



The Iowa Automotive Recyclers | NEWS

DECEMBER 2012/JANUARY 2013



2nd Annual Hill Day Thursday, January 17, 2013

By Sue Schauls

The Iowa Automotive Recyclers will host the 2nd Annual Hill Day in Des Moines January 17, 2013. Like last year the Legislative Breakfast will be held from 7:00 am to 9:00 am in the Legislative Dining Room of the Iowa Capitol Building. A shuttle will be provided from the host hotel, the Embassy Suites in Des Moines, Iowa. At the event IAR Members will meet and greet Legislators with coffee and donuts to share information about our industry's positive impact on the economy, local jobs and the environment as well as discuss options for leveling the playing field for all parties active in the business of recycling automobiles in Iowa.

Lobbyist, Jim Piazza, Jr. and the Iowa Automotive Recyclers will host the breakfast and attend meetings with legislative leadership throughout the day. Members should invite their delegation to attend the 7-9 am breakfast in the Legislative Dining Room located in the basement near the entrance doors. The location is great and we will receive many invited guests and drop in visitors.

This year the event will be held in conjunction with a Board of Directors & Membership Meeting on January 16, 2013 also hosted at the Embassy Suites. The optional Lunch meeting will be held at Noon and the Annual Strategic Planning meeting will begin at 1:00 pm. Later than evening the Iowa Automotive Recyclers will also host a Political Action Committee (PAC) Reception at 7:30 in the lounge at the Embassy Suites. As an appreciation event for those who have contributed to the PAC fund as well as an opportunity for those who would like to learn more about PAC donations hors d'oeuvres will be served at this reception and networking event.





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NEWS**

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

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

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

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IAR retains the services of
R. J. McClellan Inc.
Call any staff member,
Monday through Friday, 9 a.m. – 4 p.m.
Phone 651-458-0089 • Toll Free 877-525-4589
Fax 651-458-012
E-mail: newsletters@rjmc.com
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IAR Teleconference Board Meeting

Tuesday, September 18, 2012 - 5:00PM

President Brent Nugent called the meeting to order at 5:05 p.m. Members present were: Brent Nugent, Sue Schauls, Mike Waterbury, Mike Swift, Tom Quandt, Jodi Kunde, Tom Snyder, Tracy Hurst, Brad Osborne, Mike Davidson, Joel McCaw, Andy Wilken and Eric Spilman.

NEW BUSINESS:

Mike S. asked for discussion on the list he had sent prior to the meeting of Jim Piazza's recommended donations from the PAC fund to be made over the next few months. Mike S. made a motion to accept this list to be distributed as needed with a second from Tom S.; motion carried.

COMMITTEE REPORTS:

- **Scholarship** – Jodi mailed all the scholarship checks to the colleges of the recipients on August 24, 2012.
- **Newsletter** – Sue brought up for discussion a few issues with the newsletter. She would like a more updated mailing list, quicker turn-around and more of the profit coming back to the IAR. After some discussion, Sue is going to check into how she would be able to make some of these changes then will report back to the board at a later date how that could be accomplished. We are committed to the current publisher through 2012 and they will also be publishing the Who's Who Directory again this year.
- **Meetings** – The next board meeting will be a teleconference call on October 16th at 5 p.m. (NOTE: OCT 16, 2012 meeting was cancelled due to conflict of schedules) with a face-to-face meeting on November 13th in des Moines at the Okobjo Grill at noon for lunch 1-3pm for meeting.

There was a motion by Tom S. to adjourn with a second from Tracy. The meeting was adjourned at 5:45 p.m.

Respectfully submitted,
Jeff Smid, Secretary

President's Pitch

By Brent Nugent, IAR President

HELLO FELLOW RECYCLERS

With the election over and winter is soon approaching us we hope that even if your candidate did not win that we will continue to work hard in our own way as we all do within our yards and make our industry bigger and better than ever in the next four years. I think that in listening to both candidates that one thing is bound to happen..... people are just starting to listen and they know they better start sooner more then later to working on their future as we should all be more responsible for what is being done on a day to day basis.



Every morning when we wake up and either go to work for someone or as all of us that are owners go to open up shop we have to realize that what we do and how we treat our customer will make a great difference on the cash flow at the end of the day or week turns out. It is so important to treat our customer like they are they are number one! (Not in every case, but you get the drift...)

If we think of this that every customer leaves your shop and tells at least two people of his experience (good or bad) then your customer base will go up in numbers or decline very fast. We need to educate the customer to come to the SALVAGE YARD first and get treated with respect rather then get on a cold computer and

order a part, get it shipped to them only to find out there is nothing that can be done if it is wrong or broke or whatever. I think people still want a face to face personal contact in our business. There are so many young people that walk through my door everyday and they are the ones that have been brought up in the computer world and STILL appreciate the help!

It's almost like an education for them to see firsthand how to get a part and maybe receive that extra time with a counter person or yard guy that they know has taken apart the car and deals in this every day.

It goes to show you that we are still at the top of our game because there is an ART of Recycling and doing the right way!

We as yards have been educated by the ones that came before us and we should be thankful for all of their knowledge and efforts to make this Recycling industry what it is today and what it will turn out to be tomorrow (OUR FUTURE).

Hope you all have a great Holiday season and I am looking forward to the next IAR Meeting. Hope you are all looking forward to coming to MAQUOKETA for the summer outing! Make your reservations soon. We are planning a good show.

HAPPY HOLIDAYS EVERYONE,
Brent Nugent,
PRESIDENT Iowa Automotive Recyclers

ARA Suspicious Salvage Transaction Hotline

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Call in confidentially and report suspicious transactions occurring at salvage auctions throughout the country.

If you have a "Tip" for ARA, please call the voicemail hotline at 1-888-385-1005 x 15.

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SAVE the DATE

Summer Outing 2013
BIG Equipment Show
Jackson County Fairgrounds



Maquoketa, Iowa
May 31- June 1, 2013

From the Desk of the Executive Director

By Sue Schauls

Well we had another great year of automotive recycling memories and events. If counter sales pick up soon we'll have nothing left to complain about but the weather, and even that is good news if we get plenty of collision repair orders coming in! It's hard not to be optimistic in Iowa.



It is membership renewal time and good time to reflect on what has been done and what is to be done. This year I will attempt to use the CVENT event management tool to conduct renewals and offer the online and credit card payment options. While renewing your membership, please take care to verify your information. The information on your membership listing is what will be used to update the 2013 Iowa Who's Who in Salvage directory we send out to the insurance companies and other parts buyers. The

advertisement sales for the Who's Who will also utilize the online registration program this year, more about that in January. RJ McClellan will once again layout and print the directory.

New in the coming year will be some changes occurring with the newsletter. I will begin to manage all aspects of the newsletter for the 2013 publishing year. In the past two year since becoming the Executive Director I have been responsible for content and worked with our publisher to design, print and mail the newsletter. So watch for changes coming along. We have been very happy with the service from Sheila and the whole staff at RJ McClellan these past years as the newsletter has grown to 32 pages with a distribution of almost 600 recipients but changes in media have driven us to find an avenue that will be more timely in delivery and hopefully return some of the dividends to the association.

We look forward to working with RJs on other print projects we have coming up like the directory and the registration material for the BIG EQUIPMENT SHOW at this year's summer outing in Maquoketa, Iowa May 31 - June 1, 2013 - it is shaping up to be a great show. Rumor has it we will be crushing and baling cars at the yard tour at Nugent Auto Sales & Recycling - maybe we'll have a CRUSH OFF!

I want to thank the IAR Board and Membership for having me as Executive Director again this year. It has truly been my pleasure. I get asked while I'm teaching the Used Car Dealer Education classes why I seem to LOVE MY JOB so much. I always tell them "I work for the Iowa Auto Recyclers, what's not to love?" Thank you. I look forward to another great year.

