutting the state communications tax on cell phones, cable, and satellite TV. His budget also increases public school spending by \$400 million. The Legislature will use the Governor's budget as a starting point for a final budget that will be passed during the 2015 Session.

Speaker Crisafulli is placing water issues high on his list of priorities. He established a goal for a comprehensive approach to address the water quality and supply challenges facing Florida. Representative Matt Caldwell (R-North Fort Myers), Chairman of the State Affairs Committee, has been tasked with carrying the legislation. On February 11, 2015, the State Affairs Committee passed Proposed Committee Bill SAC 15-01 as a first step to passing legislation.

President Gardiner is looking to expand opportunities for persons with disabilities. One measure has already seen legislative movement. SPB 7022 by Senator Jeremy Ring (D- Margate) encourages the state's employment policy to hire people with disabilities and require each executive agency to set annual goals that ensure full utilization of underrepresented groups in the agency's workforce. The bill also requires state agencies to create programs that promote job opportunities for disabled Floridians.

Gaming will once again be on the table, as the part of the Seminole Gaming Compact that gives the tribe exclusive rights to card games like blackjack is set to expire. House

Speaker Crisafulli did not include the revenue projected from the taxes collected from card games in his proposed budget. This is a signal the legislature could let the card game exclusivity expire.

Healthcare is another issue that will be heavily discussed. It appears Florida could lose \$1.3 billion in federal funds from the "Low Income Pool," or LIP. This money is used to help hospitals treat poor and uninsured patients. It has been argued the federal government is holding hostage the LIP money because the legislature has been reluctant to expand Medicaid in Florida.

Your FADRA legislative team is also preparing for the upcoming Session on issues important to our industry. Once again, Senator Greg Evers has filed a bill prohibiting the sale of unsafe used tires. Your legislative team has been in contact with Senator Evers and other members of the legislature. Our goal is to fix the bill to prohibit the installation rather than the sale of unsafe used tires. We have been expressing our opposition to the bill as currently drafted and have put forth our suggested language for consideration.

The outcomes of these legislative proposals are murky at best. One thing is for certain: the discussion and debate will be lively. Without a voice in Tallahassee, we would not be able to shape the direction of Florida policy. Your involvement and support of FADRA is immeasurable.



SAVE YOUR BOTTOM LINE, REUSE/RECYCLE

By Ana Gibbs, DEP External Affairs Manager



There's a misconception that pollution prevention equates an expensive commitment. But it's feasible to implement an environmentally friendly strategy which will result in increased profits, a healthier workplace, and a facility that's an asset to the community. Strategically implementing some specific best management practices may help

produce better business results.

Did you know your facility remains responsible for the hazardous waste generated at that location, even after it leaves the property? Using smaller amounts of dangerous chemicals or safer alternatives can lessen some of the worries associated with this liability. Consider using an aqueous, hands-free parts washer instead of a solvent-based unit with direct exposure. Simple substitutes may also help. When cleaning parts and floors, use mechanical methods such as sweeping or switch to detergent-based solutions instead of using caustic solutions. Use a non-chlorinated brake and carburetor cleaner. To further reduce the use of solvents, pre-clean parts with a squeegee, rag, or wire brush. Pressure washing, steam cleaning, or heat baths can also help. Reduce the amount of aerosol cleaner used in each cleaning job.

Don't throw your hard earned money down the drain. Reuse and recycle your materials instead of letting them go to waste. Gasoline, coolant/antifreeze, used oil, filters, lead acid batteries, and shop towels are not considered hazardous waste if recycled. Whenever possible, use drip pans to collect leaking fluid for recycling instead of cleaning up with absorbent. Use separate containers for used oil and coolant/antifreeze collection. Store partially used absorbents in closed, labeled containers for reuse. Instead of disposable towels, use cloth towels that can be commercially laundered and reused. Don't wash

shop towels on-site if your washing machine drains to a septic tank.

Water and energy conservation is another great way to cut back on costs. Install a closed loop 100% recycling water system for vehicle washing. Use a self-contained floor scrubber with a closed loop wash pad that removes oil, and then filters and reuses the water. Closed loop systems help reduce your monthly water bill. Install Light-Emitting Diode (LED) or fluorescent light bulbs instead of incandescent bulbs to save on your electricity bill.

