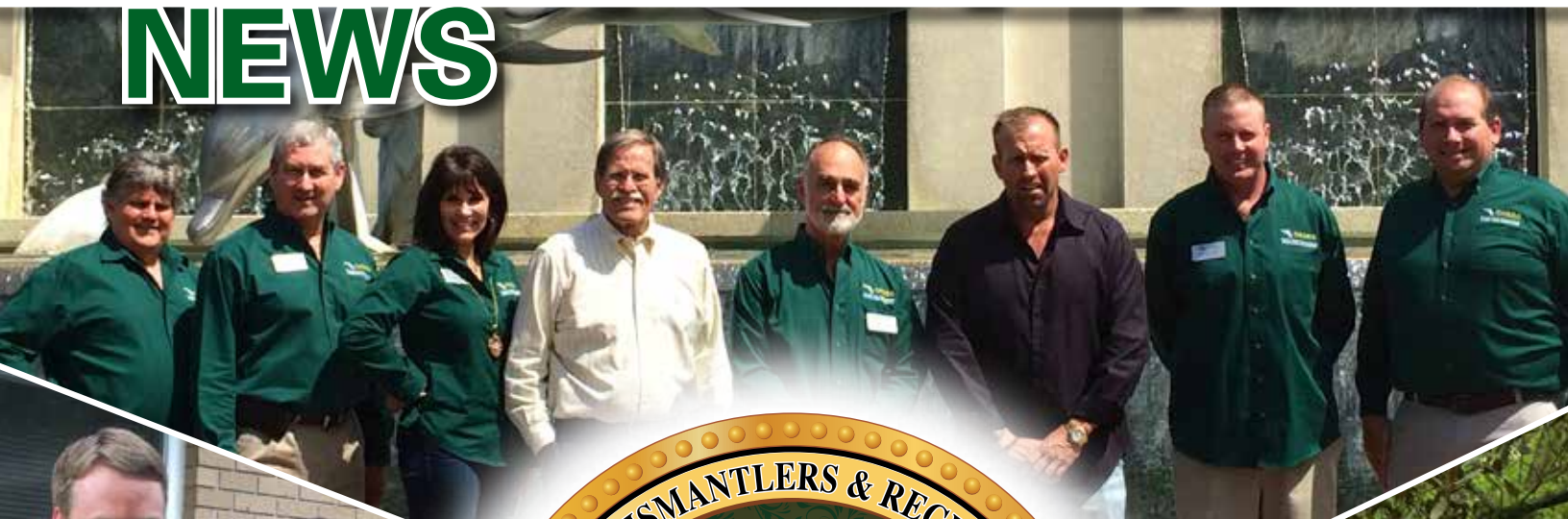


# FADRA

## NEWS





# FADRA 2015

## Convention & Trade Show

*Come Grow with Us*

# **FADRA TURNS 40!**

*Make your plans now to attend the  
FADRA 2015 Convention & Trade Show!*

Call the Sheraton Sand Key Resort at 727-595-1611  
or visit [FADRA.org](http://FADRA.org) for online hotel reservations.

The Attendee Brochure and registration details are on the FADRA website  
at [FADRA.org](http://FADRA.org)!

**July 23 – 26, 2015**

Sheraton Sand Key Resort  
Clearwater Beach, Florida



Florida Auto Dismantlers & Recyclers Association

# TABLE OF CONTENTS

President's Message .....	2
Calendar.....	2
Behind the Wheel .....	3
Member News .....	4
Article: FADRA Legislative Days .....	8
Legislative Update.....	11
Legislative Session Report .....	12
The FADRA Convention: Making the Most of It .....	14
<b>2015 Convention Registration Form .....</b>	<b>15</b>
2015 Convention Information .....	16
Industry News .....	19
Managing in the Digital Era .....	22
Ron Sturgeon's Management Tips .....	24

## Send In Your Vintage FADRA Convention Photos!

For the 40th Anniversary Celebration, we are asking members to send in a few cherished candid shots of yourself, fellow members, and family to use in a "Walk Down Memory Lane" at the Convention. We have already received some great ones! We will keep the photos safe and return them after the Convention.

Please send photos by July 15 with a return address to Kim O'Dell, FADRA, P.O. Box 770070, Winter Garden FL 34777 or email them to kim@fadra.org.

## FADRA NEWS Issue 2, 2015

### PRESIDENT

**Tim McMillon**

*M & K Used Auto Parts, Inc.*

### VICE PRESIDENT

**Shan Lathem-McMillon**

*Cocoa Auto Salvage, Inc.*

### SECRETARY/TREASURER

**Chad Damron**

*LKQ - Crystal River, Inc*

### EXECUTIVE DIRECTOR

**Kim O'Dell, CMP**

### DIRECTORS

**Jim Butler**

*Butler Auto Recycling, Inc.*

**Bob Eubanks**

*Rusty Acres Automotive*

**Jason Finley**

*GO Auto Recycling*

**Jason Langston**

*Langston's Garage & Auto Parts*

**Steve Lathem**

*Cocoa Auto Salvage*

**Gary Lindros, Jr.**

*Ace Pick-A-Part*

**Tony Quarno**

*Quarno & Sons Auto Salvage*

**Phil Riffel**

*All Pro Used Auto Parts*

**Rachel Rigsby Lare**

*Rigsby's Auto Salvage*

### ASSOCIATES DIRECTOR

**Jason Grady**

*Rebuilders Automotive Supply*

### HONORARY LIFETIME DIRECTORS

**Steve Holland**

*Brandon Auto Services*

**Jim Seamans**

*Jim's Auto Salvage*

**Bo Wroten**

*Recyclers Cross Dock*

### EDITOR

**Bobby Davis**

### DESIGN & GRAPHICS

**Lane Wadsworth**

*Provider Group*

### FADRA

407-614-8354

(fax) 407-614-8357

www.fadra.org



# PRESIDENT'S MESSAGE



Tim McMillon  
M&K Auto Recycling

I hope this summer edition of the FADRA newsletter finds all my friends and colleagues doing well! It's hard to believe that summer is upon us already and FADRA's 40th Anniversary Celebration is just around the corner.

The Convention Planning Committee has been hard at work planning an extra special celebration for us this year. We have an amazing list of speakers presenting a wide range of topics, and we will have special educational seminars filled with instruction and innovative ideas. While there will be plenty of opportunities to learn things that will make our businesses better and stronger, it wouldn't be a FADRA convention without the fun and fellowship we all look forward to every year.

The festivities kick off with our first-ever yard tour at Clearwater Automotive. Greg Weaver recently bought it from its long-time owners and has invited all attendees to stop by Thursday afternoon to check it out. All attendees will then gather together for a sunset cruise on Thursday evening, where we will enjoy live music, food, and maybe a cool cocktail or two aboard the Calypso Queen. After a full day on Friday, we will get to come together in the Vendor Exhibit Hall Grand Opening, followed by the FADRA Hospitality Suite to which everyone is invited and encouraged to attend. Our members always enjoy themselves at this casual event. The Saturday evening banquet, FADRA's 40th Anniversary Party Denim & Diamonds...Boots-n-Bling, will be a time for honoring the history and members of our great association! There will be special guests and memorable surprises at the banquet you won't want to miss!

This will be my first convention as President and I am very honored to be able to serve our association in this way. My goal for my Presidency was to recruit new members, a lot of them. While we have been making some gains with membership, there are many out there that still don't know who we are or what we do or, most importantly, WHY we do what we do. It's important for all of us recyclers to have a voice and we are stronger together than individually. This convention, this celebration of FADRA's 40 years, is a great time to join us, meet your colleagues, make new friends and build relationships. We want you to be part of FADRA, and, as a recycler that needs to be heard and represented, you NEED to be a part of FADRA. Not to mention that we have a GREAT time when we're all together!!!

If you haven't already done so, make your reservations soon. Early bird pricing won't last long and you'll want to have your room reserved by June 26. This resort is an all-time favorite of our members and a perfect family destination right on the white sandy beaches of the Gulf!

On a personal note, this convention marks a special anniversary for me. It was four years ago during the FADRA convention that I met someone I hadn't before, even though our paths must have crossed a hundred times. This past March we celebrated our 2nd wedding anniversary. Just another example of FADRA doing great things for its members!!! ☺

See you in July!

Tim McMillon, FADRA President  
M&K Auto Recycling



## Calendar

### July 23-26, 2015

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

### October 7-10, 2015

ARA Annual Convention  
Charlotte NC

### January 26-27, 2016

FADRA Legislative Days





Kim O'Dell, CMP  
Executive Director

Please enjoy looking back on FADRA's History and key moments that shaped the organization. I truly hope to see all of you next month! Registration is open through mid July, and you may also register onsite! PLEASE book your hotel reservation by July 1st. See you in Clearwater Beach!.

