



# The Iowa Automotive Recyclers

# NEWS

FEBRUARY/MARCH 2008

## IAR Member Profile Snyder's Auto Body

Submitted by Kelly Salseg

Snyder's Auto Body, located in Clarinda, Iowa, has been a family owned and operated business since 1973. Owned by father and son Frank and Tom Snyder, Snyder's Auto Body currently has 10 employees.

Snyder's Auto Body is situated on 5 acres on the eastern edge of Clarinda. The office, warehouse and work area is 120 x 60. The body shop is housed in a separate building. Snyder's has two holding areas for vehicles. Says owner Tom Snyder, "We are thinking about expanding our facilities and also getting into the used car business."

Snyder's Auto Body offers a 101 day warranty and the body shop installs glass and body parts. In addition, Snyder's Auto Body offers a 24 hour towing service.

Snyder's Auto Body has been a member of Iowa Automotive Recyclers since the early 1980's. Tom Snyder has served on the IAR Board since 1983 in several different capacities (President, Vice President and Executive Director). States Tom

Snyder, "Being an IAR member has helped keep us informed on different subjects that are important to our business. IAR needs to continue to change and adapt with the times and deal with the new issues that confront our business"

Outside of the industry, Frank and Tom keep active and involved. Frank served as mayor of Clarinda for 18 years, and has now retired from that position. He also collects western antiques. Tom is the Southwest Iowa Chapter Commander for the American Ex-POW and is also the State Jr. Vice Commander. He also collects railroad antiques.

*Snyder's Auto Body contact information:*

*Owners: Tom and Frank Snyder*

*1526 East Washington Street*

*Clarinda, IA 51632*

*Phone: (712) 542-5316*

*Toll Free: (800)541-2264*

*Fax: (712) 542-6002*

*Email: [snyder@iowatelecom.net](mailto:snyder@iowatelecom.net)*

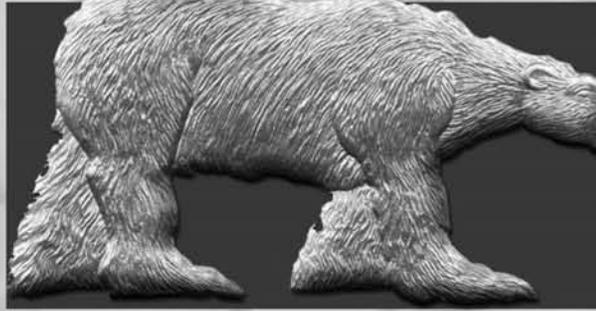
*It is with great concern that we inform you that Dirk Van Gorp suffered a stroke in early January. Please join the IAR Board in sending Dirk our very best wishes for a full and speedy recovery. Our thoughts are with Dirk, Dianne and family at this difficult time.*

## INSIDE...

IAR Board of Directors .....	3	IAR News .....	5
IAR Board News .....	4	Industry News .....	22



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# IAR NEWS



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# IAR NEWS

## IOWA AUTOMOTIVE RECYCLERS RECAP OF BOARD MEETING FRIDAY, NOVEMBER 30, 2007 1:00 P.M. CHUCK'S ITALIAN RESTAURANT DES MOINES, IA

President Mike Swift called the meeting to order at 1:06 p.m. at Chuck's. **Members present were:** Scott Frank, Joel McCaw, Mike Waterbury, Kelly Salseg, Mike Swift, David Hesmer, Tracy Hurst, Eric Piper, Dave Wood, Brent Nugent, Tom Snyder and Jeff Smid.

**MINUTES:** The minutes were distributed and read silently by the board members. Brent made a motion to approve the minutes with a second from Tracy; motion carried.

**FALL MEETING REVIEW/PLANNING:** The 2008 fall meeting and planning was discussed. The Vander Haags of Spencer and Quandts of Carroll had both volunteered to have it in their respective towns. Tracy will call John Vander Haag to check on his schedule and possible accommodations and also call Kabeles of Spirit Lake.

**MEMBERSHIP REPORT:** It was stated that Car-Part has paid their dues. There was a motion by Scott to accept Car-Part as an associate member of the IAR. It was seconded by David; motion carried. Joel will be holding the checks for dues from membership applicants until they have been approved. A couple new possible members were brought to the attention of the board: Fellmer and Sanborn.

**COMMITTEE MEMBERS:** The following are the committees with the asterisk (\*) denoting the chairperson of each committee:

*Finance:* Joel, Jamie, \*Scott, Brent, Dave, Mike S.

*Legislative:* \*Clyde, Scott, David, Mike S., Jeff

*Environmental:* \*Tom, Tracy, Brent, Mike W., Mike S.

*Membership:* \*Jodi, Mike S., Dave, Eric, Mike W., Joel

*Scholarship:* \*Jodi, Tracy, Mike S., Joel

*Meeting & Planning:* \*Jodi, Tom, Clyde, Mike S.

*Web/Newsletter:* \*Tracy, Eric, David, Mike S.

**SCHOLARSHIP REPORT:** It was stated that the newsletter with the scholarship information and application has gone to print.

**ENVIRONMENTAL REPORT:** Tom reported that he had just spoken to Sue Schauls that morning. Her proposal to the IAR is set up in 2 phases: 1. Contact everyone and get them onboard within 6 months with the DNA/ERA rules/regulations so that we all could pass most if not all inspections. 2. Within a year, have everyone stepping up their program to include the CAR certification, etc. She will be getting back to Tom with more information soon.

**LEGISLATIVE REPORT:** Mike S. spoke on behalf of Clyde who was absent. Mike said that Clyde has talked to Judy Wilson about the HSB 247 legislation. Clyde would like a meeting of the Legislative Committee.

