



The Iowa Automotive Recyclers NEWS

FEBRUARY/MARCH 2011

Value of Education and the Cost of Doing Nothing

Business owners intuitively understand the value of a skilled employee, yet many companies fail to realize the benefits that training can make in an organization. Worse, leaders underestimate the high cost of not training. IBM recently published a white paper on the "Value of Training and High Cost of Doing Nothing!" the insights applicable outside the IT industry are paraphrased throughout this article. Business areas which are directly impacted by employee skill include:

- Increased productivity
- Stricter adherence to company policies
- Improved customer satisfaction
- Increased employee morale and retention
- Increased revenue

The high cost of doing nothing

Untrained workers will have increased down-time and rework as part of their "learning curve." Do not under-estimate the cost of co-worker distraction. We've all had jobs that we go home feeling like we should



have been paid for doing "Sally's" work! That is why training affects employee retention. According to the American Society for Training & Development, 41% of employees at companies with inadequate training programs plan to leave within a year versus 12% of employees at companies who provide excellent training and professional development programs.²

"There is no saturation point in education." – IBM Founder Thomas J. Watson, Sr.

Training benefits that can provide a measurable return on investment are revenue generation, productivity, performance improvement and cost-reduction. To determine the best training methods for your organization to maximize returns on investments, develop a training program which matches business needs and types of students with available training methods. In addition to traditional classroom training, alternative methods can provide effective skills development, par-

Value of Education continued on page 27



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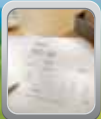
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The Iowa Recycler is published six times per year for the Iowa Automotive Recyclers. None of the material in this publication necessarily reflects the opinion of IAR, it's officers, directors, staff, members or it's Publisher. Statements of fact and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

Teleconference IAR Board Meeting

Wednesday, November 23, 2010 6:30 A.M.

President Mike Waterbury called the meeting to order at 6:41 a.m. Members present were: Mike Waterbury, Mike Swift, Sue Schauls, David Hesmer, Brent Nugent, Scott Frank, Brad Osborn, Tracy Hurst, Mike Davidson, Eric Piper, Jodi Kunde, Joel McCaw and Jeff Smid.

EXECUTIVE DIRECTOR TRANSITION: Sue said she has received most of the information and two boxes of items from Kelly but is still waiting for the membership renewal information from Kelly and the association credit card. Sue's official start date is December 1st. There was some discussion on a contract for Sue and how Sue would like to be paid for her management fee and miscellaneous supplies she purchases without the association credit card. It was decided Sue would email an invoice and receipt copies to Joel at the beginning of each month. Mike S. emailed to the board Kelly's contract that will be rewritten for Sue.

Sue has begun to update the IAR website and asks for everyone to check it out.

Sue asked for any suggestions from the board members in regard to changes they would like to see made as far as what she could do as Executive Director.

SUMMER OUTING 2011: The date has been tentatively set for June 10-11, 2011 at Tama. Sue talked about having the out-going president host the outing each year and Mike W. is willing to do that so Tama was selected with the Meskwaki Casino Hotel as the site. That is the only weekend the casino would have open during the summer for using the meeting room. Sue will be there next week to check out the facilities and would like to sign a contract then for that weekend. The board decided to go with the weekend as proposed. Sue said she would be sending out save-

the-date cards for the Summer Outing and CMARC so people will have plenty of advance notice.

The tentative schedule as proposed by Sue:

- Board Meeting 1-4 pm Friday
- Welcome Reception/Vendor Show open on Friday, June 10th at the hotel
- Training Saturday morning, June 11th. Sue suggested a Parts Grading Workshop with a panel of speakers in their individual areas of expertise (insurance adjusters, collision experts, rebuilders, etc.)
- Buffet Lunch at Trade Show in Convention Center
- Tour – Auction – Banquet with BBQ/Band at Sandhill's – Saturday evening, June 11th

Sue asked about inviting vendors, and after some discussion, it was decided to have vendors present at the opening reception on Friday and during the lunch on Saturday.

Mike W. reported he has been contacted by a few vendors requesting their participation on a committee that oversees the conventions and outings so they could have some input in the planning of these events. The board thought this would be a good idea.

OTHER BUSINESS: It was decided to have a conference call the week on December 15th.

A question was asked about Jim Piazza's contract and when it is due. Mike S. will check into this and get back to the board.

Mike W. asked about compensating Sue for the month of November since she has worked all of November, a month before she actually begins as the Executive Director. She also talked about getting the Adobe Reader software that she needs. Tracy made a motion to buy the Adobe Reader program with a sec-

ond from Jeff. After some discussion, it was decided to table this motion and second and have Sue check on the program and its cost then bring it to another vote. There was a motion by Brent to pay Sue for 1 month's pay in advance of her start date of December 1st at the rate of 1/12th of her salary. Tracy seconded the motion; motion carried.

There was a motion by David H. to adjourn with a second from Jodi. The meeting was adjourned at 7:52 a.m.

Respectfully submitted,
Jeff Smid, Secretary

Iowa Automotive Recyclers

Teleconference IAR Board Meeting

Wednesday, December 15, 2010 5:00 P.M.

President Mike Waterbury called the meeting to order at 5:09 p.m. Members present were: Mike Waterbury, Sue Schauls, Mike Swift, David Hesmer, Brent Nugent, Scott Frank, Brad Osborn, Andy Wilken, Tim Smith, Dave Wood, Mike Davidson, Eric Piper, Jodi Kunde, Joel McCaw and Jeff Smid. Members absent: Tracy Hurst, Tom Snyder and Clyde Lems.

MEMBERSHIP: Sue reported she is working on compiling an accurate list of direct and associate members. She will send out renewal forms with a calendar of 2011 events to all members, either thanking them for their membership dues received or asking for their renewal application and dues.

Mike S. said Toby Shine has asked the IAR to consider becoming a member of ABI for 2011. Jim Piazza has recommended the IAR to join ABI. David H. made a motion for the IAR to join ABI at a cost of \$1,050 for 2011; it was seconded by Brent. Motion carried.

SUMMER OUTING 2011: Sue and Mike W. have recently toured the facilities at the Meskwaki Bingo Casino Hotel. The costs are: \$200.00 for use of the training room, \$350.00 for the projector and screen, \$100.00 for the room to be used for meals and vendor displays and \$75.00 for dressing the vendor tables. Sue from the casino is working on the menus and as-

sociated costs. The motel room rates are: \$69.99 for Friday night and \$79.99 for Saturday night.

Sue proposes having the Board meeting in the hospitality suite open from 1-4 p.m. on Friday, June 10th with the welcome reception that evening from 6-9 p.m. There would be a continental breakfast Saturday June 11th, a Parts Grading Workshop/training all morning with a buffet lunch. She will have a bus lined up to take guests to Sandhill's for the BBQ Saturday evening. Sue noted that the training rooms are reasonably priced but the food and bar tab is pricey. There was a lengthy discussion on what to charge the vendors, whether we want to keep it to local vendors only or include national vendors, how to pay for the convention

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costs, what speakers to have at the training and who will make these decisions. It was decided to form a subcommittee which will include: Sue, Mike W., Mike S., Jodi, Brent and Brad. They will work out the details for the Summer Outing.