Kim O'Dell, CMP  
FADRA Executive Director

## 1981

- Membership totaled 84.
- Dues were raised from \$175 to \$200.
- The board established an "affiliate" membership category for branch yards owned by FADRA members. Affiliate dues were \$50.
- Representatives from the Copher, Central, Interstate, and Kempton Long Lines met with the Board to discuss affiliation through joint membership. Lines not represented at this meeting were Spivey, Miami, Jacksonville, and Preferred. The FADRA Board offered to reduce dues to \$120 (\$10 per month to be billed by the lines). It was noted that since the Miami and Jacksonville lines were local lines, it would be imperative to first receive the agreement of the six state lines. All agreed that a federation between FADRA and the lines would be most beneficial.
- The Central Long Line was the first to approve joint membership with FADRA. Jerry Bentley was the first director to the Board representing the Long Line.
- Georgia and Alabama legislatures passed laws that provided restricting the purchase of automobiles at salvage pools by licensed salvage yards only. It was agreed by the Board that it would be FADRA's prime objective to pass a similar law in Florida.
- FADRA entered into an agreement with the Dealers Association to provide a group health insurance plan for FADRA members.
- ADRA meets at the Sheraton Twin Towers in Orlando, FL on October 13-18, 1981, with Florida as host association.
- Annual Convention: Sheraton Twin Towers, Orlando, FL

## 1982

- FADRA entered into a contract with Crow-Segal Management Co., Inc. to provide association management services to the association to serve as the headquarters office. The contract management fee was \$11,315.
- The Interstate Long Line approved affiliation with FADRA and Walt Bartosch served as the director to the FADRA Board.
- FADRA agreed to hold a membership meeting in July at the Southeastern Auto Recyclers Convention & Trade Show (SARCATS) in Savannah, Georgia.
- The first Health Insurance Trust trustees were appointed. They were George Thomas, Bill Glueck, Barney Thompson, Pat Crow-Segal, and M.L. Vaughn. The Health Insurance Trust was designed to provide health insurance for FADRA employees through the association.
- Annual Convention: Savannah, GA (in conjunction with Southeastern Auto Recyclers Convention & Trade Show.)

## 1983

- Legal Counsel J.B. Rodgers was directed by the board to pursue legislation that would provide for "registration of dealers engaged in the business of buying then selling salvage motor vehicles and their component parts."
- The first FADRA Membership Directory, with display advertising, was produced.
- The Central and Interstate Long Lines merged to form the South East Long Line (SELL).
- The first trade show was held at the Convention, which was held at the Holiday Inn Surfside, Clearwater Beach, FL.

## 1984

- The board approved a new membership category for "associate" members. Dues were set at \$120 per year.
- The net profit for the convention was \$10,259.82.

- The IRS conducted an audit for fiscal year 1981-82. FADRA retained its tax exemption status.
- The "Dealer Registration" legislation did not pass the legislature. It was agreed that J.B. Rodgers would present the bill again in the 1985 legislative session.
- The registration fee to attend the convention was \$80; the exhibit fee was \$100.
- Annual Convention: Hyatt Regency Hotel, Tampa, FL

## 1985

- The "Dealer Registration" bill was once again defeated in the legislature.
- Membership dues for the SELL members were increased to \$150 per year. Associate membership dues were increased to \$150 per year. An introductory \$100 membership was approved for first-year members.
- 81 members participated in the CNA Insurance Plan.
- The room rate at the convention hotel was \$60 per night.
- It was decided to move the convention to the summer months beginning in 1986.
- The Board hired Attorney Jerry Foster to represent FADRA as association Lobbyist. His contracted fee was \$200 per month.
- Dental Insurance was added to the FADRA health plan.
- Total assets stood at \$22,056.94. Total membership was 139.
- Annual Convention: Sheraton at St. John's Place, Jacksonville, FL



## Pasco Auto Salvage and Clearwater Automotive Acquired

Greg Weaver is excited to announce the acquisition of Clearwater Automotive in Largo, FL and sister location Pasco Auto Salvage in Hudson, FL on April 1, 2015 from founders Joel Kehrer and Mac McKinley. The business is now operating as Clearwater Auto Recycling ("CAR") and Pasco Auto Recycling ("PAR").

"This is a great opportunity for us to build on the strong foundation and great customer relationships that Joel and Mac built in Pinellas and Pasco counties over many decades. We are making significant investments in high-quality inventory and we look forward to what lies ahead," said Weaver.

In addition, CAR and PAR are now members of Recyclers' Cross Dock, a network of 10 leading auto recyclers throughout Florida and the Southeast that offer next-day service among locations.

Finally, CAR and PAR have extended their standard free warranty to six months on all parts, as well as developed additional extended warranty plans for parts and labor.

"We are making a lot of investments in our inventory and operational improvements and we look forward to hosting FADRA members for an open house on July 23<sup>rd</sup> before the convention in Clearwater" said Weaver.

**Greg Weaver** grew up around the auto recycling industry and joined his father, Bill Weaver, in Weaver Industrial Equipment in 2005. Greg and Bill also co-own All Metal & Auto Recycling in Danville, VA, which includes a self-service parts yard and full-service metal recycling op-

eration. Greg, a Tampa native, spent the last six years in Virginia and is excited to be back in the Tampa Bay area, where he now resides with his wife and three sons.

The former owners of Clearwater and Pasco still keep their hand in, but plan to enjoy retirement. Mac McKinley started Clearwater Automotive in 1969. When asked if he was enjoying retirement, he replied, "I guess I am. It's a little hard to get used to. Steve Underwood, We were very fortunate to have him there at Pasco. He's staying on with Greg. There's always projects to do, doing some repairs around the house, and other activities. I'm looking forward to taking a few trips. I love to go to the Smokies, which I will do later this year. I will also spend time with my three grandchildren."

Joel Kehrer joined Clearwater Automotive eight or nine years after Mac. He still does some work, but has extensive plans for travel.

"I kind of miss it," he said. "I still go in. My daughter still works there so I visit her and help her out. I'm golfing more, go on more vacations, go out on the boat more. I'm not into fishing, just riding the waves. We just took a month's vacation to Ireland and Portugal. I've been to Ireland several times but Portugal was new and it was very beautiful. The people were extremely nice, though almost no one spoke English. Ireland has luscious green golf courses, and others called winds courses where there's no green. In September I plan to visit the Panama Canal, and in January New Zealand. Next year I hope to see Asia, see Vietnam and Shanghai and other places."



### In Memoriam: Bud Shedd

A1A Auto Parts in Lakeland has lost a good friend and long time loyal team member. Frank "Bud" Shedd passed away on May 10, 2015 at the age of 86. Bud was born on October 15, 1928 in Union, New

York. He was a Korean War veteran, serving as a paratrooper. Bud worked with the Kennedy family in different positions with varied responsibilities, primarily as the Yard Foreman at A1A, for nearly 43 years. He was

a simple "no fuss" family man who enjoyed anything around water, fishing, swimming, and so on. He was a dear member of the A1A Auto Parts family and will be greatly missed.

## A1 to Close

After 40 years in the industry, Joe Hines has decided to close A1 Auto Parts in Middleburg. His wife Karen has been battling liver cancer and he needs to take a year off from the business to help her in her battle.

"I love this business but I need to take a year off," Joe said. "I just don't want to be bothered with it right now. It doesn't eat anything, the land and everything in the yard is paid for. I've thought of turning it into a u-pull-it, but I won't be crushing all my cars or selling everything on the shelves. I will be coring out a lot of stuff. I'm Karen's primary caretaker, and we spend almost every day at the hospital or going to doctors, and I just don't have time to look after it anymore until she gets better."

Karen was diagnosed just six weeks ago with liver cancer. It has been extremely aggressive; her MEL score, which measures the amount of cancer cells, has gone from 7 to 21 in six weeks. She doesn't have a lot of pain, but is just completely fatigued, Joe said.

Luckily, they are working with the team at Mayo Clinic in Jacksonville. Joe said that their success rate with

cancer is very high, 89%. He said they have met with a team of 15 people, including various doctors, financial people, psychiatrists, and pharmacists.

"We'll get through it," he said. "The yard sits on 15 acres on the main road to St. Augustine, and it's a strong business. We've completely renovated the office, buildings, and recycling areas in recent years. I'd be happy if someone wanted to lease it until I can decide what to do once Karen gets better. I've spoken to some people interested in it but nothing has come of it yet."

Joe plans to close up at the end of June and is looking for an interested party to buy or lease it. He can be reached at 904-794-4708.

## Wedding Bells

Long-time FADRA members Everett Rigsby and Karen Chapman got married on May 1<sup>st</sup>. Everett owns Rigsby's Auto Salvage in Zephyrhills and Karen, a past FADRA president, owned All Auto in Ft. Myers for many years.