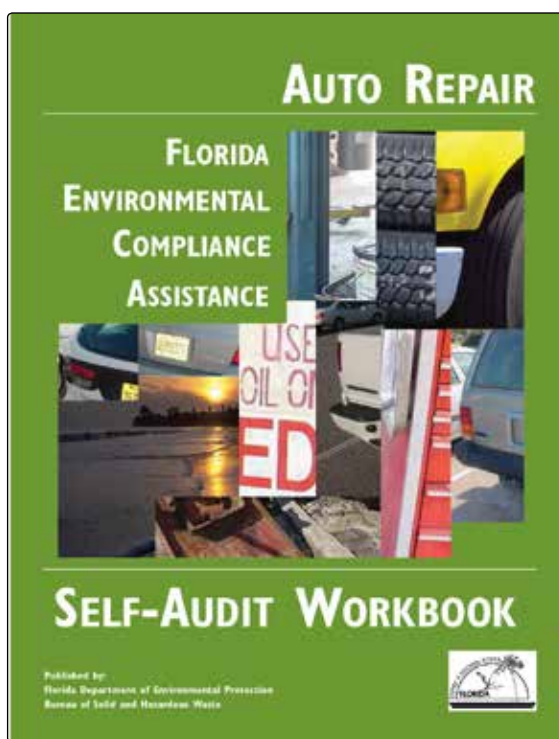
Good housekeeping practices can help avoid expensive mistakes.

- Label all waste containers to prevent contamination of non-hazardous waste.
- Avoid mixing different kinds of wastes, which can cause dangerous reactions and makes disposal more expensive.
- Cover the steam cleaning area and construct a berm around it to prevent water, oil, and grease residue from leaving the area.
- Keep containers of liquids, including parts washers, covered and cool to reduce evaporation.
- Use a first-in, first-out policy for product storage areas to prevent materials from becoming out-dated.

- Store and use aerosol solvents far away from parts washers.

Implementing best management practices and pollution prevention are not successful if it's a one-time effort. They need to be a core part of day-to-day operations and long-term planning. Well managed pollution prevention can be both profitable and productive for your business.

To learn more, read the Florida Environmental Compliance Assistance Self Audit Workbook: http://www.dep.state.fl.us/waste/quick_topics/publications/shw/hazardous/CAAR/CA-ARWorkbook.pdf.



Former Salvage Yard Holds Mother Lode of Antique Cars

By Gary Gastelu, Fox News

A collection of more than 200 historic cars hidden from public view for 61 years will be crossing the auction block in Oklahoma in March. The cars belonged to Oliver Jordan, who ran a salvage business in the city of Enid from 1945 to 1953, when he locked it up during a zoning dispute that lasted for years. Jordan never relented, and the cars have sat idle since then, most of them left outside to rot. The majority are from the 1930s, and '40s, but the oldest is a rare 1917 Maxwell.

Among the more notable finds are an aluminum-bodied 1937 seven-passenger Lincoln limo by Willoughby, believed to be one of five remaining of the 60 that were produced, and a 1937 Cord Model 812 Supercharged Beverly sedan.

Two 1942 "blackout specials" – a Ford and a Chevy – built during World War II, when the government put restrictions on the use of ornamental shiny metal parts, are fitting of the cache's low profile.

A 1937 TerraPlane Super Six may sound like a flying car, but was from a short-lived brand produced by Hudson. It doesn't come with a hood, and you'll be hard-pressed to find an inch of it that's not corroded.

The same can be said about pretty much all of the other vehicles. Nevertheless, [VanDerBrink Auctions](#) is billing the event as a customizer's dream, as many of the parts from the once-common cars are becoming rarer by the day.

Jordan sold a few of them himself over the years, but not many. Accord-

ing to auctioneer Yvette VanDerBrink, if he invited you inside to see his secret stash, and you were interested in one of the cars, he'd make you a take-it-or-leave-it offer on the spot. No haggling or second chances allowed.

Jordan died in 2003, and his widow died seven months ago. His grandson, who helped consolidate the cars from four different yards in recent years, is overseeing the sale of the estate, including the 1929 Ford Model A wrecker that was Jordan's first tow truck.

The auction is scheduled to take place on June 7, both on site and online. All sales are final, of course. Jordan wouldn't want it any other way.