LEGISLATIVE COMMITTEE: Scott said he has had a conversation with the DOT and IIADA recently about our proposals and theirs. They also discussed about putting ours as an amendment to the DOT's proposals or as a standalone. Sue said the DOT would like

a specific license renewal class for recyclers only in the future.

PAC COMMITTEE: Jodi recently emailed the board members the PAC fund report.

SCHOLARSHIP COMMITTEE: Jodi said the application will be in the February-March newsletter. The deadline for the application is March 30, 2011. The updated website also includes the scholarship application.

NEWSLETTER/WEBSITE: Sue reported she has worked on the website to update it and has added some related links.

OTHER BUSINESS: Mike W. said Alice from Nebraska called him recently to invite Iowa to be a part of GMARE. After some discussion, the board will officially invite Nebraska to both CMARC and the Summer Outing.

Mike W. asked to bring to a vote the membership application of Powerhouse. Mike S. made a motion to accept Powerhouse as a Direct Member for 2011 with a second from Eric; motion carried. Sue will let them know and collect their membership dues.

Sue asked about approving the last board meeting's minutes from the teleconference call on November 23, 2010. A motion was made by David H. to approve the minutes as written with a second from Jodi; motion carried.

It was decided to have the next meeting be at a location to be determined mid-January 2011. Sue will arrange the meeting.

There was a motion by David H. to adjourn with a second from Scott. The meeting was adjourned at 6:51 p.m.

Respectfully submitted,
Jeff Smid, Secretary

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President's Pitch

By Mike Waterbury, IAR President

Happy New Year to all! Another year has come and gone without a trail of dust. Oh what fun it is to crunch these numbers and wonder where your profits have went. As we all know and feel scrap gets harder to buy at substantial price. Ever wonder why we don't send out the letters at the beginning of the year telling customers our price will be increasing by 3% due to inflation? As we look forward to 2011 and what the industry has to offer and gain.

The association has been working hard at putting together the 2011 summer outing. Sandhill Auto Salvage will be the host yard for this event. It will take

place on June 10th and 11th. The lodging will be at Meskwaki Bingo-Casino Hotel. They have many accommodations to offer you, your spouse, and children. We are focusing our efforts on bringing you an educational seminars right close to home. We are exploring other aspects of the industry to include. As the industry continues to change, it is essential that we continue to keep ourselves educated on laws, technology, environmental issues, and to gain partnerships. We are hoping to provide a tour of the local winery for spouses and there is a local water park for kids to attend.

If you haven't attended conventions in the past I strongly encourage you to do so. The education they can provide you with you can't get anywhere else. If you are not a member of the national association I encourage it. They strongly influence how we conduct our business. I also encourage you to become acquainted with ARA University. It has a lot to offer you and your employees.

We continue to work with the Iowa DOT on getting the auto recyclers license to reflect the true technologically advanced nature of the business. Happy New Year, may your business prosper and your families stay healthy.

Welcome New Member

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From the Desk of the Executive Director

By Sue Schauls

"The Value of Education" is the theme of this newsletter. Our scholarship recipients are highlighted not just to congratulate them on receiving the funds so generously donated through the annual auction but to recognize them for their achievement. These young folks worked hard to attain the scholarly level that warrants receiving the scholarship and now they toil away at their respective colleges, hedging their bet for the future. They have already made their parents proud. We look forward to receiving the 2011 submissions due in

by March 30th.

The pursuit of knowledge is a noble one. But just because we are not in college pursuing a degree doesn't make education and training any less valuable. Expanding ones horizons and building a strong foundation of wisdom and skill is a lifetime endeavor. The reward is not only in the achievement but in the journey.

The big question as a business owner is whether the expense of training employees is justifiable. My hope is that some of the articles in this edition of the

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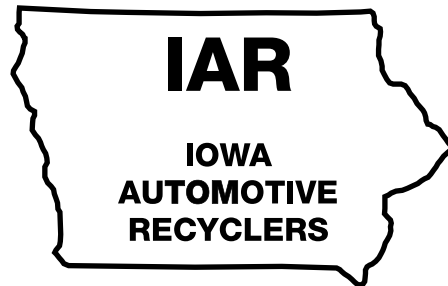
Iowa Automotive Recyclers NEWS will help to answer that question. Several training options are presented; online training, conference information, classroom lecture and on-site training, all of which are good options if they meet your needs and fit your budget.

Another aspect of training to consider is compliance. OSHA wants Safety Supervisors at each facility to conduct a monthly safety meeting. Not to be feared, the monthly safety meeting or training can simply be a review of the company safety policies such as first aid treatment or spill cleanup procedures. A simple and informal review of where these items are located and how to use them is enough to meet compliance and make your employees a bit safer. Remember to keep a log of safety trainings conducted.

Some OSHA codes require annual training on specific issues such as personal protective equipment. Some environmental regulations require annual training as well. The Iowa storm water program requires an annual review of the Storm Water Pollution Prevention Plan (SWPPP) and annual employee training. The SWPPP is reviewed as part of I-CARE program, by-the-way. And many of these safety trainings are available through the safety subscription.

So these are the educational challenges and at the same time these may be the reasons you belong to the Iowa Automotive Recyclers association. Our organization has a history of providing training and educational opportunities to members. I hope that this edition of the newsletter helps clarify those opportunities and provide some resources with which to work. Happy training...

*"Education costs money, but then so does ignorance."
-- Sir Claus Moser*



As you all know, the Iowa Automotive Recyclers PAC Fund is funded through donations. It is intended to help get our voices & concerns heard at the capitol.

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Helping the Iowa Automotive Recyclers PAC Just Got Easier

Regional Director's Report

Mike Swift is the ARA Regional Director for Region VII which is made of Iowa, Nebraska, Missouri, Kansas, North Dakota, and South Dakota

Over the last few years with being involved with IAR and the ARA, these two organizations do make a difference in our Industry. We all need to take the time to get involved with our industry by going to Trade Shows, taking the time to read articles that affect auto recyclers or donate money to help with scholarship funds or even political campaigns. One of the things when I attend some of these shows (as Regional Director representative) is "That is never going to change." And I say of course it's not if we just let them run all over us. Change takes time and all we can do is keep spewing our message about Auto Recycling and how we are trying to change our industry and how JUNK YARDS look to the outside world.

It is funny how the same issues that we auto recyclers have in Iowa are the same in New York to California and from Minnesota to Texas and all over the world. I have met so many people at the trade shows that I have attended, and every time I go I learn something new that I can pass on to our own salvage yards, or even pass them



on to all of the members.

