



AUTOMOTIVE
RECYCLERS
OF MICHIGAN

YARD TALK

Issue 1

The Official Publication of the Automotive Recyclers of Michigan

Fall-Winter 2022

The President's Message

In contrast to my usual style, I'm going to keep my comments pretty brief.

The ARM Board, our members, and associate members have all been outstanding this year. I was just in Orlando for ARA and the Affiliate Chapters meeting really highlighted ARM vs the rest of the country. Director after Director lamented the low turn-outs and lack of interest by their members. No one wants to attend meetings or conventions, no one want to be involved... Not us. We've have great turn-out to our events. Thanks to all of you, we keep selling out of space. We're staying relevant, asking what members want, and striving to bring them the content they need.



Slater Shroyer

We must be doing something right. The numbers this year look great.

We're bringing some fresh faces on-board, and I want to thank everyone who has been involved this last year for all of the effort that goes on behind the scenes. All of you are running businesses and

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A Tribute to ARM Board Member Ted Dusseau for Job Well Done!

By Barb Utter

This is a difficult article for me as I am both happy for Ted and sad for us. Ted has been a member of our Board of Directors and our legislative chair for more years than I can exactly recount because of our 2006 fire. However, I do know our dear friend has always been there for us, so you can imagine my sadness when Ted called to tell me he had an opportunity to sell his business so he no longer would be renewing his membership and therefore his Board position. It was all I could do to hold back my tears as it is difficult to imagine our Board or our industry without him.



In 1929 Ted's father Chuck Dusseau founded Dusseau Auto Parts in Palmyra, Michigan. In 1950 the current 10 acre location was purchased in Adrian, Michigan and it has been run by Ted since the opening. Operations included auto and metal scrapping, used parts and a repair facility. The auto repair ended in 2006 but all other phases still remain in operation. Ted's son Steve joined the company as mechanic and shop manager

after serving in Vietnam and then his son Dan joined them two years later and assumed the role of yard operations manager. Dusseau Auto Parts has been a member of ARM for as far back as our records show and a part of our MICAR program since its inception in 2004.



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2021-2022 Executive Director Annual Report

Hi everyone, welcome to our 2021-2022 Annual Meeting. I'm happy to report that it has been a remarkable year as we began to move forward toward pre-covid activities. Yes, we still had to be mindful of COVID safety, but fortunately we have an Executive Committee and Board of Directors who continue to



Barb Utter

provide us with positive, forward-thinking leadership. They were determined to provide our members with training and educational sessions, as well as raise additional resources for the association that would meet all of our needs, wants and expectations in a safe, in-person environment.

A daunting task to say the least, but thanks to so many committed and dedicated people, I'm happy to report that not only did we surpassed all of our expectations, we also were able to celebrate our 50th anniversary since our founders signed our Articles of Incorporation. All of this was made possible by the generosity of Morris Rose Auto Parts and their outstanding team who so graciously agreed to host an in-person Annual Road Show and Business Networking Conference once again. They were our first hosts in 2009 and here they are again in 2022 when we all needed to join together after the past couple of stressful years. It set the tone for the entire year knowing we had this great event to look forward to.

Legislatively it was a quiet year for us. Ted kept us updated on the state level and Slater, as chair of ARA's Government Affairs Committee, did the same on the national scene. We had a huge change at the offices of Kelley Cawthorne when our longtime lobbyist David Gregory retired, but fortunately Nate Love is our new contact and he stepped right in without missing a beat. Many of you are familiar with Nate as he was our constant source of information throughout those early

months of COVID with his daily updates. Nate has been terrific and is already reaching out to some of you to invite your state legislators to a Meet & Greet at your facility. Please welcome him when he reaches out to you.

Our membership remains constant, which has been remarkable; we were able to offer intensive EV training with Andy Latham of Salvage Wire at our Road Show, along with forklift, Haz-Maz and Storm Water Assessment Testing. Our newsletter is again being printed & mailed to all licensed recyclers in Michigan. Amber Kendrick, owner of Pete's Auto & Truck Parts is our newsletter coordinator this year and she has been fantastic and a huge help as our roving reporter at not only the Road Show but at other industry meetings as well. Kathy continues to keep our website and Facebook page update as well as sends out our e-newsletter to all of our members. MIARC continues to not only be a communication tool for members, but it is a great source of additional revenue for the association thanks to Car-Part.com for their generosity and commitment to industry. Our MICAR program continues to be strong as we have 38 members committed to meet industry standards and we are able to continue to assist students pursue their educational dreams through the Kent Utter, Jr. Memorial Scholarship Program.

As I said, it has been a remarkable year, all due in part to the success of our 2022 Road Show. We exceeded all of our goals as well as raise a substantial amount of revenue for our association. We had record attendance, we were able to offer much needed, in person training and educational sessions and just as important, we were able to be together as an association, renewing friendships, new and old, as we honored many of our past presidents. It truly was a very special time for all of us.

As your Executive Director, it is an honor and gives me such great pleasure to report that we not only finished our fiscal year under budget, but we have a surplus of funds to begin our new year thanks to the commitment of our leaders, members, sponsors, vendors and guests. What a great way to celebrate 50 years of continued success. Happy Anniversary ARM! 🚗

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Scott Kooienga, Premier Auto & Truck Parts
- Secretary/Treasurer**
Daniel Gray, Doug's Auto Recyclers
- Immediate Past President**
Jayson Doren, Morris Rose Auto Parts
- Executive Director**
Barbara Utter

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Kathy Cooper
- Newsletter Coordinator**
Amber Kendrick
- MIARC Board**
Daniel Gray
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Co-Chair - Scott Kooienga
- Scholarship**
Chair - Gary Hooper
Co-Chair - Stefan Gravis
- MICAR**
Chair - Daniel Gray

YARDTALK is published quarterly. 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 27-29, 2023	URG Training Conference Hyatt Regency Grand Cypress Orlando, FL
May 19-20, 2023	ARM Road Show — SAVE THE DATE! Watch for Location TBA
October 12-14, 2023	ARA 80th Anniversary Convention & Expo Kansas City, MO

The President's Message

Continued from page 1

have busy schedules. This is unpaid work that benefits the entire industry – usually that includes your direct competitors as well. Yet you keep showing up and getting things done. Jaysen Doren and the entire family and crew at Morris Rose hosted a Road Show. Scott Kooienga set the bar for auctions. Ron Elenbaas and Gordon Middleton have volunteered to become lifetime auctioneers. And that was just the Road show...

We have had a full house every time ARM offers High Voltage Battery training. So much so that we're looking at bring Andy Latham back for a higher level.

I can't thank the office staff enough for all of the work that happens behind the scenes. Barb is making phone calls every day setting up the events, wrangling sponsorships, fielding questions from members, legislators and the general public. She lives and breathes this industry and this association.

There are exciting things coming up over this next year and I want to thank everyone in advance for the effort it takes to bring new programs and benefits to fruition. 🚗

Presidential Award

There are so many people who are deserving of this award. Time and again we keep coming back to the same dedicated members who keep putting in so much effort year after year.

This year I am handing the award to someone who took on one of my roles that I have been hoping to delegate for several years. Amber Kendrick has been our Newsletter coordinator for the past year – and has been writing articles and working behind the scenes to produce written materials. She has conducted interviews and served as the "roaming reporter." *Yardtalk* is one of the best publications in our industry in the country. I've seen it on desks everywhere in the state. It takes a lot of work to keep it going. Thanks to Amber for picking up that job and running with it! 🚗



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How and Why to Write Articles for Industry Publications

By Mike French

I learned to type on an old non-electric Underwood typewriter while living in a log cabin in Rabbit Creek Alaska. It was big, heavy, awkward, and very slow. If I typed too fast the keys would pile up and stick together. If I made a mistake, I had to put in a fresh piece of paper and start completely over. We've come a long way baby, and I'm glad!

Modern technology enables me to write virtually anywhere

Gone are the days of the bulky typewriter or being chained to an office computer for that matter. I don't even use a laptop to write anymore. I write everything on my smart phone using a writing app. I produce articles for several publications in more than one industry. I write a daily podcast and I publish at least one book per year. How do I do it? I jokingly tell people that I speak in thumbs (religious people will get this joke). I have just made it a habit to write everywhere I have a free moment—at the coffee shop, (where I'm sitting right now), in front of the TV, while waiting in long lines, on public transportation, or even on the beach. And it pays off!

Reasons to write articles for industry publications

There are many reasons to write articles for industry publications. Firstly (the selfish reasons). Writing articles gives you a great sense of personal satisfaction. It gives you recognition in your field of expertise, and it creates credibility for you among your peers. It can also bring many other opportunities to you and your business such as to introduce you and your products and services to a large industry audience.