Merry Christmas, Happy Holidays and Happy New Year,
Sue



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Drought Made Storm Water Sampling Difficult

By Sue Schauls

Automotive salvage facilities in Iowa are required to conduct annual storm water sampling and analysis if the salvage yard has more than 250 “junk” cars on location at the facility. Unfortunately the Summer of 2012 was a hot and dry summer with little or no recordable rainfall in most locales in Iowa, making it difficult, if not impossible, to collect the samples in a timely manner. It’s OK.

The rule actually has a provision that when sampling is required you should be collecting or in the process of collecting the sample annually. **If you missed your sample timeframe this summer or fall, you can make it up this spring by being ready to collect samples as soon as the spring thaw and rainy season will allow it.**

The Iowa DNR administers the Clean Water Act (CWA) requirements as amended in 1972 to prohibit the discharge of pollutants to the waters of the United States from any point source, unless the discharge is in compliance with a National Pollutant Discharge Elimination System (NPDES) permit. The CWA was further amended in 1987 to establish a framework for regulating industrial storm water discharge under the NPDES program based on their potential to contribute to storm water pollution from industrial activity. Those industries identified by standard industrial classification (SIC) code include salvage activity. Automotive salvage activity typically uses SIC code 5015 for wholesale used automotive parts.

Automotive salvage yards have particular concerns for adding pollutant to storm water runoff due to the sheer number of vehicles present in a yard at any given time. Effective pollution prevention of these storm water pollutants is accomplished through choosing the most applicable Best Management Practice (BMP) as identified in the Storm Water Pollution Prevention Plan (SWPPP) developed as part of the storm water permit requirements.

The Storm Water Permit Process –
Six simple steps to compliance

1. Complete a Notice of Intent (NOI) to discharge storm water. Iowa DNR Form 542-1415.
2. Run a public notice in two widely distributed local newspapers.
3. Pay the applicable fee to the Iowa DNR. \$175 per year.
4. Prepare and maintain a Storm Water Pollution Prevention Plan (SWPPP).
5. Begin annual inspection of the facility for storm water pollution prevention and provide training to employees.
6. Annually monitor the storm water runoff by collecting samples for laboratory analysis.

✓ Notice of Intent (NOI)

The Auto Salvage will apply for an NPDES General Permit #1. The NOI is DNR form 542-1415. The form requires a signature.

✓ Public Notice

The public notice must be published for at least one day in the two most widely circulated newspapers in the area. Save a clipping of each notice or obtain an affidavit from the newspaper and submit them with the NOI form to the DNR, include the date of publication.

✓ Applicable Fee

Submit the fee for each permit.



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✓ **Storm Water Pollution Prevention Plan (SWPPP)**

The SWPPP should be developed before the NOI is filed. Full implementation will be executed concurrently with operation of the facility. The SWPPP must be signed and made available to regulatory inspectors upon request. The SWPPP will be amended when changes to the facility's operation occur. Changes required by the Department will be made within 30 days with appropriate notification to the Department. Annual inspection and training is required under section C(3) of the permit.

✓ **Monitoring and Reporting Requirements.**

Any facility that is an "automobile junkyard with over 250 units," is subject to monitoring as an additional facility required under Part V.B.11. of the permit. Collect and submit rainfall samples to a laboratory for analysis annually.

The Auto Salvage facility should retain a copy of the storm water pollution prevention plan, records of all monitoring information, copies of all reports required by this permit, and records of all data used to complete the NOI to be covered by this permit for

the duration of the permit or for a period of at least three years from the date of the measurement, report, inspection, etc.

Both sets of samples, the grab and the composite, must be tested for five parameters:

- five day biochemical oxygen demand (BOD);
- chemical oxygen demand (COD);
- total suspended solids (TSS);
- total Kjeldahl nitrogen (TKN);
- total phosphorus;

The grab sample must be tested for two additional parameters: oil and grease & pH;

Every Iowa automotive salvage facility with more than 250 "junk" vehicles in the yard is required to conduct annual storm water runoff sampling. The I-CARE program has a discount at TestAmerica and a standard testing protocol to guarantee the appropriate parameters are tested per the Iowa Department of Natural Resources (DNR) storm water requirements.

Download the sampling procedures at:

<http://www.sueschauls.com/Storm-Water.html>

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Sampling Made Easy

Collect a grab sample and a composite sample for each outfall point or a representative grab and composite sample if all discharge is identical.

1. A grab sample is a one-time sample that represents the discharge in the beginning of the rainfall event. The grab sample must be taken in the first hour of the discharge. The laboratory recommends taking a 3000 milliliters (ml) sample (about two quarts) to ensure enough water to perform all tests is available. The seven parameters tested will cost approximately \$150.



2. A time-weighted composite sample is taken at timed intervals in equal amounts. The composite sample is taken as a combination of (at least three) small samples (called aliquots) taken throughout the duration of the discharge (for at least three hours), with each small sample being separated by at least 15 minutes. The laboratory recommends taking 300-1000 ml at each sample so that the total amount of the composite sample is 3000 ml (about two quarts) to ensure enough water to perform all tests is available. The five parameters tested will cost approximately \$100.

Iowa Automotive Recyclers Storm Water Sampling LAB KIT

Every Iowa automotive salvage facility with more than 250 "junk" vehicles in the yard is required to conduct annual storm water runoff sampling. The I-CARE program has a discount at TestAmerica and a standard testing protocol to guarantee the appropriate parameters are tested per the Iowa Department of Natural Resources (DNR) storm water requirements.

Download the sampling procedures at:
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Iowa Automotive Recyclers Who's Who in Salvage DIRECTORY

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Deadline for submission is February 15, 2012.

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Obama Wins Re-election: Health Care Reform Law Here to Stay

By Tracy Hitchcock

After hard-fought campaigns by both candidates, President Barack Obama has been re-elected for a second term in office. Obama's victory in the election, along with last summer's Supreme Court decision upholding the health care reform law, cements the Democratic Party's dedication to the legislation.

While opponents of the law have called for its repeal, health care reform's supporters consider the legislation to be the major achievement of Obama's first term. Obama's re-election, along with continued Democratic control of the Senate, means that implementation of the law will now continue without additional roadblocks.

After the U.S. Supreme Court decision upholding the constitutionality of the Affordable Care Act (ACA)

employers must focus their attention on understanding and complying with the new ACA mandates. During this session, we will discuss the latest developments on the ACA and key guidance issued by the DOL, IRS, and HHS on certain provisions of the ACA that will impact employers and their group health plans in 2013 and beyond.

What Do Employers Have to Do Next?

With the landscape of employer-provided health care potentially changing over the next few years, employers should consider their future plans related to their role in employee health care. They may have to make some big decisions about whether to continue providing coverage to their employees. The "pay or play" penalties provide some incentive for employers to continue coverage, since they will be at risk for significant penalties if they

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do not. However, employers may decide that paying the penalty is more cost-effective than continuing to pay the ever-increasing costs of health care for employees and their families.

On the other hand, uncertainty among employees about the quality and cost of individual health coverage continues to make employer-provided health coverage an attractive recruiting and retention tool. Because of these advantages, most employers plan to continue offering coverage for now. The additional uncertainty for employers, with compliance obligations hinging on court decisions and the political process, has made many companies hesitant to make any large-scale changes. Whatever their future decisions may be, employers that will continue to sponsor group health plans for the near future must prepare for upcoming deadlines. Significant health care reform provisions with looming effective dates include:

Summary of Benefits and Coverage.

Health plans and issuers must provide an SBC to participants and beneficiaries that includes information about health plan benefits and coverage in plain language. The deadline for providing the SBC to participants and beneficiaries who enroll or re-enroll during an open enrollment period is the first open enrollment period that begins on or after Sept. 23, 2012. The SBC also must be provided to participants and beneficiaries who enroll other than through an open enrollment period (including individuals who are newly eligible for coverage and special enrollees) effective for plan years beginning on or after Sept. 23, 2012.