## PartsTrader and Hotlines Offer Hotlines AutoMatch for PartsTrader

PartsTrader®, the leader in creating efficient and transparent procurement markets for the auto collision repair industry, and Hotlines, a trusted technology solutions provider for the automotive recycling industry, have begun rolling out the Hotlines AutoMatch for PartsTrader. As the Hotlines AutoMatch is made available to recyclers, they will see increased time saving, which translate into increased part sales.

“The release of Hotlines AutoMatch for PartsTrader plays a vital role in linking repairers with real time part availability, while increasing accuracy and cutting quoting time for recyclers,” said Kirk Monger, Director of New Business Development for Hotlines.

Major highlights of the Hotlines AutoMatch include live, real-time inventory matching, eliminating the problems encountered using stale data from a database. Hotlines AutoMatch enables users to see their inventory, and that of their Exchange or Trading Partners directly inside the PartsTrader application. They can then quote those parts with a single click. As this product feature is rolled out to include additional supplier integrations in the coming months, suppliers will be able to quote far more efficiently than traditional phone- or fax-based methods, saving time and selling more parts.

Recyclers can elect which grade of their parts and their exchange partner’s parts they wish to see. These parts can be marked up or displayed at their retail or wholesale pricing level. Users still have the ability to modify these prices, specify delivery time, and add comments prior to submitting the quote.

B&R Auto Wrecking is one of the suppliers in the initial pilot testing of the inventory quoting integration.

“The new Hotlines AutoMatch feature in PartsTrader 3.0 is a huge time saver! Responding to repairer’s quote requests is now quicker than a telephone call, and we can quote even more parts because we get the entire parts list,” said Ryan Mandell, Manager at the recycler’s Graham, OR location.

To assist users with the changes in this release, PartsTrader and Hotlines will host a series of webinars to ensure that customers are able to fully use these new features. The webinars will also highlight additional functionality incorporated into this release.

## Graduation Day



Arnold and Damaris Diaz were excited to announce that their son Brandon Diaz graduated high school from Mater Lakes Academy in Hialeah. The Diazes own 11th Avenue Auto Recyclers, Inc. in Hialeah, Florida. Brandon plans to attend Florida International University to major in International Business.

## New Consolidator Adds Florida Yard

A new company, Westchester, IL-based Fenix Corporation, has acquired several auto recycling businesses in the U.S. and Canada in a public offering. Fenix Corporation (FENX on NASDAQ) used most of the proceeds from an IPO on May 14 to acquire a set of eight smallish auto recycling companies, one of them in Florida. All have signed agreements to become Fenix Parts subsidiaries in exchange for cash and stock. Once those resources are pooled, the resulting company will “create a network that offers sales, fulfillment and distribution in key regional markets in the United States and Canada,” according to Fenix Parts’ latest IPO prospectus.

The companies acquired by Fenix are:

- GO Auto Recycling, Jacksonville, FL
- Leesville Auto, Rahway, NJ
- Jerry Brown Auto Parts, Queensbury, NY
- Eiss Brothers Auto Parts, Watertown, NY
- Don’s Automotive Mall, Binghamton, NY and Pennsburg, PA
- Standard Auto Wreckers, Niagara Fall, NY
- Standard Auto Wreckers, Ottawa and Port Hope, Canada

## Oldest Customer

Mike Kennedy announced that a representative from Hollander presented A1A Auto Parts in Lakeland with an award for being one of the first salvage yards in Florida to start using Hollander software to manage the yard and sales. A1A Auto Parts has been working with Hollander since 1988 and is their oldest account in Florida.



## PRODUCT OFFERINGS:

### Steel Wheels

Over 30 part numbers, including:

939-101 for the 08-12 Malibu 17", fits Interchange # 560-8075



Interchange No.  
560-8075



Interchange No.  
257-4653

### Remanufactured Instrument Clusters

Over 220 part numbers with plug n' play, preprogrammed VIN and mileage including:

599-300 for the 03-05 GM Pickup, SUV's, fits Interchanges # 257-4653, 257-4674, 257-4695



Interchange No.  
674-735

### Cooling Fan Assemblies

Over 775 part number including:

620-022 for the 01-08 PT Cruiser, fits Interchange # 674-735



Interchange No.  
638-1007D

### Remanufactured Radios

Over 7 part numbers with plug n' play and MP Number including:

586-022 for the 95-05 GM, Camaro, Malibu, Trucks, fits Interchange # 638-1007D, 638-1182D



Interchange No.  
655-1466

### Remanufactured Climate Control Modules

Over 52 part numbers including:

599-030 for the 03-11 Crown Victoria, fits Interchange # 655-1466

### Remanufactured Body Control Modules

Over 6 part numbers including:

502-007 for the 03-07 GM Trucks and SUVs, fits Interchange # 591-1130, 591-7212



Interchange No.  
591-1130

**And More**

visit  
**DORMANPRODUCTS.COM**  
for complete details!

- Search for Non-Interchange Parts by Year, Make and Model
- Same Day Shipping on Orders placed by 4:30PM EST
- 24/7 Online Ordering Available
- Now Open 8AM-6PM EST



Corporate Office and Customer Service: 1-800-848-4850

New Product Idea Hotline: 1-800-336-3575

© 2015 No reproduction in whole or in part without prior written approval.

[www.DormanProducts.com](http://www.DormanProducts.com)



# FADRA LEGISLATIVE DAYS

By Bobby Davis, Editor

A large group of FADRA members, including several new ones, went to Tallahassee for Legislative Days on March 24-25 and had an excellent time. Members went to 30 appointments, including many with the Senators and Representatives themselves, as they represented the auto recycling industry during the Legislative Session.

"It feels like we just experienced the best Hill Days that we ever attended," said Steve Holland. "It seems that the groups were able to speak with more of the Senators and Representatives personally than just with the Legislative Aides than we have in the past. I even had two Senators and one Representative ask for the DMV Electronic Reporting Bill and our Tire Bill language that we were holding for next year's session. They want to start now working on next year, will hopefully resolve the used tire problem to the satisfaction of all."

"The energy at the capital was amazing, and I felt our visits and our messages were well received," said Jason Finley of GO Auto Recycling. "The legislators and aides made time to sit down and talk with us, listen to our issues and concerns, and provided solid advice on how to navigate the waters going forward."

This year's legislative agenda was fairly light. There was no DMV bill to work on, nothing like last year's dogfight over the 80% rule. Defeating or modifying the Used Tire Bill (SB 236) was our single issue, and our members had several fruitful conversa-







tions with legislators and aides. With no House companion at the time, it was unlikely to pass, but FADRA still had to remain vigilant and continue to maintain relationships (and make new ones) with legislators.

As our members told the legislators, we are willing to compromise on the bill, sponsored by Senator Evers, but we want liability placed on the tire installer, not the seller. A seller may sell a tire in good faith, but an installer might find a hidden defect, and have the customer go back for a refund. An installer might also damage a perfectly sound tire. The installer, not a cashier selling a tire, has the best expertise. We had an excellent conversation with Rep. Bobby Powell (D-Palm Beach) about specifics of the bill; he was quite engaged as he once bought used tires and had a blowout on the road on the way to an important event. Even though we oppose Senator Evers on the bill, we had an excellent conversation with his aide as we try to work out our differences.



On Tuesday, we had a board meeting at our hotel, the Hilton Garden Inn Tallahassee Central, which was uneventful. The Hilton Garden Inn made us welcome and provided vouchers for free breakfast. Once again, Auto Data Direct hosted our evening dinner and briefing, this time at an old house they own a few blocks from the hotel. It was a "moonlight and magnolias" evening as members chatted in a huge yard with enormous old oak and magnolia trees throughout, and they provided an excellent spread. Thanks so much to Jim Taylor, Sarah Kathryn McCrae, Jay Svenson, and the gang for their hospitality and good company. They help FADRA in working on DMV and NMVTIS issues as well.



We were pleased that the Gluecks, Bill, Billy, and Diane, decided at the last minute to attend--Bill for the first time in 30 years. They jumped right in and spoke up with legislators, providing good input about how the used tire bill could hurt their business. Gary Lindros, Jr., Jason Finley, and Phil Riffel were also first-timers who participated actively in discussions. Trevor Mask of Colodny Fass, our lobbyist, was also a big help as he and Steve were able to split up and lead appointments until everyone got their feet wet. Ray Colas of LKQ was unable to join us as he has in past years as he was in Tennessee fighting an attempt by Copart to eliminate the rule that you have to have a bid card to buy auto salvage.

*Continued next page*

“We were able to see the Governor in the Capitol speaking with the media as we were leaving to travel home,” Steve said. “A big thanks to all who took time out of their week to attend. Next year’s session will start on January 12 so we will set a date soon based on what best suits members. It seems that March interfered with Spring Break and other school activities, so this should give us an opportunity to bring more members along.”