**GMARE:** The meeting will be on March 27-29, 2008 at the Holiday Inn on Merle Hay Road in Des Moines. There has not been a response from Kansas yet; they may not even have an association anymore.

**OTHER:** David recommended that we recap the year's minutes, motions and procedure changes annually then use that information to review for setting goals.

Kelly, our Executive Director, will be getting a different phone number and will change it on the website. Her email address is: iowaautorecy-

# IAR NEWS

clers@bitstream.net. Kelly stated she could use more information from us for the newsletter. Tom made a motion to send a Christmas letter to all the members of the Iowa Automotive Recyclers. It was seconded by David; motion approved.

Dave made the motion to adjourn the meeting and Jeff seconded it; motion carried.

Respectfully submitted,  
Jeff Smid, Secretary

## The President's Pitch

By Mike Swift

### Trail's End Auto & Truck Salvage, Des Moines

I hope that everyone had a great holiday and is ready to start the New Year with a bang.

By now everyone should have received the updated IAR newsletter. I think that it turned out really nice. I especially liked all of the mention of Trail's End Auto Salvage – just kidding. I would like to thank Kelly Lynch-Salseg for all of her hard work on helping to get the updated newsletter out in production. You can also see the newsletter on the IAR web site at [iowaautorecyclers.com](http://iowaautorecyclers.com).

The web site has been updated with a tab for newsletters as well as a tab for the scholarship application materials. I think these new items should give all of our old and new members a great reason to belong to IAR.

With the recent retirement of Dianne Van Gorp, the IAR board has hired a new Executive Director – Kelly Lynch-Salseg. Kelly is from Minnesota. We think that with the hiring of Kelly as the new Executive Director, we can grow the membership and make sure that all of our members get the information that is needed about our industry.

Communication is vital, especially this year with House Study Bill 247 (concerning salvage disposal pools) before the House Transportation Subcommittee. In December Kelly Lynch-Salseg and Scott Frank worked on a letter in support of House Study Bill 247. They contacted IAR members that are constituents of the legislators sitting

on the subcommittee in order to ensure that letters of support for HSB 247 reached these key contacts. If you would like more information on this piece of legislation, please contact me, or one of the IAR board members on the IAR Legislative Committee: Clyde Lems, Scott Frank, David Hesmer or Jeff Smid.

We are also working on the Fall Outing for 2008, so if you have ideas or something that you want included as part of that meeting for educational purposes, contact me, Kelly or one of the other board members.

The IAR board has been working very hard and we have had several meetings in the last few months. We are ready to grab 2008 by the horns. I can't stress this enough – THIS IS YOUR ASSOCIATION AND YOU ONLY GET OUT OF IT WHAT YOU PUT IN – so please; we need feedback from our members. I know that in my last article for the newsletter I also mentioned this is your association and you need to get involved. It's worth restating again and again. At our Fall Outing in October (2007) in Des Moines, we only had 20 of our 50 members represented. Of those 20 members represented, only 2 were not board affiliated. For the good of the association I would like to see this number go up – so get involved. We really need your help – especially this year.

Happy New Year and Thank You ~ Mike Swift

# IAR NEWS

## From the Executive Director's Desk

By Kelly Lynch- Salseg

Hi! My name is Kelly Lynch-Salseg, and as of December 1, 2008, I am the new Executive Director of Iowa Automotive Recyclers. I am delighted about joining the IAR and look forward to an exciting and productive experience with you all.

I'd like to use this particular article to introduce myself to you. I am married with two children, Grady Christopher (age 6) and Abigail Irish (age 3). I reside in Minneapolis, Minnesota. That means a bit of travel sometimes in order to conduct IAR business, but that travel is something I look forward to. It's good to get back to Iowa.

I was born in Estherville, Iowa. When I was very young my father was transferred to Minnesota where I've lived ever since, but I spent every summer for almost 18 years in south central Iowa in a little town called Stuart, 45 miles west of Des Moines on I-80. As a child, traveling to Stuart was a highlight for our family. We dreamed all year



*Kelly Lynch-Salseg*

long of our summer in Iowa the way some kids dream of going to Disneyland. My seven brothers and sisters and I would stay at our Grandpa Sherman's farm. Exploring the barn and myriad of sheds, helping with the cows and pigs and chickens, getting tractor rides and playing with our virtual army of cousins – well, for a city kid there was nothing more exotic.

I attended the University of Minnesota where I earned advanced degrees in Sociology, Criminology & Deviance. While at the University I worked for the Center for

Urban and Regional Affairs and the Minnesota Center for Social Research and TA'd several courses. I then went on to work for the Hazelden Foundation, where I conducted research for Hazelden and the Betty Ford Center. After several years with Hazelden, I accepted a position as Associate Director of a local non-profit organization where I spent several years. This eventually led to an almost 10 year stint with a statewide non-profit association of food shelves where I served as Director of Development.

It was while I was working for the Minnesota food shelves that I got married and had children. After the birth of my second child, I decided to look for a position where I could work out of my home and be with my children. Those early years with the kids go by too fast and I wanted to be able to enjoy them to the fullest. I was lucky enough to procure such a position with a wonderful organization called the Automotive Recyclers of Minnesota (ARM) – serving as the Executive Director of their association and educational foundation. I have



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worked for ARM since October of 2004, and have enjoyed every minute of it. Not only do I really enjoy the work and the challenge of building and strengthening the organization, but I have met the most wonderful people and made so many close friends in the industry. What is it about recyclers – they're the best group of people! Through my work for ARM I became acquainted with the Iowa Automotive Recyclers – which eventually lead to my current position as Executive Director for IAR.