60-Days' Notice of Plan Changes.

A health plan or issuer must provide 60 days' advance notice of any material modifications to the plan that are not related to renewals of coverage. Notice can be provided in an updated SBC or a separate summary of material modifications. This 60-day notice requirement becomes effective when the SBC requirement goes into effect for a health plan.

\$2,500 Limit on Health FSA Contributions.

The health care law will limit the amount of salary reduction contributions to health flexible spending accounts to \$2,500 per year for plan years beginning on or after Jan. 1, 2013.

W-2 Reporting.

Beginning with the 2012 tax year, employers that are required to issue 250 or more W-2 Forms must report the aggregate cost of employer-sponsored group health coverage on employees' W-2 Forms. The cost must be reported beginning with the 2012 W-2 Forms, which are issued in January 2013.

Preventive Care for Women.

Effective for plan years beginning on or after Aug. 1, 2012, non-grandfathered health plans must cover specific preventive care services for women without cost-sharing requirements. Calendar year plans must comply effective Jan. 1, 2013.

Employee Notice of Exchanges.

Effective March 1, 2013, employers must provide a notice to employees regarding the availability of the health care reform insurance exchanges. HHS has indicated that it plans on issuing model exchange notices in the future for employers to use.

Additional Medicare Tax for High-wage Workers.

In 2013, health care reform increases the hospital insurance tax rate by 0.9 percentage points on wages over \$200,000 for an individual (\$250,000 for married couples filing jointly). Employers will have to withhold additional amounts once employees earn over \$200,000 in a year.

What Guidance Will We See?

Regulations on a number of issues remain outstanding. The regulatory agencies responsible for implementation and enforcement of the health care reform law—the Departments of Labor, Treasury and Health and Human Services—began issuing additional guidance once the Supreme Court upheld the law. Additional guidance is expected now that the election is over.

Issues that will likely be addressed in future guidance include:

- **Employer Pay or Play Mandate.** The agencies are expected to, and have indicated that they will, issue more guidance for employers to help them determine how to comply with the shared responsibility provisions of the law.

- **Automatic Enrollment.** The Department of Labor is required to issue regulations implementing the rule requiring large employers that offer health coverage to automatically enroll new employees in the health plan (and re-enroll current participants).
- **Nondiscrimination Rules for Fully-insured Plans.** Under health care reform, non-grandfathered fully-insured plans will not be able to discriminate in favor of highly-compensated employees with respect to their health benefits. The IRS delayed the effective date of this rule for additional regulations, which have yet to be issued.

State governments may also take further steps to establish the health insurance exchanges required by the health care reform law. The federal government will step in and set up exchanges for states that fail to establish their own exchanges. Many states have delayed implementation and will need to accelerate their efforts if they want to run their own exchanges.

Challenges for Implementation

As we get closer to full implementation of the health care reform law, questions linger about whether the framework is in place for all pieces to be operational by their deadlines. Insufficient staffing of the responsible agencies is one potential issue, along with employer and state government hesitation or inability to implement certain parts of the law. Compliance efforts are likely to pick up now that the election is over. Wells Fargo Insurance Services will continue to monitor progress of the health care reform law and its implementation and will keep you informed of important developments. In the meantime, please do not hesitate to call me or any of your key contacts at Wells Fargo directly if you'd like to set up a time to review your current program and/or discuss next steps for your organization.

Best regards,
 Tracy Hitchcock, EHBA
 Vice President, Employee Benefits
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California Sales Tax Legislation Signed Into Law

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In California, legislation limiting the purchase of salvage vehicles with a resale permit to licensed dealers, dismantlers, automotive repair dealers, and scrap metal processors was just signed into law. Assembly Bill 2618 passed the General Assembly in late May, passed the state Senate on August 13th and was subsequently sent to the Governor's office for his signature.

AB 2618 addresses a serious concern about who may purchase salvage vehicles without paying sales and use tax to the state. It defends a tax advantage currently afforded to licensed dealers, dismantlers, auto repair dealers, and scrap metal processors in California by requiring all other non-licensed individuals to pay sales and use tax directly to the auction at the time of vehicle purchase.

The California automotive recycler associations and ARA were strongly supportive of this legislation, which is an important step forward to ensuring a fair and competitive marketplace for professional auto recyclers to purchase salvage vehicles.. ARA would like to recognize the leadership and dedicated hard work of all the California automotive recyclers associations in pushing for the passage of the bill and congratulate them on their success.

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Underage Employees – What to Consider?

By Adam Brickley, LSB Financial Service, Inc.

Auto Recyclers may rarely utilize minors as employees, unlike other businesses that may use teenagers to comprise a large component of their total work force. There certainly are considerations that need to be examined, if employing minors is being done or anticipated.

The primary advantage associated with employing minors is that compensation is far less costly than if the employer decided to hire adults as staff. However, employers should be aware of the various legal restrictions that state and federal agencies have placed on the employment of minors and they should also be aware of the particular challenges and rewards that accompany the decision to hire teenagers.

Legal Considerations *(This is not a legal opinion – I am not a licensed attorney. Please consult your legal advisor.)*

In addition to state laws, which have varying rules regarding child labor and compulsory school attendance laws, employers should be familiar with the federal government's Fair Labor Standards Act (FLSA). The rules in the FLSA differ from individual states in some respects; in cases where differences exist, the stricter law prevails.

Ignorance of state and federal child labor laws will not save employers from fines, some of which can be quite substantial. There can be two sides to the child labor issue: 1) on one hand, minors can be a cost-effective and flexible supplement to your core work force, 2) however, on the other hand, the penalties for violating the child labor laws can be steep. U.S. Department of Labor (DOL) imposes fines up to \$10,000 per minor on those businesses that violate the child labor provisions detailed in the FLSA.

The likelihood of an employer being singled out by the Department of Labor for a random compliance audit is remote, unless the company is active in a high-risk industry. Auto recycling is not blowing up dynamite, but it's not all clerical work either. If an underage employee perceives that problems exist, their complaint usually gets back to the agency in the form of protests from the employee themselves or from their parents. The negative publicity factor is involved as well, since violations that result in injuries or death often are picked up by the media.

Auto Recyclers, then, should make sure they are fully aware of what minor employees are permitted to do. First, it is important to recognize that employees can basically be broken down into three age groups: workers who are 18 years old or older and thus regarded as adults in the eyes of the law; youngsters who are 16 or 17 years old; and minors who are 14 or 15 years old.

Restrictions for minors under age 18

According to the Department of Labor, minors under the age of 18 are not allowed to perform jobs that the department has classified as detrimental to their physical safety, mental safety, and health. These



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restrictions forbid minors from operating (or setting up, repairing, adjusting, or cleaning) any power-driven machines, including but not limited to, metal forming machines, punching and shearing machines, circular and band saws, or hoisting apparatus (forklifts, cranes, derricks, freight elevators). In addition, minors are prohibited from operating motor vehicles.

Restrictions on minors ages 14-15

Additional restrictions have been put in place by both federal and state agencies concerning the employment of 14 and 15-year-old minors. They are not allowed to work before 7:00 a.m. and after 7:00 pm during the school year. They are also not permitted to work during school hours. Finally, these minors may only work certain numbers of hours. During periods of the year when school is in session, 14- and 15-year-old minors may work no more than three hours a day on school days, no more than 18 hours total a week, no more than eight hours a day on non-school days, and no more than 40 hours total during weeks in which school is not in session (summer, vacation breaks).