Whether we have several key issues to talk about or few, meeting with legislators year after year has enabled us to build relationships that can help us when difficult issues arise. It also enables FADRA members to get to know members from throughout the state.



## Legislative Day Participants

Tim McMillon, M&K Auto Salvage

Steve Holland, Brandon Auto Salvage

Gary Lindros, Jr., ABC Auto Parts

Sixto Chavez, U-Pull-and-Pay

Leo Dartes, U-Pull-and-Pay

Jason Finley, GO Auto Recycling

Phil Riffel, All Pro Auto Parts

Bo Wroten, Recyclers Cross Dock

Bill Glueck, Glueck’s Auto Parts

Diane Glueck, Glueck’s Auto Parts

Billy Glueck, Jr., Glueck’s Auto Parts

Jason Grady, RAS

Bob Eubanks, Rusty Acres Auto Salvage

Kim O’Dell, FADRA

Bobby Davis, FADRA





# LEGISLATIVE UPDATE

By Steve Holland, Brandon Auto Salvage, Legislative Chairman



The 2015 Legislative Session was very kind to the FADRA Members this year. We watched bills and especially the Used Tire Bill that was presented, but it died in committee for the seventh year in a row. This is great news for us. As ever, we remain concerned for the potential dangers of inadequate used tires to the public, but we want rules in

place that do not expose our members to unnecessary and unjust liability.

When we visited the Legislators this past FADRA Legislative Days, many Legislators asked us to share our ideas for the 2016 Session. We have three bill proposals ready and have already shared them with some Senators, the DMV, FATIU, and others. We have language addressing Unsafe Tires, Illegal Signage, and Electronic Data Processing concerning the reporting of derelict vehicles and cancellation of titles.

Regarding electronic data procession, we have heard in past that the DMV computer was one reason they haven't ever started a derelict electronic process and the other reason is we didn't make it mandatory to be done electronically. We want to introduce language that will require the DMV to use electronic reporting.

Most of us are willing to pay lots to process derelicts electronically, but don't want to pay the \$.50 to junk titles. In our proposed language, we wrote the maximum charged can be \$.50, meaning you can negotiate the fee with your Processor for less.

With regard to illegal signage, we would like to deter those who post "We Buy Junk Car Signs" all over the roadways, many of whom buy damaged cars for salvage without proper licensing or facilities. Mike Seamon of the Professional Wreckers of Florida (PWOFF) has an offer from Rep. Bob Cortes to get started on bill drafting now.

In addition to working on legislative proposals, I attended the FATIU Conference in Naples on May 7th to discuss our 2016 Proposals and subjects that FATIU plans to present this coming Session. This meeting was informative and everyone is focusing on some of the same ideas.

Please budget some campaign contributions for Legislators this summer. You may want to contribute to your local Legislators or to some that FADRA feels are friends of ours and need financial support. This is the way you have a voice when you need them. Please let me know an amount you would be willing to contribute and I can help you distribute the checks.

In addition, I attended a meeting in Orlando on June 5 with the DMV Advisory Board. This group focuses on issues and future enhancements of DMV. It was a very interesting and informative meeting. Ironically, it was held at Manheim Auction in Ocoee, which, if you didn't get that, seems to me a conflict of interest.

There are major issues and violations with Temp Tags, Dealer Tags, and Transport Tags. I hope none of our members are doing anything illegal with tags. DOR spoke about sales tax certificates being held by Sellers on all wholesale sales. The concern of the Board was when a Dealer sells a vehicle at an auction and doesn't have the Certificate of the Buyer. You would think this would be mandatory, but the law doesn't account for this issue.

Last, I would like to warn you, if you haven't done NMVTIS Reporting, the US DOJ with Florida DMV and Law Enforcement has a big list of recyclers they are starting to visit for noncompliance of reporting.

Finally, mark your calendar for the 2016 FADRA Legislative Days and come with us. The Legislative Session begins early next year, so we have set a date of January 26-27, 2016.



**Visit your association Website!**  
**[www.FADRA.org](http://www.FADRA.org)**



# LEGISLATIVE SESSION REPORT

## 2015 SESSION RECAP: IT AIN'T OVER 'TIL IT'S OVER

By Trevor Mask, Colodny Fass



The 2015 Regular Session of the Florida Legislature convened on Tuesday, March 3, 2015. While technically the Legislature was scheduled to adjourn sine die on Friday, May 1, 2015, the House adjourned sine die on Tuesday, April 28, 2015 at approximately 1:15 p.m. The Senate stated it would continue its work throughout the remainder of the week.

On Wednesday, April 29, 2015, Senate President Andy Gardiner sent a letter to House Speaker Steve Crisafulli, requesting that the House reconvene and accusing the House of violating Article III, Section 3 of the Florida Constitution, which prohibits either chamber from adjourning for more than 72 hours except pursuant to a concurrent resolution. Speaker Crisafulli responded that the House was prepared to discuss budget allocations during Special Session, but was not going to reconvene Session.

On April 30, 2015, 13 Senate Democrats filed a lawsuit with the Supreme Court asking the justices to order the House back into Session. On May 1, 2015, the House responded by asking the Court to dismiss the lawsuit. Ultimately, the Court held the House in fact violated the Constitution. However, as there was no adequate remedy, the Senate and the 2015 Regular Session adjourned sine die on Friday, May 1, 2015.

During the 2015 Regular Session, the House and Senate were unable to reach a deal on the state budget, primarily due to the debate over Medicaid Expansion and use of LIP funds. The House passed a \$76.2 billion budget in early April, but it did not include \$4 billion that was included in the Senate's budget. The two chambers could not agree on how to bridge that \$4 billion gap, which will ultimately lead to a special session in June primarily focused on the budget. The House and Senate have tentatively agreed to meet from June 1–20.

The reason the House and Senate budget proposals were vastly different was due to \$2.2 billion federal-state hospital funding program currently authorized through

LIP, which provides funding for hospitals that treat large numbers of uninsured and Medicaid patients, in addition to Medicaid expansion, which was favored by the Senate. The Senate proposed a successor program to LIP and assumed federal funding for LIP would continue, while the House did not include any LIP money in its budget proposal. The Senate's proposed budget included \$2.8 billion in federal Medicaid expansion money to provide health care coverage to low-income Floridians. Although the Senate and House made budget offers to each other late in Regular Session, the two sides did not concur and refused to back off of their policy positions, undergirding the difference in their budgets.

At the conclusion of the 58<sup>th</sup> Day of Session, 871 House bills were filed, 881 Senate bills were filed, and 232 bills passed both Chambers and will be sent to the Governor. In sum, it was a successful Regular Session for our industry as nothing negative happened.

The primary bill we worked against was Senate Bill 236 by Senator Greg Evers relating to the sale of unsafe used tires. Due to our proactive approach in meeting with various members of the Senate and House, the Senate Bill never received a committee hearing and the House did not file a companion measure, so the bill died. However, if the Legislature or Governor expand the call of the Special Session beyond the budget to include transportation issues, the tire bill could resurface in June.

We will be gearing up for Session early in 2016. The annual 60-day Regular Session will begin on January 12, 2016, due to legislation that was adopted in 2014 authorizing the move. In preparation for the Session, the interim committee schedule will also be moved up. We are likely to see committee meetings start in October. Your legislative team is already at work preparing by communicating with members on issues that are important to our industry.

Thank you for your interest and participation in the political process. If you have any questions or want to know how to get involved please feel free to reach out to Steve Holland or myself.





**COLODNY FASS**

Lobbyists and  
Governmental Consultants

Business and Commercial  
Litigation

Insurance Law and Litigation

Insurance Compliance and  
Regulatory Law

Transactional and Business Law

Employment Law

Administrative Law

Proudly Representing the  
**Florida Auto Dismantlers  
& Recyclers Association**  
to Florida Government

*"From the Capitol to the Courthouse"™*

*For More Information, Please Contact:*

**Katie Webb**, Esq., at +1 850 701 3103  
or [kwebb@ColodnyFass.com](mailto:kwebb@ColodnyFass.com)

**Trevor Mask**, Esq., at +1 850 701 3105  
or [tmask@ColodnyFass.com](mailto:tmask@ColodnyFass.com)

**[www.ColodnyFass.com](http://www.ColodnyFass.com)**

South Florida • U.S.A. • Tallahassee  
+1 954 492 4010 • +1 850 577 0398



# THE FADRA CONVENTION MAKING THE MOST OF IT

By Amber Elenbaas



As we approach the FADRA Convention, I think of all the training, trade shows, consultants, and speakers that are available to recyclers. Some business owners go to the same conventions year after year, they learn and get energized from it – but how many ideas do they implement in their businesses?