I believe that my serving as Executive Director for Iowa and Minnesota will create stronger bonds and enhance communication between the two associations that will be mutually beneficial. Over the next few weeks I will be attempting to contact all IAR members in order to introduce myself further and discuss any concerns, questions or ideas you may have. Another opportunity for us to get to know each other is the GMARE (Greater Midwest Automotive Recyclers Exposition) scheduled for March 27 – 29 in Des Moines, Iowa. GMARE features a trade show, educational and training opportunities, and an excellent opportunity to hear from industry leaders and become better acquainted with others in the automotive recycling industry. I look forward to meeting many of you there.

Until that time, please feel free to contact me at any time. The new contact information for IAR is:

*Kelly Lynch-Salseg, Executive Director, IAR*  
 3333 Skycroft Circle  
 Minneapolis, MN 55418  
 Phone 515-943-3516  
 Fax 612-781-7052  
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## IAR Personalities: Dianne Van Gorp

Dianne Van Gorp served as the Executive Director for IAR for almost 12 years. Dianne retired from this position in December, 2007. The IAR Board would like you to join them in thanking Dianne for her many years of service, and wishing her the best in her future endeavors.

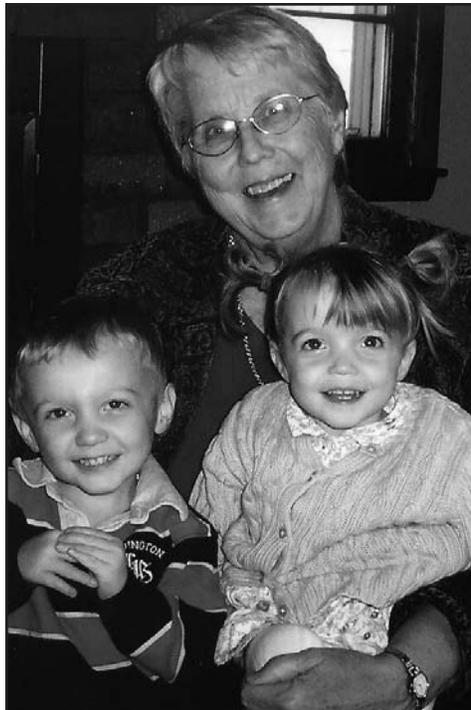
Dianne grew up on a farm in southeastern Minnesota, the middle of three sisters. She graduated from High School in Preston, Minnesota and went on to earn a BA from Central College and a MLS from the University of Iowa.

Dianne and husband Dirk Van Gorp have been married for 45 years. Their family consists of two daughters, a son-in-law, and 2 - two and a half year old twin (a boy and a girl) grandchildren.

Dianne's husband Dirk, and his brother, Junior, founded Van Gorp Used Cars in Pella, and moved the operation to Oskaloosa in 1965. Dianne worked as bookkeeper for Van Gorp Used Cars as well as for several other small businesses.

In 1995, Dirk was meeting with some of the IAR Board and they came up with the idea of having Dianne serve as the Executive Director of IAR. The idea was presented to Dianne, she accepted, and that is how her tenure with IAR began.

Dianne comments on her years with IAR, "It was enjoyable to watch a new generation of yard owners take over. I've seen a lot of changes in both the industry and IAR over years - the storm water program, consolidation of the industry and diffi-



*Dianne Van Gorp pictured with her grandchildren, Berne & Maren*

culties in acquiring salvage being some of the bigger ones."

When asked about her plans for the future Dianne explained, "I still do some bookkeeping and will continue with volunteer work. I volunteer with our church, the public library, Crisis Intervention and Habitat for Humanity. I may do a little traveling, and of course, help out our kids when they need me."

When asked for some words of advice for IAR Dianne offered, "To the members I would advise them to get involved with the association. Keep looking for new ways to operate your business. Listen to everyone - a good idea may come from the most unlikely source. I would also encourage

them, even if they are not on the board, to become active on a committee. Concentrate on those things you can actually do something about."

Good words to follow. Thank you for everything Dianne and best of luck!



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# IAR NEWS

## Safety Benefits Everyone!



By Trissel, Graham & Toole

Work-related injuries, illnesses and deaths are costly to everyone. A safe and healthy work environment pays, in more ways than one.

Every Minnesota worker has the right to return home safe and healthy each day. Yet **each month**, approximately 8,700 Minnesota employees are hurt at work and 5 workers die on the job. The emotional and fiscal impact to families and employers when employees die or are hurt on the job is a threat to the financial stability of families, employers, co-workers and the state as a whole.

### For Workers and Families

Work injuries and illnesses can affect every aspect of life for workers and their families. They can cause:

- Loss of life
- Pain and suffering
- Loss of income and financial well-being
- Stress on relationships
- Loss of job or career
- Health-care costs beyond what is covered by insurance

Workers may also suffer from low self-esteem, loss of independence, mental health problems, other medical problems and damaged relationships.

### For Employers

A safe and healthy workplace not only protects workers from injury and illness, it can also lower injury/illness costs, reduce absenteeism and turnover, increase productivity and quality, and raise

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employee morale. In other words, safety is good for business. Plus protecting workers is the right thing to do.

Employers can save \$5 to \$10 for every dollar spent on a safety and health program. Workplaces with successful safety and health management systems reduce injury and illness costs 20-40%, according to OSHA.

For a small business, one injury can mean financial disaster. Costs to a business include:

- Production losses
- Wages for work not performed
- Increased workers compensation insurance costs
- Damage to equipment or machinery
- Hiring and/or training new employees
- Decline in product quality and worker morale
- High turnover and lost work time

The cost of workplace injuries, illnesses and deaths is much greater than the cost of workers compensation insurance alone. Insurance is just the tip of the iceberg when it comes to these costs. A comprehensive safety and health program reduce workers' compensation insurance rates and improves the work environment, not to mention reducing overall injury expense.

### **Safety Pays for Everyone**

The cost of injury prevention is far less than the cost of an injury. A safe and healthy workplace attracts and retains quality employees. It's an asset to a community, operates more efficiently and enjoys a healthy bottom line. The business and its workers thrive in a safe, healthy, respectful and caring environment.

