YARDIALK

Issue 2

The Official Publication of the Automotive Recyclers of Michigan

Winter 2020

The President's Message

ello everyone! We're excited to welcome you to the 12th annual ARM Road Show & Networking Conference. This year's event will be hosted at the Great Wolf Lodge in beautiful Traverse City, Michigan. We



Jayson Doren

decided to try something new for a few reasons. 1) We understand how hard it is to host an event of this size at a

members facility (although we are already looking for volunteers to host the 2021 Road Show)
2) Considering we are all family businesses I think this is a great opportunity for all of us to include our spouses and children in the biggest event of the year for the Automotive Recyclers of Michigan.

The Great Wolf Lodge offers us the opportunity to mix business and fun into one fantastic weekend. We have an awesome line up of events this year, filled with some fantastic speakers, yard tours, roundtable discussions Continued on page 6

The Future is **Now**

By Slater Shroyer

hen I graduated from college 20 years ago, online shopping was still in its infancy. While marketing classes talked about the growth potential and catering to an online customer base, hardly anyone could accurately predict how this

our product to buying produce from the grocery store, and surely no one was going to buy groceries online – sight unseen! That was before Blue Apron, AmazonFresh, Peapod, Shipt, and countless others made same-day home delivery of hand-selected food items the new standard of service.



new disruptive technology would completely change the economic landscape. Most of the recyclers I spoke with back then told me that our business model would never change very much because buyers would always want to touch used parts to determine their quality before making a purchase. They compared

Used items are especially prone to customers' desire to physically inspect and verify their condition. Prognosticators from 20 years ago probably could have looked at eBay for a vision of how used items would be listed for sale with an emphasis on pictures and accurate descriptions.

Continued on page 15

Look What's New at Car-Part.com!



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What's Your Vision for 2020 and Beyond?

New Year, a New Decade. Happy 2020 Everyone! I hope you had glorious holidays, a terrific New Year's, a loving Valentine's Day and are ready to celebrate the "Luck of the Irish." It is already the end of February in a new year and a new decade and that in itself is overwhelming to think about. The momentum



just seems to accelerate by the day. Thinking about the past ten years and how quickly so many huge changes evolved I couldn't help but fast-forward to the next ten years and wonder what is in store for us and our industry.

Barb Utter

There were more drastic changes to our industry in the past ten years or so than we have experienced in most previous decades. In the past when changes were suggested or presented, many owners could still dig in their heels and decide against changing and continue doing business as they chose. "It has always worked, so why change now" was always their mantra. And then there is the frustration every generation has had that impeded many from moving ahead with the times, "Grandpa or Dad won't listen to my brilliant ideas." "Who needs an inventory system because I know what's in my yard." They just would not be receptive to any changes. Most of us who were involved in a multi-generational business have heard this rationale over and over so nothing changed, nor did they grow. But times have changed drastically and doing business as usual is no longer an option if you want to survive in our industry.

All we have to do is look at just a few of the changes that have taken place this past decade or so to know that is a truism. Technology alone has revolutionized our world. There is no more "business as usual." You must engage in change. It is a necessity to keep updated on the latest "tools" needed to sell your product or you cannot compete. Our customer base has changed. We now deal with multiple generational customers, each of whom has their own expectations as to how they

want to do business with us. Customer loyalty is dwindling quickly. They already know your inventory before they contact your facility. Your shipping departments must now be able to ship all over the country and in many cases the world. If you don't have an e-bay division, you are truly missing out on a huge new customer base. It can be totally overwhelming. All these changes just seemed to morph into our lives and then one day we realized it was there.

I realize I am not telling you anything you aren't totally aware of and we all know change isn't easy but so often you have no choice but to accept it. And accept it we must if we want to navigate through 2020 and beyond. What will the next decade look like? Eleanor Roosevelt said, "You have to accept whatever comes, and the only important thing is that you meet it with the best you have to give." My question to you, "will you be ready to meet the changes and challenges ahead?" What will your journey be like as you travel through the next decade? Are you prepared to give it your best you have to give?

I truly believe the future is bright for our industry. The opportunities are still there for us to succeed. Of course there will be challenges, there always are. That's life. But I have a very simple solution to assist you as your prepare for your journey ahead. Attend your 2020 ARM Road Show because the one thing that hasn't changed is the commitment and dedication your ARM Board of Directors and Association have made on your behalf and our industry. Everyone is always waiting for everyone else to do it. Fortunately for you, they "did it." They planned a Road Show that will help you navigate through the challenges ahead.

They are extremely busy, just like you are but they are committed to our industry. Join them. Offer to get involved. Attend the Road Show. It is a relaxed environment where we can all learn and share together. Great industry speakers, interesting and relevant

Continued on page 5



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Statements of fact and opinions are the responsibility of the author alone and do not necessarily imply any opinion on the part of the officers, director, or members of ARM.

Please address articles or letters for publication to:

ARM Office

7550 S. Saginaw Suite 9 Grand Blanc, MI 48439

Calendar of Upcoming Events

April 16-18, 2020 **URG Training Conference**

Hyatt Regency St. Louis at the Arch St. Louis, MO

April 23-26, 2020 ARM Road Show & Business Networking Conference

Great Wolf Lodge Traverse City, MI

April 28-29, 2020 ARA Hill Days

Hyatt Regency Crystal City Arlington, VA

June 22, 2020 **20th Annual ARM Memorial Scholarship Golf Outing**

Links of Novi Novi, MI

5 Training Resources for Your Business

By Theresa Colbert

have noticed recently that attendance has been down at tradeshows and trainings. I have also noticed an upswing in webinars and online classes. I have been giving classes regarding online sales and how the "future" generations are not walking into stores, but instead are doing most of their shopping online. This got me thinking about online classes. There are so many avenues out there for classes and training, so I thought I should share some of my favorites with you.

- **1. Car-Part.com** We offer training webinars on Car-Part products, eBay, online sales, and much more!
- **2. ARA** ARA University offers online classes and most of them are included with your membership.
- **3. Your yard management system** I know that Checkmate offers basic, advanced, and even "new hire" classes. Call your YMS and find out what is available to you.
- **4. State associations** Call your association and find out what you need to do to join if you are not a member. I know for a fact that there are MANY other benefits available to you.
- **5. Trading groups** There are too many to list here, but call your groups and ask them what they offer.