Secondly, it's a great way to promote changes that you care about in the industry. Have you ever wished somebody would step up to the plate and do something about an important, even critical, industry issue that you cared deeply about? Perhaps that person is you! Someone has said there are three types of people in this world: (1) *those who make things happen*, (2) *those who watch things happen*, and (3)

those who stand around and say, "what happened?" You can be the person who makes things happen by writing articles for industry publications! It will give you a voice in the industry and present your opinions, ideas, and suggestions before a large audience with the potential to come alongside you with their support and resources to get important changes in the industry accomplished which you couldn't do alone.

Who needs articles

Industry publications, whether local, regional, or national, are constantly looking for content to fill their pages. This presents a great opportunity for any who have something they want to say.

Writing helps others, too!

Writing articles will help others move ahead who haven't achieved your level of success. Some mom-and-pop companies can't afford to leave their businesses to attend conventions and hear industry speakers or get exposed to supplier resources there to help them. But they do receive industry publications and read articles written by fellow recyclers, vendors, and industry experts. By the way, when I was publisher of the Auto Recycler's ToolBox Magazine, I often received phone calls and letters from recyclers who expressed their gratitude for the information they received from those who had taken the time to write.

What should you write about? Begin by writing about industry related topics and issues you are passionate about. There are lots of possibilities for article topics—you can write about industry news & happenings, do product or service reviews, write how-to (instructional) pieces, write about industry hot issues, tell inspirational stories about industry people, or you can write on the publication's themes which some have (just ask them for a list of themes and deadlines).

Writing tips and hints

Don't make writing too complicated. Just get started and get something written. Here are a few tips.

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Celebrating with ARM's 1st Executive Director

Don Rouse, ARM's 1st Executive Director poses with Howard Veneklasen and Chris and Skip Weller at Don and his wife Janis' 65th wedding anniversary.



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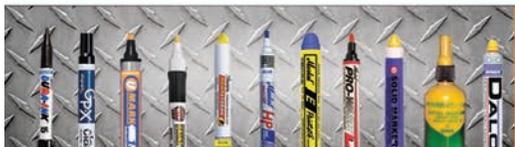
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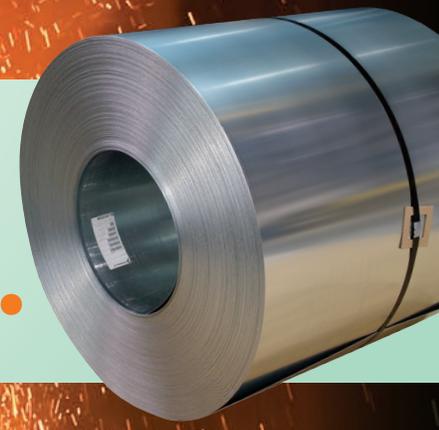
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- **Select a topic and title.** Once you've selected your topic you need to come up with a good title. Your title should be like an exciting product headline or a provocative book title which instantly tells the subject matter and promotes interest and readership. A great classic title example is, "*How to Win Friends and Influence People*," by Dale Carnegie (which tells exactly what it will do for the reader). And here's a headline I used when I first launched my advertising business over 40 years ago, "The fastest way to sell recycled auto parts without using a gun!" (It was about using direct response marketing methods to sell auto parts). I got a fantastic response.
- **Use the KISS method.** This acronym stands for Keep It Simple Stupid. Someone once said, "If I had more time, I'd write you a shorter letter." The best writing tells the story in as few words as possible without rabbit trails.
- **Write from an outline.** Before you write your story. Make a list of everything you want to say. Think of your story outline as a skeleton without any meat on it. Begin by writing down all the basic facts that you want to say (the skeleton) and then flesh it out by adding all the important details (the meat).
- **Include all the important information.** You don't want to forget critical information important to the reader (or to you). For example, a friend sent me a postcard they had received with a big headline at top which said, "An important Announcement! The card explained some critical changes to their ordering system that was now needed for anyone placing an order with them. But unfortunately, they forgot to include who had sent the postcard! There was no company name, no phone number, no email address, and no return address, anywhere on the postcard. I'm sure the ones who mailed it out wondered why they didn't receive any response to it. Your story must contain the following five W's in order to make your story make perfect sense: who, what, when, where, and why. For example, if you're writing about a new delivery route: (WHO) Elzie's Auto Parts of Desert Town, NV, (WHAT) is happy to announce a brand-new delivery route (WHEN) Monday through Saturday (WHERE) to your business location (WHY) to quickly provide you with top quality recycled parts and improve your cycle time.
- **Write according to the publication's preferred style, format, and length.** Most publications prefer certain kinds of content, article types or styles, so be sure to check with the publication before submitting material to find out what they want. Check for author specifics such as article length requirement. Most prefer one-page articles, but usually they will give you more room if you ask in advance so they can plan for it.
- **Use illustrations.** If you're telling or teaching something. Include some diagrams, charts, or photos, to illustrate what you want them to understand. Be sure to use appropriate captions to connect them to your story.
- **Quote others.** Use quotations from other experts to bring life to your articles. It's also a way to bring credibility to what you have to say. Always double check your sources to make sure they are accurate and provable to keep you from serious problems.
- **Tell stories.** Stories bring life to articles and help people relate and remember the points. A great 3-point story writing formula to use is, (1) Incident, (2) Point, (3) Benefit. (1) Start by telling an incident. (2) Make sure there is a point to the incident, and (3) Explain the personal benefit in the incident to the reader.
- **Get someone else besides you to edit your articles.** Some publications have editors who will gladly edit your articles, some do not and will print them as is, errors, bad grammar, and all. Remember that you want to be presented in the best light possible so make sure your articles do get edited before they go out in public. Editors will fix many problems and catch what you miss. I use the Fivrr App's search engine to find good editors to edit my articles. They are not expensive, handle your money carefully and safely, are usually very fast, and they have a star rating system in to help you find the right editor for your project. I have been very happy with them.
- **Close with a good wrap-up sentence.** Once your article is written you need to tie it up with a bow (so to speak) with a great closing sentence / statement, also known as a "therefore statement" or "nail clincher", which will state the main point of your article and/or say what you hope they learned and/or will gain or do as a result.

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A Tribute to ARM Board Member Ted Dusseau for Job Well Done!

Continued from page 1

Not only has been Ted been an active member of our association, but he is also a very active member of his community. He was on the Madison School Board as a board member and also school board president. Many of his initiatives led to the growth of the school without them having to go into debt. He has also



served as Madison Township Supervisor for four terms, bringing sewer and water service to the community that led to much expansion in housing and commercial development. With the township board, they put millages in place that funded the fire, police, water/sewer and building and grounds.

He has also been a member of the Independent Order of Odd Fellows fraternal organization, serving as local



lodge officer and has held all of the State of Michigan Lodge executive offices. He was later the state secretary/treasurer and through his leadership the state lodge continues to be solvent. According to his son Steve, one of Ted's personal favorite duties was the Laying of the State Lodge Wreath at the Tomb of the Unknown Soldier.

Ted has been a lifelong member of the Lenawee County Republican Party, serving for years as chairman of the executive committee where he was named Republican of the Year. His knowledge, expertise and resources have been invaluable to our association and our state. Ted has been ARM's Legislation Chair since he joined our Board of Directors and in 1997 he was honored as our Recycler of the Year. As Gordon Middleton so aptly



shared with me, "Ted has always kept us grounded and focused. He has always brought a sense of calmness to the room. When he spoke, we listened and Gordon always wanted to absorb some of Ted's calmness." To me, he was my legislative resource. His soft, gentle voice is always a leveling force to the stress and chaos that seem to surround us. I cherish our conversations as he is not only extremely knowledgeable about our state and local politics, but he is so caring about family, whether it is his, or mine or our ARM family. He is my dear friend and he has always been our "gentle man." Thank you so much for your service, dedication and friendship Ted.

We will miss you. 🚗



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By Nate Love of Kelley Cawthorne

Legal & Government Relations Counsel to ARM

The 2022 elections here in Michigan were notable in several ways, including the first districts drawn by the new Independent Citizens Redistricting Commission, as well as significant Democratic performances across the state, particularly during an election that was expected to heavily favor Republicans.

Democrats scored decisive victories in all three statewide races winning by more than 100,000 votes in each of the gubernatorial, Attorney General, and Secretary of State races. Congresswoman Elissa Slotkin (D-Lansing) survived a challenge from State Senator Tom Barret (R-Charlotte) in what was the most expensive congressional race in the nation, while Hillary Scholten flipped the Grand Rapids-area seat blue for the first time in recent history. While Michigan's delegation to the U.S. House of Representatives leans slightly Democratic, with seven Democratic members and six Republican members, the victors in the crucial seats are certainly middle-of-the-road and more focused on pragmatic work than partisan legislative fights.