Safe and healthy workplaces:

- Have more satisfied, productive workers who,
  - Produce higher quality products and services,
  - Return to work more quickly after an injury or illness,
  - Feel loyal to the organization
- Are better places to work
- Retain employees
- Establish positive community relations

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**TOTAL REGISTRATION FEES:** \_\_\_\_\_

COMPANY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP: \_\_\_\_\_

PH: \_\_\_\_\_ FAX: \_\_\_\_\_ EMAIL: \_\_\_\_\_

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Return to:  
 GMARE  
 1335 H St., Suite 100, Lincoln, NE 68508  
 Phone (402) 476-1528\*\*Fax (402) 476-1259\*\*Email: info@arl-ne.org

# 15th Annual Greater Midwest Automotive Recyclers Exposition

## Automotive Recycling: We'll Be Takin' Care of Business Sponsorship Opportunities!

As a supporter of the 15th Annual Greater Midwest Automotive Recyclers Exposition, you have an opportunity to sponsor events throughout the Convention. In return for your generous sponsorship, your company's name will be publicized in the Convention Program, in the sponsoring state association's newsletters, on a large display sign at the event you are sponsoring and announced throughout the event.

Below are the events available for sponsorship. Please fill in the amount next to the event you would like to sponsor, and return with payment to the Association Office.

### PLEASE FEEL FREE TO DONATE A PORTION OF ANY EVENT

	<u>TOTAL EVENT SPONSORSHIP</u>	<u>AMOUNT DONATED</u>
CONVENTION PROGRAM SPEAKERS FEES	\$3,000.00	\$ _____
SPEAKER'S NEEDS: (Audio Visuals, Projectors, VCRs, etc.)	\$250.00	\$ _____
MEALS, AWARDS, DECORATIONS AND SOCIAL EVENTS:		
Friday Evening Social Hour	\$500.00	\$ _____
Saturday Evening Social Hour	\$500.00	\$ _____
Decorations	\$50.00	\$ _____
Awards For Exhibitors	\$160.00	\$ _____
Buses For Tours	\$800.00	\$ _____
Friday Continental Breakfast	\$500.00	\$ _____
Saturday Continental Breakfast	\$700.00	\$ _____
\$500 in Cash Prizes Saturday Morning	\$500.00	\$ _____
JOINT SPONSORSHIPS:		
Saturday Luncheon (up to 10 donors)	\$200.00	\$ _____
Saturday Evening Banquet (up to 15 donors)	\$300.00	\$ _____
TOTAL DONATION ENCLOSED		\$ _____

Name: \_\_\_\_\_  
Company: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Phone: \_\_\_\_\_

RETURN TO:  
GREATER MIDWEST AUTOMOTIVE RECYCLERS EXPOSITION  
1335 H St., Suite 100  
Lincoln, NE 68508-3784  
PHONE: (402) 476-1528 FAX: (402) 476-1259  
E-mail: info@ari-ne.org

# 15th Annual Greater Midwest Automotive Recyclers Exposition

## Automotive Recycling: We'll Be Takin' Care of Business

### Advertising Opportunities!

**YES! I would like to advertise in the 2008 Convention Booklet for the  
Greater Midwest Automotive Recyclers Exposition.**

- Please use the advertisement enclosed (camera ready).
- Rough advertising copy enclosed. (No Charge to make-up ad)
- Use last year's ad.

Please place the following advertising in the 2008 Convention Booklet:

- |                          |   |          |          |
|--------------------------|---|----------|----------|
| <input type="checkbox"/> | Full Page, Black & White .....  | \$250.00 | \$ _____ |
| <input type="checkbox"/> | 2/3 Page, Black & White .....   | \$225.00 | \$ _____ |
| <input type="checkbox"/> | 1/2 Page, Black & White .....   | \$200.00 | \$ _____ |
| <input type="checkbox"/> | 1/3 Page, Black & White .....   | \$160.00 | \$ _____ |
| <input type="checkbox"/> | 1/4 Page, Black & White .....   | \$150.00 | \$ _____ |
| <input type="checkbox"/> | Additional For Color: .....   | \$125.00 |          |
|                          | List Colors: _____, _____, _____,   |          | \$ _____ |
| <input type="checkbox"/> | Back Cover, with Printer's Choice of Color .....                                  | \$325.00 | \$ _____ |
|                          | (Must be full page)   |          |          |
| <input type="checkbox"/> | Inside Front Cover, with Printer's Choice of Color<br>(Must be full page. ) ..... | \$287.50 | \$ _____ |
| <input type="checkbox"/> | Inside Back Cover, with Printer's Choice of Color<br>(Must be full page) .....    | \$287.50 | \$ _____ |

**TOTAL AMOUNT DUE:**  Check Enclosed \$ \_\_\_\_\_

#### Specifications:

Advertising Deadline: MARCH 10, 2008

Publication Trim Size is 3 7/8" wide x 9" deep

**AD SIZES:** Full Page: 3 1/4" wide x 8" deep  
2/3 Page: 3 1/4" wide x 5 1/4" deep  
1/2 Page: 3 1/4" wide x 4" deep  
1/3 Page: 3 1/4" wide x 2 1/2" deep  
1/4 Page: 3 1/4" wide x 2" deep

Color: Standard PMS colors are used

NAME: \_\_\_\_\_

COMPANY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

EMAIL: \_\_\_\_\_

**CONTRACT MUST BE SIGNED AND RETURNED TO:**

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Lincoln, NE 68508-3784

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# IAR NEWS

## House Study Bill 247

House Study Bill 247 (HSB 247) is a bill before a subcommittee in the Iowa House of Representatives Transportation Committee. HSB 247 is a bill whose purpose is to restrict the purchase of salvage vehicles sold at salvage pool auctions to licensed vehicle recyclers.