The best way to get the most actual

IMPACT for your business when you attend the FADRA Convention or another industry event, or have come to your facility, is to **prepare, record, and remind!**

**Prepare:** In order to get directions to where you are going, you have to know where you are. To prepare for a conference, I run a barrage of reports, most for the most recent quarter. I make a binder, and bring with me my P&L and balance sheet, a sales summary report (breaking out in stock and brokered parts, freight and warranty, etc.), a sales commission/S28 report that shows how each individual salesperson is doing, a few vehicle profitability reports (I like to run them for ninety days at a time, from two years back until ninety days ago), and I make my own reports to compile the number of deliveries, small package shipments, freight shipments, courier shipments, and customer pickups in the quarter. I run a report that shows me what I'm paying my people. I also like to run the same numbers for the previous year, if I don't already have easy access to those numbers. I review these numbers to see if there are any areas that are weak, and see what growth or efficiencies have already occurred, so I can look at the numbers realistically.

I also ask my key people what they think the top three problems in the company are, and I write those down and bring them along with me to the meetings. The plane or car ride is a great place to pour over your numbers and try to identify areas you want to work on. That way, you already know where you need help and you'll have some questions on your mind. You can ask speakers and also fellow auto recyclers and vendors how you can improve brokered profit percentages, speed up deliveries, increase sales per salesperson, or any other

question that is weighing on your mind after you evaluate where you are. If you make this binder, you will end up referencing it throughout the course of the conference, and you will be prepared to learn what you need to in order to grow!

**Record:** When you are in a seminar, take notes. Another option is to record the presentation on your phone or ipad. I keep two sets of notes: in one, I take notes on what the speaker is talking about and ideas I have while they are speaking; in the other, I write down ACTIONS I plan to take when I get home based on what I've heard. Most people don't go through pages of notes when they get back to their busy schedules, but if you make a list of actions, and put that above your desk or your bathroom mirror, where you'll see it daily, you will remember what you wrote in your extensive notes as you complete each action. I usually do not read my first set of notes until about three months after the conference, to see if there was anything I forgot about or if I have a new take on any information, but I use the action notes right away.



Networking with other recyclers when you are at an event like the FADRA Convention can prove as insightful as an expert's seminar. Ask questions; listen to what your peers are doing to improve their businesses, as well as what did not pan out for them. If you are considering stocking remanufactured engines and transmissions,

*Continued on page 16*





# FADRA 2015 Convention & Trade Show

July 23-26, 2015 • Sheraton Sand Key Resort, Clearwater Beach, FL

## REGISTRATION FORM

Company: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

**Name(s) of Registrant(s):** PLEASE PRINT CLEARLY FOR NAME BADGES

\_\_\_\_\_  
 \_\_\_\_\_  
 Name of Spouse: \_\_\_\_\_

### REGISTRATION FEE SCHEDULE

**MEMBERS:** EARLY-BIRD BY JUNE 16 \$275 REGISTRATION FEE BY JULY 10 \$300 ONSITE FEE \$350  
**NON-MEMBERS:** EARLY-BIRD BY JUNE 16 \$350 REGISTRATION FEE BY JULY 10 \$375 ONSITE FEE \$425  
 INCLUDES ENTRANCE TO ALL SEMINARS, EXHIBIT HALL GRAND OPENING, FRIDAY'S LUNCH, BRUNCH & PARTY TICKET

MEMBER REGISTRATION ..... @ \$ \_\_\_\_\_ \$ \_\_\_\_\_

NON-MEMBER REGISTRATION ..... @ \$ \_\_\_\_\_ \$ \_\_\_\_\_

ONE DAY ONLY  FRIDAY OR  SATURDAY ..... @ \$ **190.00** \$ \_\_\_\_\_

*One day registration does not include Party Ticket*

SPOUSE REGISTRATION @ \$150 EACH ..... \$ \_\_\_\_\_

*includes: Exhibit Hall Grand Opening, Friday Luncheon, Brunch & Party Ticket*

WELCOME DINNER CRUISE: Thursday Night \_\_\_\_\_ TICKET(S): @ \$25 each ..... \$ \_\_\_\_\_

*This event is not included in registration. Ticket is for admission & transportation.*

#### ADDITIONAL TICKETS FOR ADULTS & CHILDREN:

\_\_\_\_\_ ADULT Saturday Party Ticket @ \$90 each ..... \$ \_\_\_\_\_

\_\_\_\_\_ CHILD Saturday Party Ticket (3-10 yrs. old) @ \$30 each ..... \$ \_\_\_\_\_

\_\_\_\_\_ Exhibit Hall Grand Opening Tickets @ \$75 each FULL ATTENDEE REGISTRATION REQUIRED TO PURCHASE ..... \$ \_\_\_\_\_

#### VENDOR/AFFILIATE REGISTRATION: IF YOU'RE INTERESTED IN EXHIBITING, PLEASE COMPLETE THE EXHIBIT APPLICATION TO SECURE YOUR BOOTH

*This fee is for Vendors who DO NOT have an exhibit in the Exhibit Hall. Includes: Entrance to all seminars, Exhibit Hall Grand Opening, Friday's Lunch, Brunch & Party Ticket for two Reps)*

Member Registration ..... @ \$ **575.00** \$ \_\_\_\_\_

Non-Member Registration ..... @ \$ **825.00** \$ \_\_\_\_\_

#### PLEASE MAKE A DONATION TODAY

FADRA Legislative Fund ..... \$ \_\_\_\_\_

FADRA Scholarship Fund ..... \$ \_\_\_\_\_

Processing Fee ..... \$ **5.00**

**TOTAL DUE** ..... \$ \_\_\_\_\_

### IMPORTANT!!! PLEASE COMPLETE THIS SECTION.

#### I WILL ATTEND THE FOLLOWING:

Welcome Dinner Cruise on Thursday Night Total # \_\_\_\_\_ of people attending.  
 The # of people listed here should match the number of tickets purchased above.

Saturday Night Banquet include both registrants & extra purchased tickets Total # \_\_\_\_\_ of people attending.

Please list any dietary restrictions you may have: \_\_\_\_\_

I'm disabled and would like to be contacted to discuss my special needs.

**RETURN TO: FADRA, P.O. Box 770070 Winter Garden, FL 34777 • Fax: 407-614-8357 • kim@fadra.org**

#### PAYMENT INFORMATION

MAKE CHECK PAYABLE TO: FADRA  
 Send to: Attn. Kim O'Dell, CMP, P.O. Box 770070 Winter Garden, FL 34777

Visa  Mastercard  AMEX

CC# \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Verification Code: \_\_\_\_\_

#### OFFICE USE ONLY

Paid: \$ \_\_\_\_\_

Check #: \_\_\_\_\_

Date Received: \_\_\_\_\_



# FADRA 2015 Convention & Trade Show

July 23-26, 2015

Sheraton Sand Key Resort Clearwater Beach Florida

**BOOK YOUR ROOM TODAY! Cut-off date is Wednesday, July 1<sup>st</sup> !! <http://fadra.org/events.html>**



FADRA Welcomes Auto Recycling Colleagues from throughout the Southeast and Nationwide to join us for the 2015 FADRA Convention & Trade Show. Located at the beautiful Sheraton Sand Key Resort, Clearwater Beach FL. You can take the "Jolly Trolley"

from this beachfront resort to Pier 60 and other attractions.

## 40th Anniversary Celebration!

- Kickoff party on the Calypso Queen
- National speakers and panel discussion with peers
- One-stop shopping with Premier Vendors
- Door Prizes and Vacation Giveaways
- Surprise guests from the past
- Blowout Diamonds & Denim, Boots & Bling party
- Live and Silent Auction

## Cost to Attend:

### Registration Fee:

\$275 Before June 16 for FADRA Members

\$350 for Non-Members

### Exhibit Booth Fee:

\$575 for FADRA Members

\$825 for Non-Members

**FADRA Convention Hotel Rate:** \$159.00 per night

## Hotel Reservation Cut-off Date is July 1<sup>st</sup>!

Please secure your room online today by visiting:  
<http://fadra.org/events.html>

Or contact the hotel directly at (727) 595-1611.

**BE SURE TO MENTION FADRA WHEN YOU CALL.**

## Be part of FADRA 2015 and Register today!

For more information, visit [FADRA.org](http://FADRA.org)

or contact Kim O'Dell – [kim@fadra.org](mailto:kim@fadra.org)

407-614-8354 • Fax: 407-614-8357

**FADRA**

**The Premier State Automotive Recycling Association in the Country!**

## 2015 Seminar and Event Schedule

### THURSDAY, JULY 23<sup>RD</sup>

2:00 – 5:30 PM	FADRA Board of Directors Meeting
3:00 – 5:30 PM	Attendee & Exhibitor Registration Opens
3:00 – 5:00 PM	Open House/Yard Tour at Clearwater Auto Recycling
7:00 – 9:30 PM	Calypso Queen Dinner Cruise. Pre-registration Required. Bus departs Sheraton @ 6:15 PM.