Democrats will take control of the Michigan House of Representatives for the first time in over a decade. Control of the chamber rests on a narrow 56-54 margin. One Republican incumbent, current House Transportation Committee Chairman Jack O' Malley (R-Lake Ann), lost while Democrats picked up six open competitive seats. One Democratic incumbent, Rep. Alex Garza (D-Taylor), also lost. The chamber flip is the result of a small but steady trend of a few Democratic victories in State House races, with this election finally tipping the scales. Southwestern Michigan and northern portion of the Lower Peninsula remained GOP strongholds, but Democrats made inroads in other areas, including parts of Macomb County, Kent County, and portions of rural Mid-Michigan. The Michigan House of Representatives will have 57 new members in 2023, for a turnover of 52%. Current House Democratic Leader Donna Lasinski (D-Scio Twp.) was Term-Limited prior to the passage of Proposal 1 and will not be returning next term. Rep. Joe Tate (D-Detroit) will serve as leader of the Democratic Caucus and as the Speaker of the House, with Rep. Abe Aiyash (D-Hamtramck) serving as Majority Floor Leader. Rep. Matt Hall (R-Kalamazoo) will serve as leader of the

House Republican Caucus, while Rep. Bryan Posthumus (R-Cannon Twp.) will serve as Minority Floor Leader.

Democrats will take control of the Michigan Senate for the first time in over four decades. Democrats have the majority by a margin of 20-18. This is a net GOP loss of four seats. Democrats picked off one Republican incumbent and flipped three open competitive seats. This four seat partisan swing is similar to the loss seen by Senate Republicans in 2018, when they lost five seats. As in the Michigan House of Representatives, Democrats made gains in parts of Macomb County and Kent County, but also saw a major victory in the Tri-Cities area of Bay City, Saginaw, and Midland. The Michigan Senate will have 16 new members in 2023, for a turnover of 42%. Sen. Winnie Brinks (D-Grand Rapids) will serve as the Senate Majority Leader, while Sen. Aric Nesbitt (R-Lawton) will serve in the role of Minority Leader.

Lastly, all three ballot proposals were approved by voters. The proposals all passed on wide margins, with Proposal 1, term limits and financial disclosures, holding the largest margin (65.6%-34.4%). Proposal 2, "Promote The Vote," had a smaller margin (58.8%-41.2%). Like Proposal 2, Proposal 3, Reproductive Freedom, had a smaller margin and proved to be the closest race (56%-44%).

With Democrats taking control of each chamber for the first time in many years, much of their focus has been spent on building out the staff and infrastructure needed to run a majority caucus, although their organizations have proved so far to be very effective and efficient in coming to decisions on various "housekeeping" items that will need to be in place by the beginning of the year so that the business of legislating can begin smoothly. As we move into a new session with many new legislators, Kelley Cawthorne will continue to keep ARM and its members apprised of important developments in Lansing and strive to build and grow relationships with legislators and policymakers on your behalf. 🚗



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Associate Member/Vendor Spotlight

By Amber Kendrick

Brian Collins is a familiar face, not just at our local Michigan events but across the country we can count on seeing him smiling at us from the Commercial Forms booth at industry events. It seems like every salvage yard owner and manager in the nation knows Brian and his team, and uses Commercial Forms for SOMETHING, from paint markers and tags to cap plugs and Sawzall blades. Brian and his company have been staples in the industry for so long, you may not even realize that he started out (newly graduated from Northwood University in Midland,) as a field installer for AutoInfo in 1984, when they had just 11 systems installed, and Hollander had about the same. Brian had a background in new auto parts because he grew up working at his father's NAPA stores, but his first job out of college was bringing automation to the recycling industry. Eventually he moved into sales for AutoInfo and worked with Howard Nusbaum. Their success selling computer systems meant they created a need for printed invoice forms and tags! In 1988, while selling and installing AutoInfo/Checkmate systems, Brian

decided to start Commercial Forms Recycler Supply Company and specialize in the forms and supply needs of auto recyclers. AutoInfo and Hollander were supportive and Commercial Forms Recycler Supply maintains a close relationship with industry software providers.

On their website Commercial Forms says they **serve** our industry and also other automotive related industries with their products and safety supplies, and one of the really special things about the company is that Brian and his team take that seriously! In addition to their commitment to caring and being easy to do business with, they work with their clients to develop new products that actually change our industry, (torque converter clips being an obvious example, and preinstallation warning tags!) The definition of a servant leader is one who focuses on the growth and well being of other people and their community instead of themselves. Just in dealing with Brian professionally, it is clear that he is a servant leader, but when you start to talk to his people, it's absolutely inspiring. Kris, who has been working with Brian for 22 years, says "Brian is a hands-on boss, here every day, so committed to his staff and to the industry; he is the most consistently ethical person I have ever met. He's a trusting, kind person, and when people have hardships, he pulls through, he helps people." Kris went on to say how grateful she has been for the opportunity she has been given at Commercial Forms and how it's allowed her to raise her kids and give them experiences they would not have had otherwise.

There are many fun times to be had, as well. Tracey chuckled "going to trade shows with Brian is always fun. At the old Michigan shows, Kenny from Ken's had great stories about being on the road with Brian back in the day. I remember when I first started, when people would find out I was with Commercial Forms, every single person would gush about how they knew and loved Brian and they would always say how they knew him for so long, and I would tease Brian that he must be a lot older than he was saying if all these people had known him for that long!" Brian recently celebrated a milestone birthday, but we won't reveal here which one! Part of what Kris wrote to him in her birthday wishes speaks to Brian's character: "You amaze me with your integrity, your level of commitment, life energy, and your trust in life

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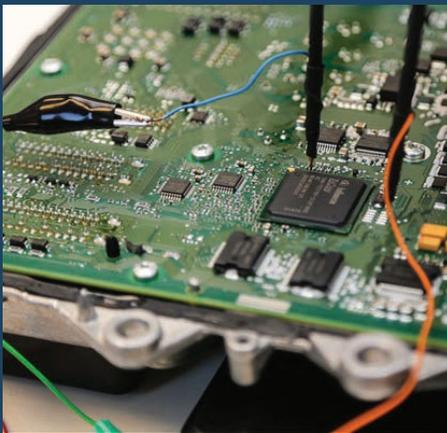


Brian Collins at the ARA convention & expo

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ARA Convention Wrap-up

Dave Luehr Delivers Keynote Speech

By Amber Kendrick

Kicking off the 79th Automotive Recyclers Association convention on Thursday, September 22, 2022 in sunny Orlando, Florida was keynote speaker Dave Luehr, author of *The Secrets of America's Greatest Body Shops* and founder of Elite Body Shop Solutions. His speech was titled "The Adaptive Organization," which is so relevant in these quickly changing times.



Dave identified three traits of adaptive companies: attitude (rediscovering your curious nature), culture (using the 5 key elements and build a magnetic culture that people thrive in), and the mastermind (leveraging the power of others). He dove into each one in depth. But Dave first told the fascinating story of the Honda Motor Company founder, Soichiro Honda, who said "instead of being afraid of the challenge and failure, be afraid of avoiding the challenge and doing nothing." If you have never read the story of Soichiro Honda, it's worth looking up! Incredible resiliency combined with a willingness to try new and different things was how the Honda Motor Company came to be, through the founder.

"To be agents of change, we must be firm in our resolve but flexible in how to get it!" Dave declared passionately.

ARA Welcomes in New President Shan Lathem

By Amber Kendrick

At the ARA 79th annual convention & exposition, outgoing president Marty Hollingshead of Northlake Auto Recyclers reviewed all the awesome progress that the Automotive Recyclers Association made in 2021-2022, including working on over 130 catalytic converter laws at the city, state and national level, making absolutely incredible progress getting together with OEMs, getting more yards certified and developing the certification programs, and expanding the environmental programs and advocacy like never before. Marty said if you would have told him a few years ago how he would be working with the OEMs, he never would have believed it. ARA is making strides like never before, with OEMs realizing how they need recyclers, meeting with recyclers and coming to the table with recyclers on multiple projects. Marty passionately said "the future is in our hands and we have amazing opportunities! We are earning the respect of our previous adversaries and they now want to work with us. We have a hardworking staff, an incredible leader in Sandy, she is relentless and tough as nails. Looking forward to an awesome coming year with Shan Lathem. The association is in great hands!"