IAR initiated HSB 247 because we believe if enacted it would go a long way in helping to protect the environment and bring in more tax dollars to the state of Iowa and would level the playing field for purchasing cars at auction.

The problem with auto salvage pools selling to the public are many. All IAR yards operate businesses licensed by the state of Iowa to recycle automobiles. As part of the license requirements, they must meet stringent safety and environmental standards. The Iowa Department of Natural Resources and the Iowa Department of Transportation make sure that tires, waste oil, refrigerants, waste fuel, batteries and mercury switches are disposed of as prescribed by law.

Cars sold to the public by salvage pools are completely lacking any such oversight. That means that cars sold to the public at salvage pools have no monitoring of how or where waste oil, antifreeze, gasoline, "waste" parts, batteries, mercury switches and more are disposed of in our state.

In addition, when the general public buys cars from salvage pools they pay no sales tax, resulting in an enormous loss of sales tax dollars for the state of Iowa. IAR yards are responsible for charging and collecting a sales tax on every part they sell. When the buyer buys "wholesale" from the salvage pool, the state of Iowa loses out on every dollar that should have been collected on parts, and would have been collected were the purchase of such vehicles restricted to only licensed vehicle recyclers.

Licensed salvage yards also keep track of the cars they dismantle. Their records show where

they bought each car and where they sold the parts of each car. This is valuable information for the Iowa DOT.

Passage of HSB 247 would be a win-win for all involved for the following reasons:

- 1 The citizens of Iowa and the environment would be protected from improper disposal of waste and hazardous waste materials.
- 2 The state of Iowa would experience a significant increase in sales tax dollars collected.
- 3 The automotive recycling industry, which provides thousands of jobs for Iowans and conducts millions of dollars of business in the state annually, would be provided with a level playing field in which to conduct business, which is exactly what HSB 247 will accomplish.

For a copy of HSB 247, please visit [www.legis.state.ia.us/](http://www.legis.state.ia.us/) and go to Track Legislation tab. Contact your state representative and let them know you are in support of HSB 247.

### WELCOME TO IAR'S NEW MEMBER

**ASSOCIATE MEMBER  
CAR-PART.COM**

**1980 Highland Pike  
Ft. Wright, KY 41017**

**Contact: Roger Schroder**

**Phone: 859-344-1925**

**Toll Free: 800-347-2247**

**Fax: 859-344-1954**

**E-mail: [Roger@car-part.com](mailto:Roger@car-part.com)**

**Web Address: [www.car-part.com](http://www.car-part.com)**

# IAR NEWS

## IOWA AUTOMOTIVE RECYCLERS SCHOLARSHIP DEADLINE MARCH 1, 2008

The scholarships provided by Iowa Automotive Recyclers are intended to assist IAR member's children, and the children of their employees, with the cost of a post secondary education.



Up to \$5,000.00 will be awarded in scholarships for the fall term (2008). Winners will be informed by mail in May of 2008. Any questions regarding the scholarships or application should be directed to:

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

Please remember, all applications must be complete and received by the IAR scholarship committee by midnight, March 1, 2008 to be considered. A copy of the Scholarship materials was included in the last issue (December 2007/January 2008) of this newsletter, and can also be obtained from our web site [www.iowaautorecycler.com](http://www.iowaautorecycler.com)

## Iowa Used Motor Vehicle Dealer Education Law

If you are a licensed used motor vehicle dealer a new law - the Iowa Used Motor Vehicle Dealer Education Law - may affect your business.

The Iowa Used Motor Vehicle Dealer Education Law took effect July 1, 2007, and requires certification that all used motor vehicle dealer license applicants have met certain educational requirements prior to licensing.

Applicants seeking to become a used motor vehicle dealer must take an 8 hour pre-licensing education class prior to obtaining a motor vehicle dealer's license. Currently licensed used motor vehicle dealers who want to keep their dealer license must take a 5 hour course every two years and prior to renewal.

The initial period for continuing education courses runs from July 1, 2007 through December 31, 2008. The educational component will examine the federal and state laws applicable to the motor vehicle industry and federal and state regulations pertaining to used motor vehicle dealers.

At least one person who is associated with the used motor vehicle dealer as an owner, principal, corporate officer, director or member or partner of a limited liability company or limited liability partnership will complete the education program courses. Dealerships may send more than one person to a class, but certification will only be issued to the persons described in this paragraph.

The following are exempt from the law:

- Motor vehicle rental companies having a national franchise
- National motor vehicle auction companies
- Wholesale dealer only auction companies
- Used car dealerships owned by a franchise motor vehicle dealer
- Banks, credit unions and savings and loans

For a listing of class locations/dates/times please visit [www.iowaiada.com](http://www.iowaiada.com)