FOR MORE INFORMATION, CONTACT:

LSB FINANCIAL
PETERSEN-HILL INSURANCE



Adam Brickley

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

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Phone: (319) 268-4242 • Fax: (319) 268-4211
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Using Minors Effectively

Small business owners and employment analysts agree that the key to securing skilled and motivated minors as employees lies at the very beginning, with the application and interview. Remarkably, some employers tend to lump teen employees together into one group, but in reality, dramatic differences exist within this demographic group. Examples of key difference areas are: punctuality, honesty, ambition, talent, intelligence, and all-around quality.

In order to find top-notch minor employees, small business owners are encouraged to pay close attention to the information provided in the job application form. Are the student's high academic achievers in high school? Do they participate in extracurricular activities? Do they provide good references, such as former employers or school teachers/administrators?

Additionally, teenagers are forming their personalities and identities. This sometimes awkward period of development will likely manifest itself in all phases of life—including work. But while employers may experience some frustration dealing with teens, they can take comfort in the fact they are easy to train, since they have little or no prior work experience and have consequently acquired little or no work-related bad habits. Most intelligent youngsters can also be instructed quickly concerning specific procedures, pick up and remember new things easily, and have few or no preconceived ideas concerning how specific tasks should be handled.

Overview

- Employers should at all times remain cognizant of the importance of adhering to state and federal laws.
- Conduct periodic check-ups for compliance with child labor law.
- Be sure to keep your managers up-to-date on the child labor issue.
- Make sure managers are not hiring new employees without obtaining proper age documentation.
- Let managers know which employees are minors and what type of job duties they may perform.

Finally, it won't do your auto recycling company much good if you are well-versed in the laws, but the managers who directly oversee workers are unaware of the requirements. Small business experts recommend

that owners establish a regular practice of reviewing underage employees' schedules to catch violations before they occur.

Happy recycling!
-Adam

By: Adam Brickley, AVP
Insurance Consultant
LSB Financial Services, Inc.
219 Main St. • Cedar Falls, IA 50613



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Iowa Automotive Recyclers Awards Educational Scholarships (2012)

“The school is the last expenditure upon which America should be willing to economize”. ~Franklin D. Roosevelt

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

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

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

Meet Our 2012 Scholarship Recipients!

Emily Pargeon. Emily is the daughter Mike Pargeon, owner of A.W.E Auto Salvage in Traer, Iowa. Emily is a graduate of North Tama High School and is attending the University of Northern Iowa to pursue interest in becoming a Math Education Major. Good Luck Emily we need all the math & science teachers we can get!

Jeramie Mitchell. Jeramie is the son of Tim Mitchell, owner of Sunset Beach, Des Moines, Iowa. Jeramie is a graduate of Lincoln High School and is attending Iowa State University to pursue interest in becoming a Biology Major and become marine biology research scientist. Good Luck Jeramie!

Amber Cassat. Amber is the daughter Ronnie Cassat, of Spilman Auto Parts in Bloomfield, Iowa. Amber is a graduate of Davis County Community High School and is attending Northwest Missouri State University to pursue a Web Design Major. Amber hopes to start her own web design business after graduation. Good Luck Amber!

Megan Snyder. Megan is the daughter of Tom Snyder, owner of Snyder's Auto Body, Clarinda, Iowa. Megan is

attending Kirkwood Community College and studying Culinary Arts. She hopes to work in a bakery after graduation and someday run her own bakery in her hometown. Good Luck Megan!

Luke Kabele. Luke is the son of Chris Kabele, owner of Kabele Truck & Auto Parts, Spirit Lake, Iowa. Luke is a graduate of Spirit Lake High School and going to pursue a Business Degree and may return to the family business after acquiring some business experience! Good Luck Luke!

Zachary Bales. Zachary is the son of Dales Bales, of Sunset Beach Auto Salvage, Des Moines, Iowa. Zachary is a graduate of Indianola High School and going to pursue an Engineering Degree at Iowa State University. Good Luck Zachary!

Past Scholarship Recipients

2011 Scholarship Recipients

Erin Snyder. Snyder's Auto Body, Clarinda, IA.

Megan Snyder. Snyder's Auto Body, Clarinda, IA.

Jessie Benson. Swift Auto Salvage, Des Moines, IA.

Jesse Rayevich. Lyle's Auto Salvage, Oto, IA.

Jordan Durbin. Osage Auto Salvage, Osage, IA.

2010 Scholarship Recipients

Derek Kosters. Lems Auto Recyclers, Doon, IA.

Erin Snyder. Snyder's Auto Body, Clarinda, IA.

Megan Snyder. Snyder's Auto Body, Clarinda, IA.

Brooke Quandt. Quandt Auto Salvage, Carroll, IA.

Deidra Nugent. Nugent Auto Sales, Inc., Maquoketa, IA.

2009 Scholarship Recipients

Derek Kosters. Lems Auto Recyclers, Doon, IA.

Erin Snyder. Snyder's Auto Body, Clarinda, IA.

IAR Scholarship Fund

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

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

The funds for the scholarships are generated through the IAR Outing Auction. We are thankful for all the support that we have received from our members in making it possible to provide scholarships to these deserving individuals. \$5,000 was awarded in scholarships in the fall term of 2012. Any questions regarding the scholarships and/or applications should be directed to:

IAR Scholarship Committee

Attn: Jodi Kunde
 55 West 32nd Street
 Dubuque, IA 52001
 iarscholarship@gmail.com

**Iowa Automotive Recyclers
 Scholarship Fund**

I/We wish to encourage automotive recyclers' family members to pursue their post high school education by making a gift of:
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BUSINESS NAME _____

ADDRESS _____

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STATE ZIP _____

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 IAR SCHOLARSHIP COMMITTEE
 ATTN: JODI KUNDE
 55 WEST 32ND STREET
 DUBUQUE, IA 52001



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IOWA AUTO RECYCLERS ASSOCIATION SCHOLARSHIP

APPLICANT CRITERIA:

- Be a graduating high school senior or equivalent, or a college student who has been accepted to an accredited university, state college, community college, business or liberal arts school
 - A minimum 3.0 GPA during high school or first year college.
 - Applicants (or their eligible dependent/relative) must be affiliated with the Iowa Auto Recyclers Association to participate. EITHER:
 - Be a recycling yard owner or relative of the recycling yard owner who is a direct member of the Iowa Auto Recyclers. The owner of the recycling yard must be employed at the recycling yard, and not at other enterprises owned by the recycling yard.
 - "Relatives" may include a son, daughter, grandchild, son-in-law, daughter-in-law, or spouse of the owner.
 - Brothers, sisters, uncles, aunts, nieces, or nephews of the owner will not be eligible to participate unless employed in the business.
- OR
- Be an employee or dependant of an employee of the member yard who has been employed for one year or more.
 - Applicant must remain a degree-seeking student, enrolled at least full-time (a minimum of 12 credit hours per term).

APPLICANT GUIDELINES:

- Complete attached application.
- Enclose an official copy of the applicants' high school transcripts (in separate sealed envelope) with application.
- Include a one to two page essay on one of the following topic:

What do you think the industry of Auto Recycling will be like in the next 10 years?

- Two recommendation forms filled out from a school counselor, school official, employer or high school teacher who is familiar with the applicant.
- Applicants must remain enrolled in the same accredited four-year college, accredited university, state college, community college or business or liberal arts school for at least one year after accepting scholarship funds to be eligible for the full award.
- Obtain a letter from your parents' employer confirming date of hire with the firm. Your parent must have been or will be employed with a full member of the Iowa Automotive Recyclers for at least one year prior to application.

All candidates will be required to submit a complete application package, which includes a completed application form, transcripts, essay and two recommendation forms to: IAR SCHOLARSHIP COMMITTEE ATTN: JODI KUNDE 55 WEST 32ND STREET DUBUQUE IA 52001, you can e-mail any questions to Jodi at iarscholarship@gmail.com.