In today's world of Auto Recycling we need to take the time to read and listen to all of the Issues. The only way I know to learn this is get involved with IAR or ARA. With NMVTIS to Cash for Clunkers, to unregulated buyers in the pools, to mercury switches to environmental programs and then all of the political stuff that is going on every day. Each yard owner or manager needs to take the time to read and listen on all of these issues. If you have questions, take the time to call people that are involved in the associations, there are some great minds in our industry, and we need to take advantage of that. Some of these people take a lot of time to get better educated on all of the issues that pertain to Auto Recycling to help us all get better educated.

The only way I know for all of you to get better educated is to join IAR and ARA. You can't believe all they do for us. It is well worth the money and what you get back will far exceed what you pay in. Please take the time. Get involved today!! Educate yourself it is well worth the time. Check out both of these websites to further your own education on the Great Industry of Auto Recycling!! www.iowaautorecyclers.com & <http://www.a-r-a.org/>

Thanks,

Mike Swift, Trails End Auto & Truck Salvage Inc
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Safety Subscription

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

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

be conducted annually and documented to maintain compliance.



To meet these safety training needs, Sue Schauls Consulting has introduced the Safety Subscription service. The Safety Subscription is available to any automotive recycler for the subscription price of \$179 per year. The Safety Subscription is a monthly safety email (around the 25th of each month) that includes one safety topic and an employee training log. To subscribe send an email to Schauls3@mchsi.com.

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tinent safety information that will meet all I-CARE and CAR certification requirements, environmental regulatory compliance and industry specific safety awareness. The Safety Subscription topic can then be delivered to facility employees either as a presentation at safety meetings or by passing out copies to meet the IOSH and OSHA requirements and when applicable the Iowa DNR permits standards. Following each training session an employee training log should be signed by the trainees and the administrator and maintained in the safety training records such as the facility's red MSDS binder.

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

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

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

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The Iowa-Illinois Safety Council specializes in safety training and consulting for industry. IISC frequently provides safety training course at their new location in Urbandale, Iowa. Visit the IISC website at www.iisc.org for more information and the current class schedules.

Crane and Hoist Safety is one course being offered in 2011 at various locations throughout Iowa and Illinois. Cranes, Derricks and Hoists are a big part of the Construction and General Industry work environment. The hazards associated with this dynamic tool can also be as varied as the many sizes and lifting ability they

provide. There are significant safety issues to be considered, both for the operators of these "lifting devices" and for any worker in the near proximity to them.

OSHA has recognized these safety hazards and has addressed them in specific standards 1910.179. OSHA standards require hoist operators to conduct frequent visual inspections.

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General Industry Requirements:

- This inspection is done prior to:
 - Initial use of a new crane,
 - Altered or modified crane,
 - Removed/reinstalled cranes,
 - Cranes having extensive repairs. 1910.179(j)(1)
- OSHA requires that each crane be inspected prior to each shift in which the crane is to be used. 1910.179(j)(2)

The Frequency of Inspections:

(usually visual in nature and completed by the operator of the equipment)

- Normal Service..... Monthly
- Heavy Service..... Weekly or monthly
- Severe Service..... Daily to weekly
- Special/Infrequent.... Determined by a qualified person. ANSI B30.22-2.1.1(b)(1)
- Periodic Inspection Requirements:
- Normal Service.....Yearly
- Heavy Service..... Yearly
- Severe Service.....Quarterly
- Special or Infrequent Service.... As recommended by a qualified person ANSI B30.2 2-2.1.1(2)(a-d)
- Visual inspection by an appointed person. ANSI B30.2 2-2.1.3

- Required to maintain written record of inspection. 1910.179(j)(2)(iii)

Hoist/Crane Marking Requirements

- The rated load of the crane shall be plainly marked on each side of the crane.
- If the crane has more than one hoisting unit, each hoist shall have the rated load marked on it or its load block.
- Clearly legible from the ground or floor. 1910.179(b)(5)

If you need any assistance for training, written programs or plant/worksite Compliance Walk-Through Evaluations, please don't hesitate to give the Iowa-Illinois Safety Council a call. We are prompt, courteous, experienced and very knowledgeable of the current standards and will assist you and your company to become OSHA compliant on any of the required regulations.

Andrew (Drew) Knudsen
Occupational Safety & Health
Consultant/Trainer

Iowa-Illinois Safety Council

Drew@iisc.org

515.276.4724, ext. 230

www.iisc.org - training information available on the IISC website calendar



Car-Part.com

3rd Annual Customer Training Conference

The Car-Part.com 3rd Annual Customer Training Conference will be August 4-6, 2011 in Erlanger, Kentucky. Back by popular demand, this training event will feature over 35 classes on Car-Part.com recycler software tools, guest speakers, and lots of opportunities to network with recyclers from around the U.S. and Canada. Classes will cover all Car-Part.com software,

such as Checkmate, Bidmate, and Trading Partners, as well as exclusive views of new software tools such as SmartVin and Real-Time Barcoding. This event is available to all Car-Part.com customers. Visit <http://products.car-part.com/training> for periodic updates and to register. Or, contact us at 859-344-1925 for information.

E-LEARNING: ARA University - Automotive Recycling Skills Online.

By Ginny Whelan, ARA Educational Foundation

Welcome to automotive recycling E-Learning. We are in an era where automotive recyclers will have access to limitless amounts of educational opportunities online.

Congress is looking at a \$50 million dollar proposal to develop new "open online courses" at community colleges. Curtis J Bonk, author of *The World is Open: How Web Technology is Revolutionizing Education*; calls open online courses "so spot-on in terms of what's needed." Particularity because it focuses on community colleges.

The automotive recycling workforce must be developed and trained, not just hired. Take your workforce training to a new level with interactive web-based ARA University E-Learning. ARA University is designed to meet the unique learning objectives. Creatively designed and customized to match the unique needs of your company. Whether part of a blended training program or offered as a stand-alone unit. ARAU- E-Learning is cost effective, repeatable, easily accessed and interactive.

Getting-ahead staying-ahead training your workforce makes talent and talent is a global commodity. At a recent business roundtable I facilitated the clear focus was the absolute need to do a better job of connecting the world of education to the world of work. A workforce that is educated to target improved business operations and optimized efficiency will drive revenue.

Getting started developing E-Learning for your business? Here are a few tools and tips that will keep you at the head of the class. Many courses deliver classes in large audio and video files (multimedia files) that you download. That means you'll definitely want a high-speed internet connection (cable, DSL, fiber-optic, etc) Dial-up service is too slow. Playing these educational

audio and video files is as easy as hitting a "play" button. While many audio and video files can be played with a standard Web browser (like Microsoft's Internet Explorer or Mozilla's Firefox), you'll often need software specifically for that purpose. The easiest and most popular is Apple's iTunes, it's free. If you want to take courses on the move you can transfer them to portable media player, such as Apple's iPod or Microsoft's Zune HD. More people are using smart phones, such as iPhone or Motorola's Droid.