Also, if there are any classes that you think would be helpful to your business, PLEASE email me, text me or call me at 859-802-2382 or TheresaC@Car-Part.com. We are always looking for customer input about what would help YOUR business! \Leftrightarrow

From the Desk of Your Executive Director

Continued from page 3

seminars, roundtables and top vendors will all be there to help you prepare for now and the future. You have nothing to lose and everything to gain. By sharing and working together we can and do make a difference. It is our constant objective to offer you a platform that will provide you with the tools and services you will need to help you survive and succeed as you navigate through 2020 and beyond. Now it is up to you.

Hope to see you at the Road Show April 23-26th in Traverse City at the Great Wolf Lodge. ↔

Hugs, Barb





Scrap Report

Foundry Steel	gt
Clean Auto Cast \$190.00 g	gt
Unclean Motor Blocks \$140.00 g	gt
Auto Bodies \$100.00 r	nt
Batteries	b.
Copper/Brass Radiators 1.26 ll	b.
Aluminum (clean)	b.
Whole Aluminum Transmissions	b.

Thanks to Brett Schneider at Padnos Iron & Metal, Holland, Michigan

Prices current as of press time. Prices are subject to change and may vary according to volume and location.

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President's Message

Continued from page 1 and a whole lot of family fun in the best waterpark in northern Michigan!

We will kick off the weekend with a fun golf outing at the Crown Golf Course and networking at the Great Wolf Lodge on Thursday. On Friday we will start the day with one of our most popular annual events by touring Genes Auto Sales and East Bay Auto Parts with lunch at Bradley's Pub & Grill in between. Once back from the tours we will welcome everyone to the opening of the 2020 Road Show & more importantly open the bar!! We will have plenty of time to socialize with vendors and colleagues during the delicious buffett style dinner. After dinner we will jump right into all the fun and games that we've come to enjoy over the years.

Saturday morning, we will hit the ground running, with JC Cahill and Mike Kunkel, 2 of the best speakers/

CONGRATULATIONS

To proud grandparents Brian and Judy Wascher, owners of Howe Auto Sales in Bay City and excited parents Emily and Kevin on the recent birth of Joseph Virgil, born February 14, 2020.

CONDOLENCES

ARM sends our deepest sympathy to the following members of our ARM family.

Cindy Wedding owner of Fredd's Auto Salvage in Saginaw and her family on the recent losses of her Mom Joyce Fournier on December 24, 2019 and her father-in-law Walter Wedding on January 2, 2020.

Bert and Cheryl Hovenkamp, former owners of Eagle Auto Parts and their family on the recent passing of Cheryl's Mom on January 3, 2020.

Diane Haranda of Morris Rose Auto Parts and her family on their recent loss of her father Eugene on January 16, 2020.

Please keep these ARM families in your thoughts and prayers during this difficult and sad time.

presenters in our industry, along with discussion on the ever-fluctuating commodities markets, and roundtable discussion on topics of your choice!

This year's Road Show is full of very valuable information for not just owners and managers, but more importantly, your employees. Please take this opportunity to show your employees how much you appreciate and value them by including them and their families in this year's event! For those with smaller children, we hope to have several responsible "young adults" to help entertain them and keep them safe in the waterpark as well.

Finally, to all our members and vendors: Your continued participation and support is the glue that makes the Automotive Recyclers of Michigan one of the best state associations in our industry. We know how busy everyone is and want you to know that we truly appreciate everything you do!

If you have any questions or suggestions please contact the ARM office at (810) 695-6760 or arm@mi.autorecyclers.org

I look forward to seeing you all in beautiful northern Michigan! ←

Jayson Doren ARM President

Advertising Opportunity

Prime advertising space is now available for purchase in *YardTalk*.

INSIDE BACK COVER 4-COLOR FULL PAGE AD

For rates or more information, please contact the ARM office at 800-831-2519 or email: arm@mi.automotiverecyclers.org

SAVE THE DATE

Automotive Recyclers of Michigan & Friends 20th Annual Golf Outing

Proceeds to the Kent Utter Jr. Memorial Scholarship Fund & ARM



LINKS OF NOVI MONDAY, JUNE 22, 2020 10:00 a.m. Shotgun Start

Three hours open beverage service...
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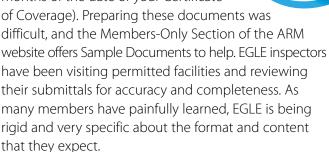
STORM

WATER

PROGRAM

By David Kendziorski ARM Storm Water Program

By now most ARM members have prepared their SWPPP, Site Map, and Request to Forgo Benchmark Monitoring and submitted these documents to MiWaters (within 6 months of the date of your Certificate



Once the paperwork is completed, the real compliance begins. That primarily involves documented inspections and Best Management Practices (BMPs). For most members, identifying numerous problems, defining the source of those problems, changing your operating practices, providing more and more training, and then documenting the results is NOT a very easy compliance strategy. Of course, some facilities need more improvements than others, but going overboard on the details will drive you nuts!

Instead, I suggest that the easiest way to comply is to avoid as much as possible. Preventing issues and problems upfront is far better than documenting that you've identified problems and they've been fixed. Do not try to impress EGLE by having a long list of improvements that need to be made. Just fix them now.

Here are some ideas:

1.Storm Water Runoff: Retain as much storm water onsite as you can, and minimize the number of outfall locations. Rather than visually assessing contaminants in the water – and risk having to treat it – just eliminate it wherever you can: small depressions, berms, grassed swales, and diversions can often greatly reduce the amount of water discharged. Find a good

location where you can collect your storm water samples without resuspending sediments.

2. Inspections: You must do Routine Inspections every 2 weeks, and Comprehensive Inspections quarterly. That's a lot of inspections, and the forms that must be filled

out are quite detailed. All of these inspections require that you disclose problems. But if you are regularly listing more than 3 or 4 problems, or if you are listing the same problems repeatedly, you are asking for trouble. Just fix these problems before you do the inspections, then there is nothing to report. Also, do not feel like you need to report problems each time you do an inspection: if everything looks fine, just say so. And don't be too nit-picky.

- **3.Visual Storm Water Assessments:** Your storm water discharges should be slightly cloudy or cleaner. If your water has an oil sheen, foul odor, or a heavy sediment load, do something about it. Then document the Visual Assessment after you cleaned it up. We get over 50 storm events each year you'll have plenty of opportunities to assess storms when everything is in good shape.
- 4.Best Management Practices: The BMPs listed in your SWPPP are basic practices that have been accepted by the industry and are in wide use. Red Flags are leaking equipment, oily motors outside, a messy crusher operation, eroding roadways, and numerous spills. Being busy, short-staffed, or having sloppy employees are not good excuses. Clean house, so that you don't need to report such deficiencies.