New ARA President Shan Lathem poses with Amber Kendrick at the ARA 79th Annual Convention & Exposition

It was exciting, welcoming in the new president and owner of Cocoa Auto Salvage (Cocoa, Florida) Shan Lathem! Shan was always drawn to the recycling industry, even enjoying a role as a delivery driver as soon as she turned 16 years old!

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He insists that the challenges we face are the very same as our opportunities, such as when we face industry consolidation, we can take advantage of the ability to turn on a dime, become leaner & meaner, become willing to be the best at what we do, not the cheapest, deliver the best product, but be a specialty, be willing to be different where the consolidators cannot! As we have faced the challenge of the pandemic, we can use it as an opportunity to go back to the drawing board and rebuild things better, emerge stronger and tighter. The supply chain challenge means that shops are getting smarter on appraising vehicles. Return rates on used parts should be going down as they should be using more used parts that previously would be unacceptable. The labor shortage can lead to rethinking our business model, asking ourselves how do we integrate younger people on our team, how do we do things differently, how do we move some of this labor elsewhere? Each of our challenges can become a new strength if we can

identify it and be willing to be flexible in how to achieve our goals around the challenge and be curious about the world we live in.

Dave maintains how well each of our company cultures adapt to change depends on how well the individual people that make up our companies deal with change. How do we find people that are willing to accept change? Dave works with schools to recruit young people to work in the industry, identifies flexible people during the hiring process, and rewards flexibility in the workplace. He also works hard to build a business that young people are attracted to. Dave says young people will work hard for the right business with the right culture. Identifying five components of magnetic businesses, Dave says employees want to know that their work is meaningful, that they are acknowledged, that their work is being measured & rewarded, that they are

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ARA Convention Wrap-up

The Advantages of Being an Independent

By Amber Kendrick

At the ARA convention, second generation hands-on owner of Wilbert's Auto Parts in New York and director for membership of PRPNE Ron Wilbert gave an impassioned speech about advantages of being an independent. He started off by asking the audience to raise their hands if they had green fielded their yard, if they were first, second, third, or fourth generation, and all of these people were represented in the audience! Ron told the story of how Wilbert's Auto Parts came to be, and how the PRP Northeast group came to be. He noted that his father didn't want anything to do with the group, didn't like the changes, but the younger generation pushed him into it, and that PRP changed everything for their business because of the connections they made and the help other business owners gave each other in the group.

Ron pointed out that all of our related industries have consolidators but they recognize the importance of independents at many related industry conventions and publications. At ISRI and SEMA there is recognition and education for independents. In the tire industry they provide help and support specifically for small independent shops. Ron insists "we need to ensure independents survive! We are the lifeblood of associations!"

Sharing an experience calling Waste Management after they bought out his mom & pop garbage company, Ron identified the problems with the consolidators as impersonal, often using call centers, more expensive, worse service, and negative experiences with contracts, paperwork and warranty issues. He told us how he had a friend in the waste removal industry who was bought out, like many of his competitors, by Waste Management,

and for a time, that consolidator reigned in the area, but after a while, new small garbage companies began to pop up, because people just were not happy with the service they were receiving.

Ron also went into the advantage of independents! He said the number one problem we hear about at all the conventions and in conference calls across our industry events is finding people, and hiring people – family-owned operations have a hiring advantage! Most people would rather work for a small family business than a giant corporation. He also said that having the owner on-site is a huge advantage. Especially with customer relations and problem resolutions, decision making can happen immediately or at least in a more timely manner, instead of having to run issues up the chain of command. When you have leadership in action, when your staff is seeing and experiencing leadership, morale is much better. It means a lot to be there with your people and be thanking your employees. You can't buy passion! When the owner is on site and knows the staff, it makes a difference. Speaking of the power of people, Ron says "call centers are just no replacement for real people! Company policies that stifle relationships are bad policies."

Encouraging community involvement, from charity to facility tours, opening up our doors to others and going to visit other yards, we can learn so much from sharing

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Dave Luehr

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part of a team and that the company will help them reach their career goals. These key elements are the things we need to do to build a company that is adaptable to change and that is sustainable, period. Dave says the great news is that these are all teachable, learnable skills.

Finally, Dave goes into the “mastermind” concept – how great leaders surround themselves with other change agents. “You don’t want to be the smartest person in the room!” he quipped. Dave started with \$100 and a 2-car garage with 1 month of free rent. Two years later he had a bigger shop, selling 1 million a year in services with 13 employees, and a dream of a string of shops. But his “practice wife” and his practical father-in-law didn’t believe in him. The people in his life thought he had unrealistic expectations. Years before, someone had given him the book *Think and Grow Rich*; he reread it. In that book, Napoleon Hill explains the Mastermind principle: “the coordination of knowledge and effort between two or more people who work towards a definite purpose in a spirit of harmony.” Dave had big dreams but he didn’t have the harmony, he had the definite purpose but he didn’t have people in agreement with him. He decided to get those people in his life; he founded an organization called The Limitless Entrepreneur and now it’s grown to 16,000 young people!

Dave encouraged each and every one of us to examine who the top five people are in our lives. Are they people that are tearing you down or people that are lifting you up towards your goals? The characteristics of a good mastermind group are common definite purpose, structured meetings, accountability, chemistry, and vulnerability. With these core components, what a group of individuals can accomplish is nothing short of amazing.

At the beginning of his speech, Dave’s took us back to 2003, when he was underneath a rusty F-150 fighting a stubborn bolt and all he wanted was to get off of work, so he could go play guitar at a local honky-tonk bar. Eventually he quit that body shop where he had started as a painter – he went on the road for a year with a country band, trying to make it big, but even after playing

to big crowds, he was still broke. He watched little bands sell out to big record companies and change their tunes to fit the radio. He made a promise to his wife that he’d come home if he couldn’t make a better living for his family, and that is what happened. He was forced to leave Nashville and go back into the autobody business. The body shop he was working for was bought out by a consolidator and he decided he was sick of watching big corporations destroy little businesses. Dave wanted to change things; he wanted to help small businesses.

Now, Dave is living his dream by sharing his thoughts and ideas all over the country. It took losing his career in country music to find his new dream. Some people think it’s sad that he gave up on his music dream, but Dave doesn’t regret it at all, because he now has a better life than he can imagine, and the hours are much better than if he was a musician. Dave says “the world has changed drastically, and there are different perspectives on how those changes can be taken – we can be victims of change or agents of change. You don’t have to like change; you can have a curiosity about the change and take action with problems in the industry!” 🚗

Shan Lathem

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After graduating from the University of Central Florida with a bachelors in Business Management, she oversaw the finances and accounting for multiple automotive businesses her family owned and operated. Eventually she took on Cocoa Auto Salvage, and over the years has been on the FADRA board, has been president of FADRA, she’s been a regional director for ARA, then moved onto the Executive Committee and has served in several positions including First Vice President until now taking on the President role. Shan is ARA’s fourth female president and she is enthusiastic about helping others succeed. Shan gave an eloquent and confident acceptance speech about the strong future of ARA and recyclers, imparting that “ARA is pushing for recyclers to have the opportunity to sell more parts into the marketplace. We are the recycled original equipment!” 🚗

ARA Convention Wrap-up

Gordon Middleton and Theresa Colbert Honored at ARA

This fall at the 79th annual ARA convention, there were several important awards given out. Yancey Auto Parts of Columbia, Missouri was presented with the prestigious Randy Reitman Certified Auto Recycler award, recognizing them for their environmental leadership and practices. There were posthumous awards for John Daurio Sr (of Daurio Auto Truck in Pueblo, Colorado) and Kenneth Andersen (of Andersen's Sales and Salvage in Greeley, Colorado) and the videos of their families left not a dry eye in the house. ARM President, Slater Shroyer, attended the conference, representing ARM in the affiliate meeting in addition to the committee meetings, and said he personally especially enjoyed the software sessions put on by the yard management systems. There was one award in particular that was very special for all the Michigan yards that attended the national convention.



Gordon receiving ARA Lifetime Honorary Member Award

As long as we've all known Gordon Middleton, it was still really neat to hear Marty Hollingshead, outgoing ARA President and owner of North Lake Auto Recyclers in Hammond Indiana, share his story from the beginning. If you didn't know already, Gordon came out of the Marines in 1973 and went to work at a local dealership and body shop. Gordon met the owner of a local salvage yard and as his family was growing, he went to work there part time on the weekends. After a while, he convinced the owner to rent him some space for a couple cars. Then it turned into a few more. Eventually

he had more cars than the owner! Gordon quit his job at the dealership in 1982 and secured his own land, he put up a small building and parted ways with that salvage yard owner on good terms and they remain friends to this day. At the time, inventory was on index cards and all customers were walk-ins. Then in 1987 Gordon got the ARM long line, and that opened a new way of doing business. Along came computer systems, and Gordon took things to the next level. Through it all, Gordon was working for the industry, not just for his business. He was serving on the board of directors for ARM. Lending his time to various associations. In 2010 Middleton Auto Parts was able to purchase the closed down Enterprise Rent a Car next door to their location, and expand not only onto the property but also the office space. Marty said "this is a story of someone who came from nothing and was totally self-made. He built an excellent business." There was a standing ovation as Gordon went up to get his award for 2022 Lifetime Honorary Member. Gordon said "I don't feel I did anything special; many people have done a whole lot more. I am very humbled by this. Thanks to my wife for 50 years. She's kept me on the right road."