Unemployment Taxes Going Down for 2015

Florida Employers will see a decrease in their state unemployment taxes (now called reemployment taxes) for calendar year 2015. Effective January 1, the minimum Florida unemployment tax rate is \$16.80 per employee per year. This is a reduction of \$30 per employee from last year. And for the first time in a long time, those employers who are assigned the maximum tax rate will also see a tax decrease, from \$432 per employee per year to \$378 per employee per year. Employers that have an experience-based tax rate that falls somewhere between the minimum and maximum tax rates should see similar decreases.

The wage base for each employee is also decreasing for 2015, from \$8,000 per year to \$7,000 per employee. This is the amount of each employee's wages that is subject to reemployment tax – employers pay reemployment tax only on the first \$7,000 of an employee's wages. Any amount over \$7,000 that an employee earns is not subject to state reemployment tax.

The Florida Department of Revenue mailed out a 2015 reemployment tax rate notice to all employers

in January. The tax rate for your business listed on this notice will be effective for wages paid on or after January 1, 2015. The first reemployment tax return for 2015 (your RT-6) will be due to the Florida Department of Revenue by April 30, 2015 and will be for wages paid in January, February and March. On the RT-6 tax return, you should list all employee names and social security numbers, plus the amount of wages you paid each employee during the preceding quarter. Please remember that unemployment taxes for 2015 will only be charged on the first \$7,000 of each employee's wages, instead of the first \$8,000, as it has been the last several years.

If your business has 10 or more employees, you are required to file your RT-6 and pay your reemployment taxes online through the Florida Department of Revenue's website, unless you have received a waiver. When paying your taxes electronically, you must initiate the payment by 5:00 p.m. ET on the on the business day prior to the due date of April 30 for your payment to be considered timely filed. Late filing occurs both penalties and interest.

Source: FUBA

New Stormwater Permitting Standards Adopted in Michigan

In response to increased pressure from the EPA to create new Storm Water Discharge Permits, Michigan's Department of Environmental Quality (MDEQ) has been working on a new sector specific permit which will replace the current Storm Water Permit for automotive recyclers and scrap metal processors. These two industries have been targeted for permits, which will include water testing with benchmark monitoring. ARM and our consultant Dave Kendzior-ski, have argued for keeping the permits focused on best management practices, however it has become apparent that MDEQ will require storm water testing at discharge points.

The process began in August 2010 when the MDEQ (then MDNR-E) created a stakeholder's group to discuss the possibility of changing the current permits. After 2 meetings the work was placed on hold due to major changes in the department's staff. There was no word from the department on the issue until October 2013 when MDEQ reestablished the stakeholder's group and at a December meeting presented a plan to have new permits issued for the next cycle year beginning April 1. Their aggressive timetable eventually had to be delayed in order for the department to focus on the permit language and to examine the benchmark criteria.

It appears that MDEQ will have a finalized permit ready to implement for the next cycle year which begins April 1, 2015. Permits are staggered on a five year cycle so some members may see this change immediately, while others may not get new Certificates of Coverage for up to five years depending on which cycle year their permit falls in.

Under the new permit, automotive recyclers will have to test once a quarter. Benchmarks have been set for copper, lead, zinc and Total Suspended Solids (TSS – commonly known as dirt/dust in the water). While ARM still maintains the position that Best Management Practices (such as mandating secondary containment for fluids) is a better approach to preventing pollution, it

should be noted that at least some of our concerns have been heard. The testing requirements have been limited to MDEQ's biggest perceived environmental threats, and once a facility has cleared the benchmarks for three consecutive quarters the testing is no longer necessary for the duration of the permit cycle.

To date, virtually everything in the Storm Water Discharge Permit has focused on fluid containment and spill prevention. This new emphasis on metal and dust particulates has created new challenges for the industry and for ARM. There has been insufficient data with which to provide members with suggested management practices to contain these particulates or to determine how much a typical salvage yard might produce. There is almost no data on how much

zinc might be produced as only one other state has ever tested for it.

In addition to not knowing how these new requirements might affect recyclers' operations, there is also the new problem of certifying storm water operators to collect samples for testing. While most large scrap metal processors (the other group targeted for sector-specific permits) have environmental compliance officers who are trained and certified, most automotive recyclers operate on a much smaller scale and would find the additional costs of hiring a full-time specialist financially burdensome. ARM has begun working with Dave Kendzior-ski of Stormtech to create a new program to help members comply with the new permit. ARM's primary concern will be educating members about the new permits and training/certifying the storm-water operator at each facility to be able to take the necessary samples.