For the most part, these problems are easy to fix and do not entail a major cost. If you have problems that you realize will have to be fixed eventually, do it before you have to report it and potentially have to deal with EGLE enforcement. \Leftrightarrow



Around Our Industry







ANNOUNCEMENT: ARA President, Chad Counselman Steps Down to Join All Auto Recalls

Melbourne, Australia – The Automotive Recyclers Association (ARA) announced recently that professional automotive recycler and current ARA President, Chad Counselman, will step down from his leadership position on the ARA Executive Committee effective February 10, 2020.

Counselman will remain on the Board of Directors and current First Vice President, Scott Robertson, will step in to serve the remainder of Mr. Counselman's term. Robertson will begin his own Presidential term as scheduled in November 2020 during the 77th Annual ARA Convention & Exposition.

Counselman shared with the Board of Directors and entire ARA membership that he has accepted a business opportunity in Australia and will be relocating his family to Melbourne in the coming weeks. "I feel strongly that the ARA membership deserves a leader that can devote the necessary time and resources to guiding the Association. While my family and I are excited about this new opportunity in Australia, due to time zone differences and other commitments. it would make it very difficult for me to serve the members to the best of my ability as President. As such, I am stepping down and know that incoming President, Scott Robertson, will do an excellent job representing the membership. I look forward to continuing to serve the industry as a Board member and will continue to be actively involved in ARA."

ARA Executive Director, Sandy Blalock, affirmed that the entire Association leadership team and staff are committed to ensuring a smooth transition. "It has been a pleasure working with Chad and I look forward to continuing to work with him as a Board member. He will be a great asset to our Australian members. I know that Scott is ready and able to assume the reigns and has the support of the Board and Association staff behind him."

Chris Daglis, founder and Managing Director of All Auto Recalls and Chris Daglis PARTnered Solutions, a strong supporter of the ARA said "we are extremely fortunate to have someone of Chad Counselman's calibre coming to join our team. He will be an asset, not only to our team, but to the industry in Australia and ARA. We are looking forward to working with Chad as we continue to build the recalls solution for the auto recycling industry. I am committed to supporting Chad and ARA grow the awareness of industry issues like recalls, but most importantly, to providing solutions to these."

This is big news for the automotive recycling industry globally. "The decision to move to Australia has been one we've considered very carefully, especially as the current President of ARA. This commitment to Chris and the Australian market is evidence of how seriously I feel about the recalls issue for our industry. Chris is building a solution that is revolutionary and helping deliver this to auto recyclers around the world is something I feel extremely strongly about."

New AAMVA Best Practice Document for Salvage and Junk Vehicles

ARA wanted to make sure affiliate chapter members and all recyclers were aware of a recently published resource document from the American Association of Motor



Vehicle Administrators. AAMVA works with member jurisdictions to develop Best Practice documents and model legislation for Chief Driver License Administrators and Law Enforcement personnel and staff.

A "Best Practices Document" establishes the ideal approach for establishing and maintaining programs. The guidelines provided in this document are recommended and provide a jurisdiction with details on optimal model programs. A "Best Practice" is not mandated nor monitored for compliance.

Continued on page 12

Have you ever sat around and griped about the rules and regulations that face our industry?

Do you say to yourself "I wish there was something I could do" or wish you had a say in what changes are made or what new Bills are passed?

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Around Our Industry







Continued from page 10

ARA Participates in Battery Symposium with Automakers

ARA attended a meeting of automakers, suppliers and recycling entities for two days of discussions on sustainability which focused in large part on electric vehicle battery recycling and waste issues. The invitation from the Suppliers Partnership for the Environment (SP) originated as a result of ARA's participation in the November Argonne National Laboratories/Department of Energy program in which ARA provided the keynote address focused on electric battery challenges for the auto recycling industry. ARA President Chad Counselman and ARA Vice President, Government Relations Delanne Bernier provided insights into lithium-ion battery life cycle, safety, cost recovery and other challenges during an EV Battery Recycling Workgroup. There is a great

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http://www.michigan.gov/documents/curbstoner_form_65906_7.pdf

deal of uncertainty and exploratory discussions as industry and governmental officials look forward to a future influx of various new and emerging electric technologies.

ARA was an active participant at the SP meeting and engaged in numerous sidebars with individual automakers and waste recycling company representatives. The meeting was held at a Honda facility in Alabama and is the first of 2020 quarterly meetings. ARA has been invited to make a presentation at the next meeting which will take place at Ford Motor Company's Dearborn Michigan offices.

Car-Part.com awarded CIECA Company of the Year 2019

Car-Part.com received CIECA's Company of the Year award during the 2019 Collision Industry Red Carpet Awards held in conjunction with SEMA. This is the second year that we have received this award, and we're honored to be recognized for our ongoing commitment to the collision repair sector!



The Collision Industry Electronic Commerce Association (CIECA) is the primary source of collision industry data communication standards. Their vision is for the collision industry to be eCommerce-enabled, allowing all industry segments to communicate electronically, independent of platform or software used. Articles reprinted with permission from ARA



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By David Gregory of Kelley Cawthorne *Legal & Government Relations Counsel to ARM*

FEBRUARY 2020

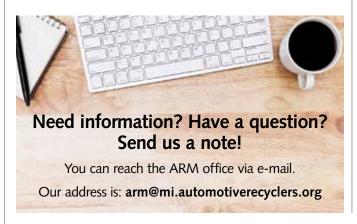
FIX (SOME) OF THE DAMN ROADS

Governor Whitmer gave up on her proposed 45 cent per gallon gas tax hike. Facing legislative opposition, she decided to "Go It Alone" as she put it in her recent State of the State address. Instead the governor proposed, and the State Transportation Commission approved, a \$3.5 Billion bond plan to be spent over the next five (5) years.

In short, the state will borrow against existing gas tax revenue and gets \$3.5 Billion up front, but it must pay the bonds back over a period of 25 or 30 years. None of this requires legislative approval or a vote of the people. It's also not unusual as governors from both parties, Granholm and Engler, have done similar road bond deals in recent years.

Does this mean your favorite local pothole will get fixed soon? Maybe not. Existing law limits bond dollars to work on MDOT-owned roads and bridges which include Interstates, M roads (think M-22), and designated state trunk lines. Bond dollars can't be used for purely local roads.