For automotive recycling career E-Learning, the ARA University (arauniversity.org) now goes beyond employee training. It provides a learning management system to each company that enrolls. Auto Recyclers enrolled in the ARA University use the ARAU learning management system to track all training initiatives. From sales courses, courses for technical employees, educating customers, continuing education for managers, compliance courses and required certification courses –OSHA forklift. In January, 2011 the first 7 of 14 health and safety courses will be added to the ARAU. Nearly any type of knowledge transfer, training, learning or education benefits from the ARAU is managed by its LMS (learning management system) for your company. Learning management is designed to enable your company or organization to properly manage continued learning initiatives. This personalized training is critical to your employee's development and paramount to any learning endeavor. The benefits of learning management go beyond employee training. Learning Management systems can be used to deliver information to trading partners, customers, suppliers and resellers, at anytime and any location worldwide. They help with company responsibility, accountability and compliance

by automatically documenting important components of a learning curriculum. Learning management systems are a component used to deliver and manage your company's learning requirements. Your company's learning requirements must be focused on continuing education, training, human capital development, learning and certification.

Learning management systems are critical to your employee's development because they manage and track learning programs with automated tools that greatly enhance the capabilities of managers. Think of it this way: you could do the accounting for a medium sized business, with potentially thousands of transaction, using an excel spreadsheet or even by hand in a ledger, but

it would be much easier and infinitely more productive to use QuickBooks or another software accounting systems. Learning Management Systems enable excellent record keeping, which is paramount to any learning endeavor, as well as providing many automated features such as notifications, reminders and tracking compliance.

The ARA University is cost effective, repeatable, easily accessed and interactive. ARAU e-learning shows your company's commitment to education and training.

Executive Director's Note: ARA U just announced that CAR (Certified Auto Recyclers) members will receive a discount monthly subscription rate of \$25.95/month to ARAU. Contact ARA U to enroll.

ARA Scholarship Available to Employee's Students

ARA member employee's children are also eligible for the annual ARA scholarship foundation program. For more information and the application visit the ARA website at www.a-r-a.org/content.asp?contentid=443.

The ARA scholarship foundation is a non-profit organization whose purpose is to promote education through the awarding of scholarships annually to the students on the basis on academic achievement.

Scholarships are available for post-high school education. Applicants must be children of an employee of a direct ARA member company. All requests for applications must be sent to ARA headquarters in Manassas, VA. The deadline to submit the complete application is March 15 of every year. Applications are also available for downloading through the ARA website listed above. We encourage all eligible students to take advantage of these programs.



Requirements for first time applicants:

1. Be a high school senior and/or plan to continue or pursue a full-time post high school educational program.
2. First-time and/or renewal applicants must have achieved at least a 3.0 grade point average, or the equivalent, in their previous educational program.
3. A parent must be a current employee of a direct member of ARA with a hire date of one year previous to the March 15 of the application year.

The Automotive Recyclers Association maintains this foundation for the benefit of members and the industry. For more information, contact ARA Headquarters at (571) 208-0428. Questions about the application and selection process may be addressed to:

ARA Scholarship Advisor
109 Defiant Way
Grass Valley, CA 95945
E-mail: arascholar@sbcglobal.net

GMARE 2011

The Pride of Midwest America

March 10-12, 2011 - Omaha, NE

The 2011 Greater Midwest Automotive Recyclers Exposition is just around the corner! This year's convention "Pride of Midwest America," will be held in Omaha at the new Coco Beach Resort (formerly the Holiday Inn Convention Center), March 10-12. Mark your calendars to attend this first-class event.

The Expo is a fun and educational weekend for everyone. This year we are taking a tour of the Strategic Air & Space Museum and The Pacific Railroad Museum. With the next few years bringing changes for our industry, we are excited to have a first-rate CPA to discuss Health Care Reform and its effects. Our keynote speaker is Ron Sturgeon, Auto Salvage Consultant - Mr. Mission Possible. Ron will bring positive motivation to our convention.

We are looking forward to seeing each and everyone of you there! Registration information will be coming soon. If you have any questions please call Alice Licht or Dana Adamy at the GMARE office at 402/476-1528.

Tentative Program

THURSDAY, MARCH 10TH

6:00 - 7:00 p.m. **GMARE Planning Committee Meeting**

7:00 - 11:00 p.m. **Welcome Reception**
Dinner on your own

FRIDAY, MARCH 11TH

7:45 a.m. - 8:30 a.m. **Breakfast**

9:00 a.m. **Load Bus For Tours**

10:00 - 11:30 a.m. **Tour of Strategic Air and Space Museum**

11:30 a.m. **Bus Loads For Union Pacific**

12:15 p.m. **Lunch at Union Pacific Headquarters**

1:00 p.m. **Bus leave for Union Pacific Museum Tour**

1:30 p.m. **Tour of Union Pacific Museum**

3:00 p.m. **Bus return to hotel**

4:00 p.m. **Membership Meeting Automotive Recycling Industry of Nebraska**

5:00 - 8:00 p.m. **Exhibit Grand Opening Reception with Exhibitors**

Dinner on your own

SATURDAY, MARCH 12TH

9:00 - 11:00 a.m. **Breakfast with your Exhibitors**

11:15 - 12:00 p.m. **How Health Care Reform Affects You and Your Business**
Jimmy Schultz, CPA
HBE, Lincoln, NE

12:15 - 1:30 p.m. **Lunch - Congressional Update, Nebraska Congressman Invited**

1:45 - 2:30 p.m. **What is it Going to Take to Compete in the Next Decade?**
Ron Sturgeon, Auto Salvage Consultant, Mr. Mission Possible
Ft. Worth, TX

2:45 - 3:15 p.m. **Benchmarking to Achieve Maximum Profits**
Ron Sturgeon, Auto Salvage Consultant, Mr. Mission Possible
Ft. Worth, TX

5:00 - 6:00 p.m. **Social Hour**

6:00 - 7:00 p.m. **Banquet**

7:00 - 8:30 **Live Auction**





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Terry Westedt, Weller Auto Parts Inc.

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Iowa Automotive Recyclers 2010 Educational Scholarships Awards

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

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

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

IAR is proud to be able to support the recipients of this year's scholarships and we invite you to - **Meet Our Scholarship Recipients!**

Derek Kosters. Derek's father, David Kosters, has been working at Lems Auto Recyclers, Doon, Iowa, since 1997. Derek is currently attending Northwestern University and is studying to be a Chiropractor. Derek has an expected graduation date of December 2012. Upon graduation Derek hopes to join a chiropractic practice and eventually open his own practice. Although busy with his studies, Derek finds time to volunteer for various causes such as domestic abuse prevention and hunger relief. Derek received the IAR Scholarship in 2009 & 2010.