The permit language is still being discussed and ARM will keep our members updated with new developments.

Source: YardTalk, Automotive Recyclers of Michigan, Fall 2014



Lawsuit Dismissed Against Business Accused of Using “Junkyard Parts”

By Andrea Lannom, Charleston Daily Mail

On January 13, 2015, a Kanawha County (West Virginia) judge has ruled in favor of a St. Albans body shop owner, dismissing a lawsuit alleging he used “junkyard parts” to repair vehicles. The legal battle has been going on since December 2011, when the then-Attorney General Darrell McGraw filed the action against Liberty Mutual Insurance Company and Greg Chandler’s Frame & Body LLC.

The lower court originally ruled in favor of the attorney general’s office and the case went on appeal before state Supreme Court justices, who reversed the decision and sent it back to circuit court. In a Monday hearing, Kanawha Circuit Judge Charles King entered an order in favor of Liberty and the body shop owner.

“I feel vindicated,” Chandler said after the hearing. “We never did anything deceptive with customers. I was accused of it and it was put on TV. It was humiliating. Today, there’s a court order saying I never did anything wrong.”

McGraw alleged Liberty Mutual’s policy to use salvaged or reconditioned parts in repairs was unlawful in West Virginia. He also alleged the body shop violated the law by repairing cars less than three years old with reconditioned re-manufactured and used parts, and didn’t get customers’ consent to do so.

According to Monday’s order, Liberty Mutual has a list of preferred body shops to repair cars involved in accidents. Chandler’s shop is one of those. The order explained there are three basic classifications for parts—genuine original equipment manufacturer parts, after-market parts and salvage/recycled original equipment

manufacturer parts, which was the point of contention in the lawsuit.



The agreed order defined the latter as a part made for and installed in a new car by the manufacturer or the original equipment manufacturer and removed from the car for resale or reuse. The order said crash parts are exterior or interior sheet metal or fiberglass panels that form the body of the car including fenders, bumpers, door panels, grills and permanent roofs.

Liberty Mutual had a policy requiring shops to use, when available, parts from a car the same model year or newer and from one with the same or less mileage. It also didn’t require Chandler to get written consent from the car’s owner to use these parts in the repair. King previously entered an order enjoining Liberty from requiring the use of these parts without the owner’s written consent and held the insurance company and the body shop owner violated the law.

Liberty Mutual and Chandler appealed the ruling in February 2013 and justices reversed King’s ruling in a June 2014 decision. The Supreme Court ruled that the Crash Parts Act didn’t apply to the use of these parts in repairing cars and the purpose for

having the act was to limit the use of some but not all replacement crash parts. The opinion also held that the use of after-market crash parts was limited and consent is only required for these types of parts—not so with either of the salvaged recycled parts.

In Monday’s hearing, attorneys came up with an agreed order, which was signed by the court. It dismissed the three counts of the lawsuit and attorneys voluntarily dismissed their counter-claims. Susan Snowden, representing Liberty, said the office did significant damage, especially to Chandler.

“I don’t know how you un-ring that bell,” Snowden said, talking about posts made on social media alleging they engaged in deceptive acts. “There was no press release saying, ‘Oops the Supreme Court says these people didn’t do these things.’”

Assistant Attorney General Douglas Davis still contended that these were junkyard parts.

“Now, we can have junkyard parts in new cars. It’s unfortunate,” he said of the state Supreme Court’s decision. Snowden took issue with that phrase, saying it was something the office came up with for “sensationalism.”

IRS Increasing Standard Mileage Rate in 2015

The Internal Revenue Service (IRS) has announced an increase in the use of a car or other vehicle for business purposes. The mileage rate will increase from 56 cents to 57.5 cents for 2015.

Super Salespeople Fact or Fiction?

By Sandy Blalock, Executive Director, Utah Automotive Recyclers Association

So often when I am around auto recyclers the biggest grievance I hear is how do I hire and keep great salespeople? We all know too well the cost of hiring the wrong person for our sales departments. Everyone has a solution whether it be performance based pay, draws against commission or just plain hourly but how do we really know if one works better than the other? The real truth is not in the program but the hiring of the right person who is motivated to grow and excel. The pay systems are tools to reward our best employees.