Governor Whitmer's message for citizens concerned with a lack of new dollars for local roads? Tell the Legislature and tell them to support new revenue. Will they? Probably not, at least not in an election year.



SPEAKING OF ELECTIONS

2020 is a big election year in case you haven't heard. First, all 110 State House seats are up for election. Republicans control the House by a 58-52 margin. The GOP has controlled House since 2010 election, but Democrats like their chances to retake the House based in part on projected high turnout as the result of the Presidential election. Dems need to gain three (3) seats to tie and four (4) seats to retake control. Key battleground seats are in suburban Lansing, suburban Kalamazoo, Oakland County, and Grand Traverse County.

Turnout could be as high as 5.3 Million to 6 Million voters due to a high level of intensity among both Democrats and Trump supporters. The previous turnout record in Michigan was 5 Million voters in 2008. Also driving up turnout will be the implementation of No Reason Absentee Voting and Same Day Voter Registration approved in 2018. Also, on the ballot in 2020 could be a host of ballot proposals including two (2) on abortion, LGBTQ protections, and lobbying reform.

All fourteen (14) of Michigan's U.S. House seats are up for election. Michigan delegation currently has seven (7) Democrats, six (6) Republicans; and one (1) Independent. Incumbent Democratic U.S. Sen. Gary Peters faces a challenge from Republican businessman John James who lost to Sen. Stabenow in 2016. Michigan is also a major Presidential battleground. If all other states remain the same, the race for 270 electoral votes comes down to: Pennsylvania with twenty (20) electoral votes; Wisconsin with ten (10) electoral votes; and Michigan with sixteen (16) electoral votes. In 2016, President Trump won these three (3) critical states by less than 77,000 votes.

What could possibly make this year in Michigan politics even more interesting? How about the prospect of Michigan's governor being selected as the Democratic nominee for Vice-President? That's right, Governor Whitmer is considered a major player in the Veepstakes as evidenced by Speaker Nancy Pelosi's selection of her to give the official Democratic response to President Trump's recent State of the Union address.

The Future is Now

Continued from page 1

Customers have come to expect search engines that are easy to navigate and descriptions that are easy to understand

Online shopping is no longer something that technonerds do from their PC. Internet shopping has become a ubiquitous part of everyone's life. Search engines are available through smartphones, tablets, and PCs and are now combined with data networks that allow unprecedented amounts of data to be transmitted instantly. While 46% of shoppers claim to prefer buying products at a physical location, a whopping 87% of shoppers begin their product searches on a digital channel. This means that before a customer sets foot into the store or picks up the phone, they have likely searched for the part online – a practice known as "webrooming." Potential consumers have formed a first impression based on their online experience before you knew they were looking for a part.

Changes in buyer behavior aren't just limited to the initial search. Customers bring the internet with them throughout the buying process and will often make mobile searches while inside the store. This "showrooming" increases year over year, although the research shows it's not always about making price comparisons. Forty-one percent of shoppers recently told Google that they wished retailers would do a better of job of sharing inventory information. Many of the online searches are people looking for in-store deals and coupons, or tracking whether an item is in inventory at a particular location. Fifty percent of shoppers also said that they used online video while in a store to brush up on a product before talking about it to a sales representative.

What causes a customer to "webroom" and yet ultimately go to the store for pickup? The overwhelming reason is that 47% of shoppers don't want to pay for shipping and 23% don't want to wait for the product to be delivered. If we just stopped here, then it might seem like in-store purchases will likely go the way of the dodo with all of the free and next-day (or same-day) shipping options. Fear not, there is still a very important place for brick and mortar stores. That same research shows that 46% of people want to feel and touch a

product before they actually buy it and 37% of buyers indicate they like the option of being able to return an item to an actual store for refunds and exchanges.

Customer service plays a huge part in the buying process as well. Ninety percent of consumers in a TimeTrade study stated they were more likely to buy an item when they were helped by a knowledgeable staff member. Conversely, a Kissmetrics blog (The Fastest Way to Lose Customers) found 71% of consumers have ended a relationship due to poor customer service. People are more likely to share customer service experiences now than a few years ago and making sure those reviews are positive is crucial. According to a Marketing Land survey, 90% of consumers said their buying decisions are influenced by online reviews.

As technologies have evolved, the buying and selling experience has changed dramatically. Buyers often use more than one platform to compare items and sellers. This means that not only must sellers create an online presence that is easy to navigate from any screen, they must also find ways to list products on more than one platform or service. According to Stitch Labs, retailers who use a multi-channel approach report generating 190% more revenue than those with just one.

Shoppers don't spend an extraordinarily long time on retail websites. The average buyer spends around 5 minutes on a site when making a purchase. Compare this to the fact that internet users generally spend between 10-20 seconds on a page and we quickly see two things. First, you have to make an immediate impression to grab someone's interest before they bounce off. Second, even when you do grab a potential buyer's interest, their stay will likely be very limited. This means the page must be simple, straightforward, and the browsing/buying process must be quick and function easily.

With a global marketplace at everyone's fingertips, sellers have to find ways to appeal to buyers and stand out from a very crowded field. This might be by catering to a niche market, offering a better warranty or faster service. Customers are increasingly able to compare and contrast options immediately both before Continued on page 27

It's Road Show Time!

12th Annual ARM Road Show & Business Networking Conference

April 23-26, 2020







Great Wolf Lodge, Traverse City, MI

- Informative Seminars & Workshops
- Vendor Demonstrations
 New Technology Introductions
 - Exciting Tours & Specialized Training
 - Great Food + Fun Family Activities!



For more information contact the ARM office at: **810-695-6760** or e-mail: arm@mi.automotiverecyclers.org

About Our Speakers & Workshop





JC Cahill Owner of New England Auto & Truck Recyclers & Cahill Auto Parts

JC is a well-known industry speaker, consultant, and recycler. He grew up in the recycling industry and after graduating from the University of Vermont JC decided to take a corporate career route. He worked for several years for both major consolidators at an executive level. After spending a few years in the corporate arena, he realized that his real passion was with the recycling industry where he grew up. Today he is the owner of two successful recycling facilities in Massachusetts and New York. His other passion is teaching

others the leadership and sales skills he has learned and practiced in his own businesses. His enthusiasm is contagious as you will experience first-hand when you attend his dynamic training classes.