Erin Snyder. Erin is the daughter of IAR member, Tom Snyder, owner of



*"School is great, I really enjoy the hands on experience I am receiving!"
Brooke Quandt*



Snyder's Auto Body, 1526 E. Washington Street in Clarinda, Iowa. Erin is currently attending the University of Northern Iowa where she is studying Early Childhood Education, with an expected graduation date of spring 2012. In order to help pay for her education Erin works concessions at college events and has two part-time positions she works while on school breaks. Upon graduation, Erin wants to remain in Iowa and secure a teaching position in a small town close to her family. Erin received the IAR Scholarship in 2009 & 2010.

Megan Snyder. Megan is the daughter of IAR member, Tom Snyder, owner of Snyder's Auto Body, 1526 E. Washington Street in Clarinda, Iowa. Megan is attending Kirkwood Community College and studying Culinary Arts. Megan was a member of the National Honor Society and was involved in community services such as Adopt a Family and Food, Faith, and Fellowship. She was ranked 36 in a class of 102. Good job Megan. She hopes to work in a bakery after graduation and someday run her own bakery in her hometown.

Brooke Quandt. Brooke's parents Lisa and Tom Quandt own and operate IAR member yard Quandt Auto Salvage, Carroll, Iowa. Brooke is attending Des Moines Area Community College and studies Veterinary Technician. She interned and worked for a local veterinarian and feels strongly about her career choice. Brooke was active in volleyball,

softball, and soccer and was also a vacation bible school teacher. She is paying for her education and will greatly appreciate this scholarship. Best wishes to Brooke.

Deidra Nugent. Deidra's parents Brent and Sheila Nugent own and operate IAR member yard Nugent Auto Sales, Inc., Maquoketa, Iowa. Deidra is a senior at Iowa State University. After graduation she hopes to

work in an advertising office with her focus on account services. She hopes to eventually open her own advertising business. Deidra had perfect attendance through her 2003-2007 school years. Way to go Deidra, this is a rare accomplishment. She thanks her family for molding her into the person she is today. Good luck Deidra.

IAR Scholarship Fund

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

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

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

Up to \$5,000 will be awarded in scholarships in the fall term of 2011. All applications must be complete and received by midnight March 30, 2011. Winners will be notified by mail in May of 2011.

Any questions regarding the scholarships and/or applications should be directed to:

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

*"It is the mark of an educated mind to be able to entertain a thought without accepting it."
- Aristotle*

FOR MORE INFORMATION, CONTACT:

LSB FINANCIAL
PETERSEN-HILL INSURANCE



Pete Hill

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



Adam Brickley

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

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

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 full application, download at www.iowaAutoRecyclers.com under SCHOLARSHIP
- 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 iar-scholarship@gmail.com.

DEADLINE DATE:

The deadline for receipt for all application materials must be received by the IAR scholarship committee by midnight MARCH 30TH. Up to \$5000.00 will be awarded in scholarships for the fall term. The winners will be notified in writing in May 2011 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: coursework 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 Recyclers Association Scholarship

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: _____

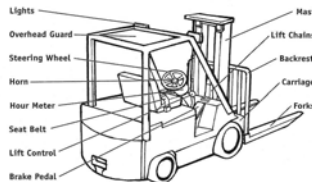
Training Opportunity: Airbag & Forklift

Training is inherent to the business of auto recycling due to the risks involved in moving and dismantling salvage vehicles at the facility. A safety program is required and makes good sense for the protection of employees and customers. Some environmental rules also require employees that handle waste to be trained.

A training program for new employees will reduce the "learning curve" and mistakes or accidents that come with it. Two important training opportunities are required by regulatory agencies and by our I-CARE certification program;

1. Forklift Operations training and certification;
2. Hazardous material shipping training and certification for airbags.

Both of these training courses require re-certification every three years. Fortunately these courses will be offered at upcoming Iowa Auto Recyclers (IAR) events such as the Central Midwest Auto Recyclers Convention in Springfield, IL on September 23-24, 2011. Forklift and Airbag training is also available on-site as part of your I-CARE visit, contact Sue Schauls to schedule. Many other on-line training opportunities exist as well. The upcoming PARTS webinar, ARA University and CCAR programs



are convenient methods of delivery without travel cost.

Safety / Pollution Prevention Training

The folks at the Coordinating Committee for Automotive Repair (CCAR) host the EPA compliance assistance center for free online automotive environmental assistance and they also realized that the health and safety aspect of training was inseparable from those pesky environmental issues. According to EPA and OSHA Regulations, every employee involved in automotive repair and maintenance must be trained before entering the workplace - and again on at least an annual basis - on environmental and safety issues. CCAR's **S/P2 - Safety / Pollution**

Prevention Training modules are precisely targeted to automotive technicians and are available for a small annual fee at <http://www.sp2.org/>. Since its introduction in January 2002, S/P2 became recognized as the industry standard for environmental and safety awareness training. More than 5 million S/P2 tests have been administered by

CCAR since 2006! Many insurance carriers require the training for the auto body shops and recognize the training resource for mechanic shops including auto dismantling as a certified training program for discount purposes. The annual subscription is \$299 per "roof" so that all employees at a facility may be trained for one price.

Forklift Operation

Operating a forklift requires skill, training and experience. Although it may seem as easy as driving a car, there are many factors that make driving a forklift much more difficult. Learning how to operate



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a forklift safely can help to prevent accidental injuries and possible death. The goal of forklift safety training is to help you achieve a work environment that is accident free and meets OSHA regulations. Accidents will happen, so it is best to be prepared. According to 29 CFR 1910.178 powered industrial truck operators will receive training on the following topics:

- Authorized Operators
- Forklift Overview
- Differences between Forklifts and Autos
- Forklift Stability
- Pre-Inspection Procedures
- Operation Procedures
- Post Operations
- Maintenance
- Fueling/Recharging

Many resources are readily available for forklift training. Our association, IAR, is committed to routinely provide the training at the annual conference so be sure to take advantage of that gift of membership. Local resources are also available to have a trainer come on-site to conduct annual or periodic sessions without travel time or expense for employees. Online training is also available. Free forklift training is available online at <http://www.free-training.com/osha/forklift/forkmenu.htm>. Remember that the goal of providing forklift operation training to employees is to protect them, other employees, customers and the facility from damage or injury causes by inexperience. Certification of training is required every three years.

Hazardous Material Shipping

The U.S. Department of Transportation (DOT) strictly regulates the transportation of hazardous materials. Non-deployed airbags are considered hazardous material for shipping. DOT regulations require you to receive both INITIAL (within 90 days) and RECURRING (minimum of every 3 years) training if you:

- Work in a shipping, receiving or hazardous material handling area
- Are involved in transporting hazardous materials
- Are involved in preparing hazardous materials for transport

Working together, CCAR®/ShipMate™ created an automotive training program that meets the DOT requirements for receiving, preparing, offering or transporting hazardous materials domestically by ground. **HazmatU** is an e-learning program that was created to ensure employees in the automotive industry have a clear and accurate understanding of HazMat (Hazardous Materials) shipping regulations. The program helps facilities prevent violations and create a safer and healthier work environment for employees. HazmatU will meet these requirements and keep up to date with changes in regulations. Visit <http://www.hazmatu.org/> for more information.