DEADLINE DATE:

The deadline for receipt for all application materials must be received by the IAR scholarship committee by midnight MARCH 15TH. Up to \$5000.00 will be awarded in scholarships for the fall term. The winners will be notified in writing in May and will be posted on the IAR website.

The scholarship award check will be forwarded to the scholarship recipient's school upon written certification of his/her enrollment for the fall term of the year the scholarship was granted. If the scholarship winner does not provide enrollment verification for the fall term the scholarship monies will be forfeited.

SCHOLARSHIP SELECTION:

The scholarship will be awarded based on review of the following: course work in high school, course distribution, activities, the one page essay and recommendations. *Standardized test scores will NOT be used as a factor in the selection process.*

IOWA AUTO REYCLERS SCHOLARSHIP APPLICATION

NAME: _____
(First) (Middle) (Last)

MAILING ADDRESS: _____

HOME PHONE: _____ E-MAIL ADDRESS: _____

DATE OF BIRTH: _____ GENDER: MALE / FEMALE

CURRENTLY ATTENDING: _____
(INDICATE HIGH SCHOOL OR OTHER SCHOOL)

HIGH SCHOOL HONORS, AWARDS, AND ACTIVITIES: _____

COMMUNITY SERVICE AWARDS AND ACTIVITIES: _____

STATE YOUR FINANCIAL NEED, WHAT PORTION OF EDUCATION FUNDED BY YOURSELF: _____

SCHOLASTIC INFORMATION:

ACT TEST SCORE _____ SAT TEST SCORE _____

RANK IN CLASS _____ OF _____ CURRENT GPA: _____

HONORS AND AWARDS (STATE NATURE AND YEAR OF AWARD OR HONOR): _____

OFFICES AND POSITIONS OF LEADERSHIP (STATE NAME OF ORGANIZATION AND YEAR, EX: BAND 9, 10):

WHAT ARE YOUR SHORT AND LONG-TERM CAREER OBJECTIVES? _____

WHAT DO YOU SEE YOURSELF DOING FIVE YEARS FROM NOW? _____

ANY ADDITIONAL INFORMATION WHICH MAY BE USEFUL TO SCHOLARSHIP COMMITTEE:

SCHOOL YOU WILL BE ATTENDING: _____

ANTICIPATED MAJOR: _____ EXPECTED GRADUATION DATE: _____

NAME OF PARENT WHO HAS BEEN EMPLOYED BY A DIRECT MEMBER OF IAR FOR AT LEAST ONE YEAR?
_____ START DATE? _____

WHICH DIRECT MEMBER/YARD ARE YOU AFFILIATED? _____

NOTE: transcripts, essay, and recommendation forms should accompany scholarship application.

APPLICANTS SIGNATURE: _____ DATE: _____

RECOMMENDATION FORM

IOWA AUTO RECYCLERS ASSOCIATION SCHOLARSHIP

Name of Applicant: _____

School: _____

How long and in what capacity have you known applicant: _____

Please state why you feel this applicant would be a good choice as a recipient of this scholarship?

How firm is the applicant's commitment to his or her career? _____

Signed: _____ Date: _____

Title or Position: _____

#####

SCHOOL VERIFICATION

As of _____ the student listed above had a grade point average of _____

ACT Test Score: _____ ACT Test Score: _____ Rank in Class: _____

OF STUDENTS IN APPLICANTS CLASS: _____

Signed: _____ Position: _____

Legislative Representation in Iowa

Why did Iowa lose a congressional district?

Under federal law, each state is apportioned seats in the U.S. House of Representatives based on the results of the federal decennial census using a "method of equal proportions." Even though Iowa's population grew over the past ten years, the population growth in other states was greater. [2 U.S.C. §2a(a)]

Neither Iowa Senator was up for re-election this term so both Senator Harkin and Senator Grassley remain the seated as the Iowa senatorial delegation.

Iowa Congressional Delegation

US Senators

Charles Grassley (R) 202-224-3744
202 Hart Senate Office Building Washington, DC
20510 Fax 202-224-6020 www.grassley.senate.gov

Tom Harkin (D) 202-224-3254
135 Hart Senate Office Building Washington, DC
20510 Fax 202-224-9369 www.harkin.senate.gov

As usual ALL US Representatives were up for re-election in 2012. Iowa lost one congressional district based on the last census. Iowa now has four Congressional districts and not five. This created an interesting scenario that forced two seated Representatives to run against each other in the election. In the end, Congressman Leonard Boswell lost his seat. Now Iowa has two Democrats and two Republicans in the US House of Representatives.

US Representatives

Bruce Braley (D) First District 202-225-2911
1408 Longworth House Office Building
Washington, DC 20515
Fax 202-226-5051 www.braley.house.gov

David Loebsack (D) Second District 202-225-6576
1513 Longworth House Office Building
Washington, DC 20515
Fax 202-226-0757 www.loebsack.house.gov

Tom Latham (R) Third District 202-225-5476
2217 Rayburn House Office Building Washington,
DC 20515
Fax 202-225-3301 www.tomlatham.house.gov

Steve King (R) Fifth District 202-225-4426
1131 Longworth House Office Building Washington,
DC 20515
Fax 202-225-3193 www.steveking.house.gov

State Offices on the 2012 General Election Ballot

In the 2012 election cycle the Iowa State Senators from the even-numbered districts 2-50 and district 49 (due to redistricting) were on the ballot for re-election. And as usual all State Representative (districts 1-100) were also running for re-election. For the most part, the incumbents were retained and control of the Iowa House and Senate.

What is redistricting?

Redistricting is the redrawing of congressional, legislative, county supervisor, city ward, and school director district boundaries. Reprecincting is the redrawing of precinct boundaries. Both processes occur after every federal decennial census. [2 U.S.C. §2a(a); Iowa Constitution, Article III, Sec. 34, §42.3, 49.7]

Reference: <http://sos.iowa.gov/>

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Safety Tips from the Automotive Recyclers Association



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SAFETY GAS CAN – OSHA STANDARD 1926.155 (1)

Can you legally use that red plastic \$5.00 gas can on your jobsite?

The short answer, probably not. OSHA Standard 29 CFR 1926.152(a)(1) states “only approved containers and portable tanks shall be used for storage and handling of flammable and combustible liquids. Approved safety cans or Department of Transportation approved containers shall be used for the handling and use of flammable liquids in quantities of 5 gallons or less. Anytime the word “shall” is used in a regulation, it means that this rule is mandatory and must be followed.

What is an approved safety can or DOT gas can?

A safety can is an approved, closed container, of not more than 5 gallons capacity, having a flash arresting screen, spring closing lid and spout cover and so designed that it will safely relieve internal pressure when subjected to fire exposure. Approval is given by a nationally recognized testing laboratory, for example, Underwriters’ Laboratory, Inc.



Gas cans can only display DOT approval markings when they meet stringent DOT requirements. Here is where it gets confusing, inexpensive plastic gas cans may meet EPA (Environmental Protection Agency) requirements, but they do NOT meet DOT rules. Again, this doesn’t help when trying to comply with OSHA. None of these other regulatory agencies are the same as DOT. They are not interchangeable.

If you are looking for a UL “approval”, you will see the following words on the product, UL Listed. If your can has a UL Classified marking, this is not the same as UL Listed (approved). Now that you know the correct can to use, shown below are safety rules to follow when using gas cans.

Safety Tips for Portable Gas Cans

Several vehicle fires have occurred as a result of filling metal portable gasoline cans while placed on the back of pickup trucks with plastic bed liners. The insulating effect of the plastic surface prevents the static charge generated by the gasoline flowing into the gas can from grounding. As static charge builds, it can create a static spark between the gas can and the fuel nozzle. When the spark occurs in the flammable range in the gasoline vapor space near the open mouth of the gas can, a fire can occur.