Mike Kunkel | Owner, Profit Team Consulting

Mike has spent his entire life in the auto parts industry and has been the owner of Profit Team consulting for the last five years. From Auto Info installer to the driving force behind the creation of the TEAM PRP program, Mike has seen and done it all and uses that knowledge to help with all businesses, ranging from start up to 7 digit monthly sales. He delivers a high energy but practical message that will benefit all that attend. From sales to processes, Mike will deliver information certain to add profit to your company.



Brett Schneider | Account Executive at PADNOS

PADNOS has been innovating solutions for scrap since 1905. Settling in Holland, Michigan, Louis Padnos established Louis Padnos Iron and Metal Co. and quickly expanded their process capabilities with a mechanical baler and crane. In the early 1970's they added a shredder, making national news. Currently their large fleet of privately-owned trucks and containers makes 6,000 trips a month picking up customer material. For four generations they have been driven to do right by their customers, their communities and our world making

the best use of all resources. PADNOS has been an Associate member of ARM for decades as well.

Brett has over eighteen years servicing a very diverse set of accounts across Michigan. He uses his expertise to counsel each account on how best to meet their goals and he has been an active member of ARM for the last 6 years. He is passionate about his family, his customers, environmental stewardship, the University of Michigan and being outdoors. His presentation will discuss how recyclers have been impacted by the recent upsets in the market. He'll discuss the current trade situation as well as thoughts on future trends for your market. When recycling aluminum rims, auto recycling, wire harness, engines, crushed autos, and transmissions have you ever wondered where your effort should lie? What do you consider? How much effort should you put into segregation and dismantling? Where do your returns diminish and where do you start to have a negative impact on the environment? He'll walk you through a discussion that helps you decide where to put your effort.

ROUNDTABLE OPEN FORUM DISCUSSION:

"Recyclers Hot Topics"

This is one session you and your team will not want to miss. This highly interactive open forum will provide all of us with a relaxed platform as we tackle the tough issues facing our industry. Moderated by Mike Kunkel and panelists ARM President Jayson Doren, ARA 2nd VP & Treas. Marty Hollingshead, Amanda Zmolek, Copart Industry Relations Analyst, and Jared Hund, G-Core Automotive Corp., this session will incorporate audience participation, address our concerns, our challenges and any and all issues that are on your mind, as well as identify how some recyclers have turned some of their challenges into opportunities. Share your experiences and learn from your peers.

Events



THURSDAY'S FUN DAY OF GOLF & NETWORKING

We are once again kicking off our Road Show with a fun, relaxing day of golf and we are confident we will be enjoying one of Traverse City's beautiful spring days. This year we will be playing eighteen holes at the Crown Golf Club located just 10 minutes from downtown Traverse City. Known for excellent conditions, the Crown is nestled into the rolling hills just southwest of town. The championship 18 hole layout offers scenic vistas and elevations that will challenge your club selection. The course is inviting and playable and yet it will test all the skills of a low handicapper. With four sets of tees, any golfer can pick the perfect distance for their game. Join us for a fun day of golf and great comradery as we begin our 2020 ARM Road Show & Business Networking Conference.

FRIDAY MEMBER YARD TOURS

We have a great day planned for one of our most popular and well attended events...our member yard tours, where we discover new and innovative ways to enhance our businesses without reinventing the wheel. The first stop on our bus trip will be Gene's Auto Sales in Traverse City where you will have ample time to visit Northern Michigan's largest salvage yard. Then we're off to a relaxing lunch at Bradley's Pub & Grille in Interlochen, known for their Smokehouse, Brews & BBQ. After a relaxing lunch we will travel a short distance to East Bay Auto Parts for a great afternoon touring this 20 acre, full-service facility. Then it's back on the bus as we return to the Great Wolf Lodge where you will have an opportunity to meet up with your family and friends as we join our vendors for a great trade show and a special evening of fun.



East Bay Auto Parts

East Bay Auto Parts is a state-of-the-art automotive recycling center located in Interlochen, Michigan. Since opening their doors in 1978 they have grown from four acres of land and 3,000 sq. ft. of warehouse to over 20 acres and 25,000 sq. ft. of indoor operations. From domestics to imports...cars, trucks, vans and SUV's, they are continually redefining the expectations of the recycled auto parts industry. For over 35 years they continue to be a locally owned and operated GREEN company. They are members of ARM, MICAR and ARA. Their philosophy is built on the foundation of trust and their highest priority is YOU, their customer.



Gene's Auto Parts

Since May 8, 1958 when Gene Denman opened their original location in Acme, Michigan until they opened their present location on May 3, 1986, Gene's has been providing Northern Michigan with quality salvage automotive parts. In August of 1999 they expanded their business by opening a location in Cadillac, Michigan. They are the largest salvage yard in Northern Michigan and have a huge inventory of foreign and domestic parts, specializing in late model trucks and 4 x 4's. In April of 2016 they had a devastating fire but they continued to operate throughout the entire cleanup and rebuilding process. It was an amazing example of teamwork. They are long standing members of ARM and their counter staff is eager to help customers find the right part the first time, every time.

Events



COME JOIN THE FRIDAY NIGHT FUN!

BACK BY POPULAR DEMAND!

Once again we have a whole lineup of fun activities and prize winning opportunities planned for Friday night's gala of good times!



Pick Your County!

We will have a map of our great state of Michigan with all the counties clearly shown. Purchase as many counties as you like, once the state map is full we will draw the "big winner".

Live Auction!

We will be having a live auction with a great array of items that everyone will have fun competing for and if you would like to donate a special item to this lively event, please contact the ARM Office at 810-695-6760.

3rd Annual "LAST MAN STANDING" EVENT

Don't miss the 3rd Annual "Last Man Standing" event this year at our 2020 ARM Road Show!

Back by popular demand! A great way to support your ARM association.

So participate, it is easy...bring your checkbook and your passion to support ARM!

We will ask anyone willing to make a monetary donation to ARM to please stand up. We will progressively go up in increments depending on the crowd's participation.

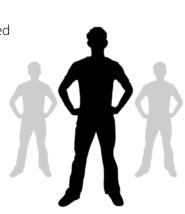
It is 100% ok to let your competitive side show and not allow your fellow recyclers outbid you for the crown of "Last Man/Facility Standing".

This year's top contributor will receive half off their ARM annual dues, a featured article about your business in our newsletter, a 30 day website ad on our site, as well as a plaque declaring you the "2020 Last Man/Facility Standing!"

Last year's event was a huge hit and success due in part to the active participation of so many facilities. It sure beats being asked to sell cookies and candies!