ARA Member Only Training

Airbag Resources is a new and exclusive software solution designed to enable ARA members to train and certify employees, inspect and track OEM non-deployed airbag modules effectively and efficiently within their operations. The Airbag Resources site and customized software are provided by ARA Product Services LLC., as value added tools exclusively for members of the Automotive Recyclers Association. Visit <http://www.airbagresources.com/> for more information.

The benefits of training far outweigh the cost. Educational opportunities keep certifications up to date such as the three year renewal requirement for forklift operation and the airbag shipping HazMat training courses. A safety program is required and makes good sense for the protection of employees and customers. And some environmental rules require employees that handle waste to be trained annually. Investment in training at the auto recycling facility is money well-spent.

According to I-CAR, "training pays off for businesses and customers alike and rewards come to those who stay current in the industry through training. Benefits not only increase customer satisfaction, but improve employee relations as well. Working at a company that values and invests in skills, knowledge, and growth helps employees realize their value and increases their confidence on the job."



Webinar

Forklift & Wheel Loader Safety

Thursday, January 20, 2011
5:00 to 6:00 PM Eastern

About this Webinar

Forklift and Wheel loader safety training is a vital part of your company's safety program. Participating in this presentation you will learn the basics about forklift and wheel loader safety. The differences between operating an automobile and forklift are covered. Also included are the differences between a forklift and wheel loader with respect to lift dynamics. Special consideration is given to simplify the understanding as it relates to moving cars in an auto recycling environment. This webinar can be used toward OSHA certification.

Who Should Attend

Personnel responsible for training operators or current operators who need a refresher course or prospective new operators seeking to learn forklift safety.

Our Trainer

Paul Secker, President of S.A.S. Forks, will be our trainer for this webinar. Paul has over 30 years experience in the auto recycling business coupled with participating in numerous forklift training seminars and webinars. Paul has presented and exhibited at numerous PARTS conventions.

Registration Fee:

**For members of PARTS and Academy affiliates*:
\$60 per site for each webinar**

**Members of the following state chapters can register at the member rate: California, Connecticut, Florida, Iowa, Michigan, Minnesota, New Hampshire, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Texas and Virginia.*

All other Participants: \$90 per site

Here's What You Need to Participate

- A computer with Internet to access the video presentation.
- A phone near so you can call in and access the audio portion of the presentation.
- An e-mail address where we could send any pertinent discussion or test forms.
- Complete and return the attached registration form along with your registration fee.



Questions?
Contact PARTS at 1-877-211-0266
or kay@parts.org.

Webinar Registration Form

Please complete all information on this form and fax to PARTS at 1-888-816-5921.

If paying by check, mail this form with your registration fee to:

PARTS, P.O. Box 1307, Mechanicsburg, PA 17055.

CONTACT INFORMATION (PLEASE PRINT CLEARLY)

Name _____

Company _____ State _____

Phone _____ Fax _____

Email _____

REGISTRATION FEES (Please check one)

- For members of PARTS & Academy affiliates*: \$60 per site

**Members of the following state chapters can register at the member rate: California, Connecticut, Florida, Iowa, Michigan, Minnesota, New Hampshire, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Texas and Virginia.*

- All other Participants: \$90 per site

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- American Express

Credit Card # _____

3-digit Security Code (on back of card) _____ Expiration Date _____

Name on Card _____ Zip Code _____

Signature of Cardholder _____

For Credit Card Payments

1. Keep a copy of this form as your receipt.
2. Charge appear as "PARTS" on your credit card statement.

Value of Education continued from cover

ticularly if the student type is effectively matched to the training method. Blended-learning, combining traditional instructor-led training with self-paced learning, may provide a cost-effective way to develop skills that match or exceed instructor-only training.

Classroom training

According to IDC, classroom training will continue to dominate training delivery methods until 2012.³ Classroom training is ideal for complex applications and is well-suited for new users who have not developed a basic understanding of the concept or software application. Classroom training provides a high level of communication and feedback with the instructor. Classroom training typically teaches to the student with the lowest skill set, and training is typically generic and “out-of the box.” Classroom training is typically the most expensive method for training. In addition to tuition, travel costs add significantly to the base expense.

Onsite training

For groups of six or more, customized onsite training is typically more cost effective than public classroom delivery. Instruction will focus on company specific priorities and topics, reducing the time devoted to generic topics. Travel and living expenses, including employee downtime can be eliminated or reduced.

Conferences

Conferences provide a training method that allows students to quickly develop skills on a number of topics. Unlike traditional training, conferences provide tracks for multiple job roles or skill set levels. Most conferences also provide “deep dive” sessions which allow attendees to develop essential skills and communicate directly with industry and/or product experts. Conferences also provide attendees with insight into key business issues and emerging technologies. Vendor trade shows can help attendees improve their knowledge about new and emerging products in the industry. The conference format also provides a setting for attendees to interact directly with vendors, peers and experts. Depending on the scheduled time and location,

conference costs may be significant. Although tuition is typically less expensive than comparable classroom training, travel costs may double the cost of the actual conference.

E-learning modules

E-learning allows students to learn independently and repeat exercises to reinforce or refresh their understanding of the content. Available 24x7 at the learner’s convenience, self-paced e-learning provides an alternative to classroom teaching for students. The format is suited for onsite and remote users with basic computer literacy who also have the discipline to complete the training without interruption.

Develop a plan to integrate training

To fully capture the value training can provide, organizations should develop a training plan that matches student capabilities to training methods and needs. The training plan should include an instrument to measure the return on investment in categories such as productivity or revenue gains, reduced co-worker interruption, improved customer service, compliance and increased employee morale/retention.

The training plan component is first. Then training occurs. Most important is integration. Training that adds value occurs when there is an infrastructure in place that supports the learner’s application of what has been learned.⁴ While we normally think of infrastructure as equipment, it can also refer to elements like time. For example, a dismantler attending a seminar on safe hoist maintenance and inspection will only be able to use what has been learned if they have sufficient time to do so. Getting value from training requires planning, administration and integration. While getting value should be a shared responsibility on the part of attendees and manager, the manager plays a critical role in helping to create the conditions under which training will add value.

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The Iowa Automotive Recyclers News

2. American Society for Training & Development, 2003.
3. IDC Worldwide and U.S. IT Education and Training 2008–2012 Forecast - Growth Though Situation Tenuous, Doc # 211332, March 2008.
4. <http://work911.com/articles/getvaluetraining.htm>

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- Virgil*

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Iowa Automotive Recyclers Association (IAR) has Moved!