### FRIDAY, JULY 24<sup>TH</sup>

7:00 – 8:00 AM	Breakfast on your own
8:00 AM – 6:00 PM	Attendee Registration Open
8:00 AM – 12:00 PM	Decorator Set-up in Exhibit Hall
9:00 – 9:05 AM	Convention Welcome
9:05 – 10:35 AM	Keynote Address: Automotive Recycling Where are we going and who is going to help us get there?
10:35 – 10:50 AM	Refreshment Break
10:50 – 11:50 AM	Managing in the Digital Age
11:55 AM – 12:55 PM	Boxed Lunch
12:15 – 5:00 PM	Exhibitor Set-Up & Registration
1:00 – 2:10 PM	U-Pull it Panel Discussion
2:20 – 3:25 PM	Know What's Driving Your Business
3:25 – 3:40 PM	Ice Cream Break
3:45 – 4:45 PM	Core Discussion
4:50 – 6:00 PM	Consistency for a Change - Learn how to utilize stability and consistency as a jumping off point for change.
6:00 – 9:00 PM	Exhibit Hall Grand Opening
9:15 – 10:00 PM	President's Sponsor Recognition Reception Invitation Only
9:00 PM – 12:00 AM	FADRA Hospitality Suite

### SATURDAY, JULY 25<sup>TH</sup>

8:30 AM – 5:00 PM	Attendee Registration Open
8:30 – 9:30 AM	Concurrent Training Sessions from Car-Part, Hollander and Pinnacle.
9:35 – 10:55 AM	Brokering More Parts / Inventory Control - Learn the 5 keys to increasing your brokered sales and profits!
10:55 AM – 1:00 PM	Brunch with the Vendors
1:05 – 2:20 PM	Warranties
2:20 – 2:30 PM	Refreshment Break
2:30 – 3:30 PM	What Can Recyclers Do to Sell More Parts to Collision Repairers?
3:30 – 4:30 PM	FADRA General Membership Meeting, Board of Directors Presentation
4:40 – 5:40 PM	Beach Volley Ball
4:40 – 5:15 PM	Special Membership Drawing or Free Time
6:30 – 10:30 PM	FADRA's 40th Anniversary Party Denim & Diamonds.....Boots-n-Bling

### SUNDAY, JULY 26<sup>TH</sup>

8:00 – 9:00 AM	FADRA Prayer Breakfast with Jim Seamans
----------------	---

seek out other recyclers doing that and ask for their advice. You'll be shocked at how much people are willing to share, particularly when they are nowhere near your market. Learn from their successes and mistakes. After you've had an insightful conversation, take time to write down your thoughts, or type them into your phone or laptop the next time you can. It's easy to forget what you heard if you don't make a note of it.

On your way home, or once you get back, take some time to think about what you heard. Make a list of what you are going to change because of what you learned. If you have a friend who attended the FADRA Convention, send them an e-mail and tell them what you took home, and what you are going to do about it, and ask them if they'll share what they learned and their plan. You can get ideas from each other and hold each other accountable to making the changes you said you would.

**Remind:** The last way to really capitalize on your investment of going to the FADRA Convention or another industry event is to remind yourself and your staff of what you learned, and win employee buy-in. Taking key employees with you and then discussing what you both learned is great. But even if they don't go to the event, you should tell them about it! Sit them down and tell them about the good ideas and ones you don't agree with. Talk to them about why you think one holds merit and another isn't right for your business.

Remember that list you made before the conference? Show it to them, and specifically relate what you've learned and what you plan to do. Not only can you energize your employees and get them excited to make the business better, you can show them their opinions matter! I use my phone to set reminders, such as, on the 17<sup>th</sup> of every month, my alarm will go off and I'll read "Brokering takes a strong network, what supplier have you added this month?" Quarterly, I have an alarm that reads "Call your top 10 customers today!" These reminders keep me following through on the ideas I've had while sitting in a seminar.

Take time to prepare, take notes, and when you get back from the FADRA Convention, get your people to help you follow through on what you've learned!

*Amber Elenbaas is a 3rd generation automotive recycler. She is currently serving as a consultant, working with Rebuilders Automotive Supply (RAS Core) to help recyclers capitalize on their cores and cats. In the past nine years, Amber has served as the general manager of three different recycling facilities, including Pete's Auto & Truck Parts, the business her grandfather started in 1952. She attributes her success to her Alma College education and to her mentor and dad, Ron Elenbaas. Amber enjoys hiking, reading, and travel.*



# Leave your imprint with our members

## Advertise in the **FADRA NEWS**

# 407-614-8354







Work  
**Smarter**  
not harder.

**PRINT AND ONLINE  
MARKETING.**

Available 24 hours a day • 7 days a week

**Get Results.**



D.J. proudly supports  
FADRA and the  
Recyclers  
**POWER SOURCE!**



**ADVERTISER  
TESTED -  
AUTO RECYCLER  
APPROVED!**



 Find us on  
Facebook!

*Join Us Today!*

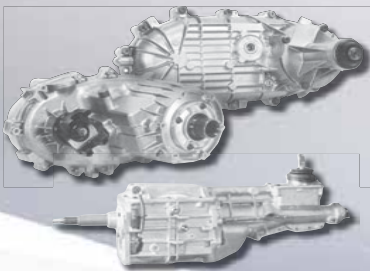
**800-336-5614**

[julie@rpowersource.com](mailto:julie@rpowersource.com)

[www.rpowersource.com](http://www.rpowersource.com)

# Drivetrain **EXPERTS!**

*Serving the auto recycling industry for over 40 years!*



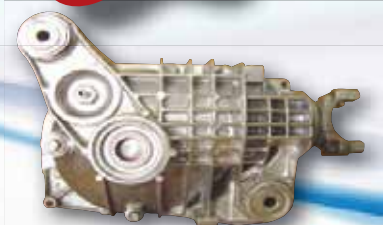
## *New & Remanufactured:*

- **Rear Axle Shafts:** Over 200 part numbers — over 14,000 sold in 2014
- **Front and Rear Differential/Axle Assemblies:** Chevy, GMC, Hummer, Dodge, Ford, Jeep
- **Manual Transmissions and Transfer Cases:** Most light and medium duty trucks, clutch and flywheel kits, too!
- **Steering Gears**
- **Front Driveshafts**



## **Make More Money!**

We have all the components available if you want to rebuild your own cores.



**KABELE**  
TRUCK & AUTO PARTS

**1-800-225-6908**

NATION WIDE 1-507-856-1672 Local  
1-507-856-3721 Fax



[parts@kabele.com](mailto:parts@kabele.com) • [www.kabele.com](http://www.kabele.com)

## Watch Out for These Common Business Scams

There are a couple of schemes that are actively targeting small businesses in Florida, and we want to make our members aware of them. Both schemes try to make you believe you need to do something that you are actually not required to do.

### **Certificate of Status:**

Two companies, United Business Services and United Certificate Services, are sending notices by mail to Florida businesses offering to sell you a Certificate of Status for your Florida company for a fee that is usually around \$47. Please note: You can

obtain a Certificate of Status from the Florida Division of Corporations for under \$10. You may not even need a Certificate of Status – it is an official document from the Florida Secretary of State certifying that your company is in good standing with the State of Florida. But there is no law in Florida that requires you to have a copy of this document.

**Annual Minutes:** A company called Compliance Services is sending businesses in Florida notices offering to file “Annual Minutes” for a fee of \$125. Please be aware: While it is true that Florida law requires corporations to keep minutes of its shareholder or board meetings, you do not have to pay anyone to prepare your corporation’s minutes. In addition, minutes from your corporate meetings do not have to be filed with any agency of the State of Florida.

The mail from Compliance Services is usually in a green envelope and might say “Important – Annual Minutes Requirement Statement” on the front of the envelope. Inside is a form titled “Annual Minutes MAY 2015 Volume XXV, No. 5 Requirement Statement” that looks like an official government document and asks for \$125 to prepare minutes for your corporation. While this mail looks like an official government form, it is from a private company not affiliated in any way with the government.

This mail has confused some companies into thinking that they are taking care of their Annual Report requirement by paying this company \$125. If you give this company \$125 for minutes, please know this does not take the place of filing the Annual Report for your corporation or LLC, which was due by May 1st to the State of Florida.

If you send either of these companies money and receive nothing in return, you can file an official complaint with the Florida Attorney General’s Office at [myfloridalegal.com](http://myfloridalegal.com). Click on “File a Complaint” under the heading “Quick Links.”

Source: FUBA



## New Jersey Man Admits Using Bad Checks to Buy 19 Cars at Auction

A Newark man admitted Tuesday to using false identities and bad checks to buy 19 cars — including seven Mercedes Benz, a Porsche and a BMW — from an online auto auction company and reselling a number of them to unsuspecting customers.