Please be sure to attend this fun event on Friday night April 24th.

Your continued support of ARM is very much appreciated!



Tentative Schedule of Events



THURSDAY, APRIL 23, 2020

12:00 Noon

Golf at the Crown Golf Course Traverse City, MI

Thursday Evening

Networking at the Great Wolf Lodge

FRIDAY, APRIL 24, 2020

9:00 a.m.

ARM Registration Opens at Great Wolf Lodge

9:30 a.m.

Bus Departs Great Wolf Lodge for Yard Tours

10:00 – 11:30 a.m.

Tour Genes Auto Sales, Traverse City

12:00 Noon

Lunch at Bradley's Pub & Grille, Interlochen

2:00 - 3:30 p.m.

Tour East Bay Auto Parts, Interlochen, MI

2:00 - 4:45 p.m.

Exhibitor Set-up at Great Wolf Lodge in Northwest Territory

4:00 p.m.

Bus Returns to Great Wolf Lodge

5:00 p.m.

Welcome & Opening Exposition/Cash Bar & Happy Hour with Exhibitors

5:00 - 8:00 p.m.

Road Show Exposition Hours

6:30 p.m.

Family Friendly Strolling Buffet

8:00 p.m.

Live Auction/Last Man Standing/Fun & Comradery with Members & Vendors

SATURDAY, APRIL 25, 2020

8:30 a.m.

ARM Registration Open/Continental Breakfast

8:45 a.m.

President's Welcome

9:00 - 9:45 a.m.

Seminar: "Finding, Recruiting & Keeping the Right Employees"

Speaker: JC Cahill – Owner of New England Auto & Truck Parts in Massachusetts (NEATR)

9:50 - 10:35 a.m.

Seminar: "E-Commerce – The Past, Present & Future" Speaker: Mike Kunkel – Owner of Profit Team Consulting

10:40 - 11:30 a.m.

Seminar: "Automobile Commodities in 2020 – What does the Future Hold and How Can We Adjust?" Speaker: Brett Schneider – Account Executive at PADNOS

11:30 a.m. - 2:00 p.m.

Road Show Exposition

1:00 - 2:00 p.m.

Lunch Buffet/Exposition Open

2:05 – 2:50 p.m.

Open Forum Discussion - "Recyclers Hot Topics"

Moderator: Mike Kunkel

Panelists: Jayson Doren, ARM President

Marty Hollingshead, ARA 2nd VP & Treasurer Amanda Zmolek, Copart Jared Hund, G-Core

2:55 - 3:40 p.m.

Seminar: "Process Flow Maximization – How to Get the Most Out of the Least"

Speaker: Mike Kunkel - Owner of Profit Team Consulting

3:45 - 4:30 p.m.

Seminar: "Picking the Channel That Works for You" Speaker: JC Cahill – Owner of New England Auto & Truck Parts in Massachusetts (NEATR)

4:30 p.m.

Wrap Up/Tear Down



Let's Talk Recalls...



VIN EXPANSION

By Katie Stark and Paul D'Adamo

The Takata Airbag Recall has presented challenges and opportunities to Auto Recyclers. In the beginning, most Recyclers were not eager to jump in. Anytime you introduce a new concept, it takes time to formulate procedures, educate people, and identify the "Why" of the program. The "Why" is different for everyone. Many Recyclers see the opportunity to do the right thing so compliance is their primary motivator. The fear of being responsible for seriously injuring or killing someone who just happened to buy a defective Takata airbag from your business is also a big motivator. Believe it or not, we have done yard visits where the owners are unaware of the #yankthatbag airbag recall program. For most Recyclers, it is a combination of those motivators, plus the benefit of adding a "Recall Bounty" revenue stream that has increased participation exponentially.

When the first Takata airbag inflators were replaced at the dealerships, many were the same ammonium nitrate design as the original inflators. Were you aware of this? Due to the huge volumes of airbag inflators manufactured by Takata, the Automakers could not source enough new design airbag inflators for all the vehicles they were building along with the inflators they were replacing by the millions across the US and Canada. Once Takata went bankrupt, other manufacturers scrambled to fill the void and NHTSA allowed them to use the ammonium nitrate design with the stipulation that these inflators would be on an automatic recall within a set amount of time. For some Automakers, that time has come due.

Two other developments have taken place recently. The first is further independent testing to help NHTSA determine if the Takata issue affects earlier model vehicles than initially believed. The second development is ongoing research into whether recalls should be expanded to other manufacturers beyond Takata.

With all of this information coming at us from the news and Social Media, I have noticed many Self Service and some Full Service Auto Recyclers putting a complete ban on the sale of airbags. While a very conservative move for a Full Service Auto Recycler, we believe it would be an especially prudent decision for Self-Service facilities. The confusion and mis-information does not give us a good sense of confidence that what is not on Recall today won't be 5-10 years from now.

Without naming specific Automakers, we are led to believe that the VIN Database will be expanded to include vehicles with defective airbags replaced at the Dealerships. In other words, the replacements for the original recalls will be on recall. We start 2020 knowing that additional VIN's will most likely be added in the first quarter of 2020. Please watch for alerts from RAS when this happens.

For more information on airbag recalls, call Paul the Recall Guy at 401-458-9080 or email pdadamo@ coresupply.com. ↔



As a member of the

AUTOMOTIVE RECYCLERS OF MICHIGAN

your employer is able to offer you a unique opportunity. **The Kent Utter Jr. Memorial Scholarship fund** has been providing financial assistance for college and secondary education to ARM members' employees for over **15 years**.

- Applicant must be a dependent of a current full-time employee of a Direct Member, in good standing with ARM for at least one year before May 1st of the year the award is presented.
- 🎎 Dependents of owners or employees who own stock in the employing firm are not eligible.
- First time applicants must have achieved at least a 3.0 grade point average, or the equivalent in their previous educational program.



Application MUST be submitted by May 31st

We have a **NEW** application form for the 2020-2021 school year.

New information is required this year. Be sure the application you submit says "2020-2021 School Year".

Scholarship recipients MUST REAPPLY for each school year.

The application and qualifying information are available on our website at <u>automotiverecyclers.org</u> or contact the ARM office at 810-695-6760 or <u>arm@mi.automotiverecyclers.org</u>.