Anyone who knows Gordon knows he did do something special; he did many very special small things, day after day, month after month, year after year. Gordon truly cares about his people and about everyone in the Automotive Recyclers of Michigan. He cares so much for Barb our trusted Executive Director and often checks in on her. He cares for the health and growth of the association and our members. Gordon is not just a business associate; he is a dear family friend to so many in our industry. It was incredibly touching to see Gordon accept the award and hear his humble speech. There could not have been a more deserving individual who loves to give back and who loves others. Michigan is certainly well represented with Gordon Middleton. Yet, his was not the only well-deserved award!

Year after year Michigan auto recyclers have enjoyed getting to know Theresa Colbert as she has attended the ARM Road Show and other events through her "day job"

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NOW AVAILABLE ON OUR WEBSITE FOR MEMBERS ONLY

ARM Safety Compliance Manual with fill-in forms



The Members Only ARM Safety Program is FREE to all members. The ARM Safety Compliance Manual will help you meet the MIOSHA record keeping and reporting requirements.

ARM Do-It-Yourself Storm Water Compliance with sample documents



All ARM members now have access to a set of Sample Compliance Documents that will help you prepare the required permit compliance documents that must be submitted to the Department of Environment, Great Lakes, and Energy (EGLE) - formerly the Department of Environmental Quality (DEQ).

How to Access the Members Only Section of the ARM website:

- www.automotiverecyclers.org
- Request a log-In
- Once your membership status is verified by the ARM office, you will have access to all Members Only Content.



If you have any questions, please contact the ARM office at 810-695-6760 or arm@mi.automotiverecyclers.org

ARA Convention Wrap-up

Gordon Middleton and Theresa Colbert Honored at ARA

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at Car-Part.com. Theresa has also been an enthusiastic and educational speaker for ARM, imparting her industry knowledge. She has spoken at many industry events, from FADRA (Florida) and GMARE (Greater Midwest) to the national conferences, even sharing her personal story with the LARA (Ladies of ARA) group. To know Theresa is to enjoy her! She requires nearly a dozen hotel pillows



Theresa receiving ARA Member of the Year Award

anywhere she stays, has an impossibly sunny disposition, and she is often on the road for Car-Part.com. Yet she still has found time to start her own recycling facility from scratch! She faced incredible adversity; the story is truly astounding and includes when other options fell through, her green-fielding the yard on land she had previously planned for her personal home! If you haven't had the pleasure of hearing it from her yet, ask her about it at the next conference when you see her, she is somehow juggling running her own yard and remaining a superwoman for Car-Part.com! The award Theresa received was for ARA Member of the Year, and despite all of her hard work and dedication to the industry and her business, somehow Theresa has remained so humble she did not see it coming. In her acceptance speech, she got everyone laughing commenting that when outgoing president Marty Hollingshead was describing the tenacious woman receiving the award, she was thinking well she would like to meet this person, not realizing it was her! What a special person, and someone always willing to share tips and tricks and what works for them. We are truly blessed in this industry to have people like Gordon Middleton and Theresa Colbert. 🚗

The Advantages of Being an Independent

Continued from page 18

ideas that the consolidators just cannot do! Ron extolled the power of flexibility, control, teamwork, pride in our work, and promoting from within, among other things. He also pointed out how we can host awesome events for our entire staff and their families, get everyone together and enjoy time outside of work in ways the consolidators cannot, which bonds us and makes us more of a team and more able to face the challenges of the day to day!

Ron challenged everyone to think about what is our legacy? He said we should want our successors, whoever they are, whether they are family members or staff members, to have opportunities, and that drive will lead

to a passion for success. There is a wonderful livelihood to be made in this industry for ourselves, for our families, and for our staff and their families, and that is an amazing legacy. We can control our own destiny when we own our business and we don't sell out.

Ron ended with his prediction for the industry: history will be repeated, in our industry as it has happened in the trash industry! We have an incredible opportunity to capitalize by being independents. By knowing our strengths and holding to them, we can utilize our passion, teamwork, ability to pivot and change our business model on a dime, and more, to be strong and ensure not only our survival but even our growth. 🚗

Please welcome our newest
ASSOCIATE MEMBER

HMB Services 1 Jason Kurpinski Jackson, MI

Congratulations to the following
NEW RECYCLERS

To Laurie and Blake Shroyer of Shroyer Auto Parts on the birth of their son Lucas Shroyer, who was born October 7, 2023.

To ARA Immediate Past President Marty Hollingshead of Northlake Auto Recyclers in Hammond, IN, on the recent birth of his twin grandsons Lowen and Oscar.

CONDOLENCES

It is with great sadness that we send our deepest sympathy to the Ted Dusseau family on the recent passing of his son Daniel Dusseau. Dan, who passed away unexpectedly on October 20th, grew up in the industry and worked alongside his father and brother Steve at Dusseau Auto Parts. Please keep all of them in your thoughts and prayers during this difficult time.

We also send our condolences to Carl Scholz, prior owner of Scholz Auto Parts in Capac and longtime ARM member, and his family on the recent passing of his wife Bonnie on October 24, 2022.

Associate Member/Vendor Spotlight

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and in people. How you keep people with talking and laughing. Your concern for others."

When Brian isn't working, he enjoys golf and spending time up north with his family. Naturally a people person, Brian was going a little stir-crazy during the pandemic, and to create a safe, fun space where he could still see some family members and friends, he and his family created a pickle ball court! They all really enjoy the sport, which is basically a combination of tennis, badminton and ping-pong. It's great exercise and fun competition, plus an excuse to hang out with friends and family alike. Brian has always placed great emphasis on family time, supporting staff members family endeavors and his own family as well! When his daughter, Katie, showed horses, there was no bigger fan or prouder dad.

It's so special how we get to know and love people in this industry, and how we can have so much fun with people and also go through hard times with them and support them, too. Brian and the way he leads Commercial Forms is such a beautiful example of servant leadership and how by his dedication to the success of others, his business has blossomed. His beautiful family (wife Wendy, daughter Katie, son Brandon,) are treasured and celebrated in his life and he gives so much to so many. Brian and Commercial Forms has always supported the Automotive Recyclers of Michigan, from sponsorships and newsletter ads to golf outings and purchasing silent or live auction items or donating auction items, Brian



Brian with his daughter Katie, wife Wendy, and son Brandon

has been there for the association time after time. He had no idea we were going to do this little article on him, so we may have missed some important details. But the bottom line is that we cherish Brian, and his contributions to ARM over the years are innumerable. As Executive Director Barb Utter said when asked about Brian, "he is always there for us, from the golf outing to the Road Show, and I think he's been a volunteer on the Road Show Committee since its inception and Brian always has such good ideas. His entire staff, you can just count on them." 🚗

2021-2022 ARM Annual Committee Reports

LEGISLATIVE COMMITTEE:

Chair: Ted Dusseau **Co-Chair:** Slater Shroyer

Kelley Cawthorne: Nate Love

Committee: Ross Lewicki, Daniel Gray, Simon Savaya, Dennis Tomes, and Brad Rose

LEGISLATIVE COMMITTEE ANNUAL REPORT:

The committee continues to monitor proposed legislation at both the state and federal level and continues to encourage members to contribute to the ARM PAC Fund. Nate Love of Kelley Cawthorne, our legislative counsel in Lansing, and Committee Chair Ted Dusseau monitor legislation that could impact our businesses and industry on the state level through regular contact with state legislators and their staff.

Committee Co-Chair and ARA Government Affairs Committee Chair Slater Shroyer continues to participate in ARA's Governmental Affairs Committee. Through these channels he and the ARM Board monitored several bills in various states regarding catalytic converter theft, MA "Right to Repair," and extended producer responsibility for batteries.

Nate Love continues to provide weekly updates, which are shared with membership, concerning recent events in Michigan government and politics. These updates include all the happenings within the Michigan Legislature, the Michigan Executive and State Departments, updates regarding COVID-19, client highlights, and any other relevant information.