Keith Hutcheson Jr., 27, formerly of Paulsboro, admitted that in 2013 he used aliases of “Mark Hooper” and “Bassem Wallace” to buy 19 cars online from copart.com using counterfeit or bad checks totaling \$339,782, the state Attorney General’s Office said.

“Everything about this con artist was a fraud, from the names he used, to the checks he wrote, to the salvage vehicles he sold to unsuspecting customers,” acting state Attorney General John Hoffman said.

Many of the cars were damaged during storms, and Hutcheson arranged for them to be transported to New Jersey, where he resold a number of them to unsuspecting buyers, authorities said. The investigation was prompted by a complaint from Copart, which is based in Texas but has locations in Robbinsville and Glassboro.

Hutcheson pleaded guilty to theft by deception and forgery. Under the plea agreement, he must pay \$212,000 in restitution to Copart, and in return, prosecutors will recommend he be sentenced to seven years in state prison.

The auction company previously recovered a number of the vehicles purchased, which reduced the amount of restitution owed.

Source: [nj.com](http://nj.com)

## ISRI Study Details Economic Impact of Scrap Recycling

**The recycling industry generates more than \$105 billion in economic activity annually, according to study.**

The Washington, DC-based Institute of Recycling Industries (ISRI) has released a new economic impact study that shows the recycling industry accounts for nearly half a million jobs in the United States and generates more than \$105 billion annually in economic activity.

The independent consulting firm of John Dunham and Associates, Brooklyn, New York, conducted the study, which explores the size and scope of the scrap industry in the United States and measure its contribution to the economy in terms of employment, tax generation and overall economic benefit.

The survey finds that since 2013 direct employment in the recycling industry has increased by 8 percent, direct economic activity has increased by 30 percent and tax revenue generated by the recycling industry has increased by about 8 percent. ISRI conducted similar studies in 2011 and 2013.

“Despite the challenging landscape of today’s global marketplace, scrap recycling has proven to be a resilient, job creating and economy-driving industry,” says Robin Wiener, president of ISRI. “As the first link in the manufacturing chain and as a major exporter, the scrap recycling industry is a leading indicator to the overall health of the U.S. economy. While the last several months have been difficult for commodities, this study suggests hope for a rebound.”

According to the report, the recycling industry is responsible for 471,587 direct and indirect jobs in the United States, of which 149,010 are direct jobs. Direct jobs include those in facilities that process scrap materials into new, usable commodities. Indirect jobs come from those that supply machinery, equipment and services to processors and the wages and taxes paid by the scrap recyclers to their workers and suppliers.

The data used for the study was gathered by location. Further, to ensure the accuracy of the information, John Dunham and Associates only included companies

that classified their operations as recycling firms.

Also, according to the study: The industry generates about \$4.4 billion in state and local revenue annually and another \$6.8 billion in federal taxes are paid each year by the industry and its employees.

The scrap recycling industry accounts for 0.68 percent of the national’s total economic activity, making it similar in size to the country’s data processing and hosting, dental and automotive repair industries.



*photo courtesy of isri.org*

Exports account for 26.8 percent of the industry’s economic activity, creating roughly 125,276 jobs.

Export activity generates \$28.3 billion in economic benefits, including \$1.3 billion in federal tax revenue and \$1.7 billion in state and local taxes.

Mark Carpenter, a spokesman for ISRI, says, “As this study shows, the recycling industry is an economic driver that can attract high-paying jobs to a region, both directly and indirectly, as well as generate local and state revenue through taxes. Being able to show that it is similar in size to industries such as automotive repair and data process and hosting also demonstrates its scope and magnitude.”

Continuing, Carpenter says, “The ability to break down the number of jobs and economic impact in great detail for each congressional and state legislative district is a great way to educate elected officials about the value and importance of the recycling industry, particularly among their constituents. The study will be shared with members of Congress and state legislators as part of ISRI’s ongoing advocacy efforts through its work on Capitol Hill and [with] chapters and individual member outreach.”

The full report, along with state-by-state and congressional district breakdowns, can be found at [www.isri.org/economy](http://www.isri.org/economy).

Source: Recycling Today, May 25, 2015



## State Farm Adjusts Program Agreement

State Farm is rolling out some changes to its "Select Service" program, including a revised shop agreement and new "program administrators," who will focus on shop performance and compliance as well as the program's shop capacity within a market.

Most of the changes to the Select Service agreement involve pricing. The latest version strikes the option, for example, for a repairer to have a parts or labor rate "pricing agreement" with State Farm other than the one specified in the document. Amounts charged for mechanical operations must now be based



on "what is reasonable" (as well as competitive) for the local market. And a new "specialty repair pricing" section, likely aimed at addressing aluminum repair, requires the shop to get

State Farm approval for any estimate that has pricing above the rates and pricing they have provided to State Farm or the "current labor rates and paint and materials pricing identified through State Farm's survey process."

It also places such specialty repair pricing under the same "most-favored nation" requirements as other pricing in the agreement. But the new agreement also may give State Farm some leeway regarding any "bottom line discount" the shop gives to any other insurer, still saying such discounts must be offered to State Farm as well but adding, "unless otherwise agreed to by State Farm."

## Clarity Sought on OEM 'Secondary Parts'

Many of the automakers have programs in place to sell "secondary parts," OEM parts that may have minor cosmetic damage or otherwise do not qualify for installation on new vehicles or as "new OEM" replacement parts. But Aaron Schulenburg of the Society of Collision Repair



Specialists (SCRS) said these programs vary by manufacturer. Some automakers sell these parts "as-is" with the cosmetic damage; other automakers use an internal remanufacturing process to correct the cosmetic blemishes and then sell the "remanufactured parts in a theoretically ready-to-use condition."

The problem, Schulenburg said, is that even though the condition of these secondary parts might vary by

automaker, they are often all identified in the estimating systems and parts databases in the same way, using such generic terms as "alt-OE" or "opt-OE." "That doesn't give the shop that isn't familiar with each automaker's secondary parts program a good indicator of what else may

be involved with using that part or what to communicate to the customer," Schulenburg said. "There may or may not be additional work associated with [using] it, and there may or may not be a warranty." Schulenburg said SCRS is in the process of communicating with the automakers to build a matrix of the variables, and then will work with the estimating system providers to try to get more information about the parts to estimators.

## NEWS FROM ARA

ARA President Ricky Young would like to invite personally all members to attend his ARA Presidential Trip to San Francisco. This event will follow the SCADA Convention from September 17-19, 2015. The presidential Trip is from September 20-23, 2015. It will consist of bus travel to Monterey, Carmel, Sonoma, and Napa Valley. If you are interested, contact the ARA Office for the details.

The ARA Convention is in Charlotte, NC during the NASCAR Race Week from October 7-10, 2015. Besides the largest recycling trade show and educational sessions, we plan tours of local race shops and having special guest speakers. Make plans now to attend this event at [www.A-R-A.org](http://www.A-R-A.org).

# MANAGING IN THE DIGITAL ERA

By Robert Counts, Counts Business Consulting



Navigating the constant influx of changes in technology can be exhausting. Insurance programs, Inventory software updates, social media, website development, e-bay, car-part, the list goes on and on. All these tools that are meant to save time and provide you with greater resources, often lead you to running in place if you are unable to integrate them efficiently.

Integrating technology into your operation is unavoidable if you want to keep up with the increasing pace and cost of the salvage industry. Those who are able to leverage technology most effectively at all levels of their organization will be able to produce more quickly, efficiently and accurately. As access to vehicles and prices become more available and competitive, the competition between operators becomes increasingly important.

Who is able to produce the most sales with their facility? Who is the most efficient operator in terms of expenses? Who produces the most per vehicle? Who has the most productive employees? Who is the most profitable?

Being able to cut through the noise of the industry and day-to-day busyness while keeping a close eye on the important figures that impact your bottom line is critical in the digital era. The digital era makes it increasingly possible to have easy access to Key Performance Indicators (KPIs) and critical decision-making data in your hands at a moments notice. Yet this is only half the battle in navigating management in the digital era.

Once you have your KPIs and decision-making data available to you, the job now becomes one of leadership and management. "Management is doing things right. Leadership is doing the right things." So first before we worry about doing things right we have to make sure we are doing the right things.

Starting with leadership, what is the vision for how customers will view your company and what employees are working towards accomplishing? Then set short-term and long-term goals that you will now monitor with the same KPIs incrementally to make sure progress is on track, determine if goals need to be adjusted up or down, or if training or personnel changes need to be made. Establish a clear organizational structure that makes it apparent who is responsible for accomplishing each of the goals and promotes accountability across departments.

With clear directives and goals set, the task is passed to management to determine the right steps for accomplishing the tasks. Once the steps are established, managers then train and motivate their employees toward accomplishing the task. Setting small milestones and goals that can be used to determine if things are on track or need to be changed.