HEV Batteries: A Shock to the System

By Marty Hollingshead

recently attended a research study on reuse and recycling of batteries in electric vehicles on November 7th and 8th at Argonne National Laboratories in Lemont, Illinois. Delanne Bernier and I were there to make a presentation and represent ARA at this event, which was called the "Recell" Conference. This was a well-attended event by scientists and engineers from all over the globe, as well as engineers from several of the OFMs.

The purpose of this conference was to look at the feasibility of what to do with batteries out of end-of-life Hybrid/Electric vehicles. There are several types of these batteries currently in use. The first-generation being Nickel Metal Hydride batteries (NiMH), as well as newgeneration, which are Lithium-lon batteries. The focus was on possible second-life use, as well as being able to recycle and recover the elements from these batteries.

This event was also hosted by the Department of Energy, DOE. Some of the challenges that were discussed were regarding the huge increase in Hybrid/ Electric vehicles, this will obviously increase demand on the elements (rare earth materials) that are used in manufacturing them. With the future battery type obviously being Lithium-lon, from a national security standpoint, there is concern about availability of these elements that primarily come from countries that we do not have good relationships with. The main elements are Lithium and Cobalt. These elements may very well come into short supply in the future, which is the reason for exploring different methods to recycle these batteries down to the Cathode/Anode to recover these elements for reuse.

Obviously, for recycling to be successful, there has to be a value in it for the recycler. Currently, what the future holds for us with these batteries is unclear. They could be a liability or they could have great value. Your Association, ARA, in response to these challenges, now offers to its members, training courses for Auto Recyclers on best management practices, as well as how to safely handle, remove, and store these batteries, with the focus on high-voltage safety and depowering this high-voltage system. It also focuses on the safety equipment needed. This training is going to be critical for all recyclers because of the danger of putting

untrained workers at risk of serious injury or death from these high-voltage batteries.

The hazards of these batteries can be best explained by watching a simple video where they hammer a screwdriver into a Lithium-ion laptop battery. Within seconds, the battery bursts into flames. This can happen with a charged or an uncharged battery because this is a chemical reaction. Because of this, the shredders are now concerned with the possibility of fires at their locations from the hazards that are present in these batteries. This is not limited to the main battery. Some of the newer high-end vehicles can have in excess of fifteen of these batteries in the various electronic modules. Will we now be responsible for removing all of these components? How will we identify their location, their type, and what will we do with them?

While there has been some conversation about fires at the shredders in their "fluff" piles, I don't see how this can possibly come from these batteries being breached, because after all, they are being breached in the shredder, not the piles. Any reaction from being breached will occur while the vehicle is being shredded.

The most revealing and frustrating thing for me personally was when Delanne and I got up to do our presentation, how everyone in attendance was unaware, as well as amazed, by what we do and how we do it. Make no mistake about it, these were some brilliant people in attendance, and what I saw really underscores the need for us to educate and inform the rest of the world as to what we are and what we do, and the crucial, important role that we play in the world of vehicles and Auto-Recycling. We definitely need to have an open-door relationship with those that regulate us, as well as with the OEMs that manufacture these vehicles that we have to process and recycle at the total-loss or end-of-life stage.

Will we be able to get the information that we need to be responsible and safe operators, or will we be forced to figure things out and fend for ourselves as we have in the past? This is where the OEMs have to realize that we are a viable partner and we need to Continued on page 27

COMMUNITY CORNER

Share your personal and professional news of accomplishments and celebrations with *YardTalk's* "Community Corner" by emailing your news and photos to the ARM office at arm@mi.automotiverecyclers.org

Morris Rose Auto Parts Participates in the NABC™ Recycled Rides® Program

Dunshee Body and Frame INC. and Morris Rose Auto Parts Donate a Refurbished Vehicle to a Deserving Kalamazoo Recipient in Need of Reliable Transportation in Conjunction with National Auto Body Council™ Recycled Rides® Program

alamazoo, MI – On November 26th, a deserving Kalamazoo MI recipient experienced a life-changing event – the presentation of a vehicle to provide her independence and the ability to work and take care of her family – thanks to the Dunshee Body and Frame INC. and vehicle donor Morris Rose Auto Parts along with Ruzick's Auto and Diesel Repair, Fresh Coast Auto Detail, Axalta, AsTech, Ridge Napa, Ridge and Kramer the National Auto Body Council™ Recycled Rides®.

The presentation was held at the Dunshee Body and Frames Kalamazoo, MI location. The deserving recipient was selected by Open Doors of Kalamazoo.

"We are honored and blessed to be able to help out a fellow community member, I would like to thank our entire staff especially the employees at our Vicksburg location for making this special day possible."

— Joe Townsend Owner Dunshee Body and Frame

The recipient included:

• Simone Nabors received a 2012 Jeep Compass



NABC™ Recycled Rides® is a unique program in which businesses representing all facets of the collision repair industry team up to repair and donate vehicles to individuals and families in need of reliable transportation. Since the inception of

the NABC™ Recycled Rides® program in 2007, members of the National Auto Body Council have donated more than 2,200 vehicles valued at more than \$36 million.

Additional partners in the NABC™ Recycled Rides® presentation included 1-800 Charity Cars, Morris Rose Auto Parts, Fresh Coast Auto Detail, Axalta, Ridge Napa, Ridge and Kramer, Astech. ←

ABOUT THE NATIONAL AUTO BODY COUNCIL™

The National Auto Body Council™ is the premier organization of collision industry partners dedicated to strategic networking opportunities that positively change lives in the communities we serve. The collaborative membership of the National Auto Body Council™ has gifted more than 2,200 vehicles, provided extrication opportunities for over 1,000 First Responders and contributed to thousands of distracted driving pledges in communities through NABC™ Recycled Rides®, NABC™ First Responder Emergency Extrication {F.R.E.E.™) and the NABC™ Distracted Driving Initiative™. That effort equates to a 4:1 ROI in dollar value delivered from NABC™ membership dollars. The National Auto Body Council™ is changing the paradigm of how the collision industry works and is viewed. For more information, visit www.NationalAutoBodyCouncil.org.

A Special Thank You...

To Whom it May Concern,

First off, I would like to express my deepest gratitude for this amazing opportunity. The changes that have transpired in my life recently have been mind-altering and I mean that in every literal sense of the word. I have gone from a depressive state of hopelessness to being very optimistic about what me and my daughter's futures hold.

Growing up, I have always heard that most people are only one paycheck, one tragic event, one poor decision from losing it all. In the past, I remember priding myself on being independent. I simply could not picture myself being in a position to lose everything I had worked hard for. But, a series of unfortunate events is precisely what happened! It happened several years ago when my daughter and I were involved in a tragic car accident in which a deer ran out in front of me causing a rollover collision. This resulted in me totaling my vehicle. I am forever grateful that my daughter and I came out alive because it could have been much worse.