The committee continues to be involved in the legislative process related to SB 1064, which will make updates to laws and regulations impacting auto dealers of all types. ARM has supported the legislation throughout the process and will continue to do so, including with the governor. The ARM office has forwarded information regarding the process to members through email and YardTalk articles.

The committee has also monitored developments related to the upcoming midterm elections. In addition to forecasting election results, efforts have been made to proactively develop relationships with key incoming and returning legislators, using both grassroots and PAC strategies.

As you can see, you are well represented at both the

state and federal levels. If you want to change the political picture, you must get involved. Contact your local, state and national legislators, introduce yourself and tell them your business story. Support our PAC. Together we can and will make a difference.

GOALS for ARM Legislative Committee

1. Develop relationships with key incoming and returning legislators
2. Monitor legislation on state and federal levels
3. Maintain positive relationship with MDOS
4. Assist ARM members
5. Increase PAC Fund

MEMBER SERVICES COMMITTEE:

(Combined Membership/Membership Benefits, Website, Newsletter, and MICAR/ARMCO Committees)

Chair: Gordon Middleton **Co-Chair:** Glenn Neuner
Committee Members: Stefan Gravis, Chris Roberge, Reed Schram, Dennis Tomes, Jayson Doren
ARM Office: Kathy Cooper

MEMBERSHIP:

We began our fiscal year 2021-2022 with 73 Direct members and 26 Associate members. Four Direct members did not renew: one sold, two closed, and one we did not have any response to our inquiries. We had three new/returning Direct members for a total of 72 Direct members at the end of our 2021-2022 fiscal year. We also had three non-renewing Associate members and four new Associate members for a total of 27 at the end of our current fiscal year.

2021-2022 Membership Benefits:

ARM is committed to providing our members with services, programs, information and assistance to help them promote their professional recycling business and our industry. It is our continual goal to help them meet and maintain the standards and many compliances required of them, provide them with information on the latest industry happenings, make available cost saving benefits and services to assist them in their everyday operations, offer affordable employee training, and to always provide support and information to help them compete in today's global marketplace.

Among the many benefits offered to our members is our member's only MICAR, MICAR Plus, Safety and Storm

Water Compliance programs, our environmental specialist Dave Kendzioriski, our legal and lobby consultants overseen by Nate Love of Kelley Cawthorne, our voice in Lansing, our ARM PAC, our Scholarship Program for dependents of members employees, our quarterly newsletter *YardTalk* as well as our members only e-newsletter and under normal times, our Annual Road Show & Business Networking Conference to name a few. And because of our affiliation with our International Association, ARA, we are also able to offer all ARM members the opportunity to participate in many cost saving benefits of exclusive discounts provided by national vendors. Included in these discounts is the EVO B2B Group, a credit card processing company that provides cutting edge electronic payment processing services.

WEBSITE:

Kathy Cooper, ARM office

Kathy continues to keep our website updated. While we were able to return to publishing our newsletter in hardcopy format, Kathy continues to post the current issue on our site for the public to access. ARM also has a Facebook page named Automotive Recyclers of Michigan with 608 followers as another way to keep our members and friends updated on our latest happenings. It is still our intention to begin selling ads as soon as we have our disclaimer in place, at \$50 per month for the two spaces on the top of our home. If you are interested, please contact the ARM office.

NEWSLETTER COMMITTEE:

Chair: Amber Kendrick **Committee:** Daniel Gray, Jayson Doren, Simon Savaya

YardTalk, our quarterly publication, provides our members, other licensed auto recyclers and related industry contacts with relevant industry information. We continue to publish a variety of articles from vendors, members, other associations, and others, including diverse topics that range from environmental standards and operational best practices to member and event spotlights. Our printed newsletter has a circulation of over 400. We also publish *YardTalk* in a digital format so that it may reach an even larger audience via email. Ad revenues exceed expenses and *YardTalk* continues to be a net positive for the association.

In the 2021-2022 fiscal year, *YardTalk* introduced themes in issues, and we had a Road Show themed Spring edition, a 50th year anniversary themed summer edition, we are currently working on a vendor/sponsor themed fall edition, and our final (winter) edition theme has yet to be chosen. Having the focus of a theme helps those working on *YardTalk* compile articles that feel a little more cohesive. Not every article must adhere, and we do receive articles from contributors who are not even aware of the theme and that is perfectly fine, but it's nice to have some direction.

Barb and the ARM office staff also send out email newsletters and updates on a regular basis to all current direct and associate members. These notices publicize ARM programs, activities, benefits, deadlines, and happenings in Lansing and around the industry.

The newsletter committee is always looking for contributors willing to submit articles – long or short! You need not be a professional writer to be published in *YardTalk*, even a short story if relevant to our readers is very welcome! Another option is do a Q&A with a fellow recycler, one of your favorite customers or one of your favorite vendors, type that up and send it in as an article. If you have an idea for an article or are willing to help, you can contact the ARM office directly or feel free to email the newsletter committee chair Amber Kendrick at amber@petesauto.net.

MIARC ANNUAL REPORT:

Chair: Daniel Gray

The MIARC Board is a chat room that was provided by Car-Part.com for the members of the Automotive Recyclers of Michigan. It is an online platform that allows members to actively buy and sell parts, chat with fellow ARM members, post pertinent industry-related information, and ask questions in a public or private session. You can chat publicly with the membership or privately with other ARM members. There is no limit on the number of users at each facility. MIARC is an easy-to-use, fast way to find those small and hard-to-find parts to complete the sale, plus it provides additional revenue for the association. It is a great way to connect with other ARM members around the state and a valuable resource for upcoming events.

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2021-2022 ARM Annual Committee Reports

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MIARC continues to be a good financial resource for ARM as Car-part.com has generously donated all monthly fees collected from ARM members of the MIARC chat room directly to ARM. Thank you to Car-part.com.

We would like to ensure the viability of MIARC by continuing to recruit new members and increase the usage by existing members. An easy way to promote the use of MIARC by current members is to make sure the MIARC chat room is bookmarked within the Car-Part.com messenger for salespeople, inventory staff, and even managers. Bookmarking MIARC within Car-part.com messenger will force the board to automatically open when the messenger is started in the morning. We encourage all members to participate on the MIARC board. It is not only userfriendly, but it supports your association.

MEETINGS/CONVENTIONS COMMITTEE:

Chair: Jayson Doren **Co-Chair:** Scott Kooienga

Executive Director: Barb Utter

Road Show Committee: Gary Hooper, Dennis Tomes, Daniel Gray, Bernie Milnes, Gordon Middleton, Ron Elenbaas, Andy Helmer, Glenn Neuner, and Simon Savaya

Vendor Representative: Brian Collins, Commercial Forms

SCHOLARSHIP COMMITTEE:

Chair: Gary Hooper **Co-Chair:** Reed Schram

Committee: Stefan Gravis, Ron Elenbaas, Lance DeKeyser

This committee is responsible for promoting the ARM scholarship program to our members and their employees and to assist in raising funds to support this program. Again, because of COVID19, we were not able to plan any fundraising activities, but fortunately, the Scholarship program had enough cash reserves to again fund this year's recipients and I'm happy to report that we were able to assist three outstanding students in pursuing their educational dreams.

MICAR COMMITTEE:

Chair: Daniel Gray

Program Manager: Dave Kendziorski

Committee: Ross Lewicki, Slater Shroyer, Chris Roberge, Jayson Doren, Scott Kooienga, Simon Savaya

The MICAR Committee has been working hard to make sure that MICAR helps you adopt industry practices that meet environmental and safety regulations and

established industry practices. The Committee decided to re-examine and update the MICAR standards which have largely remained unchanged since the program began in 2004.

The Committee, in consultation with MICAR Program Manager Dave Kendziorski, considered standards that reflect new regulatory requirements and new industry practices throughout the industry. Most of these standards are already accomplished within your safety and storm water permits. The new standards took effect in 2021. Members will have a couple of years to comply with the new standards. The new practices are easy to implement, and in most cases are already in place. The MICAR program will ensure that any needed training or documents are provided to the members. We will continue to provide on-site assistance with your EGLE storm water permit. The MICAR fee has increased from the levels set in 2004 of \$350 to \$400 per year.

From Dave Kendziorski, our MICAR program manager:

MICAR audits: The 2022 MICAR Audits are tentatively planned for the beginning of October. The audits will evaluate the new, updated MICAR standards. Members will have until 2023 to meet the new standards. Twenty MICAR members are scheduled to be audited this year – the remaining members will do Self-Audits.