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# IAR NEWS

## IAR DIRECT MEMBERS

Ace Auto Recyclers	Iowa City	Nugent Auto Sales, Inc.	Maquoketa
Action Auto Parts	Marshalltown	Osage Auto Salvage	Osage
Aikey Auto Salvage	Cedar Falls	Pat's Auto Salvage	Waterloo
B & B Salvage	Sioux Center	Poell's Enterprises Inc.	DeWitt
Boyes Auto & Truck Wrecking	Dubuque	P.Q. Auto Parts	Sioux City
Carroll Auto Wrecking	Des Moines	Quandt Auto Salvage	Carroll
Charlie Brown Auto, Ltd.	Creston	Sam's Riverside Auto & Truck Parts	Des Moines
Chase Auto Parts	Waterloo	Sandhill Auto Salvage	Tama
Delp Auto & Truck	Fort Dodge	Smith Auto Parts & Sales Inc.	Fairfield
Don's Auto & Truck Salvage	Des Moines	Smitty's Auto Parts	Des Moines
Dumont Auto Parts	Dumont	Snyder's Auto Body	Clarinda
Hawkeye Auto Salvage	De Soto	Spilman Auto Parts	Bloomfield
Hogeland Auto Plaza and Salvage	Marshalltown	Stuber Trucks	Waterloo
Hulett & Sons Auto Salvage	Creston	Sun Line, Inc.	Cedar Rapids
Hurst Salvage	Spencer	Sunset Beach Auto Salvage	Des Moines
JBS Auto Parts, Inc.	Britt	Swift Auto Parts	Des Moines
Jeff Smid Auto, Inc.	Iowa Falls	Trail's End Auto & Truck Salvage	Des Moines
Jerry Carney & Sons	Ames	Vander Haag's Inc.	Spencer,
John's Auto	Aplington	Council Bluffs, Des Moines,	Sioux Falls
Kabele Truck & Auto Parts	Spirit Lake	Van Gorp Used Cars, Inc.	Oskaloosa
Lems Auto Recyclers	Doon	Van Horn Auto Parts	Mason City
Lyle's Auto Salvage	Oto	Walker Auto Salvage, Inc.	Waverly
Mid State Truck & Auto	Pleasantville	Waterloo Auto Parts, Inc.	Waterloo
Midwest Auto Parts, Inc.	Waterloo	West Edge Auto Salvage	Independence
North End Auto Wrecking	Dubuque	Wrench 'N Go	Des Moines

# IAR NEWS

## IAR MEMBER NEWS

**Sandhill Auto Salvage:** Best wishes to Mike Waterbury who is celebrating another year on February 4th – Happy Birthday Mike!

**Snyder's Auto Body:** Happy Belated Birthday to Tom Snyder who turned another year young on December 14th.

**Spilman Auto Parts:** Join everyone at Spilman Auto Parts in wishing Eric Piper a Very Happy Birthday – February 23rd.

**Van Gorp Used Cars, Inc.:** Happy Belated Birthday Greetings to Dave Wood – who we hope celebrated in grand style on December 8th.

*“Please contact the IAR office with your and your employee’s birthdays, anniversaries, weddings, births, etc. coming up. We will gladly include them in the “IAR Member News” section. Gather those dates, names and occasions and let us know. Also, if your company or any employees have received any kind of special civic commendation or award, or you have made any changes to or with your business - pass that info. along as well. Email (iowaautorecyclers@bitstream.net), fax (612-781-7052) or phone (515-943-3516) the information in!”*

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# IAR NEWS



## 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!

**GREATER MIDWEST AUTOMOTIVE RECYCLERS EXPOSITION** - Recyclers from Iowa, Nebraska and Kansas meet each year for a trade show, to hear from industry leaders, for educational presentations, and to become better acquainted with members of the other states' organizations.

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

**WEB SITE** - [www.iowaautorecyclers.com](http://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.

**BOARD MEETINGS** - The IAR Board of Directors meet at least quarterly to make sure your association is running smoothly and to deal with issues affecting the association.

# IAR NEWS



## Iowa Automotive Recyclers Application for Membership

Company Name \_\_\_\_\_

Contact Person & Title (Name in directory) \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax \_\_\_\_\_

E-mail: \_\_\_\_\_ Web Site: \_\_\_\_\_

Toll Free #: \_\_\_\_\_

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  
3333 Skycroft Circle • Minneapolis, MN 55418  
Phone: 515-943-3516 • Fax: 612-781-7052  
Email: iowaautorecyclers@bitstream.net

# IAR/INDUSTRY NEWS

## ARA Comments on Two Proposed EPA Rules

Recently, ARA urged the U.S. Environmental Protection Agency (EPA) to consider comments regarding the National Vehicle Mercury Switch Recovery Program (NVMSRP) in relation to a subsection of the proposed Electric Arc Furnace rule (EAF) and the proposed Iron and Steel Foundries Rule.

In the EAF rule, the subsection states that "...facilities that use motor vehicle scrap will choose to comply by purchasing motor vehicle scrap only from scrap providers who participate in a program for removal of mercury switches that has been approved by the Administrator. The National Vehicle Mercury Switch Recovery Program (NVMSRP) would be an approved program under this proposed standard."

ARA supports this language; however, the association believes there is near unanimous agreement that the funds necessary to adequately sustain the ELVS program are not currently available. We further believe that the high number of participants in the current program has been due to a monetary incentive, without which participation would decrease and mercury-free automobile scrap could significantly decrease. The financial burden should not be the responsibility of dismantlers and shredding operations.

ARA believes the EAF proposed rule and the Iron and Steel Foundries proposed rule have equivalent goals and should in turn have corresponding language. Currently, there is contradictory language to the EAF rule in the mercury removal section. As an example, the NVMSRP is mentioned as an EPA -approved mercury removal program in the EAF rule, while in the Iron and Steel Foundries rule, the NVMSRP is not mentioned.

The EAF and the Iron and Steel Foundries proposed rules have multiple contradictions in the lan-

## Scrap Commodities Market Report JANUARY 2008

### Approximate Pricing

Crushed Cars	200.00 NT
Prepared Iron	215.00 NT
Motor Blocks	210.00 NT
Aluminum Rims	0.80/LB
Aluminum Condensers	0.65/LB
Copper Radiators	1.55/LB
Aluminum Case Transmissions	0.18/LB
Dirty Aluminum	0.20/LB
Batteries	0.12/LB
Lead Wheel Weights	0.25/LB

\*This Report is for the sole purpose of informing members of current metal market activity.

\*\*For more accurate and current pricing call your scrap metal vendor.

guage. The two industries have similar ideas and goals to reduce their mercury emissions, yet the rules vary. ARA feels that the rules should be harmonized since the end goal is the same—reduction of mercury emissions.