Personally, I think that we have to have a great system in place that continually motivates the rising stars and keeps them focused on personal as well as business growth. I am not convinced that a great salesperson can be trained to produce the results we need in our recycling facilities to sustain positive growth. I think we need to focus on the initial hire and find the people with a very real potential to succeed.

The most successful recyclers in our industry have found solutions to the sales issue by maintaining their focus on the genuine heart of the matter.... the salesperson themselves. I have visited many recyclers who have found that "quick to hire and slow to fire" is a slow path to death of sales. Putting more time into the hiring process will save countless hours of frustration. Searching out natural talent and recognizing it when we see it will protect us from the heartache when we realize we made a hiring mistake. Coaching them once you have the right people on board will certainly lead you to the growth you anticipated. Our jobs as employers are to hire the right people for the right job and give them the resources and



motivation they need to succeed.

So who are these mythical creatures we refer to as "Super Salespeople"? They are not the "old dawg" who has countless years in the industry so set in their ways with many a tale to tell on how good they have always done it. They are the ones who consider themselves students of the recycling industry regardless of their age or time in the field. They understand the diversity and ever changing markets of not only our industry but also our customers.

Super Salespeople look for ingenious ways to tailor our products to our customers. They listen more than they talk. They learn how to advise their customers and guide them to the right buying decision every time. They know that rapport is essential to any business relationship and continue working to grow that with each of their customers. They are not afraid to handle the difficult calls or those ever so essential follow-up calls. Most important, Super Salespeople know that each and every call they take or make they are laser focused on closing the sale. They don't waste their precious time quoting; they know that informa-

tion is readily available online.

Super Salespeople are independent and self motivated. They seldom need that pep talk from their managers because they are results oriented in almost everything they do. They may or may not be great team players due to their competitive nature, so do not hold that against them. As business owners and managers we have to focus on the end result. Really good managers recognize the perseverance of Super Salespeople and give them the room they need to grow. We have to relentlessly be open to the demands of these Super Salespeople because they will seek excellence in the sales systems of your company to support their efforts. If we are not on our toes to fulfill their needs, they like poorly tended to customers, will move on to greener pastures.

The key to our growth is the sales and service we provide our customers and it starts the minute our phones ring or the customer walks in the door. Let's learn how to put our best on the front lines by finding the right people to avoid wasting our time and money. Not everyone is a good candidate for Super Salespeople. Some may believe

Continued next page

that we can train anyone to be a good salesperson but that simply is not true. If we have to teach them how to sell we are most likely wasting our time. It is no longer acceptable to have or hire mediocre sales people hoping to turn them into good sales people. Focus your energy and money on hiring and

training good salespeople on the latest techniques, service and products as that is the key to creating Super Salespeople.

The FACT is Super Salespeople do exist and they are quite prevalent in our industry--just ask them because the first thing they know how to sell is

themselves. The FACT is they are most likely born or nurtured early in life and have a driving need to sell. The FICTION is that average salespeople grow into Super Salespeople.

Meetings With Automakers Result in New Opportunities for ARA



As part of ARA's ongoing effort to address any instance of misrepresentation about the recycled automotive parts that ARA members businesses sell, a key step in this endeavor has been to secure better relationships with the automakers themselves. Recent face-to-face meetings with companies such as General Motors, Chrysler, American Honda, Toyota, and Nissan have resulted in two valuable opportunities for ARA in 2015.

ARA was invited to speak about the current state of the professional automotive recycling industry at the 2015 Society of Automotive Engineers (SAE) Government/Industry meeting scheduled in Washington, DC in January. Automakers have expressed interest in learning the types of parts that are typically removed for resale and what is currently being done by the professional automotive recycling industry to comply with state and federal regulations.

An exciting outcome from another recent meeting was an invitation for ARA to present at the Automotive Industry Action Group (AIAG) Corporate Responsibility Summit in April 2015. AIAG was founded by Ford, Chrysler, and General Motors as a not-for-profit organization. Membership has grown to include companies such as Toyota, Honda and Nissan, and many of their part suppliers and services providers. ARA's presentation, entitled "Data Transparency as the Key for Sustainability in Automotive ELVs", will provide an overview of the important link between automakers and their role in the sustainable practice of harvesting parts for reutilization. The presen-

tation will also emphasize preserving natural resources, diverting waste from landfills, along with a frank discussion on our industry's reutilization of parts and the data needed to ensure compatibility and the future success of this mutually beneficial relationship.