Managers should be attentive to feedback from employees regarding opportunities to improve processes and reward them if an idea proves beneficial. Employees also need to know the numbers that they will be measured by and provide information regarding barriers to success as quickly and efficiently as possible to their managers to shorten the amount of lost time.

Robert will speak at the FADRA Convention in July.

## HELPING YOUR YARD G R O W

See why everyone is talking about Panhandle Converter Recycling. Innovative technology, business management solutions and #1 in customer service.

855.752.0393  
panhandleconverters.com







# CBCDASHBOARD

*Stop working in your business.  
Start working on your business.*

## WHAT IS CBCDASHBOARD?

**CBCDashboard** is a Business Management System tool that automatically pulls data from PINNACLE and POWERLINK users' database daily. It combines the IMS database information with personnel (number of employees), facilities and financial information entered by the user. This allows analysis on every aspect of your operation.

**Daily Updates • Benchmarking • Consulting**



## WHY CBCDASHBOARD?

- » **MAKE MORE MONEY** by spending your time planning your future and focusing on every aspect of your business. CBCDashboard provides greater access and more data points than your IMS system.
- » **CBCDashboard** provides the most sophisticated analysis in the automotive recycling industry and offers daily updates. CBCDashboard uses the IMS database and user submitted information combined with our formulas to provide important numbers like adjusted overhead per vehicle, days to break-even, change in inventory and much more.
- » **CBCDashboard** has two tiers of data: KPI Graphs and Reports. The KPI graphs examine the most important numbers and the reports go in-depth. The reports cover 7 categories: Personnel, Buying, Inventory, Income, Sales Activity, Operations and Financials.
- » **CBCDashboard** is a valuable tool for your management team. It costs less than \$8 a day. This is less than an hour of work from your cheapest employee. This tool never calls in sick, never has a fight with family or employees, and never comes in hung-over. Now that's a deal!

CBCDashboard helps me stay on top of my business. I can look at my numbers every day from any device. It lets me adjust and make needed changes right away.

**Bryan Minchew,**

*Owner University Auto Recyclers, Inc., Florida*

Wow ... Wow ... Wow ... Very cool. I have run comparisons and analysis and I am very amazed and fascinated with the results and insights.

**Leroy Liebermann,**

*Owner Eagle Auto & Truck Parts, Arizona*

Because it is so streamlined and simple to get, I now have much more information regarding every aspect of my business that allows me to look at the "big picture" and make better-informed decisions regarding my business.

**Scott Paine,**

*Owner Buckeye Auto Parts of Columbus, Inc., Ohio*

CBCDashboard provides a view of the business that helps me stay focused. The ability to see all the information without having to run multiple reports is really helpful.

**Zane Malcom,**

*Owner H&H Auto Parts, Nebraska & Colorado*



**Chad Counts**  
512-963-4626

rcounts@countsbusinessconsulting.com



**Robert Counts**  
512-653-6915

robert@countsbusinessconsulting.com

For a demonstration visit our website, call or email us:  
[www.cbcdashboard.com](http://www.cbcdashboard.com)

# Don't let NMVTIS reporting wreck your day.

## Auto Data Direct is your source for salvage vehicle reporting and so much more.

All businesses that handle five or more junk, salvage or total loss vehicles per year are required to report to the National Motor Vehicle Title Information System (NMVTIS) database.

## ADD's easy-to-use tools make federal compliance as easy as 1-2-3!

- Free and Full Service NMVTIS reporting accounts
- Knowledgeable, live customer support
- Guaranteed confidentiality—NO data sharing or re-selling
- Full record archive with printable confirmation receipts\*
- Management system compatibility\*
- Batch reporting options\*

## Only ADD offers:

- Vehicle History Reports with lien and national theft data
- DMV123 real-time owner/lienholder search in 32 states
- DirectPost-Office electronic certified mail

For additional information, please visit [ADD123.com](http://ADD123.com) or contact us at [salvage@add123.com](mailto:salvage@add123.com)

Enter Promo code **FADRA15** to receive \$50 off account activation.



# AutoDataDirect, Inc.

\*Available with Full Service accounts only



# Ron Sturgeon's Management Tips

## Tools for Success

# Be Technologically Savvy

By Ron Sturgeon, RDS Investments



In 1992, before Smartphones existed, I carried a Pocket Rolodex everywhere I went. I did it because I understood the value of networking, and I put EVERYONE'S information in my rolodex. I never entered a person's information without including their full address and phone. We didn't have e-mail then.

Most of my friends made fun of me for being the nerd with the Rolodex. However, they all also relied on me for phone numbers. In 1999, when I did a private stock offering, I had over 3,000 contacts that I had gathered and put in my pocket Rolodex because I had networked or done business with them.

Using just that list, I was able to sell out my private stock offering in 21 days. In fact, I actually attracted more investors than I had stock to sell.

I'm sharing this story partly to remind you to network. But that's not the only reason. I'm also sharing it to remind you to keep your tech skills up-to-date.

Can you build a simple spreadsheet? Use PowerPoint? Upload to SlideShare? Draft a letter in Word or edit a document using track changes? Convert a doc to a PDF? Manage your e-mail and docs so you work smart? As a leader, you should know all of these basic tech skills.

Stay current. Get ahead of the curve. Go to seminars. Learn about Search Engine Optimization (SEO). Understand how to use private groups on Facebook to sell more to current customers. You don't have to be a web genius to try new tools.

Abe Lincoln once said, "Give me six hours to chop down a tree, and I will spend the first four sharpening my axe." He knew how important tools are to doing the job right. Investing time to upgrade your skills is sharpening your axe. Work at mastering new tools and new skills.

If you drive a forklift or work with your hands, this week's article is for you, too. If you want to do better for yourself and make more money, you need to learn skills that will make you more valuable. You become promotable by looking for areas that the business needs help and learning the skills needed to give it.

Volunteer to learn new skills, whether it is learning to control inventory, make presentations, work on a budget, understand metrics, or review contracts. Add any of these marketable skills, and it won't be long until your paycheck reflects your higher value.

The pocket Rolodex is long gone. Today, I use an iPhone. I network on Facebook and LinkedIn. I study online marketing. I am nearly 60, but I'm still eager to find new tools to make me a better businessperson.

### **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, he can wisdom and advice gleaned from an enviable business career that started when he opened a VW repair business as a homeless 17-year-old and culminated in the sale of several businesses he built to Fortune 500 companies.

As a consultant, Ron shares his expertise in strategic planning, capitalization, compensation, growing market share, and more in his signature plainspoken style, providing field-proven, and high-profit best practices well ahead of the business news curve. Ron is the author of nine books, including *How to Salvage More Millions from Your Small Business*.

To inquire about consulting or keynote speaking, contact Ron at 817-834-3625, ext. 232, rons@MrMissionPossible.com, 5940 Eden, Haltom City, TX 76117.





# USED AUTO PARTS AT SUPER LOW PRICES!

**BRING YOUR TOOLS,  
PULL YOUR PARTS & PAY.  
IT'S THAT EASY!**



**U•PULL  
&•PAY**

**SELF-SERVE USED AUTO PARTS**

**ORLANDO, FL**  
1157 Jetstream Dr  
407.816.9696

**WEST PALM BEACH, FL**  
551 Benoist Farms Rd  
561.793.3808

**OPEN 7 DAYS A WEEK**

**ASK HOW WE CAN  
TURN YOUR CAR  
INTO CASH!**



[www.upullandpay.com](http://www.upullandpay.com)







# *Introducing* **Checkmate Sales Pro!**

***Completely redesigned graphical sales workflow!  
Lightning fast and simple to navigate!***

- ✓ **Customer Relationship Management – view your customer’s sales, open quotes, returns, credits, and payment history while making your sale**
- ✓ **Easily sell multiple parts at once**
- ✓ **Includes the industry’s most advanced interchange:**
  - Car-Part Interchange Plus – new interchange for 24 additional parts
  - SmartVin and Smart Interchange eliminates non applicable choices
  - Alternative Vehicles - body style lookups for non-interchange and non-inventoried parts
  - Alternative Parts - body style lookup for non-interchange and inventoried parts
  - User Interchange so you can have it your way
- ✓ **Fully customizable results screen with vehicle and part images, and Car-Part request data**
- ✓ **Create Quotes, Work Orders, Invoices, Credits, and Returns with one click or keystroke**
- ✓ **Purchase Orders are automatically created**
- ✓ **Email barcoded Invoices**
- ✓ **Switch between tasks in a snap!**
  - Order Trakker (production management)
  - eBay (drag and drop images, including fitment; parts sold on eBay automatically marked as committed in Checkmate; parts sold at your location, immediately delisted off eBay)
  - QuickBooks
  - Car-Part reports

Another innovative product by  
**Car-Part.com**



Call your friendly Checkmate salesperson  
for more info **859-344-1925**