In result of the accident, I was forced to take time off work. During that time I was also diagnosed with PTSD. Between my absences at work, difficulty with reliable transportation (issues with the insurance company prevented me from getting a new car) and the on and off manic states of depression, I eventually lost my job of 6 years. This, in turn, led to a devastating downward spiral. From collecting unemployment to working odd jobs through



temporary agencies, my bills started to accumulate faster than I was able to afford with my minimum wage paychecks. Family & friends were either not willing or just didn't have the means to assist.

Before I knew it, I was ordered a notice to vacate our apartment and had one day to gather our belongings and find a place to stay. We were now officially deemed homeless.

Within a span of months things had gone from bad to worst. Having no place for my daughter and I to stay prompted me to seek refuge in several shelters. I knew that we would be able to sleep somewhere warm and safe and at least have a decent meal which led us to the Eleanor House. This is how my relationship developed with Open Doors. At our initial meeting John & Erika saw something in me that I myself had lost sight of, which was potential and the ability to do and be great again!

As I write this in the comfort of my own home, with my daughter fast asleep in her own room, I am beaming with thankfulness. I have a safe, warm place to call home and a healthy support system of people who believe in me. The gift of having my own source of reliable transportation is overwhelming. Owning my own vehicle will allow me to seek out better job opportunities. Most of the difficulties I've encountered with maintaining a good job has been due to lack of reliable transportation. Having gone through the lowest moments in my life

Continued on page 27

Scholarships and Your Employees' Children

By Theresa Colbert

f any of you have ever been to a trade show or conference where I was selling raffle tickets, you are probably tired of me asking you for money! Haha! You may not realize the reason I do that. I sell raffle tickets to raise money for the scholarship foundations and groups that provide scholarships to auto recyclers' employees' children. A lot of the state associations and ARA have scholarships available that are not being utilized to their full potential!

I am on the road so much with Car-Part.com that I don't really have time to volunteer at home anymore. But, I am a big believer that we all need to give back to our communities. I volunteer with several state associations' committees/boards, and also with the ARA Scholarship Foundation. With these groups, I have come to realize that a lot of yard owners and employees don't know that there is scholarship money out there for their children.

ARA is working on flyers for recyclers to post at their business. I'm writing this article in the hopes that word will get around to the employees with kids going to college next year.

If your yard is a member of ARA, your employees' children can apply for ARA scholarships. Many of the state associations and URG also offer scholarships. The one main requirement is that your business needs to be a member of that association. (I think every one of us needs to be members of ARA and our state associations anyway! But I won't get on that soap box just right now!)

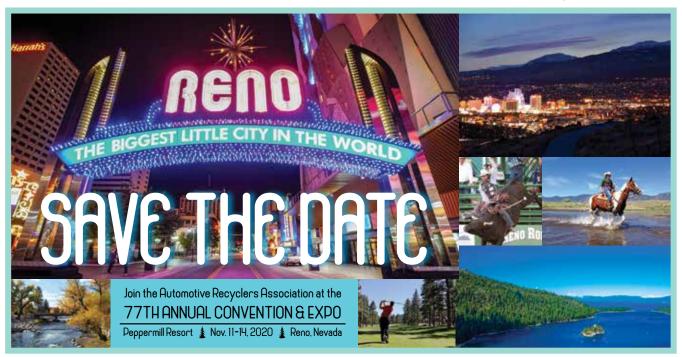
I encourage you to contact your state association to see what is available through them. If you need help finding yours, contact me – I can help! For information on ARA scholarships, visit a-r-a.org/ara-foundations.html and click on "application" to download the ARA scholarship paperwork. Also, when you see me coming with a handful of raffle tickets, PLEASE don't run and hide!

As always, have a GREAT month and text, email or call me with any questions! \Leftrightarrow

Theresa Colbert 859-802-2382 TheresaC@Car-Part.com



NOVEMBER 11-14, 2020



The Future is Now

Continued from page 15

and during the sale. As most conventional sales are now also starting with an online search, failing to list an item online greatly reduces the chances it will sell. Our online presence must be multi-faceted and items have to be listed on a variety of platforms. We have to monitor web traffic to determine if we are meeting our customers' expectations from the initial search through the buying process and finally any customer reviews they post about the experience. Our internal processes must also evolve to include increased expectations for

listing, presentation, and shipping of our products.

... so much for being insulated from the internet.

If you would like to delve deeper into the future of retail and the recycled parts market, bring your questions to the ARM Road Show in Traverse City. In addition to Mike Kunkel's seminar on e-commerce, we will be having an open-forum on Recyclers' Hot Topics Saturday afternoon. Bring your questions and comments for our panelists!

A Special Thank You...

Continued from page 25

allowed me to appreciate and value small things we take for granted such as the luxuries of a place to call home, and the potential of having my own method of transportation.



Again, my outlook on life has changed dramatically. I went from thinking the world was cruel and no one cared about my daughter and I, to realizing there are people out there like you all that truly care. I may not have hit the lottery for a cash prize. But, when I decided to put my trust in people who had my best interest at heart it has allowed me to restore my faith in humanity. I accept everything that has been provided to me humbly and once I am able, plan to do what I can to help others who may have given up hope like I once had. \iff

Sincerely, Simone Nabors

HEV Batteries

Continued from page 23

be treated as such. As individuals, we can voice our opinions, but the real power comes from strength in numbers and the importance of us all speaking with one loud, clear voice on the challenges and issues that face our industry. As RD Hopper once said, "You are either at the table, or you are on the plate." We all need to be at the table and tell our story so as to not let our future be decided by those who do not really know who we are and what we do.

ARA is YOUR Association. We are constantly working on raising awareness, as well as training and educating our members to be the best that they can be.

Remember, an association is only as strong as its leadership and the participation from its members. We can either have more opportunity or more hardship. What happens all depends on our ability to evolve and improve as an industry. Do you want to have a hand in shaping your future or not? The choice is yours.

The deadline for the next issue of the Automotive Recyclers of Michigan *YardTalk* newsletter is May 18, 2020. If you would like to place an advertisement or submit an article, please call the ARM office at 810-695-6760.



Automotive Recyclers of Michigan 7550 S. Saginaw Suite 9 Grand Blanc, MI 48439



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