Please direct correspondence and membership renewals to our new Executive Director, Sue Schauls, at the address below.

**Iowa Automotive Recyclers
2214 Regal Avenue
Waterloo, Iowa 50702
Phone: 319-233-7970
Fax 319-233-7970
Cell: 319-290-7843
Email: Schauls3@mchsi.com**

Please update your records with the new information. We apologize for any confusion this change may have caused and Thank you for your cooperation and patience through this transition.



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Springfield, IL

Events will be held at
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- **Exclusively for attendees of the CMARC Show.**
- **All exhibits will be available.**
- **Truly an event not to miss!**

The Route 66 Mother road show will also be going on that weekend.

- **Come enjoy all the hot cars and all that attraction has to offer.**
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Watch your mail for more details!

*For more information please contact:
Michelle Lechner 877/880-2874*

Save The Date!!! Save The Date!!! Save The Date!!!

CMARC 2011

Calendar of Events

“Training! Training! Training! - The I’s Have It “

That’s the mantra of the Central Midwest Auto Recyclers Convention for 2011. CMARC will be held in Springfield, Illinois this year on September 23rd through 24th. Central Midwest Auto Recyclers Convention or CMARC is the joint trade convention for Iowa, Illinois and Indiana automotive recyclers. In addition to the twelve plus (12+) hours of training being planned for the convention, the vendor trade show will run from 11:00 am to 2:00 pm both days.

Save the Date
September 23-24, 2011
Springfield, IL

The event will be hosted in historic Springfield, IL, home of President Abraham Lincoln. The Abraham Lincoln Hotel will have special room rates available and is located across the street from the convention center. All venues are within walking distance and the weekend will include “a stop along the Mother Road” as Springfield is hosting the Route 66 festivities that weekend. All things automotive will be there for the enjoyment! Training, vendors and entertainment, what could be a better learning event?

Stop on the historic Route 66

<http://www.familyevents.com/event/180>

President Abraham Lincoln Hotel & Conference Center - Springfield, Illinois

<http://www.presidentabrahamlincolnhotel.com/>

Springfield is about three hours southeast of Dav-
enport, Iowa so travel costs are minimal to attend this major automotive recycling event and opportunity to provide training to employees, managers and yard owners. Mark your calendar and we’ll meet you in Springfield.

March 2011

10-12 2011 GMARE

Holiday Inn Coco Beach Resort, Omaha, NE
Automotive Recycling Industry of Nebraska
Association Office
<http://www.ari-ne.org/gmare.htm>

April 2011

28-30 2011 Upper Midwest Auto & Truck Recyclers Convention & Trade Show

Washington County Fair Park in West Bend,
Wisconsin
<http://www.recyclersconvention.com/>

June 2011

10-11 Iowa Automotive Recyclers Summer Outing Parts Grading Workshop / Vendor Trade Show

TAMA, IOWA
www.iowaAutoRecyclers.com

- **Yard Tour & BBQ Dinner**
Sandhill Auto Salvage, Tama, Iowa
<http://www.sandhillautosalvage.com/>
- **Hotel Accommodations**
Meskwaki Casino Hotel, Tama, Iowa
<http://www.meskwaki.com/>

August 2011

4-6 Car-Parts 3rd Annual Customer Training Conference

Erlanger, Kentucky

September 2011

23-24 Central Midwest Auto Recyclers Convention

- Springfield, IL
<http://www.cmarconvention.com/>
- Hotel Accommodations
President Abraham Lincoln Hotel &
Conference Center
Springfield, Illinois
<http://www.presidentabrahamlincolnhotel.com/>
 - Stop on the historic Route 66
<http://www.familyevents.com/event/180>

October 2011

11-14 ARA 68th Annual Convention & Expo

Charlotte, NC
<http://www.araexpo.org/>

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| Action Auto Parts | Marshalltown | P.Q. Auto Parts | Sioux City |
| Aikey Auto Salvage | Cedar Falls | Pat's Auto Salvage | Waterloo |
| AWE Auto Service | Traer | Poell's Enterprises, Inc. | De Witt |
| B & B Salvage | Sioux Center | Powerhouse Auto | Ackley |
| Birdnow Auto Salvage, Inc. | Fayette | Quandt Auto Salvage, Inc | Carroll |
| Boyes Auto & Truck Wrecking | Dubuque | Sam's Riverside Auto & Truck Parts | Des Moines |
| Carroll Auto Wrecking | Des Moines | Sanborn Auto, Inc. | Sanborn |
| Charlie Brown Auto, Ltd. | Creston | Sandhill Auto Salvage | Tama |
| Chase Auto Parts Co., INC. | Waterloo | Smith Auto Parts & Sales | Fairfield |
| Delp Auto & treuck | Fort Dodge | Smitty's Auto Parts, Inc. | Des Moines |
| Don's Auto & Truck Salvage | Des Moines | Snyder's Auto Body | Clarinda |
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| Lems Auto Recyclers, Inc. | Doon | Waterloo Auto Parts | Waterloo |
| Leon Recycling & auto Parts, LLC | Leon | West Edge Auto Salvage | Independence |
| Lyle's Auto Salvage | Oto | Wilken & Sons Inc. | Nashua |
| Midwest Auto Parts, Inc. | Waterloo | Wilken & Sons Inc. | Waukon |
| Monson Salvage, Inc. | Lone Rock | Wrench 'N Go | Des Moines |
| North End Auto Wrecking | Dubuque | Yaw Auto Salvage | Des Moines |

College in Illinois Offers Certificate in Automotive Recycling

The Waubonsee Community College Automotive Service Technology Program is a nationally certified and fully accredited automotive technician training program. Waubonsee recently began offering a Certificate of Achievement in Automotive Recycling. The program is believed to be the first in the nation to offer a certificate in the industry. Waubonsee is located in west suburban Chicago with its main campus in Sugar Grove. More information on the certificate and the college can be found at waubonsee.edu.



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The Automotive Recycling Certificate of Achievement prepares graduates for positions in the automotive recycling industry. The program develops dismantling, parts grading and quality control skills. Coursework also focuses on following environmental best practices during automotive recycling. Two courses are required for certification. Classes are scheduled on Saturday mornings during the summer term.

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Vice President

Trissel Graham & Toole
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Automotive Recycling Basics AUT211 - 2.0 Semester Hours

The automotive recycling industry, dismantling best practices and techniques, and safety requirements, quality control, and parts grading are studied in this course. The course prepares students for a variety of roles within the automotive recycling industry such as dismantler and inventory specialist.

Environmental Standards for Automotive Recycling AUT212 - 2.0 Semester Hours

Automotive recycling industry environmental best practices are reviewed in this course. Topics such as safe removal of mercury switches, storm water sampling, and the Illinois Green Certified Automotive Recycler standards are included.