Mercury air emissions are a concern to the environment and ARA is a strong proponent of addressing this issue. The NVMSRP appears to be achieving success at its initial year anniversary — with the removal of over 1500 pounds of mercury from the environment. We believe, however, that this progress will only continue as long as the members are offered an adequate financial incentive from those responsible for the inclusion of the mercury into the manufactured product.

*Reprinted with permission of ARA.*

# INDUSTRY NEWS

## Work together or fail together

A man was having a conversation with a pastor one day and said, "I would like to know what Heaven and Hell are like."

The pastor led the man to two doors. He opened one of the doors and the man looked in. In

the middle of the room was a large round table. In the middle of the table was a large pot of stew, which smelled delicious and made the man's mouth water. The people sitting around the table were thin and sickly and appeared to be starving.

They were holding spoons with very long handles that were strapped to their arms and each found it possible to reach into the pot of stew and take a spoonful. But because the handle was longer than their arms, they could not get the spoons back into their mouths.

The man shuddered at the sight of their misery and suffering. "Can't you do anything to help them?" he asked. The pastor said, "You have seen Hell."

Then they went to the next room and opened the door. It was exactly the same as the first one. There was the large round table with the large pot of delectable stew. The people were equipped with the same long-handled spoons, but here the people were well nourished and plump, laughing and talking.

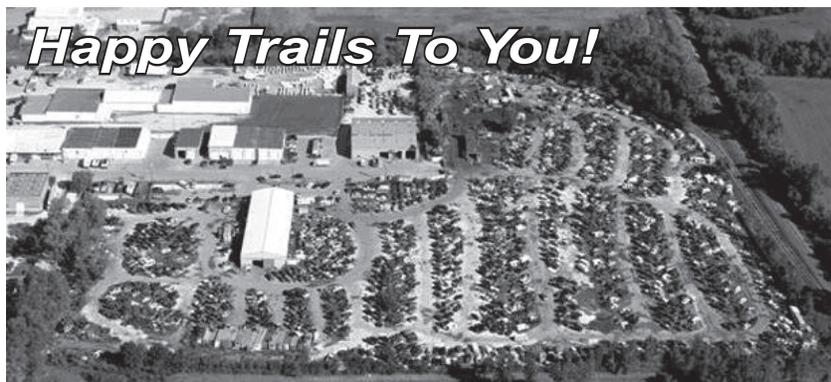
The man said, "I don't understand."

"It is simple," said the pastor. "It requires but one skill. You see, they have learned to feed each other, while the greedy think only of themselves."

That's what I call teamwork. The boat won't go if we

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# INDUSTRY NEWS

all don't row. No one is more important than the team. The key is how to build the team and make it more successful.

Don Shula, the winningest coach in NFL history, was asked how he was so successful. He said: "I try to find out as much as I can about every player on my team and then try to get the most out of him and blend these talents into a team."

Rick Pitino did the same when he took over as coach of a struggling University of Kentucky basketball team and led them to a national championship. During the first day of practice, Pitino sat all the players down and asked them how close they were with their teammates. They all said, "Oh, we're real close, coach." Then Pitino proceeded to ask each player about his teammates. Do you know what their fathers and mothers do? How about brothers and sisters? And not one person knew a thing about their fellow team members' families.

Many business leaders preach, "Know your customer." How about "Know your team?"

At MackayMitchell Envelope Company we often utilize a questionnaire called the Mackay 33 for Managers. It's designed to provide a personal profile of the likes, dislikes and unique individual needs and qualities of each of our employees. It is based on observation, not investigation, and is intended to motivate people and design individual career paths. We want to know their goals and aspirations. What motivates them? What are they most proud of achieving? What are their strengths/weaknesses? Do they have proper role models and do they like to teach? Are they team players?

We also developed a Mackay 33 for Employees, which gets into company attitudes toward employees.

Both forms are available for free on my website, HarveyMackay.com. Just click on "Advice" and scroll down to "Leadership."

Finding good employees is easy. Getting them to work as a team is another story. It's up to management to provide an atmosphere where teamwork is encouraged and expected.

A salesman is driving on a two-lane country

road in a rainstorm and gets stuck in a ditch. He asks a farmer for help. The farmer hitches up Elmo, his blind mule, to the salesman's car and hollers out, "Pull Sam, pull!" Nothing happens. He again yells, "Pull Bessie, pull." Still nothing. "Pull Jackson, pull." Still nothing. Finally he hollers, "Pull Elmo, pull." And Elmo rips the car right out of the ditch.

The driver is confused and says, "I don't understand. Why did you have to call out all those different names?"

"Look, if he didn't think he had any help, he wouldn't even try!"

***Mackay's Moral:  
Give your employees  
the ingredients to  
feed off each other's  
successes.***

*Reprinted with permission from nationally syndicated columnist Harvey Mackay, author of the New York Times #1 bestseller "Swim With The Sharks Without Being Eaten Alive."*



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# INDUSTRY NEWS

## Canon Ruling Could Affect the Entire Recycling Industry

A recent Japanese Supreme Court ruling on a patent infringement suit involving ink cartridges may have far-reaching impacts for the recycling industry. The ruling, which came on Thursday, November 8, found in favor of Canon Inc. in the company's suit against Recycle Assist Co., a company which recycles ink cartridges, refilling them and selling them for 20 to 30 percent less than new ink cartridges, according to an article published in Asia Pulse.

Japan's Supreme Court concluded that the recycling of Canon cartridges violates the corporation's patent rights, making this the first ruling in Japan to acknowledge patent infringement involving recycled products. The decision states that making new products through the processing of patented products violates patent rights.