MICAR 2021-2022 Membership:

ACME Auto Parts	Michigan Auto Recyclers
Airway Auto LLC	Michigan Truck Parts
American & Import Auto Parts	Middleton Auto Parts
Cat's Parts Mart Auto Salvage	Miechiels Auto Salvage
Doug's Auto Recyclers	Morris Rose Auto Parts
Dusseau Auto Parts	Pete's Auto Parts
Eagle Auto Parts	Premier Auto & Truck Parts
East Bay Auto Parts	Ryan's Pick-A-Part
Ernie's Auto Parts	Schram Auto & Truck Parts
Fox Auto Parts, Inc.	Schram Auto & Truck Parts
G&T Auto & Truck Parts	Lansing
Go Go Auto Parts	Shroyer Auto Parts
Grand Valley Auto Parts	Travers Auto Parts
Heights Auto Parts	U-Pull and Save East
Highway Auto Parts	U.S. Auto-Sterling Heights
Highway Truck Parts	U.S. Auto-Wayne
Holbrook Auto Parts	Weller Auto Parts
Hooper Auto Recyclers	Weller Auto Parts-Kalamazoo
Ken's Auto Parts	
LKQ of Michigan	

NEED MONEY FOR YOUR CHILD'S COLLEGE FUND?

Well, you work for the right company!



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.

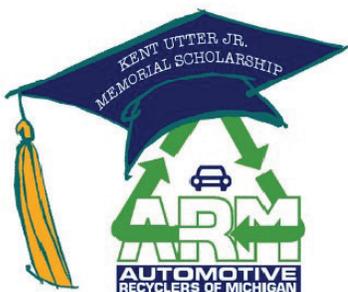
Application MUST be submitted by May 31st

We have a **NEW** application form for the 2023-2024 school year.

New information is required this year. Be sure the application you submit says "2023-2024 School Year".

Scholarship recipients **MUST REAPPLY** for each school year.

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



Q&A with Cliff Hope, Senior Account Manager of PMR

By Amber Kendrick

Part 1 of 2: Q&A with Cliff Hope, Senior Account Manager of PMR, catalytic converter recycler since 1996. This part will focus on the basics of shipping catalytic converters, and getting to know Cliff better. The second part will focus on the specifics of assays – selling cats as a non-ferrous metal with 3 moving parts: the metals platinum, palladium and rhodium, how to get the most for your cats and how to evaluate that.

Q: I know you are a senior account manager at PMR, how long have you been there?

A: I am currently in my 9th year working for PMR. It has been a great journey to get to know converters and the scrap industry.

Q: At what volume is it worth saving O2 sensors separately from cats?

A: O2 Sensors should always be removed from your converters. They are worth roughly .50\$ to .75\$ a piece depending on metal markets. Clip the wires for your own copper pile and depending on your volume you can send them along to be sold by the lbs or if the company you are working with offers assay, they can be processed for the precious metal content.

While some companies out there say include them in the processing of your cats it's very difficult to verify this if you haven't separated them up front for evaluation of weight prior to leaving your facility.

Q: How do I know my cats are safe?

A: There are 2 parts to this question. If the converters are still in your possession, then security is on you. I would suggest that keeping an inventory with pictures of each unit is a good start to internal security. Next having a very secure area to store the material is a question I can't answer.

Thieves both internal to the company and external have become very bold and creative. My best suggestion would be to move converters more frequently and not stock pile them for bigger shipments. The theft of just 5-10 units will outweigh shipping converters more frequently.

From the perspective of converters being safe that are shipped to a company like PMR, I can assure you that we have them covered from the time the Bill of Lading is

signed. We insure every shipment if it's a full truck or one gaylord box. When the material is received at our facility each box is weighed, each unit is evaluated and put in a separate bin for processing. This process is also recorded on our internal building cameras.

Q: Shipping cats is a little nerve-wracking, what is the best way to prepare the boxes?

A: It's completely understandable as cats have a lot of value these days. We ask each recycler to place converters in a gaylord box on a sturdy skid. With the pipes trimmed to flanges it should be possible to get 130-150 in a box. The boxes should be filled to the top and shrink wrapped with black plastic and then run a bead of spray paint down the corners to insure no tampering. Best to make the boxes stackable to optimize shipping (2 boxes can stack to take only one space on the truck = saving \$\$)

Q: How often does it go badly and what happens if it does?

A: I have overseen thousands of boxes being shipped to PMR. In all the years I have been here I have had problems with no more than 3 skids. In all cases the skids were found and delivered with only slight delays. Every shipment is fully insured by PMR if we have set up transport – so really nothing to worry about.

Q: But you're in Canada! Do I have to do anything special to ship to Canada?

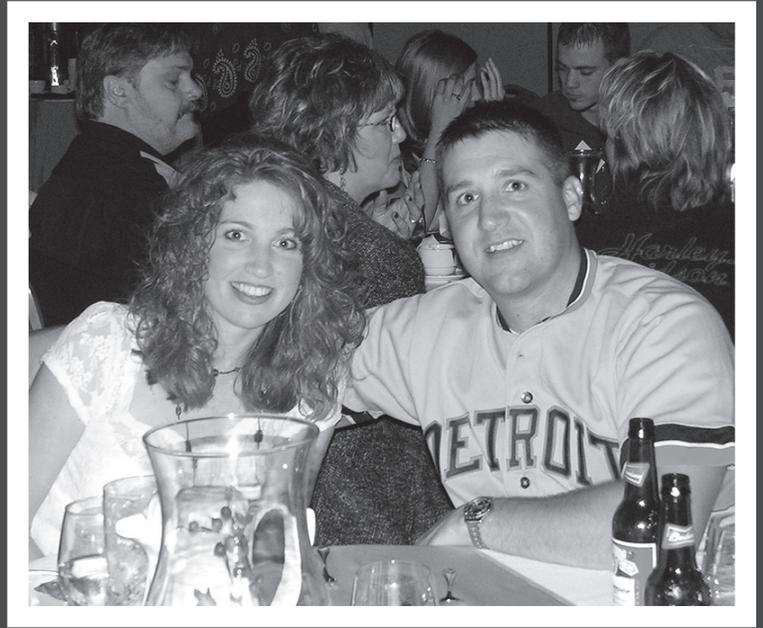
A: Yes, we have a couple of Canadian locations. There is absolutely nothing special for our American shippers to do or even worry about. We take care of all the necessary paperwork and because scrap is covered by trade agreements there is zero cost to moving converters for processing. Fun fact, our upline consumers are primarily American companies.

Q: When is the best time to sell my cats?

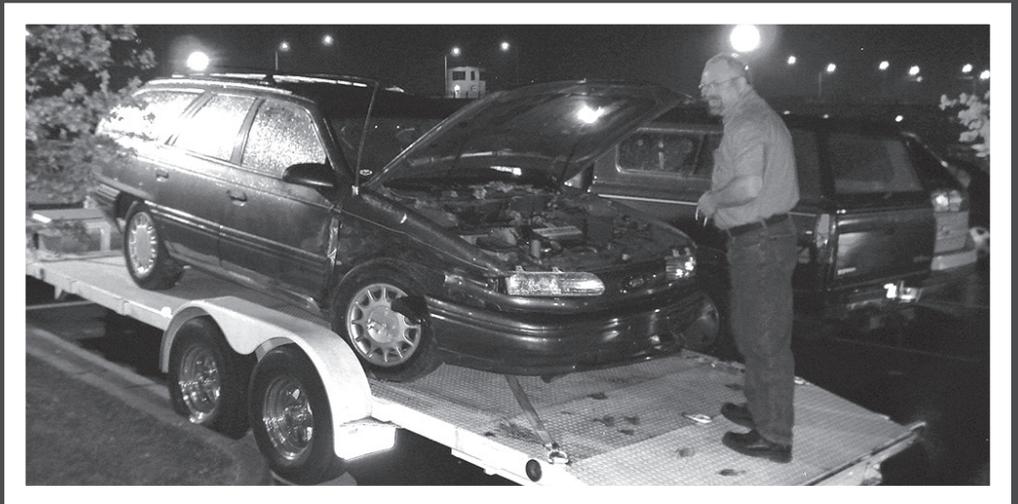
A: I am regularly asked this question and I am only able to give one answer. The best time to sell converters is when you need the money from them, and you are comfortable with the market for Platinum, Palladium and Rhodium. If you are dealing with a toll refiner, you can sell any one of these metals from your converters at almost any time. Material can be sold in advance of assay results by percentage and any or all ounces of precious metals can be sold after the assay is completed.