ARA will continue to reach out aggressively to automotive manufacturers and pursue more comprehensive dialogue in areas of mutual collaboration and ways to open a number of additional doors for the professional automotive recycling industry and the increased utilization of recycled parts.

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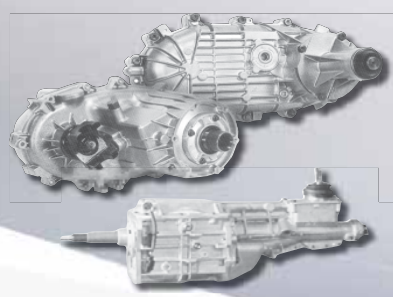


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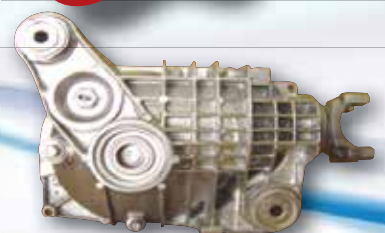
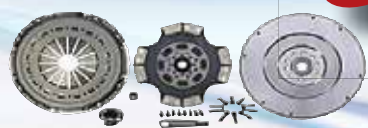


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Ron Sturgeon's Management Tips

Tools for Success

Be a Promise Keeper

By Ron Sturgeon, RDS Investments



The initial article of this series listed dozens of tools needed for success from my experience. In subsequent articles, I will be exploring them in more depth.

Always do EXACTLY what you say you will. People will learn that they can count on you, and you want that reputation. Don't make excuses. Just do what needs to be done.

When my partners and I sold GreenLeaf the second time, they gave me a Lucite trophy inscribed with the word LOCKSMITH because I was so good at unlocking the potential of people and getting the job done.

I can be a hard boss. However, people who have worked for me will tell you that they never had to wonder where they stood with me. I was honest in setting expectations, honest with how I would measure success, and honest with people about how they were performing.

Those who could deliver, they excelled. Those who couldn't, they didn't stay long.

The people who work for you want the truth, and they will respect you for telling it. Of course, telling the truth may not mean telling all you know. When we bought GreenLeaf back from Ford, it was losing a million dollars per month. We had to decide which 300 people to let go. We knew who, with some work, but we had good reasons not to tell until the time was right.

Remember that these situations are rare exceptions. You should strive to be direct and truthful with everyone in your business life. You never want to look back and wish you had just told the truth.

The truth can be painful, but, as Don Egilseer used to say, it's an elixir. It can be healthy to get an issue out in the open where you and your employees can work on it. Did a customer write you a bad check, which caused your account to be overdrawn, and you then had a check returned? It's ok – call the person you gave the check to and explain what happened, how it's your responsibility,

and tell them exactly how you will make it good. If you can't deliver on ANY expectation, get in front of it, take ownership, don't whine or make excuses, and explain how you will fix it.

Part of being reliable in your business life is about what you promise. Don't take on projects you can't do. Don't overpromise. Always meet or exceed the deadlines you have agreed to. If you find yourself always busting your hump to meet a promise that seems impossible the minute after you've said it, you need to rethink how you work. Yes, it's true that the people you promised appreciate your meeting the deadline, but they may not even notice how much blood and tears it cost you.

Be smarter. Give yourself a realistic deadline and those same people will notice you delivered sooner than you promised. You will be happier and you will reach your career goals sooner.

You should use the same thinking when you delegate tasks. Never give people on your project the REAL deadline. Always give a deadline that's BEFORE your true deadline so that you can still stay on track when someone else screws up.

One of my favorite sayings is "No one cares how bad the storm was; all they care about is whether you brought the ship in." When you are the captain, make sure the ship gets there *before* you promised. Remember only you can make business great! Ron Sturgeon, Mr. Mission Possible, has been a successful business owner for more than 35 years. As a small business consultant, Ron shares his expertise in strategic planning, capitalization, compensation, growing market share, and more. Ron is the author of nine books, including *How to Salvage More Millions from Your Small Business*.

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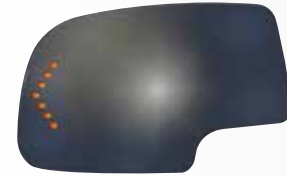
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