The concern, according to the article, is that automobile manufacturers could cite the case in efforts to curb parts recovery, potentially creating extensive difficulties for the automotive recycling industry. Is this such a stretch? The web site of a major automobile manufacturer says that "salvaged crash parts are parts recovered from totaled vehicles. Since you don't know where they came from, there could be issues with quality."

While there are many 'chop shops' out there tarnishing the reputation of the automotive industry, ARA is here to represent the legitimate, first-class businesses who provide quality used parts and superior service. The goal of the association is to discredit harmful claims such as that of the automobile manufacturer quoted above and change the industry's image to reflect the forward-thinking, environmentally friendly businesses dedicated to superior practices.

*Reprinted with permission of ARA.*

## "Car Industry Faces Urgent Recycling Challenge"

**Oxford Brookes University  
(11/26/07)**

A growing world population and increased demand for vehicles in developing countries are just two of the factors that are expected to contribute to a dramatic rise in the amount of vehicle scrap created in the next 25 years. According to a report written by researchers at the U.K.'s Oxford Brookes University, 3.65 billion tons of vehicle scrap will be generated around the world between now and 2030. To address this substantial increase in the amount of vehicle scrap, design approaches and better infrastructures should be developed now so that vehicles can be reduced to their basic components to allow for increased recycling and reuse of the materials, the report states. The report predicts that there will be 1.48 billion vehicles on the world's roads by 2030, and each vehicle will account for 1.85 tons of scrap in its lifetime. About 75 percent of the material that makes up a vehicle is currently recycled. The remaining 25 percent—mostly plastics, rubber, glass, fabric, and other materials—is generally sent to landfills. Under legislation passed by the European Union, 95 percent of motor vehicle materials must be recycled by 2015. The report, "Whole Life Vehicle Waste Streams—A Global Perspective," was produced by DRIVENet—the UK Network for the design for dismantling, reuse, and recycling of road vehicles.

*Copyright 2007 Information Inc.,  
www.infoinc.com.*

***Did you know...  
The average robin lives to  
be about 12.***

# INDUSTRY NEWS

## EPA Reports Auto Mercury Recovery Programs in All 50 States

The Environmental Protection Agency reports that in the first of its national voluntary national program to remove mercury switches from vehicles more than 635,000 switches have been removed from vehicles. Collectively, those switches represent 1,400 pounds of mercury.

Last August, the EPA and eight organizations launched the mercury switch removal program. Working with existing state efforts, the National Vehicle Mercury Switch Removal Program estimates that it has the potential to recover between 80-90 percent of available mercury switches. The eight groups that are participating in the program are the following: The American Iron and Steel Institute, The Steel Manufacturers Association, The Automotive Recyclers Association, The Institute of Scrap Recycling Industries, The End of Life Vehicles Corp., Environmental Defense, the Ecology Center, and The Environmental Council of the States.

The goal for the first year was to enlist all 50 states to take part in the program. That goal was reached. The second goal for the first year, developing a way to measure overall progress in the program in future years, has also been achieved. Progress will be measured by determining the percentage of switches that are recovered each year compared to the number of available end-of-life autos from which switches can be recovered.

The EPA estimates that about 5,900 automobile recyclers have already agreed to remove and recover the switches before sending vehicles to scrap recyclers.

*Reprinted with permission of Recycling Today eNewsletter.*

## ECAR Site – New and Improved!

The Environmental Compliance for Automotive Recyclers (ECAR) Center website has undergone some significant changes in the past few weeks. The site is a “one-stop shop” for all automotive dismantling and recycling operations, and provides comprehensive and up-to-date environmental compliance assistance - and is now more user-friendly than ever.



The ECAR site has a direct link to its state-by-state fact sheet tour on 25 topics important to automotive recyclers. Also, a newly added feature allows you to search through the archived “Ask the Expert” questions and answers by issue area.

This site offers regulatory insight on a state-by-state basis as well as best management practices for a multitude of work-related issues. If you have not been to the ECAR Center ([www.ecarcenter.org](http://www.ecarcenter.org)) recently, click on the link and take this newly renovated site for a spin!

If you have questions or comments regarding the ECAR Center, please contact ARA at (888) 385-1005 or e-mail [JonSamson@a-r-a.org](mailto:JonSamson@a-r-a.org).

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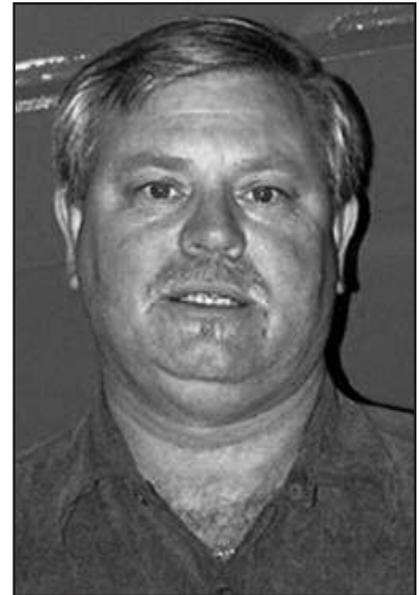
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# INDUSTRY NEWS

## Al-jon Welcomes Sturgell to Sales Team



Al-jon Manufacturing, Ottumwa, Iowa has announced that Terry Sturgell has joined the company's Scrap and Solid Waste Division as its Northeast Territory Sales Manager.

Strugell's responsibilities at the maker of car recycling systems, car crushers, car loggers and landfill compactors will involve the sale of those products. Prior to joining Al-jon, Strugell was employed by Milton Cat, an equipment dealership in Massachusetts.

"We are very pleased to welcome Terry to the Al-jon family," says Don Thompson, manager of Al-jon Central. "Terry has a tremendous amount of experience in the waste and scrap industry and he will make a significant impact in the future of our company."

More information on Al-Jon can be found at [www.aljon.com](http://www.aljon.com).

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