Continued on page 34

Remembering 50 Years of Recycling & Friendship



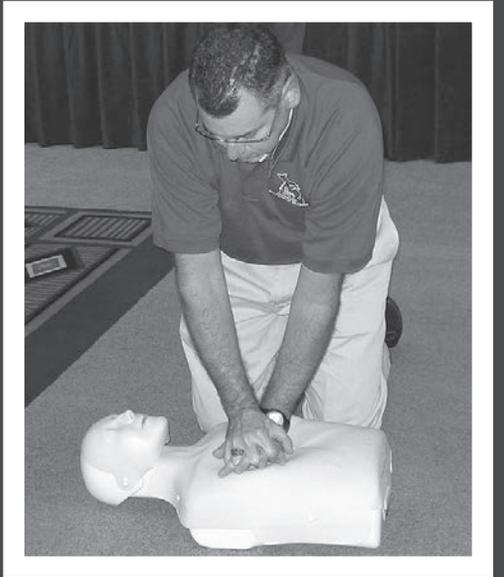
Remembering 50 Years of Recycling



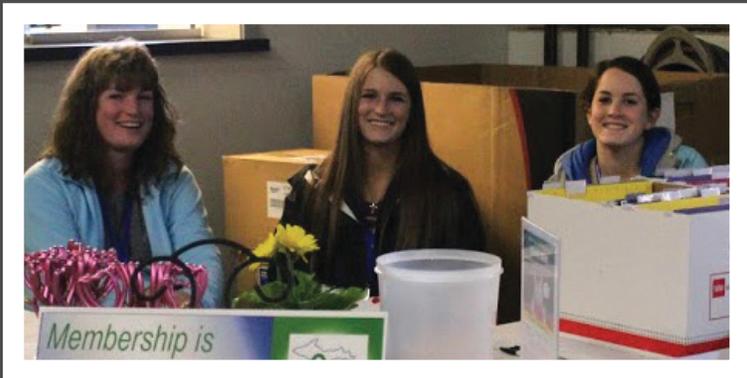
& Friendship



Remembering 50 Years of Recycling



& Friendship



Q&A with Cliff Hope

Continued from page 28

(In the second part of the Q&A we will get in to the specifics of the essay, so make sure you read the next YardTalk!)

Q: Looks like your hobbies include running? Tell us about that!

A: I am for sure a runner although I prefer to think of my running as my meditation time. I run 4 times a week roughly 3.5 miles each time. I run when it's 110° or -30°, sun, rain, humidity or driving snow. It is just part of my weekly routine that keeps me both mentally and physically fit.

Q: Where is the coolest place you've gotten to travel for business?

A: I would have to say one of the coolest places I visited for work was Trinidad, I went down to assist with a converter operation. I love travelling to new places.

Q: Who or what do you take care of or what are your projects these days?

A: The only things I take care of these days are a couple of house cats. My kids are all grown up and living their lives. While I am handy around the house and will do small renovation projects, I don't have anything on the go presently.



There is no time more fitting to say
"Thank You" and to wish you
Happy Holidays!

We hope that the coming year will
bring peace, good health, good cheer
and prosperity.

*Automotive Recyclers of Michigan
Officers, Board of Directors & Staff*

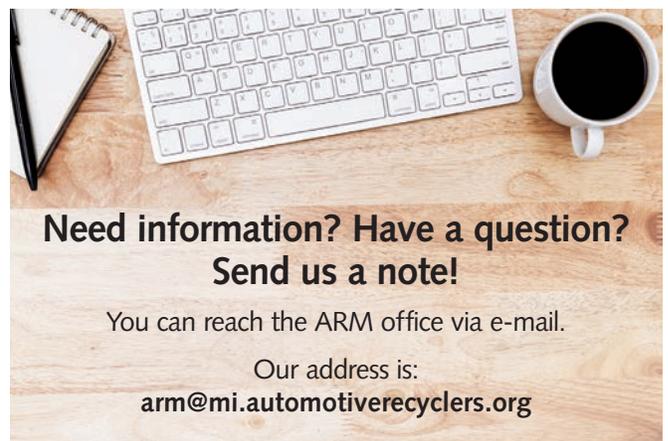
I would say my real hobby for the last several years has been travelling with my wife. We have been to 60 different countries and plan to keep it up now that the pandemic is in the rear-view mirror. Love to see new cultures and learn different perspectives from people all over. 🚗

How and why to write articles

Continued from page 8

Therefore, I hope you now understand why you should be writing articles for your industry publications and that doing so will not only be of great benefit to others, but it will also bring you personal joy and positive benefits to you and your business as well! So, happy writing!

Mike French is retired from 39 years of business in the Automotive Recycling Industry. He is an author, publisher, consultant, and speaker. Mike is founder and Executive Director of Christian Auto Recyclers & Vendors Association (CARVA) and will be at upcoming recycler trade shows and events. Mike is available to speak at your group, conference, or event. He loves to share inspirational stories that demonstrate how the Word of God actively changes lives. He can be reached at mike@carva.group. Visit www.CARVA.group and/or visit www.PowerPackedPromises.com 🚗

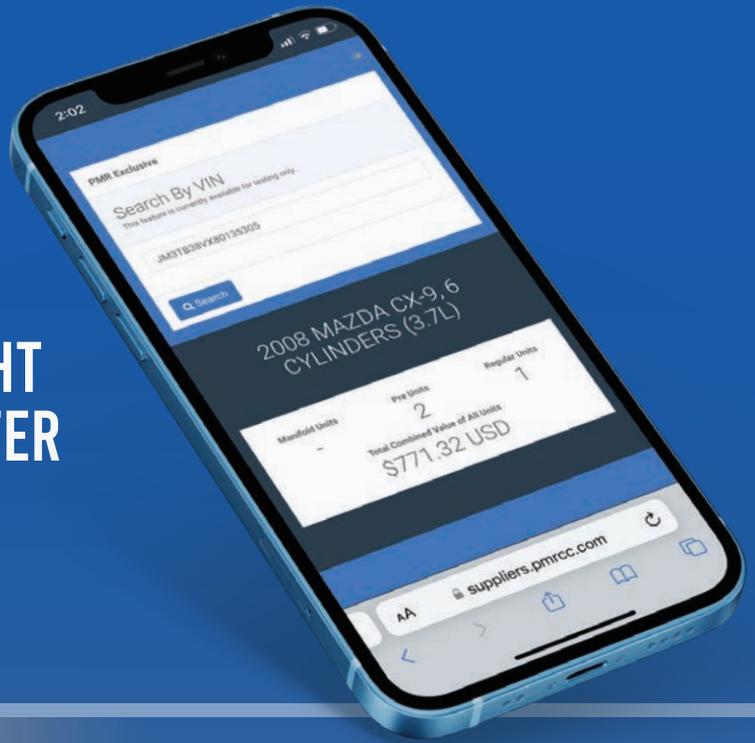


F.Y.I. The deadline for the next issue of the Automotive Recyclers of Michigan YardTalk newsletter is February 15, 2023. If you would like to place an advertisement or submit an article, please call the ARM office at 810-695-6760.

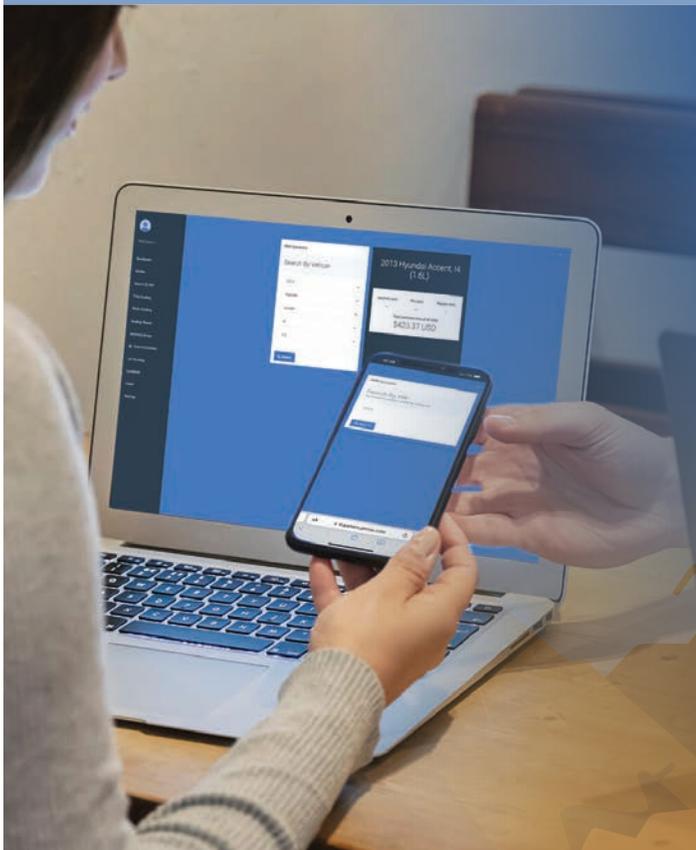


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