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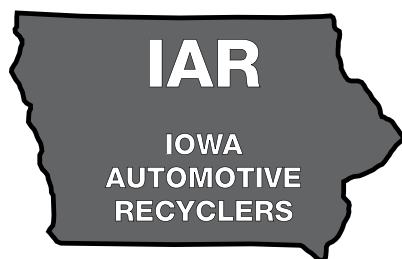
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to the question.
Education is the
means to the
answer to all
questions.”
– William Allin*



Why Should You Join Iowa Automotive Recyclers?

NEWSLETTER - The Iowa Automotive Recyclers News, *free to all members*, is mailed out six times a year. The newsletter will keep you up-to-date on IAR members, events, current legislation, business and market conditions, industry related news, announcements, advertisements and more.

IAR WHO'S WHO MEMBERSHIP DIRECTORY - A listing of all IAR members, which is distributed annually to members, insurance adjusters, and other associated businesses. **FREE LISTING to IAR members!**

ANNUAL MEETING - Free to all members. Every fall, IAR members and their families meet to choose future leadership in the organization, attend educational sessions, exchange ideas and information, meet and socialize with others in the industry and have fun!

CENTRAL MIDWEST AUTO RECYCLERS CONVENTION - Teaming up with the Illinois & Indiana associations, IAR hosts this new convention and trade show for the Central Midwest region.

LEGISLATIVE REPRESENTATION - IAR retains a lobbyist who monitors the state legislature for actions which affect IAR members.

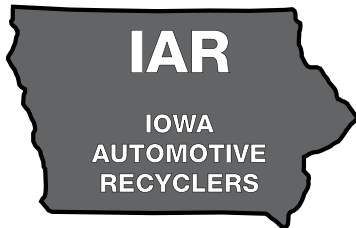
WEB SITE - www.iowaautorecyclers.com - An information source for recyclers, body and repair shops, and retail customers. Our Members Page contains complete contact information and web site links to all IAR members - **FREE!** Parts Search area provides an opportunity for IAR members to sell their parts.

MEMBERSHIP PLAQUE - All IAR members are provided with a plaque denoting membership in IAR, for daily display in their place of business.

IMPROVED PUBLIC AWARENESS AND RESPECT - By working together, IAR members promote awareness of the advantages of recycling.

MEMBER OF AUTOMOTIVE RECYCLERS ASSOCIATION - IAR is an affiliate of the international Automotive Recyclers Association and receives valuable information and alerts - which are passed on to IAR members.

SCHOLARSHIPS - Developed to provide annual post-secondary educational scholarships to children of IAR members and their employee's children.



Iowa Automotive Recyclers Application for Membership

Company Name: _____

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

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail: _____ Web Site: _____

Recyclers License # *(If applicable)*: _____

Dealers License # *(If applicable)*: _____

ENCLOSED IS MY IAR MEMBERSHIP CHECK:

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

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

Signature: _____

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

Iowa Automotive Recyclers Code of Ethics

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

Quality Replacement Parts Vehicle Management System - QRPVMS

By Roger Ross

Did you know that Iowa Automotive Recyclers members who are registered to bid salvage on the QRPVMS site have had over 50 pieces of salvage located in Iowa offered to them in under 3 months in late 2010? Vehicles have been 1994-2008 model years. Some of our IAR members have seen even more salvage offerings than that. The QRP program allows the selling customer to select some bidders to see salvage entries even if they are outside of Iowa. Successful high bidders through this program have purchased a large number of these vehicles through the QRPVMS program. The exceptionally low buyer award fee (\$0-100 maximum) charged to you by QRP makes this an attractive option for filling in holes in your inventory. There is no registration fee, and no annual subscription or bidder fee. Direct recycling members of Iowa



Automotive Recyclers are qualified to apply for bidding privileges on this unique system built for auto recyclers by auto recyclers.

Currently there are 15 Iowa Automotive Recyclers members enjoying the opportunities presented through the QRPVMS program. If you are not one of those members perhaps you would like to learn more. Contact Roger Ross, QRP of Wisconsin at 888-241-0294 for more information and the QRPVMS bidder agreement forms. This salvage purchasing opportunity through QRP is one more benefit you have the ability to take advantage of because of your membership with IAR. Visit the website for more information: <http://www.qrpvms.com/visitor.aspx>

*"It's never too late to be what you might have become."
- George Eliot*

**Licensed auto recyclers that are IAR members:
You are able to bid insurance
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**Iowa salvage
currently
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**Contact QRP about salvage acquisition
opportunities in Iowa through the QRPVMS program!**

Phone 888-241-0294

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Industry Updates

Updates from ARA weekly news bulletin...

Used Oil for Fuel - 21 Members of Congress On Board

During the week of December 6, 2010, the used oil coalition (of which ARA is an active member) completed its campaign to garner as many pertinent congressional signers as possible on the letter to EPA Administrator Lisa Jackson. The letter specifically requests EPA to continue to define used oil as a non-solid waste and to keep unchanged the current used oil management system that has worked so well for many years. A response has been delayed until January 16, 2011. Read full story at <http://newsmanager.commpartners.com/araii/issues/2010-12-06/4.html>.

EPA Issues Final Significant New Use Rule for Motor Vehicle Refrigerant

The Environmental Protection Agency (EPA) recently issued a significant new use rule (SNUR) under the Toxic Substances Control Act (TSCA) for the chemical substance identified as 1-Propene, 2,3,3,3-tetrafluoro- also known as HFO 1234yf, the R-134a replacement. This action, which took effect on November 26, requires persons who intend to use the chemical substance in anything other than a new motor vehicle to receive approval by EPA before using it -- including recharged vehicle air conditioners. EPA believes that this action is necessary because the chemical substance may be hazardous to hu-

man health. The required notification would provide EPA with the opportunity to evaluate the intended use and, if necessary, to prohibit or limit that activity before it occurs. Read full story at <http://newsmanager.commpartners.com/araii/issues/2010-11-15/1.html>

Updates from Recycling Today news bulletin...

Iowa Attorney General Sues Scrap Yard over Environmental Violations

Iowa Attorney General Tom Miller has filed an environmental lawsuit against the owner of a Latimer, Iowa, salvage yard with a history of environmental violations dating back to 2003. According to an AG release, the lawsuit alleges the company committed numerous solid waste, stormwater discharge and hazardous condition violations. The state's AG also alleges the company failed to comply with state administrative orders.

The lawsuit against Jerry Passehl, owner of The Junkyard, alleges that Passehl violated Iowa stormwater discharge regulations and previous administrative orders. The alleged violations include failing to properly drain or remove fluids from vehicles entering the scrap yard prior to crushing, failing to properly store batteries and failing to immediately clean up spills and notify the Iowa Department of Natural Resources (DNR) of the spills. Read full story at <http://www.recyclingtoday.com/iowa-attorney-general-junkyard-violations.aspx>

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