Do not fill any container while it is inside a vehicle, a vehicles trunk, pickup bed, or on any surface other than the ground. Use only an approved container with a cap that fits tightly. Remove the approved container from the vehicle and place it on the ground. Keep container a safe distance away from the vehicle, other customers, and traffic. Keep the nozzle in contact with the can during filling. Only fill the container about 95% full to allow for expansion. If gasoline spills on the container, make sure it is evaporated before putting it in your vehicle.

PORTABLE FIRE EXTINGUISHERS - OSHA Standard 1910.157

OSHA regulations specifically require that fire extinguishers be provided on powered platforms and in work areas involving use, storage or dispensing of flammable, explosive, or combustible materials, hazardous wastes, and clean-up of hazardous materials releases. Every employee should be trained on how to use a fire extinguisher and should be familiar with the letter or picture symbols identifying the type(s) of fire on which it may be used.

Type of Fire Extinguisher

Your fire extinguishers should have ABC ratings on them. Use a professional fire extinguisher service which will protect your employees and business as well as provide backup fire extinguishers when the original ones are removed for maintenance and recharging.

Accessibility - OSHA requires that employers label, mount and identify fire extinguishers in the workplace so employees can access them easily without risking injury. Once mounted, there must be 36 inches of clear space surrounding the fire extinguisher.

Locations - Employers should place fire extinguishers throughout the workplace so they are positioned near areas where fires are most likely to occur and near areas where fires would be large or very risky if they did occur. Fire extinguishers should be distributed so that the travel distance from the hazard area to an extinguisher is between 50 and 75 feet depending on the class of fire. Exact distances may vary by municipality. Please check with your fire department for local requirements. Although not mandated, some businesses have posted maps of fire extinguisher locations throughout their facility.



Inspections/Recordkeeping - According to OSHA, fire extinguishers should receive monthly visual inspections and yearly maintenance checks, which the employer should keep a record of. Use of Inspection tags is recommended. The people who inspect fire extinguishers should have proper training on how to use and test a fire extinguisher. Fire extinguishers with stored pressure dry chemicals should be emptied and refilled at least once every six years. Carbon dioxide extinguishers and carbon dioxide or nitrogen cylinders should be tested at least every five years.

Employee Training - Know the P-A-S-S Technique
Employers who provide fire extinguishers in the workplace also need to train their employees on how to use them if a fire occurs. Every employee has to sign a form that confirms that he has been trained annually. P-A-S-S is the technique that best describes how to use a fire extinguisher.

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P A S S

- **Pull the Pin** at the top of the extinguisher. The pin releases a locking mechanism and will allow you to discharge the extinguisher.
- **Aim at the base of the fire**, not the flames. This is important - in order to put out the fire, you must extinguish the fuel.
- **Squeeze the lever slowly.** This will release the extinguishing agent in the extinguisher. If the handle is released, the discharge will stop.
- **Sweep from side to side.** Using a sweeping motion, move the fire extinguisher back and forth until the fire is completely out. Operate the extinguisher from a safe distance, several feet away, and then move towards the fire once it starts to diminish. Be sure to read the instructions on your fire extinguisher - different fire extinguishers recommend operating them from different distances.

Fire Extinguisher Training for Employees - The employees that are charged with the use of the portable fire extinguishers are required by OSHA to have initial training on their use, and annual follow-up training for however long they are still charged with that responsibility. Fire extinguishers are labeled with their type and instructions. Portable fire extinguisher training consists of reviewing with personnel the types of fire extinguishers located in the building, the type of fire each one can put out, and the proper use of the unit. There are several different types of fire extinguishers, such as ABC dry chemical which is for general use and a Class "D" fire extinguisher which is for use on flammable metals.

The first rule that is taught in training is to call 911, no matter what the size of the fire is. The second rule is to evacuate the building. The third rule is to then determine if the fire can be put out with a portable fire extinguisher. Employees should be trained to assess the safety of the situation before attempting to extinguish the fire by themselves. They should also be trained on the actual use of the extinguisher, and should frequently review the types of extinguishers in their workplace and the materials they can extinguish. Fire extinguishers are required by law to have proper labeling that gives directions for their use and the employee should review those directions periodically.

Associate Member Telephone Directory

Al-Jon Manufacturing, Ottumwa, IA.....	641-682-4506 • 800-255-6620
Alter Metal Recycling, Des Moines, IA.....	515-262-0764 • 800-344-2947
Auto Data Direct, Inc., Tallahassee, FL.....	850-877-8804
Behr Iron & Metal, Mason City, IA.....	641-424-9521
Car-Part.com, Ft Wright, KY.....	859-344-1925 • 800-347-2247
David Ruberg Repair Service, Winona, MN.....	507-429-4489
DeVries Equipment, Ankeny, IA.....	515-964-2299
Donate A Car 2 Charity, Escondido, CA.....	877-505-5775
EZ Crusher, Annandale, MN.....	320-274-3594 • 800-328-3613
Full-Line, Edinburg, IN.....	812-447-0746
Gerdau Ameristeel, Wilton, IA.....	563-732-4618
Global Parts Solution & Transport, LLC, Florence, WI.....	414-861-8442
Holiday Wrecker Service, Inc., Tiffin, IA.....	319-351-9091 • 800-383-9091
Hollander, a Solera Company,.....	763-553-0644 • 800-825-0644
Plymouth, MN	
I Buy Converters Too, Joliet, IL.....	779-435-0333
Iowa Independent Auto Dealers Assoc, Panora, IA.....	641-755-4177
Integrated Recycling Technologies,	763-295-6992 • 877-892-9194
Monticello, MN	
JP Salvage & Core LLC, Des Moines, IA.....	515-865-0010
Legend Smelting & Recycling, Spring Valley, CA.....	800-697-5556
LKQ Corporation	954-492-9092
The Locator Magazine, Whiting, IA.....	712-458-2213 • 800-831-0820
Logan Oil, San Diego, CA.....	858-550-9440
LSB Financial, Cedar Falls, IA.....	319-268-4242
Metro Salvage Pool, Des Moines, IA.....	515-266-5196
Nordstrom's Automotive, Inc.,	605-594-3910 or 800-272-0083
Garretson, SD	
Olston's Auto Recycling, Lincoln, NE.....	402-467-4541
Pal Fleet Truck Equipment Company, Council Bluffs, IA.....	712-323-7116
PAM's Auto, St Cloud, MN.....	320-363-0000 • 800-560-7336
QRP Salvage Solutions, Tomahawk, WI.....	715-551-3759 • 888-241-0294
Quad City Salvage Auction QCSA, Eldridge, IA.....	563-285-2100
Rebuilder Automotive Supply, Coventry, RI.....	877-829-1553x12
Recycled Parts and Salvage Auction, Crivitz, WI.....	866-837-2039
RJ McClellan, Inc., St Paul Park, MN.....	877-525-4589
S & L Auto Parts, Inc., Kellogg, IA.....	641-521-0156
Shine Bros. Corp., Spencer, IA.....	712-262-5579 • 800-262-5579
Sioux City Compressed Steel, Sioux City, IA.....	712-277-4100
United Milwaukee Scrap LLC, Inver Grove Heights, MN.....	651-552-9008
Ward Enterprises, St Anthony, IA.....	641-477-8334
Washer Systems of Iowa, Des Moines, IA.....	515-289-1844
Wheeler's Auto Body Supply, Waterloo, IA.....	319-234-3414 • 888-294-1320

Support our associate members!

We appreciate their sponsorship and expertise in our industry. The feedback we get at the associate member conference calls is invaluable. Thank you!

Check the website www.IowaAutoRecyclers.com for upcoming events!

Our Association Needs Your Help!

A political action committee (PAC) is an organization that campaigns for or against political candidates or legislation. The mission of the Iowa Auto Recyclers PAC is to educate lawmakers on the important issues with the views and interests of all small business professional automotive recyclers.

How does a PAC work for you?

IAR is just one of many groups vying for the attention of lawmakers and candidates. In recent years, IAR has made great progress in reaching out to members of the Iowa Legislature by educating them on the auto recycling industry.

The association follows a strategic plan that concentrates on those lawmakers who are members of the important transportation and business committees.

A key element of those activities is supported by the IAR Political Action Committee (PAC). In conjunction with our lobbying and Call-to-Action grass-roots efforts, the IAR PAC raises the visibility of recyclers' views, interests and concerns among influential lawmakers. With increased visibility, IAR has a greater opportunity to educate lawmakers on issues important to auto recyclers and a greater opportunity to impact what happens at the statehouse.

How do politicians use PAC money?

Politicians rely on money contributed by individuals and PACs for campaign funds. PAC contributions are used to pay for campaign staff, commercials, signs, handouts etc. All campaign money is heavily regulated and policed by the Iowa Ethics Campaign and Disclosure Board. (IECDB).

The importance of a strong PAC

Every year, special interest groups contribute millions of dollars from their PACs to politicians and political parties. In fact, when it comes to politics, the greatest advantage that insurance corporations have had over small-business recyclers is the amount of money they contribute to political campaigns. They are well-funded and have agendas that are often counter to the interests of IAR members.

It is important that our PAC have the resources available to help counter the message of those other groups. By combining the individual contributions of IAR members in the PAC, the association is able to create increased awareness of our concerns and ensure that they get the attention they deserve.

By federal law, a PAC is not allowed to accept funding from a trade association. The PAC must raise its funds separately and only from members. One hundred percent of contribution goes directly to candidates' campaigns to promote the visibility of our issues.

Contributions to the PAC are completely voluntary. Members are free to contribute any amount or no amount without reprisal. IAR PAC uses member donations to help elect individuals who will understand and support IAR's goals.

Send PAC fund donation to:

IAR PAC
55 West 32nd St
Dubuque, Iowa 52001

Please attend the PAC RECEPTION EVENT

January 16, 2013 7:30 -9:00 pm
Embassy Suites Lounge
101 East Locust Street
Des Moines, Iowa



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712-262-5579

Mike Mowery Ext. 123

Chris Hart Ext. 158

225 10th Avenue SE

Spencer, IA 51301

www.shinebros.com



Member Website Directory

(Updated July 9, 2012)

Ace Auto Recyclers	www.AceAutoRecyclers.com	LSB Financial.....	www.mylsb.com
Action Auto Parts	www.action-auto-parts.com	Metro Salvage Pool.....	www.metro salvagepool.com
Aikey Auto Salvage	www.AikeyAutoSalvage.com	Midwest Auto Parts, Inc.....	www.mwparts.com
Al-Jon Manufacturing	www.aljon.com	North End Auto Wrecking	www.NorthendWrecking.com
Alter Metal Recycling	www.altertrading.com	Nordstrom's Automotive, Inc.....	www.nordstromsauto.com
Auto Data Direct, Inc.....	www.add123.com	Nugent Auto Sales & Salvage, Inc.....	www.NugentAutos.com
Behr Iron & Metal.....	www.BehrIM.com	Olston's Auto Recycling.....	www.Olstons.com
Birdnow Auto Salvage, Inc.....	www.salvagecenter.com	Pal Fleet Truck Equipment Company	www.PalFleet.com
Car-Part.com	www.car-part.com	PAM's Auto	www.pamsauto.com
Charlie Brown Auto, Ltd.....	www.CBAutoLtd.com	Pat's Auto Salvage	www.patsautosalvage.com
Chase Auto Parts Company, Inc.....	www.sunline-chase.com	Piper's Auto Salvage	www.PiperAutoParts.com
Donate A Car 2 Charity.....	www.donateacar2charity.com	Poell's Enterprises, Inc.....	www.PoellsEnt.com
Don's Auto & Truck Salvage	www.DonsAutoTruck.com	Powerhouse Auto	www.PowerhouseAuto.us
EZ Crusher.....	www.EZCrusher.com	Preferred Auto Sales, Inc.....	www.PreferredAutoSales.net
Gerdau Ameristeel	www.GerdauAmeristeel.com	Quandt Auto Salvage, Inc	www.QuandtAutoSalvage.com
Global Parts Solution & Transport, LLC	www.globalpartssolutions.com	Quad City Salvage Auction QCSA.....	www.salvagedirect.com
Grab & Go Auto Salvage, LLC	www.grabandgosalvage.com	QRP Salvage Solutions.....	www.qrp1source.com
Hogeland Auto Plaza & Salvage.....	www.hogelandautoplaza.com	Rebuilder Automotive Supply	www.CoreSupply.com
Hollander	www.Hollandersolutions.com	Recycled Parts and Salvage Auction.....	www.myrpsa.com
Hurst Salvage	www.hurstsalvage.com	R.J. McClellan, Inc.	www.rjmc.com
IIADA	www.iowaiada.com	Sam's Riverside Auto & Truck Parts.....	www.SamsRiverSide.com
Integrated Recycling Technologies	www.irtmn.com	Sandhill Auto Salvage	www.sandhillautosalvage.com
Jeff Smid Auto, Inc.....	www.JeffSmidAuto.com	Shine Bros. Corp.	www.shinebros.com
Jerry Carney & Sons	www.CarneyAutoParts.com	Sioux City Compressed Steel	www.CompressedSteel.com
Kabele Truck & Auto Parts.....	www.kabele.com	Smith Auto Parts & Sales, Inc.	www.SmithAutoParts.com
King Automotive Salvage Center	www.kingsalvage.com	Smitty's Auto Parts, Inc.	www.smittysautoparts.com
Legend Smelting & Recycling.....	www.LegendSmelting.com	Snyder's Auto Body.....	www.snyderautobodyandpaint.com
Lems Auto Recyclers, Inc.	www.LemsAuto.com	Spilman Auto Parts, Inc	www.SpilmanAuto.com
Leon Recycling & Auto Parts, LLC.....	www.leonautoparts.com	Sun Line Inc.....	www.sunline-chase.com
LKQ Corporation	www.LKQCorp.com	Sunset Beach Auto Salvage	www.SunsetBeachAutoParts.com
The Locator Magazine	www.PartsLocator.com	Swift's Auto Salvage	www.swiftautosalvage.com
Logan Oil	www.loganoil.com	Trail's End Auto & Truck Salvage	www.TrailsEndAuto.com
		United Milwaukee Scrap LLC	www.umswi.com
		Van Gorp Used Cars, Inc.....	www.VanGorpIA.com
		Van Horn Auto Parts. Inc.....	www.VanHornAutoParts.com
		Vander Haag's, Inc.	www.VanderHaags.com
		Walker Auto Salvage	www.WalkersAuto.com
		Waterloo Auto Parts	www.WaterlooAutoParts.com
		West Edge Auto Salvage	www.westedgeautosalvage.com
		Wheeler's Auto Body Supply.....	www.wheelersautobody.com
		Wilken Auto Salvage	www.wilkenandsons.com
		Wrench 'N Go.....	www.Wrench-N-Go.com

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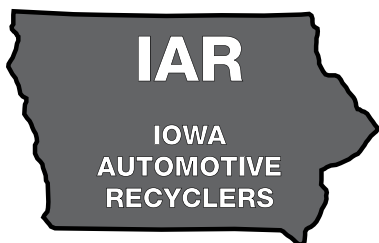
Sandhill Auto Salvage

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

1981 Hwy. E-64
 Tama, Iowa 52339

Direct Member Telephone Directory (Updated September 14, 2012)

A & L Auto Parts, Holland 319-824-6686	Poell's Enterprises, Inc., De Witt 563-659-8111 • 877-659-8111
Ace Auto Recyclers, Iowa City 319-338-7828 • 800-223-2886	Powerhouse Auto, Ackley 641-847-3504
Action Auto Parts, Marshalltown..... 641-752-3395 • 800-373-3995	Preferred Auto Sales, Inc., Lockridge..... 319-696-3366
Aikey Auto Salvage, Cedar Falls 319-266-4763 • 800-722-4763	Quandt Auto Salvage, Inc, Carroll 712-792-9204 • 800-522-1903
AWE Auto Service, Traer 319-478-8460 • 877-772-2014	Sam's Riverside Auto & Truck Parts,..... 515-265-8792 • 800-383-2163 Des Moines
B & B Salvage, Sioux Center 712-722-1731 • 800-395-9219	Sanborn Auto, Inc., Sanborn..... 712-729-5865 • 800-986-3725
Birdnow Auto Salvage, Inc., Fayette..... 563-425-4450 • 800-584-7073	Sandhill Auto Salvage, Tama 641-484-2057 • 800-542-7880
Boyes Auto & Truck Wrecking, Dubuque 563-583-5683	Smith Auto Parts & Sales, Inc., Fairfield..... 641-472-4200 • 800-452-1095
Charlie Brown Auto, Ltd., Creston..... 641-782-6561 • 888-886-7811	Smitty's Auto Parts, Inc., Des Moines 515-266-4903 • 800-372-6030
Chase Auto Parts Company, Inc, Waterloo... 319-234-2445 • 800-728-2568	Snyder's Auto Body, Clarinda..... 712-542-5316 • 800-541-2264
Delp Auto & Truck, Fort Dodge..... 515-576-5409 • 866-294-1552	Spilman Auto Parts, Inc, Bloomfield..... 641-664-2463 • 800-477-1367
Don's Auto & Truck Salvage, Des Moines..... 515-262-8283 • 800-372-6000	Sun Line Inc., Cedar Rapids 319-364-4000 • 800-553-8421
Dumont Auto Parts, Dumont..... 641-857-3826 • 866-857-3826	Sunset Beach Auto Salvage, Des Moines..... 515-266-5201 • 800-383-5201
Grab & Go Auto Salvage, LLC, Spencer..... 712-580-2886	Swift's Auto Salvage, Des Moines..... 515-262-8860 • 800-627-8788
Hawkeye Auto Salvage, Inc., De Soto 515-834-2436 • 800-362-1654	Trail's End Auto & Truck Salvage, 515-265-5696 • 800-717-6505 Des Moines
High Country Auto, Cherokee 712-225-6101	Van Gorp Used Cars, Inc., Oskaloosa 641-673-8459 • 800-245-2336
Hogeland Auto Plaza & Salvage, 641-752-0027 • 866-752-0027 Marshalltown	Van Horn Auto Parts. Inc., Mason City..... 641-423-0655 • 800-392-5600
Hulett & Son Auto Salvage, Creston..... 641-782-4807 • 866-611-4376	Vander Haag's, Inc., Council Bluffs 712-323-9000 • 888-323-5030
Hurst Salvage, Spencer..... 712-262-3011 • 800-286-3011	Vander Haag's, Inc., Des Moines 515-265-1451 • 800-262-5030
Jeff Smid Auto, Inc., Davenport..... 563-386-8535 • 800-528-3147	Vander Haag's, Inc., Sioux Falls, SD..... 605-336-6737 • 800-274-5030
Jerry Carney & Sons, Ames..... 515-232-1897 • 800-262-3808	Vander Haag's, Inc., Spencer..... 712-262-7000 • 800-242-5030
John's Auto, Aplington..... 319-347-6688	Walker Auto Salvage, Waverly 319-352-2535 • 800-772-2088
Kabele Truck & Auto Parts, Spirit Lake..... 507-856-1672 • 800-225-6908	Waterloo Auto Parts, Waterloo 319-234-5207 • 800-728-5207
King Automotive Salvage Center, Cedar Falls..... 319-234-8822	West Edge Auto Salvage, Independence..... 319-334-2048 • 888-484-9344
Lems Auto Recyclers, Inc., Doon 712-726-3202 • 800-257-9634	Wilken Auto Salvage Britt..... 641-843-3171 • 800-382-1887
Leon Recycling & Auto Parts, LLC, Leon 641-446-7557	Wilken Auto Salvage Iowa Falls..... 641-648-2375 • 800-382-1887
Lyle's Auto Salvage, Oto 712-827-4556 • 800-570-0093	Wilken Auto Salvage Kensett..... 641-845-2077 • 800-382-1887
Midwest Auto Parts, Inc., Waterloo 319-287-4600 • 866-916-4600	Wilken Auto Salvage Nashua..... 641-435-4077 • 800-382-1887
Monson Salvage, Inc., Lone Rock..... 515-925-3587	Wilken Auto Salvage Waukon 563-568-3698 • 800-382-1887
North End Auto Wrecking, Dubuque..... 563-556-0044 • 800-545-8885	Wrench 'N Go, Des Moines..... 515-265-7509 • 800-362-2942
Nugent Auto Sales & Salvage, Inc., 563-652-2231 • 877-652-0576 Maquoketa	Yaw Auto Salvage, Des Moines..... 515-266-2046 • 800-728-2046
Osage Auto Salvage, Osage 641-732-3603	
P.Q. Auto Parts, Sioux City 712-258-6229 • 888-945-5276	
Pat's Auto Salvage, Waterloo 319-232-0704 • 877-232-0704	
Piper's Auto Salvage, Bloomfield 800-247-9135	



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Waterloo Auto Parts

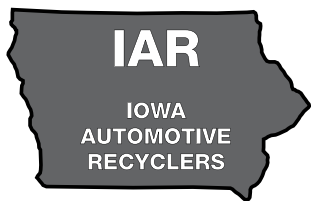
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Iowa Automotive Recyclers Application for Membership

Company Name: _____

Contact Person & Title (Name in directory): _____

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail: _____ Web Site: _____

Iowa Recyclers License # (If applicable): _____

Iowa Used Car Dealers License # (If applicable): _____

Membership \$250.00

Enclosed is my IAR annual membership check:

- Direct Member (Iowa business which dismantles and sell used automotive parts)
- Out-of-state trading partner (dismantle and sell used automotive parts)
- Rebuilder / Collision Repair Shop and/or Automotive Service Center
- Vendor of goods and services to automotive recyclers
Membership subject to approval of IAR Board.

Signature: _____

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

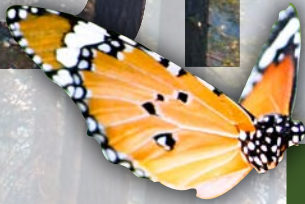
Iowa Automotive Recyclers Code of Ethics

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. To promote goodwill by maintaining fair business practices and the very highest standards possible in the sale of all parts. 2. To sell high quality parts, recognizing a fair price structure, free of deceptive practices and misrepresentations. 3. To work towards customer satisfaction through parts guarantees whenever possible and when necessary, make reasonable adjustments. 4. To give courteous and fair treatment to all customers, answer all questions and make every effort to satisfy any reasonable complaint. 5. To cooperate with law enforcement authorities to help curb theft of both autos and parts. | <ol style="list-style-type: none"> 6. To make every effort to work towards clean and orderly working conditions and attractive business locations. 7. To advertise our products honestly, avoiding false, misleading and deceptive statements, in order to maintain goodwill and good faith in our industry. 8. To make every effort for customers in finding the parts they need through parts locating services. 9. To support the policies and regulations of the Iowa Automotive Recyclers, and to abide by the standard trade practices of the Automotive Recyclers Association. |
|--|---|

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